

1st IFIC Day of Cultural Diversity

28 May 2025

# Committee for Equality and Diversity



Image:

<https://www.cnwl.ac.uk/student-support/equality-diversity-and-inclusion>

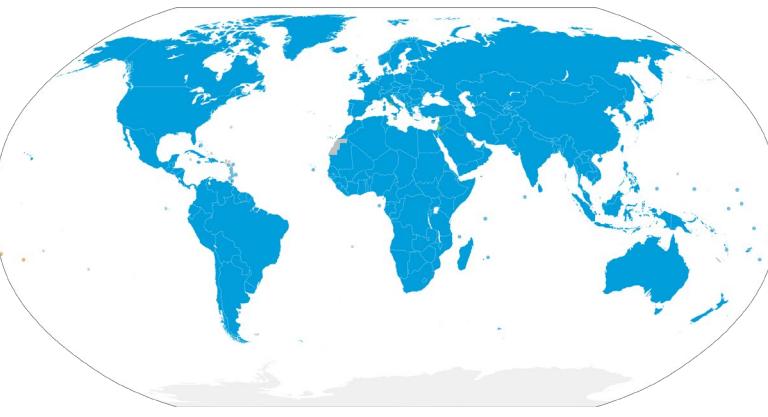
# 1<sup>st</sup> IFIC Day of Cultural Diversity

- Why are we here today?
- IFIC is a research center with an international environment, made up of a diverse group of people from all over the world

**There are people from 40 countries at IFIC !**

[See Andrea Donini's talk](#)





[By Joowww](#)

## 1<sup>st</sup> IFIC Day of Cultural Diversity

- Why are we here today?
- IFIC is a research center with an international environment, made up of a diverse group of people from all over the world
- Inspired by the **"World Day for Cultural Diversity for Dialogue and Development"**, celebrated by the United Nations on May 21<sup>st</sup>



- A space for meeting, reflection, and dialogue among all members of IFIC
- Highlighting the cultural richness that characterizes the institute's staff, a key resource for research and innovation

### We want to hear from you!

- The round table is open to your questions, ideas, and discussion of issues related to multiculturalism at IFIC, which may be embedded in our daily routines and therefore go unnoticed

