

# GENDER EQUALITY PLAN

Fondazione  
Giangiacommo  
Feltrinelli





# **GENDER EQUALITY PLAN**

**Fondazione  
Giangiacomo  
Feltrinelli**

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# 1. Introduction: la Fondazione Giangiacomo Feltrinelli

It all began in 1949 when Giangiacomo Feltrinelli founded the Biblioteca Giangiacomo Feltrinelli (Giangiacomo Feltrinelli Library) in Milan. The aim was to collect all kinds of documentary material in a systematic and unified order for the in-depth study of contemporary history, particularly the history of ideas, social movements, and the Italian workers' movement. Feltrinelli explored various antiquarian bookshops and visited individual militants internationally without neglecting the extensive research and widespread collection work across most Italian provinces.

**In 1951, the “Biblioteca Giangiacomo Feltrinelli” Association was established.** Its collaborators included personalities that would soon take on prominent positions in the Italian and international cultural scene. In little more than ten years, with around 40,000 works and several hundred periodicals, the Biblioteca Feltrinelli established itself as a fundamental centre for collecting and documenting the economic, political, and social history of Italy, as well as for gathering and sharing stories from the European workers' movement to promote awareness and a scientific study of the movement. In 1957, the association was legally transformed into the **Istituto Giangiacomo Feltrinelli**, divided into multiple topic areas (political, economic and social history, history of international socialism and workers' movements, history of anti-fascism and



the Italian Resistance).

In 1973, according to Giangiacomo Feltrinelli's wishes, **Fondazione Giangiacomo Feltrinelli** was established. The library and archives were definitively assigned to the Fondazione itself, located in Via Romagnosi and recognised as a legal entity by Italian Presidential Decree on 27 April 1974.

Since then the Fondazione has continued down a path focused on three main lines of activity:

- The **study of sources** to investigate the roots of social, economic and political transformations;
- The **curation and organisation of seminars and meetings dedicated to scholars, researchers and intellectuals who could** participate in politics by decoding these transformations and by producing content that would support a fairer, more just change in the interest of everyone, especially the weakest, the excluded, and marginalised groups and populations;
- **The promotion of public debate** to expand awareness of the economic and social actors of the change so that it is addressed in a way that best corresponds to the interests of citizens

Preserving and studying sources, educating the ruling class, and building public debate are the ingredients of a recipe that dates back to 1973, with the aim of assigning a new active role to culture in the country's social progress. 2016 was a turning point in the history of Fondazione Feltrinelli. The headquarters moved to the new building in Viale Pasubio, designed by the international architecture studio Herzog & De Meuron.

The Fondazione, one of Europe's leading centres of research and cultural production in the social sciences, is configured as a space for citizenship, encouraging reflection on the great questions of the contemporary world and investigating the transformations that affect us as citizens. Combining historical sources, research, and public dissemination, it cultivates new ideas and perspectives to imagine different potential futures and offer an open space for in-depth study, entertainment, and human connection.

With the same attitude for asking questions and challenging certainties that guided Giangiacomo Feltrinelli, the Fondazione deals with globalisation, sustainability, politics, rights, work and the city, making itself a platform for inclusion and discussion between academics, local actors and the community.

The building houses an archive, a library, a reading room, office spaces, and a bookstore. The Sala Polifunzionale is the center of activities, which range from public events, exhibitions, and festivals to educational workshops, projections and performances.

Based on its original mission but with tools and interlocutors that increase thanks to the presence of new research networks, new partnerships and new audiences, the reading room becomes a place for sharing experiences by opening up to the general public. Researchers and university lecturers find renewed ways of using it, while the community of local professionals and neighbouring ethnic groups benefit from a space for citizenship.

The high attendance numbers testify to renewed ways of experiencing the building, which are complemented by the discovery of the heritage preserved in the basements, including bibliographic and archival collections.

**International Forums and Feltrinelli Camps** for research and practice stakeholders, **Festivals and Special Projects**, major **Keynote lectures, publications, cultural flow production, innovative publishing production**, newsletters, podcasts, surveys and policy briefs. Even more, the **recreational cultural productions** with *Isolachenonc'è* and the **didactic** ones with the **Scuola di Cittadinanza Europea** (School of European Citizenship) platform, the **Master courses** in cooperation with local universities, the **European projects** promoted and implemented with some of the continent's most innovative cultural contexts, and the **Brain Factories** with and for companies.

