

Vienna University of Economics and Business  
Main Building UZA 1, Augasse 2-6, 1090 Vienna, Austria  
Phone number (Regine): +43 1 31336 5186  
Phone number (Ahmet): +44 790 4239354  
Phone number (Mustafa): +44 796 7105959  
Directions to university: [Click here](#)



Vienna July 14-16, 2010

## Conference Programme

### Wednesday 14 July, 2010

13.30-17.00 Registration  
14.00-17.00 Professional Development Workshop  
Careers in equality, diversity and inclusion scholarship  
Writing for publication  
14.00-17.00 Doctoral Colloquium  
20.00 Welcome Dinner (Pre booked only-see social program please)  
GLACIS BEISL [www.glacisbeisl.at](http://www.glacisbeisl.at)  
Geschäftsführung, Im MuseumsQuartier  
Breitegasse 4, 1070Wien

### Thursday 15 July, 2010

8.00-9.00 Registration  
9.00-9.45 Welcome and Introduction  
9.45-10.30 Keynote 1  
10.30-10.45 Refreshment break  
10.45-12.15 Parallel Session 1  
12.15-13.15 Buffet lunch  
13.15-14.00 Keynote II  
14.00-15.30 Parallel Session 2  
15.30-15.45 Refreshment Break  
15.45-17.15 Parallel Session 3  
17.15 Launch "Diversitas – Zeitschrift für Managing Diversity and Diversity Studies"  
19.30 Conference Dinner – meeting point for the coach service to the restaurant  
Vienna University of Economics and Business  
Main Building UZA1 Augasse, 2-6 1090 Vienna- Austria  
Dunkelbunt [www.dunkel-bunt.at](http://www.dunkel-bunt.at)  
Weißgerberlande 14, A-1030 Wien

### Friday 16 July, 2010

9:30-10:15 Keynote III  
10.15-10.30 Emerald Best Paper Award, EDI 2010  
10:30-10:45 Refreshment break  
10:45-12:15 Parallel session 4  
12:15-13:15 Buffet lunch  
13:15-14:45 Parallel Session 5  
14.45-15.00 Refreshment Break  
15.00-16.00 Plenary Talks –Chairs of stream to report back  
16.30 Bus Tour and Farewell Dinner (**dinner location tbc during the conference, before Friday- see social program please**)



Vienna July 14-16, 2010

## Wednesday 14 July, 2010

### Professional Development Workshop

- Workshop 1      Careers in equality, diversity and inclusion scholarship  
H.2.22 (B)  
14.00-15.25      *Judith Pringle, AUT University, New Zealand*  
                         *Jawad Syed, University of Kent, United Kingdom*
- Workshop 1      Writing for Publication  
H.2.22 (B)  
15.35-17.00      *Mustafa Özbilgin, University of East Anglia, United Kingdom*  
                         *Beverly Dawn Metcalfe, University of Manchester, United Kingdom*

### Doctoral Colloquium

- H.5.46 (C)      Equality diversity and inclusion at work  
14.00-17.00
- Dorota Bourne, Queen Mary University London, United Kingdom*  
*Joana Vassilopoulou, University of East Anglia, United Kingdom*
- 1) Managing ethnic diversity in Dutch organizations: Effects of policies, practices and processes on career of individual employees  
Carolin Ossenkop, Vrije Universiteit Amsterdam, Netherland
  - 2) Entrepreneurship, culture mobility of knowledge workers in European ICT SMEs  
Kanellos-Panayiotis Nikolopoulous, Open Universiteit Amsterdam, Netherland
  - 3) Board gender diversity and corporate social performance  
Ioanna Boulouta, University of Cambridge, United Kingdom
  - 4) Professional and managerial black African women  
Diane Chilangwa Farmer, LSE Gender Institute, United Kingdom
  - 5) Women business networks as change agents  
Florence Villesèche, University of Geneva, Switzerland

## Keynotes

### Keynote 1

Festivall Hall

Thursday 15

9.45-10.30

Lize Booysen, Professor for Organizational Behaviour and Leadership at Antioch University, USA

#### **A Framework for Leading Across Difference: Strategies and Perspectives**

This keynote address will share findings from a multi-year, ten-county research project examining leadership across difference, (LAD-project) steered by the Center for Creative Leadership, USA. A framework for leading in situations of social identity differences in organizations will be provided. Common triggers of social identity conflict in a variety of cultural contexts will be discussed, and organizational strategies and leadership roles dealing with these differences will be shared. Lastly, effective boundary spanning leadership and practices will be described.