# Who we are

## Coordinators



Andrea Donini



Sonja Orrigo



Mariam Tórtola Baixauli



Miguel García Folgado



Emma Torró Pastor



Neus López March



Ana Ros García



Emanuela Musumeci



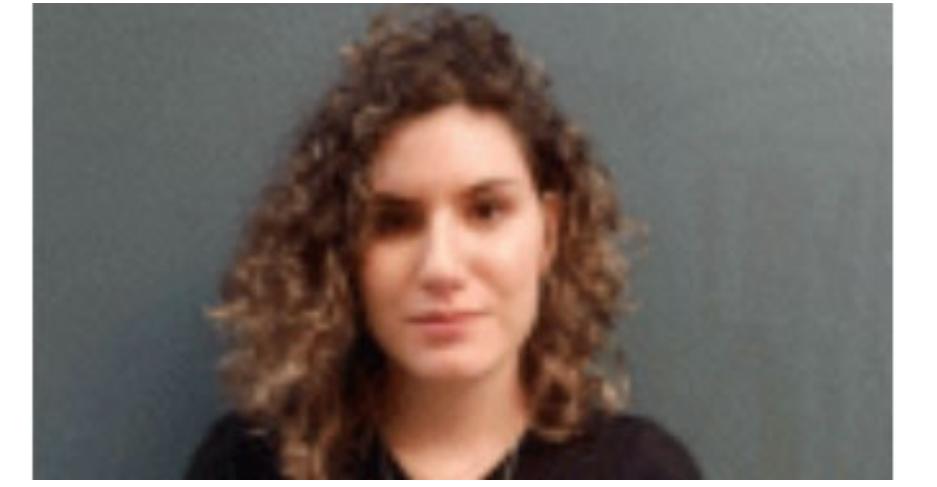
Raquel Molina Peralta



Ángela Molina Ruiz



Azahara Rubio Padilla



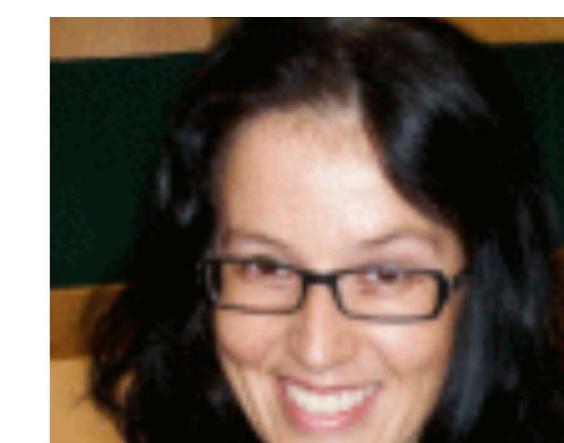
Agnese Tolino



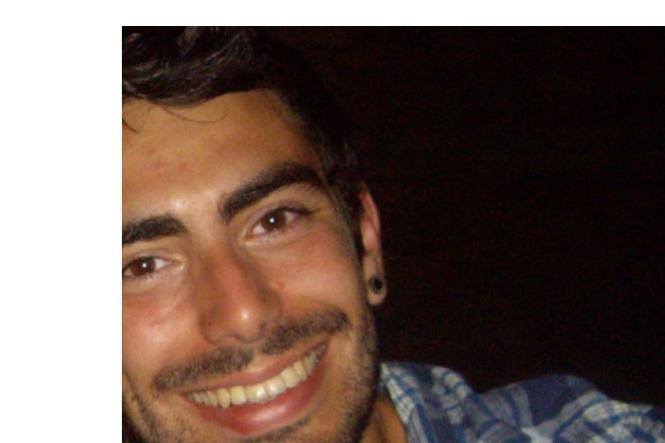
Ana Martín Galán



Pokhee Saharia



Susana Cabrera Urbán



Josu Hernández García



Bryan Zaldívar Montero

## New members:

Mikel Fernández Barbat

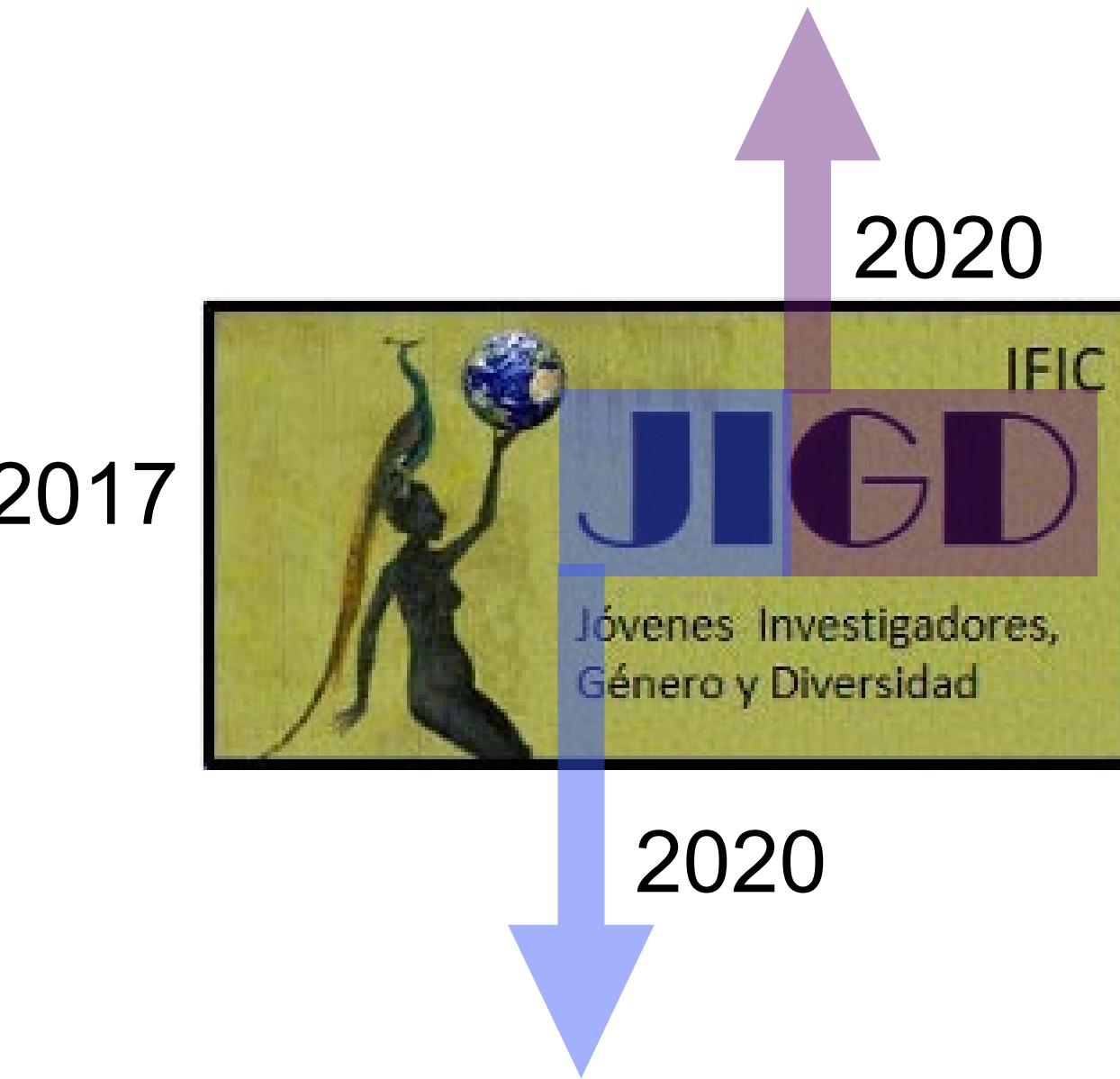
Miriam Lucio Martínez

Andrea Roche Fernández

Marta Sayago Rodríguez

## Committee for Equality and Diversity

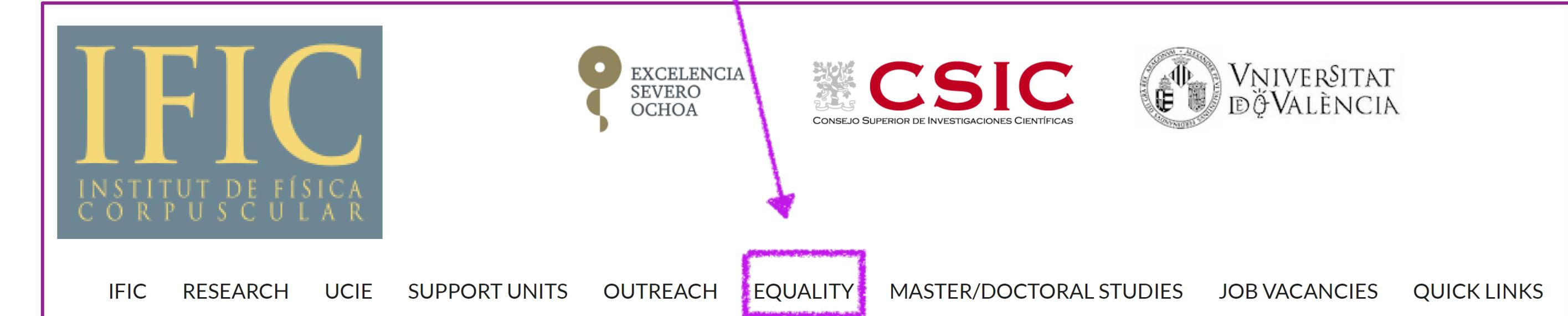
Aiming to eliminate any type of discrimination or harassment that may occur at the IFIC and to ensure equal opportunities for all its members



**OJI**  
Oficina de Jóvenes  
Investigadores

See next talk by  
Baibhab Patnaik

find us

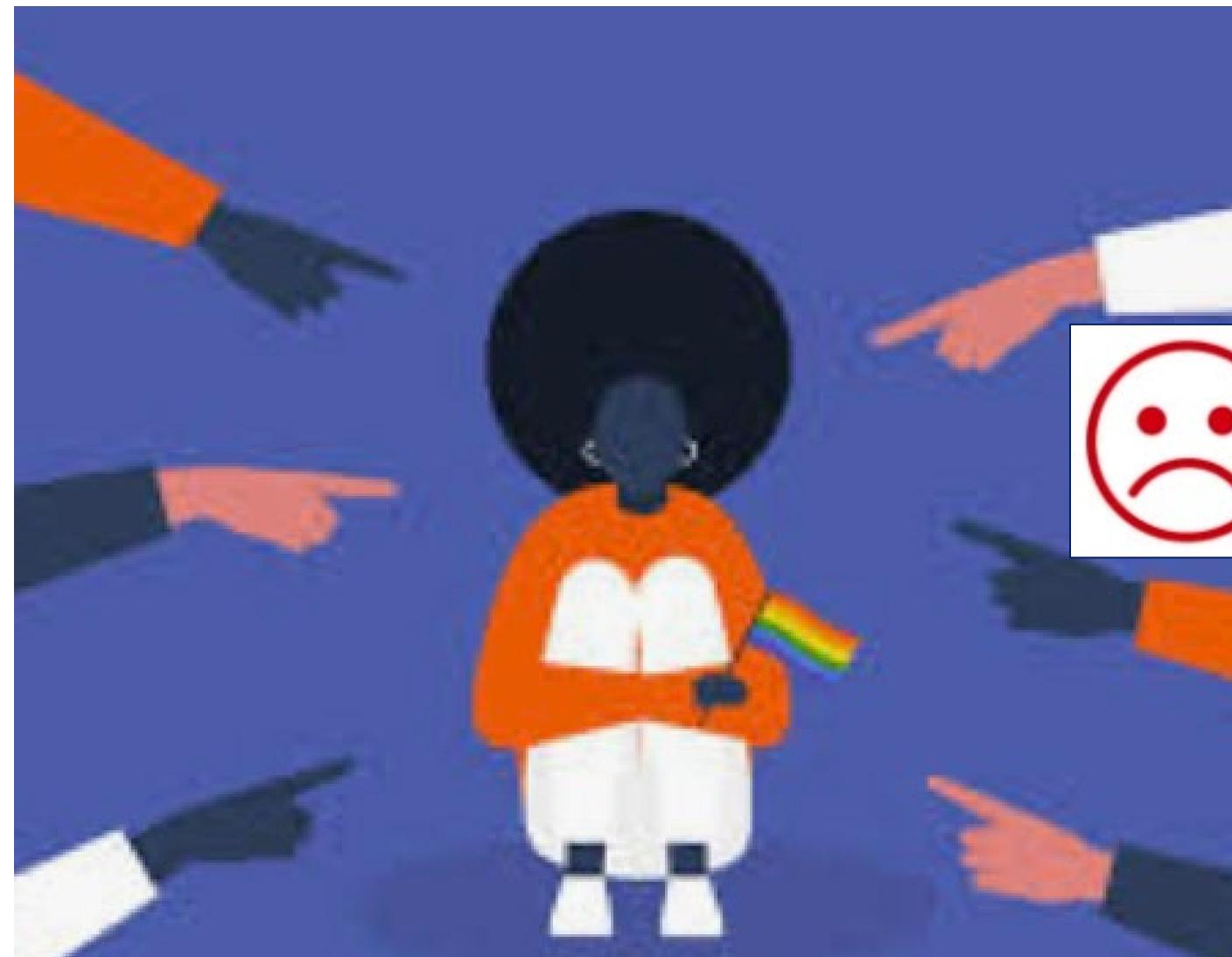




## Committee for Equality and Diversity

Aiming to eliminate any type of discrimination or harassment that may occur at the IFIC and to ensure equal opportunities for all its members

- IFIC is a research center with an international environment, made up of a diverse group of people from all over the world
- Promote equal opportunities and non-discrimination regardless of sex, sexual orientation, gender identity, age, professional or socio-economic status, disability or medical condition, physical appearance, nationality, racial or ethnic origin, religion, or family situation



## Committee for Equality and Diversity

Aiming to eliminate any type of discrimination or harassment that may occur at the IFIC and to ensure equal opportunities for all its members



- Assist, in a strictly confidential manner, any member of the Institute who feels they are a victim of harassment, discrimination, or any other type of inappropriate behavior
- “[CSIC protocol against sexual and gender-based harassment](#)” – updated April 2024
- “[Protocol of the University of Valencia for action and response to sexual harassment, based on sex and other discriminatory harassment](#)” – June 2021
- Raise awareness about the issue of stereotypes and unconscious bias, such as those related to gender and the other forms of discrimination

## IFIC Code of Conduct

### MANIFESTO:

The IFIC, as a research center with an international environment, is composed of a diverse group of people from around the world, conducting research in Nuclear, Particle, and Astroparticle Physics and its applications in Medical Physics and other fields of Science and Technology.

Based on core values such as respect and integrity, we promote a work environment where all members of the Institute are treated with dignity and professionalism, enabling all people at IFIC to pursue their careers on equal terms.

It is essential that everyone at IFIC (including both Institute members and collaborating personnel connected to IFIC) becomes familiar with this code and strives to incorporate it into our daily work life.

