

2<sup>nd</sup> IFIC Day of Cultural Diversity

18 May 2026

# Committee for Equality and Diversity



# Who we are

## Coordinators

2025-2027

2024-2026



Andrea Donini



Sonja Orrigo



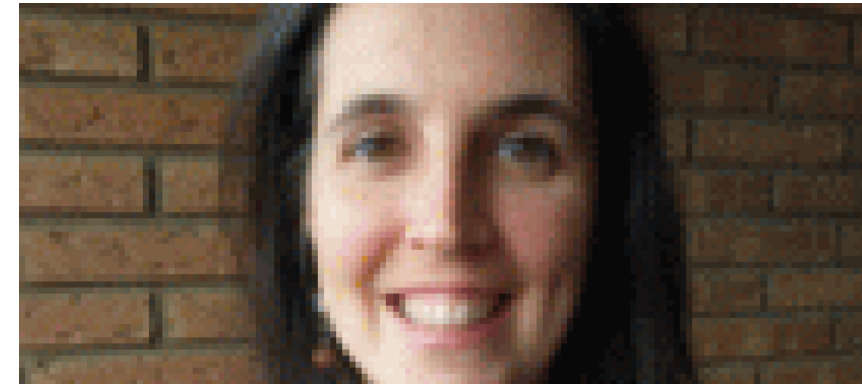
Mariam Tórtola Baixauli



Emma Torró Pastor



Neus López March



Ana Ros García



Azahara Rubio Padilla



Susana Cabrera Urbán



Raquel Molina Peralta



Ana Martín Galán



Agnese Tolino



Josu Hernández García



Marta Sayago Rodríguez



Mikel Fernández Barbat



Pokhee Saharia

**And also:**

Miriam Lucio Martínez  
Pietro Ghedini

# Who we are

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2025-2027

2026-2028



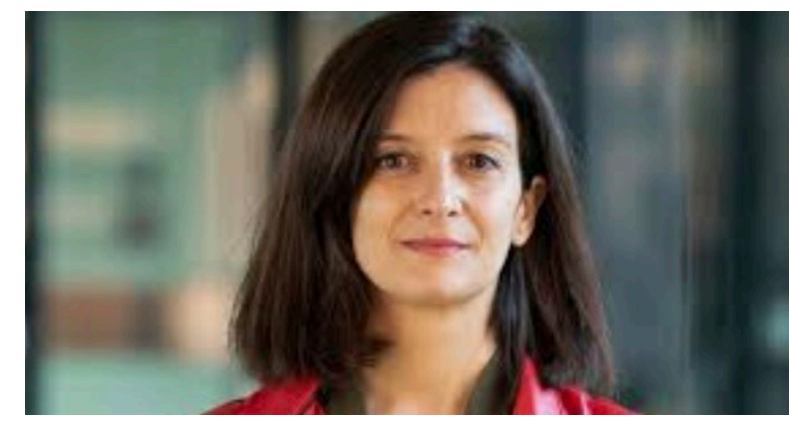
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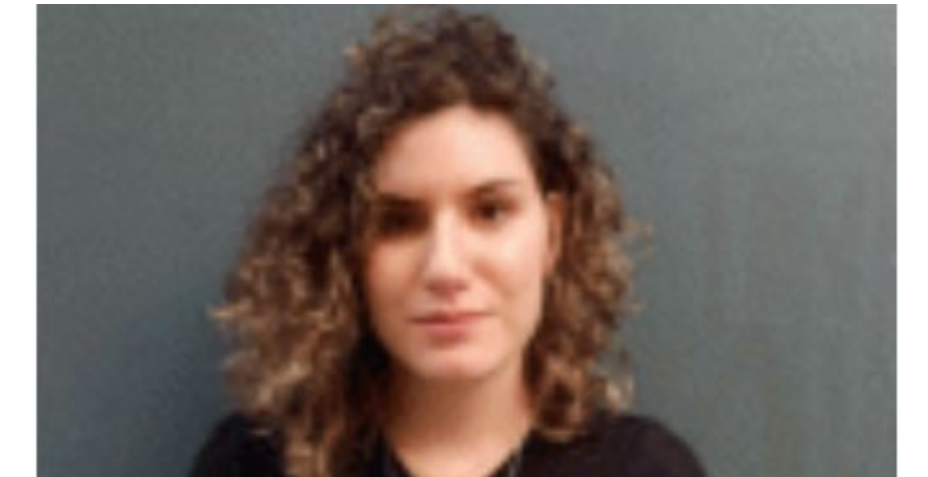
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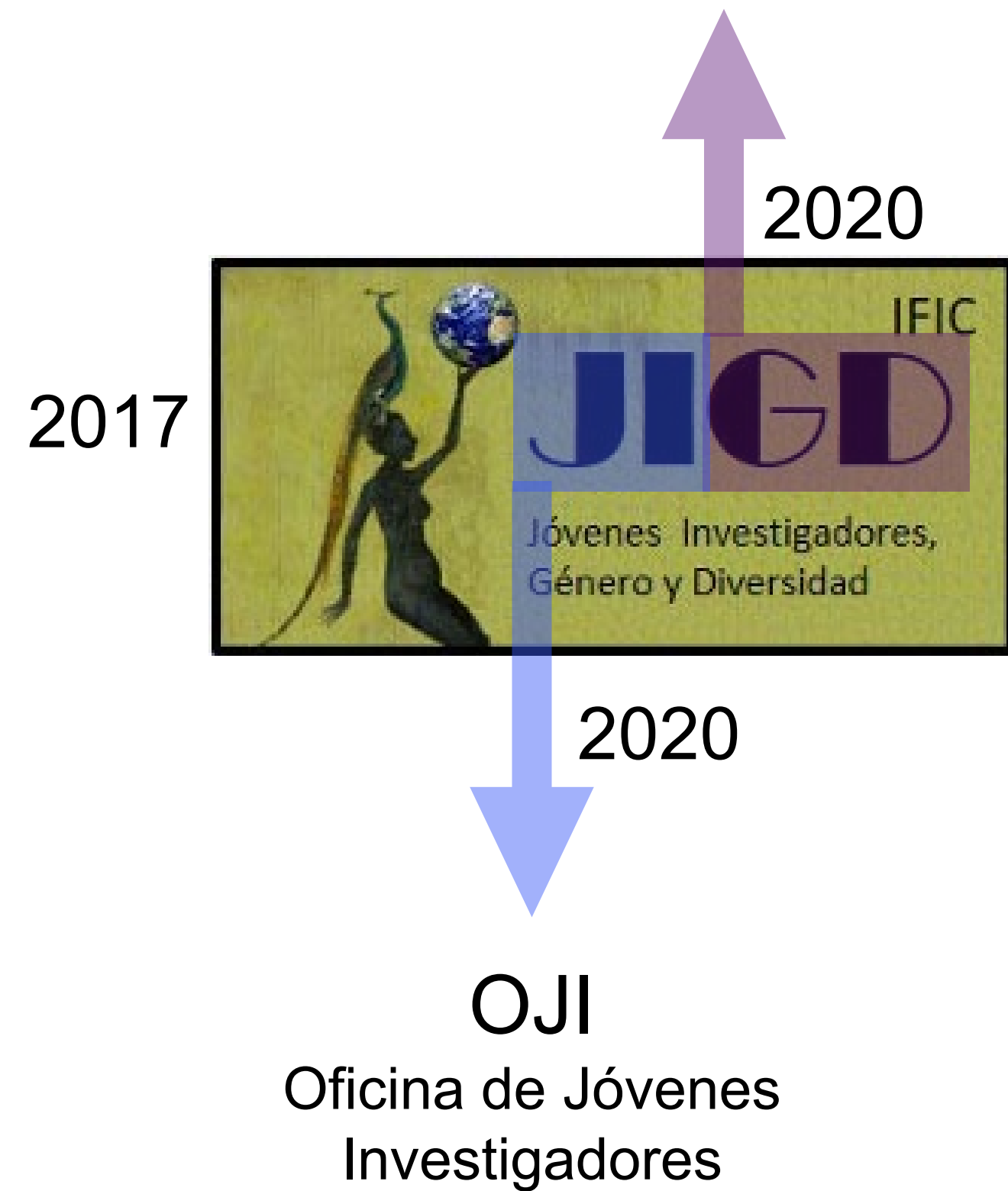
Pietro Ghedini