### Keynote 2

Festivall Hall

Thursday 15

13.15-14.00

Ewart Wooldridge CBE, Chief Executive, Leadership Foundation for Higher Education

#### **Contribution of leadership to delivering Equality and Diversity in Higher Education**

The session will relate the story of how the Leadership Foundation has embedded Equality and Diversity (E&D) into its work since it was founded six years ago. It brings together various processes associated with organisational culture change and the impact of different leadership styles. The role of effective senior leadership in this area is much more about embedding good practice in their universities and disseminating that, rather than promoting the cause from a public platform. Effective leadership in support of E&D is one that is distributed throughout the organisation as opposed to 'top down'.

### Keynote 3

Festivall Hall

Friday 16

9.30-10.15

Stella Nkomo, Professor for Human Resource Management, University of Pretoria, South Africa

#### **Diversity in the 'New' South Africa: Challenges to Transformation and Equality**

In 1994, South Africa became a democratic nation that saw the official end of its racial segregation policy of apartheid. Since that time the government has embarked on an aggressive policy initiative to redress the injustices of the past and to achieve equality. This keynote address will share the results of a recent study of the diversity and transformation initiatives of organisations within South Africa. The results reveal the unique challenges of attaining equality in a context where the goal is social justice and equity for the majority instead of a minority.

## Session Programm

Session 1, Thursday 15, 2010 10.45-12.15

- Stream 1  
H.2.18 (A)
- Talent and competencies development in a global economy: Challenges for contemporary leaders in the light of equality, diversity and inclusion work**
- Convenor: Katerina Nicolopoulou, Dorota Bourne, Gozde Inal, Mine Karatas-Ozkan, Jose Pascal da Rocha*
- 1) Integrating Talent Management and Diversity: What's going on in the UK. Plenary Session  
Dianah Worman, Chartered Institute of Personnel and Development, United Kingdom  
Claire McCartney, Chartered Institute of Personnel and Development, United Kingdom
  - 2) Participative Session facilitated by  
Diana Worman, Chartered Institute of Personnel and Development, United Kingdom  
Claire McCartney, Chartered Institute of Personnel and Development, United Kingdom
- Stream 2  
H.2.19 (A)
- Sexual orientation, diversity and equality in organisations: Lesbian, gay, bisexual and heterosexual perspectives**
- Convenor: Fiona Colgan, Aidan McKearney*
- 1) Identity, inclusion, lifestyle and career – a comparative study of lesbian, gay and bisexual people living and working in the United Kingdom and Republic of Ireland  
Aidan McKearney, London Metropolitan Business School, London Metropolitan University, United Kingdom
  - 2) Exploring how gay men manage their social identities in the workplace within the interaction order  
Simon Roberts, Business School, Bournemouth University, United Kingdom
  - 3) Evolution invisible identities: workplace experiences of parents in LGB-led families  
Ron Orphir, School of Administrative Studies, York University, Canada
- Stream 3  
S.5.43 (A)
- Diversity in the creative industries**
- Convenor: Valerie Caven, Kate Sang*
- 1) Occupational stress in the UK architectural profession: Is hegemonic masculinity to blame?  
Kate Sang, Norwich School of Business, United Kingdom
  - 2) Women in architecture: the absence of equality, diversity and inclusion  
Valerie Caven, Nottingham Business School, United Kingdom
  - 3) Equality issues in higher education work placements in the creative industries  
Gary Loke, Equality Challenge Unit, United Kingdom
- Stream 6  
S.5.46 (C)
- Contemporary issues of equality, diversity and inclusion in French-speaking countries**
- Convenor: Alain Klarsfeld*
- 1) Equality and Diversity in the French context: an introduction.  
Alain Klarsfeld, Toulouse Business School, France  
Jacqueline Laufer, HEC-Paris, France
  - 2) Republicanism and diversity: Meanings of diversity and diversity management in France  
Jonna Louvrier, Hanken School of Economics, Finland

**Stream 8**

S.5.44 (B)

**Illuminating, eliminating, inequality regimes***Convenor: Judith K. Pringle, Irene Ryan, Candice Harris*

- 1) Illuminating, eliminating, inequality regimes': A contribution from Feminist Economics positive and negative freedom – A philosophical introduction  
Stefan Kesting, AUT University, New Zealand
- 2) Structuring others: Leadership and gendered functions  
Jochen Geppert, Freie Universität Berlin, Germany
- 3) Employees' perception of gender inequality: Lessons from Finland  
Violette Khoreva, Hanken School of Economics, Finland

