

1st IFIC Day of Cultural Diversity

28 May 2025

Committee for Equality and Diversity



VNIVERSITAT
DE VALÈNCIA



Image:

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

1st 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

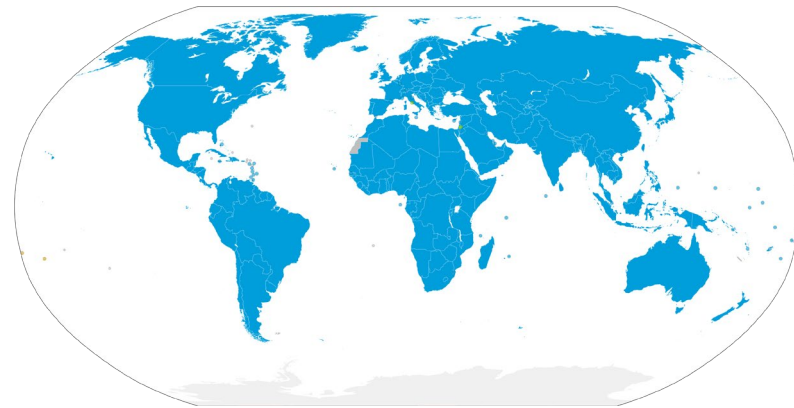
There are people from 40 countries at IFIC !

See Andrea Donini's talk





By Joowwww



1st 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 21st

- 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



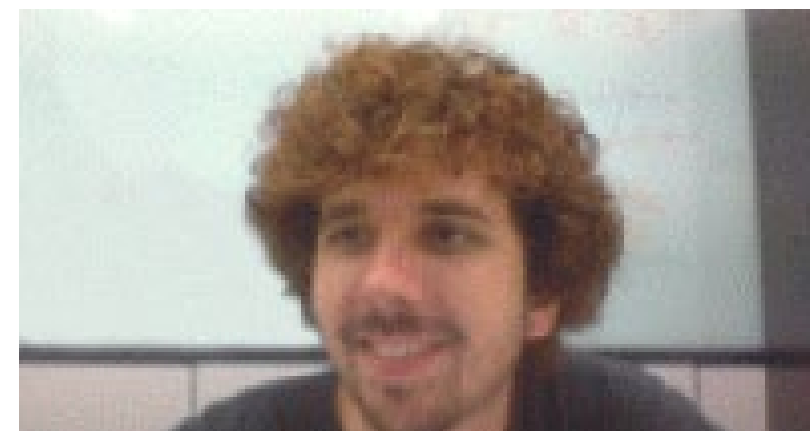
Andrea Donini



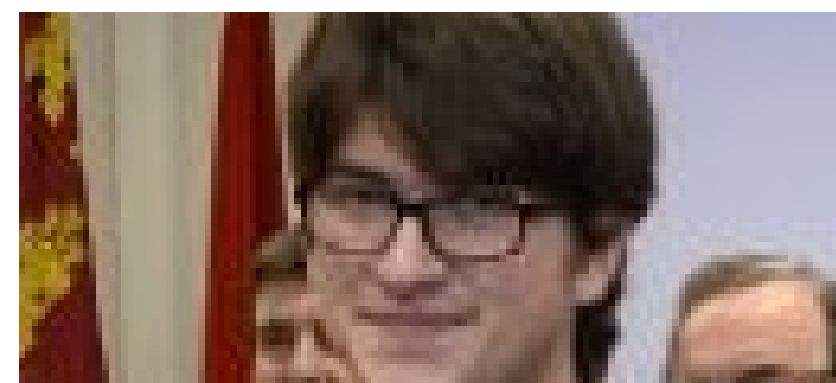
Sonja Orrigo



Mariam Tórtola Baixauli



Miguel García Folgado



Víctor Montesinos Llácer



Ana Martín Galán



Emma Torró Pastor



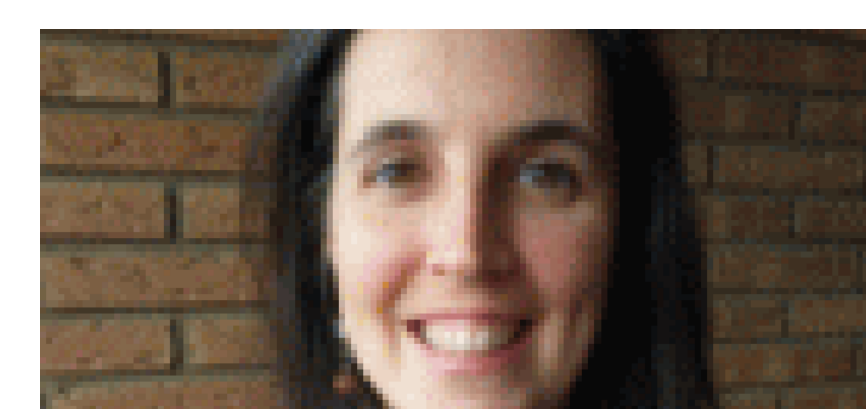
Neus López March



Ángela Molina Ruiz



Azahara Rubio Padilla



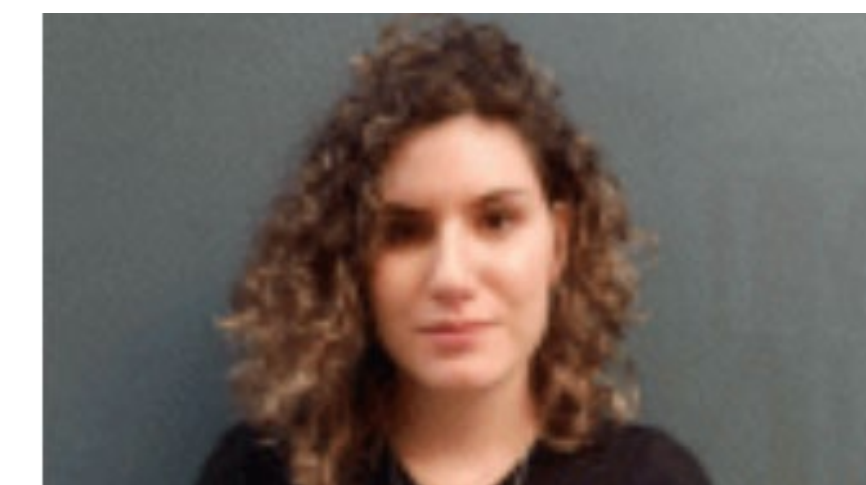
Ana Ros García



Emanuela Musumeci



Raquel Molina Peralta



Agnese Tolino

New members:

Mikel Fernández Barbat

Miriam Lucio Martínez

Andrea Roche Fernández

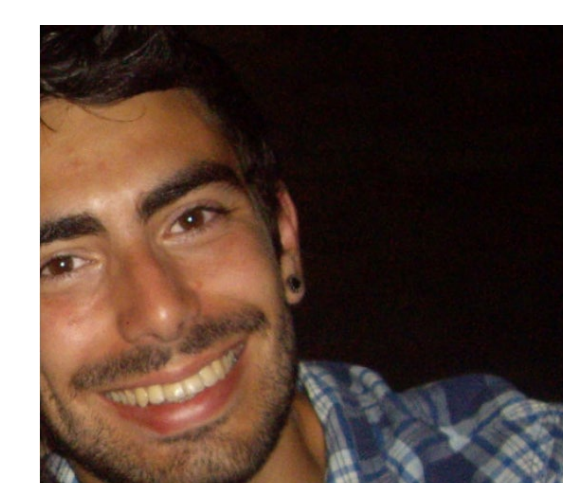
Marta Sayago Rodríguez



Pokhee Saharia



Susana Cabrera Urbán

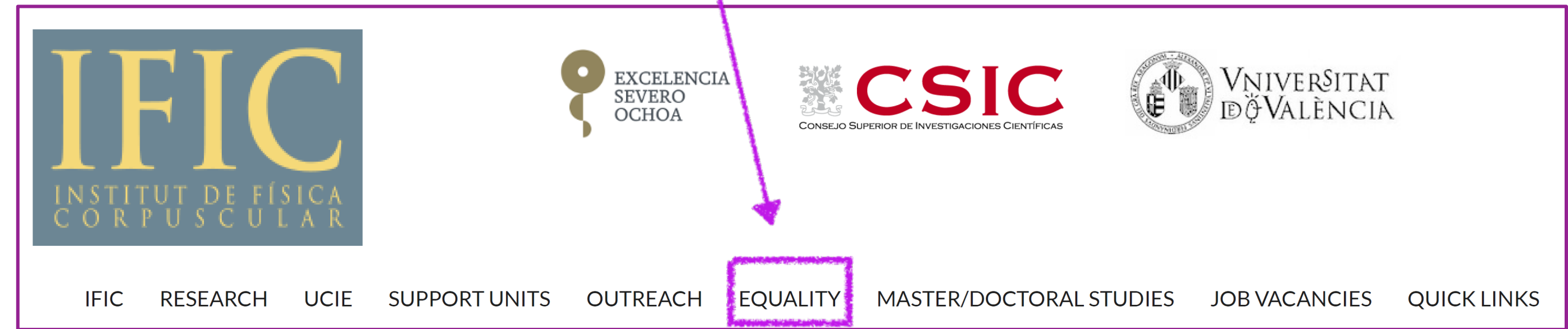


Josu Hernández García



Bryan Zaldívar Montero

find us



See next talk by
Baibhab Pattnaik

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:

- | | |
|--|--|
| <ul style="list-style-type: none"> • 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. | <ul style="list-style-type: none"> • 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. |
|--|--|



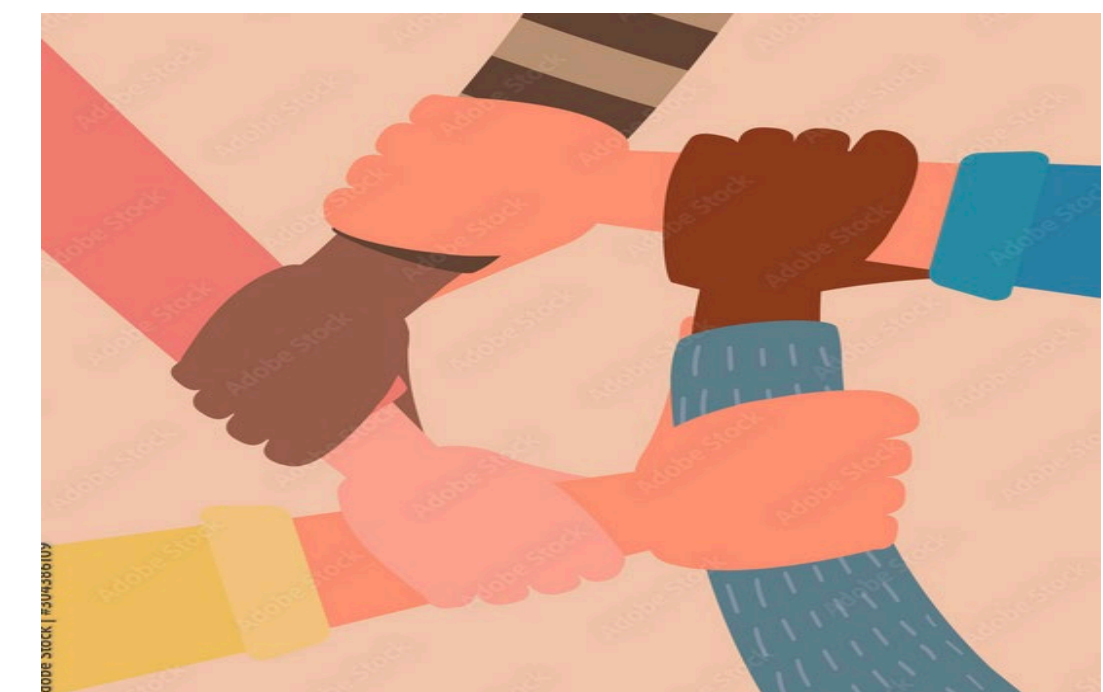
Using statistics to monitor imbalances



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



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



STATISTICS

**EQUALITY
ACTIONS**

**ACTIVITIES
& EVENTS**

Initiatives promoted and supported by IFIC Directorate



Using statistics to monitor imbalances

(work/

care, etc.)

