

II CUG INAF Informa / Newsletter

N.6 | 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.

- Reports on the 2024 activity in Inaf of:
 - CUG ([Italian](#) and [English](#))
 - [Counselling Desk for Work-related Stress](#) ([Italian](#) and [English](#))
 - [Trusted Counsellor](#) ([Italiano](#) and [English](#))

All documents can be found in the Inaf website in the [section dedicated to CUG](#).

CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- **SEMINAR MATERIALS “Recognize and fight men’s violence against women”**
We share [the slides of the seminar “Recognize and fight men’s violence against women”](#), which took place at INAF Catania on June 9 2025, by Dr. Anna Agosta- Catania Antiviolence Center “ASSOCIAZIONE THAMAIA ONLUS”

- **TRAINING:**

List of [Free Training seminars offered by the CUG Network](#)

- **TRAINING:**

ARAN Guidelines: [To which legal institute should we attribute the time spent in training? If the training course is offered away from our usual working place, how should we take in account the travel time to reach the destination?](#)

- **INAF Training Event “Beyond Borders: Equity and Inclusion in Scientific Culture”**

The meeting took place from May 5 to 7, 2025 in the Research Area of Bologna and will be devoted to promoting the dialogue on welcoming and accessible institutions, from the physical, emotional and cultural point of view. Read an insight > [Equità e inclusione nella cultura scientifica](#). The meeting was our first attempt to reflect on how making our work and our environment as accessible and friendly.

The meeting was organized by a few components of the UNIVERS@LL group (for equality in teaching and disseminating Astrophysics), of the INAF Committee for Equal Opportunities (CUG) and of the group taking care of writing and applying the Gender Equality Plan (GEP). About 90 people – 70 of whom in-person - took part in the event, which has a training value. We noticed a significant participation of administrative and technical staff (over 40%), over and above people with scientific and technological tasks, with a majority of women, even though this data has not been explicitly collected. During the meeting, we decided to face four topics which we consider relevant for our working life: neurodivergence, multiculturalism, gender equality, sensorial and motor disabilities. The aim of the event was to provide an overview, so as to raise awareness of the difficulties our colleagues may face, individually or in the interaction between them. The topics were handled in interactive modo, as game and group work, where work-related, realistic problem-solving situations were faced. The feedback we received were very positive: participants in particular pointed out the importance and the utility of these themes for staff training on soft skills. For all participants, materials are available at the website: <https://indico.ict.inaf.it/event/3119>

CALLS/OPPORTUNITIES/ PROJECTS

- **PREMIO**

Second edition of the Prize for STEM Research Doctorate “Il Sorriso di Anna (Anna’s Smile),” devoted to women, aiming at promoting the study of STEM disciplines and choosing a career of study and research in the field of Aerospace on the part of the female audience, with a prize of 3.000 euros. Participation is open to all women with a PhD - or who are going to obtain a PhD from 1° January 2024 to 30 July 2025 from an Italian University in a discipline related to Science, Technology, Engineering and Mathematics, by discussing a thesis on topics also applying to Aerospace and regarding: prevention, health protection or, more in general, the wellbeing of people - Sustainability/sustainable development (with reference to food, agriculture, managing natural resources, soil monitoring...) through space data and technologies.

Applications must be submitted by June 30, 2025.

<https://www.ctna.it/ii-edizione-premio-tesi-di-dottorato-di-ricerca-stem-il-sorriso-di-anna/>

