

Call for Papers

for the Stream:

Work and Career Experiences of Ethnic Minority Men and Women

at the

Equal Opportunities International Conference, 1-3 July 2008

The Conference will provide an international platform for exchange of knowledge across all strands of equality, diversity and inclusion at work

Stream outline:

Papers welcomed to this stream will address work/career experience and opportunity issues faced by male and female members of ethnic minority groups¹ working within predominantly (but not exclusively) western organisations. We are particularly interested in the intersectionality of factors which might affect the nature of those experiences and opportunities, i.e. race, ethnicity, culture, religion and gender, as well as other factors, such as sexuality, age and disability, which traditionally have been addressed without reference to, or inclusion of, ethnicity or religion. Obstacles faced by ethnic minority men and women, such as problems in: identifying, attaining and sustaining a mentor relationship; gaining access to influential networks, and dealing with stereotypical perceptions of themselves, are relevant to this stream. Work-life balance issues within the context of ethnic minority groups' experiences would also be welcome in this stream.

Stream questions:

1. What are the issues around work and career experiences of ethnic minority men, women and groups? Which key factors can inhibit, or alternatively facilitate, ethnic minority group's career experiences and career development/progression?
2. Do ethnic minority women and men face specific and/or different issues in organisations with regard both to each other and to the dominant majority groups?
3. What are the effects of intersectionality (i.e. combinations of factors including race, gender, religion, culture, sexuality, disability and age) on ethnic minority individual and/or groups' work and life experiences?
4. Are there any work life balance issues that may be specific to different ethnic groups?

¹ While the term 'ethnic minority' tends to be understood in a sense in which separate groups, for example, South Asian,, African and Caribbean people are combined, taking as given that their experiences will be similar if not the same, we are keen to encourage the examination of the experiences of such groups, as well as those including 'invisible' minority group members (e.g., including those from Eastern Europe), as discrete from each other

5. Do legislative interventions/frameworks and organisational support have an impact on the experiences of and opportunities for ethnic minority employees?

Submission: Abstracts of between 800-1000 words should be submitted electronically to **BOTH** Nicolina Kamenou (N.Kamenou@hw.ac.uk) and Anne Fearfull (af22@st-andrews.ac.uk) **and** also submitted to the EOI website through the online paper submission form.

Key dates

(Please note extended deadline/change of dates):

Extended deadline for Abstracts: **Friday 25th April 2008**

Those submitting will be advised whether or not their abstract has been accepted by: **Thursday 1st May 2008.**

If required, corrections to abstracts will need to be submitted to the Chairs by **15th May 2008.**

Authors of selected abstracts would then be invited to submit their papers of no more than 5,000 words to the Stream chairs by the **16th of June 2008.**

Presentation details: The presenter(s) of each paper will be allocated 20 minutes presentation time with a further 10 minutes allocated to questions and discussion. Data projectors will be available in each conference room.

Registration fees: The cost of the conference for residents is ALL INCLUSIVE of the following: Bed, breakfast, lunch, evening meal, coffees, fruit and teas, attendance at all presentations, workshops and keynote addresses and car parking for the duration of the conference. The Conference Dinner is also included in the conference fee for all participants.

The fee does not include the social programme, which needs to be paid for separately. Nor does it include travel expenses. A breakdown is as follows:

Registration Up to 15 June 2008:

Full fee: £400

Doctoral Students: £300

After 15 June 2008:

Full fee: £600

Doctoral Students: £400

Non-residential places (limited)
(including lunch, evening meal but not breakfast) £300

Social programme: £15

Further Conference details: <https://eoi-conference.org/>

Stream chairs:

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