A multifaceted space which has experimented over the years with different products, devised new cultural and creative formats and activated research and dissemination paths to intercept new languages, trends, and cultural needs.

The transitions and crises that have occurred since 2016 have represented a stimulus for the Fondazione to pursue a path of research and creativity that has enabled the Institution to **keep up with the times** and experiment with forms of participation and production that are **as much at the service of citizens as possible**. This result is confirmed by the

steadily increasing audience numbers and the appreciation from the various involved communities, starting with the Milan audience. The latest AIE (Italian Publishers Association) survey entitled "**Lettere e consumi culturali nella città di Milano 2023**" (Reading and cultural consumption in the city of Milan 2023) places the Fondazione in second place, after the Milan Triennale, among the cultural institutions most frequented by Milanese people.

Over the 7 years of activity, an average of 1,600 public initiatives have been produced, featuring around 20 distinct formats, including forums with multi-stakeholder tables, festivals, school masterclasses, research workshops, artistic labs, and exhibitions.

We have recorded approximately 50,000 attendees at public initiatives annually, 2,500 participants in multi-stakeholder workshops, and 15,000 visitors to the Reading Room, compared to the 1,500 who frequented the Reading Room before the move to the new location.







## 2. Gender equality: objectives and implemented activities



In recent years, several policies have been implemented both at the national and European levels to ensure greater gender equality inside and outside the employment market, starting with the development of so-called social infrastructures. However, a lack of adequate funds and investment plans as well as delays or postponements in implementing policies risk severely weakening the potential positive impact of these measures.

In recent years Fondazione Giangiacomo Feltrinelli has understood that achieving gender equality requires a cultural change that is pursued to the fullest. Groups and organisations must recognise the value of equity and equal opportunities and adopt them as their own guiding principles. As a cultural centre attentive to the transformative dynamics affecting our society, Fondazione Feltrinelli recognises that prescriptive regulations and measures need to be implemented into a receptive society, one that is fermenting and brewing and that is sometimes on the leading edge of the norms themselves.

For this reason, Fondazione Feltrinelli has been committed to gender equality in its organisational structure and workforce for years, alongside a commitment to equal treatment in order to guarantee a working environment that reflects the principles of inclusion and respect



of gender diversity. This commitment is also reflected in Feltrinelli's role as a cultural agency in relation to its mission which focuses on the areas of education, research, and public awareness.

This has translated into at least four strands of work

- **Consolidation of gender equality in governance, organisational structure and internal culture:** At the governance level, the Fondazione has, over the years, pursued a strategic orientation to promote the presence of young people and women in the institution's workforce. To date, the Fondazione has an organisational chart that encourages gender balance in leadership and coordination positions of the Fondazione's departments that report to management: three women hold a leading position in the first line of reporting to top management compared to an overall total of 4 positions with similar roles. On the other hand, in terms of organisational structure, the Fondazione has 12 internal employees, 7 of whom are women, and 17 external collaborators, 9 of whom are women. Regarding organisational culture, the Fondazione intends to continue its commitment to strongly encouraging the use of inclusive language since the words we use are often the lenses through which we attribute meaning and value to reality. Over the years, this has led the organisation to develop a growing sensitivity to such issues, that has yet to fully spread throughout the organisational structure, like ways of speaking – such as the “overextended masculine” (i.e. the practice used in the Italian language of referring to mixed-gender groups using the masculine plural) – that may be discriminatory

or aimed at concealing, even in an unreflective and unconscious manner, the presence and contributions of the female gender; ;

- **Attention to gender equality in the Fondazione's contents and activities:**

The theme of diversity, and its protection, as well as the quality of its social inclusion are at the heart of the Fondazione's activities, both in terms of content and with increasing attention over the years with reference to the construction of the panels that have animated the Fondazione's public events. As regards contents, Fondazione Feltrinelli has always maintained a continuous focus on the gender gap to denounce discrimination and inequality and to narrate the central role of women and, more generally, of all those who fight for more equal relations, more democratic societies, and more liveable ecosystems. The focus on this theme has taken the form of a series of projects, including by way of example:

