

## DIVERSITY AND INCLUSION COMMITTEE (D&I COMMITTEE)

### DEPARTMENT OF AGRICULTURAL SCIENCES - UNIVERSITY OF SASSARI (ITALY)

#### BRIEF DESCRIPTION OF THE D&I COMMITTEE

The Diversity and Inclusion Committee (D&I Committee) works for the respect and dignity of every human being, and for the acceptance, inclusion, and enhancement of diversity, as a heritage and wealth of the Department of Agricultural Sciences of the University of Sassari.

**Article 3 of the Constitutional Charter of the Italian Republic** establishes the **principle of equality** of all citizens without distinction of sex, race, language, religion, political opinion, or personal and social conditions. In the second paragraph of the same article, the State is required to adopt all instruments to overcome obstacles to the full realisation of the principle of equality.

The European Union encourages and promotes respect for diversity and the fight against discrimination and racism, through legislation on gender equality and equal pay, actions for the integration of the Roma community and equality of LGBTQIA+ (Lesbian, Gay, Bisexual, Trans, Queer, Intersex and Asexual) people, and anti-discrimination programmes ([https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combatting-discrimination_en)).

Discrimination and the resulting intolerance and disvalue have **repercussions on the subject who suffers them and, on the community**, because if on the one hand they prevent the full realisation of the person discriminated against, on the other hand they reduce the wealth of ideas, intentions, and planning ability that comes from the plurality and diversity of the community.

Within this context, the **D&I Committee** has a **physical and virtual space** (**Room for Rights and Inclusion**) to provide tools, inform and create the conditions to **protect diversity, warrant equity** and **facilitate inclusion** in the community of the Department of Agricultural Sciences of the University of Sassari, so that each person may have the same opportunities to achieve his/her goals in academia, work and/or study spheres, according to their aspirations.

In order to achieve these aims, the **D&I Committee** participates in the drafting of the **Department's three-year strategic plan, monitors the climate of relations** between the various components of the Department's community, and encourages dialogue, the peaceful resolution of conflicts and their **transformation into opportunities for collaboration and understanding**.