

II CUG INAF Informa / Newsletter
N.9 | Year 2026

CUG EVENTS / NEWS/ SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

TRAINING COURSES PROMOTED BY CUG

Following the proposal made by CUG regarding the activation of four training courses, the initiative received a favourable opinion from the WG of the Gender Equality Plan (GEP), and will start in the Fall. The 4 webinars, which can be recognized as training according to the "Zangrillo" directive, should take place more or less from 10:00 to 13:00, in the dates below, remotely, in Italian. Here below you will find the calendar and the topics. In the next few weeks we will share the detailed programme of each webinar, how to register and further info.

28 September – Linguaggio inclusivo e comunicazione non ostile (Inclusive Language and non-hostile Communication - 3h) ([Associazione Thamaia Onlus](#)) A meeting devoted to the value of words and the importance a respectful and inclusive communication. Through concrete examples and practical exercises, participants will be invited to recognize discriminatory or unknowingly exclusionary expressions, experimenting more inclusive communication methods. The webinar also includes group activities and simulations to navigate tricky situations, such as sexist comments, stereotypes and prejudices in the working environment. [REGISTRATION LINK](#)

26 October–Prevenzione e responsabilità collettiva: dal linguaggio all'azione (Prevention and collective responsibility: from language to action - 3h) ([Associazione Thamaia Onlus](#))

This second meeting will examine in depth the role which anyone can play in preventing violence and discriminations, highlighting the link between language, communication and collective responsibility. Through the analysis of awareness-raising campaigns, creative laboratories and moments of discussion, participants will be engaged in building effective communication strategies, as well as in a shared choice of good practices for promoting a culture of respect. [REGISTRATION LINK](#)

10 November – Comprendere gli autori di violenza (Understanding the perpetrators of violence 2h30min) ([Associazione Interpares](#)) This webinar will offer tools for understanding the dynamics which may lead men to violence in relationships, while delving into aspects such as quality emotion management, the need for control and cognitive distortions. They will introduce empowering paths and patterns of intervention adopted by specialized centres, with a space devoted to a comparison on cases and experiences, so as to foster a greater awareness of the phenomenon and possible prevention strategies.

14 December – Uomini che cambiano: dal privilegio alla responsabilità (Men who are changing: from privilege to responsibility - 1h30min) ([Fondazione Libellula](#)) This meeting will suggest a reflection on the cultural models of masculinity and on how stereotypes and social expectations may foster discriminatory or violent behaviours. Through examples taken from daily life and from the working environment, we will explore the different aspects of violence, the continuum that connects them and the strategies

to recognize and defuse harassing attitudes, while promoting relationships based upon respect, mutual care, individual and collective responsibility.

- The INAF CUG is taking part in the organization of the **2° Giornata sul Benessere Organizzativo in INAF (INAF Organizational Well-Being Day)** 30 October at the INAF Headquarters in Rome Monte Mario. Programme and Registration at the following link: <https://indico.ict.inaf.it/event/3644/>

*. **GENERA - COPA Pilot Online Workshops 11-12 November 2026**

On November 11 and 12 there will be two pilot workshops devoted to two fundamental topics: Day 1: Inclusive Teaching and Learning / Day 2: Gender Dimension

The courses are free of charge and targeted on:

PhD students, Post-Docs, researchers/university lecturers currently being qualified, responsible for research groups, university lecturers and educators

The two workshops were thought to study in depth the needs, expectations and specific challenges of certain target groups. These introductory courses will provide students, researchers at the start of their career, teachers and group coordinators with the skills needed for success in diverse academic contexts. Although this is not yet part of the University educational offer, it is an element you really need in order to carry out research activity effectively and efficiently, in order to contribute to a more inclusive higher education system.

For further information: <https://indico.desy.de/event/54671>

- **GENERA lecture 19 November 2026 “Intersectional analysis for science and technology”** by Mathias Wullum Nielsen (University of Copenhagen)
Intersectionality describes interdependent systems of inequality connected to sex, gender, race, age, social class and other socio-political dimensions. By focusing on the combined effects of social categories, the intersectional analysis can improve science’s accuracy and experimental effectiveness.
- **We are longer-lived than men, but we get sicker. Do you think this is normal?** With this question, as provocative as real, la Fondazione Rigel starts once again its monthly webinar series, even when they start from an essay. They are never academic presentations, but rather informal dialogues, open to interaction with the public - prof.ssa Rita Biancheri, sociologist at the University of Pisa, specialized in Health Sociology.
- **We point out the "Inclusion" section on the EDUINAF portal, with a few articles about inclusion** <https://edu.inaf.it/inaf-didattica-inclusiva/> Latest Article: [Costruire un futuro dell'Astrofisica equo e sostenibile \(Building an equal, sustainable future for Astrophysics\)](#)
- **INAF INITIATIVE Gender gap enters INAF scientific meetings** not a dedicated meeting: introducing the topic of gender inequality where the Astrophysics community gathers together: in scientific meetings. The idea arose in the wake of TUTT2025-WAVES (The Unconventional Thinking Tank 2025 - Women Advancing Visionary Exploration in Science), the workshop which, in november 2025, brought together in Umbria Italian astronomers and scientists in order to discuss strategies of change towards a more inclusive academy. Starting from that cue, Silvia Piranomonte, Sara Motta and Francesca Panessa (INAF researchers) wrote **"The glass ceiling through the lens of science - Gender Inequality in Astronomy, at INAF and Beyond"**, a 15-

min talk which various INAF conferences INAF hanno incorporated in their own programmes.