- ***We Women*** a series of talks promoted within the Welcome to Socotra 2021 Festival edition, through which we listened to Egyptian journalists committed to media freedom, Polish women on the front line for the rights of self-determination, activists of the Black Lives Matter movement fighting against racial discrimination;
- ***Inge Feltrinelli Prize***, launched in 2022, and addressed to women. The project rewards three languages that look at the defence of human rights from three different angles: books, investigations and reportage, and podcast; <https://www.premioingefeltrinelli.it/>;

- The book “**Libere tutte. The courage to fight for oneself and for others**”; <https://fondazionefeltrinelli.it/scopri/libere-per-tutte/>;
- The book “**Gender taken seriously. The impact of gendered bodies on work, power and life paths**”; <https://fondazionefeltrinelli.it/scopri/il-genere-presop-sul-serio/>;
- **Colloqui di Toscana - We Women (26th and 27th November)**, organised by the Fondazione Giangiacomo Feltrinelli in collaboration with the Region of Tuscany as part of the La Toscana delle donne programme. The programme includes sessions, debates and public initiatives to reflect on how women can fully contribute to the socio-economic development of the country. The central topics will be gender prejudices and family obligations; female employment rates and gender distinctions; stereotypes and differences in the work development of men and women; <https://fondazionefeltrinelli.it/partecipa/we-women-colloqui-internazionali-di-toscana-27-novembre/>;
- The book “**Donna Faber. Men’s jobs, sex-sism and forms of r-existence**” ; <https://fondazionefeltrinelli.it/scopri/donna-faber/>;

The Fondazione has committed itself to the public event panels and intends to consolidate this commitment in the years to come in scouting for senior and junior researchers, female authors and intellectuals, female practitioners and figures of economic entrepreneurship, as well as civil and political commitment to offset the gender imbalance that still

characterises the world of research and culture

- **Women’s empowerment** starting from schools and educational paths: Fondazione Feltrinelli’s activities, such as the project l’isolachenonc’è and Scuola di Cittadinanza Europea, address the kids and young target audience. They aim to inspire equal growth paths for boys and girls, overcome gender stereotypes, and encourage singular inclinations and aspirations.





WE DON'T  
HAVE TIME

BLACK  
LIVES  
MATTER

## 3. A quantitative focus on 2023

The following is a quantitative focus on the results achieved by Fondazione Feltrinelli in terms of gender balance and concerning the following categories:

- **The Fondazione's audiences**, i.e. those who follow the Fondazione's activities via online channels and physically in the Viale Pasubio premises. Users of the Fondazione's website also fall within this category;
- **Publishing products**, the digital and paper volumes and podcasts produced annually by Fondazione Feltrinelli;
- **Educational products** concerning *isolachenonc'è* and Scuola di Cittadinanza Europea projects previously mentioned.

### Audiences and site users

The audiences that consume Fondazione Giangiacomo Feltrinelli's content and attend its events demonstrate an overall balance in terms of gender.

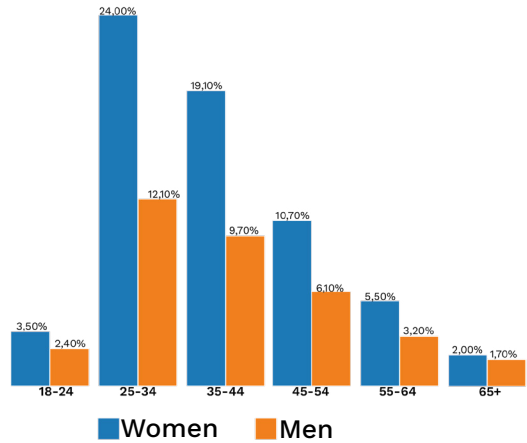
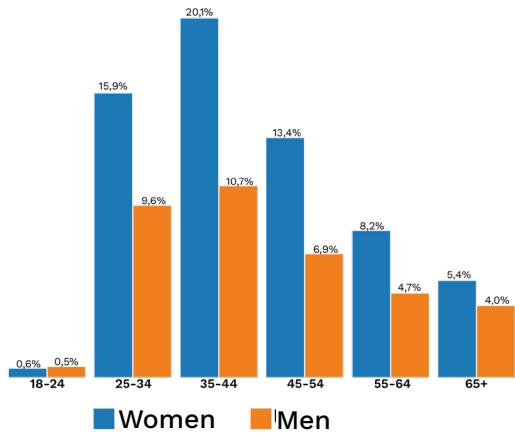
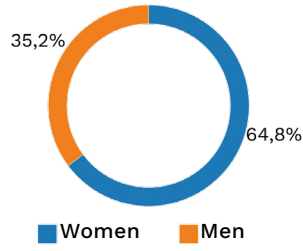
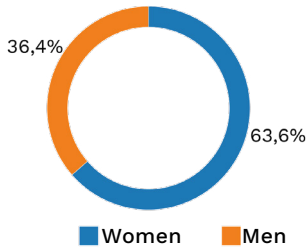
Analysing the channels and in-person attendance in more detail, the proportions are as follows:

