Project Juno
Changing Culture

Prof. Valerie Gibson
Cavendish Laboratory, Cambridge
CERN Summer Student

1983
1983
BSc Sheffield
CERN summer student

1980
CERN Fellow

1983
Met my future husband,
Andy.

1985

1986
DPhil, Queens
College, Oxford

1987
CERN Fellow

1990
SERC Advanced Fellow
Stokes Senior Research Fellow,
Pembroke College

1990

1993
Got married

1993
Daughter Milly born

1994
University Lecturer
Fellow Trinity College

1995

1998
Daughter Milly born

2000
University Reader

2002
Daughter Lucy born

2005

2006
University Reader

2009
University Professor
Senior Lecturer Trinity

2010

2002
Daughter Lucy born

2005

2006
University Reader

2009
University Professor
Senior Lecturer Trinity

2010

The Proportion of Women Across All Career Stages (2014)

- Undergraduate students: 35.8% (N=2,240)
- Postgraduate students: 36.1% (N=1,512)
- Researcher: 44.7% (N=1,445)
- University Lecturer: 23.4% (N=49)
- Senior Lecturer: 21.5% (N=26)
- Reader: 18.5% (N=27)
- Professor: 14.3% (N=59)

- AHSS
- STEMM
Institute of Physics Benchmarks

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....
Project Juno

- Developed in response to a recommendation of the “International Perceptions of UK Research in Physics and Astronomy (2000)” report that a special focus is needed to attract and retain women in physics.

- 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 university departments can take to address under-representation of women and emphasizes the need for dialogue, transparency and openness.

- Recognition and awards to departments.

Project Juno – Code of Practice

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.
Start the Juno journey by endorsing the 5 principles and make a commitment to work towards Practitioner and Champion.
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Demonstrate that the Juno journey is well underway. Evidence is gathered and an initial action plan demonstrates how the department aims to achieve Champion.
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Demonstrate that the 5 principles are embedded throughout the department. Further evidence is gathered and the action plan demonstrates how the department will continue to further good practice.
Benefits of Juno

- “By Physicists for Physicists”
- Juno panel members published
  Chair: Val Gibson (Cambridge)
  IoP team: Jenni Dyer & Angela Townsend
  10 members, 9 academic physicists, 1 industrial physicist
  http://www.iop.org/policy/diversity/initiatives/juno/panel/

- Panel interacts with Juno contacts and departments
- Site visits with comprehensive feedback
- Buddying /mentoring system with nearby departments

Juno is more than an awards scheme; it acts as a peer support network for physicists wishing to address gender equality.
Juno Assessment

Panel reviews applications twice per year.

Supporter awarded for 3 years, renewable once.

Practitioner awarded for 3 years, renewable once.

Site visit ~18 months after Practitioner award

Champion renewed every 4 years

Site visit ~2 years after Champion award
Journeying to the end of the rainbow?

A guide for Juno Champions working towards Athena SWAN Gold
Juno Status

- 58 departments offering undergraduate physics in the UK & Ireland
- Juno started with 19 supporters in 2008
- 45 currently engaged with Juno

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<th>2010</th>
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<td>Total</td>
<td>31</td>
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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
    Athena SWAN Silver
Jun 2013 Juno Champion renewal
Nov 2013 Athena SWAN Gold

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

- **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
The Cavendish Chairs

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 Chairs

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

The Cavendish High Chairs (est. 2012)
SMALL
CHANGES CAN MAKE A BIG DIFFERENCE
Lessons Learnt

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• **Surprises**: identify pockets of good practice, as well as issues to be acted upon.
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- **Critical friends**: e.g IoP Juno panel are key to success....
Cavendish Inspiring Women (CiW)
Thank you

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7/7/17

EPS E&D, V.Gibson
University of Cambridge Gender Equality Champion
Chair of Institute of Physics Juno Panel
Athena SWAN Gold for Physics

7/7/17
EPS E&D, V.Gibson
My Greatest Personal Achievement
Gender Bias at Home

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

“Improving Diversity in STEM”, CaSE 2014
Gender Bias at School

“Which subjects are you most likely to study at University?”

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“School Leaver Barometer”, Trendence 2014
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”

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

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.