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

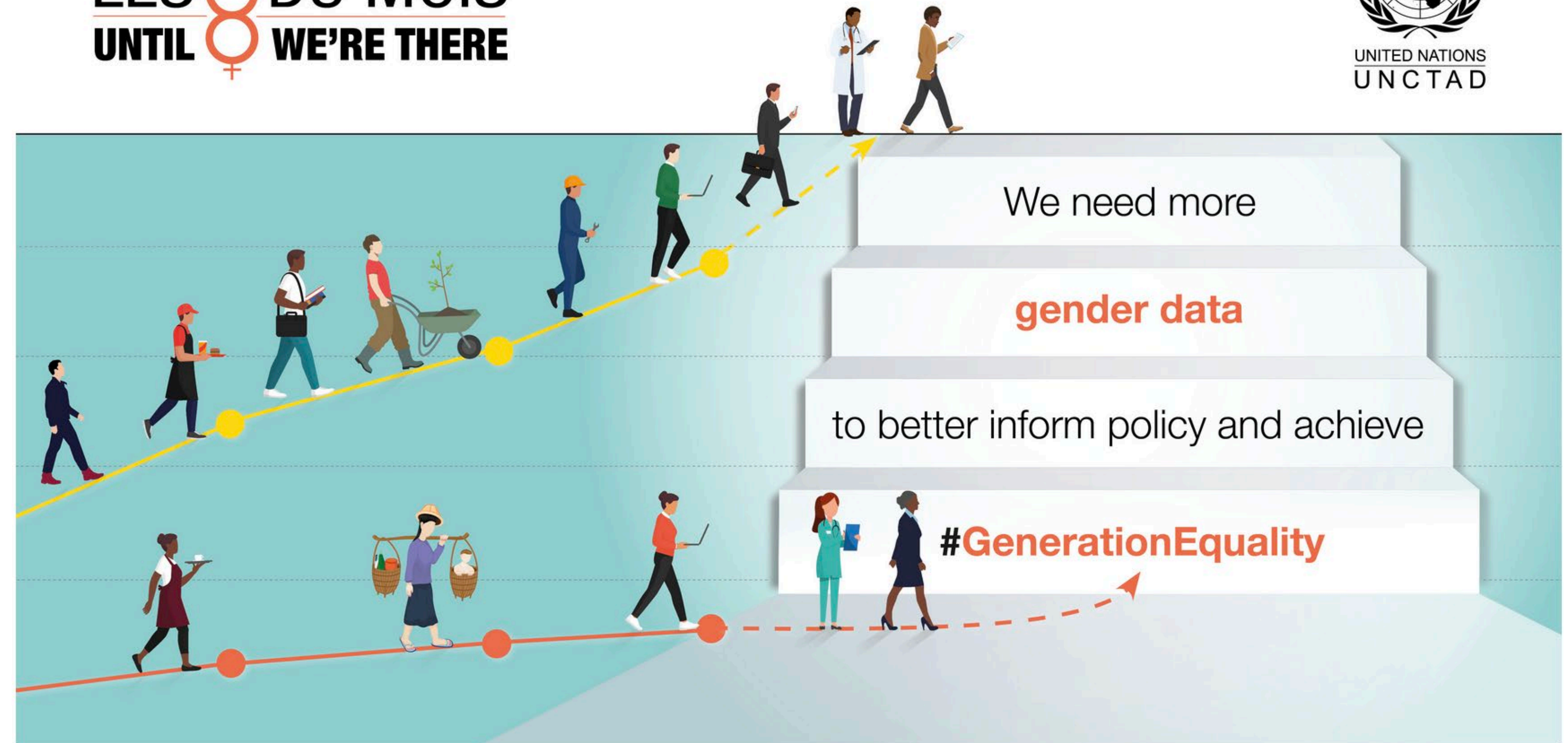


Walking Towards Equality

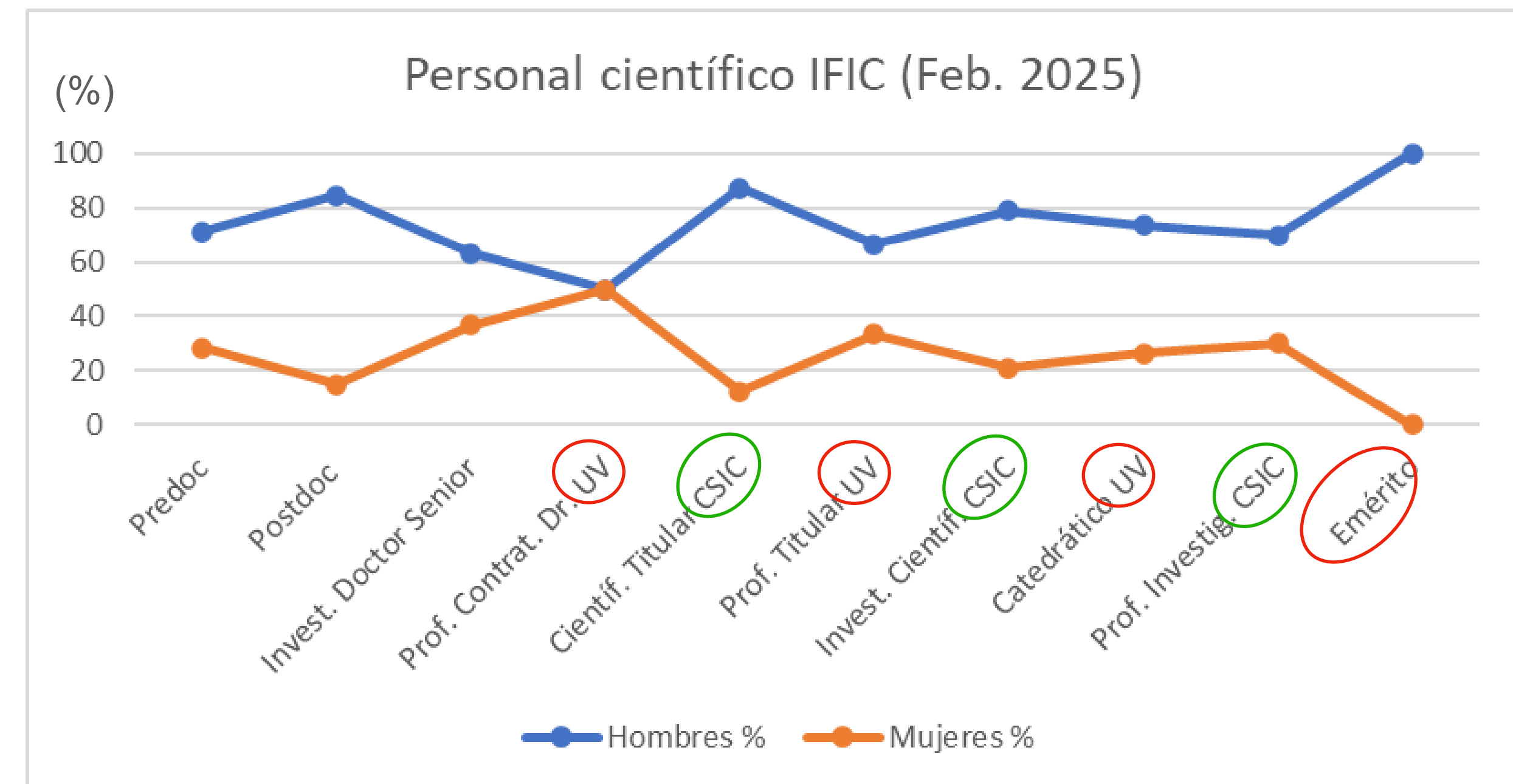
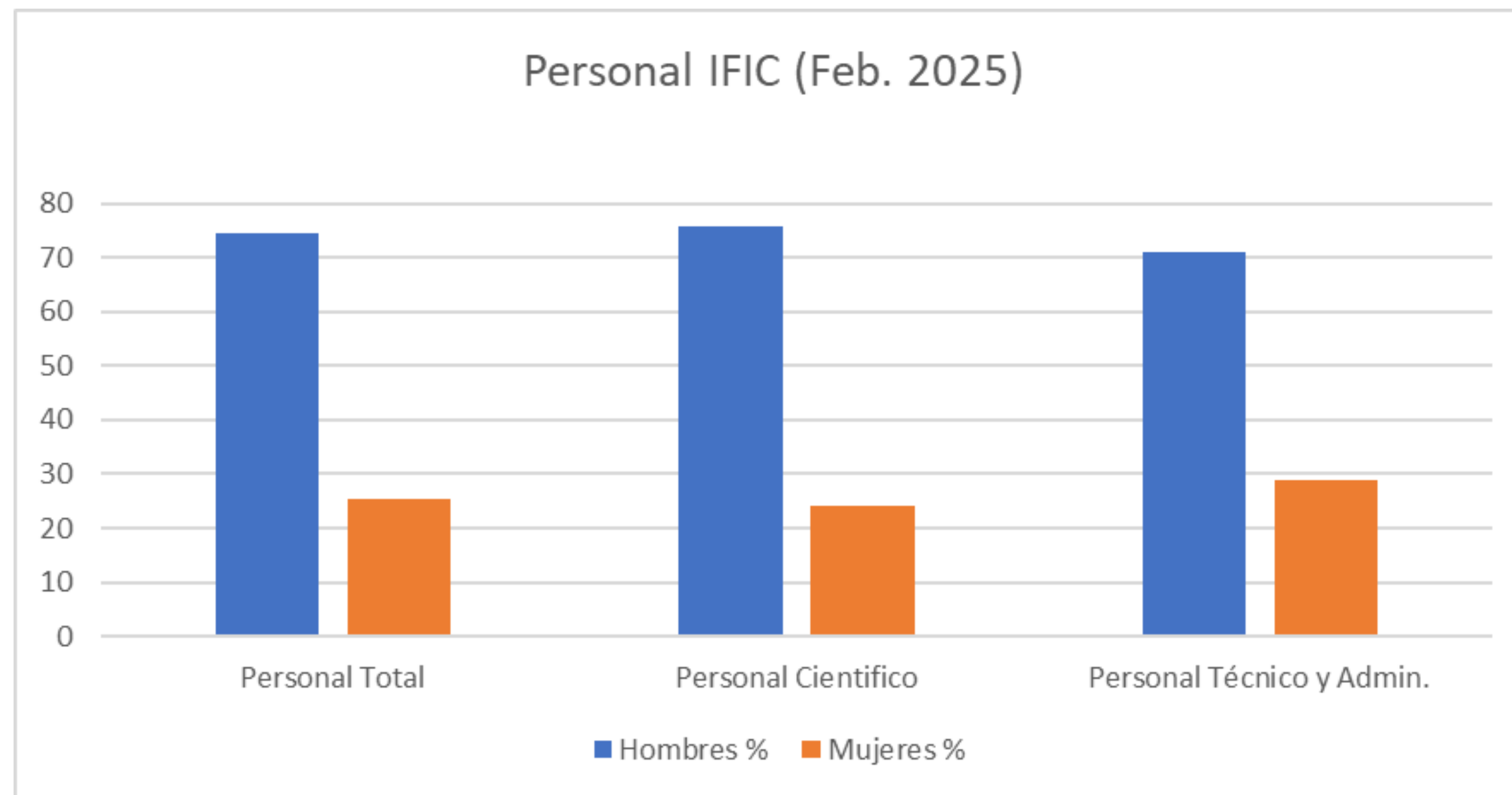


Using statistics to monitor possible gender imbalances

LES  DU MOIS
UNTIL  WE'RE THERE



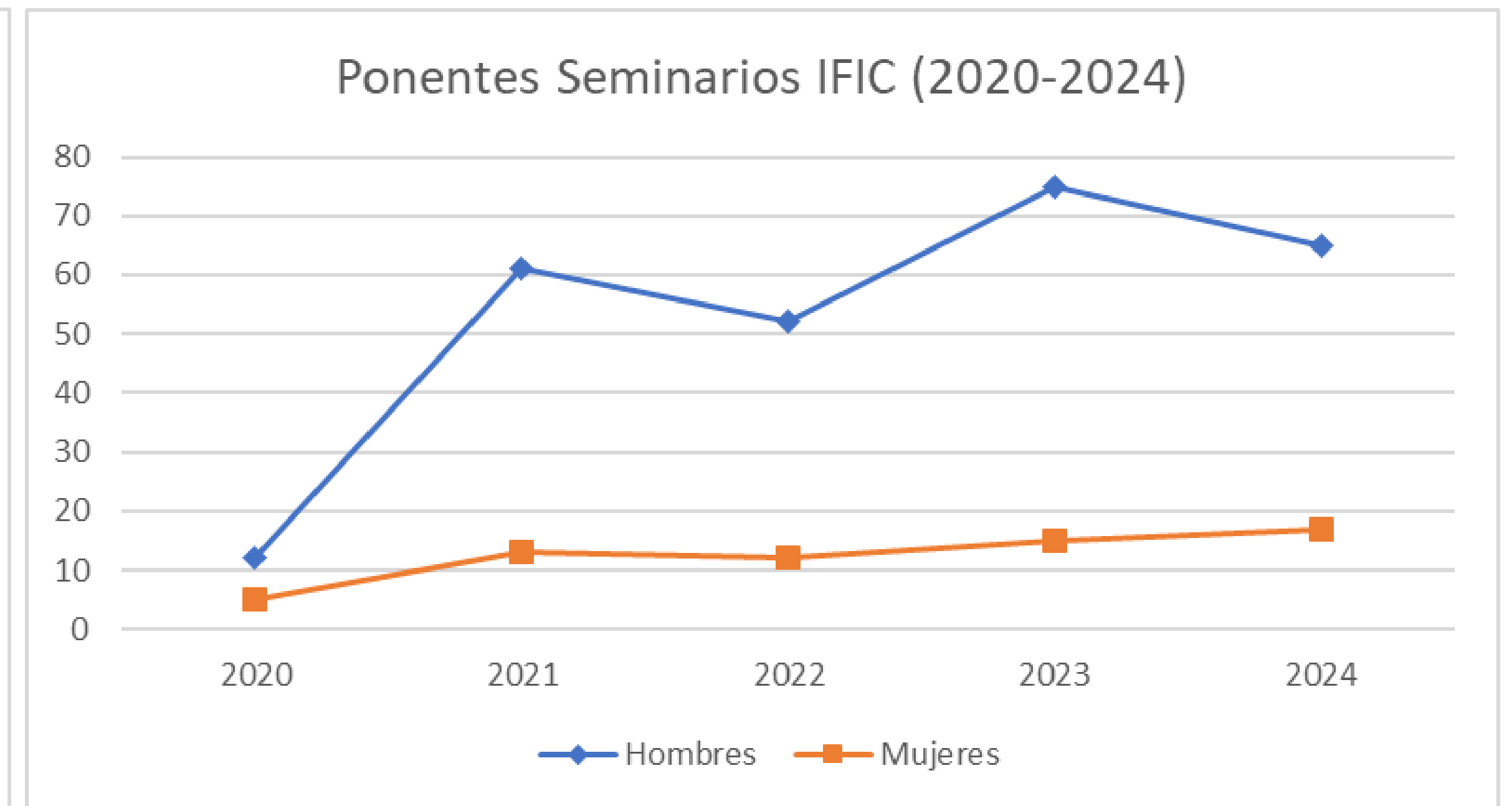
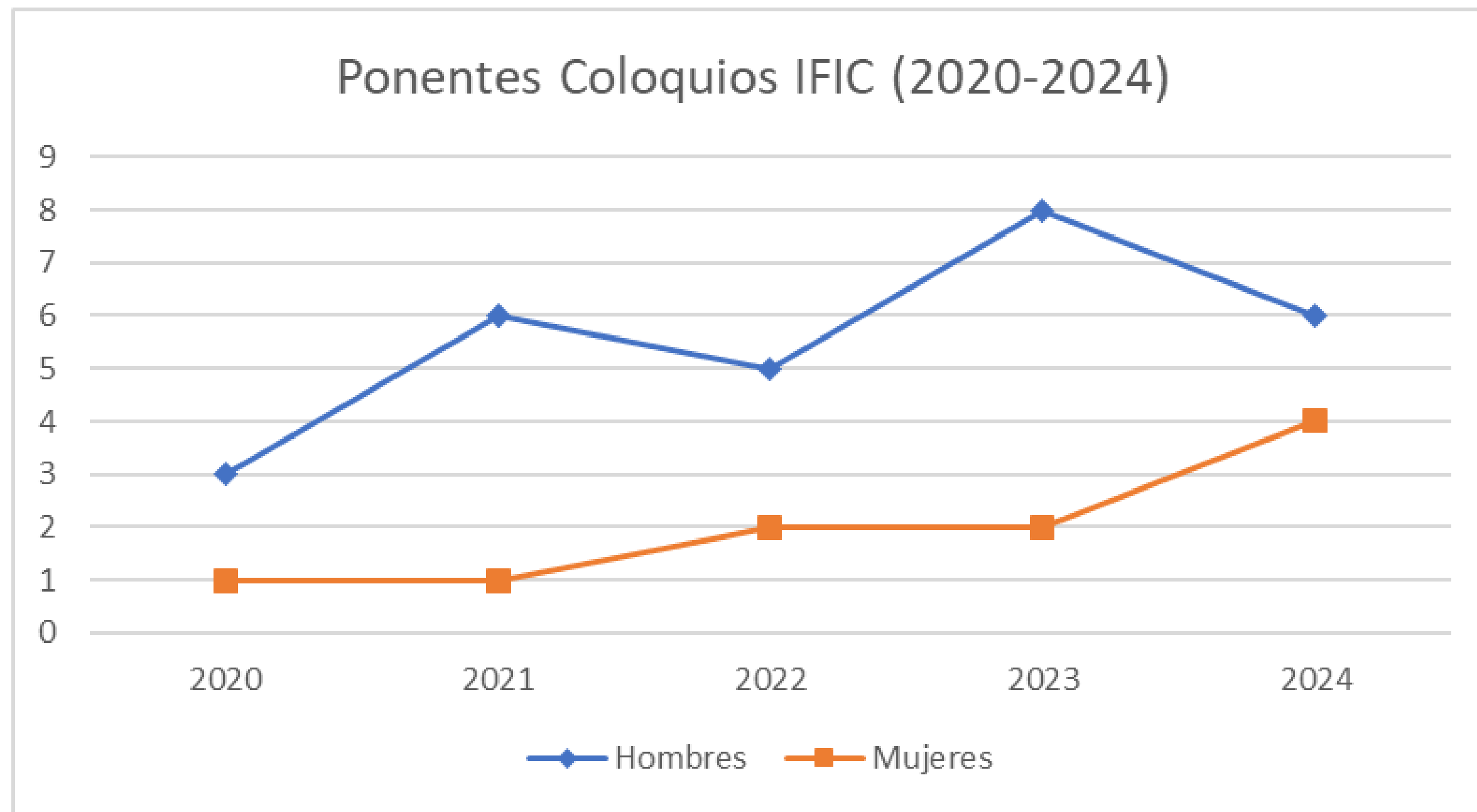
GENDER-FOCUSED STATISTICS (FEBRUARY 2025)