- Participants in public events are, on average, 64% female and 36% male;
- Sui canali social, le community che ne seguono le attività sono:
  - 63% women and 37% men on **Facebook**
  - 64% women and 36% men on **Instagram**;
- Users of the Fondazione's main website ([fondazionefeltrinelli.it](http://fondazionefeltrinelli.it)) are 55% men and 45% women
- Users registered in the Fondazione's CRM (who reported their gender) are 45% men and 55% women



**Chart 1. Gender equality data at an audience level. Year 2023**  
Meta social channels (FB and IG)

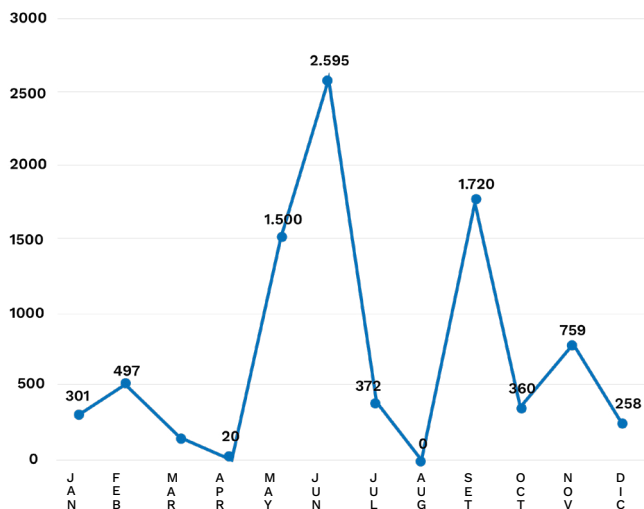
## Age and gender of the community



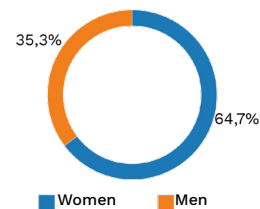
## Event statistics

Against 123 events that required reservations (free tickets), a total of 8.539 were sold.

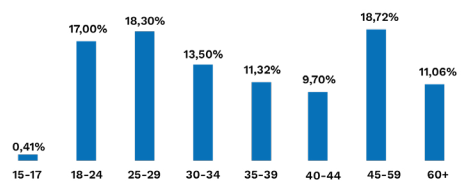
In June the maximum was reached thanks to the series of meetings of *l'isolachenonc'è* and *Welcome to Socotra*.



