

**IOP** Institute of Physics

# **GW4 Diversity in Physics**

## **IOP Beyond Juno**

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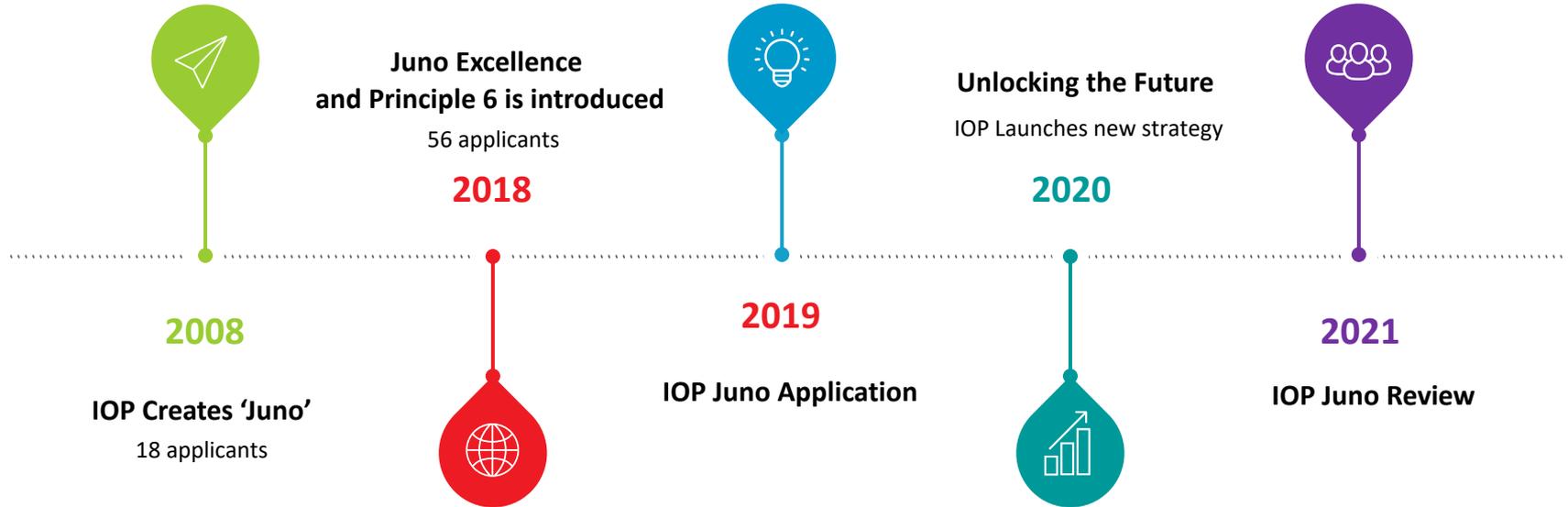
18.11.2020