## Committee for Equality and Diversity

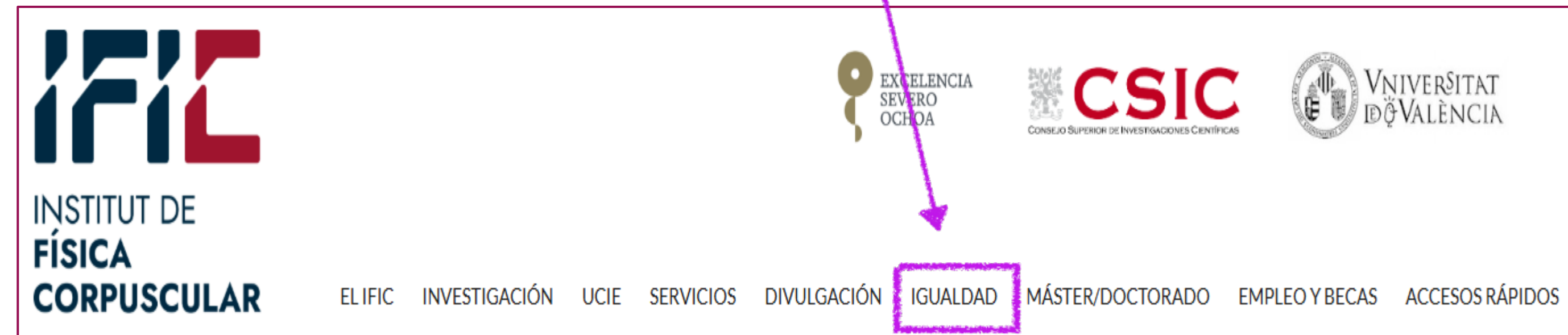
Aiming to eliminate any type of discrimination or harassment that may occur at the IFIC and to ensure equal opportunities for all its members

- Why is this important?



See Baibhab Pattnaik's talk

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

- 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

See Andrea Donini's talk

**IFIC hosts ~400 people from 40 countries!**

- **Researchers, technicians and administrative staff**

**GOAL: safe and professional environment for everybody**



## 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 are we here today?
- Inspired by the "**World Day for Cultural Diversity for Dialogue and Development**", celebrated by the United Nations on May 21<sup>st</sup>

