

IFIC Newcomers Fest

12 December 2025

Committee for Equality and Diversity



Who we are

Coordinators



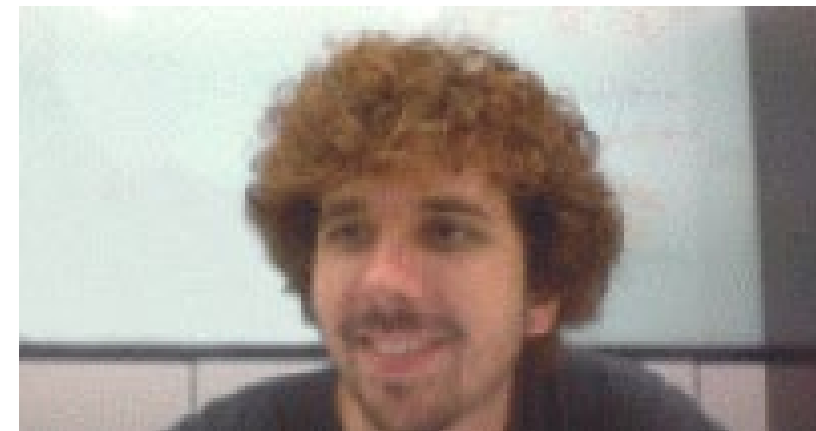
Andrea Donini



Sonja Orrigo



Mariam Tórtola Baixauli



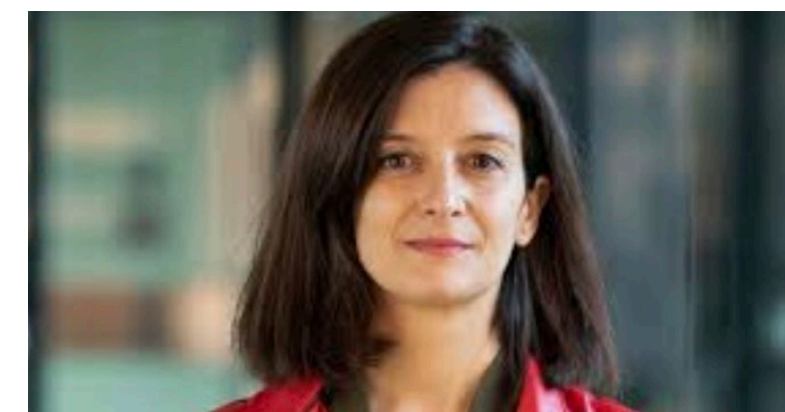
Miguel García Folgado



Víctor Montesinos Llácer



Ana Martín Galán



Emma Torró Pastor



Neus López March



Ángela Molina Ruiz



Azahara Rubio Padilla



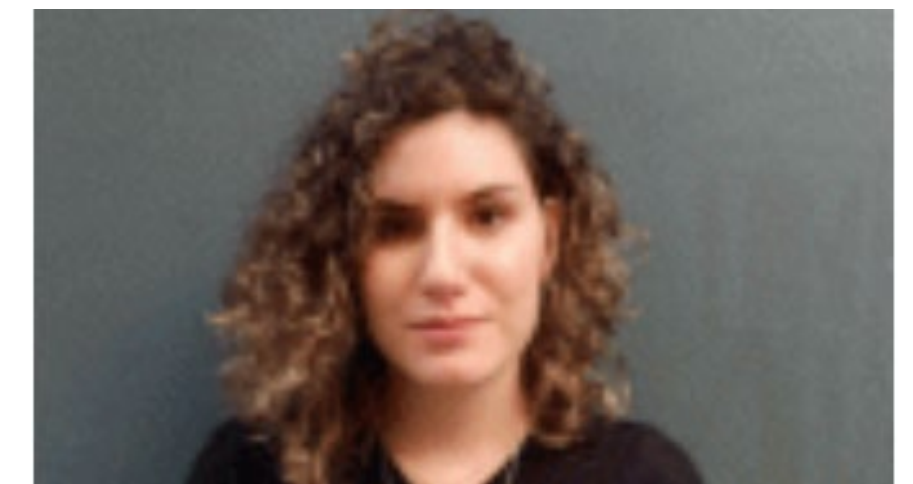
Ana Ros García



Pokhee Saharia



Raquel Molina Peralta



Agnese Tolino

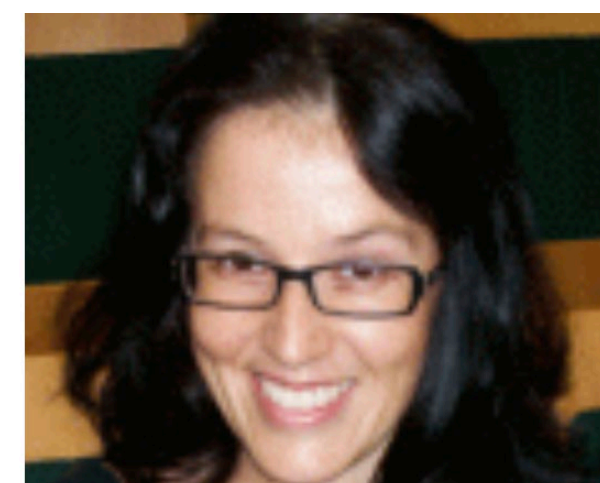
And also:

