



INAF

ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

Il CUG INAF Informa / Newsletter N.9 | Year 2025

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

List of initiatives organized and supported by CUG, as well as proposals for staff training

- **October 7, 12:00 “Il benessere delle persone LGBTQ+: discriminazioni, micro-aggressioni e buone prassi nei contesti lavorativi” (The wellbeing of LGBTQ+ people: discriminations, micro-aggressions”, with Roberto Baiocco (Sapienza University of Rome)**
In working environments, the training on LGBTQ+ topics is among the most relevant factors, not only in reducing discriminations and micro aggressions, but mainly in promoting a sense of security and well-being. In particular, we will discuss the various identity experiences and will reflect on the importance of an affirmative language and a respectful and culturally competent communication. Finally, we will outline good practices which can be implemented in our working environment.
Here is the link to gmeet: <http://meet.google.com/zev-pdvv-gku>.
Info: <https://sites.google.com/inaf.it/oar-seminar/home?authuser=0>
- **October 27, 11:30 “Forme della violenza di genere e molestie in accademia e sul lavoro” (“Forms of gender violence and harassment in academia and at work”) - Seminar organized by INAF OAR with Alessandra Vulterini and Diana Di Lollo, social workers of the 'Donna Lisa' Center against violence Center in Rome**
Gender violence affects one in three women in its most serious forms, whereas no woman is immune to it when considering other kinds of violence. Academia and working environment are the places where episodes of gender violence frequently occur. In 98% of cases, the attacker is a known person (partner, family member, friend, colleague, acquaintance...).
- **International Conference “Gender and Minorities in Science Education: Global perspectives and Local Practices” - October 14 at 9:30, Naples.** The conference, with International speakers from An-Najah University (Palestine), Michigan University and University of Illinois-Champaign (USA), National Autonomous University of Mexico and University of Warwick (UK), is organized in the framework of activities of the GEDI (GEnder stereotypes, Disciplinary Identity and academic performance) Project in collaboration with the SULIEIA (Supporting Universities in digital transition, educational Innovation, & environment protection fostering the Launch of Italian Educational Institutions Abroad) Project, with the support of the University Committee for Equal Opportunities and the Coordination of Italian Women in Science. In order to take part in the meeting, you should register at the following link: <https://forms.gle/ESYfwPmvxAtAgi3H9>
You can also attend the event remotely [INFO](#)

- **GENERA Network online seminar “Am I the Exception or the Rule? Intersectionality, Identity, and the Illusion of Meritocracy in Science”**

When: 06 October, 15:30 – 17:00

Where: Gula Villan, room Minerva (Frescati campus) and Zoom

[REGISTRATION HERE](#)

In this hybrid seminar, Dr. Carolina Vidor draws on her multidisciplinary trajectory across medical physics, engineering, and education to explore how identity, privilege, and discrimination intersect in scientific careers. Reflecting on her experiences as a (Brazilian, white, cisgender, heterosexual) woman in science, she situates her story within broader power structures that can ease the way for some while excluding others. Her talk challenges the illusion of meritocracy that often dominates scientific culture. Participants will be invited to reflect on their own trajectories, considering how fluidity and context shape the intersections of identity, power, and opportunity. The seminar opens up a conversation about how science could become more inclusive and diverse by unpacking the unspoken rules and expectations that determine who is seen, who is heard, and who belongs within academic and professional contexts.

- **Friday, October 3, 2025 - 18:00** Meeting “*Lavoro uguale, retribuzione diversa: come arrivare alla parità retributiva*” (Same work, different pay: how to achieve equal pay) at the Cenacle of the Augustinians, Via dei Neri, Empoli. The event will be available via streaming at the following [link](#).
- **Tuesday October 7, 2025 – 8:30-13:30**, Meeting: “*Gender equality come leva di innovazione e sviluppo sostenibile*” (Gender Equality as a lever for innovation and sustainable development) in the Conference Room of the “Palazzo del Portuale”, Via San Giovanni, 13, Livorno. The event will be available via streaming at the following [link](#). All participants should [register](#) at the following [link](#).
- **TRAINING: FOCUS “INCLUSION IN INAF”**

- [“Oltre i Confini: Equità e Inclusione nella Cultura Scientifica” il resoconto su EduInaf](#) (“Beyond Borders: Equity and Inclusion in Scientific Culture” - the report in EduInaf)

Inclusivity in a Research institute, and more: this is the topic of the meeting organized by INAF last May. EduINAF gives voice to the protagonists to start a reflection on how to make life more equal in the research world.