**Stream 10**

S.5.47. (C)

**Diversities at work: a life course perspective***Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert*

Theme: Work-life balance across the life course

- 1) 'Reconceptualising work-life balance: Acknowledging diversity within the life component'  
Nocolina Kamenou, School of Management and Languages, Heriot-Watt University, United Kingdom
- 2) Exploring graduates' conceptualizations of 'work-life balance' through a life course lens  
Uracha Chatrakul Na Ayudhya, Middlesex University Business School, United Kingdom  
Suzan Lewis, Middlesex University Business School, United Kingdom

**Stream 13**

S.5.48 (D)

**Competences on leadership: Relational managing and leading***Convenor: Olivia Kyriakidou, Roswitha Hofmann, Heike Mensi-Klarbach, Dagmar Vinz, Katharina Schiederling, Zorlu Senyucel*

- 1) Exploring women's unequal status in the HRM domain in the U.K and the U.S.  
Deepika Faugoo, University of Mauritius, Mauritius
- 2) Board gender diversity and corporate social performance  
Ioanna Boulouta, Judge Business School, University of Cambridge, Great Britain
- 3) Gender differences in workplace relational identity and identification (among leader and subordinate): the moderator effect of organizational context  
Shora Moteabbed, ESSEC Business School, France
- 4) Gender and diversity competence – a future criterion for the selection and development of managers  
Sylvia Manchen Spörri, Zurich University of Applied Sciences, Switzerland

**Stream 18**

S.5.45 (B)

**Women, work and Globalization in developing and transitional societies***Convenor: Beverly Dawn Metcalfe, Chris J Rees, Aminu Mamman*

Theme: Women and development in Islamic states

- 1) Women's struggle for formal employment in Pakistan's development sector  
Julia Gruenenfelder, University of Zurich
- 2) Women's empowerment and development in the Middle East: Shaping economies, politics and culture.  
Beverly Dawn Metcalfe, University of Manchester, United Kingdom  
Aminu Mamman, University of Manchester, United Kingdom
- 3) Managing the paradoxes: Workplaces behaviour of female behaviour in Pakistan  
Noreen Saheer, Vienna University of Economics and Business, Austria  
Marianna T. Richter, Vienna University of Technologie, Austria

## Session 2, Thursday 15, 2010 14.00-15.30

- Stream 1**  
H.2.18 (A)
- Talent and competencies development in a global economy: Challenges for contemporary leaders in the light of equality, diversity and inclusion at work**  
*Convenor: Katerina Nicolopoulou, Dorota Bourne, Gozde Inal, Mine Karatas-Ozkan, Jose Pascal da Rocha*
- 1) Roles of competences in workforce diversity management  
Olca Sürgevil, Dokuz Eylül Üniversitesi, Turkey  
Evrin Mayaturk, Dokuz Eylül Üniversitesi, Turkey
  - 2) Leadership style and work-life balance in the transitory economies: A case study  
Noreen Saher, Vienna University of Economics and Business, Austria
  - 3) Negotiating career and salary: Gender differences in German management  
Martina Voigt, University of Applied Sciences Frankfurt, Germany
- Stream 2**  
H.2.19 (A)
- Sexual orientation, diversity and equality in organisations: Lesbian, gay, bisexual and heterosexual perspectives**  
*Convenor: Fiona Colgan, Aidan McKearney*
- 1) Equality, diversity and sexual orientation at work: Moving towards a cross-strand approach in the UK?  
Fiona Colgan, London Metropolitan Business School, United Kingdom
  - 2) Invisible subjects: Bisexual experiences of inequality, prejudice and discrimination at the workplace  
Gill Valentine, University of Leeds, United Kingdom  
Nichola Wood, University of Leeds, United Kingdom
  - 3) Global extremes: Attitudes towards lesbian, gay and bisexual people  
Michelle Elizabeth Grimwood, Coventry University, United Kingdom
- Stream 3**  
S.5.43 (A)
- Diversity in the creative industries**  
*Convenor: Valerie Caven, Kate Sang*
- 1) Analyzing the impact of cultural diversity on work group creativity and innovativeness: Development of a research model  
Matthias Kramer, Reutlingen University, Germany
  - 2) Implementing diversity strategies: The challenges facing minority focused advertising agencies  
Vinita Ambwani, Carleton University, Canada
- Stream 6**  
S.5.46 (C)
- Contemporary issues of equality, diversity and inclusion in French-speaking countries**  
*Convenor: Alain Klarsfeld*
- 1) Les femmes sur les conseils d'administration: Un bilan des connaissances (*Women on supervisory boards: taking stock*)  
Sylvie Saint-Onge, HEC-Montreal, Canada  
Michel Magnan, John Molson School of Business, University of Concordia, Canada
  - 2) Une contribution théorique et méthodologique à la compréhension des conflits travail-famille-travail des conjointes de militaires (*A theoretical and methodological contribution to the understanding family-work-family conflicts among spouses of service persons in the French Military*)  
Sophia Belghiti-Mahut, CREGOR, University of Montpellier-II, France
  - 3) Gender and diversity: is a new model of HRM required? A review of HRM practices in the Alsace region of France