Over a decade of

# Project Juno



# IOP Timeline



# Unlocking the Future

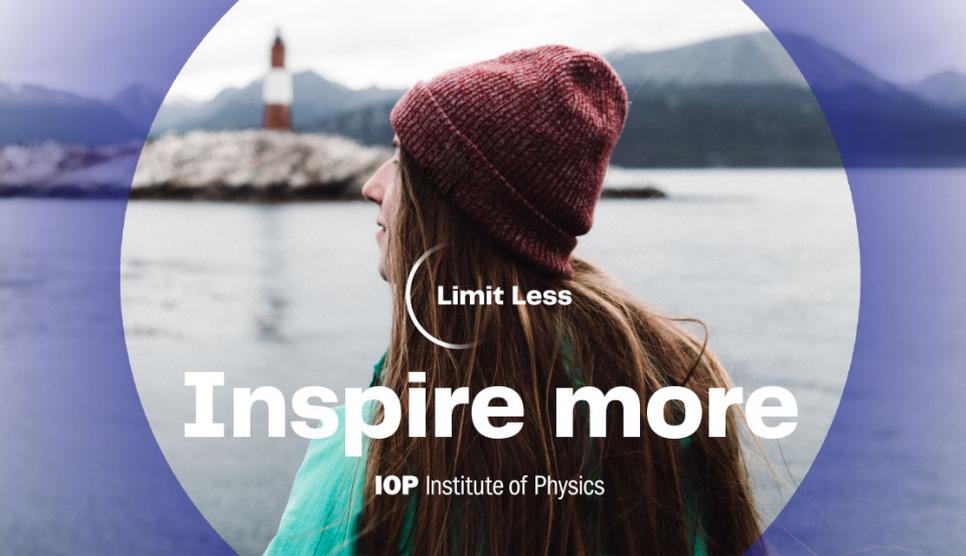
2020-2024

**Diversity and skills:** We want to build a thriving, diverse physics community and play our part in solving the STEM skills shortage by ensuring that people, no matter their background or where they live, have access to world-class physics education and training.



**Limit Less**

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**Limit Less**

**Inspire more**

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**Achieve more**

**Limit Less**

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**Think you know physics?  
Think again**

**Limit Less**

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# Ecosystem

A person's silhouette stands on a dark ridge, looking up at a vibrant, multi-colored view of the Milky Way galaxy in a starry night sky. The galaxy's core is a bright, dense band of light, transitioning from yellow and orange at the bottom to pink and purple at the top. The surrounding sky is filled with numerous individual stars of varying brightness.

# We are physicists

Results of the IOP member  
diversity survey 2019



October 2020  
iop.org

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# What does a physicist look like?

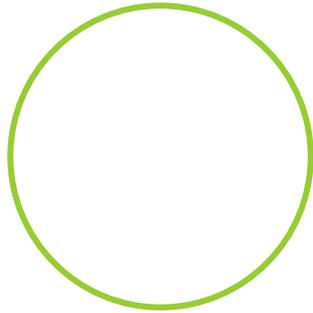
Who do you think of when you think "physicist"?



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2011

# Overview

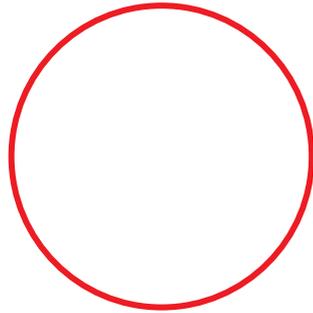


## Gender

Male 73%

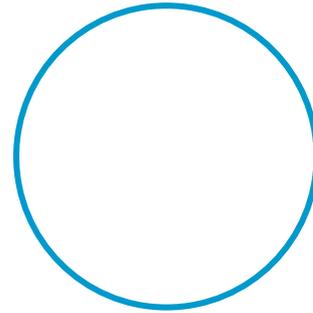
Female 17%

Other/Unknown 1%



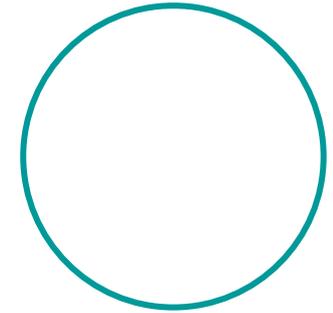
## Caring Responsibilities

35% of female respondents had caring responsibilities compared to 26% of male respondents.



## Socio-economic Background

In 2015 53% had a first degree or higher, compared to 2019 where 55% had a first degree or higher.

