



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

II CUG INAF Informa / Newsletter

N.1 | Anno 2025

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- Since the new INAF CUG was established, there has been an online meeting every month in order to guarantee, within the working environment, equality and equal gender opportunities, the protection of workers against discriminations and mobbing, as well as the absence of any form of physical and psychological violence.
- The minutes and the agendas of the sessions held so far by CUG are available at the following [LINK](#).
- Since the end of 2023, INAF CUG has been engaging in participating, sponsoring or organizing various initiatives to raise awareness of gender equality and organisational well-being.
[Here](#) is a summary of the activities carried out in recent months.

CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

List of the initiatives organized, sponsored, participated by CUG and training proposals for the staff

- **INAF SAFE ZONE PROJECT**

The National Institute for Astrophysics (INAF) is pleased to announce the launch of the Safe Zone initiative, [a project](#) aimed at creating safe and inclusive spaces, free from stereotypes and discrimination based on gender, identity, and sexual orientation. What are Safe Zones?

Safe Zones are spaces dedicated to listening and support, designed to foster a work environment where everyone feels to express himself/herself and grow socially, emotionally, and intellectually.

Throughout the world, Safe Zones have already been active in various universities and scientific institutions that have implemented support programs (e.g., the Vera Rubin Observatory). In Italy, universities such as Sapienza University of Rome and the University of Bologna have also started similar projects to promote a welcoming and inclusive

environment within their campuses. In this context, INAF is among the first (if not the first) research institutions which introduces the Safe Zone project as part of its institutional activities. How it works and next steps:

In order to implement Safe Zones, INAF will offer a free training course for its staff, covering fundamental topics such as inclusivity, safety, and fight against discrimination. Upon completing the training, participants will receive a Safe Zone identification sticker, so that they become reference points visible across INAF locations nationwide. A certificate of participation will also be issued.

- **INAF Webinar Motherhood penalty in science**

Paola Popesso (European Southern Observatory, Garching)

21 gennaio 2025 ore 11:30 meet.google.com/zfy-mtgs-tpc o in presenza presso INAF Trieste.

Abstract: Women hold a very low portion of professorships in Science subjects, such as Chemistry, Physics, Mathematics, Engineering, and Computer Science. Why are women who are talented and dedicated enough for a degree not continuing through graduate school and ultimately earning full professorships? Where are these women going, and why do they leave their chosen field?

Much has been written about the underrepresentation of women professors in science, particularly in upper-level positions. Despite the substantial amount of high-quality data on this issue, myths and misunderstandings still prevail. A frequent claim is that women are primarily derailed by gender discrimination in publishing their work, obtaining grant funding, and being hired. While these forms of discrimination played important roles in the past, current data show that none of these factors alone can explain today's underrepresentation.

In this talk, I will review the most recent evidence, showing that gender itself is no longer the sole factor responsible for the current shortage of women in science. I will argue for the importance of another significant factor: the choice to become a mother. In order to place the role of this choice in context, I will examine its impact on women's careers relative to other variables that may limit women's participation in Science. Recent findings indicate that the effect of children on women's academic careers is so substantial that it eclipses other factors in contributing to women's underrepresentation in academic science.

One key goal of this talk is to raise awareness, particularly among male scientists and childless peers, about the unique challenges that women, especially mothers, face in academia. By engaging this group, I hope to foster a broader understanding and encourage collective action in addressing the barriers that disproportionately affect women.

Understanding the actual causes of women's underrepresentation in academia is the first crucial step towards finding meaningful solutions aimed at the root of the issue.

CALLS/OPPORTUNITIES/ PROJECTS

- **FREE ONLINE TRAINING COURSE (ITA Language)**

Femicide emergency: a timeless crime

January 24, 2025 3:00 p.m.-6:30 p.m. Online and in-person at Palazzo Branciforte, Palermo. Information:

<https://formazione.studiocataldi.it/corsi/webinar/diritto-di-famiglia/emergenza-femmine-nicidi-un-reato-senza-tempo>

- **Gender Equality Index 2024: Sustaining Momentum on a Fragile Path**

Since 2010, the Gender Equality Index has set a benchmark for equality between women and men to guide decision-makers on policies and goals for a more balanced and inclusive society across the EU by highlighting what is working and where, and what is not working.