- Prepared by the CID and approved by the IFIC Board (Junta)
- Providing guidelines for respectful coexistence and common sense, ensuring a professional, respectful, and safe working environment for all IFIC personnel
- Available on the IFIC wiki:  
<https://wikijs.ific.uv.es/en/project/administracion>

The **Institute of Corpuscular Physics** states the need for everyone working within the Institute to adhere to the following basic principles:

- **No discrimination** based on sex, sexual orientation, gender identity, age, professional or socio-economic status, disability or medical condition, physical appearance, nationality, racial or ethnic origin, religion, or family situation.
- **Respectful and equal treatment.** At our Institute, we promote an inclusive and respectful environment in all our activities, both within and outside the Institute, including conferences, experiments, recruitment processes, and any other event. We will avoid comments about people's physical appearance, inappropriate physical contact, unequal greetings, intimidating or demeaning behavior, and any form of physical or verbal harassment (including insults and defamation).
- **Promotion of work-life balance and shared responsibility.** Let's work together to support IFIC personnel in fully developing their professional careers without interference in their personal lives and raise awareness about gender equality. Let's help address imbalances in professional careers, especially those stemming from personal and family responsibilities. Let's promote balanced gender leadership.
- **Cultural identity.** We respect the cultural diversity of our Institute, which is reflected in the use of different languages and in the distinctive elements of each culture, such as clothing, food, and ways of interacting with others.
- **Empathetic and responsible leadership.** Special care is needed in hierarchical interactions among Institute workers. It is essential for IFIC personnel to foster respectful behavior and set a positive example, avoiding any abuse of power and taking responsibility for the people under their supervision. This applies to all types of personnel, regardless of the nature of their work, with particular attention to those who may find themselves in situations of greater vulnerability or who are significantly influenced by their superiors in their careers, such as doctoral students and postdocs in the research environment, as well as technical or management personnel.
- **Use of language and images.** We must be especially mindful not to use sexualized or discriminatory language, as well as to properly use images, illustrations, and photographs in documents, websites, social media, etc., to ensure diverse and non-discriminatory representation in our community.



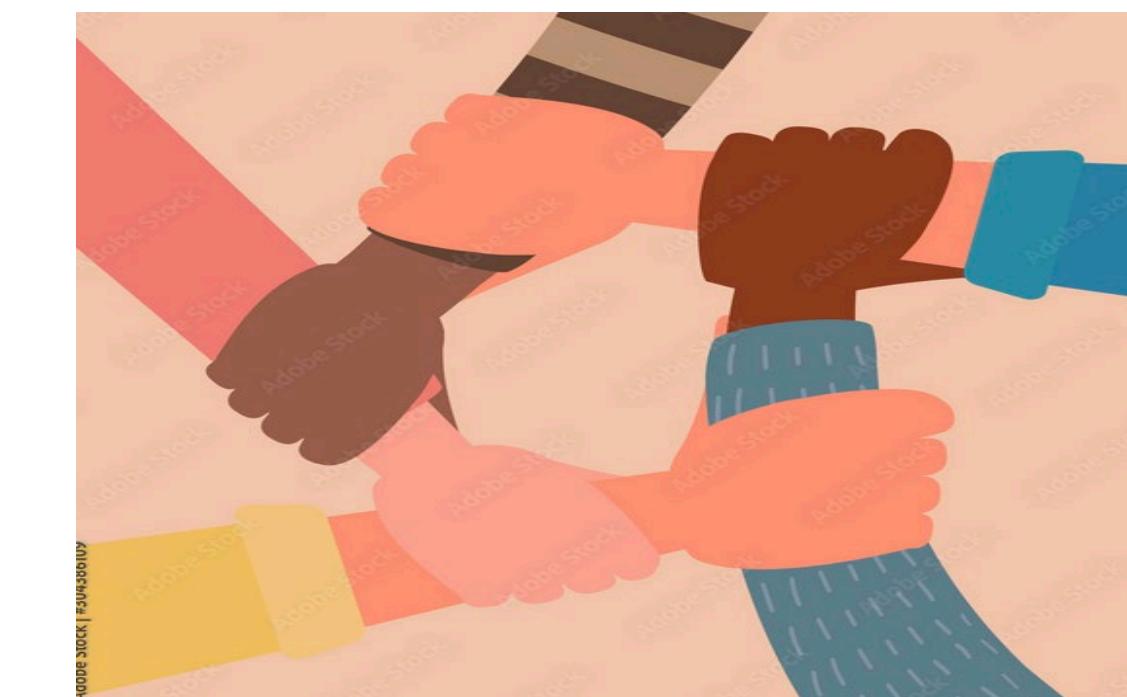
Using statistics to monitor imbalances



Contributing to CSIC/UV equality plans  
(work/life balance: teleworking, childcare, etc.)



Organizing meetings and events that promote discussion on gender, inclusion and diversity





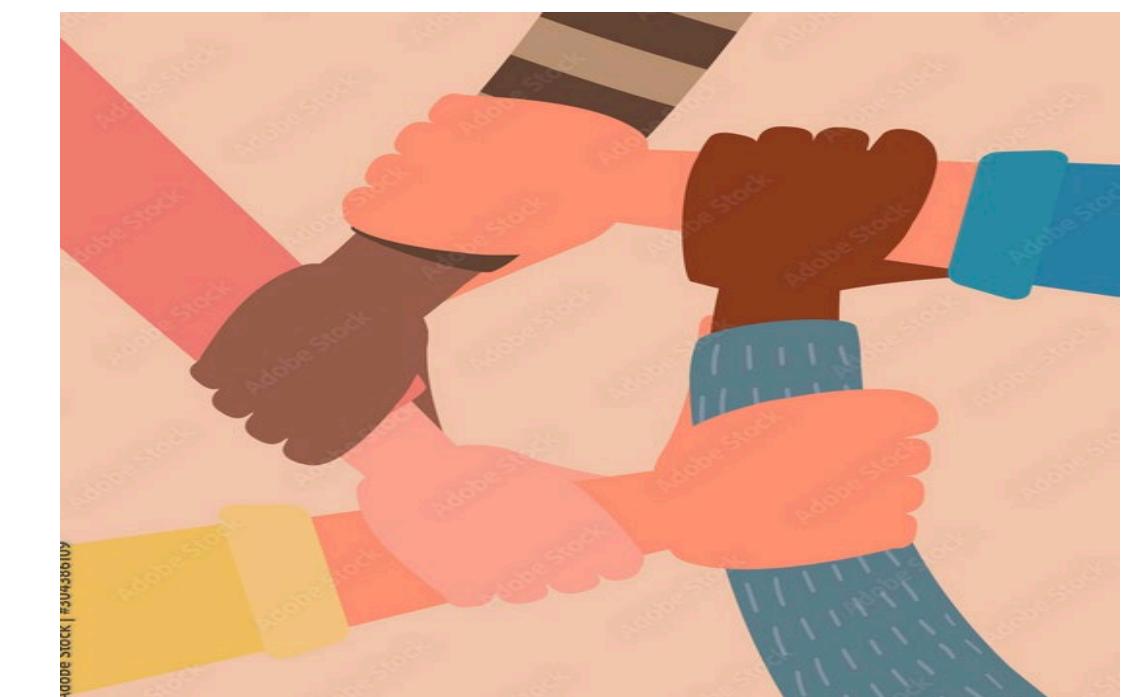
Using statistics to monitor imbalances



Initiatives promoted and  
supported by IFIC Directorate  
(work/  
care, etc.)



Organizing meetings and events that promote  
discussion on gender, inclusion and diversity