## 2<sup>nd</sup> IFIC Day of Cultural Diversity

- 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



## 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
- 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.

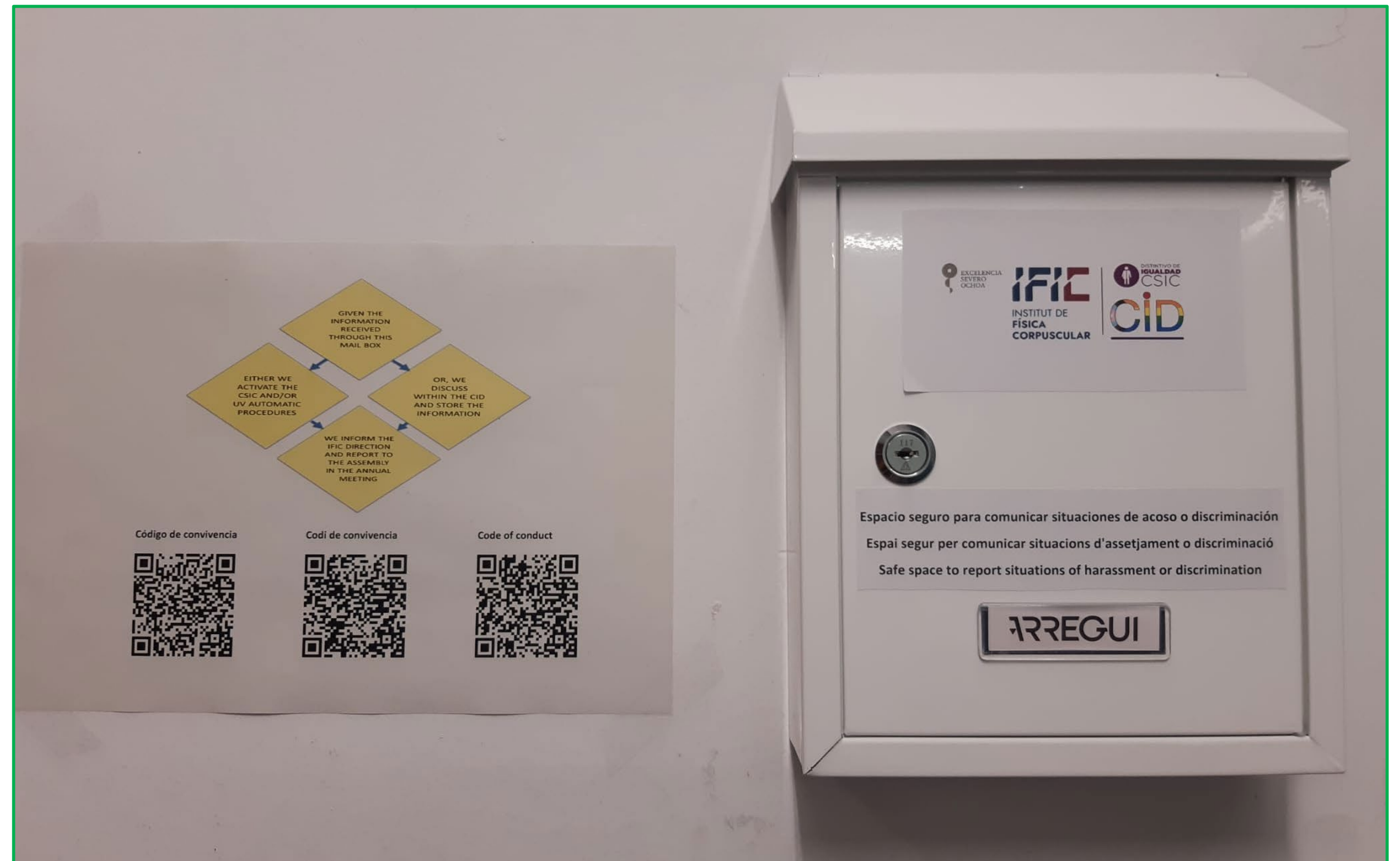
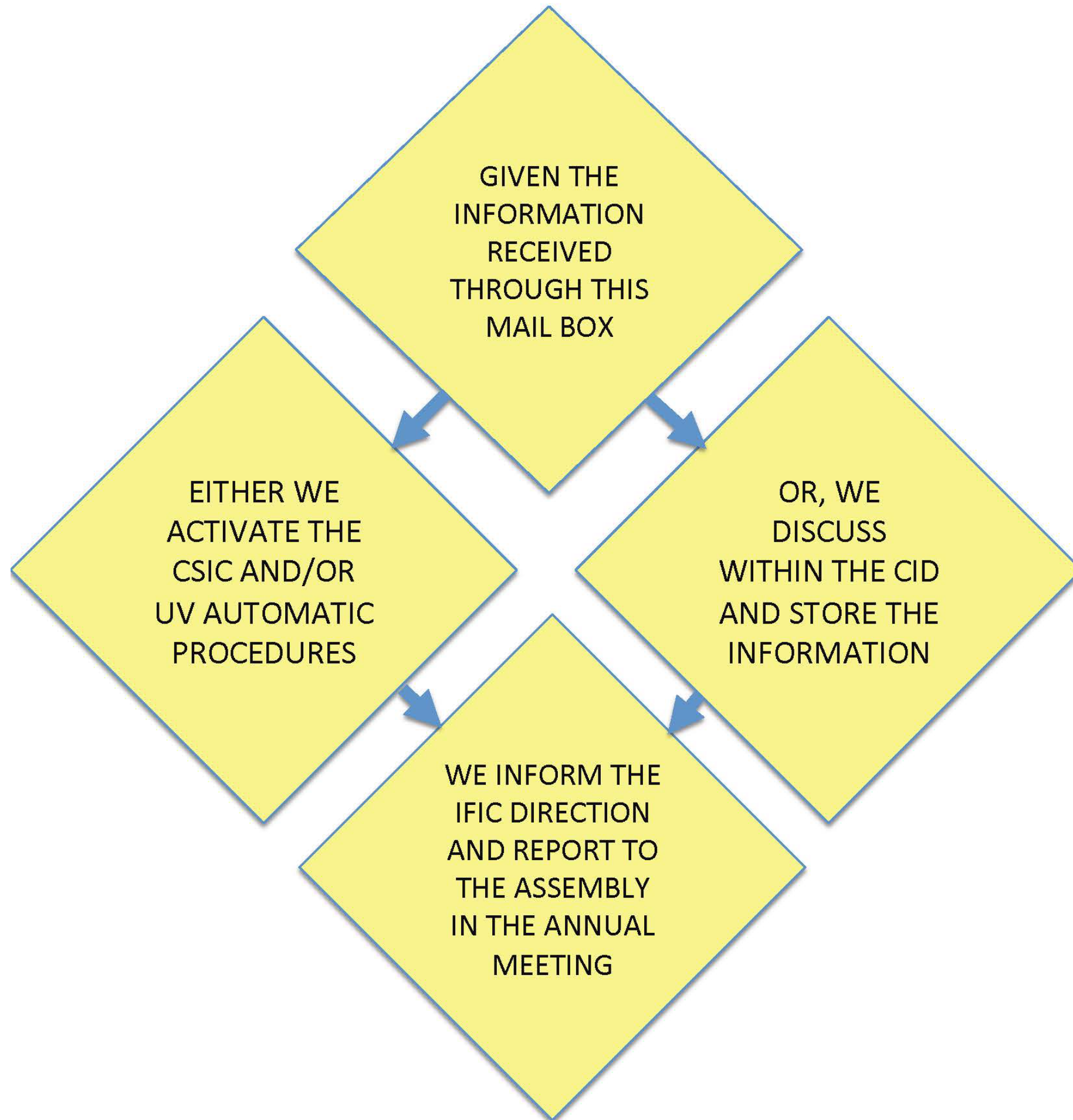
- Prepared by the CID and approved by the IFIC Board (Junta) on February 3, 2025
- Providing guidelines for respectful coexistence and common sense, ensuring a professional, respectful, and safe working environment for all IFIC personnel
- Available on the IFIC wiki:  
<https://wikijs.ific.uv.es/en/project/administracion>

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.