Lovanirina Ramboarison-Lalao, Ecole de Management de Strasbourg, University of Strasbourg, France

Gilles Lambert, Ecole de Management de Strasbourg, University of Strasbourg, France

**Stream 8**

S.5.44 (B)

**Illuminating, eliminating, inequality regimes**

*Convenor: Judith K. Pringle, Irene Ryan, Candice Harris*

- 1) Nostalgia for all hours training and othering in UK hospital medicine  
Maria Tsouroufli, University of East Anglia, United Kingdom
- 2) Upstairs (not downstairs) to privilege and inclusion  
Irene Ryan, AUT University, New Zealand
- 3) Christmas parties and other social events in organizations: A hotbed for the (re)production of inequality regimes  
Renate Ortlieb, University of Graz, Austria  
Barbara Sieben, Freie Universität Berlin, Deutschland

**Stream 10**

S.5.47. (C)

**Diversities at work: a life course perspective**

*Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert*

Theme: Biographies and narratives across the life course

- 1) "I should be so lucky": Women returners' narratives of transition between family and work  
Clem Herman, The Open University, United Kingdom
- 2) Life course approach and women's way of knowing: A review and critique  
Mary Hartog, Middlesex University Business School, United Kingdom

**Stream 11**

S.5.48. (D)

**Leadership in creating & sustaining diversity synergies**

*Convenor: Lola-Peach Martins, Doirean Wilson*

- 1) Developing and using implicit association tests for use in organizations  
Peter Jones, Shire Professional, United Kingdom
- 2) The strategic approach of creating diversity synergies at the international finance company Allianz SE  
Petra Köppel, Synergy Consult, Germany  
Veronica Schilling, Allianz SE,
- 3) The impact of diversity on global leadership performance  
Sylvana Storey, Manchester Business School, United Kingdom
- 4) A map of orienting leadership towards creating and sustaining diversity synergies  
Rossella Ricco, University of Milan, Italy

**Stream 18**

S.5.45 (B)

**Women, work and globalization in developing and transitional societies**

*Convenor: Beverly Dawn Metcalfe, Chris J Rees, Aminu Mamman*

Theme: Globalization and Environment

- 1) Cultural diversity within TNC's in China  
Yu Fu, Herriot Watt University, United Kingdom  
Nicolina Kamenou, Herriot Watt University, United Kingdom
- 2) Globalization and women's employment in Turkey  
Gulbiye Yasar, Ankara University, Turkey  
Ece Ugurluglo, Ankara University, Turkey  
Pinar Doganay, Ankara University, Turkey
- 3) Organization and citizenship behavior in global economy  
Aminu Mamman, University of Manchester, United Kingdom
- 4) Sudanese women in decision making: Time for a change  
Elizabeth Wilson, University of Manchester, Gender Consultant

## Session 3, Thursday 15, 2010 15.45-17.15

### Stream 7

H 2.19 (A)

#### Inclusion in higher education

*Convenor: Haifa Takruri-Rizk, Kenneth Grainger*

- 1) Creating community: Promoting cultural democracy and inclusion in higher education  
Michelle Cromwell, Multicultural Village Inc, United States
- 2) Male office management learners in a non-traditional male environment – A Comparison  
Sumei Van Antwerpen, Tshwane University of Technology, South Africa  
Edmund Ferreira, UNISA, South Africa
- 3) Students as parents: the changing demographics of the UK higher education  
Ellen Pugh, Equality Challenge Unit, United Kingdom

