

Equality Charters August 2019 Update

You are receiving this because you opted in to our updates. To unsubscribe/subscribe to any of our mailing lists, please see [Athena SWAN JiscMail](#), [REC JiscMail](#), [RIAG JiscMail](#). See [previous updates](#) from us.

Athena SWAN Impact Report (UK)

The latest independent impact evaluation of the Athena SWAN Charter was published on 28 August. The evaluation highlighted the Charter's positive impact to date, and provides further evidence to inform the ongoing independent review and also our planned improvements.

Key positive findings include:

- strong evidence that the Charter has supported cultural and behavioural change not just around gender equality, but equality and diversity in all its forms;
- 93% of champions believe that the Charter has had a positive impact on gender issues in their university, department, or research institute;
- and a trend towards promotions to Senior Lecturer/Reader and Associate Professor becoming more gender-balanced. At departmental level, a trend towards an increase in the percentages of women shortlisted and appointed.

The report also highlighted key challenges, including:

- engagement challenges, including resource requirements and lack of leadership support;
- burden of work required for a compelling application, including problems faced in acquiring, analysing, and reflecting on required data;
- and the administrative burden of panels.

The challenges highlighted will be fed into the independent Athena SWAN review and support future changes to the Charter in the UK.

For more information, see the [press release](#) and the [full report](#).

Athena SWAN Review Steering Group (UK)

The independent Athena SWAN Review Steering Group is now surveying views from the entire UK sector on a number of solution-based concepts designed to address the key issues that have emerged from their 'soft consultation' within the UK.

Please visit <https://advance-he.onlinesurveys.ac.uk/asreview> to complete the survey, which closes on 12 September. The survey is confidential, no participant will be identified, and the raw data will only be shared with the Steering Group and its advisors.

The findings will inform the Steering Group's recommendations and will be summarised in the final report. The Steering Group wants to hear views from across the UK sector irrespective of role, so please feel free to forward this link to colleagues.

Please contact the Steering Group at independentasreview@advance-he.ac.uk if you have any queries about the completion of the survey or to receive the survey in an alternative format. [More information](#) about the Steering Group's work.

November 2019 Athena SWAN round

UK and Irish applicants planning to submit an Athena SWAN application in the November 2019 round must inform us of their intention to submit by 5pm on Monday 30 September. The [intention to submit form](#) is now available. The submission deadline for the November 2019 round is 5pm on Friday 29 November 2019.

REC July 2019 panels

We are delighted that we have received submissions for the REC July 2019 round, with panels scheduled for the next 4 weeks. Thank you to all those who registered as panellists.

Athena SWAN April 2019 results

Peer-review panels for the April 2019 award round are now coming to an end. The Athena SWAN team have prioritised reviews of UK and Irish Bronze departmental submissions and hope to release these results earlier than usual, in early September. Thank you to all our panellists for their continued support and hard work.

Advance HE Connect

Remember to [sign up to Advance HE Connect](#), the new online network hub for the sector. It is available to anyone from Advance HE member institutions, and we encourage everyone to sign up as soon as possible. You can also download the app for both [iOS](#) and [Android](#). 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

Reminder: we are gradually moving activity from the Athena SWAN and REC JiscMail lists to our Advance HE Connect platform. Please register on the new platform (see previous item) to continue receiving news and updates on the Charters.

Equality, Diversity, and Inclusion Conference 2020

This academic year Advance HE is bringing together the annual EDI conference with the biennial Scottish conference into a [three-day event](#) with the theme 'Courageous conversations and adventurous approaches: creative thinking in tackling inequality'. The conference will take place on 17-19 March 2020 in Edinburgh. [Register](#) before 15 September for a 10% early bird discount. Our [call for papers](#) is now open until midnight on 13 November.

The Charters team has moved

The London Charters team is now settling into our new office at Chancery Lane. As noted in the July newsletter, there has been some disruption as a result of the move. We apologise for any inconvenience this has caused. To contact us in the meantime, please email athena.swan@advance-he.ac.uk or racecharter@advance-he.ac.uk.

Selected Advance HE publications

- Read a [first-hand account](#) from the Diversifying Leadership Programme
- Advance HE participated in the [THE Leadership and Management World Summit](#)

News and activity

- Register by 1 September to attend the '[Decolonise STEM: Resisting, Unlearning and Imagining](#)' Symposium on 5 October at the Institute of Education, London
- THE article on [male economists being more likely to accept papers by other men](#)
- Reading's [case study on recruiting female professors in mathematics](#)

Charters guidance and resources

Don't forget that you can find Athena SWAN and REC resources on our website:

- [Panelist resources](#)
- [Guide to processes](#)
- Athena SWAN [good practice resource bank](#)
- [Athena SWAN FAQs](#) and [resources](#)
- [Race Equality Charter FAQs](#) and [resources](#)

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