Mikel Fernández Barbat

Miriam Lucio Martínez

Marta Sayago Rodríguez

Andrea Roche Fernández



Susana Cabrera Urbán



Josu Hernández García

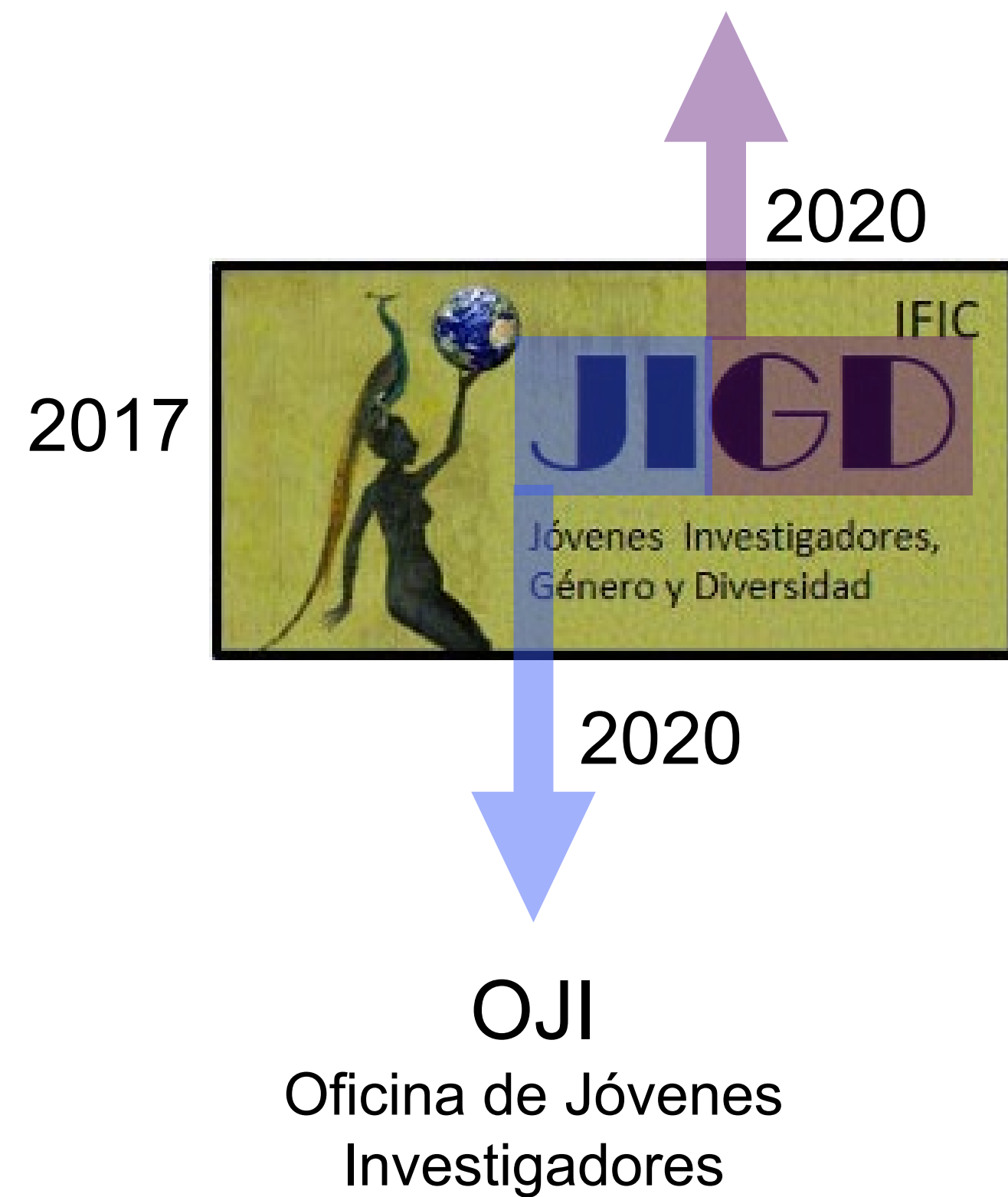


Bryan Zaldívar Montero

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

- Why is this important?



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

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

IFIC hosts ~400 people from 40 countries!

- Researchers, technicians and administrative staff

GOAL: safe and professional environment for everybody



Committee for Equality and Diversity

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- Why is this important?
- 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

- Raise awareness about the issue of stereotypes and unconscious bias, such as those related to gender and all the other forms of discrimination
- 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



Anti-harassment protocols of CSIC and UV:

- “CSIC protocol against sexual and gender-based harassment” – April 2024
- “Protocol of the University of Valencia for action and response to sexual harassment, based on sex and other discriminatory harassment” – June 2021

Equality plans of CSIC and UV:

- III Plan de Igualdad del CSIC – March 2022
- IV Plan de Igualdad de la UV – Octubre 2024

