

# **IOP** Institute of Physics

## **IOP Diversity and Inclusion Programme Strategy 2010 and beyond**

### **Vision**

The Institute's vision for diversity and inclusion is to work towards an inclusive, sustainable, diverse and vibrant physics community, which is reflected in the Institute's membership and governance.

### **Mission**

Our mission is for the Institute to be fully inclusive and enable all of our members – male and female, young and old, of all ethnic backgrounds and religious beliefs, regardless of disability, geographic location, sexual orientation, socio-economic status, or level of achievement in physics - to participate fully in our activities.

### **Aims of the Strategy**

- To encourage wider participation in physics from under-represented groups by promoting equality of opportunity for all at all stages of the physics pipeline.
- To mainstream and embed diversity and inclusion within the Institute's membership and across all of the Institute's activities.
- To champion diversity and inclusion issues and to disseminate good practice on managing diversity and inclusion across the physics community.

### **Objectives**

- To monitor annually the participation of under-represented groups in the Institute's activities, including membership, governance, groups, committees, speakers, etc.
- To use monitoring data to
  - identify trends in participation in physics
  - identify gaps in participation in physics from under-represented groups
  - identify the under-representation of certain groups within the Institute's membership
- To promote diversity and inclusion within the physics community
- To promote diversity and inclusion within the Institute's membership and to develop ways to serve IOP members better from each of the strands of equality and diversity
- To implement good practice and embed diversity and inclusion within IOP through the Diversity Forum and to work with HR to ensure the IOP's workforce is fully representative;
- To develop the IOP's policy work on key aspects of diversity and inclusion

## **Responsibility for diversity and inclusion**

Responsibility for the implementation of this diversity and inclusion programme strategy rests with the Diversity and Inclusion Committee, who will report on it biennially to Council. However, because of the importance attached to this aspect of IOP work, the Chief Executive chairs the Diversity Forum, which will progress internal and operational diversity issues.

## **The challenges for diversity in physics**

The Institute recognises that the case for diversity is more than just legislative; there is a clear business and moral case. We live and work in an increasingly diverse society and successful implementation of equality and diversity in all aspects of the Institute's work will ensure that colleagues, staff, members of the Institute and the physics community at large are valued, motivated and treated equitably. There are a number of challenges for the Institute as it works towards an inclusive physics community:

- Women comprise 50% of the population but only around 20% of those taking A-Level Physics or studying undergraduate physics courses is female. This figure declines at each stage of the educational pipeline and into employment: 19% of lecturers, 8.1% of senior lecturers and 4.7% of professors are female<sup>1</sup>.
- Women are concentrated in the Student and Associate grade (71% of women members) and only 4% of them are Fellows at the Institute.
- BME students who achieve high standards at undergraduate level in physics and chemistry are significantly more likely than average to go on to further study but are *less* likely to study chemistry and physics at PhD level.<sup>2</sup>
- There is a very small proportion of academic staff in physics cost centres from BME groups, with 94.1% of staff declaring their ethnic origin as white.
- Whilst the numbers of disabled students studying physics compares equally to the numbers of disabled students in HE as a whole (at around 7%), there is a general under-representation of disabled people in HE: approximately 1 in 14 of the general population attends HE, but only 1 in 20 of disabled people do so<sup>1</sup>.
- A little over 5% of the working population is considered disabled under the Disability Discrimination Act<sup>3</sup>. However only 2.3% of academic staff across all subjects declared a disability and this is even lower for SET departments, at 1.9%<sup>4</sup>.

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1 HESA data 2005/06

2 The Royal Society of Chemistry and the Institute of Physics (2006) Representation of Ethnic Groups in Chemistry and Physics

3 Labour Force Survey, Quarter 1, 2007

4 Equality Challenge Unit (2009) Equality in Higher Education: Statistical Report

## **Achievements to date**

The Institute has made major progress towards its diversity goals since the Diversity Programme was established in 2004. Previous work around equality and diversity have left an invaluable legacy. This includes:

### Gender Issues

- Women in University Physics Departments: A Site Visit Scheme (2003-2005)
- Best Practice in Career-break Management (2006):
- Girls in Physics (2006-present)
- Women in University Physics Departments: Statistical Digest (2007)
- Project Juno: Advancing women's careers in physics (2007 – present)

### BME Issues

- The representation of ethnic groups in chemistry and physics (2006)
- Why choose physics and chemistry? The influences on physics and chemistry: subject choices of BME students (2008)
- Ethnic Diversity pilot project (2009 – present)

### Disabled People

- Disability code of good practice (2008)

## **Future Priorities**

The Diversity Programme needs to evolve and to ensure that good practice becomes embedded across the Institute and its activities. The future priorities for the Diversity Programme for will be:

### **Priority One: Monitoring diversity in physics**

- Monitoring annually the Institute's progress on diversity issues including monitoring representation of diversity in the Institute's governance, Boards and Committees, Groups
- Working with the Membership Directorate to progress diversity monitoring of our members and build a profile of member diversity over time.
- Continuing to collect and produce up-to-date statistics on diversity at all stages of the physics pipeline from GCSE to employment, to ensure that our evidence base remains current and relevant.

### **Priority Two: Embedding Diversity and Inclusion**

- Ensuring the Institute's Diversity Forum continues to promote internal discussion around diversity issues, shares good practice and works towards embedding diversity across all Directorates and all activities.
- Implementing the appropriate recommendations from the 2009 internal diversity audit to embed diversity across the Institute.

**Priority Three: Communicating and Promoting Good Practice**

- Promoting Project Juno in the UK and Ireland to encourage more departments to become Supporters and Practitioners and to work actively with those departments wishing to attain Practitioner and Champion status.
- Ensuring that the Diversity pages on the website remains an important tool for internal and external stakeholders to find out about diversity in the Institute.
- Interacting with other learned societies, professional bodies and organisations associated with diversity.
- Continuing to promote best practice externally in diversity and inclusion including participation in external networks and meetings, such as SPIDER and Equally Professional.

**Priority Four: Researching and identifying new initiatives**

- Implementing new projects, reports and guidance on all diversity strands but particularly socio-economics, and following up current work on ethnicity and disability.
- Analysing and disseminating findings from the 2006-10 Longitudinal study of final year physics graduates and from the RSC/IOP survey of postdoctoral researchers.