### Stream 9

S. 5.44.(B)

#### Equality, diversity, law and legal institutions

*Convenor: Jackie Jones, Todd Brower*

- 1) Employers' dress and appearance codes and unlawful sex discrimination  
Eileen Fry, Northumbria University School of Law, United Kingdom
- 2) What's in the closet: Dress and appearance codes and lessons from sexual orientation  
Todd Brower, Western State University College of Law, USA
- 3) Trans Dressing in the Workplace  
Jackie Jones, Bristol Law School, United Kingdom

### Stream 10

S.5.47. (C)

#### Diversities at work: a life course perspective

*Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert*

Theme: Age and generation across life course

- 1) Age Management. Approaches to age diversity at the workplace  
Marcie Pitt-Catsoupes, Boston College, USA  
Melissa Brown, Boston College, USA  
Christina Matz-Costa, Boston College, USA
- 2) Managing gender and ethnic diversities in the workplace: A British South Asian inter-generational perspective  
Baljit Kaur Rana, Birmingham City University, United Kingdom
- 3) The diversity of older social entrepreneurs – A life course perspective  
Bianca Stumbitz, Middlesex University, United Kingdom  
Anne Laure Humert, Middlesex University, United Kingdom

### Stream 14

H.2.18 (A)

#### The prodigy of gender and leadership in the contemporary business world: Theory, research and practice

*Convenor: Astrid Podsiadlowski, Noreen Saher, Zahid Mehmood, Huma Haque*

- 1) Stories of success of Emirati women: An explorative study  
Katharina Chudzikowski, Vienna University of Economics and Business, Austria  
Isabell A. Claus, Institute for International Business, Austria
- 2) Women leaders and workplace conflict in Pakistan: Developing countries perspectives  
Noreen Saher, Vienna University of Economics and Business, Austria  
Amanullah Khan, Riphah International University, Pakistan  
Najma Sadiq, University of Salzburg, Austria

**Stream 15**  
S.5.43. (A)

**Equality, diversity and industrial relations**

*Convenor: Susan Sayce, Josie Kinge*

- 1) An exploration of the compatibility between partnership and community unionism in the UKs National Health Service  
Josie Kinge, Norwich Business School, United Kingdom  
Susan Sayce, Norwich Business School, United Kingdom
- 2) Socio-economic impact of each quality strand in the Eastern region, England UK (A practitioner perspective)  
Adelina Chalmers, MENTER, Roumania
- 3) Organising migrant workers: Competing strategies and divergent outcomes  
Steve French, Keele University, United Kingdom

**Stream 17**  
S.5.46 (C)

**Understanding careers of migrant elites**

*Convenor: Akram Al Ariss, Jawad Syed*

- 1) Chinese migrant elites in Australia: A gendered pattern in (re)building their careers  
Fang Lee Cooke, RMIT University, Australia  
Jiaying Zhang, RMIT University, Australia  
Ling Deng, RMIT University, Australia
- 2) Policies and its implications on career developments of Palestinian migrants in Jordan  
Nur Koprulu, Cyprus International University, Cyprus
- 3) A dyadic perspective in ethnic minority identity at work: workplace experiences of British-born muslims of Pakistani descent  
Jawad Syed, Kent Business School, United Kingdom  
Faiza Ali, Macquarie Graduate School of Management. Australia

**Stream 18**  
S.5.45 (B)

**Women, work and globalization in developing and transitional societies**

*Convenor: Beverly Dawn Metcalfe, Chris J Rees, Aminu Mamma*

Theme: Gender, ICT, Education and Development

- 1) The Sri-Lankan ICT sector: A woman's place  
Sharon Morgan, University of Manchester, United Kingdom
- 2) Occupational segregation in SECT: Indo British Comparison  
Sunrita Dhar Battachargee, University of Salford, United Kingdom  
Haifa Takturi-Rizk, University of Salford, United Kingdom

**Session 4, Friday 16, 2010 10.45-12.15**

**Stream 4**  
H.2.18 (A)

**Promoting diversity and ensuring equality at work: the role of the state**

*Convenor: Ian Roper, Anne Daguerre, Michael Müller-Carmen*

- 1) I want my boomerang back? When rhetoric fails in retaining and sustaining the older worker  
Tui McKeown and Michael Elbaz, Monash University, Australia
- 2) La vie an rose: Women and company boards  
Susata Lourdes, IESE Business School, Spain  
Maria Jesús Belizón, Kemmy Business School, Spain  
Jose Ramon Pin, IESE Business School, Spain
- 3) Re-constructing age images in UK and Germany: Corporate and socio-political actors' rhetoric on age (management) discourses  
Heike Pantelmann, Freie Universität Berlin, Germany  
Matt Flynn, Middlesex University Business School, United Kingdom