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. |
|--|--|

Committee for Equality and Diversity

STATISTICS

**EQUALITY
ACTIONS**

**ACTIVITIES
& EVENTS**

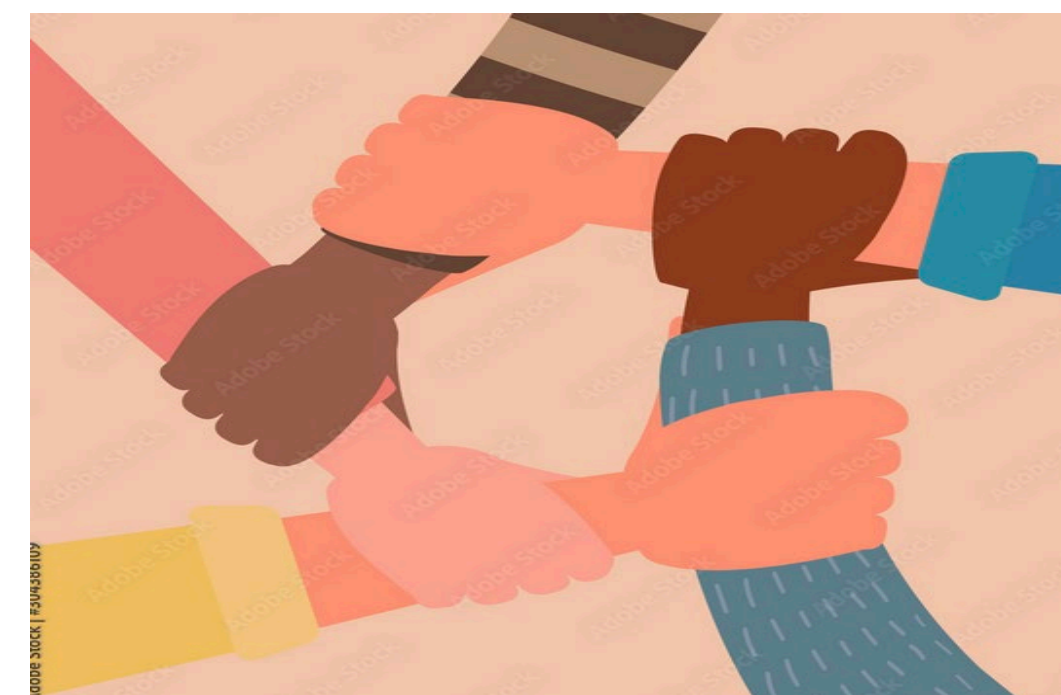
Using statistics to monitor imbalances



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



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



Committee for Equality and Diversity

STATISTICS

EQUALITY
ACTIONS

ACTIVITIES
& EVENTS

Initiatives promoted and
supported by IFIC Directorate



(work/

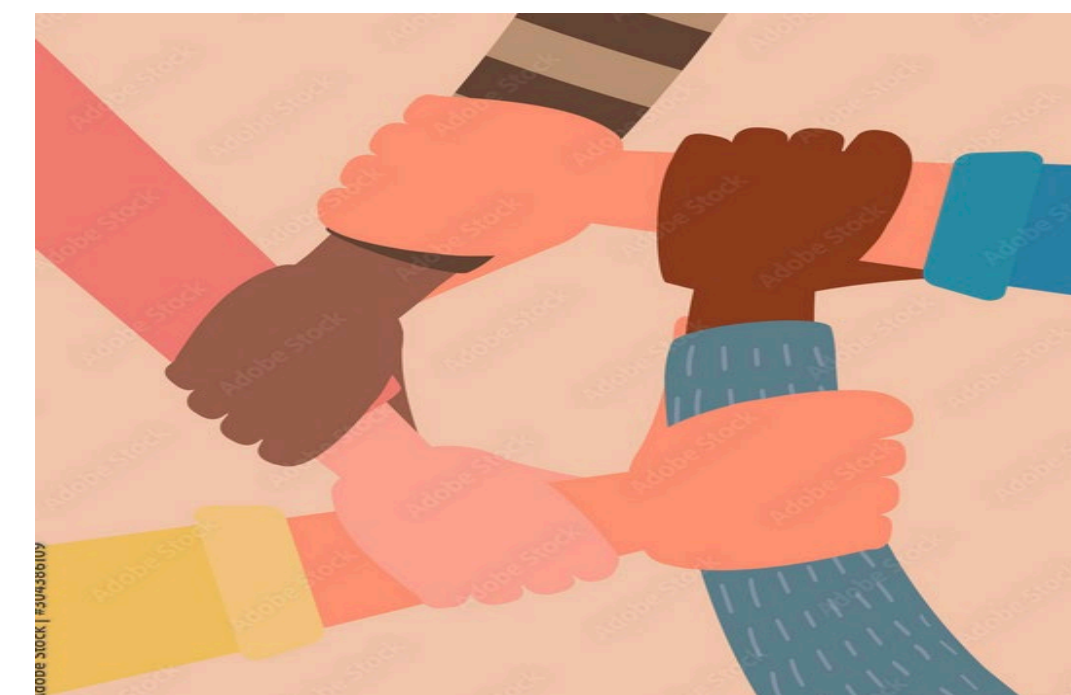
care, etc.)

