

BROADEN YOUR FRAME INCLUSION WEEKS INSIGHTFUL SEMINARS 3-13 NOVEMBER 2025



This Broaden Your Frame Seminar Series falls into a wider Bocconi University initiative: **INCLUSION WEEKS 2025**. The program of the weeks can be found at www.unibocconi.eu/inclusionweeks

ASSESSMENT

To earn 2 credits for Enhancing Experience students have to:

- participate in at least 5 out of 6 seminars of the series
- submit the final assignment to be completed in the classroom at the end of the seminar 6 on 13 November.

FOR INFORMATION

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3 NOVEMBER | 6:15-7:45 pm | Aula Franceschi | Via Sarfatti 25

Opening Seminar – Introduction to Inclusion Weeks and Broaden Your Frame

Welcome Addresses

Francesco Billari Rector

Paola Profeta Dean for Diversity, Inclusion and Sustainability

Carlo Salvato Dean, Graduate School

Superdiversity – New D&I Narratives in a Superdiverse World

Speaker

Francesco Billari Rector

Amid crises, diversity is often scapegoated. The evidence points the other way: demographic change, the “mother” of diversity, has expanded longevity, education, gender equality, and mobility, making societies more innovative and prosperous. Today’s superdiversity, across gender, age, ethnicity/migration, socioeconomic origin, ability, and health, powers productivity and creativity. New D&I narratives should rely on precision data to protect and design for this richness, shifting the conversation from risk to value, and from polarization to shared wellbeing.

4 NOVEMBER | 6:15-7:45 pm | Aula Franceschi | Via Sarfatti 25

Kind Communication: Insights from Neuroscience, Biology and Contemplative Practices

Speaker

Daniel Lumera Naturalist biologist, bestselling author (including *Biology of Kindness*), and international expert in the field of wellbeing and quality of life. He curates the “7 Respiri” column for *7, Corriere della Sera*’s weekly magazine

Moderator

Letizia Mencarini Professor of Demography, Bocconi University

Kind communication is not just about choosing the right words: it’s about cultivating awareness, listening and the ability to be present, even in silence. Rooted in the scientific foundations of the *Biology of Kindness*, this approach explores how empathy and inclusion can deeply impact on our physical and emotional wellbeing, as well as the quality of our relationships. Drawing on neuroscience, behavioral biology and contemplative practices, Daniel Lumera offers an evidence-based framework for transforming communication into a powerful tool for individual and collective transformation. The seminar will also include a brief meditative practice focused on silence and presence: an invitation to experience the space between words as a place of authentic connection.

6 NOVEMBER | 6:15-7:45 pm | Aula Franceschi | Via Sarfatti 25

Gender Equality and Gender Gaps

Speaker

Paola Profeta Dean for Diversity, Inclusion and Sustainability

No country in the world has achieved gender equality. According to the latest Global Gender Gap Index of the World Economic Forum (2025), gender equality will not be reached before 130 years from today! What are the main obstacles to gender equality? Why should we care? We will discuss why gender equality is a strategic goal. It is beneficial for companies, organizations, society and the overall economy. It produces outputs, growth, development and performance, it improves the quality of decision-makers, it enriches the agenda. These beneficial consequences are for all.

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10 NOVEMBER | 6:15-7:45 pm | Aula Franceschi | Via Sarfatti 25

Round Table: D&I in Business and Society in a Changing World

Speakers

Paolo Bolla Giorgio Armani Head of Learning, Development, Diversity and Inclusion

Luca Condosta ABB Head of Social Progress & Sustainability Capability Building, Global

Leadership Learning Community Lead / LGBTQ+ Global Program Lead

Gioia Ferrario Jakala Global Chief People Officer & Managing Director

Monica Possa Generali Group Chief People and Organization Officer

Tiziana Trefiletti European Central Bank International Cooperation Office, co-founder and Chair DiversAbility Network, Women in Leadership Network

Moderator

Stefano Caselli Dean, SDA Bocconi School of Management

Attend a dynamic and constructive exchange among 5 leading companies from different sectors and institutions sharing perspectives, challenges and strategies on DEI policies, with the aim of creating more inclusive environments in both corporate and social contexts.

11 NOVEMBER | 6:15-8:30 pm | Bocconi Sport Center | Via Sarfatti 10

Four Common Misconceptions about Disability and Paralympic Sport Training

Speakers

Nicoletta Balbo Assistant Professor of Sociology, Bocconi University

Alessio Tavecchio Paralympic Athlete (Atlanta 1996), Tavecchio Foundation President

We will explore and challenge four common myths about disability, showing that people with disabilities are far more numerous, more diverse in age, more satisfied with life, and more connected to our everyday lives than many imagine.

Prof. Balbo's short speech will be followed by an Inclusive Sports session* open to all registered participants, in collaboration with Tavecchio Foundation at the Bocconi Sport Center. The session will give you the opportunity to experience Paralympic sports (such as wheelchair basketball, sitting volleyball, hand bike, etc.) at the Bocconi Sport Center. The aim of the initiative is to understand how to overcome our own limits through sport, competition and fun to get a close look at how diversity can be a real opportunity to improve ourselves. Participants should wear a comfortable outfit.

*Given the limited number of slots available for the Inclusive Sports Session, some participants may be asked to observe the games.

13 NOVEMBER | 6:15-7:45 pm | Aula Franceschi | Via Sarfatti 25

Make Work Fair

Speaker

Iris Bohnet Albert Pratt Professor of Business and Government and Co-Director of the Women and Public Policy Program at Harvard Kennedy School

Moderator

Paola Profeta Dean for Diversity, Inclusion and Sustainability

To make organizations more fair, many well-meaning individuals and companies have invested their time and resources in diversity, equity, and inclusion (DEI) initiatives. But because unfairness is built into the structures, processes, and environments of our workplaces, adding these programs has not been able to move the needle enough. In this keynote presentation, Professor Iris Bohnet will present a new, evidence-based paradigm for how to create fair workplaces that offer a level playing field for everyone. Through data-backed, actionable solutions that embed fairness into the very fabric of the workplace, she will explore how employees at all levels can make fairer - and simply better - everyday decisions regardless of their role, seniority, responsibilities, or where they are in the world.