GW4 Diversity in Physics
IOP Beyond Juno

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Over a decade of

Project Juno
IOP Timeline

- 2008: IOP Creates ‘Juno’
  - 18 applicants

- 2018:
  - Juno Excellence and Principle 6 is introduced
  - 56 applicants

- 2019: IOP Juno Application

- 2020: Unlocking the Future
  - IOP Launches new strategy

- 2021: IOP Juno Review
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.
Ecosystem
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
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)
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**

### Ethnicity of respondents

- **White**: 89%
- **All other ethnicities**: 9%
- **Prefer not to say**: 3%
- **White British**: 72%
- **Other white ethnicities**: 13%
- **White Irish**: 3%
- **Prefer not to say**: 3%
- **Other Asian ethnicities**: 2%
- **Indian**: 2%
- **Chinese**: 2%
- **Black**: 1%
- **Other ethnic background**: 2%

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

Health condition or impairment of respondents

- Prefer not to say: 3%
- Blind/have serious visual impairment uncorrected by glasses: 2%
- Other: 11%
- Deaf/have serious hearing impairment: 12%
- Specific learning difficulty such as dyslexia, dyspraxia or ADHD: 15%
- Social/communication impairment such as Asperger's syndrome/other autistic spectrum disorder: 17%
- Physical impairment or mobility issues, such as difficulty using my arms or using a wheelchair or crutches: 19%
- Mental health condition, such as depression, schizophrenia or anxiety disorder: 25%
- Longstanding illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy: 27%
The working and studying environment

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.

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

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.

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What does this mean for Juno?