Using statistics to monitor imbalances



ACTION
PLAN

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

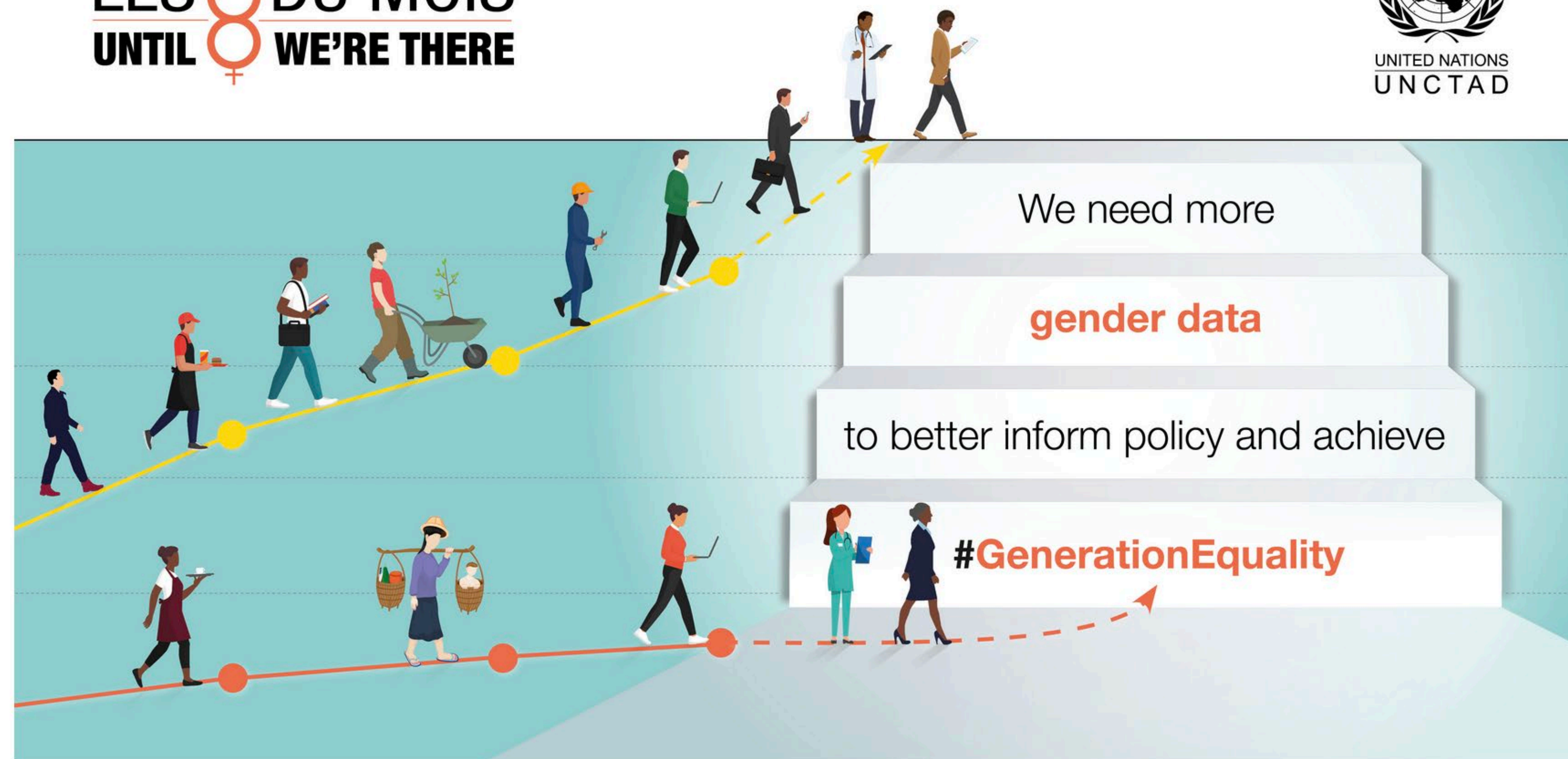


Walking Towards Equality

STATISTICS

Using statistics to monitor possible gender imbalances

LES  DU MOIS
UNTIL  WE'RE THERE

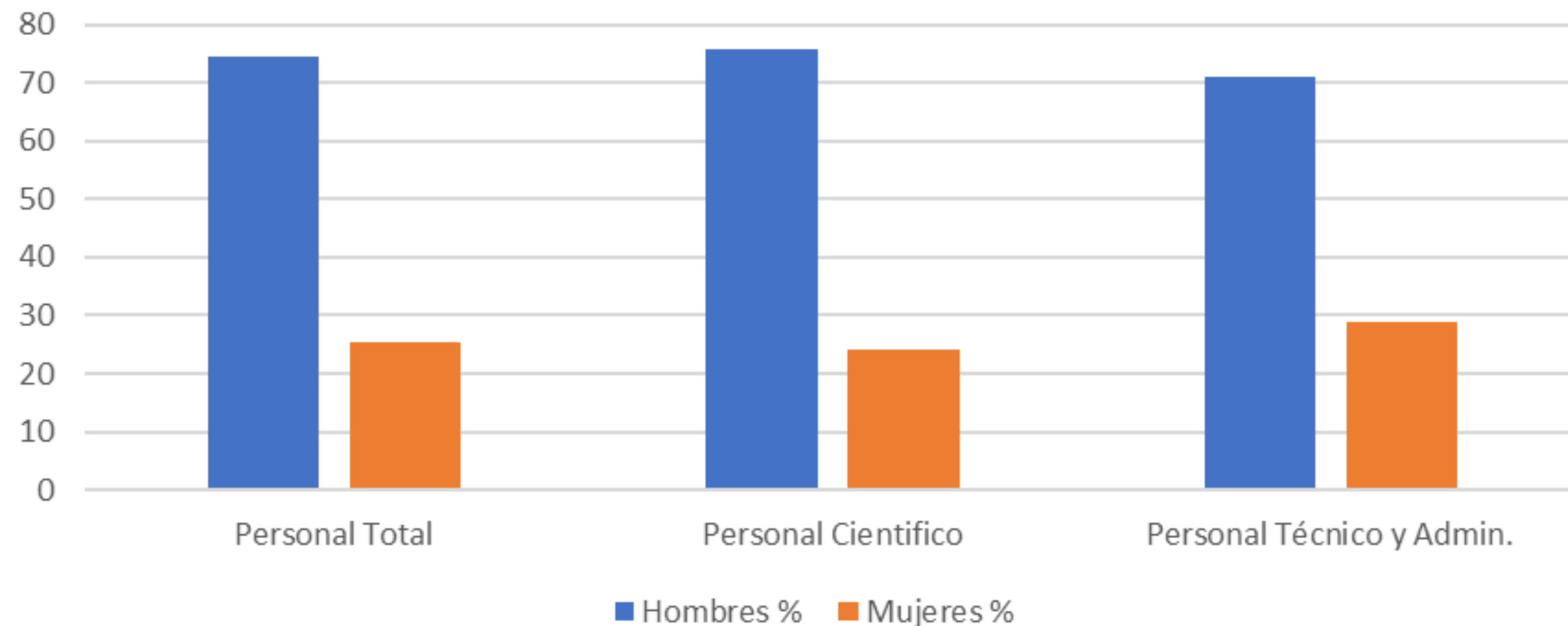


IFIC statistics

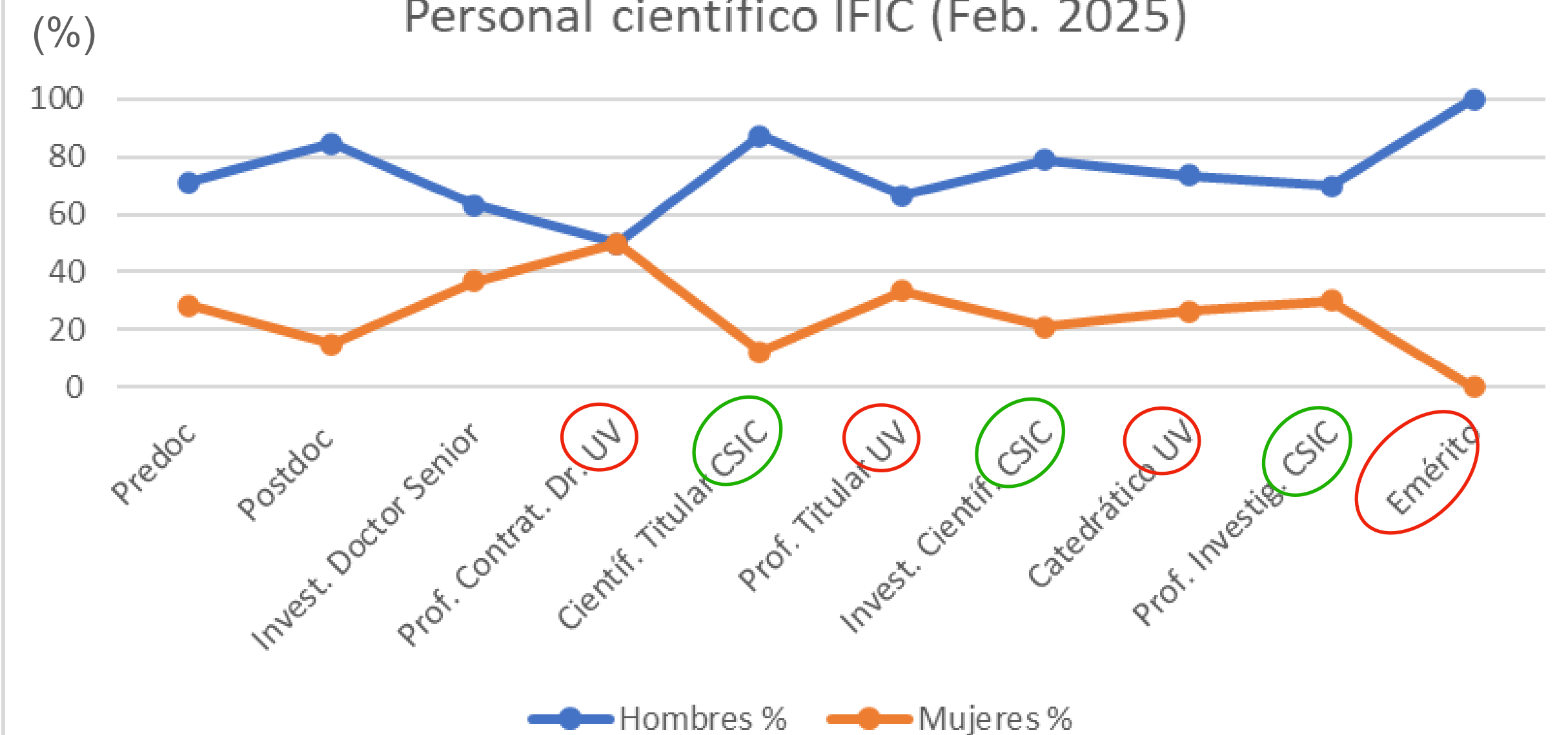
[Link statistics](#)

GENDER-FOCUSED STATISTICS (FEBRUARY 2025)

Personal IFIC (Feb. 2025)



Personal científico IFIC (Feb. 2025)



