



UNIVERSITÀ
DI TRENTO



EQUITÀ &
DIVERSITÀ

GUIDELINES TO PROMOTE INCLUSION, STARTING FROM GENDER EQUALITY, IN EVENTS ORGANISED BY THE UNIVERSITY OF TRENTO

INTRODUCTION

There are still numerous cases of events and initiatives (conferences, seminars, round tables, etc.), as well as boards and scientific committees, that present significant asymmetry in terms of their composition, with reference to both gender and differences in physical ability, sexual identity, age, geographical origin, ethnicity, etc.

In order to promote greater inclusion and fairer representation, the University of Trento has decided to adopt the following guidelines, which must be taken into account when organising public events, while bearing in mind that some disciplines have significant gender imbalances and we must also avoid the risk of overburdening the few representatives of the lesser represented gender.

GUIDELINES

1. Define, to the extent possible, the list of major and minor contributions to be made at conferences, seminars and round tables in a gender-balanced way, but also taking into account other categories of differences, thereby avoiding stereotypes from being reinforced regarding scientific expertise.
2. Adopt an overall approach that pays attention to the inclusion of differences, starting from gender difference, when planning and managing events, promoting a well-balanced composition of organising committees and scientific committees.
3. Promote an inclusive environment that encourages gender balance, ensuring visibility in teaching and research activities and ensuring that everyone has equal opportunities when it comes to networking and promoting one's own research, as well as improving social and economic standing; to this end, it is necessary to take action to especially protect the under-represented gender in the respective scientific field-discipline.
4. Adopt and highlight good practices for involving the under-represented gender and including other differences at all of the University's events and in all of its actions, making sure that all the

necessary measures have been taken to guarantee equal accessibility and that inclusive language respecting differences has been used in all event-related communications (applying the University's Guidelines on this matter).

5. Consider the work-life balance of the people taking part in the event, choosing times that are as inclusive as possible and checking whether it is possible to offer babysitting initiatives, where necessary, for the most important events.

6. With reference to the University allocating financial resources to scientific events, always state that, in order to receive this support, the events must set equal opportunities objectives, both in terms of gender balance and appropriate reconciliation measures, and with regard to the inclusion of differences; in particular, request written justification from the organisers whenever it is not possible to involve a sufficient number of people from both genders in the event or activity for which funding is being requested.