



# GENDER EQUALITY PLAN

2022-2024



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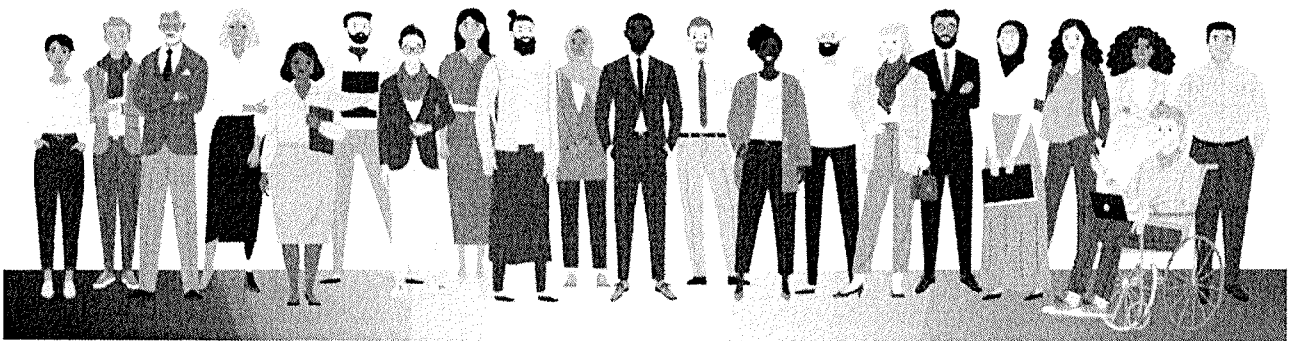
## 1- Introduction

The E. Amaldi Foundation (FEA), since its establishment in 2017, has applied welfare policies, with the aim to create a work climate in tune with individuals' life times, ensuring a positive impact on reputation, and increased capacity and attractiveness. The importance of having and retaining human resources, who are motivated and actively involved in the company's mission, is a key condition for achieving and maintaining work standards of excellence.

Attention to the most harmonious and diversity-sensitive work climate possible increases staff involvement in organizational activities, the quality of internal relations, motivation, and the resulting professional contribution to personal and overall productivity of the Foundation.

FEA is committed to promote actions aimed at improving the quality of working life of its human capital; these actions are aimed at improving work-life balance into an overall strategy of management innovation and social responsibility.

FEA is actively engaged in combating gender discrimination and creating a fair and inclusive work environment in accordance with European Union standards.



## 2- Objectives and action areas

The FEA Gender Equality Plan aims at achieving its objectives in the three-year period 2022-2024 through the implementation of strategic actions divided into 5 areas of intervention.

### • Area 1: Work-Life Balance, Organisational Culture and Combatting Stereotypes

The aim is to encourage the promotion of an organisational culture based on respect for and appreciation of differences, and to support the reconciliation of work and parenthood, the construction of an inclusive working environment and the enhancement of organisational profiles that can facilitate the achievement of the five areas throughout these actions to be pursued:

1. the creation of a Gender Information Management System (GIS) based on gender sensitive and/or gender-disaggregated data collection;
2. the creation of communication contents and tools to be shared on FEA social media (LinkedIn, Facebook, twitter, Instagram);
3. the participation to conferences on Gender Equality;
4. the analysis of an organisational wellbeing survey;
5. the institution of mentors for coaching after returning from parental leave or for other reasons.

### • Area 2: Gender Balance in Leadership and Decision-Making

The goal of this area is to map gender imbalances in leadership positions and decision-making bodies and promote underrepresented gender's participation in decision making bodies.

Action to be pursued:

1. creating a constantly updated database on the composition of FEA governing bodies and structures
2. promoting empowerment training paths directed to the underrepresented gender

### • Area 3: Gender Equality in Recruitment and Career Progression

The primary goal of this area is to counter horizontal segregation. This is pursued through targeted measures in recruitment processes, such as the wider dissemination of job positions on gender-sensitive channels and the scheduling of awareness-raising moments for evaluation committees to counter possible gender bias in selections.

The second major objective in this area is to counter vertical segregation by promoting career development through the implementation of processes that pay greater attention to gender balance.

Action to be pursued:

1. a wider dissemination of job positions on gender-sensitive channels.
2. fighting implicit bias: implementation of guidelines and training for recruitment processes. The aim is to develop a set of guidelines and training sessions dedicated to the topic of implicit bias in the hiring process of PhDs, researchers and technical-administrative staff, so as to prevent the diffusion of discriminatory practices in the hiring phase.

#### • Area 4: Integration of the Gender Dimension into Research Content

The fourth area aims to promote gender mainstreaming in the organization through the creation of a gender-sensitive database as an open and accessible tool for analysis, study and monitoring information.

Actions to be pursued:

1. inclusion of gender-related themes in all training forms and content.
2. in the organization of institutional speeches and scientific events, more attention will be paid to the composition of balanced groups, panels and committees.