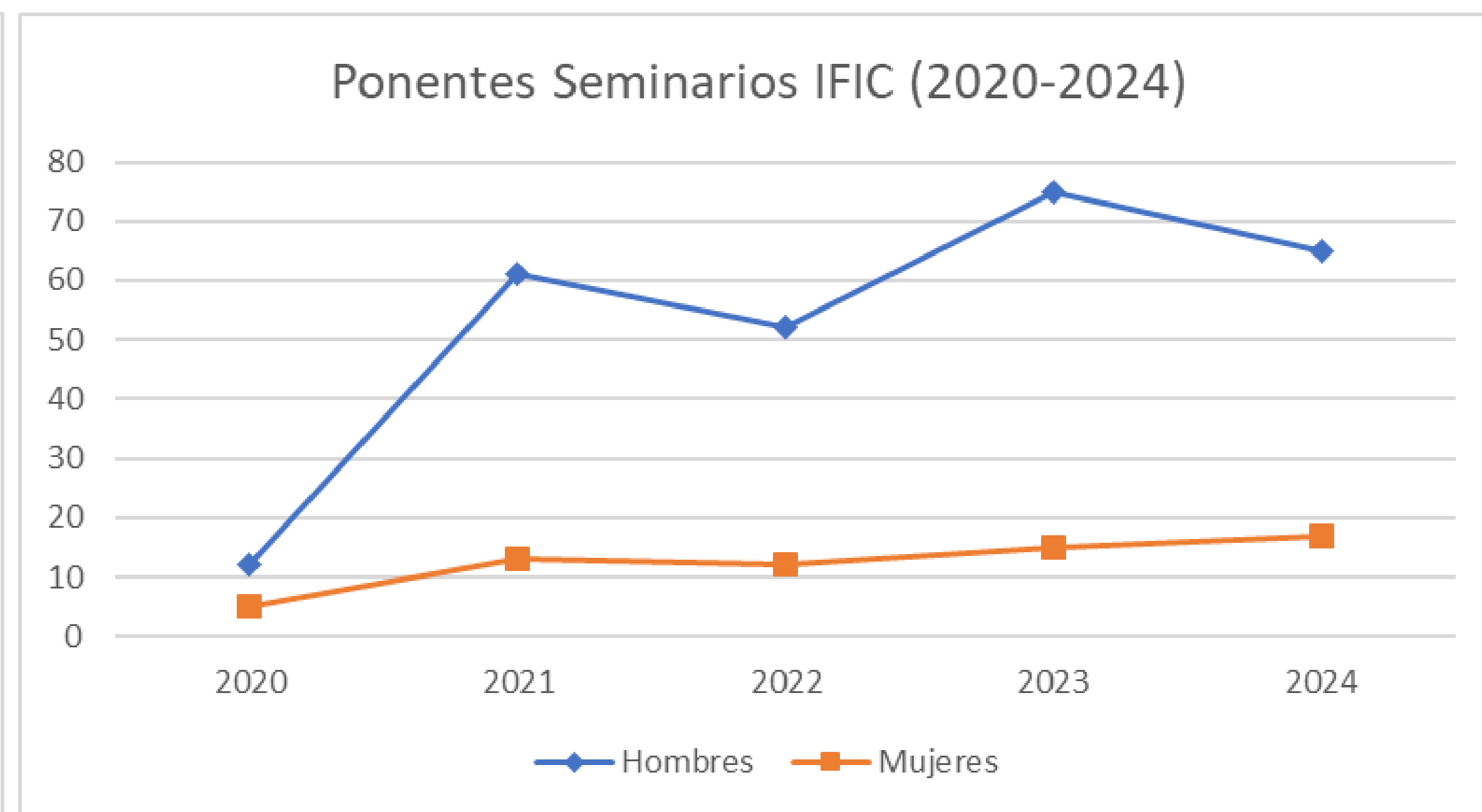
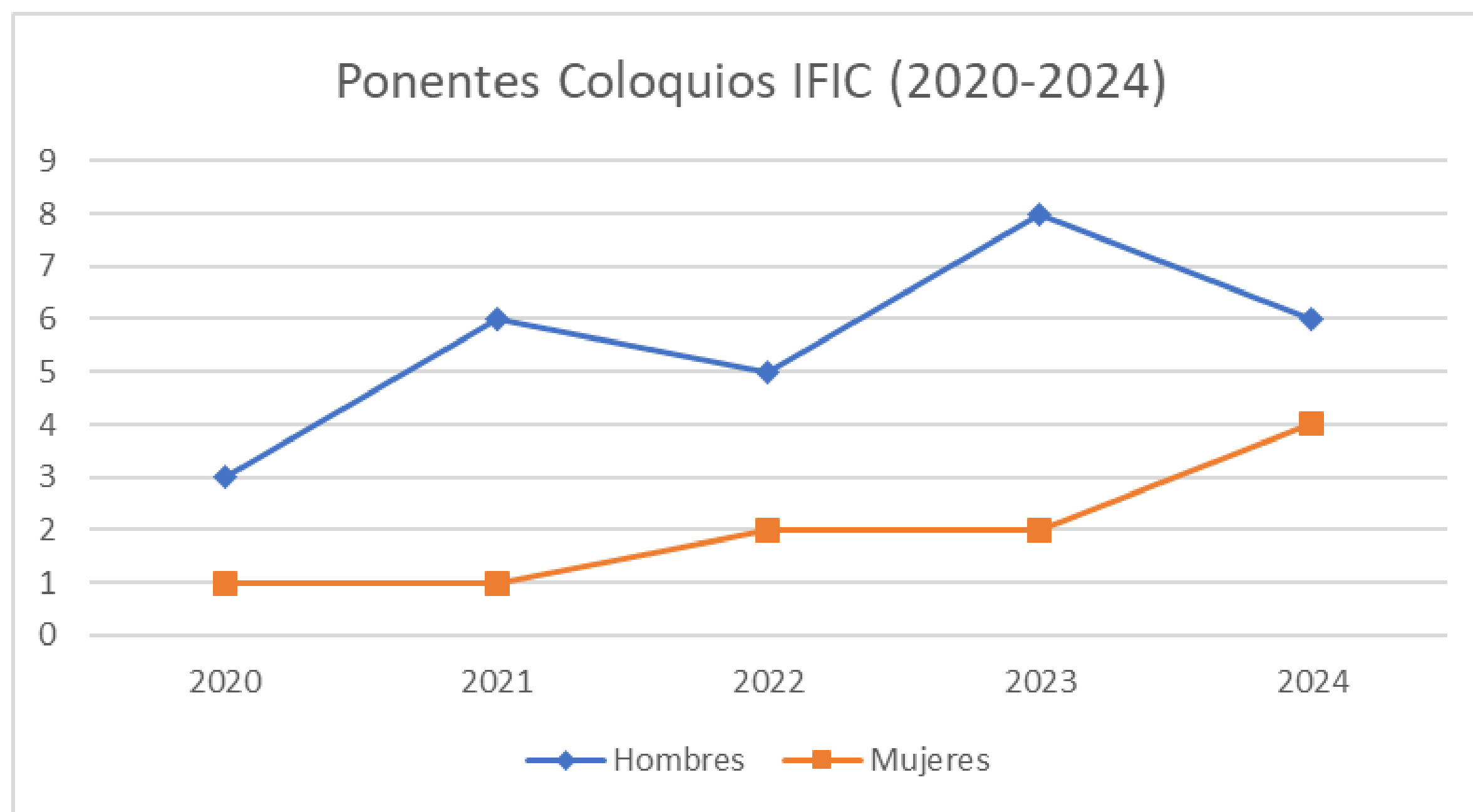
- Total Staff: 389 (290 Men, 99 Women)

- Predoctoral: 75 Men, 30 Women
- Full Professor (CSIC+UV): 21 Men, 8 Women

IFIC statistics

[Link statistics](#)