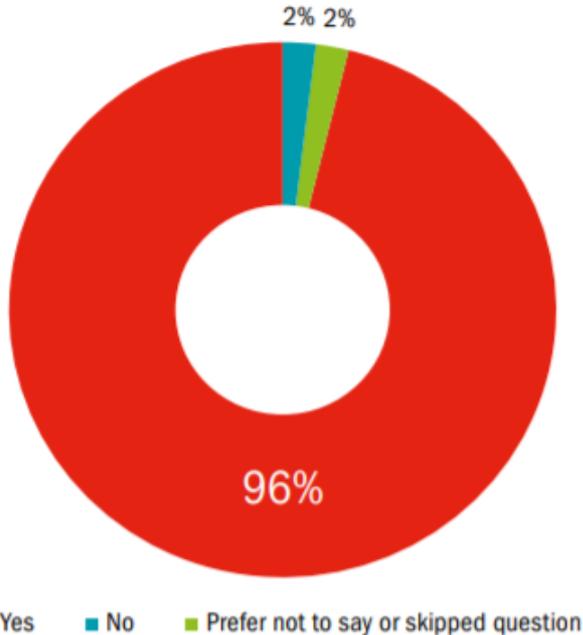


## Disability

In 2019 25% of respondents reported a disability, compared to 17.2% in 2011

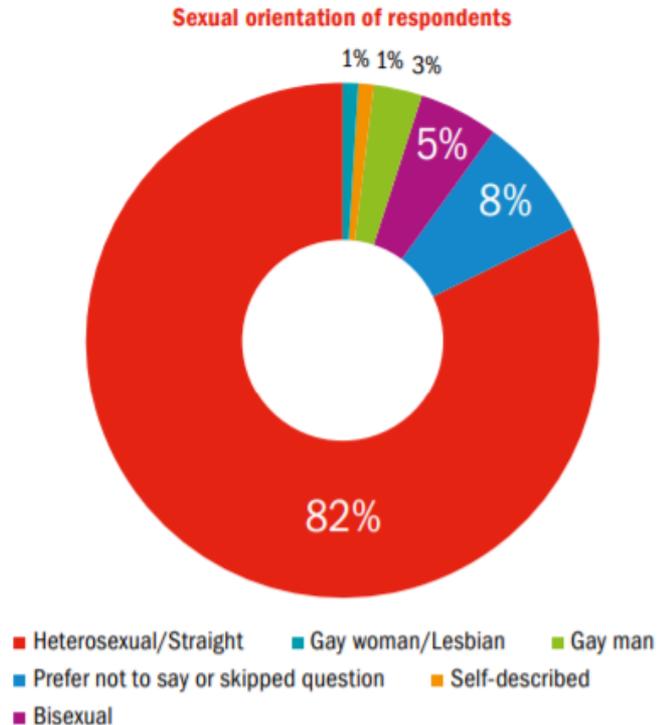
# Gender Identity

Is your gender identity the same as the sex you were assigned at birth?



