

Physics Inclusion Award

Project Juno and the Physics Inclusion Award (PIA)

**Dr Matt Mears (he/they),
Inaugural chair of PIA
University of Sheffield**

Project Juno Timeline

Identifying the barriers

Researching the challenges facing physicists

2003-05



Project Juno

19 early supporters

2008



Independent evaluation

Reciprocal agreement is formalised

2013



Principle 6

Addressing professional conduct and bullying & harassment

2017



IOP Juno Application

Awarded Practitioner in 2021

2019



Review of EDI work at IOP

"Giving voice to inclusion" and consultancy work to

identify and address EDI barriers

For physics

2020/21



Decision to retire Juno

Work begins on the new award

2021/22



Project Juno retires

53 award holders

2023



5 year evaluation (2013)

What did we learn?

- There was an impact on the representation of women at individual institutions
- **No clear relationship** overall between Juno status and patterns in staff and student data
- Juno was **driving forward data collection** in universities
- Applying for both Athena Swan and Juno was **burdensome**
- Challenging to implement but **worth the work**
- The most significant challenge was **workload and resource** and **women were often unfairly impacted**



It gave us proper representation and helped us as researchers to feel more valued, that our voices can be heard.

“We have increased the number of women seminar speakers from 5% to 20–30%. It is Juno that made this change.”



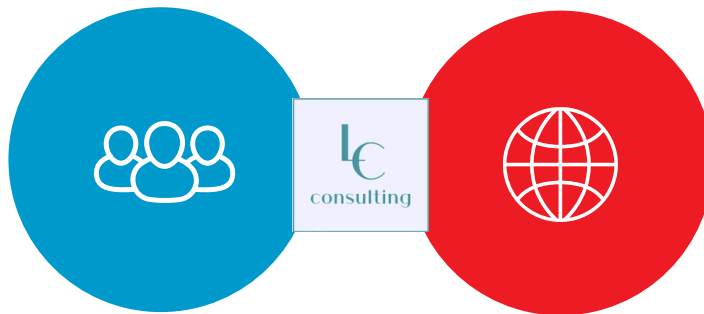
It's worth the hard work. It lets you see the holes and why they are happening.

Reviewing Project Juno in 2024



Member diversity survey

November 2023



Impact survey

Understanding the impact for Juno leads, Heads of department and physics staff and students.

Sector level analysis

Review of the staff and student HESA data



Institutional deep dive

Understanding a typical Juno journey, identifying any key trends in actions which lead to improvements at the institutional level

Reviewing Project Juno in 2024

Highlights

- **Impact**
- **Motivations for Engagement**
- **Changes in the staff and student data**
- **Sharing the responsibility**
- **Bullying & Harassment (Principle 6)**

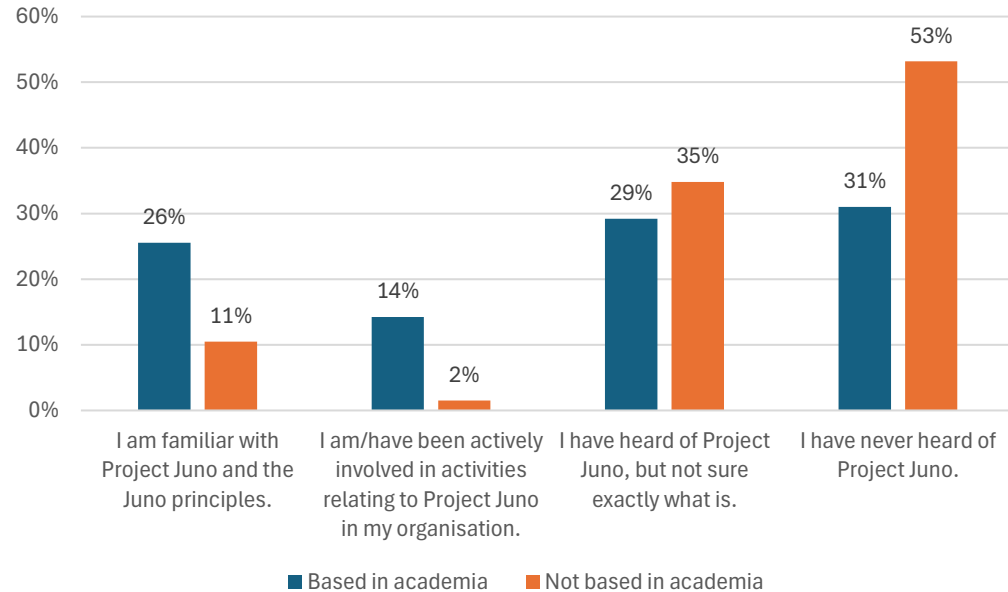
**Full report and analysis
coming later this year!**

Impact of Project Juno

IOP Member Diversity Survey 2023

- Nearly **70% of IOP members** working in university setting were aware of, or actively engaged in, Project Juno.
- Of those, **just under 1 in 3 of IOP members based in academia** reported that Juno had had an **impact** either within their organisation or personally.