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

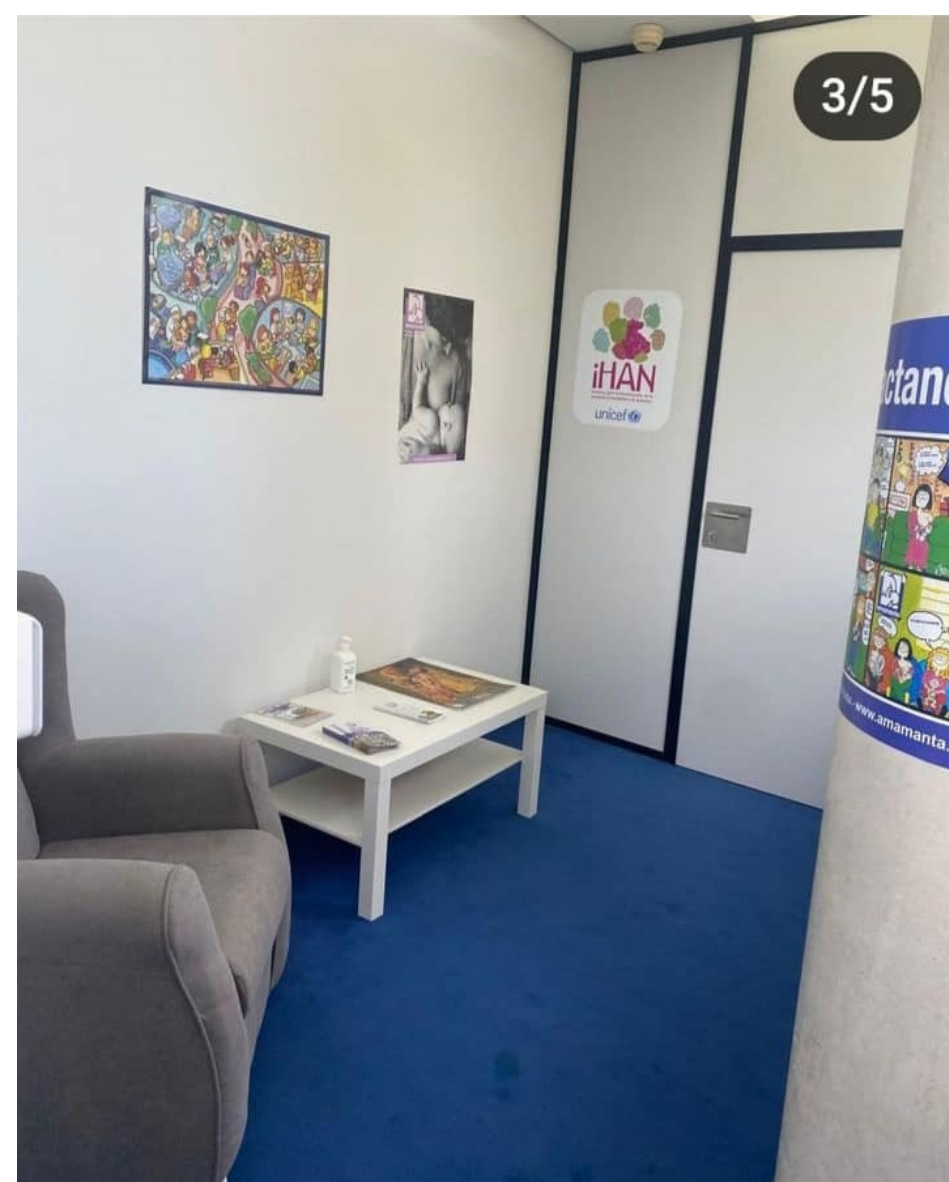
Goal: Promote work-life balance and shared responsibility

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



Equality Actions

- The CID contributed to the **IV equality plan of the UV**
- The CID promoted the creation of a **lactation room at the Scientific Park**, 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:** IFIC researchers give a series of talks in different secondary schools in the Valencian Community
JOIN US: <https://11defebrero.org/>
- **Masterclass on Particle Physics**, for 4th-year ESO girls: 70 female students from 25 institutes participate in this one-day hands-on activity, which also includes 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



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"



12:50 Clausura de la Jornada



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



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



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

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



Activities: 21 May

21M: WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE AND DEVELOPMENT

Celebrated by the United Nations



IFIC hosts ~400 people from 40 countries!

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



1st IFIC Day of Cultural Diversity (2025)

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

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

28J: INTERNATIONAL LGBTQIA+ PRIDE DAY

1st Flavourful Physics Workshop (2025)

- Providing a platform for physics researchers from the LGBTQIA+ community who often face discrimination in their professional environments



FLAVOURFUL PHYSICS WORKSHOP

Dark matter, neutrino masses and queer science

Karen Macías Cárdenas
(IFT)

Waiting points on type I x-ray bursts

Selene Parra Aedo
(IFIC CSIC-UV)

Diversity and inclusion at the University of Valencia

Sela Andreu
(UV)

Cosmic diversity: LGBTQ+ inclusion in Academia

David Vallés
(UV)

The Higgs boson: a new window on the universe

Aidan Robson
(Glasgow Univ.)

AI & Astroparticles: Applying Machine Learning to Cosmic Ray Physics

Raffaella Bonino
(UniTo)

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






Departament de Física Atòmica,
Molecular i Nuclear



diversitats



UNIVERSITAT DE VALÈNCIA



Gen=U



IFIC



CID



CSIC



ASTROPARTICLES



IFIC



UNIVERSITAT DE VALÈNCIA



EXPOSICIÓN: "ESPECTRE VISIBLE"

Visibilización del colectivo LGTB+ en ámbitos científicos

- Display of posters from the **Espectre Visible Exhibition** in collaboration with Visible Spectrum and **Diversities UV**

Activities: 25 November

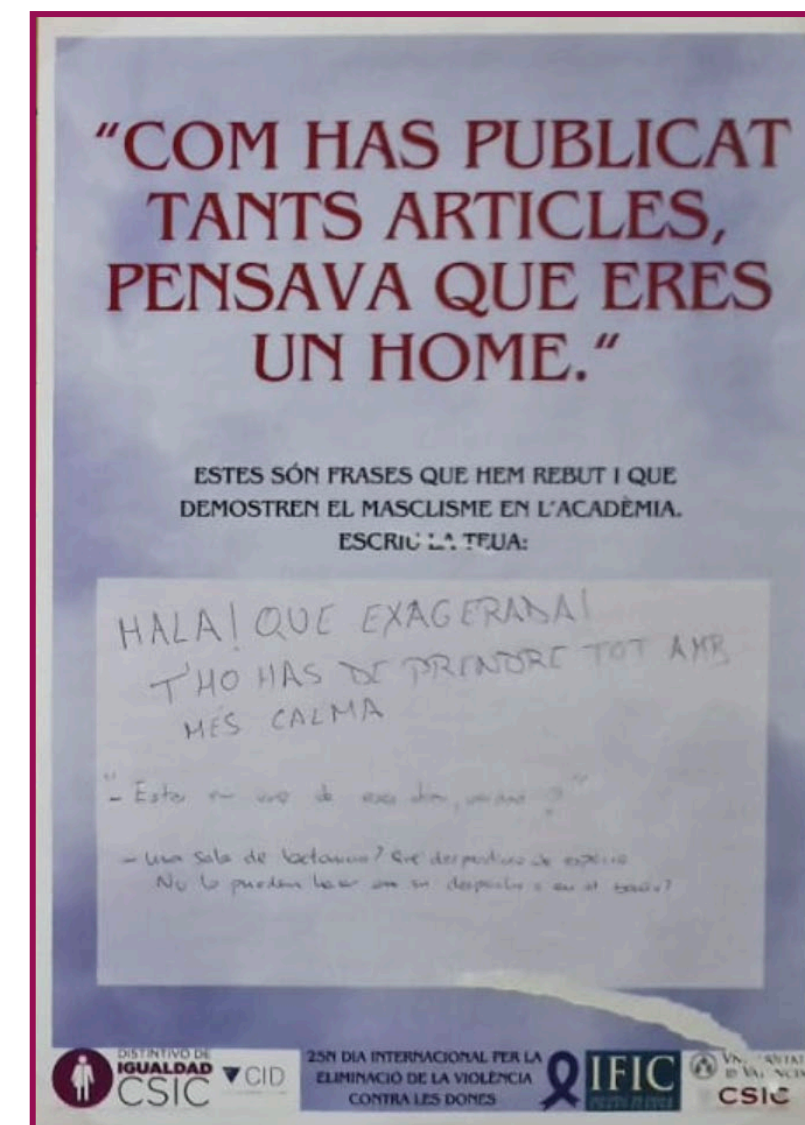
25N: INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