Michael Müller Carmen, Middlesex University Business School, United Kingdom  
Heike Schröder, Middlesex University Business School, United Kingdom

Stream 5  
S.5.45. (B)

#### **Management, leadership and diversity**

*Convenor: Victoria Showunmi, Doyin Atewologun*

- 1) Global perspective on diversity in nonprofit and civil society organizations  
Ronald Quincy, Rutgers- State University of New Jersey, USA  
Antoinette Y. Farmer, Rutgers- State University of New Jersey, USA
- 2) A discussion on global perspective for diversity and leadership performance  
Sylvana Storey, Manchester Business School, United Kingdom
- 3) Effects of the homophily principle on social capital development for ethnic minorities and women  
Florence Villeseche, HEC, University of Geneva, Switzerland

Stream 7  
H.2.19 (A)

#### **Inclusion in higher education**

*Convenor: Haifa Takruri-Rizk, Kenneth Grainger*

- 1) The sociopolitics of access: Deaf students in Dutch higher education  
Ernest Thoutenhoofd, Rijksuniversiteit Groningen, Netherlands  
Beppie Van den Bogaerde, Utrecht University of Applied Sciences, Netherlands
- 2) Left to your own devices: Gender, independent learning and authenticity in UK medical education  
Maria Tsouroufli, University of East Anglia, United Kingdom  
Mustafa Özbilgin, University of East Anglia, United Kingdom  
Merryn Smith, Bristol University, United Kingdom
- 3) Inclusive clinical education – Myth or reality?  
Karen Atkinson, RNIB, United Kingdom  
Owen Hutchinson, RNIB, United Kingdom

Stream 10  
S.5.47. (C)

#### **Diversities at work: a life course perspective**

*Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert*

Theme: Cross-cultural diversities across life course

- 1) An integrated process model of ethnic acculturation  
Lorraine S. Dyke, Sprott School of Business, Carleton University, Canada  
Vinita P. Ambwani, Sprott School of Business, Carleton University, Canada
- 2) The transition to parenthood in changing European contexts: a life course and biographical approach  
Julia Brannen, Institute of Education, United Kingdom,  
Suzan Lewis, Middlesex University, United Kingdom,  
Ann Nilsen, University of Bergen, Norway  
Janet Smithson, University of Exeter, United Kingdom

Stream 12  
S.5.43. (A)

#### **Leadership and the making of inclusion**

*Convenor: Johanna Hofbauer, Astrid Podsiadlowski*

- 1) Diversity orders in organizations. A critical analysis based on structuration theory  
Renate Ortlieb, University of Graz, Austria  
Barbara Sieben, Freie Universität Berlin, Germany
- 2) Diversity of senior management at a multinational company  
Marijke von Liemt, Spidi Communicating, Austria

Stream 16

#### **Diversity and inclusion among self-employed workers**

S.5.44. (B)

*Convenor: Jean Gardiner, Steve Vincent, Robert Wapshott*

- 1) Organizing an entrepreneurial career within knowledge based industries  
Vincent Gardiner, Leeds University Business School, United Kingdom  
Robert Wapshott, Bradford University School of Management, United Kingdom
- 2) Contractors – always from the outside looking in?  
Tui McKeown, Monash University, Australia
- 3) Path into self-employment: exploring the dynamics of interlocking characteristics of age, gender and ethnicity for a group of older entrepreneurs  
Kiran Kalsi, London Metropolitan University Business School, United Kingdom  
Fiona Colgan, London Metropolitan University, United Kingdom  
Frances Tomlinson, London Metropolitan University, United Kingdom  
Hilary Farnworth, London Metropolitan Business School, United Kingdom  
Ann Reynard, London Metropolitan Business School, United Kingdom

**Stream 17**

**Understanding careers of migrant elites**

S.5.46. (C)

