

## **Equality Charters June 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/>*

### **Advance HE is on the move**

It has been a year since the merger of the Equality Challenge Unit, Higher Education Academy and the Leadership Foundation for Higher Education to become Advance HE. As a result, we are now moving our current London offices into a single location in Chancery Lane. Although, we are trying our best to maintain service as usual, there has been a few unresolved disruptions as a result of the move. We apologise for any inconvenience caused, please bear with us whilst we get settled. We are aware that our phone number is currently out of service so if you need to contact us in the meantime 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).

### **UK Equality Charters Awards Ceremony June 2019**

It was great celebrating our REC award winners and Athena SWAN award winners at the charters award ceremony hosted by University of York on Monday 24<sup>th</sup> June. We handed out five institutional REC awards: two new bronze awards (University of East London and Keele University) and three bronze renewals (Kingston University London, Royal Holloway University of London and University of Manchester).

We handed out 115 Athena SWAN awards including 2 gold departmental awards (Department of Chemistry and Department of Biology at the University of York). More detailed statistics on the Athena SWAN awards from the November 2019 round can be found [here](#).

We thank our patrons Professor Kevin Hylton (REC) and Professor Dame Julia Higgins (Athena SWAN) and representative speakers from institutions and departments for discussing their experience at the ceremony. More information from the day can be found [here](#).

### **REC July 2019 submissions**

Thank you to all those who submitted an intention to submit in the July 2019 round. The deadline for submission is 5pm Thursday 18<sup>th</sup> July 2019. Those submitting need to follow our how to submit guidance: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/how-to-submit-guidance/>

### **Athena SWAN Review Steering Group**

The Review Steering Group is commissioning an independent research team to conduct a formal consultation exercise with the UK higher education and research sector. Interviews

have recently been held and a survey will commence in July. 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, existing award-holders and applicants planning to submit in or before November 2020 will not be affected by the review.

More information about the steering group's work can be found on the ECU website: <https://www.ecu.ac.uk/equality-charters/athena-swan/review-of-the-athena-swan-charter/>

### **Athena SWAN April 2019 Panels**

Peer-review panels for the April 2019 award round are ongoing and will continue through to August. We plan to hold around 40 panels and want to thank our panellists and chairs for their continued support and hard work. We are requesting that all panellists complete and send their feedback forms prior to the panels by emailing them to [Athena.Swan@advance-he.ac.uk](mailto:Athena.Swan@advance-he.ac.uk) (please include the date of the panel in the subject line of the email). All [panellist guidance](#) (including travel information and expenses forms) can be found on our website.

### **Advance HE Connect**

Advance HE Connect, the online network for higher education has now been launched and [you can sign up here](#). It is free for anyone to join until 31<sup>st</sup> July, after which registrations will only be available for Advance HE members institutions. We encourage everyone to sign up as soon as they are able. You can also download the app on both [iOS](#) and [Android](#) phones. There are networks available for [Athena SWAN](#) and [REC](#), enabling users to connect with one another as well as share insights and resources.

### **Athena SWAN and REC mailing lists**

Please note we will be gradually moving activity on both mailing lists ([AthenaSWAN@jiscmail.ac.uk](mailto:AthenaSWAN@jiscmail.ac.uk) and [RaceCharterlist@jiscmail.ac.uk](mailto:RaceCharterlist@jiscmail.ac.uk)) to our Advance HE Connect platform, please register so you continue to receive updates on both charters.

### **Networks On-Boarding Grants Available**

As part of Advance HE's plan to grow and support the number of networks and communities using Advance HE Connect, we are making limited funds available to support the creation and on-boarding of community-led groups. We will allocate small grants to individuals, groups or organisations who are willing to create a network, community or group space on Advance HE Connect and take a coordinating role in supporting the communities associated with that space. We have grants of up to £2,500 available to support networks and groups across a broad range of practice including: learning & teaching, leadership, governance, and management, equality, diversity and inclusion. For further details on the funding and how to apply please click on the 'Networks on-boarding grants' tab at the top of the Advance HE Connect main page. Please note that funding will opened on the 3rd June and will close on 31st July (or sooner if all funding is allocated). Please direct any questions to [Networks@advance-he.ac.uk](mailto:Networks@advance-he.ac.uk)

## **Selected Advance HE publications and outputs**

### [Infographic: The story of REC](#)

This infographic tells the story of the race equality charter and describe the 5 key principles on which it is based.

### [8 ways to demonstrate impact in Athena SWAN applications](#)

This article highlights Babraham Institute's approach to demonstrating impact for their successful Silver Athena SWAN award.

### [Support for Current and Aspiring Women Leaders, an Exploration of UK Higher Education Institutions' Responses](#)

This report was published following a study funded by the Advance HE Small Development Project scheme to investigate how higher education institutions (HEIs) are working with Aurora, a women-only leadership programme, and other mechanisms available to support women's leadership aspirations.

### [New ideas for attracting and increasing student diversity in Scotland](#)

A project by Advance HE to attract and increase student diversity in Scotland has brought together resources and advice to better target under-represented groups in higher education.

## **News and activity**

### [Senior Academic Leadership Initiative Ireland](#)

Athena SWAN Ireland National Committee's welcomes the launch of the Senior Academic Leadership Initiative (SALI), creating 45 new and additional gender-targeted posts in the sector. The press release can be found [here](#).

### [Advance HE develops HE equality charter in Canada](#)

A new equality charter based on Athena SWAN is being developed for higher education in Canada, more information can be found [here](#).

## **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](#)

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