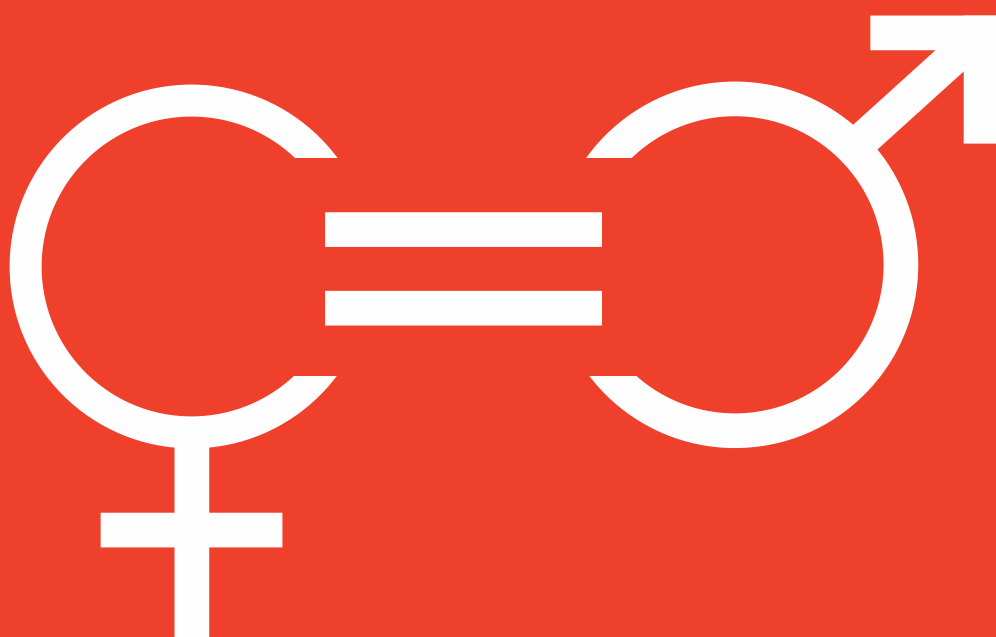

GENDER EQUALITY PLAN

for Fondazione Bruno Kessler



This version of the Bruno Kessler Foundation's Gender Equality Plan
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INTRODUCTION

The Gender Equality Plan (GEP) for Fondazione Bruno Kessler is a **policy document with which FBK aims to implement actions and projects to reduce gender inequalities and to enhance diversity of all the people studying and working at FBK**, promoting gender balance and fostering an inclusive organisation culture.

The GEP is a tool designed to encourage a cultural change within the Foundation, with the aim of continuing to **build an inclusive learning and work environment where people are treated equally and there is no discrimination**, a community that gives a sense of belonging and shared goals, and thus enables the “FBK ecosystem” to grow.

The Plan is intended as a **flexible tool that takes into account the peculiarities and organizational model of the Foundation**. The planning and design actions in this document intend, on the one hand, **to give continuity and coherence to policies already being pursued by FBK** and, on the other hand, explore goals and **actions that will overcome any persisting obstacles to gender equality and enhance diversity thanks to the experience gained in recent years with our participation in the [European FESTA \(Female Empowerment in Science and Academia\) project](#)**.

The initiatives will take place between 2022 and 2024, and will be subject to **periodic review** based on monitoring and updating indicators.

Drafting process

1. Creation of a **dedicated working group** (GEP team) that will involve people from the administration departments and from the research community with experience and knowledge of gender related topics, personnel management, data analysis, and impact assessment.
2. **Analysis of the Guidelines** drawn up by the European Commission and by the Conference of Chancellors of Italian Universities.
3. Context analysis through the **study of gender disaggregated data**.
4. **Gender audits** carried out by an external certifier (**IDEM Mind the Gap**) for a more neutral context analysis.
5. **Endorsement from institutional governance** (BoD);
6. **Definition of objectives and actions to be developed in the three-year period 2022-2024;**
7. **Provision of indicators** such as measurement tools for the management, monitoring and evaluation of activities;
8. **Sharing the Plan draft with the various internal stakeholder groups** (Management and Coordination Committee, contact persons of the administrative organizational units in support of research and study, Incontriamoci! network, FBK Ideas network) to encourage wider dissemination and participation through the collection of evaluations and additions.