- 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)



- Colloquiums 2024: 60% Men, 40% Women

- Seminars 2024: 79% Men, 21% Women

Walking Towards Equality

EQUALITY ACTIONS

Specific actions to promote equality in our workplace

Goal: Promote work-life balance and shared responsibility

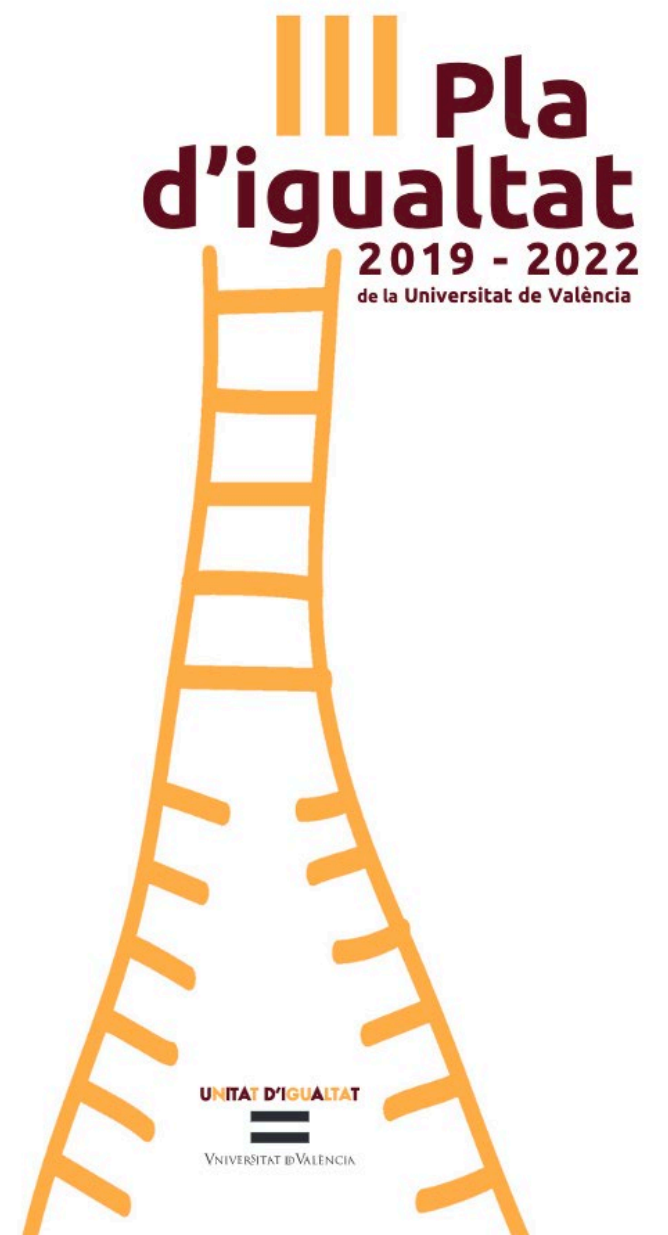
- Aiming to ensure that parenthood does not hinder professional development, especially for young mother researchers