# Walking Towards Equality



Using statistics to monitor possible gender imbalances

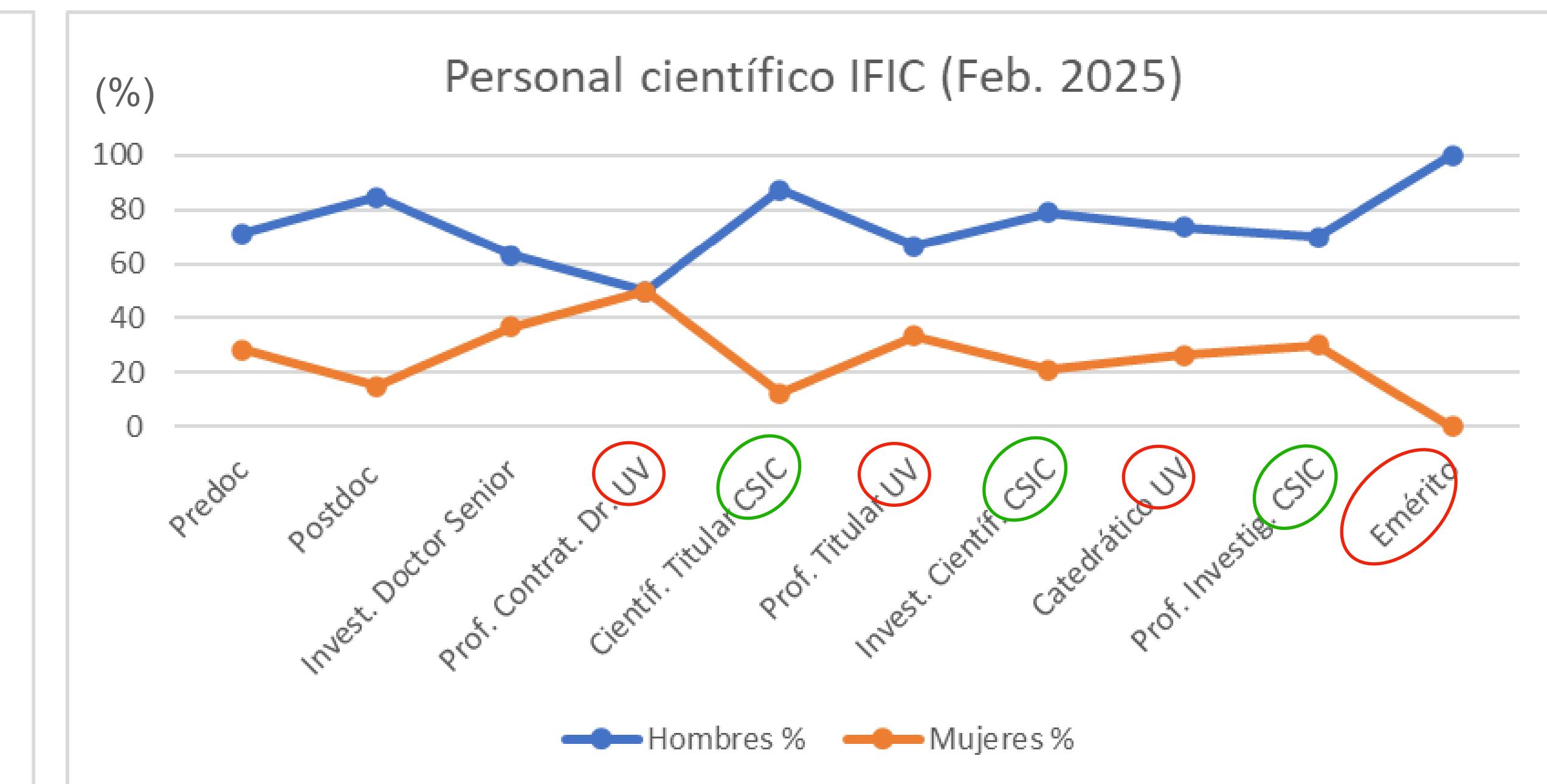
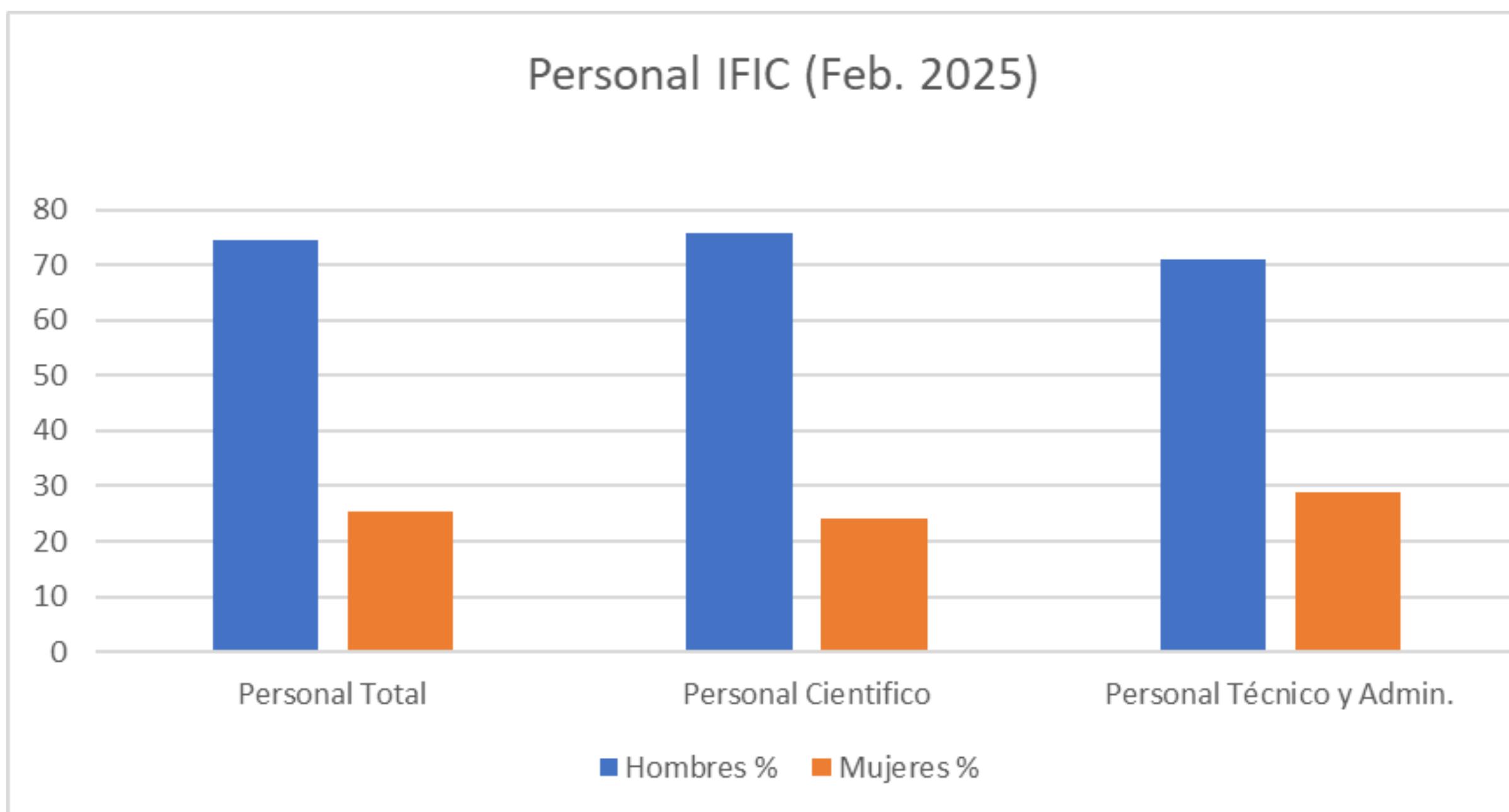
LES DU MOIS  
UNTIL WE'RE THERE



