

Equality Charters September 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

Panels for the April 2019 round concluded this month and results have released to applicants today. Publication of awards conferred is scheduled for 10th October.

Athena SWAN – November 2019 round

The deadline to inform us of an intention to submit in the November 2019 round closed today. We ask that anyone subsequently withdrawing from the round inform us as soon as possible by emailing Athena.SWAN@advance-he.ac.uk. 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/>

Race Equality Charter - July 2019 round

Panels for the July 2019 round conclude this week and results will be released to applicants in early November.

Events:

Athena SWAN Ireland Award Ceremony 2019: Register Now

The Athena SWAN Ireland award ceremony will take place on 24 October at RCSI. The event will run 11:45-15:45 and we are delighted that the Minister of State for Higher Education, Mary Mitchell O’Conner, T.D. will be joining us. Please register, as appropriate, at the following links: complimentary places register [here](#); additional paid places register [here](#). If you wish to make a group booking on behalf of your institution, contact Advance HE’s dedicated event coordinator, Jack Laughlin, directly via events@advance-he.ac.uk.

Race Equality Charter updates:

New Race Equality Charter (REC) members

Manchester Metropolitan University, Solent University, University of Aberdeen and University of Exeter joined the Race Equality Charter in September 2019 taking the number of REC members to 59. We are delighted more universities are joining the race equality charter. The REC framework provides an opportunity for university to assess the impact of their policies and practices on the representation, progression and success of Black, Asian and Ethnic Minority staff and students within their institutions. For more information on the race equality charter, click [here](#).

A reflection on the Race Equality Charter self-assessment process

The University of East London (UEL) achieved a Bronze Race Equality Charter award in May 2019. Dr Marcia Wilson, Acting Dean of AHC and Chair of the Race Equality Charter Mark self-assessment team, and Clare Matysova, EDI Manager and Project manager share some reflections on the process that led to their successful submission in this [blog](#).

<https://www.advance-he.ac.uk/news-and-views/reflection-race-equality-charter-self-assessment-process>

Closing the attainment gap conference 2019

The REC team was at the Office for Students “Closing the BME Attainment GAP” conference held in London on the 16 September 2019. The event covered the findings of a project adapting Kingston University’s Value Added (VA) metric and Inclusive Curriculum Framework (ICF) by five partner institutions to tackle the degree awarding gap between their white and BAME students. The project partners were Kingston University, De Montfort University, University of Hertfordshire, University of Greenwich, University College London and the University of Wolverhampton. The event also highlighted the importance of student involvement for eliminating the degree awarding gap. For more information on the conference, initiatives and good practice visit <https://closingtheattainmentgap.co.uk/>

Are you a small and specialist institution or research institute interested in the Race Equality Charter?

After three years of operating the Race Equality Charter (REC), we are currently undertaking a review of the REC. As part of the review, we want to consult with small and specialist institutions and research institutes to gauge their interest and requirements for a framework for advancing race equality in their institutions. If you are interested and would like more information, please email racecharter@advance-he.ac.uk

Athena SWAN updates:

Athena SWAN Independent Steering Group Review

The online survey closed on 12 September and the independent Steering Group wishes to thank all colleagues who took the time to engage with the survey. The research team are currently reviewing the responses and formulating conclusions to assist in development of the overarching final report and recommendations from the Steering Group. Further communications will be released over the next month on the latest timescales and outcomes.

Athena SWAN Charter in Australia

Thirteen Australian higher education institutions have received Athena SWAN institutional Bronze awards as part of the Science in Australia Gender Equity (SAGE) initiative (a partnership between the Australian Academy of Science and the Australian Academy of Technology and Engineering). SAGE is piloting the Athena SWAN Charter in Australia. Read more at: <https://www.advance-he.ac.uk/news-and-views/Australian-HE-institutions-recognised-for-work-to-eliminate-gender-bias>

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 and RaceCharterlist@jiscmail.ac.uk) to our Advance HE Connect platform, please register so you continue to receive updates on both charters.

Selected publications:

Advance HE – Equality in higher education: statistical report 2019

September saw the publication of Advance HE's twelfth national equality data reports for higher education institutions (HEIs) which provide a rich source of equality data, allowing institutions to benchmark their staff and student profiles against national data. The link to the staff and student reports can be found at: <https://www.advance-he.ac.uk/news-and-views/Let's-use-this-data-for-action> and data tables can be downloaded at: <https://www.advance-he.ac.uk/knowledge-hub/statistical-report-2019-data-tables>

HEPI publishes ideas for reducing racial inequality in higher education

The Higher Education Policy Institute (www.hepi.ac.uk) has published a collection of essays and recommendations by senior higher education figures for reducing racial inequality in higher education. Click [here](#) to read more

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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