Conference Programme

Organizing Inclusion:
Beyond Privileges and Discrimination

7th Equality, Diversity and Inclusion International Conference

Technische Universität München, Munich (DE), 7-10 June 2014

in collaboration with
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Programme Overview

Saturday, June 7

14.00 – 17.00 Pre-Conference Doctoral Colloquium
*Chair of Sociology of Diversity, Faculty of Sport and Health Sciences, Georg-Brauchle-Ring 60/62, 80992 Munich*

Sunday, June 8

08.00 – 09.00 Registration
*Immatrikulationshalle, Main Entrance Technische Universität München, Arcisstr. 21, 80799 Munich*

09.00 – 09.15 Welcome Address

09.15 – 10.30 Keynote I: “Keeping the diversity/equality nexus on the academic and political agendas: A look around, one back, one forward, one inwards"
*Patrizia Zanoni, Professor of Organization Studies, Hasselt University (BE)*

10.30 – 11.00 Coffee Break & Registration

11.00 – 12.30 Parallel Sessions

12.30 – 14.00 Lunch

14.00 – 15.30 Parallel Sessions

15.30 – 16.00 Coffee Break

16.00 – 17.30 Parallel Sessions

17.30 Optional Activity: Sightseeing by Bus
*Meeting point (please be there on time!): in front of the main entrance; joint walk (about 15 minutes) to the main station, where the sightseeing bus departs; costs: €15*

18.00 – 19.30 Meet the Editors

19.30 Welcome Reception
*Immatrikulationshalle, Main Entrance Technische Universität München, Arcisstr. 21, 80799 Munich*
Monday, June 9

08.00 – 09.00 Registration

*Immatrikulationshalle, Main Entrance Technische Universität München, Arcisstr. 21, 80799 Munich*

09.00 – 10.30 Panel Discussion

*“Diversity Management in Practice – Some Lessons Learnt, Many Challenges Ahead”*

10.30 – 11.00 Coffee Break

11.00 – 12.30 Parallel Sessions

12.30 – 14.00 Lunch

14.00 – 15.30 Parallel Sessions

15.30 – 16.00 Coffee Break

16.00 – 17.30 Parallel Sessions

20.00 Conference Dinner

*Restaurant “Der Pschorr”, which is located in the historic city center directly at the famous Viktualienmarkt ([www.der-pschorr.de](http://www.der-pschorr.de))*

Tuesday, June 10

09.00 – 10.30 Keynote II: “Invalidation: Theorising and organising disability exclusion”

*Bill Hughes, Professor of Sociology, Glasgow Caledonian University (GB)*

10.30 – 11.00 Coffee Break

11.00 – 12.30 Parallel Sessions

12.30 – 13.30 Lunch

13.30 – 15.00 Parallel Sessions

15.00 – 15.30 Coffee Break

15.30 – 17.00 Parallel Sessions

17.00 – 17.30 Concluding Session

*Announcement of best papers and next conference*

20.00 Farewell Dinner in a typical Bavarian Beergarden

*Beergarden “Augustinerkeller”, which is located at Arnulfstraße 52 – Not included in the conference fees*
# List of Streams, Workshops and Plenaries

## Streams

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<th>Cultural Diversity as a Strategic Competitive Advantage</th>
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<td>Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives</td>
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<td>Dis/Abilities and Inclusion at the Work Place: What Can We Learn from Intersectional Research for Inclusive Employment Strategies?</td>
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<td>Theory and Practice: The Twining Twins of Diversity Involving Diversity Practice into Theory of Inclusion - Evolving Diversity Theory by perceiving Practice of Inclusion and Nondiscrimination</td>
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### Workshops

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Keynote Speakers & Panel Participants

Keynote Speakers

Patrizia Zanoni is Professor of Organization Studies at Hasselt University, Belgium. Drawing from various bodies of critical theory, she investigates the discursive construction of socio-demographic identities in workplaces, the role such identities play in the capital-labour relation, and organizational practices fostering equality at work. Her scholarly work has been widely published internationally. Since 2009, she leads SEIN - Identity, Diversity & Inequality Research, a team researching diversity in the work sphere. She is one of the co-founders of EqualDiv@Work, a transnational regional network of scholars of diversity.