Awareness of Project Juno



Impact of Project Juno

IOP Member Diversity Survey 2023

Tools for change

“Historically, it gave the department a **framework in which to discuss gender issues** and to provide a collective view of the issues rather than of just the individual.” – *IOP Fellow, 50-59, Woman*

Workload and resource

“**Workload impact.** There is little that Juno is achieving that does not come under Athena SWAN. The duplication of effort is immense and now, sadly, unwelcome”. – *IOP Member, 40-49, Man*

The most significant challenge was **workload and resource**

Understanding & addressing the barriers

“Greatly improved gender inclusiveness, as well as spin off **of increasing awareness of inclusivity issues** regarding other protected characteristics”.- *IOP Fellow, 60-69, Man*

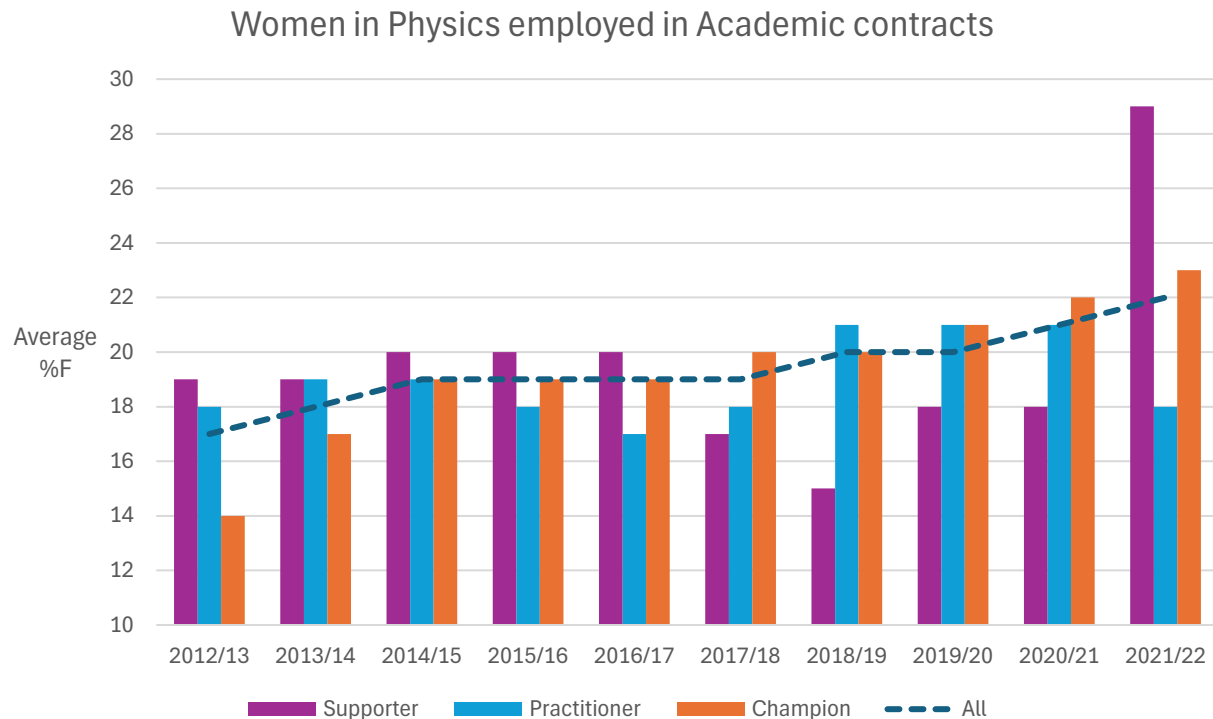
Improved policy & practice

“**the women’s bathrooms all have period products** in the physics building.” - *IOP Associate Member, 20-29, Woman*

Changes in Staff Data

HESA Data analysis – Engaged with Juno

No clear relationship overall
between Juno status and patterns
in staff and student data



