

Diversity and Inclusion



Fondazione Bruno Kessler

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“*Diversity is being invited to the party. Inclusion is being invited to dance.*” Verna Myers

Diversity is about ensuring demographic variety among people in terms of gender, age, ethnicity, sexual orientation and others. Inclusion is the culture that allows these people to thrive.

Fondazione Bruno Kessler has always been attentive **to the values of diversity and inclusion** through the adoption of organizational and management models based on respect and on the needs of the people who work at FBK.

A Diversity and Inclusion working group has been established within the Human Resources Department to deal with issues related to diversity and **equal opportunity in the work environment**. FBK intends to promote a proactive strategy to

foster the full employment inclusion of all people working and studying within it supporting equal opportunities and valuing differences.

FBK's President, **Francesco Profumo**, talks about the concept of diversity:

*"There are some relevant elements that characterize this historical phase: speed, uncertainty and diversity. Especially in recent years, people have realized that **inequalities reduce the capabilities and potential of organizations**. Diversity seems an*

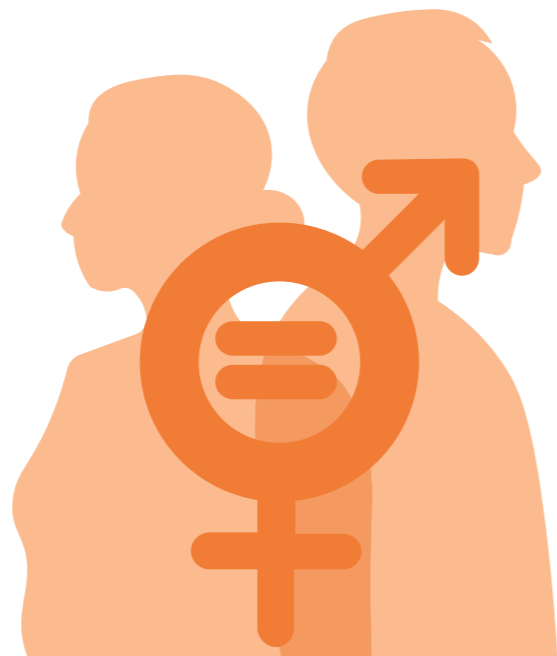
*easy issue to deal with but, in fact, it is a very complex and articulated issue that must be detailed in the correct way and with perseverance because cultural changes need to be cultivated. In addition to the issues of gender and generational equality, disability and cultural and ethnic diversity must also be taken into account. **Organizations need a culture of diversity, to be also supported primarily through programs by management and steering bodies so and so that all these elements can become part of the culture of institutions"**.*

The **2022-2024 Plan for Gender Equality** (GEP) represents FBK's strategy for gender policies that looks at creating an inclusive work environment in which there is perceived fairness of treatment and absence of discriminatory situations, conveying confidence and a sense of belonging to the whole community.

The **GEP aims to promote equal opportunities and counter any form of asymmetry within the Foundation** through the implementation of actions and measures supported by objectives, indicators and timelines.

The GEP's initiatives can be applied onto several levels: from managerial decision-making processes to reduce gender asymmetries, to the establishment of systematic data collection and monitoring tools, from a renewed focus on gender variables in institutional policies and practices, and on to the dissemination of greater awareness in MISSING.

Gender Equality Plan (GEP)



The Charter of Equal Opportunities

FBK has signed **the Equal Opportunity Charter** (EU Diversity Charter): a voluntary statement of intent to implement an organizational culture and inclusive policies and to value talent in all its diversity.

By signing the Charter for Equal Opportunities, the Foundation promotes an institutional culture capable of focusing on the value and talent of its resources without distinction of gender, ethnicity, religious affiliation, disability or sexual orientation. The variety of cultures, stories, skills and abilities present in our Foundation are valuable resources for scientific research as they contribute to generating stimuli, exchange and collective growth. **Without diversity and equality there is no innovation.**

The document sets objectives that recall the proposal of the D&I group endorsed at a Board's meeting, such as: defining and implementing equal opportunity policies starting from the top, overcoming gender stereotypes, raising awareness and training all levels of the organization, monitoring the progress and assessing the impact of practices, and providing concrete tools to promote work-life balance.



Certification IDEM

FBK has embarked on a path **to promote equal opportunity**, reduce gender asymmetries and foster an inclusive work environment.

Through a gender equality measurement system

developed by IDEM [Mind the GAP](#), FBK has achieved **"bronze" certification**, which represents a step toward gender balancing and also an awareness of the initiatives to be taken for the full achievement of **Gender Equality** according to a data-driven evidence-based approach, supported by a robust measurement and monitoring process.

To spread a **culture at all levels of the organization that is more attentive to the values of diversity and inclusion**, the Foundation has promoted several training actions with the aim of stimulating reflection and awareness on the issue.

Within **FBK Academy** in the On Demand section, a number of webinars are available that deal with the topics of 'inclusion and diversity in the workplace. In addition, the **FBK-branded podcast** container, available on Spreaker, Spotify, Apple Podcasts and Google Podcasts, devoted an episode to the topic of bias, discrimination and technologies with Luisa Bentivogli and Marco Guerini.

Finally, to foster inclusive leadership styles, the **executive onboarding training program** for management also includes group coaching initiatives on Diversity&Inclusion issues as an important dimension of the Foundation's institutional culture.