Bill Hughes is Professor of Sociology in the Glasgow School for Business and Society at Glasgow Caledonian University. His research interests include disability and impairment, social theory and the body. He is co-author (with several colleagues at Glasgow Caledonian University) of The Body, Culture and Society: An Introduction (Open University Press 2000) and is co-editor – with Dan Goodley and Lennard Davis – of Disability and Social Theory (2012). He has published in the journals Sociology and Body and Society and is a regular contributor to and a member of the Editorial Board of Disability & Society. He is also Editor in Chief of the Scandinavian Journal of Disability Research. Bill is currently working on a book with the provisional title: Invalidation: A Social and Historical Ontology for Disability.
Panel Participants

**Martin Davidson** is Professor of Leadership and Organizational Behavior at the University of Virginia’s Darden Graduate School of Business. His research, teaching, and consulting helps leaders use diversity strategically to generate superior business performance in global organizations. His book, “The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed," part of which he co-authored with Heather Wishik, introduces a research-driven paradigm for leaders in search of more innovative outcomes from the diversity (and diversity initiatives) in their organizations. His research also appears in Harvard Business Review, Administrative Science Quarterly, and International Journal of Conflict Management among other journals and books. He teaches leadership in Darden’s Executive Education and MBA programs, and consults with a host of corporations, government agencies, and NGOs in the Americas, Europe, and Asia. He earned his A.B. from Harvard University and his Ph.D. from Stanford University. He blogs and can be reached at [www.leveragingdifference.com](http://www.leveragingdifference.com).

**Sonja Dudek** has been working at the Berlin State Office for Equal Treatment and against Discrimination since 2009. Her main professional focus is the development and implementation of diversity and antiracist strategies within the administration. Ms Dudek has managed several diversity projects with the goal of increasing the “diversity competence” of Berlin’s administration. From 2007 to 2009, Sonja Dudek worked at the Federal Anti-Discrimination Agency where, among other projects, she supervised research in the field of anti-discrimination. She earned her PhD from the University of Bielefeld with a thesis on diversity within the Berlin police force.

**Guangya Su** joined Siemens in 2008 and started his professional life with Siemens internal top Management Consulting department SMC. He has diverse functional knowledge thanks to his projects across industrial businesses and corporate strategies. Later, he transferred to the global diversity office with responsibility for KPIs & reporting, while leading selected projects. Since 2014, he is also the key account manager to support local programs in South America, Middle East, North and South Asia. In the Siemens diversity management context, Guangya supports global and local functions by providing consulting service, best practices, event presentations as well as trainings. He created and manages the Siemens Global Diversity Scorecard, established diversity groups such as generation networks, leads diversity consulting projects, as well as helps phrase the Siemens diversity strategy. More about Siemens and Diversity@Siemens can be found in internet and social media platforms.
Panel Participants

Eva Voss studied political science, history and gender studies at the universities of Freiburg and Brest and is now Diversity & Inclusiveness Manager for Germany, Switzerland and Austria at EY. Previously, she held positions as Director of Diversity Management at Bertelsmann Corporation as well as Head of the Gender and Diversity Unit at the University of Freiburg. Her current responsibilities include in-house consulting, strategic conceptualization, implementation and evaluation of various HR measures with respect to diversity issues. She is author of several diversity-related articles and books, among others: Diversity in University: The Implementation of new gender policies at universities (German only).

Heather Wishik is President, Heather Wishik Consulting, LLC, a global organization development and diversity consultancy based in Vermont, USA. She is also a Batten Fellow at the Darden Graduate School of Business, University of Virginia where she has co-authored global leadership teaching cases. From 2008-2011 she was Global Diversity and Inclusion Director for the TJX Companies, owner of TKMaxx stores in Germany and the UK and other retail brands in the US and Canada. Her clients include government, academic, NGO and corporate entities. She is the co-author of three chapters in Professor Davidson’s 2011 Berrett-Koehler book “The End of Diversity as We Know It: Why Diversity Efforts Fail and How Leveraging Difference Can Succeed.” Wishik holds a Juris Doctor from the University of San Diego School of Law and an Honours degree in industrial and organizational psychology from the University of South Africa.
## Synoptic Timetable

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### 7th Equality, Diversity and Inclusion Conference – Beyond Privileges and Discrimination
**Technische Universität München, 7-10 June 2014**

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<td><strong>Saturday, June 7: 14.00 – 17.00,</strong> Chair of Sociology of Diversity, Faculty of Sport and Health Sciences, Georg-Brauchle-Ring 60/62, 80992 Munich</td>
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#### Workshop 1: When Theory Won’t Do – Action to the Rescue!
- **Workshop 2: Inclusion at the Workplace – Diversity vs. Disability?**
  - **Workshop 3: Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges**

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Detailed Programme by Time Slot

Sunday, June 8, 09.00-09.15

Welcome Address
(LR 0606)