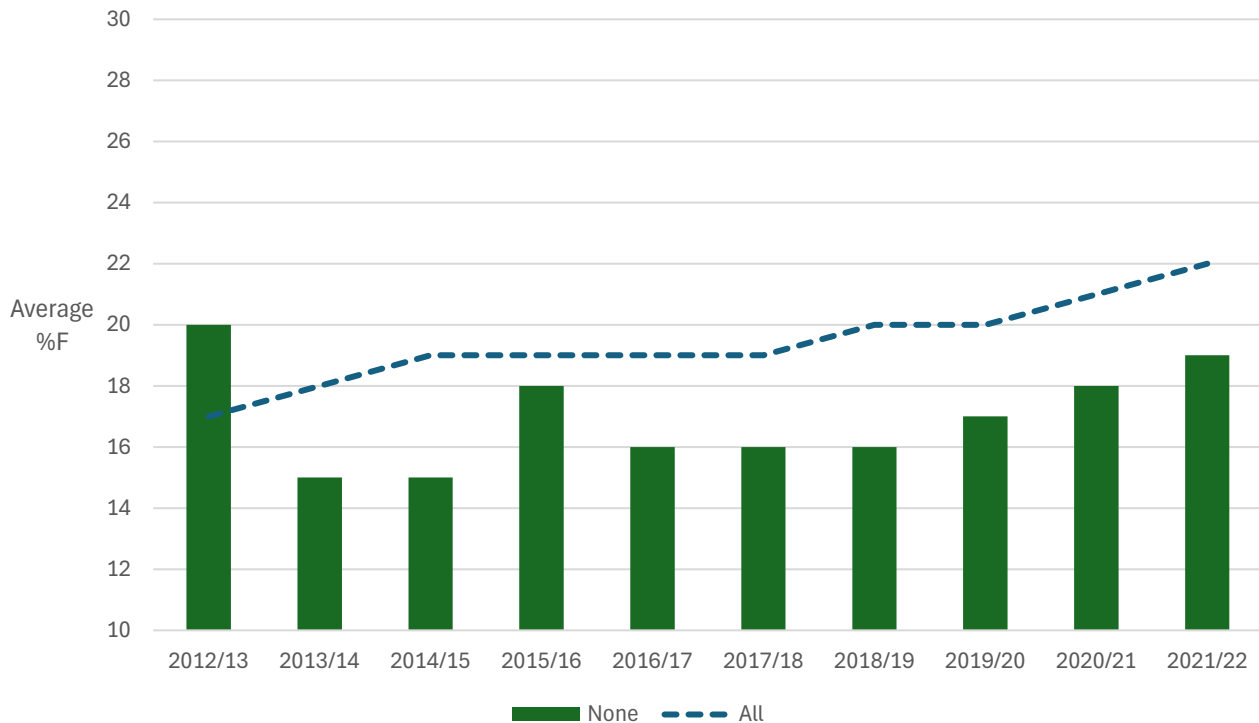
- The overall %F contracts within physics has increased.
- This is most sustained and pronounced in Juno Champion departments, increasing from 14% in 2012/13 to 23% in 2021/22.

Changes in Staff Data

HESA Data analysis – not engaged with Juno

No clear relationship overall
between Juno status and patterns
in staff and student data

