

## **Equality Charters March 2019 Update**

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*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/>*

### **Independent researcher sought to support review of Athena SWAN**

An invitation to tender is now open, as the review steering group seeks to commission an independent researcher to conduct a formal consultation exercise with the UK higher education and research sector. All tender submissions should be submitted by **12pm on Wednesday 24 April 2019**. For further information please review the invitation to tender document on the [Athena SWAN review steering group webpage](#). This phase of the steering group's work is being informed by the soft consultation already undertaken, and Ortus Research's Athena SWAN impact evaluation, the final report of which is expected to be published before the summer.

### **Equality Charters recruitment**

We are currently recruiting for an [Equality Charters Lead Coordinator](#) to be based in our London office. We welcome applicants from all backgrounds and communities. The closing date for applications is **10am on Monday 8 April 2019**.

### **Equality Charters team**

Following the formation of Advance HE, restructure (the equality charters are part of the membership and accreditation directorate) and recent recruitment, the current composition of the team is as follows:

- Semira Barber – Membership and Accreditation Coordinator. Semira joined the charters team in January and works across both Athena SWAN and the Race Equality Charter.
- Stacey Brown – Lead Coordinator, Membership and Accreditation. Stacey joined the charters team in 2015 and works across both Athena SWAN and the Race Equality Charter.
- Victoria Brownlee – Athena SWAN Programme Manager, Ireland. Victoria joined Advance HE in 2018 after working for several years as a Lecturer in English.
- Sara Collins – Membership and Accreditation Coordinator. Sara joined the charters team in November 2018 and has worked for Advance HE (previously at the Higher Education Academy) since September 2017.
- Sarah Dickinson-Hyams – Head of International Charters. Sarah joined the charters team in 2012 as the Athena SWAN Manager. She has spent the past month in Australia advising the Science in Australia Gender Equity (SAGE) initiative.
- Ruth Gilligan – Assistant Director for Equality Charters. Ruth joined the charters team in 2014, originally focussing on Athena SWAN.

- James Greenwood-Lush – Head of Athena SWAN. James originally joined the charters team in 2013 (without the ‘Greenwood’!)
- Ammara Khan – Head of the Race Equality Charter. Ammara joined the charters team last month and brings a wealth of equality, diversity and inclusion experience acquired in HE as well as the public and private sectors.
- Jess Kitsell – Equality Charters Adviser. Jess joined the team in July 2017 after working on gender and sexuality issues in law and international development, as well as a short stint as a secondary school English teacher. She is about to go on maternity leave, returning in 2020.
- Jo Masterson – Head of Operations and Quality. Jo has worked for Advance HE and the legacy agencies for over 17 years. Jo joined the charters team in August 2018 and manages the support for equality charters, teaching excellence awards, fellowship, accreditation and membership.
- Temi Owoka – Race Equality Charter Adviser. Temi is a new member of the REC team and has worked in various roles in Diversity and Inclusion in Higher Education. She joins us from Queen Mary University of London where she worked as a D&I Adviser. Before that, she worked in a number of D&I roles at Brunel University London.
- Annie Ruddlesden – Equality Charters Adviser. Annie joined the team in July 2017 and works on Athena SWAN and, more recently, the Race Equality Charter.
- Tamara Szucs – Athena SWAN Programme Advisor. Tamara has joined the Athena SWAN team from Brunel University London, where she coordinated and advised on institution-wide Athena SWAN activities for over three years. Tamara has an academic background in Gender Studies, and is also working towards a PhD in Sociology.
- Nel Whiting – Equality Charters Adviser, focussing on Scotland. Nel is joining Advance HE after Easter and will be based in our Edinburgh office. Nel is moving from the anti-violence against women sector, having also worked in Racial Equality Councils.

### **Athena SWAN award rounds**

Panels for the November 2018 round will conclude in mid-April. Confirmation of ‘results day’ will be circulated in the coming weeks.

The deadline for submissions to the April 2019 round is **5pm on Tuesday 30 April 2019**. The deadline for stating an intention to submit has passed.

In the April 2019 round we will introduce new processes that will improve our understanding of the potential use of remote review methodologies. Panellists will be asked to finalise and return their independently produced summary feedback and recommended outcome to us ahead of the panel discussion. This will: allow simulation of the outcomes of independent, remote reviews; enable us to analyse the extent to/circumstances in which collective review is important; and evaluate the merits of this approach and any other provisions that may be necessary to pursue this.

### **Race Equality Charter February 2019 award round**

Panels will meet in April.

## Selected Advance HE publications and outputs

[Advance HE Equality Charters: Myth Busting](#)

This slide deck challenges some of the misconceptions around Athena SWAN and REC.

[What Works: Supporting Women's Careers](#)

This report is designed to offer practical insights to support women's career progression.

## External news and activity

From the European Commission:

- [She Figures 2018](#) presents the latest available official statistics on the footprint of women in the research landscape.
- [A public consultation](#) seeks to collect views on gender equality, to help the next Commission set its gender equality policy priorities.

Research paper featuring Athena SWAN:

E. K. Schmidt et al, [Understanding the Athena SWAN award scheme for gender equality as a complex social intervention in a complex system: analysis of Silver award action plans in a comparative European perspective](#)

Launch of the Bell Burnell Graduate Scholarship fund:

On Wednesday, 20 March, the Institute of Physics announced the launch of the [Bell Burnell Graduate Scholarship Fund](#) to support full or part-time graduate students who wish to study PhD physics and come from under-represented and minority groups.

## 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](#)

For example, this month we spotlight our [guidance on the Athena SWAN self-assessment process](#), including the purpose of the self-assessment team (SAT), forming the SAT, future-proofing, training, and activity and consultation.

## Twitter highlights

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

- Our top Athena SWAN tweet from March 2019 wished our friends, supporters and collaborators a [happy International Women's Day](#).
- Our top REC tweet from March 2019 retweeted [Advance HE's welcoming of the British Academy report](#): 'Advancing Equality in Higher Education: An Exploratory Study of the Athena SWAN and Race Equality Charters'.

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

**Athena SWAN and REC mailing lists**

Please note that emailing [AthenaSWAN@jiscmail.ac.uk](mailto:AthenaSWAN@jiscmail.ac.uk) and [RaceCharterlist@jiscmail.ac.uk](mailto: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](mailto:Athena.SWAN@advance-he.ac.uk) or [RaceCharter@advance-he.ac.uk](mailto:RaceCharter@advance-he.ac.uk).