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

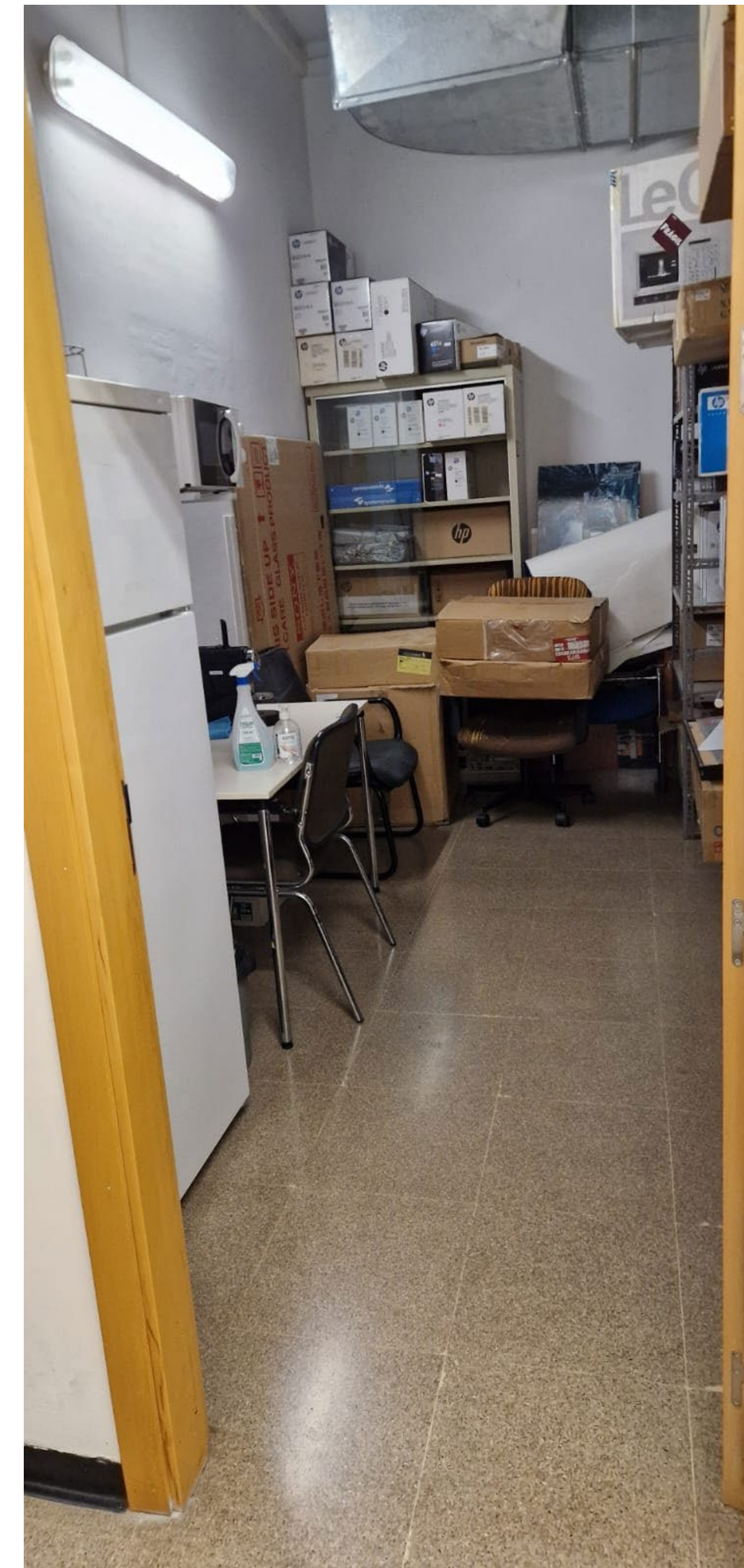
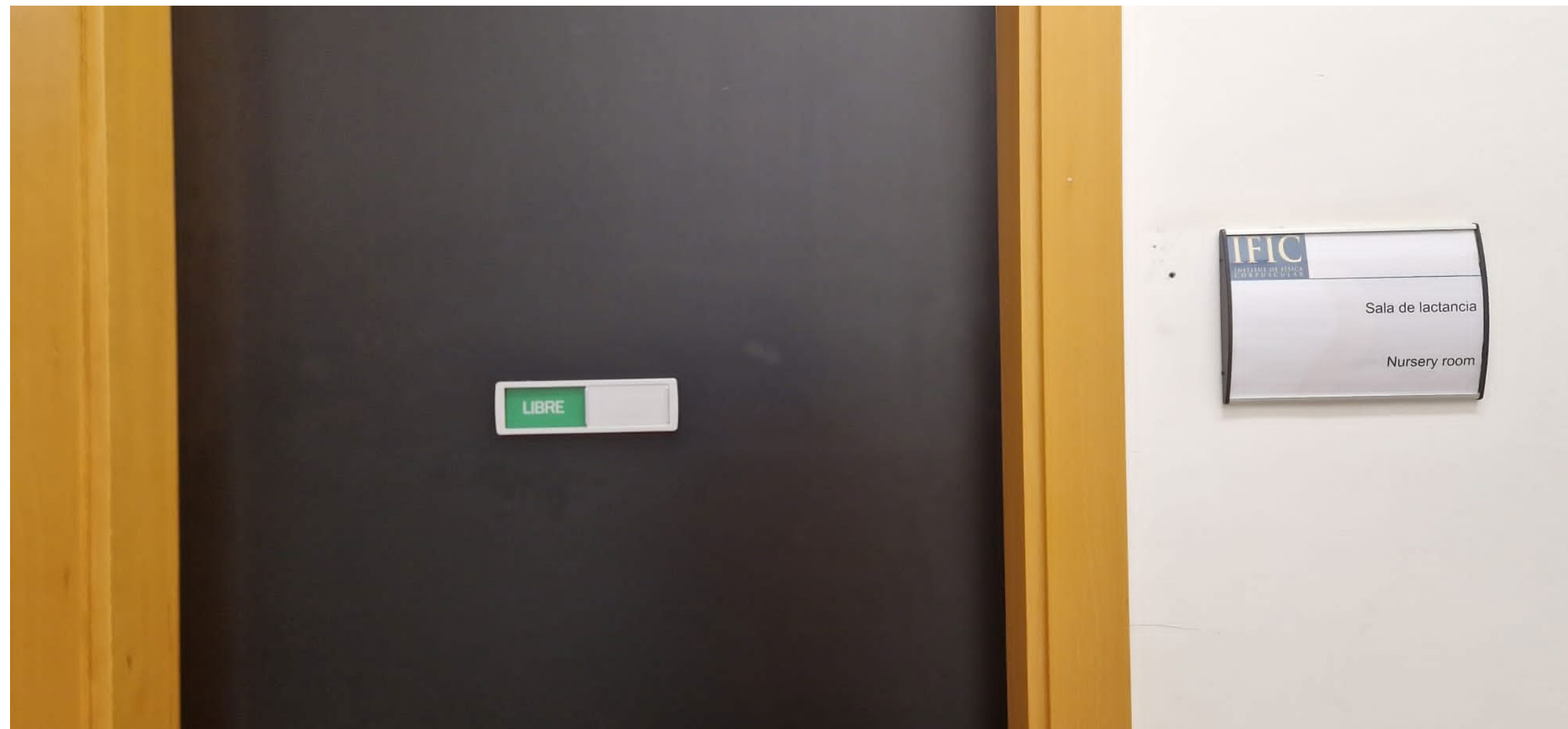


https://www.uv.es/igualtat/webnova2014/IIIPla_val.pdf

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
& EVENTS

Organizing meetings and events that promote spaces for discussion on gender and diversity on important dates



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 4th-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

8 DE MARZO
DÍA INTERNACIONAL DE LA MUJER

11:00h Bienvenida: Café

11:30h Charla: Maternitat i carrera científica. Dades i reflexions des de l'anàlisi sociològica

Alicia Villar
Professora Titular del Departament de Sociologia i Antropologia Social
Universitat de València

12:45h Mesa redonda:
"Maternidad e instituciones científicas"

Alicia Villar (UV)
Ana Ros (IFIC)
M. José Costa (IFIC)
Cristina Alcántara (IATA)
Laura Francés (ICMOL)

11/03/22
11:00H
SALÓN DE ACTOS EDIF. CABECERA PCUV

IFIC CID UNIVERSITAT DE VALÈNCIA CSIC IATA

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

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

8M DIA INTERNACIONAL DE LA MUJER
8 de Marzo | 11.00 h
Salón de actos del IATA

◆ 10.30 h | Café de bienvenida

◆ 11.00 h | Empoderamiento y calidad de vida

Rocío Pérez
Cofundadora de la Start-Up Bidhaa Sasa

◆ 12.00 h | Mesa redonda: Discriminaciones sociales y culturales en la carrera científica

Alcira Reyes (IATA) **Sonja Orrigo (IFIC)** **Maria Dzunkova (I2SYSBIO)** **Delia Bellezza (ICMol)**

IFIC I2SYSBIO ICMOL IATA EXCELENCIA SEVERO OCHOA

2024: Unseen wage gap. A challenge for equality policies
(logistics: **I2SYSBIO**)

8 marzo DIA INTERNACIONAL DE LA MUJER

Jornada de los institutos del Parc Científic de la Universitat de València
Viernes, 8 de marzo, de 10:45 a 13:30, en el Auditorio Marie Curie

Conferencia "La brecha salarial de género que no vemos. Un desafío para las políticas de igualdad", a cargo de **Marcela Jabbaz Churba**, profesora de Sociología y Antropología Social e investigadora del Institut Universitari d'Estudis de les Dones de la UV

Mesa redonda con las investigadoras
Cristina Portalés (IRTIC)
Eva Barreno (ICBIBE)
Sonia Mascarós (ICMUV)
Belén Franch (IPL)

IATA EXCELENCIA SEVERO OCHOA ICBIBE ICMOL UNIVERSITAT DE VALÈNCIA ICMUV INSTITUT DE CIÈNCIES DE LA MATEMÀTICA I FÍSICA IRTIC PARC CIENTÍFIC

DÍA INTERNACIONAL DE LA MUJER
Viernes 7 marzo de 2025
10:00h a 12:50h
Auditorio Marie Curie

Jornada de las Comisiones de Igualdad de los Institutos del Parc Científic de la Universitat de València

programa | Viernes 7 marzo de 2025 - 10:00h a 12:50h
Auditorium Marie Curie
C/ Catedrático Escardino 9 (Edificio 1 SC, 2ª Planta), Paterna

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"

Dra. Pilar Goya Laza
Instituto de Química Médica - CSIC

Dra. Amparo López Rubio
Directora del Instituto de Agroquímica y Tecnología de Alimentos, CSIC

Dra. Emilia Matallana Redondo
Catedrática de Bioquímica y Biología Molecular en la UV
Directora del Instituto I2SysBio de 2020-2024

Prof.ª Berta Rubio Barroso
Ex vicedirectora del Instituto de Física Corpuscular y actual presidenta de la colaboración MUSTAR-IFIC, CSIC-UV

Moderadora
Kristin Suleng
Responsable de Comunicación y Marketing Fundació Parc Científic Universitat de València (FPCUV)

12:50 Clausura de la Jornada

Organizan

IATA EXCELENCIA SEVERO OCHOA ICMOL UNIVERSITAT DE VALÈNCIA ICBIBE INSTITUT UNIVERSITARI CAVALERIES DE BIODIVERSITAT I Biotègic Evolutiu PARC CIENTÍFIC UNIVERSITAT DE VALÈNCIA CSIC IFIC EXCELENCIA FORT I2SYSBIO INSTITUT DE CIÈNCIES DE LA MATEMÀTICA I FÍSICA IRTIC INSTITUT DE CIÈNCIES DE LA MATEMÀTICA I FÍSICA ICMUV INSTITUT DE CIÈNCIES DE LA MATEMÀTICA I FÍSICA

Activities: 28 June

28J: INTERNATIONAL LGBTQ+ PRIDE DAY

- **PRISMA LGBTQ+ workshop in STEM**
Workshop on the occasion of the celebration of LGBTQ+ Day in STEM ([link](#))