This report presents the results of the Gender Equality Index 2024, along with key trends since the 2023 edition and between 2010 and 2022. A convergence analysis reveals diverse progress patterns at the national level while providing a broader context for Index findings. [LINK](#) e [PDF](#) scaricabile del report

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- Decree of the Minister for Labour and Social Policy → [New integrated workplace health and safety plan approved](#)
- EVENT: January 23, 15.00 University of Ferrara "Potenziare la Gender Medicine. I saperi necessari" (Developing Gender Medicine: the necessary Knowledge) Presentation of the book by Fulvia Signani
You can follow the possible presentation both in person and online at the following [link](#). Here you can find the [Complete Programme](#)
- EXHIBITION: [Cristina Roccati: an exhibition to think about the role of women in Science](#) - Rovigo, until April 21.
- ARTICLE: [Cooperazione e complessità come antidoto alla violenza di genere \(Cooperation and complexity as an antidote to gender-based violence\)](#)
- NEWS: [Carlien Scheele: «La parità è la chiave di una Ue produttiva» \(Carlien Scheele: "Parity is the key of a productive EU\)](#)
- BOOK: [Lo stile dell'abuso n.e.](#) (The Style of Abuse) In this trenchant essay, Raffaella Scarpa explores the crucial role of language in the context of domestic violence, while underlining that the choice and use of words become control and enforcement.

FOCUS 13 JANUARY | World Day of dialogue between religions and homosexuality

- LINK: [Omossessualità e religioni \(Homosexuality and religions\)](#)

- LINK: [Giornata Mondiale del dialogo tra religioni e omosessualità \(World Day of Dialogue between religions and homosexuality\)](#)
- ARTICLE: [Giornata mondiale del dialogo tra religioni e omosessualità: cosa c'è da sapere. Religione e omosessualità: un dialogo possibile? \(World Day of Dialogue between Religions and Homosexuality: what you need to know. Religion and Homosexuality: can there be a dialogue?\)](#)
- LINK: [Un dialogo fra Religioni e Omosessualità è possibile? \(Can there be a dialogue between Religions and Homosexuality?\)](#)
- LINK [Depenalizzazione dell'omosessualità per stato e anno \(Decriminalization of Homosexuality by State and year\)](#)

FOCUS 24 January | International Day of Education

- LINK: [Giornata internazionale dell'Educazione – 24 gennaio 2023- Per investire nelle persone, bisogna dare priorità all'istruzione \(International Day of Education - January 24 2023 - Investing in people requires prioritising education\)](#)
- LINK: [ARCE](#) is the new alliance of National organisations promoting educational communities: for cross-generation collaboration on fighting educational poverty.

THE CUG NETWORK

Updates and initiatives of the National P.A. CUG Network.

- **FREE WEBINAR**

"So you can't say anything anymore? Inclusive language: what's behind the words", with Annamaria Anelli, business writer and effective communication expert.

When? January 16, 2024, 14:30 - 15:30.

Where? Online with the Teams platform.

Eh no, it's not like you can't say anything anymore; we are human beings, not stones, therefore our sensitivity evolves and refines. Using respectful words means taking care of people. Inclusive language is much more than you commonly think, and the asterisk is perhaps the least interesting thing. This is an opportunity to reflect on the power of words and on their impact on people, explore the different facets of inclusive language, beyond stereotypes, so as to discover communication tools in a more participatory and respectful way.

Registration: <https://tinyurl.com/j8hb2b6u>

- **MAGAZINE "The Voice of CUGs" [December 2024](#)**

FOR INFORMATION AND CONTACTS

In order to receive further updates on topics of interest concerning Measures to guarantee equal opportunities, wellbeing of workers and absence of discriminations in public administrations::

visit the website <http://www.inaf.it/it/sedi/sede-centrale-nuova/comitato-unico-di-garanzia>

Folow the Facebook page <https://www.facebook.com/InafCug>

CONTACTS:

CUG

E-mail cug@inaf.it to report general issues concerning working environment and organizational wellbeing

or write a message to the President of CUG: Dr. Anna Giglio anna.giglio@inaf.it

INAF Confidential Counsellor Avv. Marina Capponi

For further information or arrange a meeting, write an email

to: consigliera.fiducia@inaf.it or call during office hours/contact via whatsapp the number 3667664628

Inaf Counselling Service:

Contact person: Psychologist Alice Fattori sportellodascolto@inaf.it for a private meeting

--

Newsletter edited by CUG INAF

For info and reports > Chiara Badia e-mail: chiara.badia@inaf.it

English Translation by Giuliana Giobbi