

Juno Update and Gazing at the Future

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10P Project Juno Launched 2007

- Developed in response to a recommendation of the "International Perceptions of UK Research in Physics and Astronomy" report that a special focus to attract and retain women is needed.
- Based on best practice identified from the IoP's "Women in University Physics Departments: a Site Visit Scheme" (2003-2005).



- Practical ideas for actions that departments can take to address under-representation of women in university physics and emphasizes the need for dialogue, transparency and openness.
- Complements the Athena SWAN Charter and helps departments on the journey to achieving Gold status.

Juno Principles

- [1] A robust organizational framework to deliver equality of opportunity and reward.
- [2] Appointment and selection processes and procedures that encourage men and women to apply for academic posts at all levels.
- [3] Departmental structures and systems which support and encourage the career progression and promotion of all staff and enable men and women to progress and continue in their careers.
- [4] Departmental organisation, structure, management arrangements and culture that are open, inclusive and transparent and encourage the participation of all staff.
- [5] Flexible approaches and provisions that enable individuals, at all career and life stages, to optimise their contribution to their department, institution and to SET.



Athena SWAN



The Athena project (and its legacy the Athena Forum) was established by RS to reverse the consistent loss of women in SET at each stage of academia and increase the representation of women in senior posts in HE.



2003-2006 : 3 benchmarking exercises : ASSET Surveys

2004,2008 : Royal Society of Chemistry "Good Practice in University Science Departments"

<u>http://www.rsc.org/ScienceAndTechnology/Policy/ Documents/</u> <u>PlanningforSuccess.asp</u>



2005 : Athena SWAN Charter, recognition of good practice http://www.athenaswan.org.uk/html/athena-swan/







Athena SWAN

2011: Letter to Medical Schools Council from Dame Sally Davies (Chief Medical Officer):

"...we do not expect to short-list any NHS/University partnership where the academic partner has not achieved at least the Silver Award of the Athena SWAN Charter for Women in Science."

May 2015: Athena SWAN charter expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.



UNIVERSITY OF CAMBRIDGE



IoP Benchmarks (2013/14)

- 20% A2-level (& equiv.) physics students are women.
- 22% physics graduands are women.
- 21% researchers are women.
- 17% academic staff are women.
- 9% physics professors are women.

At the current rate of change (3% over 7 years), we could only reach 35% of women academic staff by 2050.

We need to do more....

Benefits of Juno

• Juno panel members published:

http://www.iop.org/policy/diversity/initiatives/juno/panel/ Chair: Brian Fulton (York), Val Gibson (Cambridge) from Jan 2016 IoP Juno team: Jenni Dyer & Angela Townsend (diversity@iop.org)

- Panel interacts with Juno contacts and departments
- Site visits with comprehensive feedback
- Focus on career progression student to senior academic
- Juno Champion status is robust
- Application word limits less problematic
- Fast-track to Athena SWAN

Juno and Athena SWAN

Athena SWAN Bronze to Practitioner

- Submit to Juno within 6 months of receiving Bronze (or the last round)
 - If >6 months, submit up-to-date data and an updated action plan
- Submit Bronze Paperwork, together with
 - Juno Practitioner Checklist
 - Use the Checklist to reflect on your achievements and practice
 - Develop a Juno action plan if additional issues come to light.
 - Head of Department/School letter about Juno
 - Renewable every 3 years. We will offer a Practitioner visit after 18 months.
- If you are part of a Faculty/School, your Juno checklist and action plan should be physics-specific.

Juno and Athena SWAN

Athena SWAN Silver to Champion

- Submit to Juno when you receive your Silver award.
- Use the Silver paperwork and letter from the Head of Department supporting the Juno principles.
- A Juno Champion visit will not be conducted unless specifically requested.
- If you are a joint department (e.g. Maths & Physics), you will need to separate out the Physics data and actions in the action plan.
- Update your data if necessary

We accept Silver renewal paperwork

We do NOT accept Silver Faculty-level applications.

Juno and Athena SWAN

Juno Champion to Athena SWAN Silver

- Submit the Juno paperwork to the next Athena SWAN deadline with a letter from the Head supporting Athena SWAN.
- Silver is awarded automatically.

Athena SWAN Gold

- Once you achieve Gold, you do not need to renew your Champion award.
- If you do not receive Athena Gold, but have applied, you can use the Gold paperwork for Champion renewal.