## GENDER OF MEMBERS

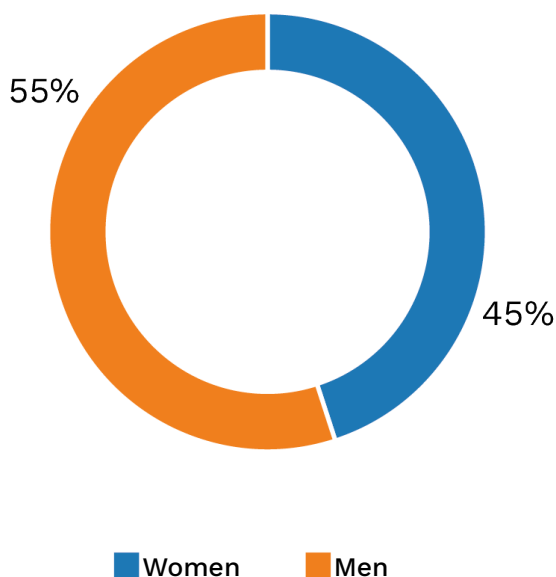


## AGE OF MEMBERS



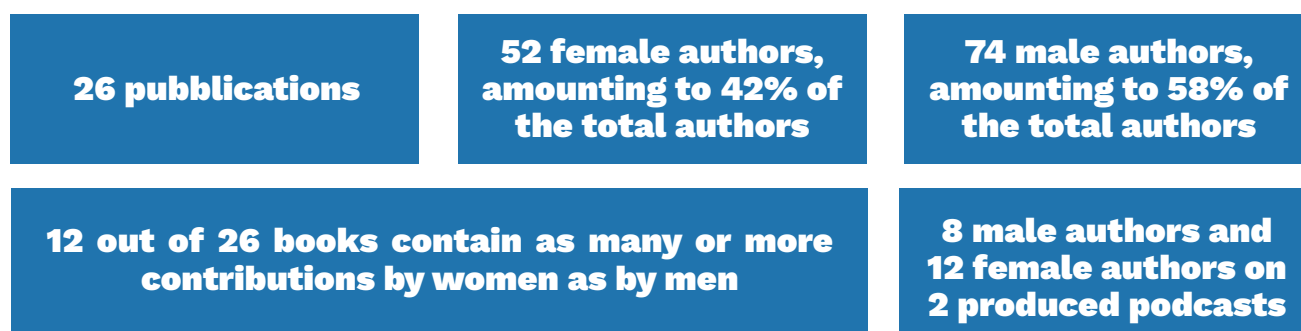
Data Source: Meta Insight

**Chart 2. Gender data on the digital audience of the Fondazione Feltrinelli website. Year 2023**



**Publishing products**

**Chart 3. Gender equality data at the editorial level. Year 2023**



**Gender equality data at a programming level. Year 2023**



**Educational products**

Analysing the didactic offer of Scuola di Cittadinanza Europea, which offers free civic education courses for secondary school students and teachers nationwide, in 2013, 19 men and 16 women conducted activities for schools, including masterclasses, meetings with authors, workshops and teaching kits.







## 4. Future objectives

For the next three years of activity, the Fondazione Feltrinelli intends to pursue its commitment to gender balance with the aim of

- **Promote achieving gender balance** in all relevant decision-making bodies;
- **Monitor any potential gender differences** in the Fondazione's areas of operation
- **Identify and mitigate any potential gender bias**, both conscious and unconscious, in all type of processes and decision paths;
- **Promote the development** of an equitable and inclusive society through cultural tools to overcome gender stereotypes from an early age by promoting programmes and projects that focus on women's rights and empowerment. And also by raising awareness of the benefits of gender balance policies for the economic, social and cultural progress of the country;
- **Raising awareness** of public and private stakeholders and different audiences about the Fondazione's gender equality policies and objectives.







## 5. Strategy



The Fondazione's three-year plan is structured along four main areas of activity, in line with the European Commission's guidelines for developing the GEP. The four areas are:

- **Culture and organisational strategy:** for the three-year period 2024 – 2026, the Fondazione intends to formalise and implement a strategic plan dedicated to gender balance with measurable objectives and actions which will enable the institution to increase its impact on gender equality, which are presented below;
- **Governance and resources** are related to the establishment of management and monitoring protocols in order to analyse the actions taken and to assess their progress, the results achieved, and any improvements that can be made.

The management and implementation of the strategic plan will be entrusted to a human resource already part of the Fondazione's personnel. Below are the budget indications on gender equality that will be used in the three-year period indicated for internal female employees and the main programme promoted by Fondazione Giangiacomo Feltrinelli on the theme of women (Inge Feltrinelli Prize):

Domain	Type of expenditure	2024	2025	2026
<b>Structured and Unstructured Staff</b>	Structured female employees in the workforce	n. 7 € 323,000	n. 7 € 323,000	n. 7 € 323,000
	Female collaborators in the personnel	n. 6 € 95,000	n. 7 € 100,000	n. 7 € 100,000
	Scholarships for women	n. 3 € 85,000	n. 3 € 105,000	n. 3 € 105,000
<b>Activities and programmes</b>	Awards to women authors of investigations, books and reports for the protection of rights (Inge Feltrinelli Prize)	€ 28,000	€ 28,000	€ 28,000

• **Data collection and monitoring.** With its establishment in Viale Pasubio, the Fondazione started an internal process to promote a data-driven organisational culture, equipping itself with tools and skills for data collection and monitoring. Based on what has been achieved to date, the Fondazione intends to consolidate data collection over the next three years using a data collection and monitoring system spread throughout the organisation, headed by each area manager, according to the following scheme:

