

## **Equality Charters October 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/>*

### **AWARD ROUNDS**

#### **Athena SWAN – April 2019 round**

The results of the April 2019 round were released to applicants at the end of September and announced publically on 10<sup>th</sup> October. 103 awards were conferred to applicants across the UK and Ireland in the April 2019 round; representing a 67% success rate. Highlights of the award round include the conferral of two new Gold departmental awards (to University of Leeds School of Medicine and University of York Department of Psychology) and one new Silver university award (to University of East Anglia). You can read Advance HE's press release on the results at: <https://www.advance-he.ac.uk/news-and-views/Two-new-Gold-awards-for-university-departments-promoting-excellence-in-gender-equality>

#### **Athena SWAN – November 2019 round**

The submission deadline for the round is 5pm on Friday 29 November 2019, and guidance on how to submit can be found at: <https://www.ecu.ac.uk/equality-charters/athena-swan/next-assessment-round/how-to-submit/>. We ask that anyone who wishes to withdraw from the round inform us as soon as possible by emailing [Athena.SWAN@advance-he.ac.uk](mailto:Athena.SWAN@advance-he.ac.uk).

#### **Race Equality Charter – July 2019 round**

Panels for the July 2019 have concluded and results will be released to applicants by Friday 8<sup>th</sup> November. Publication of awards conferred is scheduled for 18<sup>th</sup> November.

#### **Race Equality Charter – Feb 2020 round**

The deadline to inform us of an intention to submit in the February 2020 round is 5.00pm, Thursday 12<sup>th</sup> December; applicants wishing to submit should complete the Intention to Submit form, which can be found here: <https://www.ecu.ac.uk/race-equality-charter-intention-to-submit/>. More information about how to submit in the February 2020 round can be found at: <https://www.ecu.ac.uk/equality-charters/race-equality-charter/how-to-submit-guidance/>. If you have any queries, please contact the team at [RaceCharter@advance-he.ac.uk](mailto:RaceCharter@advance-he.ac.uk).

## VACANCIES

### **Charters Adviser - 1 Year Maternity Cover (Fixed Term Contract or Secondment)**

Advance HE is currently recruiting for a Charters Adviser who, reporting to the Head of the Race Equality Charter, will provide advice to applicants, develop resources and support the peer-review processes for the Race Equality Charter (REC).

Applications close on 29 November 2019. More information can be found at:

<https://advancehe.peoplehr.net/Pages/JobBoard/Opening.aspx?v=5dd64d0f-2f5d-4bbe-9237-d610a4015e7b>

## EVENTS

### **Equality Charters Award Ceremony: Register Now**

The Equality Charters award ceremony will take place on 17<sup>th</sup> December at the University of Brighton for UK universities, departments and research institutes conferred awards in the April 2019 Athena SWAN round and the July 2019 Race Equality Charter round. In addition to presenting the awards from our recent rounds, we are delighted to be joined by a number of great speakers to share their expertise and experience working on Athena SWAN and the Race Equality Charter.

Registration is now open, and award-winners have been contacted with details of how to register for free and paid places, and how to order a trophy.

### **Enhancing practice to support Charter achievement: Register Now**

The Equality Charters team are happy to announce a new series of “Enhancing practice to support Charter achievement” events, exclusively for members who have chosen the REC and/or Athena SWAN Charter option. The aim of the series is to provide members with an opportunity to hear from colleagues who are implementing or academically engaged with programmes and issues related to charter work, to explore practical avenues with potential application in their own institutions, and to network with each other and Advance HE staff working on the charters.