Status of departments

	Juno	Athena SWAN
UK and Ireland	22 Supporters	
	13 Practitioners	13 Bronze
	13 Champions	14 Silver
		1 Gold
	48 Departments	28 Departments

- 67% of departments engage with Juno first and then use their Juno awards to obtain Athena SWAN awards.
- Only 2/13 departments obtained Silver before Juno Champion.
- 5 UK and 5 Irish departments not engaged with AS or Juno.
- Juno also taken up by Research Institutes and external companies (e.g. Huddersfield, UKAEA, NPL).

Going for Gold

Athena SWAN Gold departments will have

- Well-established record of E&D activity and achievement.
- Embedded good practice.
- Demonstrated deeper impact, especially in respect of staff feedback.
- Beacons of achievement in gender equality and champions and promotes good practice to the wider community.

Journey to Gold Cambridge, Physics

- Mar 2003 Senior women discussions
- Nov 2003 IoP "Women in Physics" site visit
 - **2004** Cavendish Personnel Committee established
- 2008 Join Project Juno & Athena SWAN schemes
 2010 Juno Champion (2 applications) IOP Institute of Physics Athena SWAN Silver
 Juno Champion renewal
 New page Athena SWAN Cold (a applications)
- Nov 2013 Athena SWAN Gold (2 applications)

Critical friends (e.g. IoP Juno panel) were key to success...

Gold Award



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Cavendish awarded Athena Swan Gold Award

Beacon Activities Cambridge, Physics



64% increase in number of women academics All female academics, eligible for promotion, promoted at least once Mandatory for all staff to undergo E&D training

Research Staff Committee formed (very active); and significant expansion of career advice Demonstrated positive impact from re-design of 1st year UG physics course; and action plan to address performance

Workload Model (adopted by other departments)

Cavendish Social Committee Influential engagement with Athena SWAN activities at University & national levels

Changing culture....

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has 2 endowed chairs....

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The Jacksonian Chair (est. 1782) Isaac Milner The Cavendish Chair (est. 1871) James Clerk Maxwell

The Cavendish Laboratory (Department of Physics) at the University of Cambridge has **bought 2** chairs....



The Cavendish High Chairs (est. 2012)

The Cavendish high chairs (& baby-changing facilities) established a culture that is accepting of life beyond work.

Challenge: Child policy within department

Other developments:

- Maternity/paternity mentoring (pre & post leave).
- Provision of childcare during appointment interviews.
- Workload reduction on return to work.
- University Returning Carers scheme.

Other Challenges Overcome

- Recognising the demographic trend towards increasing numbers of EU & overseas students and post-docs.
- Sense of belonging Early Career Researchers
 - Research Staff Committee, University OpdA
 - Mentoring
 - Career advice, CV & fellowship workshops, interview practice
- Academic community
 - Mandatory E&D training
 - Open & fair appointment processes
 - Workload model
- Culture & Communication





Messages to HoD's

- Do not under-estimate the amount of time & effort it takes to produce a Juno or Athena SWAN application. Juno Champion/Silver/Gold ≅ MPhil thesis
 Make sure it is accounted for in your departments workload model and give full recognition to all those who contribute.
- Support from HoD is vital to success and should include resources and participation in Juno/Athena SWAN activities.

Juno and Going for Gold

"Going for Gold – Juno Champions Meeting" held 8th December 2015 at IoP.

Summary of requests for IoP support:

- Collation of best practice from Champion departments.
- Provide written guidance.
- Investigation of more benchmark data (e.g. support staff breakdown).
- Gold surgery's at IoP for departments to discuss headline achievements and post-champion feedback.

Juno - Gazing at the Future

- Investigate differing experiences between male and female PhD students.
 - Develop improved and coordinated impartial careers advice from undergraduate to PhD level.
 - Assess the needs of female doctoral students and provide dedicated support.
- Guidance and resources to aid the provision of unconscious bias training for staff and students.
- Address sexual harassment at all levels.



Gender Bias at Home

"What type of job would you most like your child to pursue when they finish their education?"



Gender Bias at School

"Which subjects are you most likely to study at University?"

Male			
Subject	%		
Natural Science	25%		
Business/Economics	22%		
Engineering	21%		
Computer Science/IT	20%		
Social Sciences/Humanities	17%		
Mathematics/Statistics	17%		
Law	13%		
Languages/Literature	11%		
Arts	11%		
Health Science	10%		
Architecture	7%		
Education/Teaching	6%		

Female			
Subject	%		
Health Science	29%		
Social Sciences/Humanities	27%		
Arts	23%		
Natural Science	22%		
Languages/Literature	15%		
Business/Economics	14%		
Education/Teaching	13%		
Law	13%		
Mathematics/Statistics	10%		
Architecture	4%		
Computer Science/IT	3%		
Engineering	3%		

"School Leaver Barometer", Trendence 2014