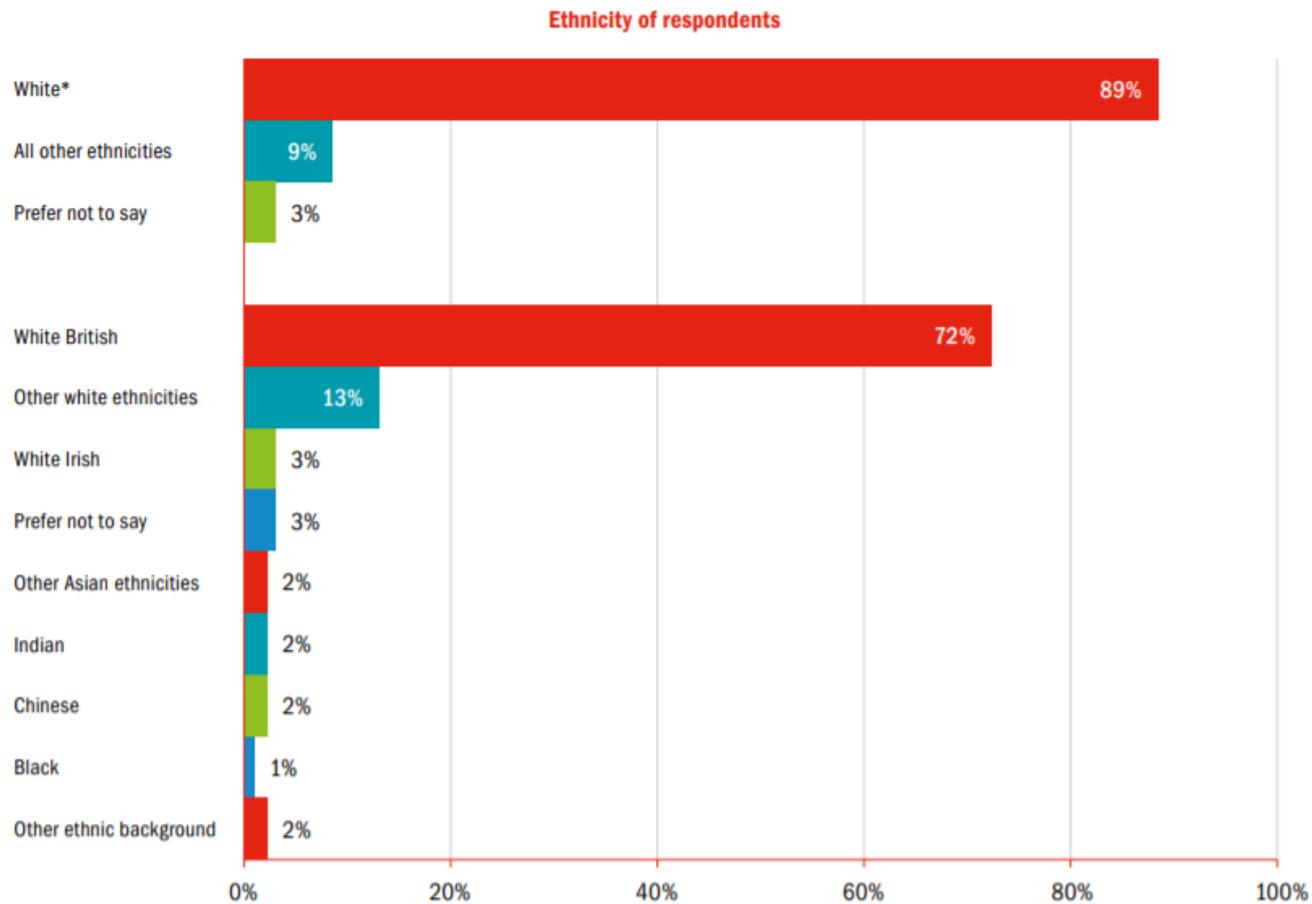
Just under 2% of respondents stated that their gender identity was not the same as the sex they were assigned at birth. This is higher than the estimated percentage of 1% for the UK population. This data is from the Government Equalities Office report, Trans people in the UK (2018)

# Sexual Orientation



Overall, the sexual orientation of members in 2019 matched that presented in the 2015 survey. There appears to be a slight, but not a statistically significant rise in the number of respondents who recognised themselves as bisexual or heterosexual. The free text box saw a wide array of responses including hybrid romantic and sexual identities that indicate future surveys could explore categories of attraction and relationship building separately.