# CID-IFIC Confidential Mailbox

- Safe space to report situations of harassment, discrimination, or inappropriate behavior in the workplace (since April 24, 2026)
- Located in office 1.2.7 (reprography, fax, scanner), near the mailboxes



# Committee for Equality and Diversity



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



# Walking Towards Equality

Using statistics to monitor possible gender imbalances

STATISTICS

LES  DU MOIS  
UNTIL  WE'RE THERE



We need more

**gender data**

to better inform policy and achieve

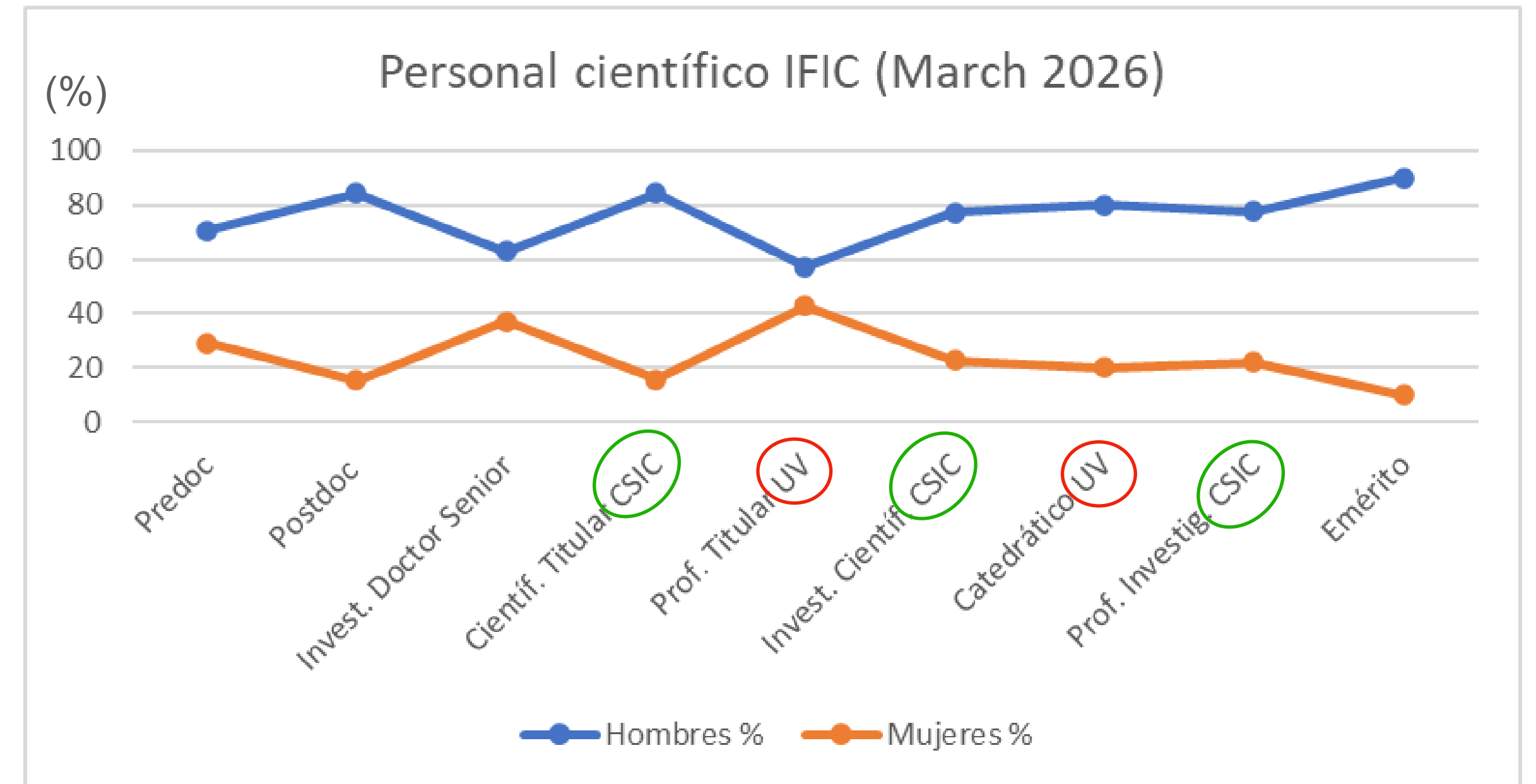
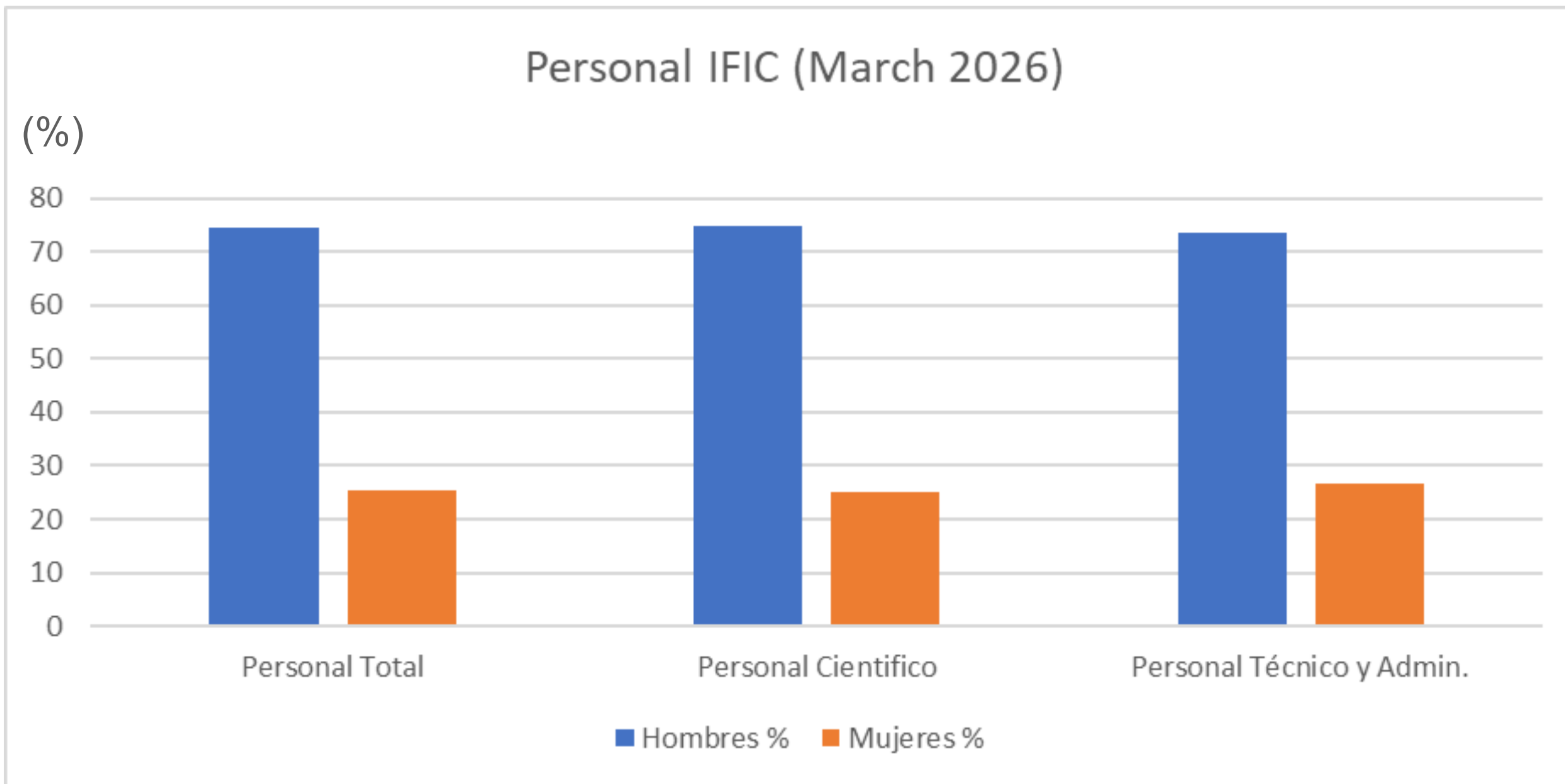
**#GenerationEquality**