Ludwig Kronthaler, Member of the Council of the Technische Universität München & Secretary General of the Max Planck Society (DE)

Elisabeth Wacker, Chair of Sociology of Diversity, Faculty of Sport and Health Sciences, Technische Universität München (DE)

Sunday, June 8, 09.15-10.30

Keynote Address I
(LR 0606)

“Keeping the diversity/equality nexus on the academic and political agendas: A look around, one back, one forward, one inwards”

Patrizia Zanoni, Professor of Organization Studies, Hasselt University (BE)

Sunday, June 8, 11.00-12.30

Stream 1: Cultural Diversity as a Strategic Competitive Advantage
Chair: Andri Georgiadou, London Metropolitan University (GB)
(LR 1601)

Cultural diversity as an economic advantage and necessity – how to enhance acceptance for cultural diversity. Sophie Quach, Ludwig Maximilian University of Munich (DE)

Diversity as a strategic competitive advantage: The impact of cultural diversity on hotel employees’ satisfaction and retention. Chryso Iasonos, London South Bank University (GB) & Andri Georgiadou, London Metropolitan University (GB)

Understanding employees’ attitudes towards employment equity from a social identity perspective. Ines Meyer, University of Cape Town (ZA)

Stream 5: Equality, Diversity and Inclusion in Social Enterprises
Chairs: Olivia Kyriakidou, Athens University of Economics and Business (GR); Helen Salavou, Athens University of Economics and Business (GR)
(LR 0670)

BECOMING WISEr? Comparative understandings of gender and social enterprise in a European context. Kim Poldner, University of St. Gallen (CH) & Monica Grau-Sarabia, VU University Amsterdam (NL)/ESADE Business School (ES)

Ties and networks of two retired women when funding and managing a social business. Laura Lamolla, Universitat Oberta de Catalunya (ES) & Conxita Folguera, ESADE Universitat Ramon Llull (ES)

What does the ‘Co-operative Difference’ mean in a developing country context? The case of Cooperative Business Network of agricultural cooperatives in Bosnia and Herzegovina. Samira Nuhanovic & Ermanno Tortia, University of Trento (IT)
Stream 6: Organising Political Diversity – Inclusion and Exclusion in Parties, NGOs and Social Movements

Chairs: Laura Dobusch, Technische Universität München (DE); Victoria v. Groddeck, Ludwig-Maximilians-Universität München (DE); Jasmin Siri, Ludwig-Maximilians-Universität München (DE); Paula-Irene Villa, Ludwig-Maximilians-Universität München (DE)

The Diversity of Conservatism? How the Bavarian Christian Democrats introduced a Women's Quota. Simon Bauer, Julia Feiler & Jasmin Siri, Ludwig-Maximilians-University Munich (DE)

Room at the Top? Representation of Women and Visible Minorities in Canadian Unions. Gerald Hunt, Ryerson University, Toronto (CA)

Diversity – A Functional Comparison Between Economy and Politics. Victoria v. Groddeck, Ludwig-Maximilians-University Munich (DE)

Stream 11: Making Diversity Work: Diversity Climate as a Possible Panacea

Chairs: David Dwertmann, University of St. Gallen (CH); Stephan Boehm, University of St. Gallen (CH)

Does a spatial perspective offer new insights into inclusive organizing? Lotte Holck, Copenhagen Business School (DK)

Diversity from the bottom up- one of Trinidad and Tobago perspectives. Charisse Ibrahim, Ministry of National Diversity and Social Integration (TT), Dylan Kerrigan, University of the West Indies (JM), Hollis “Chalkdust” Liverpool, University of Trinidad and Tobago (TT), Melissa Williams, Jade Bowen & Glenford Joseph, Ministry of National Diversity and Social Integration (TT)

Stream 13: Inclusion Practices

Chairs: Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US); Martin N. Davidson, University of Virginia (US)

Reincarnation Simulation. Alan Richter, President, QED Consulting (US)

Stream 20: Sexuality and Gender Identities within Organisations and their Service Provision: Diversity Issues and the Experiences of Lesbian, Gay, Bisexual, Transgendered (LGBT) People and Non-Conformist Gender Identities in the Workplace and Service Provision

Chairs: Simon Roberts, Bournemouth University (GB); Eric Baumgartner, Durham University (GB)

The Resources of Ageing: Middle-Aged Gay Men's Experiences of Manchester's Gay Community Service Organizations. Paul Simpson, University of Manchester (GB)

Masculinity, essentially speaking: The role of concepts of masculinity in social welfare and youth justice provision. Eric Christian Baumgartner, Durham University (GB)