- **Head of Research**, in charge of updating and maintaining a database of the Fondazione's network of research and practice communities;
- **Head of Promotion**, in charge of collecting data on the Fondazione's audiences through an analysis of the Institution's analogue and digital channels;
- **Head of Programming**, in charge of collecting data on gender balance, in terms of speakers and providers, within the public, publishing and

training events that are part of the Fondazione's annual activity schedule;

- **Head of Publishing**, in charge of collecting data on authors and publishing products in terms of gender balance;
- **Head of Education**, in charge of collecting data on gender balance within the offers dedicated to kids (isolachenonc'è) and addressed to students and teachers of secondary schools (Scuola di Cittadinanza Europea).
- **Training and awareness-raising activities** dedicated to all the Fondazione's staff. The aim is to impart an organisational culture and functional knowledge to counter stereotypes, prevent cognitive bias, use inclusive language, and give renewed attention to gender issues inside and outside the organisation.



## 6. Actions



Consistent with the European Commission guidelines, the Fondazione Feltrinelli's Gender Equality Plan is divided into four macro areas of intervention, for each of which objectives and actions are reported:

- Work-life balance and organisational culture;
- Gender balance in top management positions and decision-making bodies;
- Gender equality in recruitment and career advancement;
- Gender mainstreaming in research and activities;
- Combating gender-based violence, including sexual harassment.

The actions will be monitored from 2024, using 2023 as the base year.

## WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Objective	Remote working
Description	Monitor the actual accessibility of flexible working arrangements available to staff.
Target groups	Fondazione internal staff and collaborators
Actions	Analysis of access to flexible working arrangements with respect to the policy in force
Indicators	<ul style="list-style-type: none"> <li>- Performance monitoring</li> <li>- Analysis of the employee satisfaction</li> <li>- No. and typology of employees that used SW;</li> </ul>
Person/department in charge	Head of Administration

Objective	Supporting the employees undergoing gender transition
Description	Establish internal policies to enable the use of an alias for staff undergoing gender transition
Target groups	Staff
Actions	Redaction of the specific internal policies for enabling the use of alias for staff undergoing gender transitions
Indicators	<ul style="list-style-type: none"> <li>- Formal approval of the new policies for staff</li> <li>- Implementing a dedicated operative procedure for the application of the protocols</li> <li>- Follow-up and monitoring of cases</li> <li>- Internal communication strategies for the publication and dissemination of the policy</li> </ul>
Person/department in charge	Direction

Objective	Inclusive language
Description	The action has the aim of promoting a gender-sensitive perspective in internal and external communication activities and organisational regulations, as to support the use and diffusion of a gender-neutral language in formal and informal documents and communications.
Target groups	Fondazione internal staff and collaborators, private and public stakeholders
Actions	Guidelines and recommendations concerning the use of non-discriminatory language
Indicators	Introduction of the developed guidelines at organisational level and sharing with the staff
Person/department in charge	Foundation Secretary.

<b>Objective</b>	<b>Increase in paternity leave</b>
Description	Starting from 2024, the Fondazione Feltrinelli plans to increase paternity leave by 5 days in addition to what is provided for in CCNL
Target groups	Structured male employees of the Fondazione
	Communication to employees
Indicators Actions	No. Of male structured employees who benefited from the increase in paternity leave
Person/ department in charge	Head of Administration

## **GENDER BALANCE IN HIGH-LEVEL POSITIONS AND DECISION-MAKING BODIES**

<b>Objective</b>	<b>Delegate for Equal Opportunity, Diversity and Inclusion</b>
Description	Appointment of an employee as manager of the Gender Equality Plan, for strengthening the governance for equal opportunities, monitoring the action plan and act as both internal and external reference of these matters.
Target groups	Staff
Actions	Appoint an internal employee
Indicators	Appointment of the internal employee
Person/ department in charge	Director

<b>Objective</b>	<b>Implicit bias: guidelines and training for recruitment processes</b>
Description	The aim is to develop a set of guidelines and training sessions dedicated to the topic of implicit bias in the hiring process of staff, so as to prevent the diffusion of discriminatory practices in the hiring phase.
Target groups	All Head of FGF departments
Actions	Developing guidelines and training sessions to support the hiring processes.
Indicators	<ul style="list-style-type: none"> <li>- Distribution of guidelines to all staff members</li> <li>- No. of training sessions</li> <li>- No. of employees using guidelines</li> </ul>
Person/ department in charge	Director