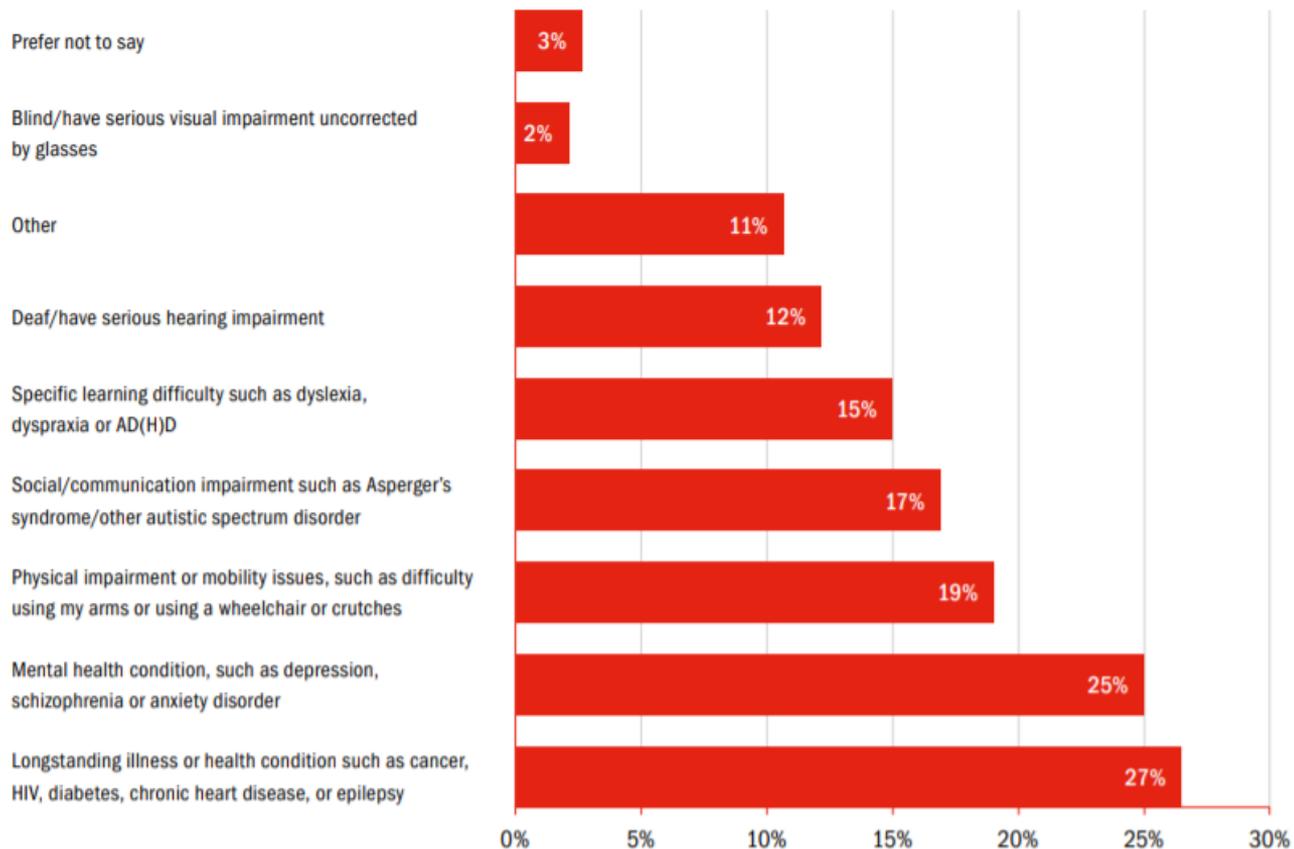
# Ethnicity



\*Including white British, white Irish, and other white backgrounds

# Disability

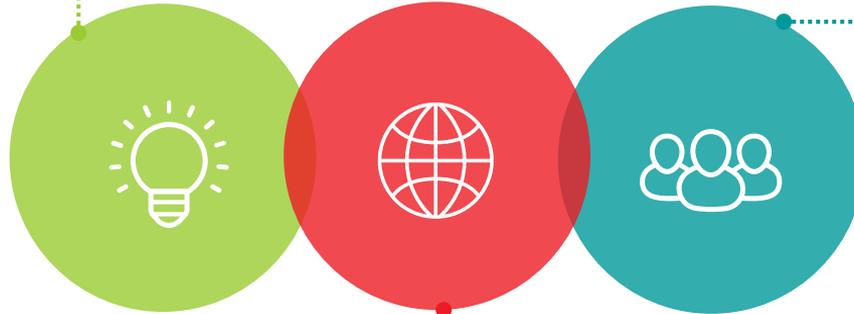
Health condition or impairment of respondents



# The working and studying environment

## IOP Code Of Conduct

46% said they were aware of the IOP process for complaints against the code of conduct, 34% not sure and 20% unaware.



## Equal Opportunities

75% of the respondents agreed that the opportunities available were equally accessible no matter what personal characteristics staff and students might have. Men were more confident that this was the case, with 80% of male respondents reporting agreement, as opposed to 63% of female respondents.

## Personal Experience

### & observation over the last 5 years

17% of respondents reported observing or being made aware of discriminative actions towards others over the last two years and 19% over the last five years..Bullying was the prevalent behaviour reported by respondents. Whilst gender discrimination dominated the comments, racism, homophobia, transphobia and ageism were all reported, as well as discrimination against those with different beliefs, and those with disabilities, often in conjunction with one-another.

# What does this mean for Juno?