12 de noviembre 2021 • 11 h
Salón de actos del Parque Científico
de la Universitat de València

Taller PRISMA LGTB+ en STEM

ORGANIZA
Comisión de Igualdad
y Diversidad
Instituto de Física
Corpuscular
PRISMA

COLABORA
diversitats



indico.ific.uv.es/e/taller-LGTB-plus-STEM
www.prismaciencia.org

EXPOSICIÓN: "ESPECTRE VISIBLE"

Visibilización del colectivo LGTB+
en ámbitos científicos

Ubicación: Planta baja del IFIC
Catedrático José Beltrán 2

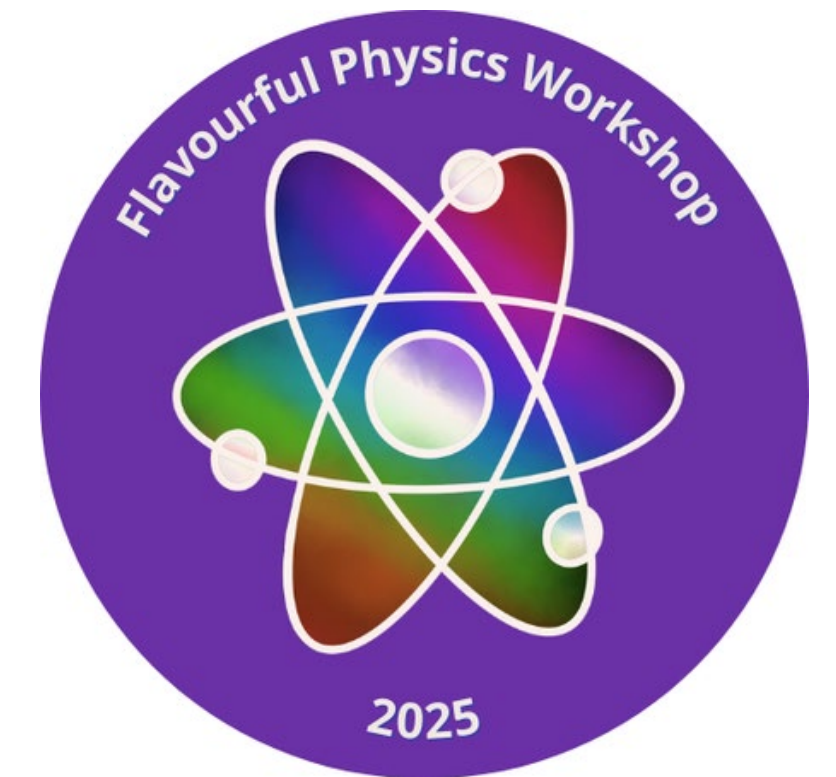
Fecha: 28/6 - 2/7
Horarios: 10-12h y 16-18h



- Display of posters from the **"Visible Spectrum" contest**
in collaboration with [Visible Spectrum](#) and [Diversities](#)

- **Flavourful Physics Workshop (2025)**

Providing a platform for physics researchers
from the LGBTQIA+ community who often
face discrimination in their professional
environments ([link](#))



FLAVOURFUL PHYSICS WORKSHOP

Dark matter, neutrino masses and queer science Karen Macías Cárdenas (IFT)	Cosmic diversity: LGBTQ+ inclusion in Academia David Vallés (UV)
Waiting points on type I x-ray bursts Selene Parra Aedo (IFIC CSIC-UV)	The Higgs boson: a new window on the universe Aidan Robson (Glasgow Univ.)
Diversity and inclusion at the University of Valencia Sela Andreu (UV)	AI & Astroparticles: Applying Machine Learning to Cosmic Ray Physics Raffaella Bonino (UniT0)

Salón de Actos
Edificio de Cabecera
Parque Científico de la
Universitat de València

Starts
09:30 CET

Ends
18:00 CET

Monday, 03 feb 2025

Organizing Committee
Agnese Tolino (Chair)
Ana Martín Galán
Josu Hernández García
Neus López March
Sonja Orrigo
Pokhee Saharia

For more information

EXCELENCIA SEVERO OCHOA
UNIVERSITAT DE VALÈNCIA Departament de Física Atòmica, Molecular i Nuclear
diversitats
ATLASVLC
Gen-T
IFIC
CSIC

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

CODO con CODO 2024

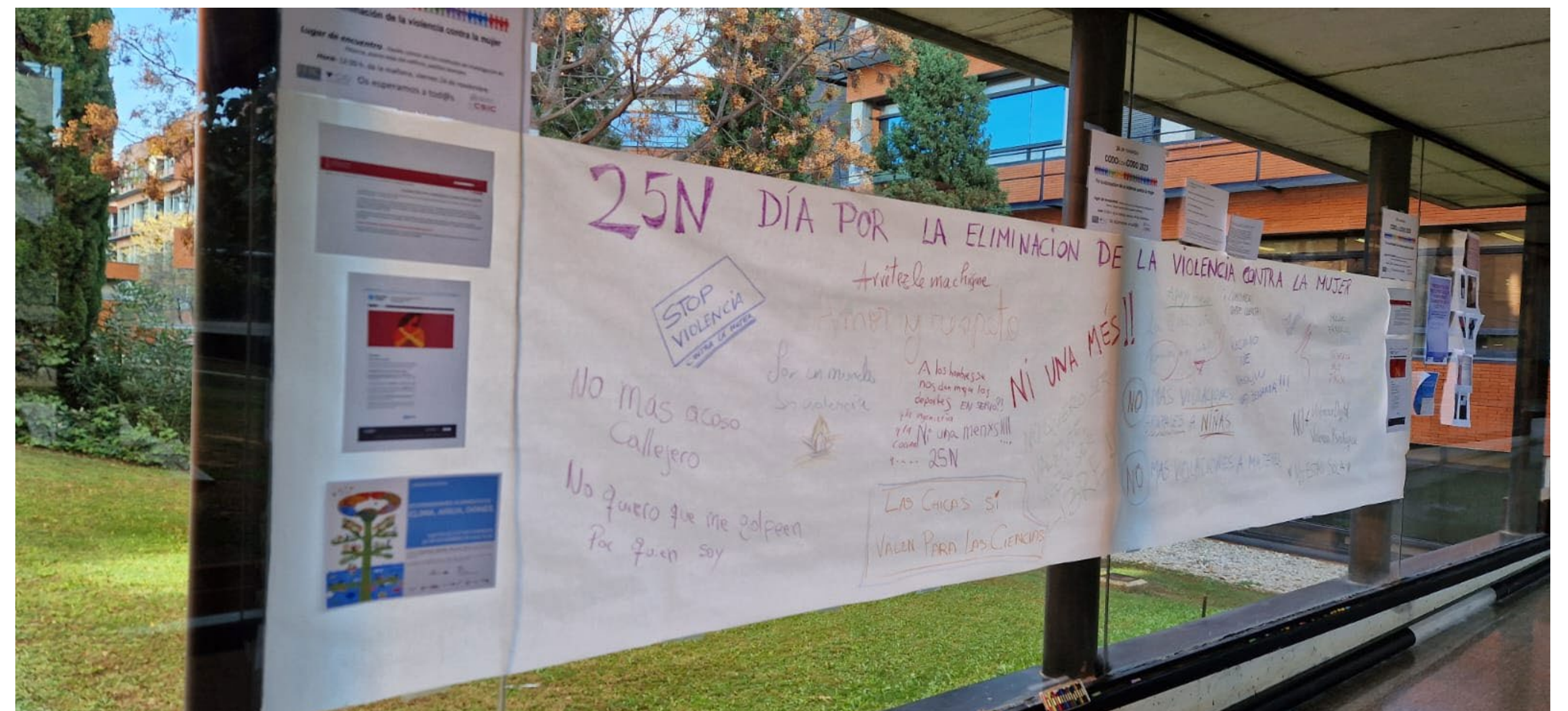


Por la eliminación de la violencia contra la mujer

Lugar de encuentro – Avda. Catedrático Agustín Escardino.

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

Os esperamos a tod@s



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."