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

We form the longest human chain possible, joining our elbows together as a message of rejection of violence against women

- **“Write Your Sentence”**:

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



25 de noviembre

CODOconCODO 2025



Por la eliminación de la violencia contra la mujer

Lugar de encuentro – Avda. Catedrático Agustín Escardino.

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

Os esperamos a tod@s



The CSIC Equality Award 2022

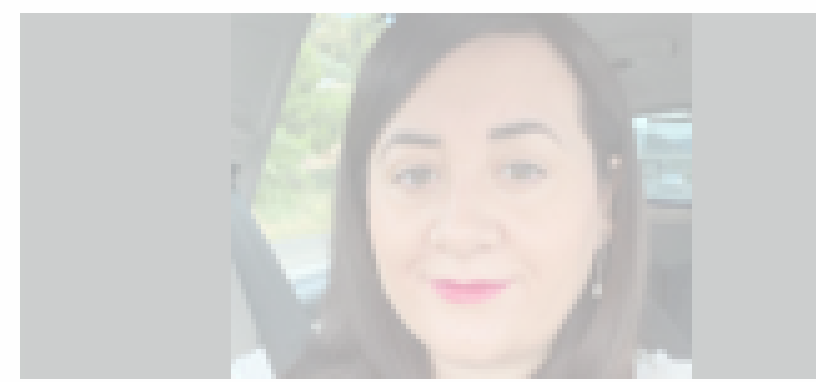
All this work and commitment led IFIC to win the “**CSIC Equality Award**” in 2022

