



**FIT FOR THE
FUTURE**

Good Practice - Centre D'enseignement

WP 2

Activity 1 (Good Practice)

Developed by Upwell| November, 2025



PROJECT NUMBER: 2024-1-FR01-KA220-VET-000244092



**Co-funded by
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Good Practice Card

Name/ title of practice:	Centro Donna Lilith (CDL)
Location:	Latina
Size and scale of organization:	+100 members
Industry/Sector:	Non-profit
Contact info (for follow up, if available):	info@centrodonnalilith.it
Additional details:	
Sources of information/References:	

Good Practice/Content

<p>Key focus/bias observed:</p>	<p>Gender mainstreaming</p> <p>CDL tackles the persistent invisibility of gender inequalities across institutions and organizations. Their focus lies on embedding gender mainstreaming specifically within volunteer management, corporate and NGO HR practices, and local public administration processes, particularly in recruitment and anti-harassment measures that are often overlooked.</p>
<p>Description of the <i>Practice</i>:</p>	<p>Centro Donna Lilith does much more than operate an anti-violence centre network. It has actively guided local businesses, NGOs, and municipal bodies to revamp their recruitment practices and professional training, integrating gender as a routine—not exceptional—issue. With a consequential, tangible approach to gender policy, CDL reshapes how stakeholders manage volunteers, address subtle harassment, and formalize inclusive frameworks. CDL delivers a suite of integrated services: gender equality trainings (including violence awareness for women and minors), university internships, a gender education lab integrated into school curricula, professional development for anti-violence operators, and a cultural infrastructure comprising a documentation center, library, and memory archive.</p>
<p>Implementation strategy:</p>	<p>CDL implements a multi-level approach:</p> <ul style="list-style-type: none"> ● Delivering targeted training programs to public authorities and associations around gender equality and violence prevention. ● Hosting university internships to train future advocates and specialists. ● Embedding gender education within school contexts via specialized labs. ● Offering continuous professional development for frontline anti-violence practitioners. ● Maintaining a cultural hub—archive and memory center—that keeps gender awareness alive and rooted in the community.
<p>Key actors involved:</p>	<p>The practice is supported by a wide network of stakeholders</p>

	<ul style="list-style-type: none"> ● Feminist organizations and women's rights advocacy groups ● Local authorities and municipal administrations ● Schools, universities, and educational entities ● Anti-violence networks, shelters, social workers, and educators ● Health and legal services, police and judicial bodies ● VET institutions and businesses ● Volunteers, civil society groups, and media partners
<p>Outcomes and metrics of impact:</p>	<p>Trained over 50 women in vocational and professional development programs; facilitated employment of 3 women at Eurpack Giustini Sacchetti Srl; organized a leathercraft workshop resulting in a capsule collection entirely made by participants; delivered specialized gender-mainstreaming training to 12 local authorities, NGOs, and businesses; and hosted 6 university interns to develop survivor-centered expertise.</p>
<p>Potential challenges and barriers for implementation:</p>	<p>A key challenge for Centro Donna Lilith is addressing the deeply entrenched biases and stigma that survivors of gender-based violence encounter in workplaces and public institutions. Even when CDL provides training, guidance, and tools, some businesses and local administrations may be slow to adopt survivor-centered practices or to change recruitment and promotion processes. Limited resources and staffing can constrain CDL's ability to follow up on the implementation of policies or to provide continuous support to organizations. Additionally, measuring the long-term impact of interventions on survivors' employment opportunities and organizational culture can be difficult, as changes often take time to become visible. Engaging resistant stakeholders and overcoming societal norms that perpetuate discrimination remain ongoing barriers for CDL in fully realizing its gender-mainstreaming mission.</p>
<p>Blueprint for success - recommendations for replication or adaptation of the Practice:</p>	<p>To replicate CDL's approach, organizations should combine training, policy guidance, and hands-on support to address gender-based discrimination, particularly for survivors of violence. Start by embedding gender mainstreaming into recruitment, promotion, and volunteer management processes. Collaborate with local authorities, feminist networks, and educational institutions to ensure community engagement and long-term sustainability. Maintain a documentation system to track best practices, case studies, and lessons learned. Regularly evaluate organizational culture and employee perceptions to monitor progress. Adaptations should consider local legal frameworks, cultural attitudes toward gender and survivors, and available resources to ensure the practice is feasible and impactful.</p>

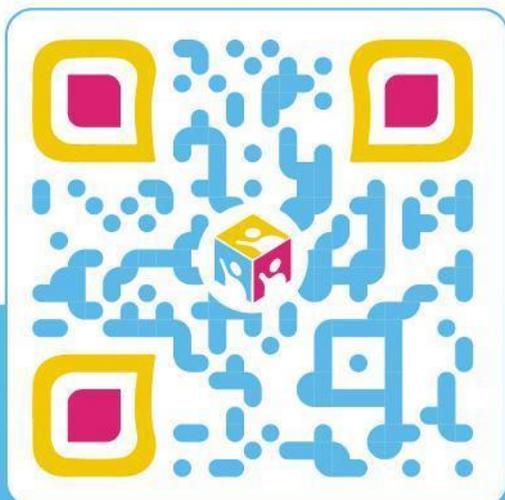


Key lessons learned:	CDL's work shows that addressing gender-based discrimination requires a holistic approach combining training, policy development, and community engagement. Embedding gender considerations into everyday organizational practices—such as recruitment, volunteer management, and professional development—creates measurable change. Survivor-centered strategies are crucial to ensure that women affected by violence can access fair employment and career opportunities. Long-term partnerships with local authorities, NGOs, and educational institutions strengthen impact and sustainability. Continuous monitoring, documentation, and adaptation are essential to respond effectively to emerging challenges and cultural barriers.
Other info/notes:	Centro Donna Lilith combines direct support for women survivors of violence with organizational transformation, making it a model for embedding gender mainstreaming in local businesses, NGOs, and public administrations. Its approach includes survivor-centered employment strategies, professional development for anti-violence practitioners, and community-focused education initiatives. CDL's documentation center and archives serve as both a knowledge repository and a tool for advocacy, ensuring best practices are shared and adapted across contexts. The centre's work demonstrates that integrating gender equality into "business as usual" operations can lead to concrete improvements in recruitment, volunteer management, and overall workplace culture.



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