Training and D&I awareness actions



Take care of your mind -
Mental health help desk



Italian courses for foreign staf



Welcome office - support
to incoming staff regarding
relocating and accomodation



FBK parental leave 30% additio-
nal 4 months up to the child's
15 months of age



Family Audit Certification

Ongoing initiatives at FBK

Among the actions advanced by the D&I group, let us also mention the formation of a **committee composed of internal staff** representative of the various diversities, to formulate recommendations, goals and improvements to **strengthen the principles of equality and inclusion**, as well as to propose participatory initiatives in the various areas of the Foundation's activities.

In addition, on **FBK Ideas**, the internal platform for the exchange of ideas and opinions, a discussion was opened with all the staff to participate and discuss together the principles of equality and inclusion. Within the FBK **Board of Directors**, Lorenza Ferrario has been appointed as a contact person to follow the development of the strategies and actions put in place at FBK on D&I in cooperation with the **Secretary General**.

Incontriamoci Group

In 2020, an initiative to encourage the sharing of experiences was created within FBK "**Incontriamoci**":

- between older women and younger women, and vice versa
- between administrative division female colleagues and female researchers
- between women researchers from different areas.



The belief that **all-female exchange**, among women who are different but united by belonging to the same research organization, **fosters enrichment, both personal and professional**, and that can benefit the group and FBK more generally, has prompted the creation of the group.

This is not a new initiative at FBK, as previous significant projects around the topic of "gender and science" have been carried out in the Foundation as early as 2000, starting with ideas that originated "from the grassroots" and then grew gradually thanks in part to the support of management.

In more recent years (2012-2017) **FBK participated in the European project FESTA** (Female Empowerment in Science and Technology Academia), bringing the perspective of a research organization.

Incontriamoci: the starting point to build a wider network with objectives to be identified together!

Workers with disabilities

Fondazione Bruno Kessler also promotes “diversity” by **employing people with fragile or disadvantaged conditions in compliance with Law No. 68 of March 12, 1999**, and in accordance with agreements signed with the Trento Employment Agency for a gradual coverage of the mandatory quota through job placement of people with disabilities. The Foundation is committed to creating and ensuring an increasingly effective communication bridge both between institutions and between individuals, giving meaning to job placement as compulsory as it is appropriate. It supports the inclusion of those resources with greater difficulties, appreciating the value of differences and protecting their right to benefit from fair and favorable working conditions, facilitates social dialogue, and promotes employment opportunities in order to

restore diversity a strong professional value through appropriate policies and measures. FBK and the Labor Agency have recently signed a new agreement regarding the coverage of mandatory quotas reserved to special categories that, until 2023, will offer people with disabilities **training-work programs that provide real work experiences with a high** knowledge content where the figures concerned will be involved in permanent training and work shadowing opportunities with FBK expert professional profiles. The goal is to increase opportunities for job placement and integration of people with disabilities in a work environment characterized by digital, technological and ecological transition such as the one offered by the Foundation today while enhancing its institutional nature and purpose at the same time.

Inclusive language

The D&I group has drafted the [Guidelines](#) for **Diversity-Conscious Language** with the intention of providing guidelines for using a gender-neutral communication style that is as **respectful of gender identity** as possible. Some general suggestions to keep in mind for the use of gender-responsive language can be summarized as follows:

- fairly represent male and female genders
- mention women and men where present
- limit, where possible, the use of gendered nouns in situations where the communicative space is limited
- where possible use collective names, relative and indefinite pronouns and gender-neutral formulas.

D&I: GLOSSARY

DIVERSITY It refers to the commitment to recognize and appreciate the variety of characteristics that make individuals unique in an atmosphere that embraces and celebrates individual and collective achievement. This term, in fact, describes individual and group differences, including but not limited to age, nationality, ethnicity, gender, sexual orientation, gender identity and expression, physical abilities, socio-economic status, cultural, political, religious, and other affiliations, education, professional experiences, and lifestyles. In the workplace, diversity&inclusion is defined as a management strategy aimed at an inclusive corporate culture, based on valuing individual differences as factors for innovation and improved personal and organizational performance.

DISABILITY People with disabilities include those who have long-term physical, mental, intellectual or sensory issues that in interaction with various barriers may prevent their full and effective participation in society on an equal basis with others.

RELIGION OR FAITH Complex of beliefs, feelings, rituals that bind an individual or human group with what it holds sacred, particularly with the deity, or the complex of dogmas, precepts, and rites that constitute a given religious worship.

AGE refers to the age of birth. The research takes into account the so-called "extreme age groups", i.e. people under 18 years of age and people over 50 years of age.

SEXUAL ORIENTATION A person's emotional, romantic, and/or sexual attraction to individuals of the same sex, opposite sex, or both.

SOCIO-ECONOMIC STATUS It refers to the social and economic condition of a person, taking into account different dimensions, including education, income, participation in the labor market, family structure and so on.

GENDER Term used to refer to "woman", "man" or other genders, attributable to roles, expectations and socio-cultural conventions built on the biological differences between men and women, which determine behaviors and roles to be considered male or female. Gender identity refers to the gender in which a person identifies and may or may not coincide with his or her biological sex.

ETHNICITY A community characterized by homogeneity of language, culture, history, traditions, religion, traditionally settled on a given territory and which, for all these reasons, claims a common identity.

And what you can do?

Listen Learn about people who have a different background from you.

Speak Express your disagreement with non-inclusive company policies.

Learn Be responsible for your actions and correct non-inclusive behaviors.





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