# IFIC statistics

[Link statistics](#)

## GENDER-FOCUSED STATISTICS (MARCH 2026)



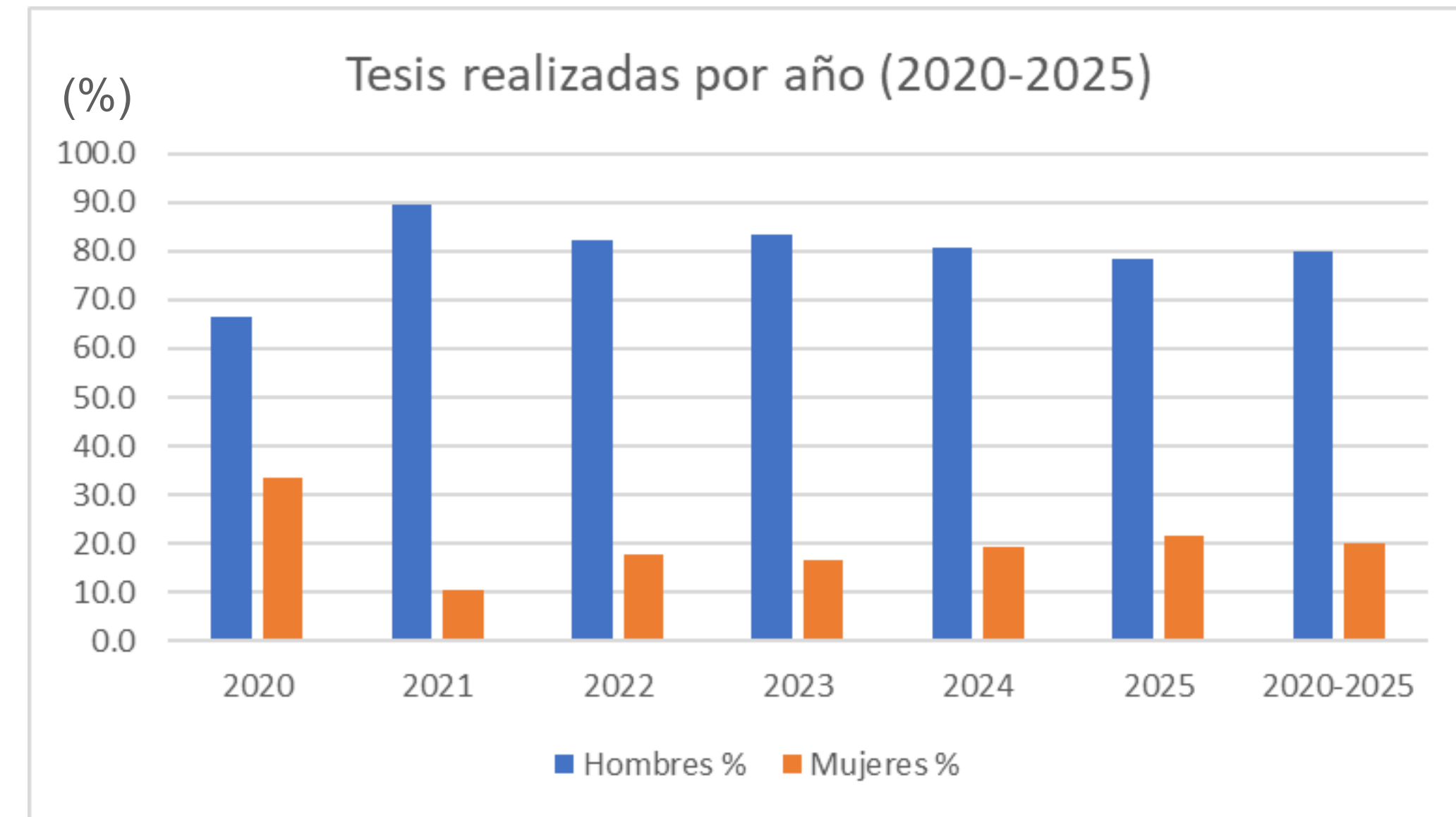
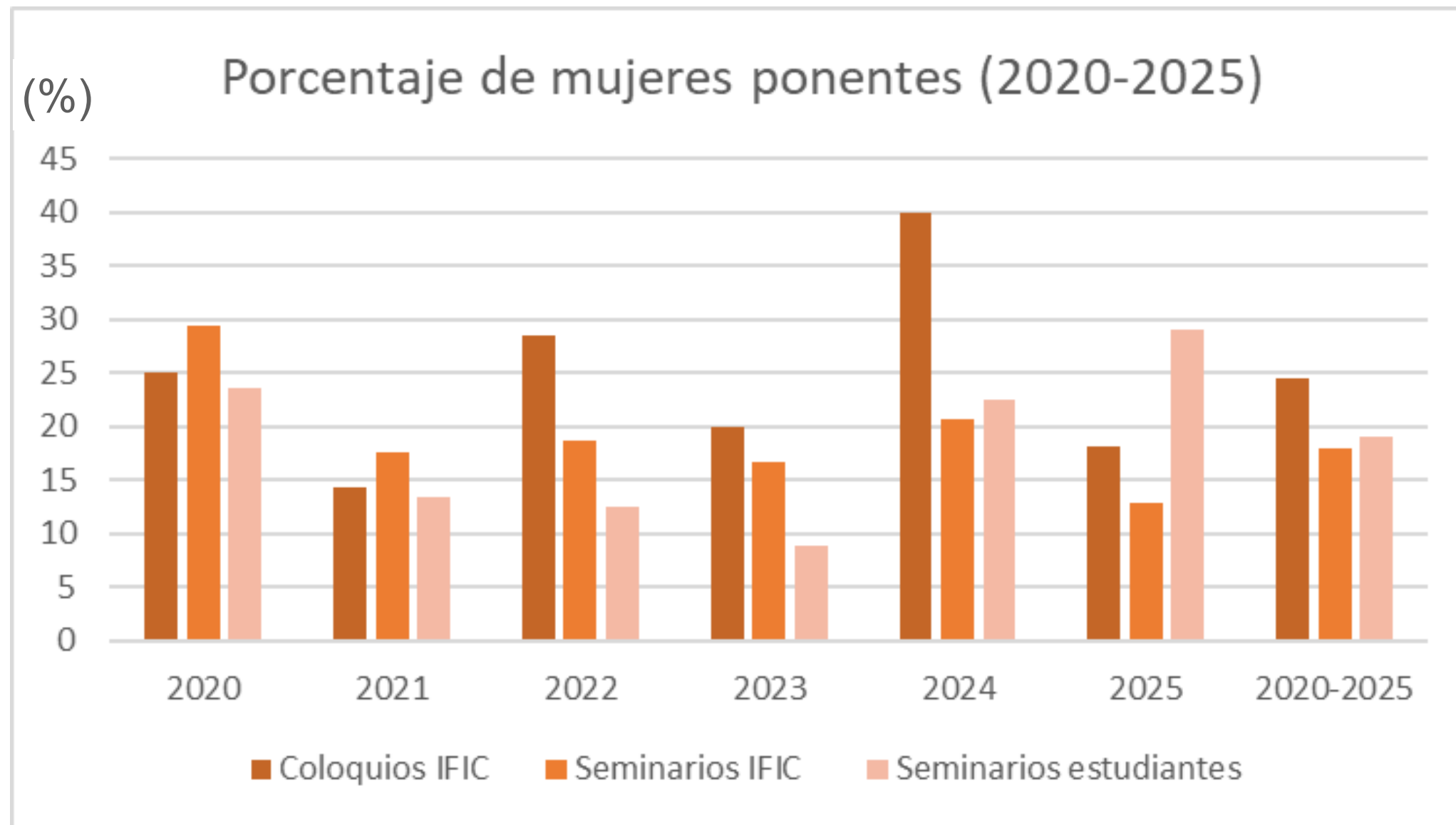
- Total Staff: 405 (302 Men, 103 Women)