# Statistics

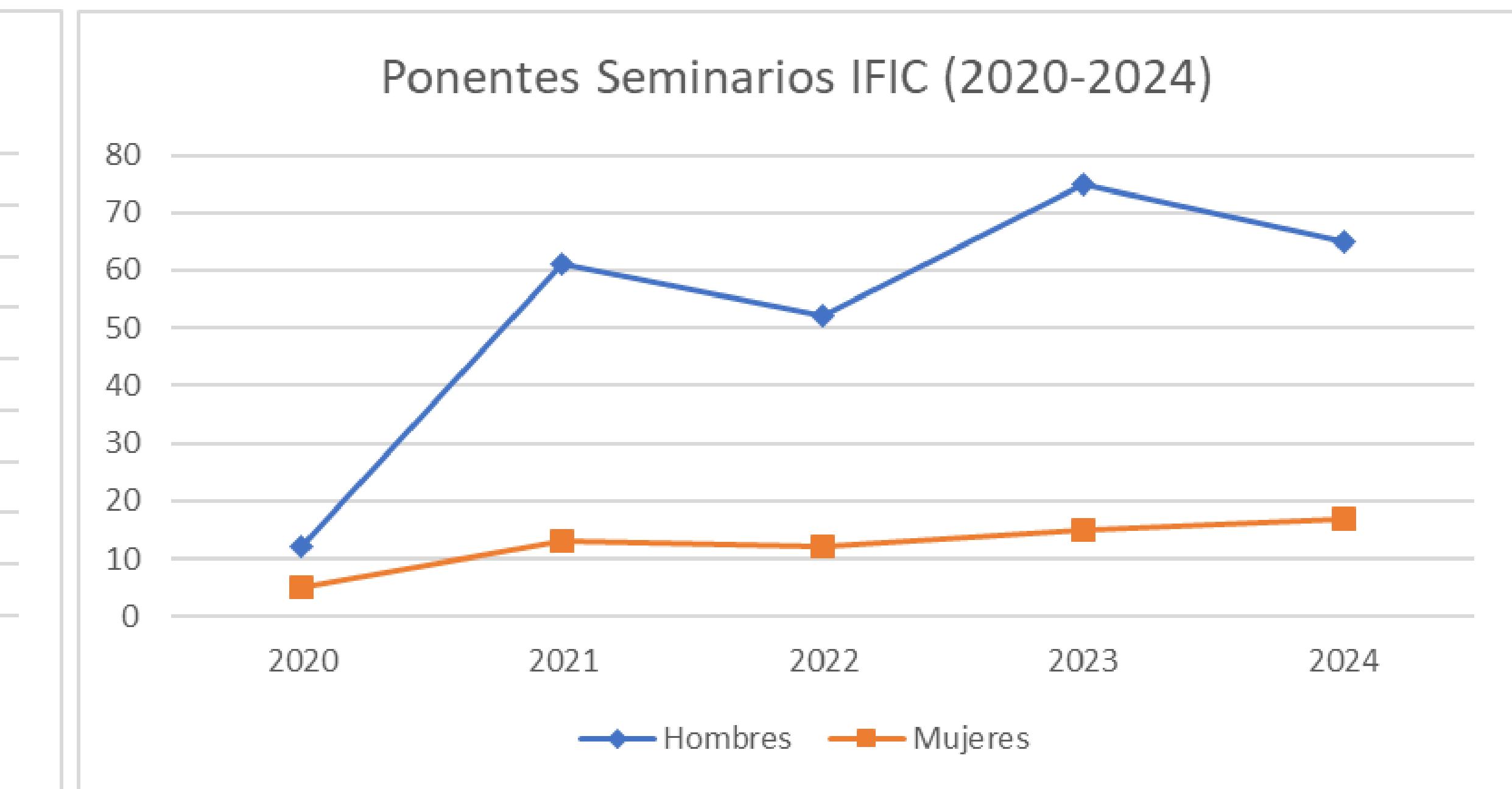
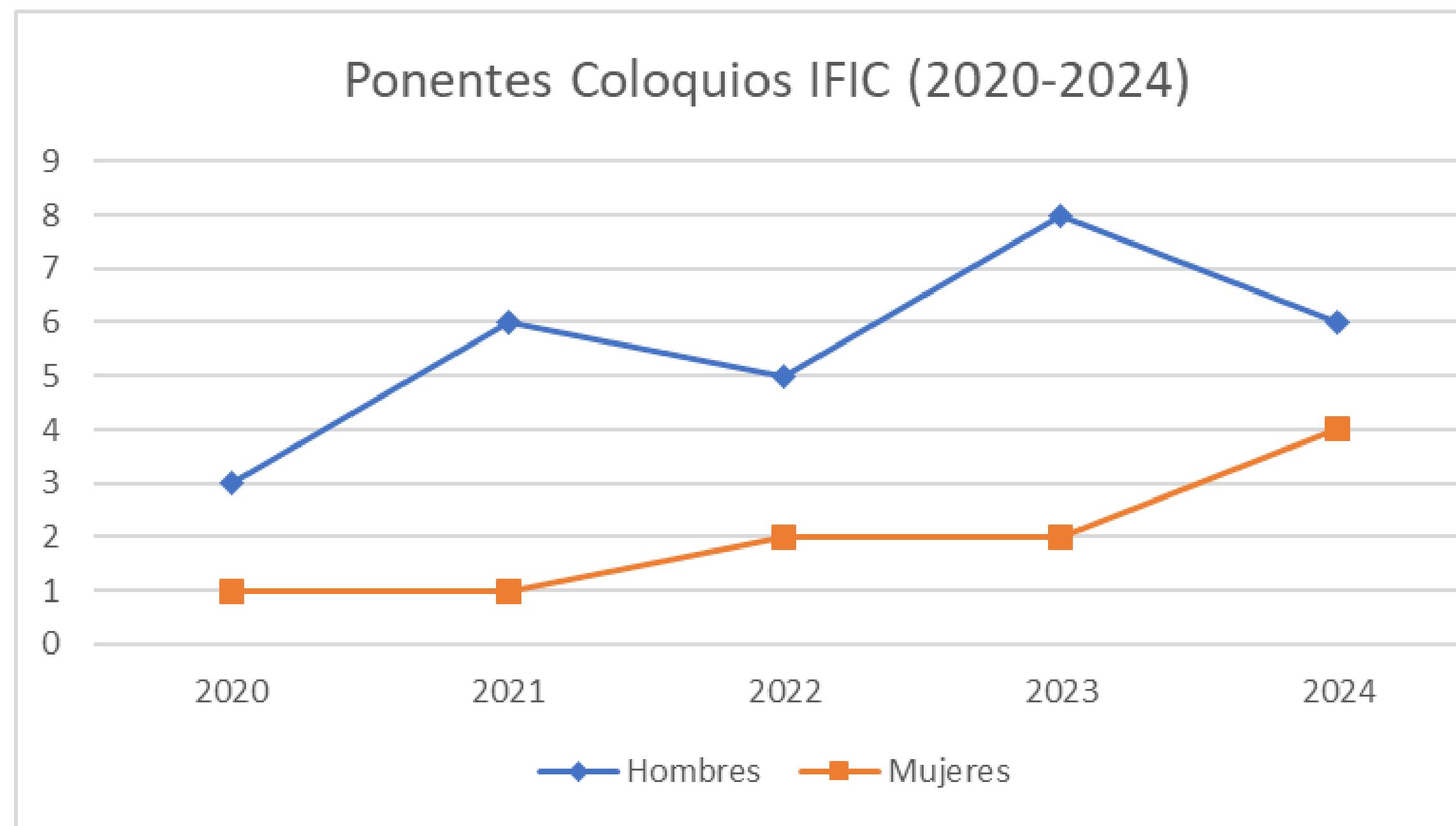
[Link statistics](#)

## GENDER-FOCUSED STATISTICS (FEBRUARY 2025)



- Total Staff: 389 (290 Men, 99 Women)
- Predoctoral: 75 Men, 30 Women
- Full Professor (CSIC+UV): 21 Men, 8 Women

## GENDER-FOCUSED STATISTICS (2020-2024)



- Colloquia 2024: 60% Men, 40% Women

- Seminars 2024: 79% Men, 21% Women

# Walking Towards Equality



Specific actions to promote equality in our workplace

**Goal:** Promote work-life balance and shared responsibility

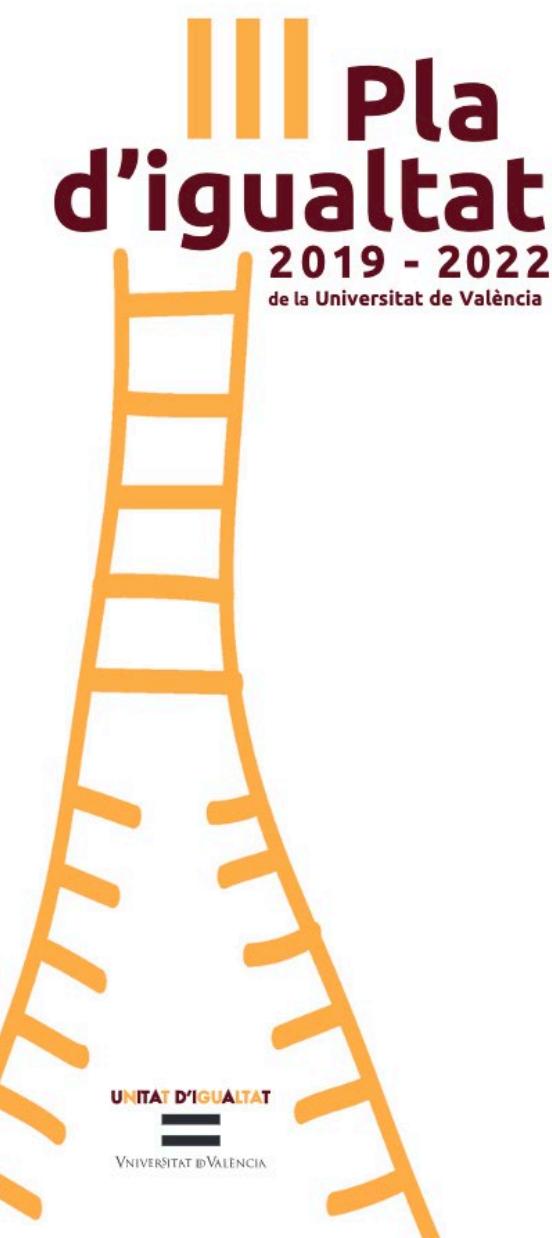
- Aiming to ensure that parenthood does not hinder professional development, especially for young mother researchers



# Promote Equality: Action 1

The CID contributed to the **IV equality plan** of the University of Valencia

1. Establish teleworking rights for all UV staff, with the requirement to record working hours (currently not regulated for PIF or young researchers)
2. Establish childcare facilities in the workplace
3. Develop a protocol for situations where pregnancy/post-partum coincides with promotions/examinations
4. Employ specialized personnel to oversee family-friendly policies and address reconciliation issues