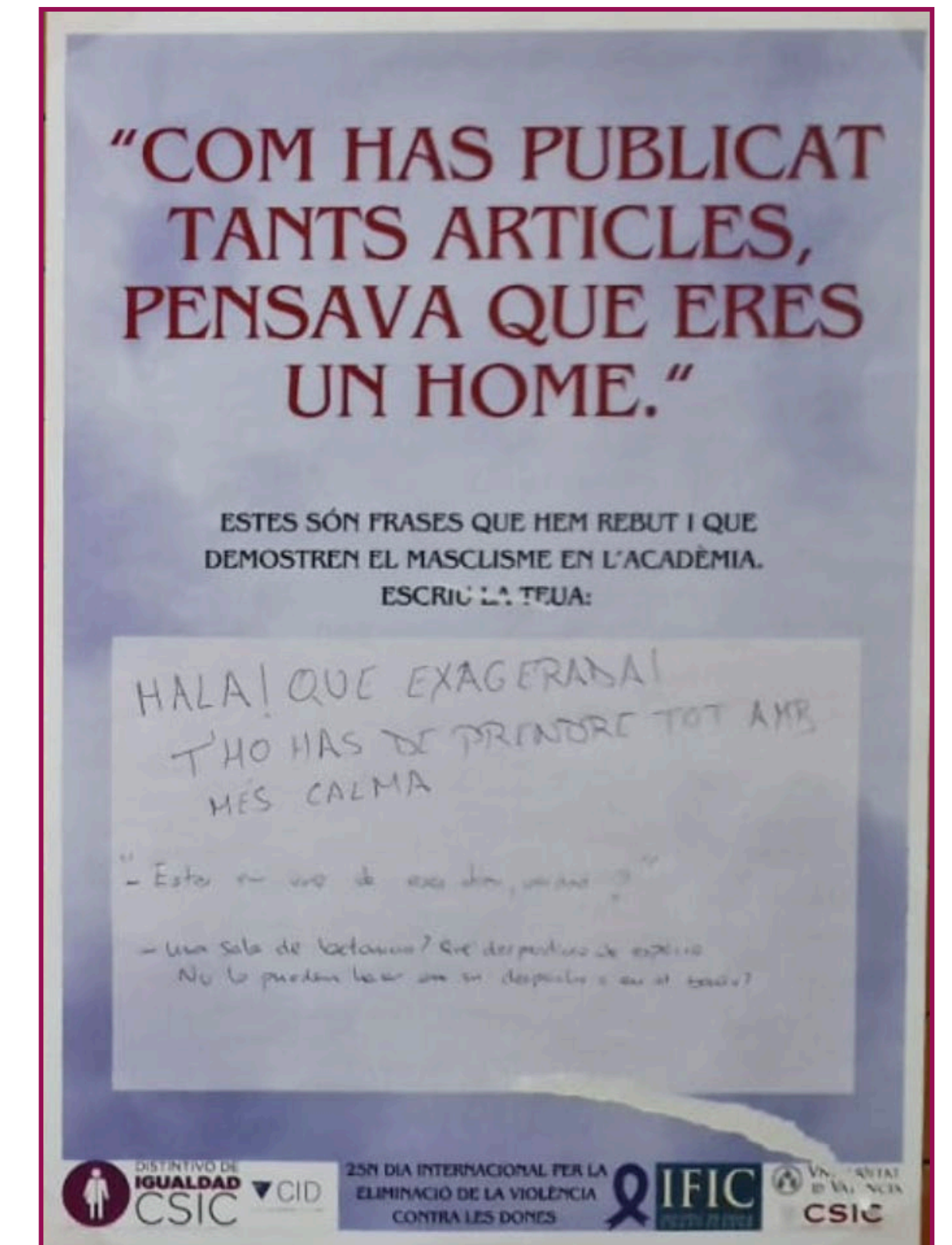
"Are you having one of those days, right?"

"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/>

Theater play: “Remembering Lise Meitner”



Conferences



Contest



Mentoring programme: #MagnIFICa



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



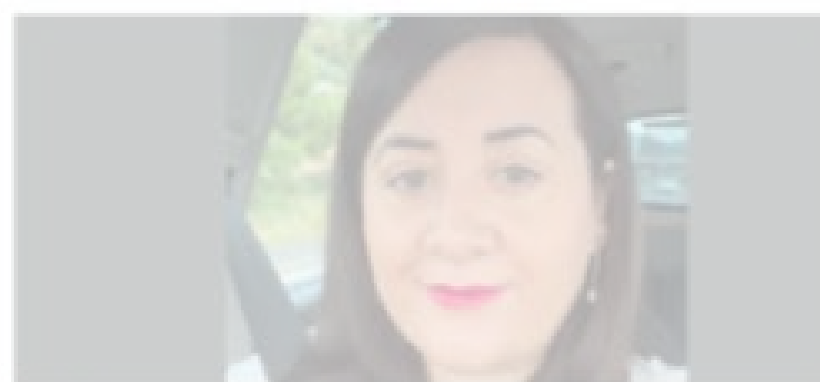


1st IFIC Day of Cultural Diversity

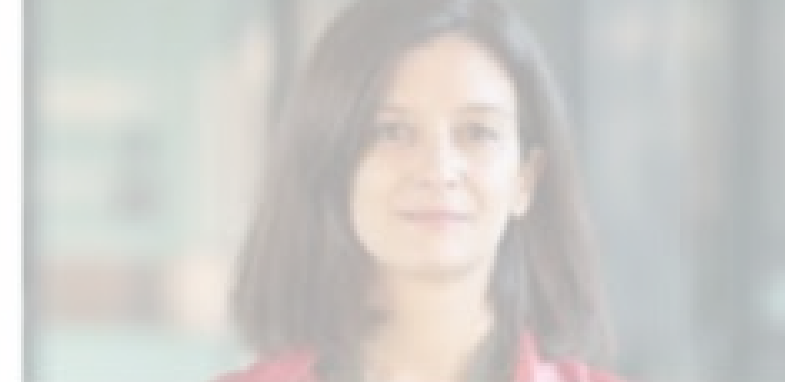
Timetable		
<div><div><</div><div>Wed 28/05</div><div>></div></div>		
<div><div>Print</div><div>PDF</div><div>Full screen</div><div>Detailed view</div><div>Filter</div></div>		
11:00		
	Welcome from the IFIC Directorate	<div>Dolores Cortina Gil</div> <div>11:30 - 11:40</div>
	The Committee for Equality and Diversity (CID) at IFIC	<div>Sonja Orrigo</div> <div>11:40 - 11:55</div>
12:00	The Office of Young Researchers (OJI) at IFIC	<div>Baibhab Pattnaik</div> <div>11:55 - 12:10</div>
	Multiculturalism at IFIC	<div>Andrea Donini</div> <div>12:10 - 12:25</div>
	Open discussion on multiculturalism at IFIC	<div>12:25 - 13:00</div>
13:00	Brunch at the Cafeteria with home-made "culturally-inspired" food	
14:00		
15:00		