SCOPES, OBJECTIVES AND ACTIONS

The document adopts the recommendations of the European Institute for Gender Equality (EIGE) and aims to *“identify and implement innovative strategies to foster cultural change and promote equal opportunities in universities and research centers”*.

Intervention actions cover the 5 areas indicated by EIGE, identifying their **specific objectives and actions in close agreement with the administrative functions that oversee each area within FBK**.

The FBK GEP aims to work on different levels: acting on the decision-making processes of executives to reduce gender asymmetries, suggesting to set up comprehensive data collection and monitoring tools, developing a renewed attention to gender variables in policies and institutional practices and spreading greater awareness of a diversity and respect culture.



AREA 1

Work-life balance and organizational culture

With this first work area, FBK aims to maintain a work-life balance standard that has become strong and is appreciated by internal staff. This standard is the result of a particularly attentive and sensitive management of human resources, developed thanks to the experience gained over time, since 2009 when FBK obtained the **Family Audit Certification**.

The suggested initiatives therefore tend to **strengthen current work-life balance culture elements**, encouraging flexibility, expanding the care services options for staff and promoting correct gender sensitivity to facilitate the creation of an inclusive work environment.

As for **organizational culture**, we plan to draw up **an annual Gender Report** to the end of monitoring some key parameters within the Foundation over time and starting a process that will promote awareness and the adoption of **good practices in terms of inclusion when it comes to language, images and institutional communication tools**. Other initiatives concern the creation of an information kit to promote FBK's commitment to equal opportunities and diversity issues as well as the strengthening of internal networks (such as the Incontriamoci group) that will foster opportunities for discussion and networking.

GOALS

Organizational Culture

<i>action</i>	Drafting of a Gender Report (annual)
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Online publication of the document and reading level
<i>duties</i>	HR + Board of Directors + GEP Team + Secretary General
<i>timing</i>	2023 2024
<hr/>	
<i>action</i>	Adoption of inclusion good practices when using language, images and communication tools
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	No. of initiatives implemented and no. of M/F participants
<i>duties</i>	HR + Communication and External Relations
<i>timing</i>	2023 2024
<hr/>	
<i>action</i>	Information kit to enhance FBK's commitment to equal opportunities and inclusion
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Release of information materials and no. of views
<i>duties</i>	HR + Communication and External Relations
<i>timing</i>	2022 2023 2024
<hr/>	
<i>action</i>	Enhancement of internal networks to encourage discussion and networking
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	No. of meetings organized by the network
<i>duties</i>	Incontriamoci + interest groups
<i>timing</i>	2022 2023 2024

Promotion of work-life balance

<i>action</i>	Dissemination of guidelines for the right to disconnect and better planning of meetings and work activities
<i>target</i>	All staff
<i>indicators</i>	Release of guidelines, training actions for Unit/Service Heads
<i>duties</i>	HR
<i>timing</i>	2023 2024
<i>action</i>	Flexibilization of additional CCPL off-time permits to be divided into hourly permits
<i>target</i>	All staff
<i>indicators</i>	No. of hourly leave used
<i>duties</i>	HR + RSA
<i>timing</i>	2022 2023 2024
<i>action</i>	Updated career development plans for workers after long leaves of absence, to maintain and develop their career paths
<i>target</i>	All staff
<i>indicators</i>	M/F no. of plans activated and approval rating for supported worker
<i>duties</i>	HR + Head of Unit/Service under which the resource benefiting from the action works
<i>timing</i>	2023 2024
<i>action</i>	Expansion of personal assistance services to support family responsibilities
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	No. of initiatives activated and relative number of M/F who signed up
<i>duties</i>	HR
<i>timing</i>	2023 2024



AREA 2

Gender equality in recruitment and career progression

In the second area, FBK intends to combat horizontal segregation. Such objective is pursued with targeted measures in the recruitment processes, such as the wider dissemination of job positions on gender sensitive channels and the organization of initiatives aimed at counter possible gender bias in selections. These proposals will also be applied to **PhD program** selection processes to broaden the pool of applications from the under-represented gender in research.

