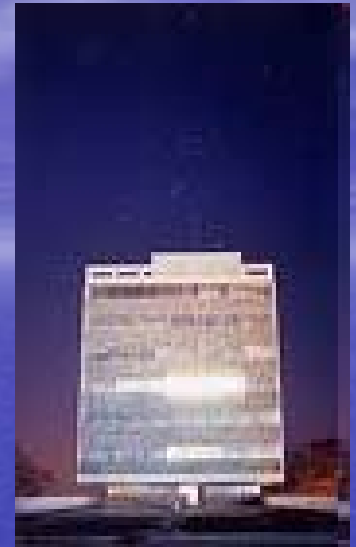


Project Juno

School of Physics
University of Exeter

Dr Sharon Strawbridge (Daphne Jackson Fellow)
Institute of Physics November 2008



UNIVERSITY OF
EXETER



WHY DO WE WANT TO JOIN PROJECT JUNO?

- To make our school a welcoming and inclusive workplace for ALL staff and students
- To enhance and promote the careers of female academics to allow them to reach their full potential
- To demonstrate our real commitment to equality and diversity to the staff and students
- To generate a culture of mutual respect
- And we recognise that seeing a larger number of women academics in physics sets a good precedent for students, encouraging the next generation of women in SET

- We believe that having a larger number of women in SET is good for Physics

Raising awareness of gender issues

- High profile in the School
- Encouraging equality and diversity issues to be freely discussed within the school
- Specific member of staff with the role of promoting equality and diversity

Background

The School of Physics (Staff)

- There are 41 members of academic staff of which 10 are female, teaching in either physics or radiography (24%) (10%)
- Of the 34 staff who teach in physics only, 3 are female (2 lecturers and 1 senior lecturer (~9%) (10%))
- Of the 6 independent research fellows, 3 are female (50%)
- Of the 17 associate research fellows 5 are female (~29%)
- Of the 8 research fellows, 1 is female (12.5%)
(National average for research assistants 15.5%)

Note: Radiography Staff are fully integrated into the school

Starting the discussion

- Talking to individuals
- Getting a discussion group set up
- Thinking about the structure of the discussion framework (agenda)

Getting staff together

- Informality
- Convenient time and place
- Having a structure to the meeting
- Letting people know they will get feedback
(I will be setting up ongoing meetings)

- A lunchtime meeting was arranged with food provided to which all female staff were invited to attend
- 8 members of staff attended the meeting
- We discussed in general the Project Juno benchmarks and then specifically career progression
- The discussion was very positive, going through each of the benchmarks in an informal way, indicated some areas that could be improved, but, overall the School was felt to be very welcoming friendly and inclusive.
- We all felt it was very worthwhile to get together as a group

Discussion: Career progression

Questions:

- Are men and women equally likely to apply for posts?
- Is a successful application equally likely for a man or a woman?
- Is there an awareness of gender issues?
e.g. differences in career progression
- Is there a perception of unconscious bias in operation?
- **MOST IMPORTANTLY - what are the perceptions of staff to our current practice within the school?**

Where do we go from here?

- Continue Listening to ALL current staff to get a broad and balanced view of any gender issues within the School
- Making sure that our recruitment processes really are welcoming to female applicants
- Reflecting on successful and unsuccessful applications made by female applicants
- Examining career progression within the School, does it take into account the different circumstances of many female staff (and some male staff) have, especially those with caring responsibilities
- Provide mechanisms to support and encourage female staff members to fulfil their potential

- Prepare to make a submission to join Project Juno