Who we are

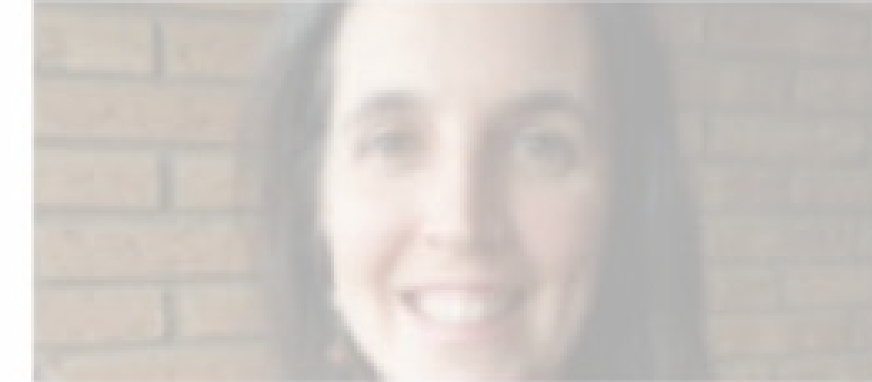
Coordinators



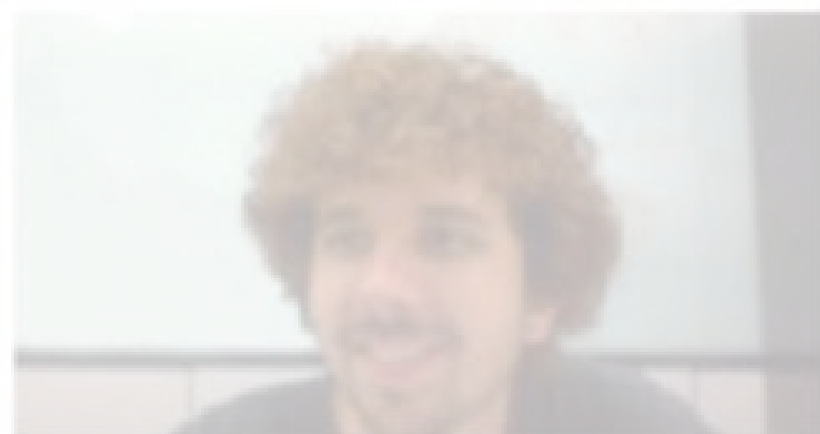
Mariam Tórtola Baixauli



Emma Torró Pastor



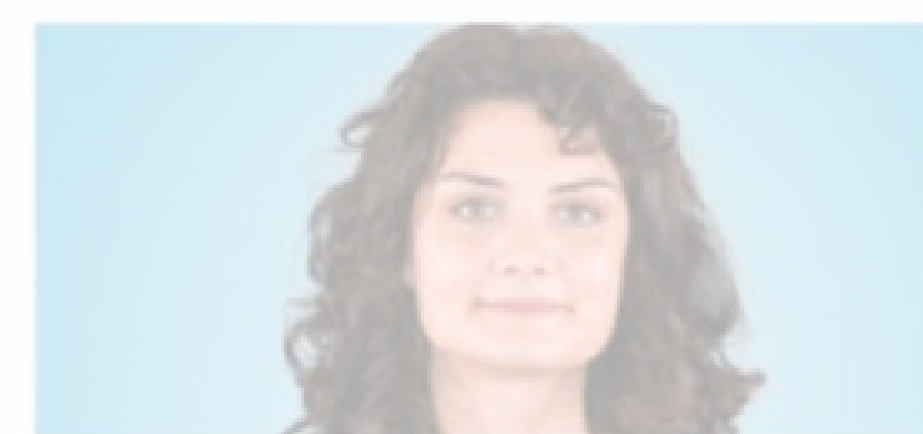
Ana Ros García



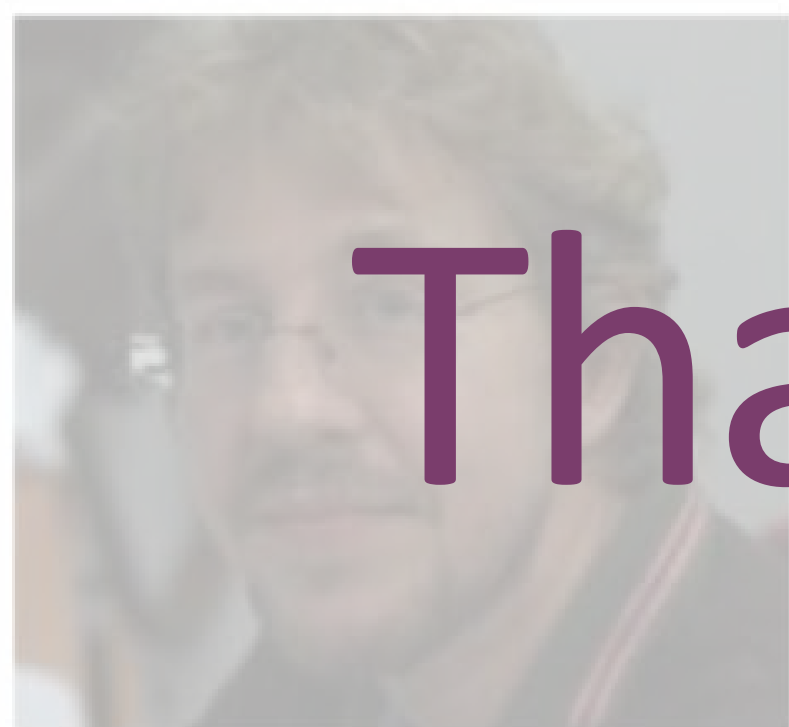
Miguel García Folgado



Neus López March



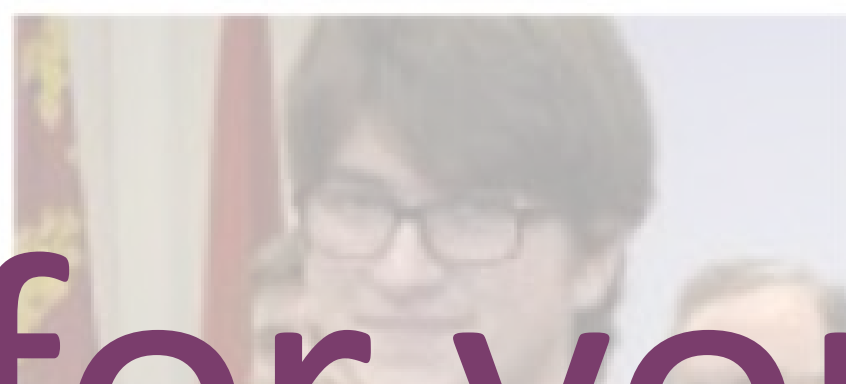
Emanuela Musumeci



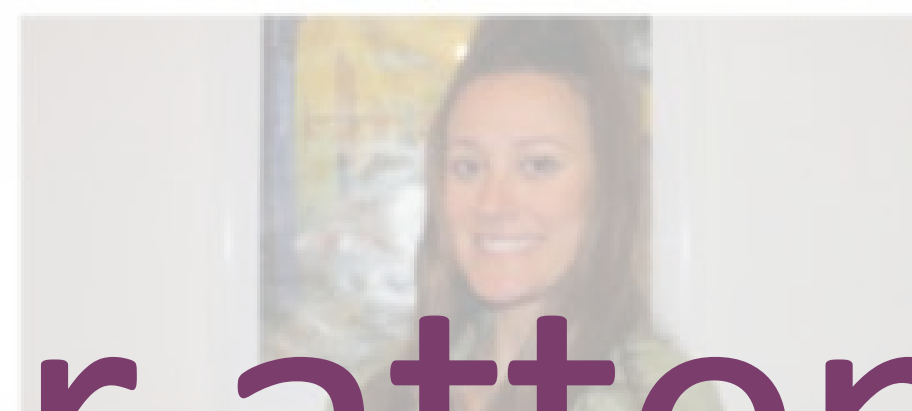
Andrea Donini



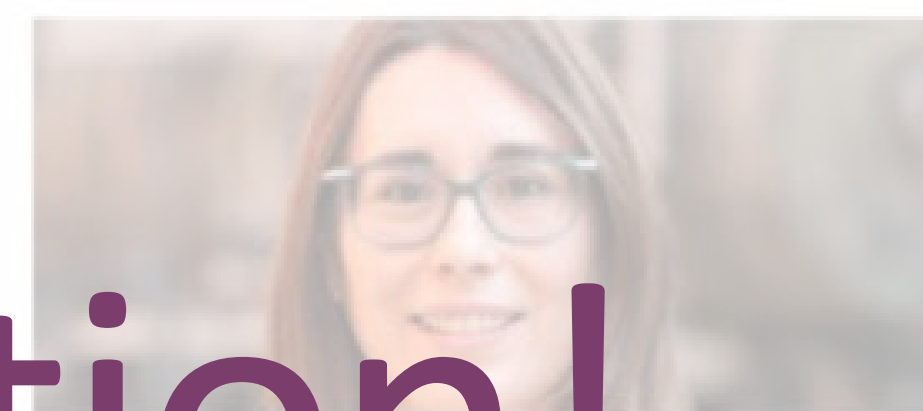
Sonja Orrigo



Víctor Montesinos López



Ángela Molina Ruiz



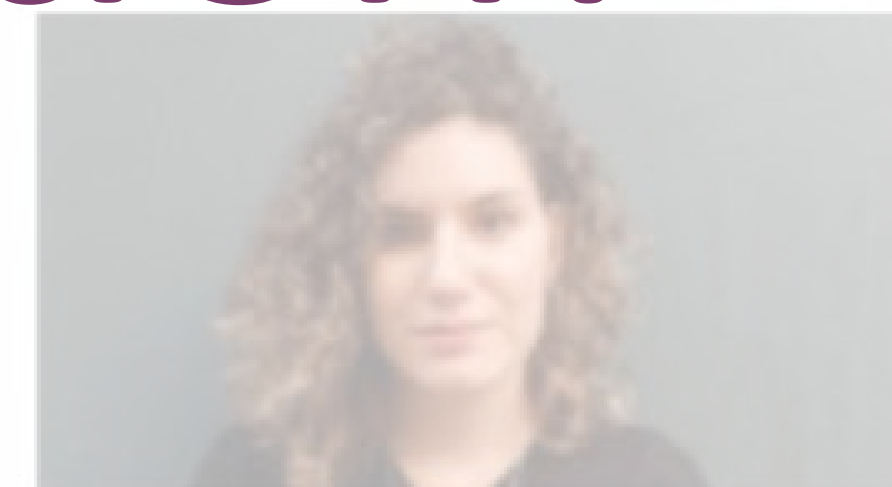
Raquel Molina Peralta



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Azahara Rubio Padilla



Agnese Tolino

New members:

Mikel Fernández Barbat

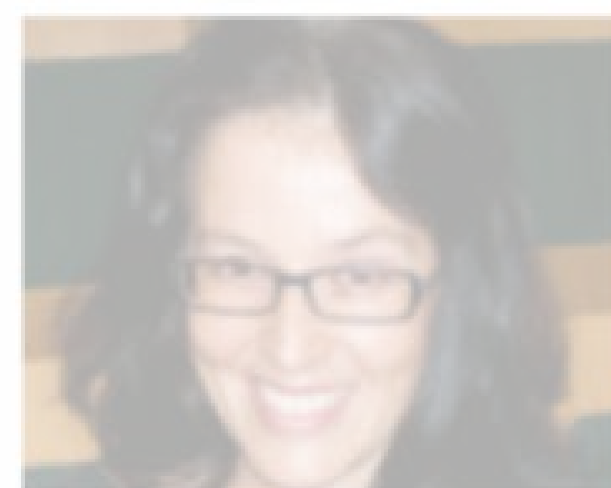
Miriam Lucio Martínez

Andrea Roche Fernández

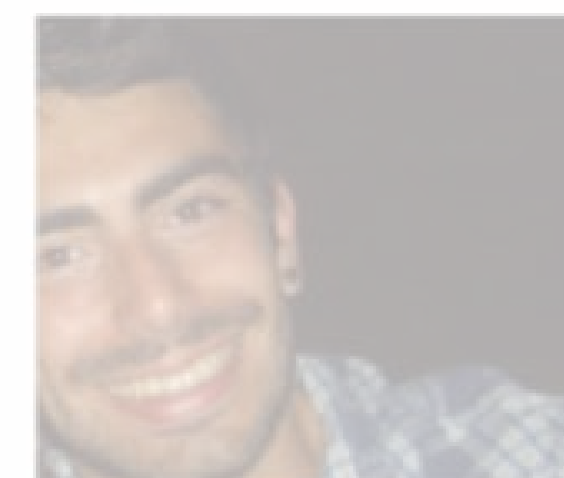
Marta Sayago Rodríguez



Pokhee Saharia



Susana Cabrera Urbán



Josu Hernández García



Bryan Zaldívar Montero

Thank you for your attention!