- Predoctoral: 80 Men, 33 Women
- Full Professor (CSIC+UV): 23 Men, 6 Women

# IFIC statistics

[Link statistics](#)

## GENDER-FOCUSED STATISTICS (2020-2025)



- Percentage of colloquia/seminars/student seminars

- Percentage of PhD thesis completed at IFIC

# 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



# 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 4<sup>th</sup>-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
- Started by IFIC and IATA; now organized by **IFIC, IATA, ICMOL, I2SYSBIO, IRTIC, ICMUV, ICBIBE**, reaching a wider audience
- Each year, one institute will handle the logistical organization

## 2026: Trayectorias, barreras y liderazgo (logistics: ICBIBE)

V Jornada de les Comissions d'Igualtat dels Instituts del Parc Científic de la Universitat de València

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

**DIA INTERNACIONAL DE LA DONA**  
DÍA INTERNACIONAL DE LA MUJER

**Dones i ciència**  
**Trajectòries, barreres i lideratge**  
Mujeres y ciencia: trayectorias, barreras y liderazgo

Xerrada convidada:  
"El camino científico de una naturalista"  
Dra. Ana Crespo, presidenta de la Real Academia de Ciencias Exactas, Físicas y Naturales (RAC)

Dijous, 5 març 2026, de 11:00 a 13:30 hores  
Auditori Marie Curie - Edifici 1 SC (sector A)  
Àrea Empresarial del Parc Científic UV

**INSCRIU-TE**

**DÍA INTERNACIONAL DE LA MUJER**

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

Viernes 7 marzo de 2025  
10:00h a 12:50h  
Auditorio Marie Curie

REGISTRO  
<https://goo.gl.us/mujer8m/jornada2025>

## programa

Viernes 7 marzo de 2025 - 10:00h a 12:50h  
Auditorio 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. <b>Pilar Goya Laza</b> Instituto de Química Médica - CSIC	Dra. <b>Amparo López Rubio</b> Directora del Instituto de Agroquímica y Tecnología de Alimentos, CSIC	Dra. <b>Emilia Matallana Redondo</b> Catedrática de Bioquímica y Biología molecular en la UV Directora del Instituto de I2sysbio de la colaboración 2020-2024	Prof. <b>Berta Rubio Barroso</b> Ex vicedirectora del Instituto de Física Corpuscular y actual presidenta de la colaboración MUSTAR, IFIC, CSIC-UV	Moderadora <b>Kristin Saleng</b> Responsable de Comunicación y Marketing Fundación Parc Científic Universitat de València (FCUV)

