

# The Juno Excellence Programme and Award

## Beyond Juno Champion

The Juno Excellence Programme and Award will recognise exceptional Juno Champions who develop a programme of activities designed to showcase and embed successful and innovative practice, enabling a step-change in diversity and inclusion across the physics community.

### Aims of Juno Excellence

**The aims of Juno Excellence are:**

- To encourage a community-led approach to furthering equality in physics.
- To encourage ambitious and inspiring activities that will disseminate and embed best practice in equality more broadly across the physics community.
- To enable a greater impact on national imperatives for action in gender equality in physics.

### Benefits of taking part in Juno Excellence

The real benefit of undertaking this work is to enable you to develop and disseminate a particular area of excellent practice in equality in physics. By working with the Institute Diversity Team and Juno Assessment Panel, you will be able to achieve greater impact and reach than you could do alone. You will continue to receive support and advice from the Institute during your Juno Excellence programme, and taking part will enable you to develop beacon activities if you plan to apply for Athena SWAN Gold.

### Activities in the Juno Excellence programme

There is no prescriptive list of what the Juno Excellence programme will or will not cover. Proposals could be about embedding and broadening activities that have already been successful more widely, or they could be about innovating new or different approaches not just locally but regionally or nationally. Proposals could also cover new research to understand more about specific barriers and identify actions to address these.

**Examples of initiatives could include:**

- Innovative schools outreach, building on the Institute's Improving Gender Balance work, and developing whole-school approaches to addressing gender stereotyping or working with local schools to adopt the Juno principles.
- Establishing partnerships for progression through regional or national networks to share good practice, act as knowledge clusters and support other departments into achieving Juno awards.

- Developing a programme of career-enhancing activities for staff from other under-represented groups, such as LGBT+ activities or support for those with a disability or mental health conditions, building on the Institute's Building Momentum report.
- Developing theme-based outreach programmes that inspire young would-be physicists from all underrepresented groups on a national level.
- Developing links with industrial partners to embed the Juno principles and improve the retention and recruitment of a diverse and flexible STEM workforce from apprentices to professors.
- Addressing gender differences in attainment through evidenced-based research at the national level.
- Influencing the policy environment nationally to change perceptions of physics and engineering, addressing the STEM skills agenda from school through to employment.

This is not an exhaustive list and if you have a particular area of excellence that you have already developed and wish to expand nationally, then you should discuss this with the Diversity Team. What is important is that Juno Excellence activities add value to both your departmental work and the work of the Institute Diversity Team, so that we can maximise impact for your activities.

### How do you take part in Juno Excellence?

Each year, there will be a call for Juno Excellence proposals and these will be assessed by the Juno Assessment Panel at its June meeting. The deadline for proposals will be the same deadline as for other paperwork for the panel. Juno Champion departments wishing to take part must discuss their proposals with a member of the Juno Assessment Panel or the Institute's Diversity Team prior to submission. This can take place at any time or at your Champion renewal visit. They will advise you on how to shape the proposal, how it can meet the Institute's diversity programme aims and objectives, and how the Institute can support the proposal. All proposals will be reviewed and assessed by the Juno Assessment Panel. There will only be one or two Champions invited to take part in the programme each year.

## Assessing Juno Excellence proposals

Your proposal should cover the following:

<b>Your Juno Champion status</b>	While we are not specifying longevity as a Champion for this work, we expect you to demonstrate that your Champion action plan and activities are well developed and well accepted within the department. A short description of your department and your priorities for progression since becoming a Juno Champion. We would only expect those who have been a Champion for more than two years to apply for the programme.
<b>Activities</b>	What activities you will be undertaking as your work towards the Juno Excellence Award, including details of the aims/purpose of the work and how long you expect the activities to take.
<b>Strategic need</b>	This will be identified in initial discussions with the Juno Assessment Panel and/or the Institute Diversity Team. You will be expected to identify the need for your programme of activities and how it will maximise value to diversity in the physics community.
<b>Leadership</b>	You will need to provide evidence of how you have already demonstrated leadership in the particular area of activity either at the departmental or institutional level.
<b>Collaborative activity</b>	How you will work collaboratively with other partners, whether this is schools, industry, other physics or STEM departments, etc, and how you will work with the Institute to engage the relevant stakeholders and under-represented groups.
<b>Evaluation and impact</b>	You will need to identify your evaluation points as your work progresses, how the impact of the work will be measured, and how the learning from the work will be disseminated and embedded. You should include clear success measures and identify how you will monitor progress against these.
<b>Resources</b>	Evidence that the work will be adequately resourced and that there is departmental and university commitment to the programme. A clear indication of any resources that would be required from the Diversity Team at the Institute and agreement that they have the expertise and capacity to deliver these.

### Do we have to be a Juno Champion to take part?

Yes. It is imperative that departments wishing to take part in Juno Champion have a track record in making progress on equality within their own local setting and have had successes in delivering on their action plan at the departmental level.

### How do we receive the Juno Excellence Award?

At the end of your proposed activities, you will submit a portfolio to the Juno Assessment Panel, outlining what you have achieved, how you have achieved it, how/where the work is being embedded and whether any further activity is required. The Juno Assessment Panel will then review your portfolio and agree whether you should receive the Juno Excellence Award.

### When will we receive the award?

The Juno Excellence Award will be presented at the Institute's Annual Awards Ceremony and dinner.

### How long does the Juno Excellence award last for?

The award itself does not "expire". You will receive the award for delivering a programme of activity and demonstrating the impact of this work. You can apply to take part in as many Juno Excellence programmes consecutively as you like, but you can only be the lead Juno Champion on one programme at any one time.

### What if we are not successful in our application to the programme?

It is anticipated that only one or two Juno Champions will be taking part in Juno Excellence in any one year. If you are not successful one year, you can resubmit the same, or similar bid, or a completely different bid in subsequent years.

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### For more information, please contact the Institute of Physics Diversity Team

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