



Coláiste na Tríonóide, Baile Átha Cliath
Trinity College Dublin

Ollscoil Átha Cliath | The University of Dublin

Institute of Physics Juno

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Project Juno

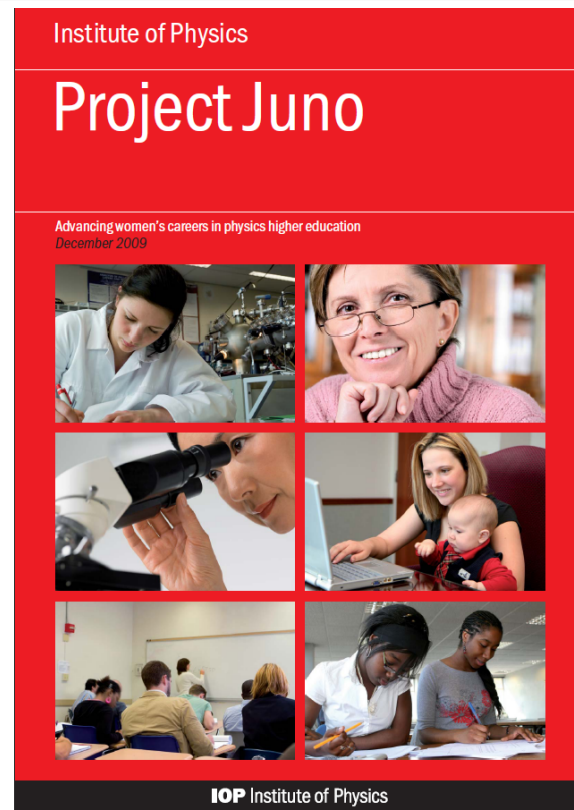
Advancing gender equality in physics
higher education

About Project Juno

- Developed in response to International Perceptions of UK Research in Physics and Astronomy report (2000) recommendation for a special focus to attract and retain women
- Based on best practice identified from the Institute's Women in University Physics Departments Site Visit Scheme (2003-2005)
- Implemented in 2008 and evaluated after 5 years in 2013
- Originally for physics HE, now extending to Research Institutes and companies

About Project Juno

- Sets out five principles for action to address the under-representation of women
- Emphasises the need for dialogue, transparency and openness
- Based on premise that good practice for women is good practice for all
- Benefits the physics community as a whole



Benefits of the Juno Journey

- Develop an equitable working culture: students, staff, men, women, can all achieve full potential
- Develop best practice in gender equality and promote discussions of equality issues
- Independent panel assesses against the five principles to review progress
- Departmental visits to provide individual, independent information, advice and feedback at various stages of the process

Three levels of engagement

- **Supporter:** Starts Juno journey. Endorse five principles and make commitment to work towards Practitioner and then Champion.
- **Practitioner:** Juno journey well underway. Gather qualitative/quantitative evidence and initial action plan for Champion.
- **Champion:** Five principles embedded; Action plan demonstrates how to continue to further good practice.

IOP | Institute of Physics
Juno Supporter

IOP | Institute of Physics
Juno Practitioner

IOP | Institute of Physics
Juno Champion

The Five Principles

- **Principle One: A robust organisational framework to deliver equality of opportunity and reward.**
- **Principle Two: Appointment, promotion and selection processes and procedures that encourage men and women to apply for academic posts at all levels.**

The Five Principles

- **Principle Three: Departmental structures and systems which support and encourage the career progression of all staff and enable men and women to progress and continue in their careers.**
- **Principle Four: Departmental organisation, structure, management arrangements and culture that are open, inclusive and transparent, and encourage the participation of all staff.**

The Five Principles

- **Principle Five: Flexible approaches and provisions that enable individuals, at all career and life stages, to optimise their contribution to their department, their institution and to SET.**

Project Juno in practice

- In UK and Ireland, of the 55 physics departments/groups/HE research institutes:
 - **13 Champions**
 - **13 Practitioners**
 - **21 Supporters**

One company (NPL) signed up as Supporter

Comments from Evaluation (2013)

- *“The embedding of existing good practice was a key point of motivation particularly at a point of rapid growth; that a positive culture is maintained and is not dependent on existing staff in post.”*
- *“We have lost a number of very talented people and don’t want to keep doing that. Two or three female members left and have built successful academic careers elsewhere which they could have had here.”*
- *“It gives a message of equality, that women can do it based on capability, that promotion is open to any gender.”*

More information...

www.iop.org/juno

Contact

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National University Physics Data In Ireland

- UCD, NUI Galway, UL, UCC, NUI Maynooth, DCU, TCD
- Undergraduate
- Postgraduate
- All Staff: Postdocs/research, technical, administrative and academic (permanent and contract)