The challenges......

- Cohorts
- Data collection
- Raising awareness
- Time and resource
- What about the men?
- Evidencing impact
- Keeping it alive
Consultation .......

The Voices

Student  Research & Support Staff  Postdoc

Valuable Engagement in focus groups:

• *Career development and training*

• *Staff Survey action plan*

• *Performance Review System*
JIC Imagery pre Athena SWAN
Impact - JIC Imagery post Athena SWAN

- Dr. Claire Domoney awarded Royal Agricultural Society medal
- Dr. Wendy Harwood awarded Visiting Professorship by Chinese Academy of Sciences
- Prof. Cathie Martin made an MBE
- Professor Caroline Dean wins prestigious Women In Science Award
- Dr. Anne Edwards presented with British Empire Medal
- PhD student, Isabel Webb, wins 'I'm a Scientist, Get Me Out of Here' category
- Prof. Sarah O'Connor presents Wain Medal Lecture at University of Kent
- JIC PhD student wins research excellence award
- Kim Findlay awarded Royal Microscopical Society Vice President's Medal
Initiatives

• Annual review of Research Leaders for promotion
• JIC Junior Fellowship scheme
• Sponsor of Daphne Jackson Trust Fellowships
• Learning & Development Manager
• Research-focused and gender specific training
• Postdoc Dean
• Mentoring
• Family-friendly policies
Impact – Mentoring

Fellowship/Grant writing mentoring - support through the whole process
Robust recruitment process

- **Gender balanced Appointments Committee**
- **Ad hoc gender-balanced search committees**
- **Mini-symposia to bring promising early career scientists to JIC**
- **Research Leaders encouraged to identify potential future appointments at conferences**
- **Recognition that the biggest issue for JIC is to attract women to apply for Project Leader positions**
Impact – Recruitment
Impact - Cohort specific training

**Employer Champion for Professional Registration of Research & Support Staff**

- Clare Stevenson, Research Assistant
- Sam Hicks, Lab Support
- Eleanor Rickaby, Lab Support

**EMBO Leadership Courses come to Norwich**
Family friendly policies

- **Family friendly timing of seminars and meetings**
- **Flexible Working**
- **Parity in paternity and maternity benefits/leave for staff**
- **Family/Dependant Support Fund**
- **Parity in paternity and maternity benefits/leave for staff**
- ‘Stop the clock’ plus additional resource – tenure track Research Leaders

Seminar series only run in term time.
Elizabeth Orton, Postdoctoral Scientist

Opening up the conversation on combining motherhood and science.
Veronica Grieneisen, Research Leader
Inspiring the next generation

I wanted a job where I could have some impact on people’s lives and the world we live in.

Amelia Frizell-Armitage
Postgraduate Student

I am proud to be able to be part of the ‘backbone’ of the John Innes Centre.

Sam Hicks
Laboratory Support Team Manager

When I look down the microscope and see the results of months of work I celebrate like we have put a rocket into space!

Samantha Fox
Research Scientist

It is truly exciting to bring lab based science into a real life situation.

Cathy Mumford
Field Trials Manager

women of the future

YOUTH STEMM AWARD
Impact - Inspiring the next generation
Tips for Success

• Submission should be science led and people focused
• Choose your SAT wisely – select challenging people
• Get buy in from the top – even better get the Director on the SAT
• Breakdown the data to reveal trends
• Make sure someone who knows the Institute inside out checks the data makes sense!
Tips for Success

• Don’t reinvent the wheel

• The word count is a challenge – use tables, figures and diagrams

• Pay attention to the look and feel of the document

• Ensure the narrative is engaging and tells a story

• Allow plenty of time

• Most importantly be honest – nobody is perfect
Three years on …………

Imagery reflects diversity of staff

Training - Gender specific/scientific

Mentoring

Career pathways clearer

Reward and promotion criteria clearer

Awareness – flexible working

Gender awareness – Committees, Boards, Recruitment

Improved data collection and retention!