Identity management strategies applied by Spanish Lesbian and Gay employees. Donatella Di Marco, University of Seville (ES)
### Sunday, June 8, 14.00-15.30

**Stream 1: Cultural Diversity as a Strategic Competitive Advantage**  
Chair: Andri Georgiadou, London Metropolitan University (GB)  
(LR 1601)

- **Individuals, Teams and Organizational Benefits of Diversity: An Evidence-Based Perspective.** Eddy Ng, Dalhousie University (CA) & Jacqueline Stephenson, University of Exeter (GB)
- **Justifications, Organizational Contexts, and Discrimination in Personnel Selection.** Oscar Holmes IV, Rutgers, The State University of New Jersey (US)
- **Organizational Cross-Cultural Competence: A multilevel approach.** Daniela Groeschke, Friedrich-Schiller University Jena (DE)

**Stream 5: Equality, Diversity and Inclusion in Social Enterprises**  
Chairs: Olivia Kyriakidou, Athens University of Economics and Business (GR); Helen Salavou, Athens University of Economics and Business (GR)  
(LR 0670)

- **Work Integration Social Enterprise-Towards Implementing the Social Model of Disability.** Targol Khoshnevisan, University of York (CA)
- **Social entrepreneurship intentions in undergraduate students.** Mariana Bargsted, Universidad Católica del Norte (CL)
- **Social entrepreneurs in Greece and their leadership profiles.** Olivia Kyriakidou & Helen Salavou, Athens University of Economics and Business (GR)

**Stream 6: Organising Political Diversity – Inclusion and Exclusion in Parties, NGOs and Social Movements**  
Chairs: Laura Dobusch, Technische Universität München (DE); Victoria v. Groddeck, Ludwig-Maximilians-Universität München (DE); Jasmin Siri, Ludwig-Maximilians-Universität München (DE); Paula-Irene Villa, Ludwig-Maximilians-Universität München (DE)  
(LR 0601)

- **Reasons and Impact of High Rate of Exclusion of Participation of Women in Indian Trade Unions.** Mahima Thakur & Rashmi Maini, University of Delhi (IN)

**Stream 11: Making Diversity Work: Diversity Climate as a Possible Panacea**  
Chairs: David Dwertmann, University of St. Gallen (CH); Stephan Boehm, University of St. Gallen (CH)  
(LR 0602)

- **Human interactions and organizational listening as components of diversity management: Emerging lessons in Spanish and Brazilian companies.** Victor Martinez, ESPM Escola Superior de Propaganda e Marketing (BR)
- **Investigating EDI policy and its impact on bullying, harassment and discrimination in public and private organizations in Pakistan.** Ashique Ali Jhatial, University of Sindh (PK), Nelanine Cornelius & James Wallace, University of Bradford (GB)
- **She'll be right mate – Inclusivity experiences of men and women working in projects.** Erica French, Queensland University of Technology (AU), Beverley Lloyd-Walker, Victoria University (AU) & Lynn Crawford, University of Sydney (AU)
Stream 20: Sexuality and Gender Identities within Organisations and their Service Provision: Diversity Issues and the Experiences of Lesbian, Gay, Bisexual, Transgendered (LGBT) People and Non-Conformist Gender Identities in the Workplace and Service Provision

Chairs: Simon Roberts, Bournemouth University (GB); Eric Baumgartner, Durham University (GB)

-Managing a gay identity beyond the closet: The normalisation of a gay identity in the workplace. Simon Roberts, Bournemouth University (GB)

-Canadian LGBT Politics After Winning Marriage. David Rayside, University of Toronto (CA)

-Does Gender Matter in Modern Organizations in Pakistan: Evidences of Struggle for Survival from Service Sector Firms. Noreen Saher, International Islamic University (PK)

Workshop 1: When Theory Won’t Do – Action to the Rescue! (Part I)

Chairs: Cheryl Williams, Kenneth Price & Joerg Schmitz (US)

Sunday, June 8, 16.00-17.30

Stream 1: Cultural Diversity as a Strategic Competitive Advantage

Chair: Andri Georgiadou, London Metropolitan University (GB)

-RIO Application – presentation of scientific project. Katarzyna Czainska, Poznan University College of Business (PL)

Stream 19: History of Diversity, Equality and Inclusion in Metropolitan Europe: Moving Beyond the Reification of and Exclusive Emphasis on Discrimination

Chair: Margaret Crosby-Arnold, Columbia University (US)

-History of Diversity, Equality and Inclusion: A New Field of Research? Margaret Crosby-Arnold, Columbia University (US)

