

Equality Charters February 2019 Update

You are receiving this message because you have opted in to receiving updates. You can unsubscribe/subscribe to each list at <https://www.jiscmail.ac.uk/AthenaSWAN>, <https://www.jiscmail.ac.uk/RaceCharterlist> and <https://www.jiscmail.ac.uk/RIAG> respectively.

If you have missed any previous updates from us, these can now be found at: <https://www.ecu.ac.uk/equality-charters/athena-swan/athenaswan-athena-swan-news/>

Equality Charters recruitment

We are currently recruiting for an [Equality Charters Adviser \(maternity cover\)](#) to be based in our London office. We welcome applicants from all backgrounds and communities, and encourage applications for [secondment opportunities](#) as well as for a one-year fixed term contract. The closing date for applications is 10am on Monday 11 March 2019.

April 2019 Round

The deadline to state an '[intention to submit](#)' is **5pm on 28 February**, and the deadline for submissions is **5pm on 30 April 2019**.

New Head of the Race Equality Charter

We are delighted to announce that Ammara Khan joined us as the new Head of the Race Equality Charter this month. She brings with her a wealth of equality, diversity and inclusion experience acquired in HE as well as the public and private sectors. Ammara joins Advance HE at an exciting time with the February REC round in full swing, along with the run up to the July 2019 round. She will oversee this year's planned review of the Race Equality Charter, as well as planning and delivering REC member network meetings – so stay tuned for further updates!

Race Equality Charter February 2019 award round

The submission deadline for the February 2019 round has now passed. Panellist selection for these panels has already taken place and panels will meet in April. If you are interested in becoming a panellist for both REC and Athena SWAN in future rounds then please [sign up on our website](#). We particularly encourage applications from people identifying as male and from black and minority ethnic communities, as they are underrepresented.

UK government encourages institutions to use REC to tackle racial inequality

The Government has launched new measures to attempt to improve outcomes for ethnic minority students in Higher Education. The measures include encouragement for institutions to address race disparities in the workforce using tools such as Advance HE's [Race Equality Charter](#). The full announcement can be found [on our website](#).

REC now has over 50 members!

The Race Equality Charter now has over 50 members with the recent addition of the University of Dundee, The Open University and the University of Sussex. You can read more about this [on our website](#).

Feedback on new successful feedback format

Following consultation with our members in previous rounds, we developed a new format of feedback for successful applications which was implemented in the April 2018 round. If you received this new format of successful feedback we would really appreciate your thoughts on its effectiveness and have created a short survey (should take no more than 1 minute to complete). The link can be found here:

<https://www.surveymonkey.co.uk/r/76XN7WQ>

The survey will close on 11 March 2019.

Research Institute Athena SWAN annual workshop – 20 March 2019, 10:30 - 15:30, hosted by The Pirbright Institute (GU24 0NF)

The aim of this research institute-specific workshop is to provide an opportunity for members to engage with each other, share good practice and network, whilst receiving practical advice on how to improve gender equality within their workplace. The workshop will include presentations focused on research institute-specific issues. Please contact Jessica.Kitsell@advance-he.ac.uk with any queries.

Research institute members can sign up to attend this workshop for free (two places per institute): <https://www.advance-he.ac.uk/programmes-events/calendar/research-institute-athena-swan-annual-workshop>

Implementation of Athena SWAN Review recommendations

We have received several queries from institutions and departments preparing for future awards on how soon recommendations from the ongoing Review may take effect.

The Steering Group are aiming to report their findings and recommendations in Autumn 2019. The timeline for implementation of any recommendations will take account of the work currently underway by institutions and departments on Athena SWAN applications, and will incorporate an appropriate transition period for any changes that will affect applicants. Unless otherwise informed directly by Advance HE (*as in the case of Post-May-type renewals, see below*), existing award-holders and applicants planning to submit in or before November 2020 will not be affected by changes implemented following the review.

Additional information can be found on our [webpage on the Athena SWAN Review](#).

Impact Evaluation of Athena SWAN by Ortus Research

Thank you to all those who have agreed to participate in the independent impact evaluation of Athena SWAN by Ortus Research. The research consists of analysis of application data, case studies, survey data and HESA data. They are due to report their findings in the middle of March 2019, which will help inform the Steering Group of their next steps regarding formal consultation.

Athena SWAN November 2018 award round

Peer-review panels for the November 2018 award round are ongoing and will continue through to April. We have updated our feedback forms for panellists, as well as providing criteria summary sheets for each level of award. We strongly encourage all panellists to have completed the feedback forms prior to the panels to enable panels to run efficiently. All [panellist guidance](#) (including travel information and expenses forms) can be found on our website.

Post-May renewals due in November 2019 and April 2020

Post-May 2015 Athena SWAN awards that are due for renewal in November 2019 and April 2020 will be extended to November 2020 awaiting publication of our renewals criteria. Further information about this [extension for early applicants of the Post-May 2015 criteria](#) can be found on our website. Affected award-holders have been contacted directly.

Latest Advance HE publications

[Analysing Qualitative Data](#)

This sixth briefing from Advance HE's knowledge and research team presents a short guide to analysing qualitative data, such as focus group transcripts or free-text survey responses, for practitioners working in universities and colleges.

[Research Insight – Evaluating the 'Achieving Race Equality in Higher Education' programme](#)

This sixth Research Insight provides equality and diversity practitioners with a useful example of how to evaluate the impact of a programme or intervention using a repeated-measures design. Specifically, this Research Insight identifies whether Advance HE's 'Achieving Race Equality in Higher Education' programme is effective in improving participants' familiarity with terms related to race equality and their confidence in engaging with race equality.

Further guidance and resources

Don't forget you can find further guidance and resources on our website:

- [Panellist resources](#) for both Charters
- [Guide to Processes](#) for both Charters
- [Athena SWAN FAQs](#) and [resources](#)
- Athena SWAN [good practice resource bank](#)
- [Race Equality Charter FAQs](#) and [resources](#)

Twitter highlights

We continue to share good practice and highlight new guidance, updates and sector developments.

- One of our top Athena SWAN tweet from February 2019 marked [Women in Science Day](#) and a call to listen, understand and take action for gender equality.
- Our top REC tweet from February 2019 highlighted [guidance from the OfS](#) to support BME access, participation and progression,

Follow our updates on Twitter [@Athena_SWAN](#) and [@ECURaceCharter](#)

Athena SWAN and REC mailing lists

Please note that emailing AthenaSWAN@jiscmail.ac.uk and RaceCharterlist@jiscmail.ac.uk will send an email (after approval) to the whole mailing list. If you would like to reply to just the original sender, their details can be found at the end of the address bar if not provided in their signature (clicking reply will send your reply to the whole list). To email the Charters Teams, please email Athena.SWAN@advance-he.ac.uk or RaceCharter@advance-he.ac.uk.