The first two stages took place contemporaneously on September 9. Sara Bonito presented the talk at the meeting "The many tones of accretion" in Cefalù, Francesca Panessa presented it at the ERIS school in Noto. The next time will be on September 24 in La Palma, with Silvia Piranomonte, at the meeting for the 30 years of Telescopio Nazionale Galileo.

- The Voluntary Consortium "Telefono Rosa APS" has the pleasure to è invite you to the final event of the European project **"Up&Up for Digital Society"**, which will be held on Thursday, October 1, 2026 from 10:00 to 13:00 am, at the Auditorium of the Ara Pacis Museum. (UP&UP for Digital Society is an Erasmus+ three-year project, coordinated by "Telefono Rosa" and realized with partners from Italy, Spain, Bulgaria and Romania. The project was born with the aim of strengthening the skills of teachers and teaching professionals, while providing useful tools for **recognizing and preventing gender violence in digital environments**. In the course of activities, a few topics were analyzed in depth, such as: online gender stereotypes, cyberviolence, digital security and the promotion of a more aware, inclusive and responsible use of technology. The final event will represent an important occasion for comparison and sharing of the results obtained, of the activities realized, of the educational tools developed during the project lifecycle. There will be representatives of the Institutions, experts, partner organizations and associations committed to preventing and combating gender-based violence. The meeting will be in Italian and English.
- we point out the new initiative of the UniStem Centre of the University of Milan entitles **"Women Driving Discovery": five scientific seminars** open to PhD students, post doc, researchers and lecturers to know something more on the studies of five Italian women scientists who carry out their research activities in prestigious International Institutes. These meetings represent a chance to enhance women's contribution in biological and biomedical frontier research, thus promoting models of female scientific and encourage an interdisciplinary dialogue, also with the aim of fostering new scientific networks and collaborations. The seminars will be in English, from September to December 2026, in the Aula Milani of the IRCCS Foundation Ca' Granda Ospedale Maggiore Policlinico di Milano.
 - > The first appointment will be on 18 September with the seminar "Modeling the human brain in a dish: iPSC-derived platforms to study neurodegeneration", by Valentina Fossati from the Jackson Laboratory-NYSCF, New York.

CALLS/OPPORTUNITIES/ PROJECTS

- STOP VIOLENCE ON WOMEN – IV EDITION 2026 Mail Poetry Project®

After the success of the first three editions, here is once again the International call STOP VIOLENCE ON WOMEN. This project was born from the collaboration among Grazyella, author of the Mail Poetry Project®, Graziella Rivitti – Historical Museum of Communication in Rome, and the Board of «Postali», with Fabio Bonacina, and developed through collaborations with institutions, associations and schools. Hundreds of artists from over 30 countries have already entrusted to a card their message against violence against women. ❤️ Write a poetry card on the topic STOP VIOLENCE ON WOMEN and take part in the IV International edition. Deadline: 31 October 2026. Send a scan of your text to: mailpoetryproject@gmail.com Then send the original to: MAIL

POETRY PROJECT®Corso Vittorio Emanuele 312 83100 Avellino – ITALY – The works will be collected in a permanent digital exhibition.

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- [Settimana di sensibilizzazione sulle malattie mitocondriali \(Mitochondrial disease Awareness Week\): from diagnosis to care, a network to speed up research. From 14 to 20 September, there will be the world Awareness Week. Mitocon draws attention to the need to transform knowledge into research, clinical studies and accessible therapeutic opportunities, with scientific initiatives and awareness events in the whole country.](#)
- [La parità di genere ai vertici delle aziende \(Gender Equality at the top of companies\)](https://share.google/DueZJRGDCbP4My1hm)
- [Disabilità, il sostegno alle famiglie è possibile solo se si fa squadra \(Disability: support for families is only possible if you team up\)](#)
- [Legge 104, tutte le novità da conoscere per chi ha una disabilità o è un caregiver \(Law 104: all the recent news for disabled and caregivers\)](#)
- [Building graduate programs that support mental well-being](#)
- [LIBRO Linguaggio d'amore, di Giulia Ragonese - comunicare fuori dalla violenza \(Love language, by Giulia Ragonese - communicating outside violence\)](#)

VIDEO Come funziona la mente delle donne? (How does women's mind work? | by Raffaella Rumiati | <https://youtu.be/9ECIQjwmb6U>

THE CUG NETWORK

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

- [MAGAZINE The Voice of CUG -July - August 2026](#)

[Review of the Working Group on Legislation and Case Law - June 2026](#)

ACTIVITIES/ NEWS

Updates on initiatives and actions started by INAF CUG

- The 2025 Annual Report on the situation of the INAF personnel INAF has just been published, and is, available at the following [link](https://portalecug.gov.it/format-2/relazione-cug-istituto-nazionale-di-astrofisica-inaf-2026). <https://portalecug.gov.it/format-2/relazione-cug-istituto-nazionale-di-astrofisica-inaf-2026>

Preparing this report represents one of the tasks of the INAF CUG, together with the Affirmative Action Plan, in accordance with the provisions of the Directive nr. 2/2019, which underlines the importance of the promotion of equal opportunities and a strengthened role of CUGs inside public administrations.

- **2025 Activity Reports in Inaf:**

- CUG ([Italian](#) and [English](#))
- [Listening Desk for Work-related Distress \(SADL\)](#) ([Italian](#) and [English](#))
- [Trusted Counsellor](#) ([Italian](#) and [English](#))

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

- **Three-year Plan** The CUG informs that the INAF [2026-2028 Integrated Activity and Organization](#) has been approved (you will find the CUG's 2026-2028 Plan of positive actions from page 286 to page 300)

- **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.**

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 - [Video](#)

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 [Video](#)

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 Video

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

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