-Metaphysics of Child Abandonment and Jean-Jacques Rousseau’s Unorthodox Advocacy of the Family in Émile, ou De l’ éducation. Joseph Blessin, University of Edinburgh (GB)

-And When Too Many Are Not Enough: Performance Implications of 'Imposed' Diversity at the VOC. Stoyan Sgourev, ESSEC Business School (FR) & Wim van Lent ESSEC Business School/Huygens ING (FR)

Workshop 1: When Theory Won’t Do – Action to the Rescue! (Part II)

Chairs: Cheryl Williams, Kenneth Price & Joerg Schmitz (US)
Sunday, June 8, 18.00-19.30

Meet the Editors
(LR 0601)

**British Journal of Management**, Mustafa Özbilgin, Brunel Business School (GB)

**Equality, Diversity and Inclusion: An International Journal**, Regine Bendl, WU Vienna (AT)

**Personnel Review Journal**, Nelarine Cornelius, University of Bradford (GB)

**Scandinavian Journal of Disability Research**, Bill Hughes, Glasgow Caledonian University (GB)
Monday, June 9, 09.00-10.30

Panel Discussion: Diversity Management in Practice – Some Lessons Learnt, Many Challenges Ahead

(LR 0606)

**Martin Davidson**, Professor of Leadership and Organizational Behavior, University of Virginia (US)

**Sonja Dudek**, Berlin State Office for Equal Treatment and against Discrimination (DE)

**Guangya Su**, Chief Diversity Office, Siemens AG (DE)

**Eva Voss**, Diversity & Inclusiveness Manager, Ernst & Young GmbH (DE)

**Heather Wishik**, President, Heather Wishik Consulting, LLC (US)

Moderation: Victoria Showunmi, University of London (GB) & Joana Vassilopoulou, University of Sussex (GB)

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Monday, June 9, 11.00-12.30

**Stream 2: Inclusive Leadership from the Center and Periphery: Social Identity as Context**

Chairs: Lize Booysen, Antioch University (US); Karen A. Geiger, Karen Geiger & Associates, Inc. (US); (LR 1601)

**Is Solitude Good for Inclusive Leadership: Statistical Evidence from Firms in Greece.** Ouranie Kardasi & Dimitrios Bourantas, Athens University of Economics and Business (GR)

**Leadership Development, Gender and Race: Insights from Intersectionality in a South African Context.** Clifford Lewis, Queen Mary University of London (GB)

**Inclusive Leadership through the lens of social identity: Navigating the Protective Shell and the Insular Bubble.** Karen A. Geiger, Karen Geiger & Associates, Inc. (US)

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**Stream 3: Women’s Approaches to Navigating Masculinized Industries in the Global South**

Chairs: Paulina Salinas, Universidad Católica del Norte (CL); Gianni Romaní, Universidad Católica del Norte (CL); Haya Al-Dajani, University of East Anglia, Norwich Business School (GB) (LR 0670)

**‘Ideal Worker’ Versus ‘Good Woman’: Voices from Pakistan.** Rafia Faiz, Cynthia Forson, Mora Calveley & Susan Grey, University of Hertfordshire (GB)

**Women Professionals in High-Tech Careers: Evidence from Bangladesh.** Samina Saifuddin, Carleton University (CA), Lorraine Dyke, Carleton University (CA) & Sajjad Hossain, East West University (BAN)

**Factors affecting career development of women workers: a case study in a Chilean mining company.** Carlos Molina, Karem Cisterna, Macarena Martínez & Romina Miranda, Universidad Católica del Norte (CL)
Stream 11: Making Diversity Work: Diversity Climate as a Possible Panacea
Chairs: David Dwertmann, University of St. Gallen (CH); Stephan Boehm, University of St. Gallen (CH)
(LR 0602)

Exploring the influence of gender and field of study in pre-career expectations. Jocelyne Yalenios, EM Strasbourg Business School (FR)

The moderating role of climate for inclusion on the relationship between manager-employee dissimilarity in disability and LMX quality. David Dwertmann & Stephan Boehm, University of St. Gallen (CH)

The Interactive Effect of Perceived Pay Equity & Diversity Climate on Turnover Intentions for U. S. Business Scholars of Color. Holly Buttner, University of North Carolina at Greensboro (US) & Kevin Lowe, University of Auckland (NZ)

Stream 15: Academic Cultures beyond Privilege and Discrimination
Chairs: Katharina Kreissl, Vienna University of Economics and Business (AT); Angelika Striedinger, University of Vienna (AT)
(LR 0606)