- 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

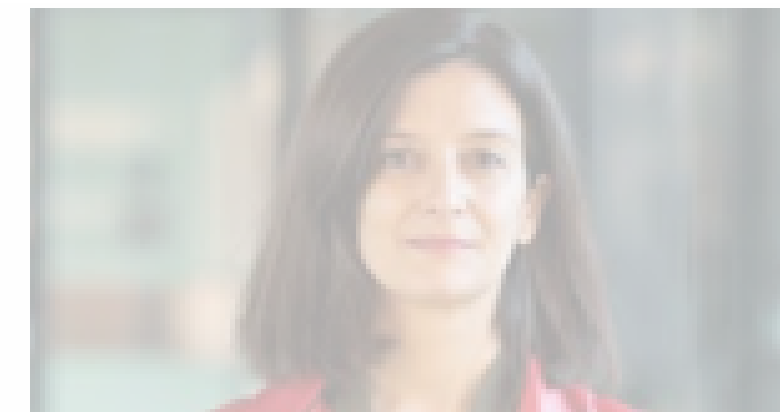


Who we are

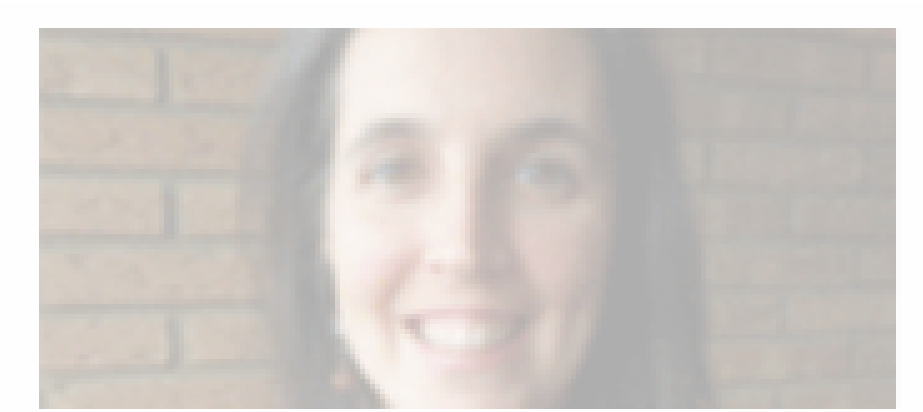
Coordinators



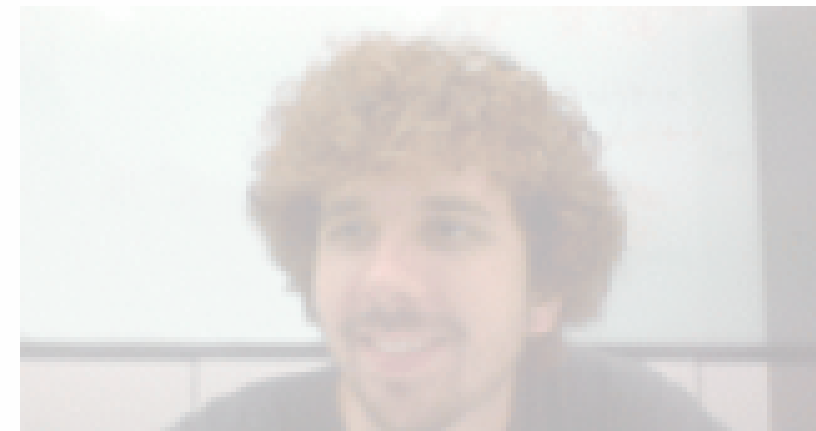
Mariam Tórtola Baixauli



Emma Torró Pastor



Ana Ros García



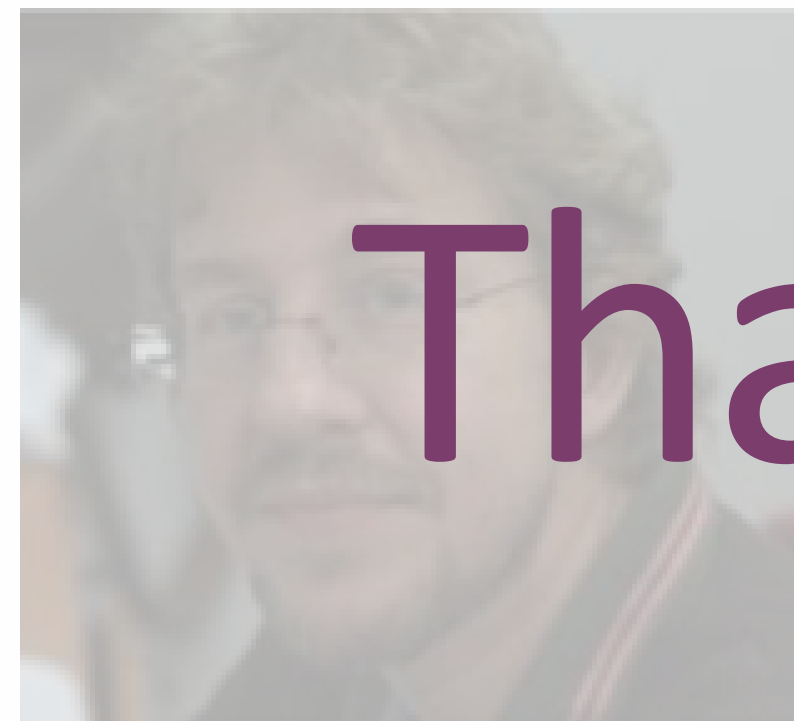
Miguel García Folgado



Neus López March



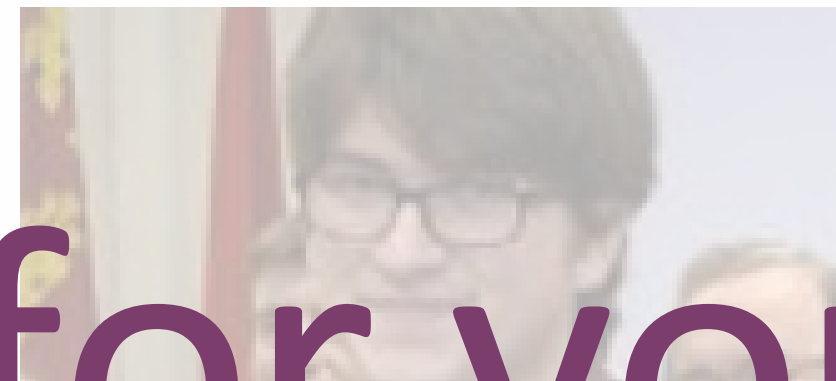
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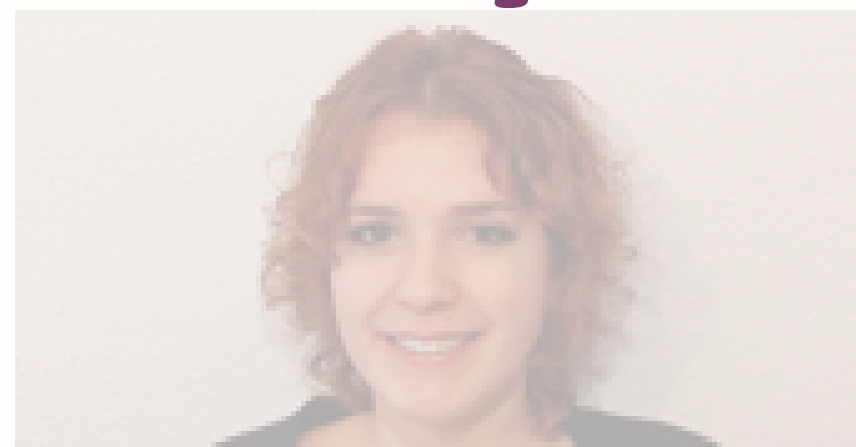
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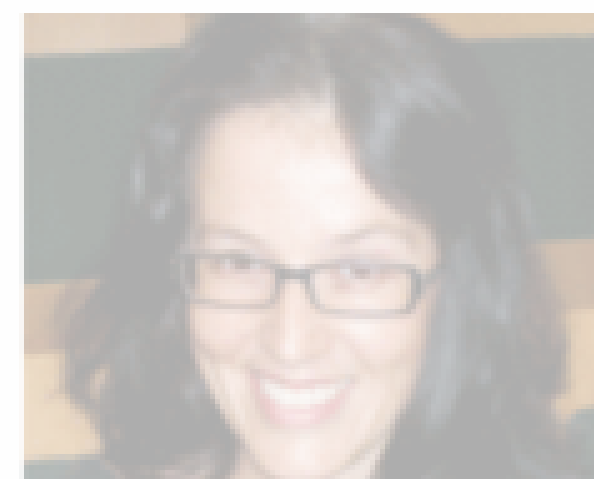
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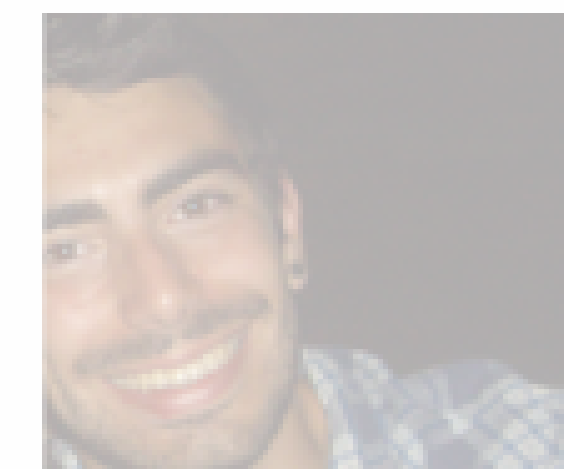
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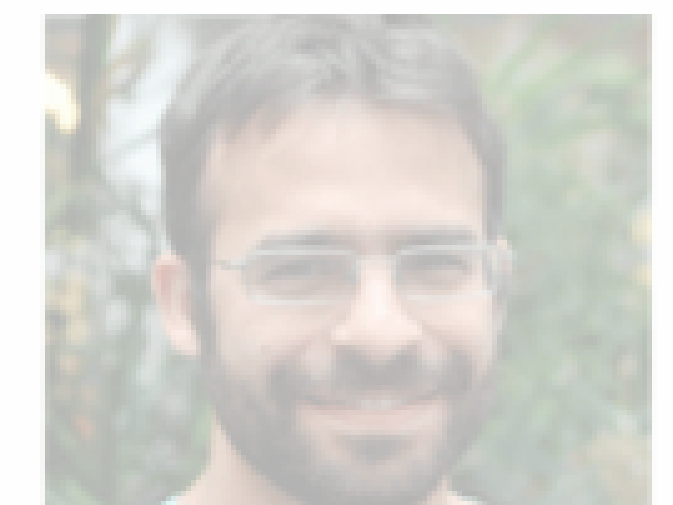
Andrea Roche Fernández



Susana Cabrera Urbán



Josu Hernández García



Bryan Zaldívar Montero

Thank you for your attention!