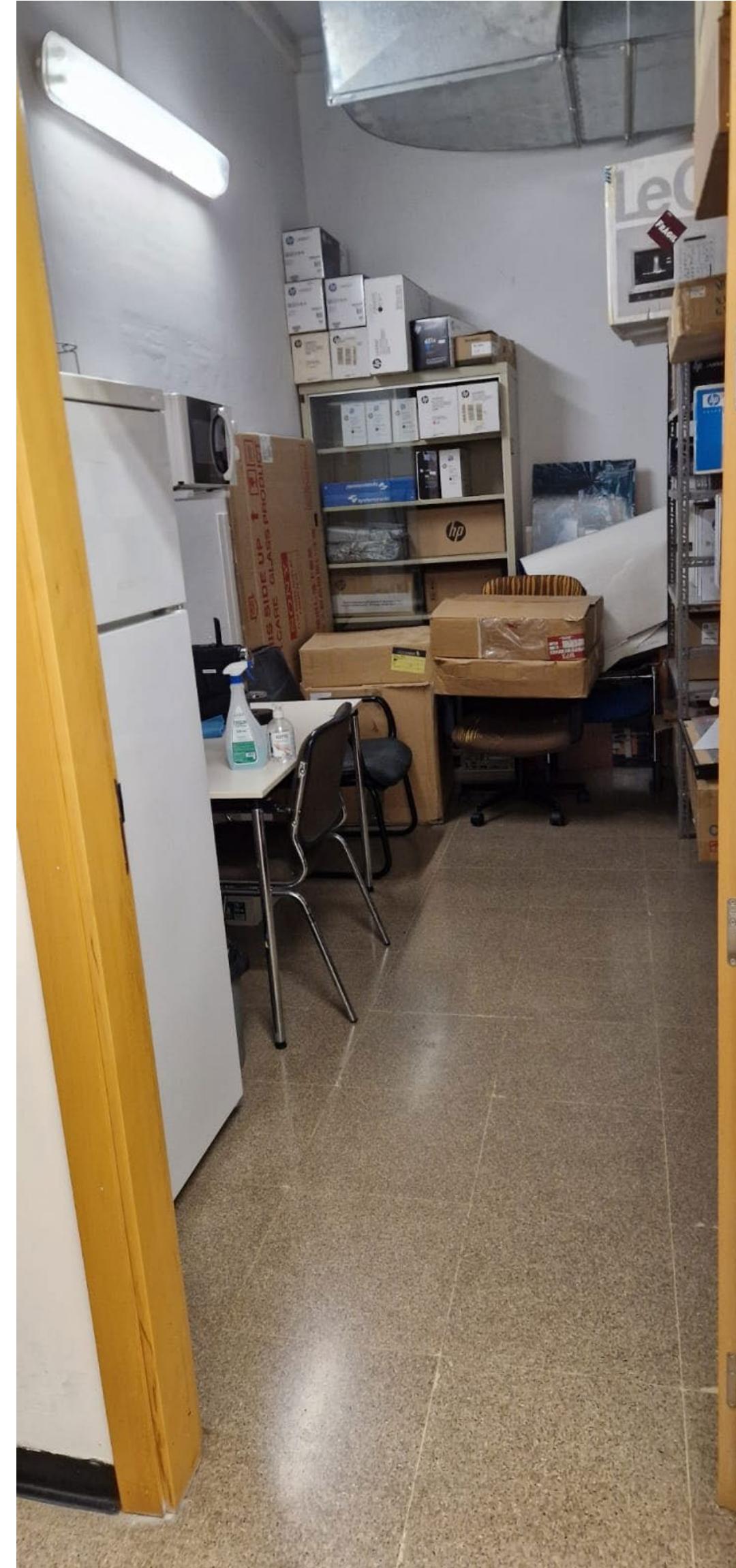


[https://www.uv.es/igualtat/webnova2014/IIIPla\\_val.pdf](https://www.uv.es/igualtat/webnova2014/IIIPla_val.pdf)

# Promote Equality: Action 2

**Specific goal:** Support mothers during breastfeeding

- In March 2023, a space enabled by IFIC as a temporary lactation room came into operation
- Highly efficient solution despite the (minimal) non-ideal conditions
- Continuously used since its opening by 4 mothers from the Scientific Park (IFIC, ICMUV, ICBIBE, IATA)



# Promote Equality: Action 3

- The CID promoted the creation of the **lactation room at the Scientific Park** in March 2023
- The lactation room was inaugurated on May 10, 2024



- Now there are also 9 lactation rooms at the UV

# Walking Towards Equality



# Activities: 11 February

## 11F: INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

- **Conferences in Schools and Institutes:** 7 IFIC researchers gave a series of talks, 11 in total, in different secondary schools in the Valencian Community
- **Masterclass on Particle Physics**, for 4<sup>th</sup>-year ESO girls: 70 female students from 25 institutes participated in this one-day hands-on activity, which also included an open discussion about Women in Science (organized within the International Particle Physics Outreach Group IPPOG)



# Activities: 8 March

## 8M: INTERNATIONAL WOMEN'S DAY

- **Seminar + roundtable** with participation of researchers from the Scientific Park institutes
- Historically organized every year by IFIC and IATA
- Thanks to improved communication and coordination between CID committees, it is now organized by **IFIC, IATA, ICMOL, I2SYSBIO, IRTIC, ICMUV and ICBIBE**, reaching a wider audience
- Each year, one institute will handle the logistical organization



**2022: Motherhood and Scientific Career (logistics: IFIC)**



**2023: Social and Cultural Discrimination in Scientific Career (logistics: IATA)**

**2025: Mujeres en ciencia (logistics: ICMOL)**



10:00 Inauguración e introducción de las jornadas  
10:20 Charla Invitada  
Dra. Pilar Goya Laza. Investigadora del Instituto de Química Médica - CSIC  
Charla: Mujer y Química: reflexiones y experiencias

11:20 Pausa/Café

11:50 Mesa redonda: "Mujeres en ciencia"



12:50 Clausura de la Jornada

Organizan





# Activities: 25 November

## 25N: INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

- **“Codo con Codo”** (Elbow to Elbow):