‘Being an academic is not a 9-5 job’: long working hours and the ideal worker in UK academia. Katherine Sang, Heriot-Watt University (GB), Abigail Powell, University of New South Wales (AU) & Rebecca Finkel, Queen Margaret University (GB)

Care does not have to disturb research! Felizitas Sagebiel, Universität Wuppertal (DE)

Academic career and the institutionalization of dis/trust. Caroline Richter, Ruhr-Universität Bochum (DE)

Stream 18: Equality and Diversity Expertise, Skills, Values and Knowledge of Teachers, Lecturers and Those Who Support Learning
Chair: Christine Nightingale, De Montfort University (GB)
(LR 0601)

Supporting the Development of Equality and Diversity Skills, Knowledge and Values in Academic Teaching Staff in Higher Education Institutions (HEIs). Christine Nightingale, De Montfort University (GB)

Knowledge, technology and visibilising material practices for inclusive professional curricula. Irene Malcolm, Heriot-Watt University (GB)

From the Inside Out: A Theory of Action for Professional Learning to Develop School Leaders for Social Justice. Sharon Radd, St. Catherine University (US)

Workshop 2: Inclusion at the Workplace – Diversity vs. Disability?
Chairs: Isabella Bertmann, Max Planck Institute for Social Law and Social Policy (DE); Stefanie Frings, Technische Universität München (DE)
(LR 2607)
### Monday, June 9, 14.00-15.30

**Stream 2: Inclusive Leadership from the Center and Periphery: Social Identity as Context**

Chairs: Lize Booysen, Antioch University (US); Karen A. Geiger, Karen Geiger & Associates, Inc. (US);

**(LR 1601)**

**How Male and Female Managers Perceive Women Leaders Differently: Implications for Women Leader Development. Regina Eckert, Center for Creative Leadership (BE)**

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**Restrictions on the integration of women in Chilean mining: gender stereotypes in the industry from the workers’ discourses. Paulina Salinas & Gianni Romaní, Universidad Católica del Norte (CL)**

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**How climates for diversity and inclusion can affect safety at work: A preliminary study. Anna Paolillo, University of Verona (IT), Silvia Silva, ISCTE Instituto Universitário de Lisboa (PT) & Margherita Pasini, University of Verona (IT)**

**Diversity climate: It’s time for some clarity. David Dwertmann, University of St. Gallen (CH) & Lisa Nishii, Cornell University (US)**

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**Equality work in the managerial university: a study on assimilation, blending and co-existence of institutional logics. Angelika Striedinger, University of Vienna (AT)**

**Burning a Trojan horse: towards a genuine approach to diversity. Shih-wei Hsu, Peter Lamb & Anders Örtenblad, University of Nordland (NO)**

**The impact of the formal equality stance on institutional processes in higher education. Melanie Crofts, University of Northampton (GB)**

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**Applying the Universal Design to Curriculum Development: A Possible Solution to Equality and Diversity Matters? Onyenachi Ajoku, Tower Hamlets College London (GB)**
**Workshop 3: Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges* (Part I)**

*The workshop is connected to stream 9: “Leadership Theory: Disrupting the ‘Discourse’” on Tuesday, June 10*

Chairs: Mark Gooden, University of Texas at Austin (US); Ann O’Doherty, University of Washington (US)

(LR 2607)

**Monday, June 9, 16.00-17.30**

**Stream 4: Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives**

Chairs: Hussain Alhejji, University of Limerick (IE); Alain Klarsfeld, Toulouse Business School (FR); Eddy Ng, Dalhousie University (CA)

**Institutional Theory and Diversity Management Practices: The Case of UK MNC Subsidiary in Saudi Arabia.** Hussain Alhejji, University of Limerick (IE) & Thomas Garavan, Edinburgh Napier University (GB)

**No Worries – We'll take care of it! An examination into managing equality and inclusivity in multicultural Australia.** Erica French, Queensland University of Technology (AU)

**Equality and Diversity in 14 countries: a transverse analysis.** Alain Klarsfeld, Toulouse Business School (FR); Lize Booysen, Antioch University (US), Eddy Ng, Dalhousie University (CA), Ian Roper, Middlesex University (GB) & Ahu Tatli, Queen Mary University of London (GB)

**Stream 7: Bringing Disability Leadership to the Forefront**

Chair: Leyla Okhai, Imperial College London (GB);

&

**Stream 10: Dis/Abilities and Inclusion at the Work Place: What Can We Learn from Intersectional Research for Inclusive Employment Strategies?**

Chairs: Dominik Baldin, MPI for Social Law and Social Policy/Technical University Munich (DE); Conxita Folguera, Universitat Ramon Llull (ES); Caroline Richter, Ruhr University Bochum (DE)

