

MINUTES N. 2/2026

On February 9, 2026, at 10.30, the INAF CUG, appointed by Decision of the Manager of Office I “Human Resources” nr. 60 of 31.10.2023, met online.

The following full members were present: **Fiamma CAPITANIO** “Istituto di Astrofisica e Planetologia Spaziali”, **Giuseppe DI PERSIO** “Istituto di Astrofisica e Planetologia Spaziali di Roma”, **Anna GIGLIO** “Osservatorio Astrofisico di Catania”, **Giuliana GIOBBI** “Amministrazione Centrale”, **Francesca Romana PORTA** “Direzione Generale”, **Francesca MARTINES** “Osservatorio Astronomico di Palermo”, **Silvia PIRANOMONTE** “Osservatorio Astronomico di Roma”, **Daniela VERGANI**, “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”.

The following alternate members were present: **Chiara BADIA** “Osservatorio Astronomico d’Abruzzo”, **Giulia MANCA** “Osservatorio Astronomico di Trieste”, **Clementina SASSO** “Osservatorio Astronomico di Capodimonte”, **Boris SBARUFATTI** “Osservatorio Astronomico di Brera”.

Absent full members: **Vito CONFORTI** “Osservatorio di Astrofisica e Scienza dello Spazio di Bologna”, **Giuseppe ESPOSITO** “Osservatorio Astronomico di Capodimonte”.

Absent alternate members: **Daniele FULVIO** “Osservatorio Astrofisico di Catania”, **Stefania PEZZUTO**, “Istituto di Astrofisica e Planetologia Spaziali di Roma”, **Giorgio TOSO** “Istituto di Astrofisica Spaziale e Fisica Cosmica di Milano”.

Agenda:

- **Approval of preceding minutes**
 - **International Day of Women and Girls in Science**
 - **Discussion of the documents of the Univers@Il Group**
 - **PAP 2026/2028 (Affirmative Action Plan) and GEP 2025/2027 actions: Distribution of work**
 - **Updates on the CUG website**
 - **Any other business**
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- **Approval of preceding minutes**
All present members approve the minutes of the preceding meeting.
 - **International Day of Women and Girls in Science**

In collaboration with the CUGs of other Institutes belonging to the National CUG Network, è an event was organized for February 11 in Rome. INAF CUG (after the approval on the part of the General Director) will reimburse the journey of Silvia Galano (University Federico II of Napoli). Giuseppe di Persio will take part in the event as a representative of INAF CUG.

Francesca Martines will take part in the event organized in the Palazzo dei Normanni, Palermo, with a talk focusing on the INAF CUG activities.

The activities organized at a local level in the various INAF Institutes will be collected in the EDuINAF webpages, and included in the next CUG newsletter.

- **Discussion on the documents of the Univers@ll Group**

Anna G. shared in the common Google drive the documents prepared by Univers@ll on the accessibility of INAF events and documents. Univers@ll would like to receive our feedback in a week, as well as our support, promotion and endorsement for the related activities planned for next year.

Univers@ll also proposes adopting a code of conduct for meetings organized in and by INAF. The initiative had been initially discussed at the meeting of Bologna last year, but not much progress has been made. They suggest to also interact with the disability manager and the person responsible for organizational wellbeing, and, in case, ask for the endorsement of the INAF Management.

- **PAP 2026/2028 and GEP 2025/2027 Actions: Distribution of Work**

PAP (Affirmative Action Plan) has been approved. In comparison with the preceding version, we added indicators of progress/completion of the various initiatives, as well the indications of GEP (updated last December and approved by the INAF Board).

Vito G. asked CUG to contribute to GEP with suggestions and ideas. They proposed new actions and changes to existing actions about grants and prizes for women, mentorship for post-doctorate career and a training for gender gap and leadership.

The existing GEP plan includes a series of actions for both INAF Management and CUG. Anna G. shared the document on the initiatives assigned to CUG, asking CUG members to take charge of actions, subject to other commitments.

- **Updates on the CUG website**

Giuseppe Di P. contacted Claudia Mignone about the CUG website. The work done so far will have to be set aside, because the new CUG website will be created inside the new INAF website, currently in its design phase.

- **Any other business**

Summary of discussed topics and recapitulation of actions to be taken next month.

Actions:

- Everyone:
 - Collect any local initiatives for February 11, to be added to the newsletter;
 - Read and comment the documents shared by Univers@ll within this week
 - For those who are available, take charge one or more GEP actions assigned to CUG

The meeting ends at 12.10.

Recording secretary: Boris Sbarufatti

CUG President: Anna Giglio