12:50 Clausura de la Jornada

Organizan

**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

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

**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

Rocio Pérez  
Cofundadora de la Start-Up Bidhaa Sasa

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

Alicia Reyes  
IATA

Sonja Orrigo  
IFIC

Maria Dzungkova  
I2SYSBIO

Delia Bellezza  
ICMol

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

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

## 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 Jabbar 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)**

**Invertir en las mujeres = Acelerar el progreso**

# 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



## 1<sup>st</sup> 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

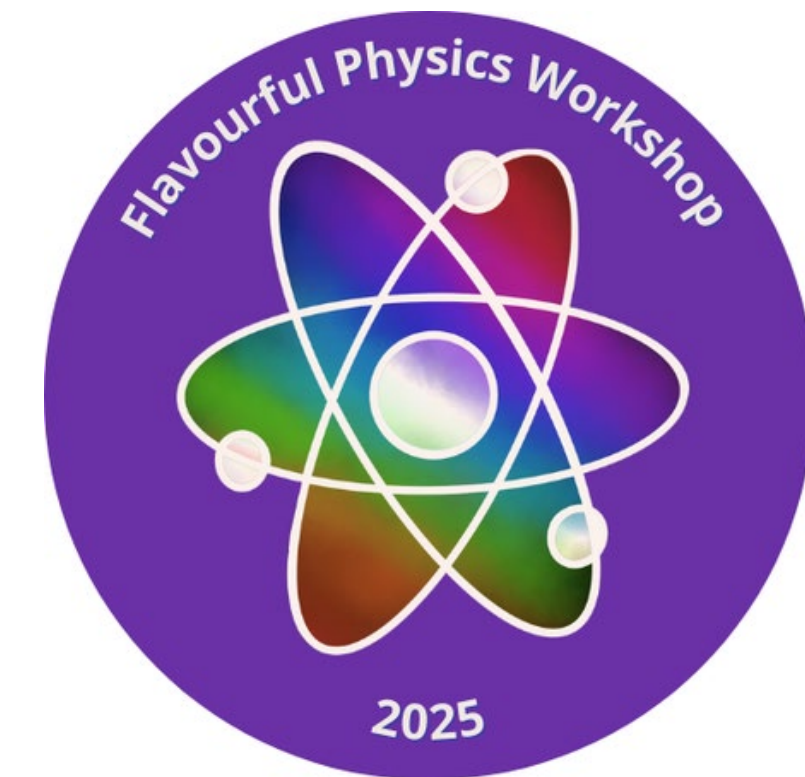
12:10 - 12:25

Open discussion on multiculturalism at IFIC

12:25 - 13:00

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

# Activities: 28 June



28J: INTERNATIONAL LGBTQIA+ PRIDE DAY

2<sup>nd</sup> workshop in 2027 !

## 1<sup>st</sup> 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)**

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

**Starts** 09:30 CET  
**Ends** 18:00 CET  
**Monday, 03 feb 2025**

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

For more information

EXCELENCIA SEVERO OCHOA

DISTINTIVO DE IGUALDAD CSIC

ATLASVLC

Gen-T

UNIVERSITAT DE VALÈNCIA Departament de Física Atòmica, Molecular i Nuclear

diversitats

UNIVERSITAT DE VALÈNCIA

IFIC CID

ASTROPARTICLES

IFIC CSIC



**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

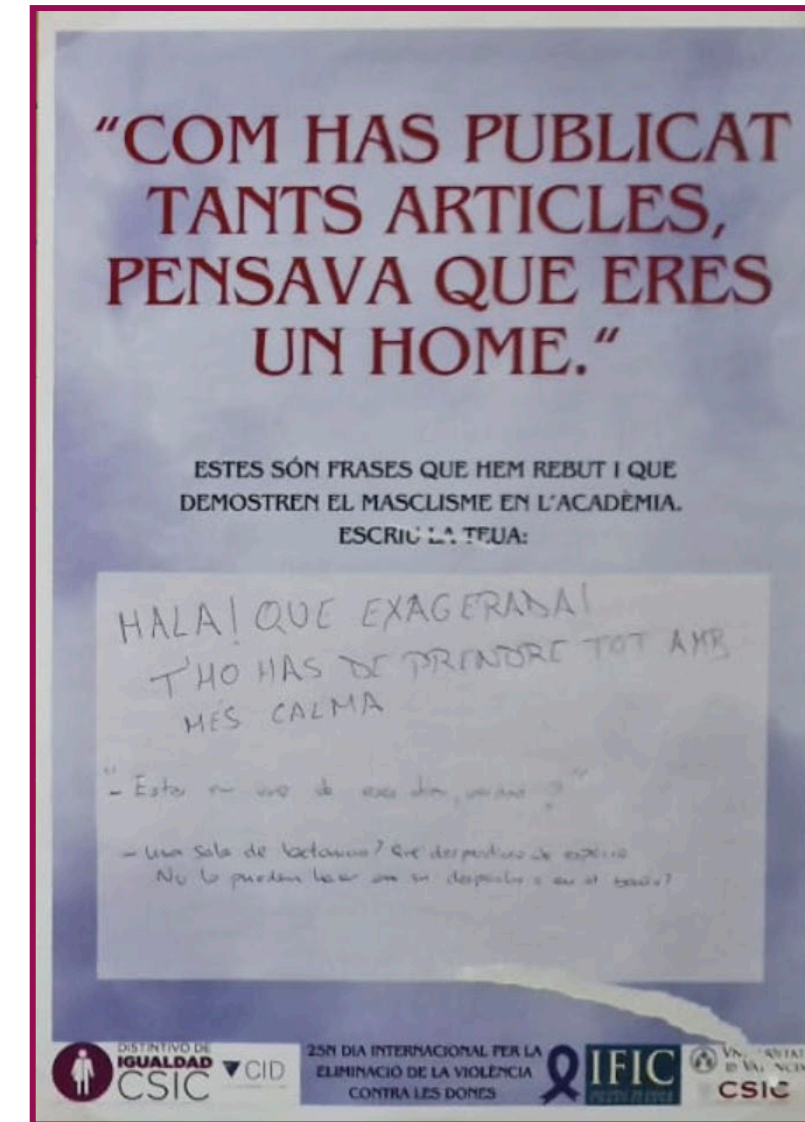
## 25N: INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

- **“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

## CODO con CODO 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



# Other initiatives in 2026



## 3<sup>rd</sup> @FlipPhysics workshop

- 26-29 May 2026



## 3<sup>rd</sup> #MagnIFiCa program

- IFIC mentoring programme for female undergraduate students

# Wo Ment

De la Experiencia a la Excelencia:  
Mentoría para Investigadoras

Programa de mentoría CSIC  
(1a edición, 2025/26)

Inscríbete: 

Comités de igualdad participantes




## WoMent

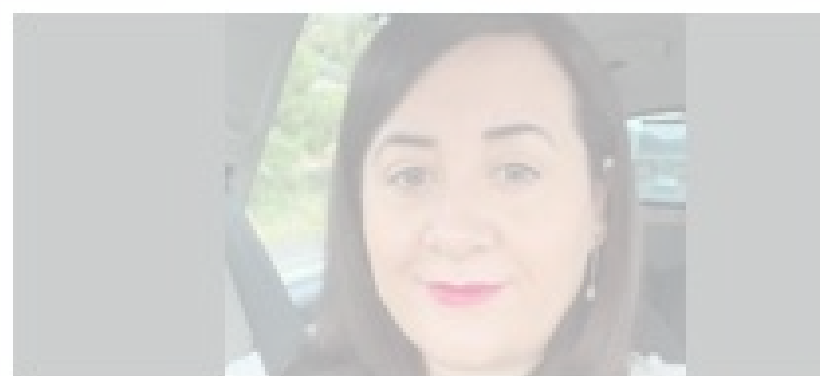
- 1<sup>st</sup> mentorship programme for CSIC centres in the Valencian Community
- Aimed at supporting female PhD students