**Exceptional Leadership: Factors that Impact Leaders with Disability.** Paresh Mishra & Rama Cousik, Indiana University-Purdue University (US)

**The Impact of the Calibre Leadership Programme.** Leyla Okhai, Imperial College London (GB)

**Diversity networks in organizations: A critical instrument for diversity and inclusion management?** Marjolein Dennissen, Yvonne Benschop & Marieke van den Brink, Radboud University Nijmegen (NL)

**Stream 13: Inclusion Practices**

Chairs: Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US); Martin N. Davidson, University of Virginia (US)

(LR 0670)

**Bias at Work.** Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US)
Stream 15: Academic Cultures beyond Privilege and Discrimination
Chairs: Katharina Kreissl, Vienna University of Economics and Business (AT); Angelika Striedinger, University of Vienna (AT)

Some insights from a biographical study of six women in leadership positions in the Ministry of Higher Education in the Kingdom of Saudi Arabia: gender equity or bust? Wazerah Bawazeer, University of Manchester (GB)

Subtle modes of exclusion. Lecturers’ image of the ideal STEM student. Elisabeth Günther, Vienna University of Technology (AT)

Stream 17: Theory and Practice: The Twining Twins of Diversity Involving Diversity Practice into Theory of Inclusion - Evolving Diversity Theory by perceiving Practice of Inclusion and Nondiscrimination
Chairs: Verena Bruchhagen, Technische Universität Dortmund (DE); Iris Koall, Universität Wuppertal (DE); Caroline Bouten Pinto, Griffith University (AU)

Boundary Work at the Crossroads of Professions – on the Challenges of Translating Diversity Approaches into Academic Programs of Health Care Management. Susanne Kroehnert-Othmann, Fliedner University of Applied Science (DE)

Open Discussion: Theory and Practice. The Twining Twins. Verena Bruchhagen, Technische Universität Dortmund (DE), Iris Koall, Universität Wuppertal (DE) & Caroline Bouten Pinto, Griffith University (AU)

Workshop 3: Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges* (Part II)

* The workshop is connected to stream 9: “Leadership Theory: Disrupting the 'Discourse'” on Tuesday, June 10
Chairs: Mark Gooden, University of Texas at Austin (US); Ann O’Doherty, University of Washington (US)

LR 2607
Tuesday, June 10, 09.00-10.30

**Keynote Address II**  
(LR 0606)

“Invalidation: Theorising and organising disability exclusion”

**Bill Hughes,** Professor of Sociology, Glasgow Caledonian University (GB)

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Tuesday, June 10, 11.00-12.30

**Stream 4: Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives**

Chairs: Hussain Alhejji, University of Limerick (IE); Alain Klarsfeld, Toulouse Business School (FR); Eddy Ng, Dalhousie University (CA)  
(LR 0602)

Mainstreaming equality and diversity: Case studies from the global implementation of a single framework. **Kathrin Tietze,** British Council Germany (DE)

A Comparative Review of Multiculturalism in Australia, Canada, South Africa, the UK, and the US. **Isabel Metz,** University of Melbourne (AU), Eddy Ng, Dalhousie University (CA), Stella Nkomo, University of Pretoria (ZA), Nelarine Cornelius, University of Bradford (GB) & Jenny Hooibler, University of Illinois, Chicago (US)

Youth labor market exclusion: A comparative study on youth in Spain, Mexico and Colombia **Paula Apascaritei & Lourdes Susaeta** IRCO-IESE Business School (ES), Isis Olimpia Gutiérrez Martínez, Universidad de las Américas Puebla (MX), Sandra Idrovo Carlier, INALDE Business School (CO) & José Ramón Pin Arboledas, IESE Business School (ES).

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**Stream 7: Bringing Disability Leadership to the Forefront**

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(LR 0601)

The downside of workplace accommodations: problems and conflicts during an individual change process - A qualitative analysis of the employees' perspective. **Julia M. Kensbock,** Stephan A. Böhm & Kirill Bourovoi, University of St. Gallen (CH)

Diversity and people with disabilities: perceptions in a Brazilian company in 2007 and 2012. **Victor de la Paz Richarte Martinez,** ESPM Escola Superior de Propaganda e Marketing (BR)

Psychosocial challenges of women with disabilities in three weredas (Dilla, Wenago and Yirgachefe), of Gedeo zone southern Ethiopia. **Berhanu Dendena**, Dilla University (ET)
Stream 8: Dealing with Age Discrimination and Age Stereotypes at the Workplace – Individual, Firm-level and Policy Perspectives  
Chairs: Dirk Hofacker, University of Duisburg-Essen (DE); Moritz Hess, University of Mannheim (DE)  
(LR 0670)