<b>Objective</b>	<b>Growth and inclusion opportunities for women in the Fondazione</b>
Description	Consolidate gender balance in decision-making spaces within the institution and decision-making bodies
Target groups	Internal staff at FGF
Actions	Establish management committees with decision-making function Maintain a gender-balanced organisational structure
Indicators	Percentage of women in Management Committees compared to total members Percentage of women in the organisation with a “Leading” position Percentage of women in the organisation in charge of units Percentage of women in the organisation reporting to top management
Person/ department in charge	Director

## **GENDER EQUALITY IN RECRUITMENT AND CAREER ADVANCEMENT**

<b>Objective</b>	<b>Promoting a gender balanced organisational structure</b>
Description	Definition of recruitment processes for human resources (staff and collaborators) so that recruitment takes place with a focus on pro-moting gender equality
Target groups	Staff
Actions	Development of an updated dashboard capable of providing an overall view of the state of the art of the organisational structure in terms of gender
Indicators	Presence of mechanisms for analysing turnover by gender
Person/ department in charge	Director

<b>Objective</b>	<b>Gender sensitive approach in budgeting</b>
Description	<ul style="list-style-type: none"> <li>- Enhancing a gender perspective in all the strategic guidelines of Fondazione Feltrinelli</li> <li>- Gathering annual data and statistics on the share of women and men and their career paths</li> <li>- Introducing a gender sensitive approach in all financial budgeting actions</li> </ul>
Target groups	Staff
Actions	Introducing gender-sensitive relevant KPIs in the annual strategic planning Review of the Financial Budget with a gender sensitive perspective
Indicators	<ul style="list-style-type: none"> <li>- Financial Budget realised with a gender sensitive perspective</li> <li>- Types of defined KPIs</li> </ul>
Person/ department in charge	Head of Administration and Budgeting

<b>GENDER MAINSTREAMING IN RESEARCH AND ACTIVITIES</b>	
<b>Objective</b>	<b>Promote gender equality, diversity, the protection of diversity, and the quality of their social inclusion in research activities</b>
Description	Promote research activities that focus on the themes specified in the above objective
Target groups	Staff
Actions	Foster the integration of ethical, gender and diversity dimension in the research activities.
Indicators	- Number of research projects conducted on the themes of the present objective - Number of articles and published products with content oriented toward the present objective
Person/department in charge	Head of Research
<b>Objective</b>	<b>Promote gender balance in all of Fondazione's editorial and live products</b>
Description	Fostering a gender balance in the panel of public initiatives and in the authors of publishing products
Target groups	Staff
Actions	- Foster the gender balance in the public and publishing products of Fondazione - Guarantee for all the products a gender balance
Indicators	- No. of total events realised with gender balance / No. of events re-alised - Percentage and No. of total women and men engaged given the to-tal events - No. of female and male authors engaged in a year, compared to the total publishing products produced
Person/department in charge	Head of Programming and Head of Publishing Departments
<b>Objective</b>	<b>Promotion of projects focused on the empowerment of women</b>
Description	Guarantee the promotion of programmes and projects over the three years that deal with the topic of gender equality and that allow to continue the research to understand how to promote a society and a fairer work environment
Target groups	Audiences and stakeholders of Fondazione Giangiacomo Feltrinelli
Actions	Promoting at least one programme/project per year, such as the Inge Feltrinelli Prize
Indicators	No. of projects focused on gender equality plan compared to the total research programmes and projects car-ried out within the year
Person/department in charge	Head of Research and of Publishing Departments

## COMBATING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Objective	Training on discrimination and gender-based violence
Description	Ensuring a safe and healthy environment for all by raising awareness and knowledge on gender-based discrimination and violence
Target groups	Staff
Actions	Implementing training sessions to raise awareness on discrimination, gender-based violence, harassment and sexual harassment, enhancing skills for the recognition of these phenomena and on how to respond to them.
Indicators	Training sessions for target audience: male and female staff
Person/ department in charge	Director

Objective	Travel safety
Description	Ensuring safe travel for female employees in case of transfers during the evening
Target groups	Staff
Actions	Implementation of policies that allow female staff to choose the safest means of transportation for night travel on work-related travel
Indicators	No. of employees that used this policy
Person/ department in charge	Head of Administration

**Carlo Fitzgerald Feltrinelli**  
Legal representative

SIGNATURE





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