Gathering in the IFIC hallway as a protest against violence toward women

25 de noviembre

## CODOconCODO 2024



Por la eliminación de la violencia contra la mujer

**Lugar de encuentro** – Avda. Catedrático Agustín Escardino.

**Hora** - 11:30 h. de la mañana, lunes 25 de noviembre.

Os esperamos a tod@s

EXCELENCIA SEVERO OCHOA

**IFIC** INSTITUT DE FÍSICA CORPUSCULAR

**CID** Comité de Igualdad y Diversidad

**iata** Instituto de Agroquímica y Tecnología de Alimentos

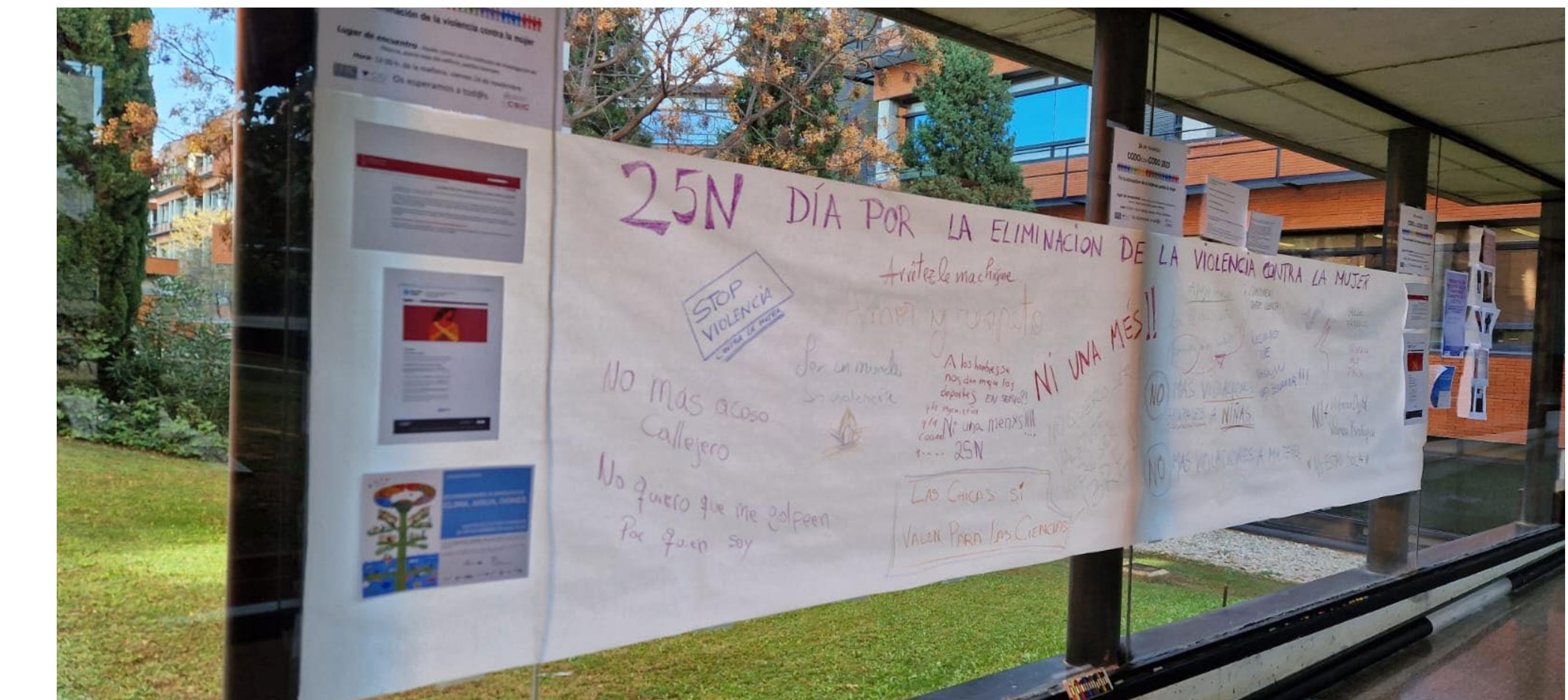
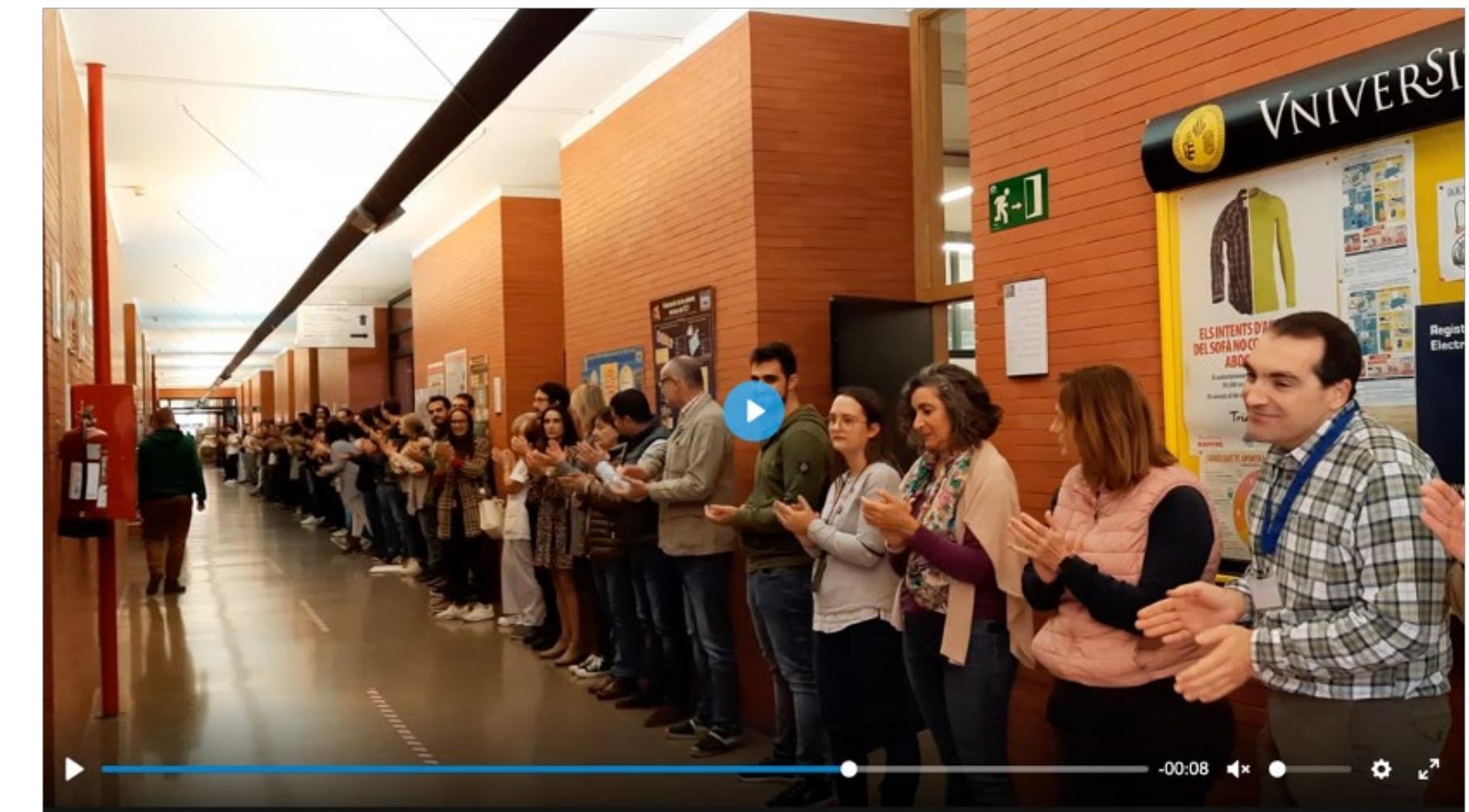
**EXCELENCIA SEVERO OCHOA**

**ICMOL** Instituto de la Información y las Comunicaciones

**IRTIC** Institut de Robòtica i de Tecnologies de la Informació i de les Comunicacions

**EXCELENCIA MARÍA DE MAEZTU**

**CSIC** CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS



# Activities: 25 November

## 25N: INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

- **“Write Your Sentence”:**

Write down sexist phrases you have received or heard in an academic environment

"Since you've published so many articles, I thought you were a man."

"You'd better give the plenary talk. It's always nicer to see a pretty face."

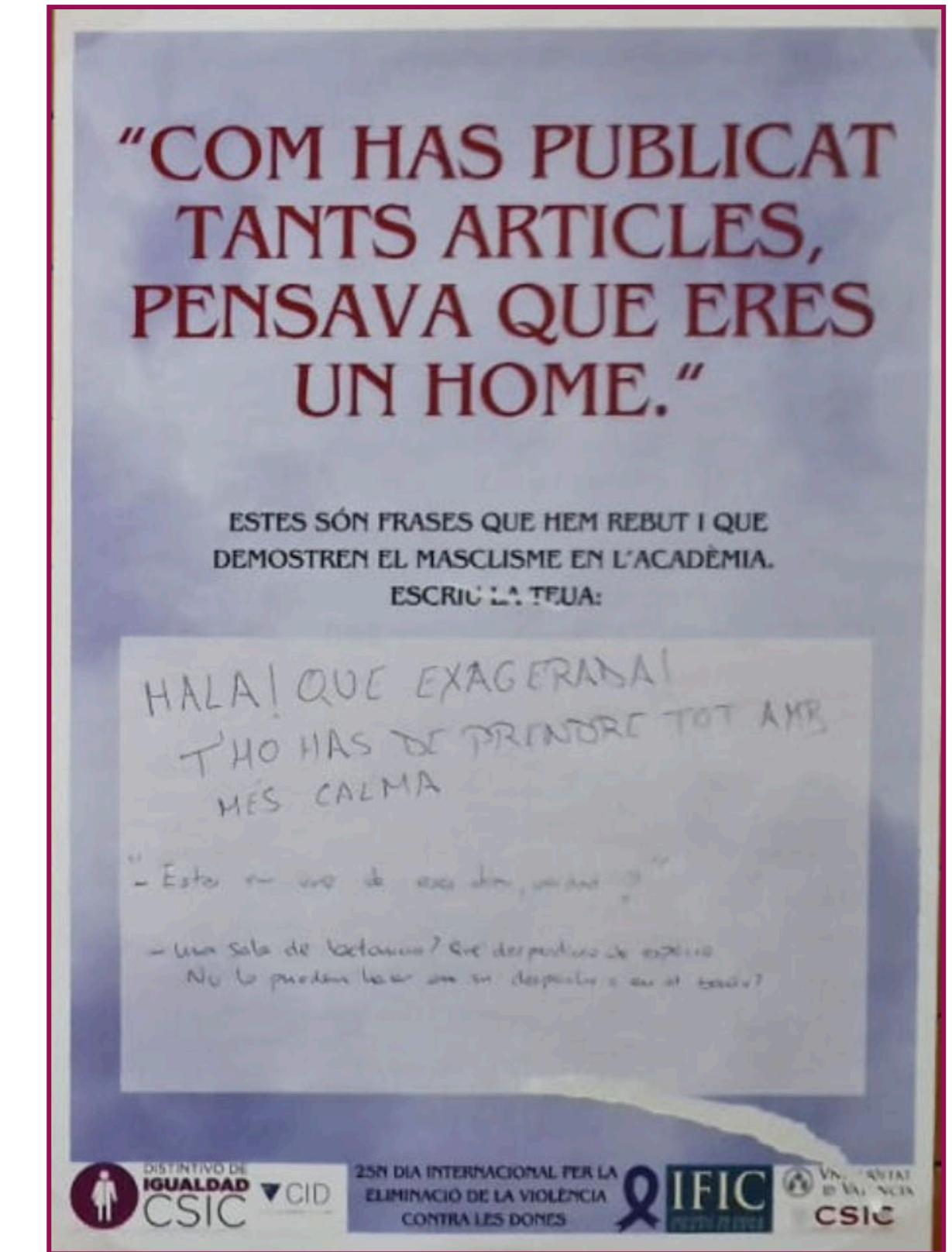
"Are you having one of those days, right?"

"A lactation room? What a waste of space. Can't they do it in their office or in the bathroom?"

"You're a whore! How much does the meat market go for? ... You just can't take a joke."

"This colleague who has come to visit is single. Let's see if we can marry you off to him."

"Women have it easier giving talks, they don't ask you difficult questions."