Women in Physics employed in Academic contracts



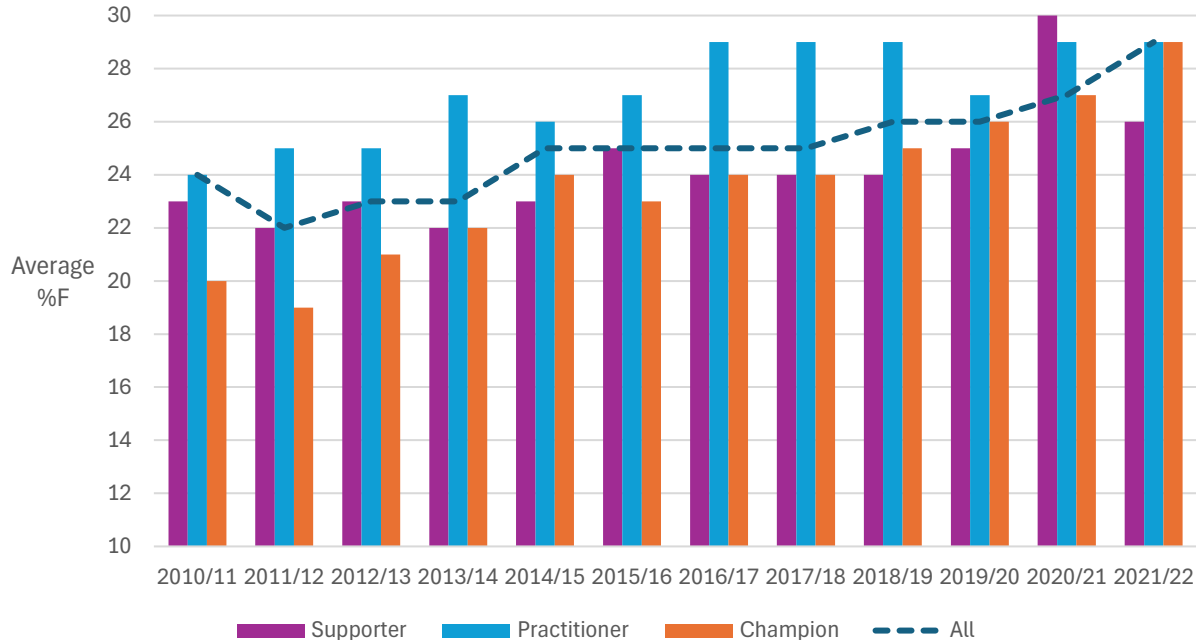
- The overall %F contracts within physics has increased.
- Those not engaged with Juno show higher variability and less significant increases than those engaged with Juno.

Changes in Student Data

HESA Data analysis - engaged with Juno

No clear relationship overall
between Juno status and patterns
in staff and student data

Women in Doctoral Programmes in Physics & Astronomy

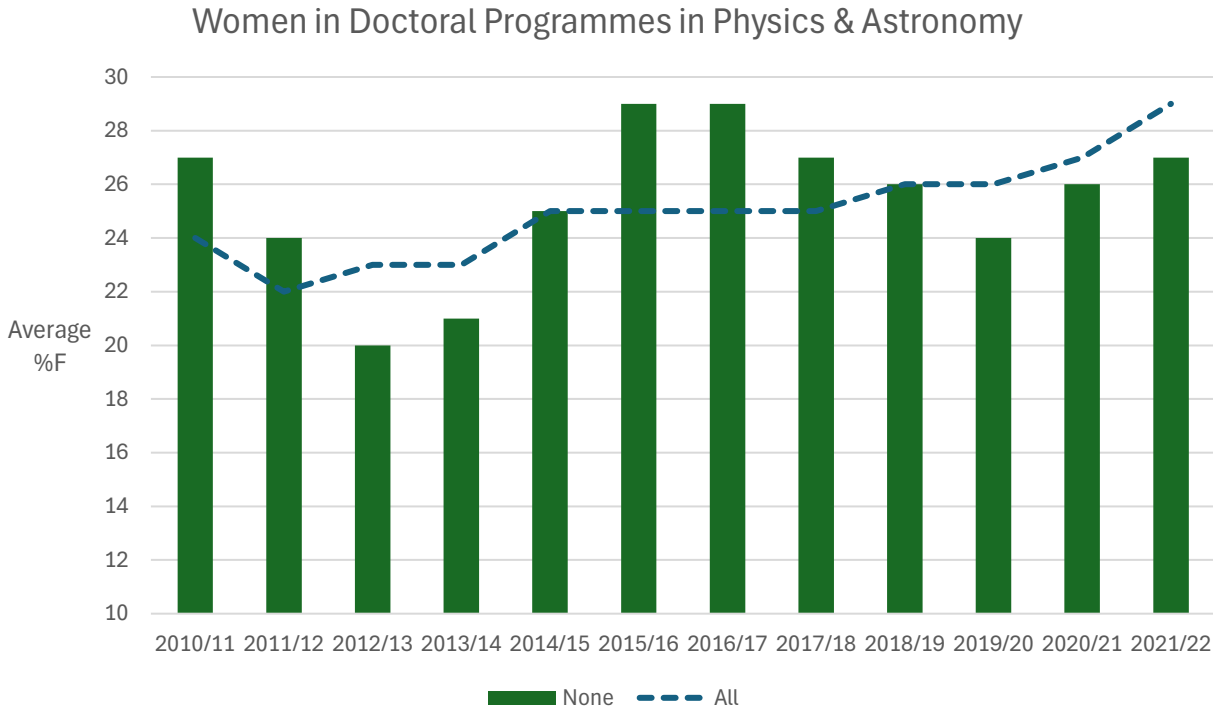


- The overall %F for Physics & Astronomy PhD students has increased
- Champions showed the most sustained and significant improvements.