#### • Area 5. Measures against Gender-Based Violence including Sexual Harassment

The fifth and final area aims to counter all forms of violence in FEA to ensure a favourable climate and a better quality of life for people working within the organization.

Proposed measures include the adoption of a policy against discrimination and the development of a dedicated channel for collecting anonymous reports of discriminatory facts and/or behaviour occurring, along with the organization of training and awareness-raising initiatives against harassment.

Action to be pursued:

1. promotion of knowledge about gender-based violence;
2. distributing information about existing procedures;
3. implementing training sessions and additional tools to raise awareness on discrimination, gender-based violence, harassment and sexual harassment, enhancing skills on how to respond to them.

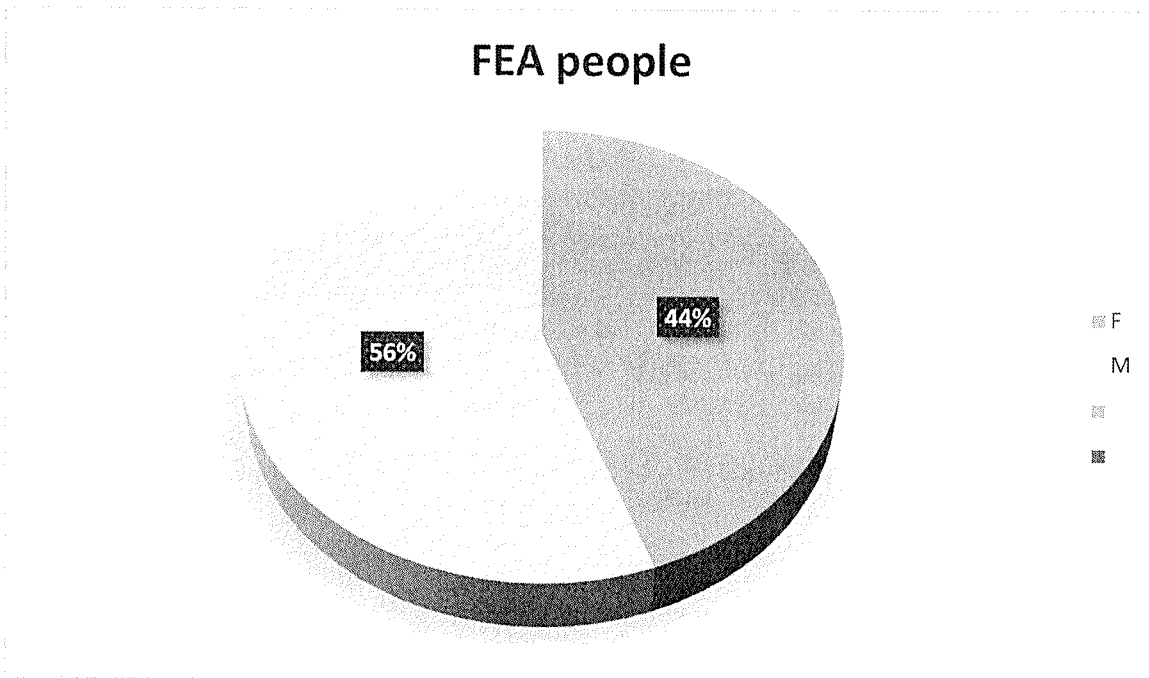
### 3- Measure of success

To achieve its strategic goals, FEA needs to improve the above five areas, i.e., raising awareness among employees through trainings, making its approach to gender equity clear to new hires, monitor and promote the implementation of the gender equality strategy, and plan and promote the organisation's image and reputation as an inclusive organisation that supports and values diversity

An equality officer is nominated to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

Anonymous surveys of all staff (including in-house consultants and interns) with a satisfaction on gender experiences in the workplace are conducted yearly on the following key-issues harassment, discrimination, workplace culture and management styles, fulfilments and achievements. The results are shared with the executive committee.

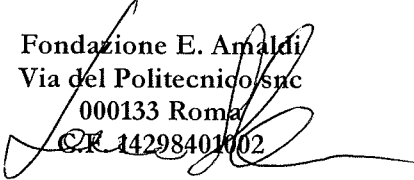
Here below is reported a infographic about FEA's people and their gender distribution.



## 4- Conclusions

The Gender Equality Plan of the E. Amaldi Foundation is a tool which commits FEA to responsibly pursue its institutional goals through the full participation of all the people working and studying within the institution, promoting equal opportunities and valuing differences, specifically those of gender.

The proposed initiatives, although categorized into distinct areas of intervention, should be interpreted as a single and systematic plan of action, consistent with the Foundation's strategic objectives.

<b>Organisation name</b>	<b>E. Amaldi Foundation</b>
<b>President</b>	<b>Alberto Tuozi</b>
<b>Secretary General</b>	<b>Lorenzo Scatena</b>
<b>Equality officer</b>	<b>TBA</b>
<b>Number of employees (staff and contractors)</b>	<b>15</b>
<b>Authorized by</b>	<b>Secretary General</b>
<b>Date</b>	<b>27/10/2022</b>
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