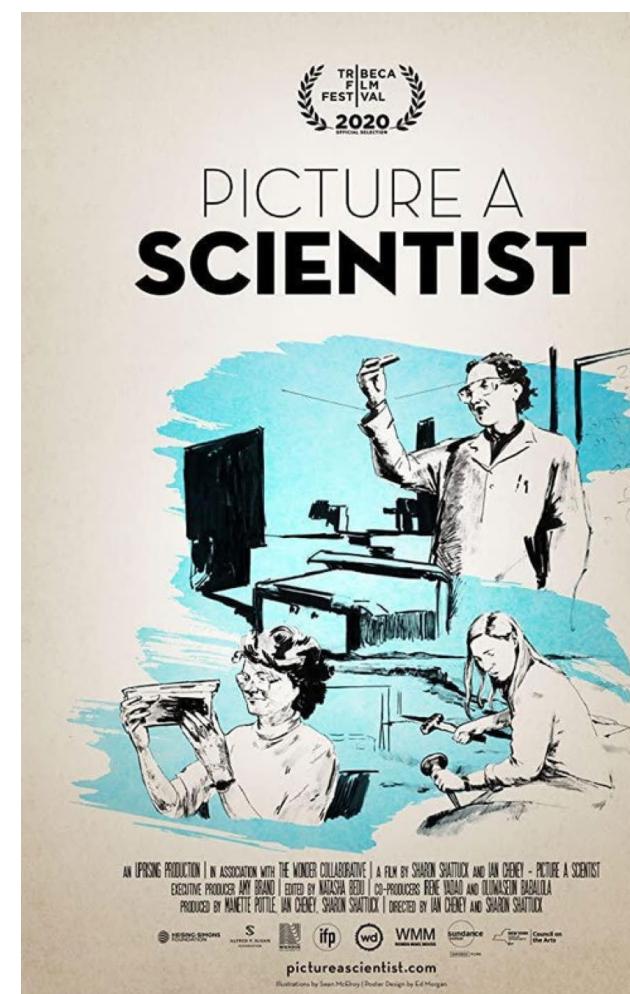


"If you want to date a student, wait until after you've graded her exam, but not too long. Take advantage of the eroticism of power."

# Activities: Meitner Project

- The CID is involved in the “**Meitner Project**” which highlights the contributions of pioneering women in Nuclear and Particle Physics, focusing on the story of Lise Meitner
- The CID has funded the screening of the documentary “**Picture a Scientist**” using funds from the “CSIC Equality Award”
- The CID coordinates the **IFIC mentoring programme #MagnIFICa**

<https://recordandoalise.es/>



# The CSIC Equality Award 2022

All this work and commitment led IFIC to win the “**CSIC Equality Award**” in 2022

- Each year, one CSIC center receives this award (out of 124 centers!)
- IFIC was recognized for:
  - Implementing actions from the CSIC Equality Plan
  - The involvement of IFIC’s Directorate, representatives, and staff in equality matters
  - Initiatives to promote science among girls





# 1<sup>st</sup> IFIC Day of Cultural Diversity

## Timetable

Wed 28/05

Print PDF Full screen Detailed view Filter

11:00

Welcome from the IFIC Directorate Dolores Cortina Gil 11:30 - 11:40

The Committee for Equality and Diversity (CID) at IFIC Sonja Orrigo 11:40 - 11:55

The Office of Young Researchers (OJI) at IFIC Baibhab Pattnaik 11:55 - 12:10

Multiculturalism at IFIC Andrea Donini 12:10 - 12:25

Open discussion on multiculturalism at IFIC 12:25 - 13:00

13:00

Brunch at the Cafeteria with home-made "culturally-inspired" food

14:00

15:00

13:00 - 15:00

# Who we are

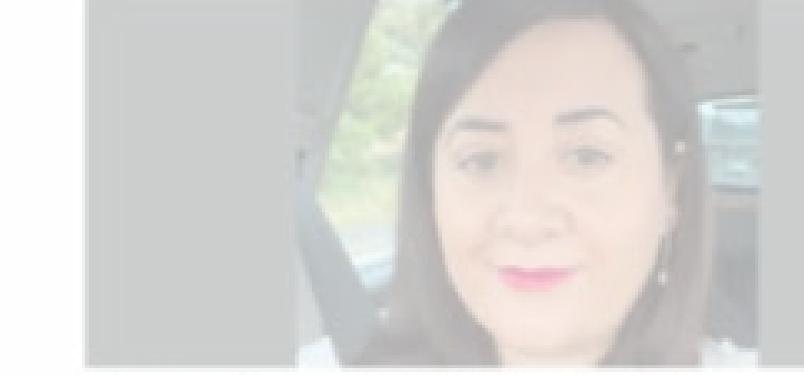
## Coordinators



Andrea Donini



Sonja Orrigo



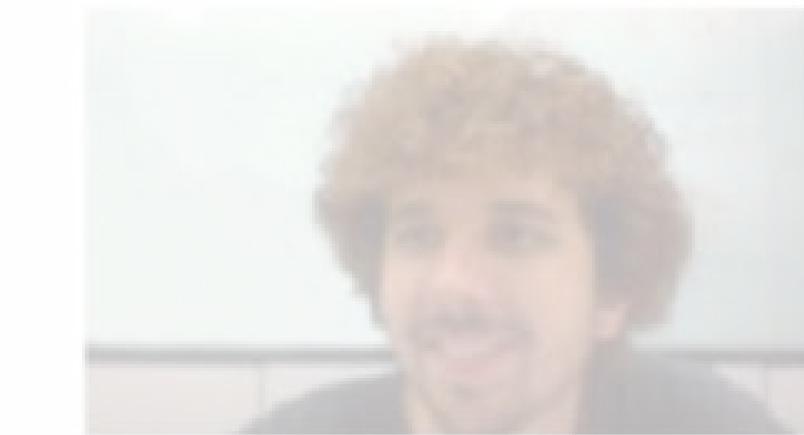
Mariam Tórtola Baixauli



Emma Torró Pastor



Ana Ros García



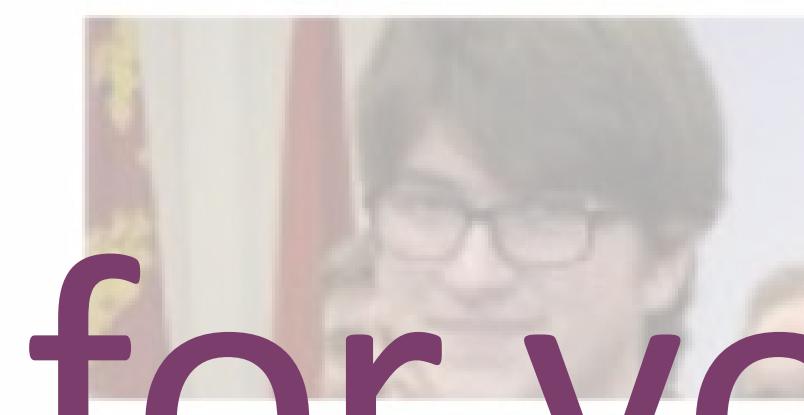
Miguel García Folgado



Neus López March



Emanuela Musumeci



Víctor Montesinos Lácer



Ángeles Molina Ruiz



Raquel Molina Peralta



Ana Martín Galán



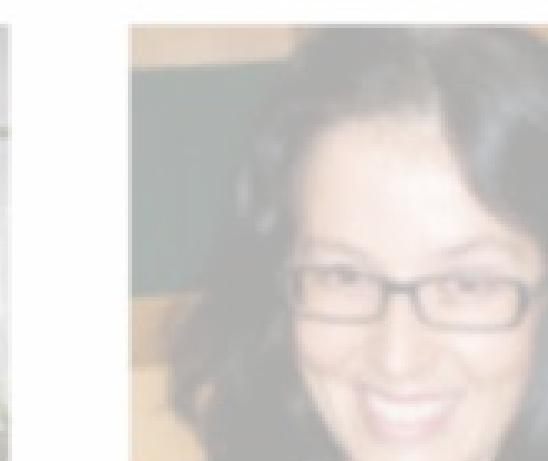
Azahara Rubio Padilla



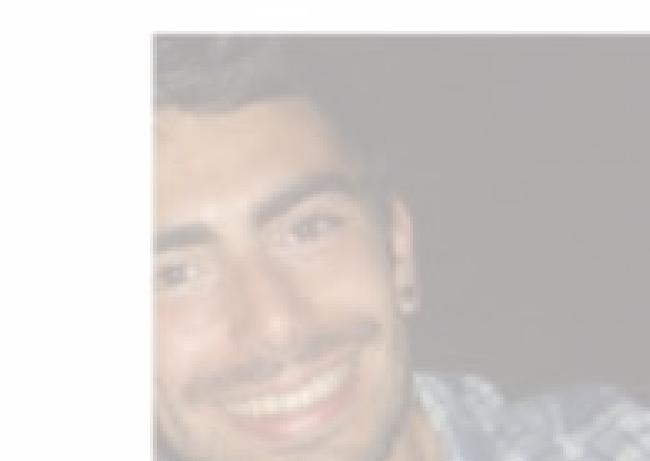
Agnese Tolino



Pokhee Saharia



Susana Cabrera Urbán



Josu Hernández García



Bryan Zaldívar Montero

## New members:

Mikel Fernández Barbat

Miriam Lucio Martínez

Andrea Roche Fernández

Marta Sayago Rodríguez

# Thank you for your attention!