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- ARTICLE: [Rapid emergence of a maths gender gap in first grade](#)
- NEWS: [Nel Regno Unito per la prima volta una donna a capo degli 007 \(In The UK for the first time a woman head of the Secret Services\)](#)
- NEWS: [Stress sul lavoro: il datore di lavoro deve evitare comportamenti provocatori, si rischia condanna per danno alla salute \(Work-related stress: the employer should avoid provocative behaviour, risk of conviction for damage to health\)](#)
- NEWS: [chi è il responsabile dell'inserimento delle persone con disabilità nella PA \(Who is the person responsible for the inclusion of people with disabilities in the PA\)](#)
- NEWS: [Violenza, firmato protocollo d'intesa per la promozione del ruolo dei CUG nelle Amministrazioni pubbliche \(Violence: the Memorandum of Understanding for the promotion of the CUG's role in the Public Administration was signed\)](#)
- NEWS: [INL e Consigliera Nazionale di Parità: firmato il protocollo d'intesa 2025 per il contrasto alle discriminazioni di genere nei luoghi di lavoro \(INL and the National Counsellor for Equality: the 2025 Memorandum of Understanding to fight gender discrimination in the workplace was signed\)](#)
- NEWS: [Parità di genere: l'AI è più sessista degli umani \(Gender equality: AI is more sexist than humans\)](#)
- NEWS [L'AI è razzista? Le tecnologie digitali nascono per semplificarci la vita, ma se usate in modo poco consapevole possono escludere e alimentare le discriminazioni. Nel reel L'AI è razzista?, il team di Colory.it, in collaborazione con Inés El Gataa, esperta di Data Science e AI, ci spiega come vengono creati i modelli alla base delle intelligenze artificiali generative e perché a volte contribuiscono a diffondere e rafforzare stereotipi. \(Is AI racist? Digital technologies were created to simplify our life, but if they are used unconsciously, they can exclude and feed discriminations: In the reel, Is AI Science racist? The team of Colory..it, in collaboration with Inés El Gataa, an expert in Data Science and AI, explains the creation of the models upon which generative artificial intelligences are based, and why sometimes they contribute to disseminate and reinforce stereotypes.\)](#)
- NEWS [Congedo parentale: aumento delle indennità \(Parental leave: increase in allowances\)](#)
- NEWS: [I femminicidi in Italia hanno reso orfani oltre 3.500 minori \(Femicides in Italy have made over 3500 children orphans\)](#)
- NEWS [La Commissione dà il via al mese della diversità dell'UE proclamando le città vincenti del premio Capitali europee dell'inclusione e della diversità 2025 \(The Commission kicks off the EU diversity month and announces the 2025 winning European capitals of inclusion and diversity\)](#)
The most virtuous cities and municipalities in the promotion of diversity and inclusion are in the Netherlands, Finland, Portugal, Spain, Italy and Poland
- NEWS [Convenzione ILO 190 contro violenze e molestie, inserimento lavoratori con disabilità e accomodamento ragionevole nella formazione in SSL per dirigenti e datori di lavoro \(ILO 190 Convention against violence and harassment, integration of workers with disabilities, and reasonable agreement in SSL training for managers and employers\)](#)
- NEWS [Parità di genere, premiato a Roma progetto regionale su comunicazione pubblica inclusiva \(Gender equality, award to a Regional project of inclusive public communication in Rome\)](#)
- NEWS [Parità di genere in Università, quote rosa e manager ad hoc le ricette dei candidati rettore \(Gender equality at University, pink quotes and ad hoc manager: these are the recipes of the candidates for rectorship\)](#)
- NEWS [Nasce l'Osservatorio nazionale sull'Intelligenza Artificiale nel mondo del lavoro \(The National Observatory on AI in the world of work is born\)](#)
- NEWS [Quanto costa la paura? \(How much does fear cost?\)](#)
- SUGGESTED SOCIAL CHANNEL [Azzurra Rinaldi](#)
- SUGGESTED PODCAST: [IDENTITÀ SOSTANTIVO PLURALE](#) (Identity: Plural noun)
The generation gap between teenagers and adults seems to be as large as ever, and the world of youth appears much more complex than the one of their parents.

- How do you build the identity of teenagers today? What does it mean to live and recognize oneself in this fast, fluid, liquid world, even as concerns gender identity? What does "identity" mean?

THE CUG NETWORK

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

- **Violenza, firmato protocollo d'intesa con la Rete Nazionale dei Comitati Unici di Garanzia e la Fondazione RIGEL – Rispetto, Inclusione, Genere, Etica, Lavoro ETS per la promozione del ruolo dei CUG nelle Amministrazioni pubbliche.** (Violence: a Memorandum of Understanding was signed by the National CUG Network and the RIGEL Foundation – Respect, Inclusion, Gender, Ethics, Work ETS for the promotion of the CUG's role within the Public Administration)
- Periodical MAGAZINE "La Voce dei CUG" (The Voice of CUG) CUG" [March April 2025](#)

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>

Follow 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

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Newsletter edited by CUG INAF

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