- [Voci “oltre i confini”: perché la scienza cresca davvero](#) (Voices “beyond the borders”: for science to really grow)

Inclusivity in a research institute, and more: this is the topic of the meeting organized by INAF. In this second article, we report discussion on topic such as neurodivergence, multiculturalism, gender, sensory and motor disabilities.

- [Pratiche, proposte e prospettive da “Oltre i confini”](#) (Practices, proposals and perspectives from “Beyond Borders”)

How to make science practically and immediately more accessible? This is the question the meeting “Beyond Borders” through four workshops centred upon problem solving

The meeting took place May 5 - 7, 2025 at the Bologna Research Area

Read the in-depth analysis > [Equità e inclusione nella cultura scientifica \(Equity and Inclusion in scientific culture\)](#)

The meeting has been the first attempt to reflect on how to make our work and our environment as accessible and welcoming as possible.

The meeting was organized by the members of the UNIVERS@LL group (for equity in teaching and disseminating Astrophysics), of the INAF Equal Opportunities Committee and

of the INAF group that dealt with the drafting and application of the Gender Equality Plan (GEP).

Materials for participants are available at the website. <https://indico.ict.inaf.it/event/3119>

CALLS/OPPORTUNITIES/ PROJECTS/TRAINING COURSES

- **Al via il progetto formativo “Essere PA” per tutti i dipendenti pubblici (The “Essere PA” training project for all civil servants is underway**

<https://www.funzionepubblica.gov.it/it/il-dipartimento/notizie-del-dipartimento/al-via-il-progetto-formativo-essere-pa-per-tutti-i-dipendenti-pubblici/>

- **Call “L’Italia delle donne” (Women’s Italy)**

The second edition of the call promoted by the Department Equal Opportunities of the Prime Minister’s Office has officially been launched, with the aim of enhancing the female contribution to the history of our country.

The initiative aims at recovering and disseminating the biographies of women strongly rooted in the territories, and still little known on a national level, who made a key contribution to the cultural, social and civil life of communities.

A precious opportunity to restore memory and visibility to prominent female figures in the fields of art, sport and entrepreneurship, thus offering positive models for new generations. Applications must be submitted by December 19, 2025 by the public entities identified by the call. Further information and rules for participation [HERE](#)

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [La direttrice dell'Osservatorio astronomico: «Sono tornata in Italia, solo qui tanta bellezza»](#) (The Director of the Astronomical Observatory: “I came back to Italy, only here you can find so much beauty”)
- [Formazione continua su soft skill e nuove competenze per affrontare i nuovi rischi lavorativi della digitalizzazione](#) (Lifelong Training on soft skills and new skills to face the new job risks of digitalisation)
- [Violenza sulle donne. l'Autorità garante Marina Terragni al convegno del Csm](#)
- [Commissioni di laurea tutte al femminile è la prima volta dalla fondazione del Dipartimento di Fisica](#) (Violence against Women: the Guarantee Authority Marina terragni at the CSM Meeting: all female degree boards: this is the first time since the founding of the Physics Department)
- Informazioni per il benessere fisico e mentale di tutto il personale: Visite gratuite dal 26 settembre al 2 ottobre negli [ospedali con il bollino rosa](#) (Information for the physical and mental health of all staff: free visits from September 26 to october 2 in the [hospitals with a pink sticker](#))

THE CUG NETWORK

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

- 10 years on the Web: [video of the celebration of ten years of activity of the Network](#)

- WEBINAR OF THE CUG Network: Here you can find all the recordings of past events
 - MAGAZINE ["La Voce dei CUG"- July August 2025](#)
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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.
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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

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Newsletter edited by CUG INAF

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