# 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

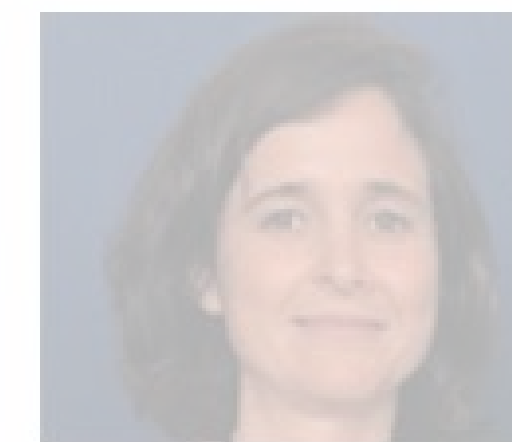




Mariam Tórtola Baixauli



Emma Torró Pastor



Neus López March

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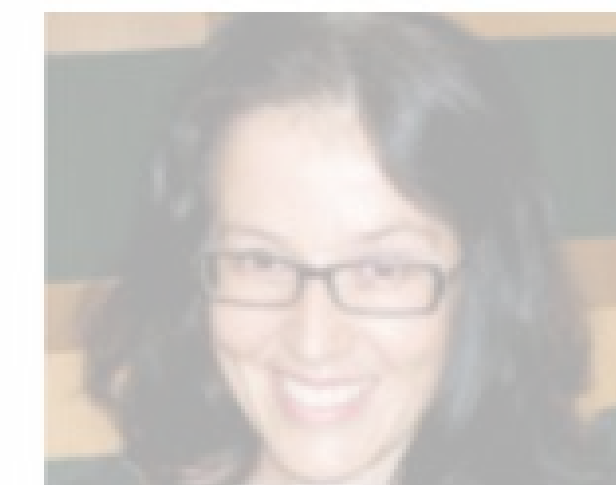
2026-2028



Sonia Orrigo



Azahara Rubio Padilla

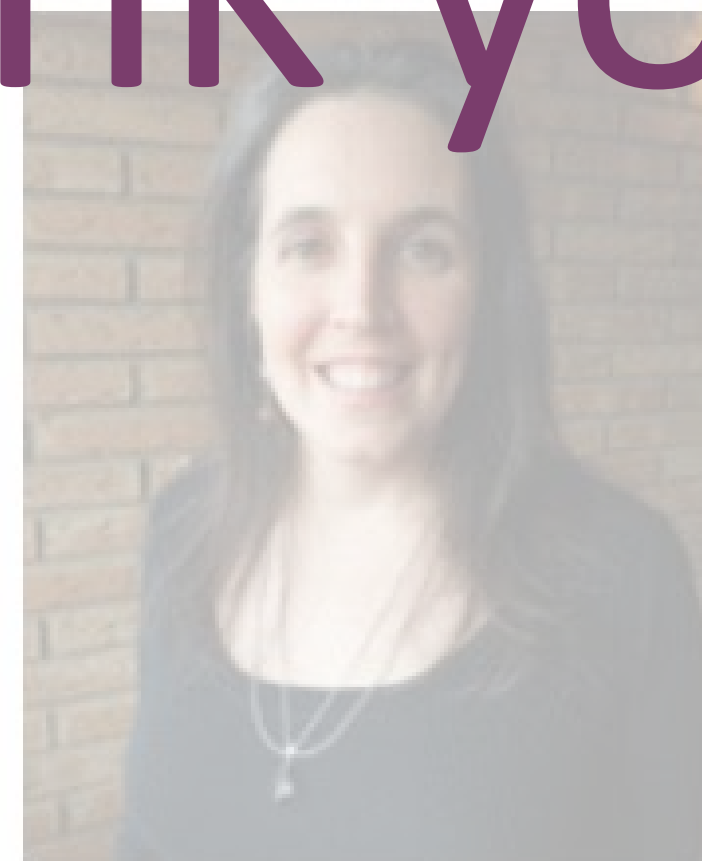


Susana Cabrera Urbán

# Thank you for your attention!



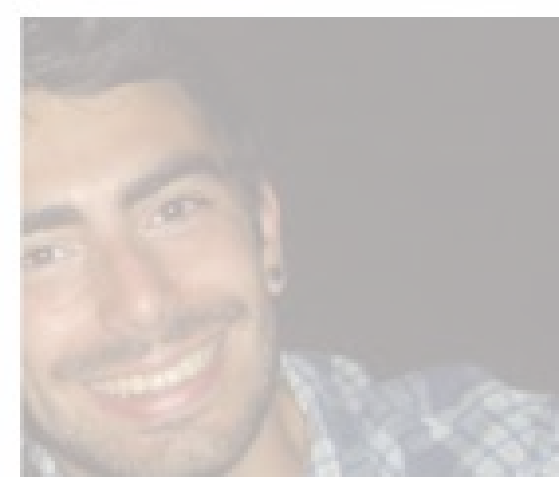
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Raquel Molina Peralta



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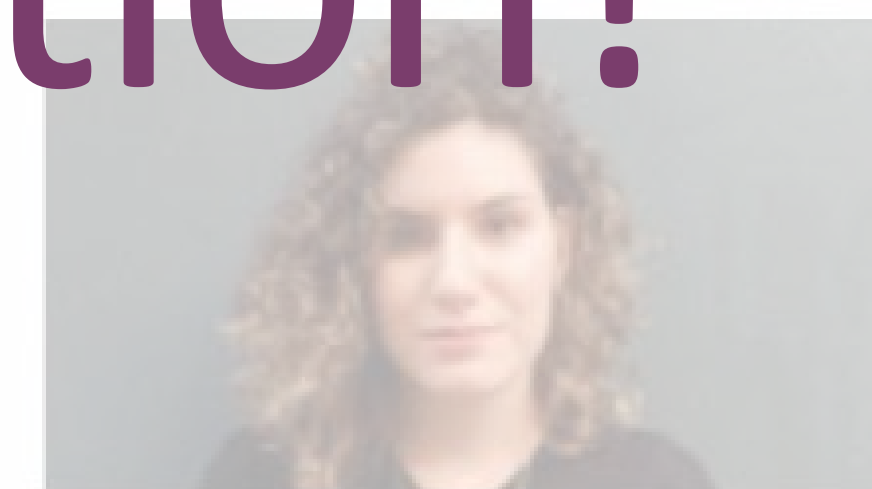
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Rodríguez



Mikel Fernández

Barbat



Agnese Tolino



Pokhee Saharia