Changes in Student Data

HESA Data analysis - not engaged with Juno

No clear relationship overall
between Juno status and patterns
in staff and student data



- The overall %F for Physics & Astronomy PhD students has increased.
- Those not engaged with Juno show higher variability and less significant increases than those engaged with Juno.

Sharing the responsibility

women were often
unfairly impacted

Physics Staff & Student survey

“this will have been part of a case for a successful promotion from lecturer to senior lecturer” – *Man at large Juno*

“As Juno lead I was given a temporary 0.1FTE extra contract which has since been made permanent (My job went from 0.4FTE to 0.5FTE)” – *Woman at large Juno Champion institution*

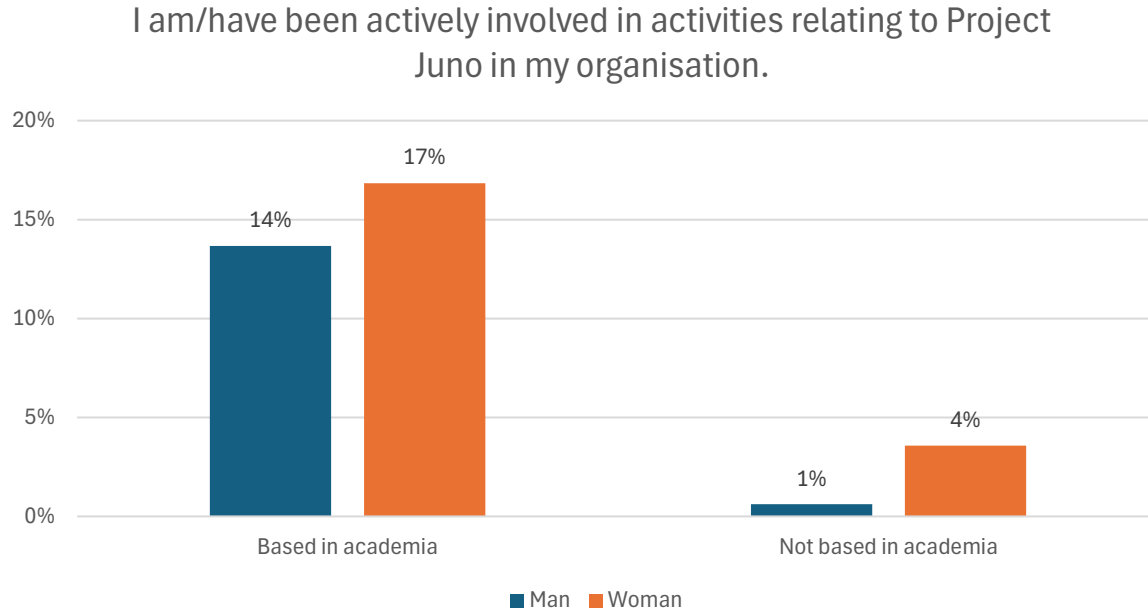
Case studies

Size	Large
Location	England
Highest Status	Champion
Successes	Suggestion for senior leaders to proactively promote leave policies led to increase in men taking paternity leave.

Sharing the responsibility

women were often
unfairly impacted

IOP Member Diversity Survey 2023



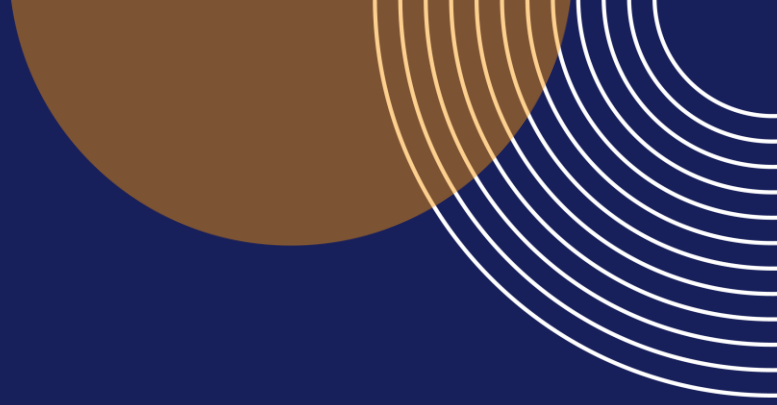
“It's taken me away from actually doing things to gather and present loads of data for the application instead. Like Athena Swan, a disproportionate admin burden seems to fall to predominantly female staff.” - IOP Member, 40-49, Woman

Juno Review

What did we learn?

