

Diversity in the Creative Industries

Stream Organisers:

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Stream outline:

The creative industries have in recent years become a huge source of interest for researchers due to their rapid growth in size and their contribution to the economy. It would not be unreasonable to expect that, by the very nature of their activities; they would embrace diversity and be varied environments in which to work. However, this does not appear to be the case. Within many of the sectors contained under the umbrella of creative industries, employment is dominated by white males. Women and BME employees are seriously under-represented throughout and a further indication of the lack of diversity is ageism, particularly experienced by women in the performing arts and associated industries.

Employment is characterized as precarious with stressful working conditions, long hours and pay inequalities. In short, the creative industries replicate the bureaucratic and managerialist work practices seen in more traditional industries/professions. In addition, entry to the sector is characterized by periods of unpaid work which may exclude those from economically deprived backgrounds. The policy aims of Equal Opportunities, anti-discrimination legislation and inclusion policies seem largely to have passed the industry by. This stream aims to investigate why/if this is the case; what does the future hold in terms of providing interesting and challenging work in a creatively stimulating environment? Papers are invited which critically examine employment in the creative industries; they can be either theoretically or empirically informed from a wide range of disciplines, such as business, sociology, arts, or humanities but should explore the multi-faceted dimensions of power relationships and inequalities which exist.

Possible themes include:

The failure of policy efforts to promote inclusion; Entrepreneurship and under-represented workers; Diversity and inclusion in a global context; Challenges to existing management practices; the 'Glass Ceiling' effect and the diverse workforce; Diversity and creativity, Intersections of gender, ethnicity, disability, sexuality and class.

Keywords: Creativity, Diversity, Inclusion, Power,

Publication plans: Special issue of Equality, Diversity and Inclusion; edited collection of papers if of sufficient quality.