The first REC enhancing practice event takes place in Birmingham on Tuesday 12 November. At the event, there will be a talk on practising Black feminism in equalities work from Dr Kamna Patel, Associate Professor and Vice-Dean (EDI), University College London. This will be followed by a number of speakers sharing good practice from their recent REC applications. Please register here: <https://www.advance-he.ac.uk/programmes-events/calendar/race-equality-charter-enhancing-good-practice-event>

The first Athena SWAN enhancing practice event takes place in London on Thursday 5 December. A series of speakers will discuss the broad theme of ‘engagement’, and the event will feature a keynote presentation from Prof Deborah Bowman, Deputy Principal (Institutional Affairs) and Professor of Bioethics, Clinical Ethics and Medical Law at St George’s, University of London. You can register your interest here: <https://www.advance-he.ac.uk/programmes-events/calendar/enhancing-practice-support-athena-swan-charter-achievement>

## **Advance HE Equality, Diversity, and Inclusion Conference 2020: Call for Papers**

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. More information about the conference, including a link to the call for papers, can be found at: <https://www.advance-he.ac.uk/programmes-events/conferences/EDIconf20>. The call for papers is open until midnight on 13 November.

## **REC AND RACE EQUALITY UPDATES**

### **EHRC publishes findings of inquiry into racial harassment in universities**

The Equality and Human Rights Commission (EHRC) last week published the report 'Tackling racial harassment: universities challenged', exploring the findings of the EHRC's inquiry into racial harassment in publicly funded universities in England, Scotland and Wales. The full report and executive summary can be found at: <https://www.equalityhumanrights.com/en/publication-download/tackling-racial-harassment-universities-challenged>. Advance HE welcomes the report, which provides further evidence to inform our understanding of, and actions to address, racial harassment of staff and students. Advance HE's response to the report can be found at: <https://www.advance-he.ac.uk/news-and-views/advance-he-welcomes-equality-and-human-rights-commission-ehrc-report-racial>.

### **Recognising British colonialism and advancing the Academy**

Part of Advance HE's celebration of Black History Month, in this blog Advance HE Board member Amatey Doku explores how the legacy of British colonialism impacts higher education today and how interventions to tackle inequalities must be mindful of that difficult past. Read more at: <https://www.advance-he.ac.uk/news-and-views/Recognising-British-colonialism-and-advancing-the-Academy>

## **ATHENA SWAN AND GENDER EQUALITY UPDATES**

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

The independent Steering Group are currently reviewing the responses to the sector consultation and developing their report and recommendations. Further communications will be released over the next month on the latest timescales and outcomes; in the interim, the Steering Group wishes to thank all colleagues who took the time to engage with the survey.

### **Athena SWAN Ireland award ceremony**

Irish institutions and departments conferred awards in the November 2018 and April 2019 rounds received their awards on 24<sup>th</sup> October at a ceremony in Dublin, kindly hosted by the Royal College of Surgeons in Ireland (RSCI). Four institutions and 17 departments were conferred Bronze awards, bringing the total number of awards held by Irish institutions and departments to 37. You can read more about the award

ceremony, including highlights from the esteemed speakers, at:

<https://www.advance-he.ac.uk/news-and-views/Improved-gender-equality-in-Irish-higher-education-recognised-by-Athena-SWAN-awards>

### **UUK release survey results on sexual misconduct and gender-based violence, harassment and hate crime**

Universities UK (UUK) earlier this month released the results of a sector-wide survey to review progress on tackling sexual misconduct and gender-based violence, harassment and hate crime. This survey was a follow-up to UUK's harassment and hate crime taskforce (Changing the Culture), exploring how institutions are addressing some of the challenges raised and acting on its recommendations. The full report, alongside a UUK podcast on the report, can be found at:

<https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Pages/changing-the-culture-two-years-on.aspx>

### **Accelerating change to tackle treatment and inclusion of women in HE**

Ahead of Advance HE's Women in HE Conference "Conditions for Change", Alison Johns, Advance HE CEO, highlights some of the stark statistics about women's representation in higher education. In this blog, Alison asks how can we accelerate change that tackles the treatment and inclusion of women? Read more at:

<https://www.advance-he.ac.uk/news-and-views/women-he-accelerating-change-tackle-treatment-and-inclusion-women>

## **NETWORKS**

### **Advance HE Connect**

Advance HE Connect, the online network for higher education has now been launched and [you can sign up here](#). It is available for anyone from Advance HE member 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.

## **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](#)

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