- **1/3 of academic IOP members reported that Juno had had an impact**
- Juno has embedded **data collection practice to improve gender equality** in physics institutions
- **There is a clear relationship** overall between Juno status and patterns in staff and student data
- The perception that the **responsibility for promoting gender often fall disproportionately on the shoulders of women and gender minorities** remains.
- Principle 6 has had an impact for Juno-engaged institutions but **bullying and harassment is still a common issue.**
- **Gender equality work must remain a key focus for physics!**

Physics Inclusion Award



Outline



Themes



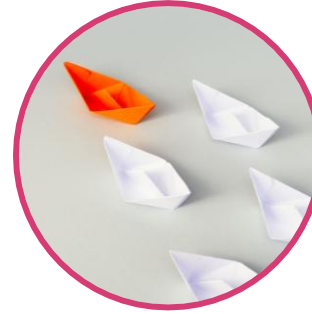
Welcoming and Inclusive Framework

An organisational framework with clear governance structure and accountability for EDI.



Inclusive Culture

Promoting a culture that is open, inclusive and transparent through networks, training, retention and guidance.



Inclusive Leadership

Evidence of inclusive leadership and senior management commitment to EDI.



Policies and Processes

Awareness and implementation of policies and processes at departmental and university level.

Professional Conduct and Intersectionality

Level Summaries

The Level Summaries provide a top-level overview of the requirements to obtain each level of the Physics Inclusion Award.

L0 – Committed to working towards the themes

L1 – Establishing structures to support all physicists and develop knowledge of EDI issues

L2 – Embedding the learning and strengthening EDI knowledge and structures

L3 – Implementing leading practice and sharing good practice

Pilot Scheme Participants

University
College Dublin

Loughborough
University

University of
Southampton

UCL Mullard
Space Science
Laboratory

University
College London

**Prifysgol
Caerdydd**

University of
Hertfordshire

University of
Oxford

University of
Cork

**Prifysgol
Aberystwyth**

Newcastle
University

Feedback



What worked well?

- Good criteria
- Departments could immediately start implementing some of the actions identified



Where were the challenges?

- Small data sets – departments would like guidance on working with these



What could be improved?

- Better differentiation between levels

Launch

Engagement from the community

Ireland Committee

"They were very complimentary around the Physics Inclusion Award and asked me to pass back their thanks and congratulations on it. They thought the broadening of inclusion within it was very welcome and they were proud of this and saw us as groundbreaking."

Accreditation Visits

Some feedback about the award being more complicated than Juno, but overall positive feedback.

HODs

"The IOP came and very kindly accredited our courses and told us all about this and I thought well that sounds exciting and exactly what we'd like to do."

"I think Juno has done a lot for women in physics and it was really happy to see that there was a project that was going to extend that because making sure that we have a good work environment is one of my priorities as head of school."

RAS B&H Report Launch

There was positive feedback, but people wanted to know more about the online platform and how it works.

Swansea University

"Very positive about the Physics Inclusion Award and the accreditation, noting it helps their department push for EDI improvements with the backing of their Professional Body."

Features

IOP Inclusion Awards ▾



Manage

Enter

Assessor



Dashboard



Guides and tours



Entries



Galleries



Review flow



Assessment



Users

Physics Inclusion Award

IOP Institute of Physics



Galleries

Sharing Good Practice

Notice Board

Test panel

Overview

- Over 20 EOIs for test panel and over 15 for Early Career Observer role
- Two test panels – AM and PM
- Groups represented on the panel: Bell Burnell Graduate Scholarship Fund Panel, Early Career Members Group, Heads of Physics, Inclusion and Diversity Committee, Juno Assessment Panel, LGBT+ Physical Sciences Network, Pilot participants and Steering Group – **including reps from departments not involved in Juno**
- Independent Observers – observing for bias in the process and identifying training needs
- Early Career Observers – ensuring that early career perspectives are captured in the assessment of applications.

Where we are now



6 institutions applied in the first round, and second round is taking place in just over a week.



Overall the feedback from the first round is positive. Some areas to adjust for applicants and panels.



Award Force now has the majority of the features we want. Collaborative applications!

IOP Institute of Physics

Thank you

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[@IOPDiversity](#)

iop.org/InclusionAward