



**Innovative Facility for Isotope GENeration with Efficient Ion Accelerator**

## T2.4 Inclusion strategies and activities

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**Kick-off meeting**

3-4 April 2025

Thessaloniki, Greece



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### T2.4 Inclusion strategies and activities

- In all the activities of the project, a special attention will be given in order to remove biases related to **ethics, religion, culture, gender** etc. In particular, integrating south-east European countries, such as BiH and others, where such issues are more acute, and fusing the West Europe (CERN, GSI other policies).
- Some of the actions that will take place in T2.4 are:
  1. Diversity/Inclusion Officer appointment,
  2. policies regulation,
  3. Forum,
  4. dedicated space in web page,
  5. Activities such as presentations in IFIGENEIA's annual meetings, special panels.

Start Date:	1	Task Leader:	AUTH
End Date:	48	Task Contributors:	All (almost)

Del.	Deliverable Title	Lead Partner	Diss. Level	Due On

Mx	Milestone Title	Lead Partner	Mean of verification	Due On

# T.x.x Timetable - Resources

	YEAR 1												YEAR 2												YEAR 3												YEAR 4											
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
T2.4 Inclusion strategies and activities																																																

T2.4	AUTH	RCM	AMTH	CERTH	GNP	TPOLIS	NCSR	UL	COSYLAB
	6	2	2	1	1	1	1	1	1
	SIH	IAS	TALOS	UCY	PASYKAF	UNSA	GSI	CERN	Total
	2	3	1	1	6	1	1	1	32

## T2.4 Inclusion Strategies & Activities

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**Objective:** Ensure diversity and eliminate biases (ethics, religion, culture, gender, and others)

***Proposed activities***

- Diversity/Inclusion Officer
  - Appoint a dedicated officer to oversee and enforce inclusion policies
- Policies Regulation
  - Adapt best practices from CERN, GSI, and EU frameworks
  - Implement a code of conduct and bias prevention measures
  - Establish monitoring and reporting mechanisms.
- Forum (Diversity & Inclusion)
  - Annual event with expert discussions, case studies, and feedback mechanisms
  - Working group to track progress and suggest improvements
- Dedicated Web Space
  - Centralized platform with policies, reports, forum insights, and resources
- Activities (Meetings, Panels, Presentations)
  - Inclusion-focused presentations in IFIGENEIA annual meetings
  - Special panels featuring experts, policymakers, and SEE representatives
  - Interactive formats (Q&A, workshops) for engagement & feedback.

## **Inclusive Recruitment & Participation Policies**

- **Ensure diverse representation** in project teams, committees, and leadership roles.
- Implement **blind selection** for applications to avoid bias in decision-making
- Offer **scholarships or financial support** to underrepresented groups to encourage participation.

## **Training & Capacity Building**

- Organize **mandatory DEI (Diversity, Equity, Inclusion) training** for all project members
- Provide **cultural awareness workshops** to promote understanding among team members
- Conduct **unconscious bias training** for decision-makers, including hiring panels.

## **Safe & Inclusive Work Environment**

- Establish a **confidential reporting mechanism** for discrimination or harassment cases
- Promote **flexible work arrangements** (e.g., remote work, parental leave support) to accommodate diverse needs
- Encourage **mentorship programs** pairing experienced professionals with underrepresented members.

## **Community Engagement & Outreach**

- Partner with **local organizations in SEE countries** to understand inclusion challenges better
- Hold **public awareness campaigns** on inclusion, diversity, and equity in research.