

# INFN and EDI

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# INFN, who are we?

Since 1951, a  
research community  
grown to about 2,200  
staff+ 4,000  
associate

**Single mission:**

Research in nuclear and sub-nuclear  
physics and development of the related  
technologies..

*... promote and provide scientific  
education and engage in diffusion of  
scientific culture...*

- 4 National Laboratories
- 20 Divisions
- 6 Associated groups
- 3 National Centres and Schools
- 1 International consortia



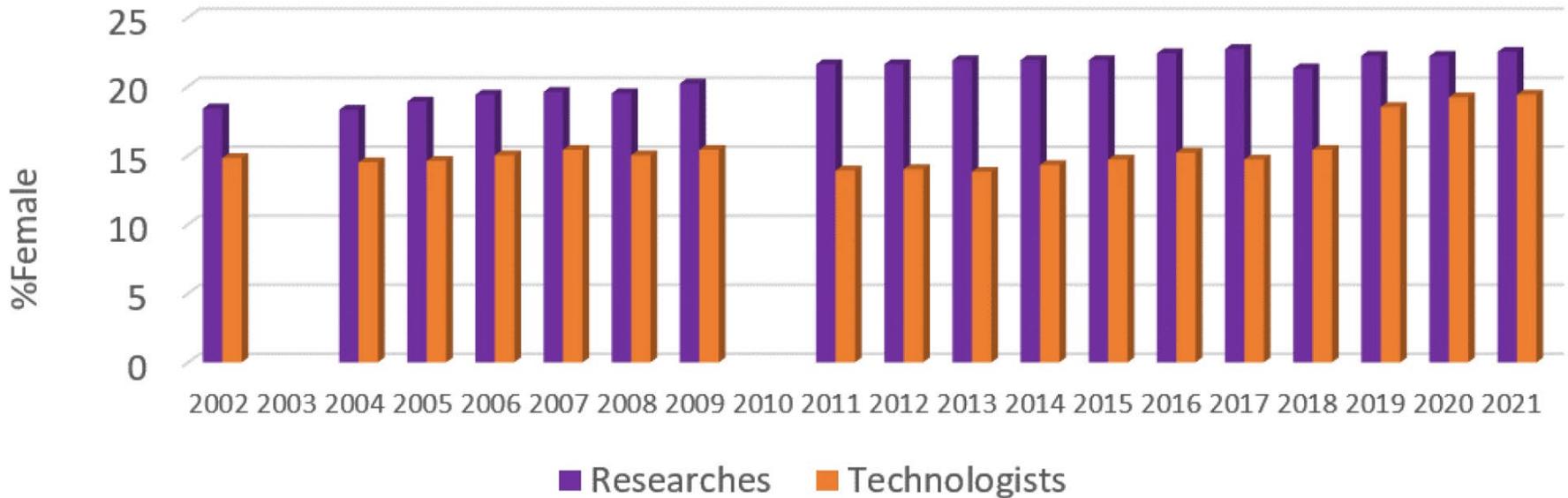
# International collaboration is part of our DNA



In red, countries where at least an institution has a bilateral agreement with INFN

# Do we have a gender issue?

Fraction of female in Researcher and Technologist staff



**Figure 1:** Fraction of INFN female researchers and technologists with permanent contract over the last 20

From:

A. Badalà, F.R. Cavallo *Equal Opportunity in INFN*, in PoS(ICHEP 2022), 406

# Our challenge: dealing with the gender gap

Since 1999 a committee to guarantee Equal Opportunities

- Since 2010 also charged with well being on work place, fight sexual harassment etc.
- This Committee monitors, collects, and reports data at all level

Less of 1/3 of our researchers/technologists are women

- Since 2002 we have a Triennial Positive Action Plan
- Last one: 2023-2025

Code of Conduct (2003)+ Code of Ethics (2015)

- Inclusive work place, we have a Confidential Counselor

Filling the gender gap is a must, to do it we have to:

- Attract more women towards science
  - Start at early stage in school
- Attract more women in a research career in physics
  - Change in a field dominated by male presence
- Guarantee a fair career in our institute

# Actions

Engage female students in our outreach initiatives

- Organize activities in a way that promote inclusion
- Organize activities specifically aimed to female students
- Raise awareness of the problem among school teachers

Promote female presence in physics courses

- Grants for students aiming to a master in physics
- Recognition of best ten theses in theoretical physics (National Award *Milla Baldo Ceolin*, since 2020)

To promote careers, actions and measure of impact:

- Eg: Whenever a time limit is included, allowance of 18 months/child to the mother
- Eg: Gender mentoring
- Measure success rate of female participants in evaluation at all levels of careers: from post-doc to staff, from R1 to R4
  - Collect statistics to check fairness of evaluation

# Improving work-life balance

INFN staff has a medical insurance covering also pregnancy and childbirth expenses

- Extended to post-docs and scholarship fellows

Integration of salary for

- post-doc researchers on maternity leave

Economic support for

- nursery school, kindergarten, baby sitting expenses etc.

Promote a better work-life balance. A cultural change in a field that assumes 24x7 availability..

- Part-time
- Work-from-home
- ...

# Structural changes within INFN

Since several years

- No gender above 2/3 in hiring/promotion committees
- Manual aimed to hiring/promotion committees explaining how to deal with unconscious bias

At least 1/3 women in standing committees nominated by management (eg. Scientific committees, etc.)

- Reached 34% by the end of 2022

Internal courses aimed to our staff in order to:

- Raise awareness of the issue
- Address unconscious bias
- Prevent and fight sexual harassment
- Improve awareness of gender issues in outreach activities
- ...

# Some documentation

Improving Equality, Diversity, and Inclusion is a cultural change that takes time. Below you can find some documentation describing some of our efforts:

- Web site of [Comitato Unico di Garanzia](#) (CUG)
- [Latest Triennial Positive Action Plan](#) (2023-2025)
- [Ethics Code](#)

In 2022 an international physics conference in Bologna hosted a session on EDI, below three contributions from INFN

- A. Badalà, and F.R. Cavallo *Equal Opportunity in INFN*, in [PoS \(ICHEP2022\), 406](#)
- S. Pellizzoni, A. Gargano and M.R. Masullo *Gender mentoring inside INFN: a transformative path towards inclusion and equity in the research* in [PoS \(ICHEP2022\), 409](#)
- M.R. Masullo et al. *Raising awareness on gender issues: a path through physics, outreach and diversity* in [PoS \(ICHEP2022\), 397](#)