

Towards gender equality in UK academic science:

UK projects to inspire university departments to address the issues for women in science

IOP Institute of Physics - **JUNO Project** - for physicists, overseen by physicists

www.iop.org

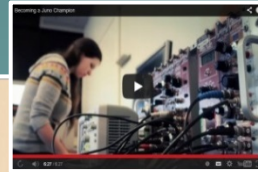
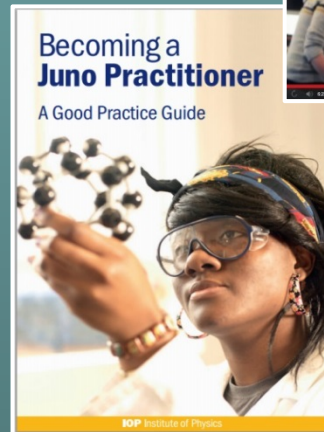
Aims: to recognise and reward physics departments which demonstrate action to address the under-representation of women in university physics
: to encourage better practice for women and men.

See the JUNO video at www.iop.org/policy/diversity/initiatives/juno/

5 Principles for JUNO Champions:

- equality of opportunity and reward,
- men & women encouraged to apply for posts at all levels,
- support and encourage career progression of all staff,
- open, inclusive and transparent management and culture,
- flexible approaches at all stages.

Three levels so every physics department can sign up.



Download the JUNO Good Practice Guide at http://www.iop.org/publications/iop/2012/file_59110.pdf

JUNO – Examples of successes:

- The JUNO Project has enabled Champion departments to engage in holistic culture change, addressing gender issues from the bottom up.
- a JUNO Champion has reported a rise to almost 34% of applications from girls to take physics degrees.
- Juno has been particularly successful in encouraging openness and transparency in promotion processes.

JUNO - Examples of Good Practice:

- Departmental web pages include guidance on all main processes including induction, appointments and promotions e.g. www3.imperial.ac.uk/physics/staff/juno1
- Academic women now meet up regularly.
- Departmental Champions, selected - in recognition of their expertise in specific areas and they offer coaching support to other staff. Many are women.
- Department-wide staff training workshops and events which include all students have increased connectivity.
- Staff work flexible hours and part-time available for men and women. Paternity leave encouraged.
- Annual staff and student awards celebrate success.



See <http://www.athenaswan.org.uk/>

The Athena Swan Charter

recognises commitment to advancing women's careers in science, technology, engineering, maths and medicine (STEMM) employment in academia.

The beliefs underpinning the Charter are:

- The advancement STEMM is fundamental to quality of life across the globe
- It is vitally important that women are adequately represented in what is still, a male-dominated area
- Science cannot reach its full potential unless it can benefit from the talents of the whole population, and until women and men can benefit equally from the opportunities it affords.

Departments work towards a prestigious Gold award