

3 July 2019

Professor Kieran Gibson
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Dear Kieran

Juno Champion renewal

Thank you for submitting your department's update on progress with your Juno Champion renewal action plan. Based on the update you provided, the panel have agreed that your Juno Champion status should be retained for a further three years.

We appreciate that your action plan is a "live" document and one that spans both the Athena SWAN and Juno, but the panel was somewhat disappointed that the submitted action plan lacked wider context. The panel felt there was limited scope for understanding how the actions aligned with the current departmental environment. Unfortunately without a detailed covering letter from yourself, it was difficult to discern what points of feedback had been taken on board and the rationale for new actions.

The panel's concern last year was that your action plan did not cover the full four years of your Champion renewal submission and they are concerned that this remains the case, given that many of the timescales are for 2019 or 2020. The term "annual" should be reserved for review/survey-type actions, although it would be good to specify the relevant quarter to allow easy interpretation and management oversight of progress. In implementing an action plan, it is preferable to have quantitative success measures – and there appeared to be few of these.

Nevertheless, the panel believes that you have a firm Champion-level E&D programme in place and that your overall progress, range of initiatives and leadership in some areas show that you have a strong motivation to address gender inequality. You have introduced new items like the Equality Calendar and plan to host the CuWiP conference in 2020. Even small 'effort' items, like ensuring that all job adverts provide both male and female contacts, can make a significant long-term difference. These are clearly good initiatives that should be applauded. We know that you are striving towards an AS Gold submission and we wish to support you in this endeavour, particularly to ensure that your action plan is of sufficient quality, stretch and ambition to achieve Gold.

Your Juno Champion status remains in place for a further three years and we will be in contact regarding your next Champion renewal visit (due in 2021). To maintain your Champion award, it is imperative that you address the feedback and we anticipate seeing progress towards these issues as part of your next Champion renewal visit (due in three years' time) and in your subsequent Champion renewal application.

I wish you every success as you continue on your Juno and Athena SWAN journeys.

With very best wishes,
Yours sincerely



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