*Convenor: Akram Al Ariss, Jawad Syed*

- 1) Professional Black migrant women - post colonialism, ethnocentricity and patriarchy in career advancement  
Cynthia Forson, University of Hertfordshire, United Kingdom
- 2) Moving from the status quo to greater diversity on corporate boards – a multi-theoretical approach  
Coral Ingley, AUT University, New Zealand  
Akram Al Ariss, Champagne School of Management, France

**Session 5, Friday 16, 2010 13.15-14.45**

**Stream 4**

**Promoting diversity and ensuring equality at work: the role of the state**

H.2.18 (A)

*Convenor: Ian Roper, Anne Daguere, Michael Müller-Carmen*

- 1) Regulating equity and diversity in the Australian workplace: the role of the state and the split between gender-based and cultural diversity  
Dimitra Groutsis, University of Sydney, Australia  
Lucy Taksa, Macquarie University, Australia
- 2) Fulfillment of equality between women and men principle in the Czech Republic  
Eva Stichhauerova, Technical University of Liberec, Czech Republic
- 3) Promoting parental rights at work in the UK and Australia: a convergence of policy institutions or policy narratives  
Ian Roper, Middlesex University Business School, United Kingdom  
Marian Baird, University of Sydney, Australia

**Stream 5**

**Management, leadership and diversity**

S.5.45 (B)

*Convenor: Victoria Showunmi, Doyin Atewologun*

- 1) Positive affect and prototypical leader characteristics: Increasing bias against racial minorities  
Ashleigh Shelby Rosette, Duke University, United Kingdom
- 2) Exploring the concept of leadership and identity  
Victoria Showunmi, Institute of Education, United Kingdom  
Adedoyin Atewologun, Cranfield School of Management
- 3) The role of leadership behaviours in leading culturally diverse workplaces

Moudhi Alzoman, Portsmouth University, United Kingdom

**Stream 7**

H.2.19 (A)

**Inclusion in higher education**

*Convenor: Haifa Takruri-Rizk, Kenneth Grainger*

- 1) Equality Issues in higher education work placements in the creative industries  
Gary Loke, Equality Challenge Unit, United Kingdom
- 2) BME participation in UK SET: The need for better understanding  
Kate Booth, University of Salford, United Kingdom  
Haifa Takruri-Rizk, University of Salford, United Kingdom  
Salith Welamedage, Northumbria University, United Kingdom  
Kamel Mansi, Birmingham and Solihull Mental Health NHS Trust, United Kingdom
- 3) Cultural factors affecting women's representation in the High Tech sector: Cross-cultural comparisons between Canada and Bangladesh  
Samina Saiffuddin, Carleton University, Canada  
Maria Rasouli, Carleton University, Canada  
Lorraine Dyke, Carleton University, Canada

**Stream 12**

S.5.43 (A)

**Leadership and the making of inclusion**

*Convenor: Johanna Hofbauer, Astrid Podsiadlowski*

- 1) Language barriers and diversity management in an international NGO  
Marie-Theres Claes, Louvain Management School, Belgium
- 2) The development and validation of a work group diversity culture scale  
Lisa Nancarrow, Carleton University, Canada  
Lorraine Dyke, Carleton University, Canada  
Maria Rasouli, Carleton University, Canada

**Stream 16**

S.5.44. (B)

**Diversity and inclusion among self-employed workers**

*Convenor: Jean Gardiner, Steve Vincent, Robert Wapshott*

- 1) More bad than good for gender equality? Micro-finance institutions in Western Europe and incentives for women's self-employment  
Emanuelle Desmedt, York Management School, United Kingdom
- 2) Women and entrepreneurship: analysis of a young university population  
Sánchez-Cañizares, University of Cordoba, Spain  
Fuentes-García, University of Cordoba, Spain

**Stream 17**

S.5.46 (C)

**Understanding careers of migrant elites**

*Convenor: Akram Al Ariss, Jawad Syed*

- 1) Capital mobilization experiences of Turkish-Cypriots in Britain during small business ownership  
Gozde Inal, Cyprus International University, Cyprus  
Akram Al Ariss, Champagne School of Management, France
- 2) Medical elites: Migration, accreditation & integration of South African medical professionals in Australia  
Dimitria Groutsis, University of Sydney, Australia  
Peter Arnold, Former Chairman of the Federal AMA and Deputy President of the NSW Medical Board, Australia
- 3) Balancing the profession and financial rewards: The case of expatriate professors  
Kevin Schoepp, Zayed University, United Arab Emirates  
Ingo Forstenlechner, United Arab Emirates University, United Arab Emirates