The second important objective of this area is the contrast of vertical segregation by promoting the development of careers through the implementation of processes that pay greater attention to gender balance when **programming POE points** and to the adoption of **empowerment initiatives**, enhancing distinctive skills and **role models** already present in the Foundation with a view to sharing and participation.

GOALS

Recruitment processes more attentive to gender balance

action Attraction actions for PhD Program and awareness raising in selection committees

target Potential candidates, evaluation committees and teaching colleges

indicators NO. of PhD scholarships granted to M/F in each cycle (min 40% of the underrepresented gender)

duties PhD Program + Center Directors

timing 2022 | 2023 | 2024

action Advertising of open positions on gender sensitive channels

target Potential candidates

indicators NO. of calls published, percentage of female candidates

duties HR + PhD Program + Center Directors + Service Heads

timing 2022 | 2023 | 2024

action Production of information material for evaluation committees in order to combat gender bias in personnel evaluations and selections

target Evaluation committees

indicators Release of information materials and number of views by content; tracking of number of M/F candidates for selections; balance improvement in call outcomes

duties HR + PhD Program + Center Directors + Service Heads

timing 2023 | 2024

Career Advancement

action Attention to gender elements
in POE points planning

target All staff

indicators Part of POE points dedicated to reducing the M/F gap

duties HR + Secretary General + Center Directors
and Service Heads

timing 2022 | 2023 | 2024

action Design of empowerment training courses for the
underrepresented gender

target All staff

indicators Activation of empowerment initiatives and number
of M/F participants

duties HR + Center Directors + Service Heads

timing 2022 | 2023 | 2024

action Mapping of skills and development of growth
and improvement plans, for a rotation of coordinators

target Research Directors, Services

indicators Responsibility maps with smaller gender gaps; positive
impact on the reduction of the pay-gap

duties HR + Center Directors + Service Heads

timing 2022 | 2023 | 2024

action Sharing and promoting positive models to give visibility
to the under-represented gender in each discipline

target All staff, scholars and stakeholders

indicators No. of initiatives with role models in each disciplinary field

duties HR + Communication and External Relations

timing 2023 | 2024



AREA 3

Gender balance in executive positions and institutional decision-making organs

The third work area intends to promote equal opportunities in decision-making processes and practices.

The measures adopted provide for the **involvement of Research Boards** which, in line with the organizational model recently embraced by the Foundation, will draft, supported by the Human Resources Service, a **growth plan for the resources that are under their supervision with the aim of filling the gender gap**. The new management (Research Departments and Unit Heads) will be also supported by **training actions** and tools for the growth of technical-managerial competencies on the issues of people management and inclusive leadership.

Management executives will also be able to count on **periodic updates** regarding the progress of the GEP in order to increase its potential and maximize its impact.

GOALS

Promote equal opportunities in top bodies

action Participation of Directors and Unit Heads/Coordinators in training actions for the consolidation of technical-managerial skills connected with equal opportunities associated with their roles

target Directors, Research Boards, Unit Head/Coordinators

indicators No. of initiatives activated and number of M/F participants

duties HR + Center Directors + Secretary General

timing 2022 | 2023 | 2024

action Development of an internal growth plan to encourage turnover in top positions that will provide for equal numbers of women and men

target Research Directors, Services

indicators No. of development paths activated for M/F

duties HR + Secretary General + Center Directors + Service Heads

timing 2023 | 2024



AREA 4

Integration of the gender dimension in research and teaching, and in training programs

The fourth area aims to favor the integration of the gender dimension in the organization through the creation of a **disaggregated gender sensitive data base as an open and accessible tool for analyzing, studying and monitoring information.**

The culture of equal opportunities will also find important references on the occasion of **institutional talks and scientific events** where greater attention will be paid to the composition of balanced groups, panels and committees.

