FONDAZIONE BRUNO KESSLER
MAGAZINE

FBK has signed the Charter for Equal Opportunities and Equality at Work

May 28, 2021

The initiative responds to the invitation of the European Union which declared May as the "EU Diversity Month"

Fondazione Bruno Kessler has signed the **Charter for Equal Opportunities and Equality at Work – Italian Diversity Charter** for the spread of inclusive corporate culture and human resource policies, free from discrimination and prejudice, capable of enhancing talent throughout diversity.

The initiative responds to the invitation of the **European Union** which declared May as "**EU Diversity Month**", to "celebrate the importance of diversity and inclusion in the workplace and in the societies of all Member States".

"One year after the Covid-19 pandemic", said Fondazione Bruno Kessler President **Francesco Profumo**, "many studies show that in Italy, as throughout the world, social and economic discrimination has increased. Women, young people and the most vulnerable are those who have suffered the most from the negative effects of this pandemic. With the signing of the *Charter for Equal Opportunities*, an initiative strongly pushed by the European Union, Fondazione Bruno Kessler promotes an institutional culture able to focus on the value and talent of its resources without distinctions of gender, ethnicity, religious affiliation, age, disability, sexual orientation. The variety of cultures, histories, skills and abilities present in our Foundation are precious resources for scientific research as they help to generate stimuli, discussion and collective growth. Without diversity and equity there is no innovation".

Fondazione Bruno Kessler, as set forth in its Statute and in the Provincial Collective Labor Agreement, has always strived to operate according to principles of equality, not allowing any form of direct or indirect discrimination based on gender, age, sexual orientation, disability, health condition, ethnicity, nationality, political opinions, social status and religious affiliation of people. This finds application in the documents and in the work of the Foundation, such as its commitment to maintain the quality standards of the ***Family Audit*** certification, the ***FESTA Project*** (Female Empowerment in Science and Technology Academia) and the ***HRStrategy4Researchers*** certification process. This latest initiative, launched by the European Commission, recognizes the

value of a work environment free from all forms of discrimination according to the principles set out in the “European Charter for Researchers” and pays special attention to a coprehensive management of human resources within Universities and public and private research centers. Other references can also be found in a set of documents published on the transparency site concerning both the updating of FBK’s work organization model and the management of human resources, such as the Guidelines for the inclusion of workers with disabilities.

Other internal and targeted initiatives are also: the setting up of the **Diversity & Inclusion work team** within the Human Resources Service, which offers awareness-raising actions on equal opportunities, training to spread managerial and leadership styles to all levels of the organization that will render inclusion the reference cultural paradigm through a responsible and careful management of people and talents; Incontriamoci! a network of women who work in different research groups and administrative offices of the Foundation to undertake a dicussion and growth path, as individuals and as professionals; **Summer Kids Initiatives** and **Families Share**, aimed at activities that will help FBK workers balance private and professional life; Welcome Office, which offers support to incoming staff in order to facilitate their work onboarding and organizational socialization and which deals with the management of paperwork relating to the welcome and immigration of foreign staff (entry visas, residence permits, family member reunions) and the organization of Italian language courses; **FBK Ideas**, an active participation tool to collect ideas and proposals in order to involve workers and promote discussion.

Research projects that are also active include **Gary** to simplify reading in children with dyslexia, **CREEP** to prevent the potential negative effects of cyberbullying on young people, in addition to the aforementioned **FESTA** and **Families_Share** projects.

PERMALINK

https://magazine.fbk.eu/en/news/fbk-has-signed-the-charter-for-equal-opportunities-and-equality-at-work/

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