



INAF
ISTITUTO NAZIONALE
DI ASTROFISICA

CUG Comitato Unico di Garanzia

Il CUG INAF Informa / Newsletter

N.4 | Anno 2024

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.
- **GENERA NETWORK:** INAF, with the consent of its Board, has officially joined the [GENERA](#) Network.
GENERA is planning a General Assembly scheduled for 25-27 October.
<https://indico.cern.ch/event/1383047/overview> : if anyone receiving this message is interested in remote participation, please write to chiara.badia@inaf.it for further information.
- **“UN TOCCO DI ROSSO CONTRO LA VIOLENZA SULLE DONNE (A TOUCH OF RED AGAINST VIOLENCE AGAINST WOMEN)”** an initiative promoted by INAF CUG on the occasion of the International day for the elimination of violence against women (25 November 2024) - see attached poster.

INAF CUG, in the context of initiatives against violence against women, invites all the staff members to participate actively by painting with red a bench, a chair, a canvas or another object inside INAF institutes, to be inaugurated possibly with a moment of reflection on gender violence. You can add meaningful sentences or drawings on the chosen object. Everyone is encouraged to give their creativity a chance, so as to "give a coat of red paint... ", but not only. Photos or videos of the objects should be sent by 30 November with the subject "FOTO: UN TOCCO DI ROSSO" ("PHOTOS: A TOUCH OF RED" to the following e-mail address: cug@inaf.it.

- Those wishing to join the initiative can directly contact CUG components, who will be supported by the prevention and safety service, in particular the RSPP of each institute.
 - For any clarification or further information, please do not hesitate to get in touch with INAF CUG at the address: cug@inaf.it, and/or the colleagues of the safety service also engaged in CUG: Francesca R. Porta, Vito Conforti.
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CUG EVENTS / SPONSORSHIPS / EXTERNAL EVENTS / TRAINING

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

- **CUG IN TOUR**

“CUG in Tour” was relaunched on 23 September. Here enclosed, you will find the calendar of our next meetings with the staff, planned in the local Institutes, which will be visited by CUG, the Trusted Counsellor, and the Contact person at the Listening Point.

- **INAF CUG against violence against Women**

LET’S PAINT INAF benches red, to say NO to Violence against women

- **(free) SEMINARI ONLINE (gratuiti)**

GENERA MONTHLY ONLINE MEETING

“Follow the money to enhance gender diversity:

Mechanisms to strengthen diversity by using the example of a Helmholtz funding program”

[zoom link](#)

CALLS/OPPORTUNITIES/ PROJECTS

- **CONTINUING EDUCATION COURSE** “Out of the Municipality. Women in the city government.” INFO > <https://www.corsi.univr.it/?ent=cs&id=1234&menu=home&lang=it>
- [IAU Gender Equity Survey](#) We kindly request your participation in the Gender Equity Survey organized by the IAU. Through this survey, the IAU aims to provide National Astronomy Communities (NACs) and institutions with an updated status of global efforts in astronomy to ensure equal opportunities for individuals of all genders. The insights gathered will help adopt best practices to promote diversity and inclusion in astronomy.
- Participate in the [UNESCO Global Survey on Gender Equality “Students and STEM Professionals - your voices count”](#)
Take part in the UNESCO Global Survey on gender equality: “STEM students and professionals: your voices count”. This survey aims at better understanding the motivations and challenges faced by students and professionals in scientific fields, addressing issues such as harassment, leadership barriers, and pay gaps.
[LINK](#)

This initiative, launched by 'UNESCO in collaboration with Gender Scan (Gender Scan : faites la différence), aims at identifying structural inequalities and social rules limiting the full participation of women in technological and scientific studies and careers. The statistical survey will feed in the report on women's condition in STEM subjects, which UNESCO and the working group on female empowerment, established during the Brazilian G20 Presidency, will present at the next meeting of the Council and will therefore make an important contribution to the promotion of dialogue and future actions for gender equality in the field of Science.

NUGGETS FROM CUG

Suggested resources, food for thought, news from the world

- **INAF TECHNICAL REPORT “[UNIVERS@LL: activities 2020-2023](#)”**
Report on the activities of the “Inclusion” group within the area of Outreach and Education of the National Institute for Astrophysics, renamed UNIVERS@LL in 2023, is engaged in the study and planning of activities, events and educational paths which guarantee and promote equal treatment in the access to scientific culture
- (free)EVENT: “[L’arte della mediazione in azienda](#)” (The Art of Mediation in the Company) Rimini, 4 October 2024
- ARTICLE: “[Misurare le molestie](#)“ (Measuring Harassment) Recognizing harassment is the first step in measuring, and therefore to fight it.
- BOOK: “[Parole rispettose](#)” (Respectful Words) by Annamaria Anelli
- BOOK: [Parole che fanno la differenza: Una guida pratica per migliorare il lessico, la dialettica e comunicare con efficacia \(Libri per parlare meglio Vol. 1\)](#) (Words that make a difference: a practical guide to improve your vocabulary and dialectic and communicate effectively)
- NEWS “[Contratto statali, un patto tra giovani e anziani per formare le nuove leve](#)” (Public Officers’ Contract, a pact between old and young to train new recruits)
- NEWS [E' online il nuovo sito dedicato al G7 Inclusione e disabilità](#) (The new G7 website dedicated to inclusion and solidarity is online)
- NEWS [Il Senso Civico. Francobollo dedicato alla LIS - Lingua dei Segni Italiana](#)” (Citizenship: the new stamp devoted to LIS - Italian Sign Language)
- NEWS [Caregiver familiari, verso la legge nazionale. Il questionario online di Cittadinanzattiva](#) (Family Caregivers: towards a National law: The online questionnaire of Cittadinanzattiva)
- NEWS [La singolare protesta nel Regno Unito: fasce portabebè sulle statue estendere il congedo di paternità](#) (The unique protest in the United Kingdom: baby carriers on statues to extend paternity leave)
- NEWS [Coniugare sport, famiglia e lavoro: un’impresa impossibile?](#) (Combine sport, family and work: an impossible mission?)
- NEWS ““[Prostitute](#)” e “[cicciotelle](#)”. [Sessismo e grassofobia, prof della Sapienza rimossa dalla gestione degli studenti Erasmus](#)” (Prostitutes and chubby girls. Sexism and

fatphobia: a lecturer of the Sapienza university removed from Erasmus students management

THE CUG NETWORK

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

- THE CUG THURSDAYS: 17 October, 14,00 **Prenditi cura del tuo seno. La salute comincia dalla prevenzione (Take care of your breast. Health begins with prevention)** [link to webinar](#) and attached poster
- Periodical MAGAZINE "La Voce dei CUG" (The Voice of CUG) CUG" [September - October 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

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Newsletter edited by CUG INAF

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