Gender issues will also be dealt with in **institutional campaigns** and included in the FBK Academy catalog options.

As far as teaching is concerned, **guidance actions are also planned in schools** in order to bring new generations closer to the world of research.

GOALS

Integration of gender aspects in research

<i>action</i>	Creation of an information database, creation and use of a dashboard as a tool for gender-disaggregated data
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Release of a dashboard that represents the composition and development of each internal department by gender
<i>duties</i>	HR + Data Office
<i>timing</i>	2022 2023 2024

Gender balance in science event programs

<i>action</i>	Awareness raising actions aimed at forming gender balanced panels and committees in the organization of scientific and dissemination events
<i>target</i>	All staff and scholars
<i>indicators</i>	No. of training/awareness actions for the promotion of balanced panels and committees
<i>duties</i>	Research Board + Communication and External Relations + Directors Support Unit
<i>timing</i>	2022 2023 2024
<i>action</i>	Feasibility study for joining international networks (such as EU Women's Management Development International Network) aimed at expanding contacts and organizing balanced events
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Membership in networks and awareness-raising actions (eg. FBK magazine, newsletter)
<i>duties</i>	HR + Communication and External Relations
<i>timing</i>	2022 2023 2024

Integration of gender aspects in research

action Institutional campaigns aimed at developing awareness on gender issues, training activities on gender issues in the FBK Academy courses catalog

target All staff and scholars

indicators No. of initiatives implemented and no. of M/F participants

duties HR + Communication and External Relations + Secretary General

timing 2022 | 2023 | 2024

action Organization of orientation workshops in schools

target Students and teaching staff of schools

indicators Students' approval and impact of initiatives

duties Research and Innovation for Schools + Communication and External Relations + Research staff

timing 2022 | 2023 | 2024



AREA 5

Contrasting gender-based violence

The fifth and final working area aims to **combat all forms of violence at the Foundation to ensure a favorable climate and a better quality of life for the people** for the organization's workers.

The proposed measures concern the adoption of a policy against discrimination, the appointment of EEO counselor(s), the development of a dedicated channel for the anonymous reporting of discriminatory facts and/or behaviors that occur in the Foundation and the organization of training and awareness initiatives against harassment.

GOALS

Measures to combat violence

<i>action</i>	Adoption of an anti-discrimination policy, to prevent and combat the various forms of violence
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Release of policy
<i>duties</i>	HR + BoD + Supervisory Board
<i>timing</i>	2022 2023 2024

<i>action</i>	Establishment of a trusted Advisor figure
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Contract and help desk activation
<i>duties</i>	HR + BoD + Supervisory Board + Secretary General
<i>timing</i>	2022 2023 2024

<i>action</i>	Activation of a tool for receiving disclosures and complaints, including anonymous ones
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	Release of the tool and annual reporting of the number of disclosures received
<i>duties</i>	HR, Trusted Advisor, corruption Prevention, Transparency and Privacy Unit, Supervisory Board
<i>timing</i>	2022 2023 2024

Actions to raise awareness of gender-based violence

<i>action</i>	Organization of training and awareness-raising events
<i>target</i>	All staff, scholars and stakeholders
<i>indicators</i>	No. of awareness campaigns and training initiatives implemented, number of M/F memberships
<i>duties</i>	HR + Trusted advisor
<i>timing</i>	2023 2024



CONCLUSIONS

Fondazione Bruno Kessler's Gender Equality Plan is not a mere response to requirements of European funding policies but is intended as a tool through which the Foundation, that is responsibly committed to pursuing its objectives, through the full participation of all people who work and study at its premises, promoting equal opportunities and enhancing **differences, specifically those related to gender.**

The proposed initiatives, although sorted into different areas of action, must be interpreted as the pieces of a puzzle that make up a broader and more comprehensive framework, consistent with the strategic objectives of the Foundation.



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