

EPSC Abstracts

Vol. 18, EPSC-DPS2025-1630, 2025, updated on 16 May 2026

<https://doi.org/10.5194/epsc-dps2025-1630>

EPSC-DPS Joint Meeting 2025

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Towards Inclusive Scientific Institutions: The First INAF Meeting on Equity and Inclusion

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The first INAF (Italian National Institute for Astrophysics) meeting dedicated to equity and inclusion was held from 5 to 7 May 2025 at the Bologna Research Area. The event aimed to foster dialogue on how to build welcoming and accessible institutions—physically, emotionally, and culturally.

Key topics included the meaning and evolution of diversity, equity, accessibility, and inclusion (DEAI); relevant legislation and the need for systemic change; good practices from Italy and abroad; and current and proposed initiatives within INAF. The meeting was open to all staff, with particular attention to administrative, management and technical personnel, as well as those who typically lack access to such training as opposed to researchers. It also served as a certified training opportunity.

A series of hands-on workshops focused on specific issues related to gender, multiculturalism, neurodiversity, and disability, encouraging active engagement and practical reflection.

The event was organized by members of the UNIVERS@LL working group (for equity in science education and outreach), the CUG (Single Guarantee Committee), and the GEP (Gender Equality Plan). A unified Organizing Committee coordinated both scientific and logistical aspects of this cutting-edge initiative.

During the presentation we will highlight key challenges that emerged from the meeting, along with the most effective practices identified for fostering a more equitable and inclusive research environment.

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