Generational differences in work values and working conditions: their impact on voicing behaviours. Tania Saba, Universite de Montreal (CA) & Marie-Eve Dufour, Universite Laval (CA)

Self-perceived employability of older workers and its influence on performance and retirement. Sophie Hennekam & Sabry Shaaban, ESC La Rochelle School of Business (FR)

The perception of HRM practices of low status workers. Sophie Hennekam, ESC La Rochelle School of Business (FR) & Olivier Herrbach, University of Bordeaux (FR)

Stream 9: Leadership Theory: Disrupting the ‘Discourse’*
*The stream is connected to Workshop 3: “Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges” on Monday, June 9

Chair: Victoria Showunmi, University of London (GB)  
(LR 0606)

Leadership style and gender stereotypes. Felizitas Sagebiel, Universität Wuppertal (DE)

Leadership from the Margins Theory: Re-Exploring Leadership through the lens of the Haitian Revolution (Skyped Paper). Moise Baptise, The Baptise Group (US)

The Role of Solitude for Leadership Development: Empirical evidence from a large panel of firms. Ourania Kardasi, Athens University of Economics and Business (GR)

Stream 13: Inclusion Practices  
Chairs: Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US); Martin N. Davidson, University of Virginia (US)  
(LR 2607)

Dynamic Embodiment and Movement Awareness as Resources for Bridging Difference?  
Sabine Amend, Tilburg University/President, Kultur and Management, Inc. (NL)

Tuesday, June 10, 13.30-15.00

Stream 4: Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives  
Chairs: Hussain Alhejji, University of Limerick (IE); Alain Klarsfeld, Toulouse Business School (FR); Eddy Ng, Dalhousie University (CA)  
(LR 0602)

Sexual Orientation and Gender Identity Equality at Work within the Context of Turkey and Poland: A Comparative Approach. Emir Ozeren, University of Rome “Tor Vergata” (IT), Murat Colak & Guler Tozkoparan

Between paternalism, solidarity and queer subversion. Christine Klappeer, University of Vienna (AT)

Organizational Determinants of Female Presence on Corporate Boards: Indian Perspective. Abubakr Saeed, Middlesex University (GB) & Muhammad Sameer, University of Bedfordshire, Luton (GB)
Stream 7: Bringing Disability Leadership to the Forefront
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Stream 10: Dis/Abilities and Inclusion at the Work Place: What Can We Learn from Intersectional Research for Inclusive Employment Strategies?
Chairs: Dominik Baldin, MPI for Social Law and Social Policy/Technical University Munich (DE); Conxita Folguera, Universitat Ramon Llull (ES); Caroline Richter, Ruhr University Bochum (DE)

Disrupting the research environment: academia´s intersectionally shifting habitus. Daniel Pateisky, Martin-Luther Universität Halle-Wittenberg (DE) & Miklas Schulz, Georg-August-Universität Göttingen (DE)

Inclusion and school social work: School workers strategies for the employment of students with disabilities. Viviane Nabi Acho, University of Applied Sciences Niederrhein (DE)

Disability equality at a workplace: the business case or social justice? Nadia Ahmed, Queen Mary University of London (GB)

Stream 8: Dealing with Age Discrimination and Age Stereotypes at the Workplace – Individual, Firm-level and Policy Perspectives
Chairs: Dirk Hofäcker, University of Duisburg-Essen (DE); Moritz Hess, University of Mannheim (DE)

Agency inequalities and older workers’ experiences of career transitions in their (extended) working lives in Britain. Uracha Chatrakul Na Ayudhya, Middlesex University Business School (GB) & Heike Schröder, Vienna University of Economics and Business (AT)

At the heart or at the margins of Active Ageing? Exploring the institutional determinants of women’s retirement preferences in an ageing Europe. Marge Unt, Tallinn University (EE) & Dirk Hofäcker, University of Duisburg-Essen (DE)

Age-Stereotypes and their Effect on Retirement Intensions. Moritz Hess, University Mannheim (DE)

Stream 9: Leadership Theory: Disrupting the ‘Discourse’*
* The stream is connected to Workshop 3: “Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges” on Monday, June 9

Chair: Victoria Showunmi, University of London (GB)

"All Eyes on Me": Internalized Stereotypes and how they negatively impact Black male student self-perception in regards to education (Skyped Paper). Phillip A. Smith, Teachers College, Columbia University (US), Ronald W. Whitaker II, Education Leadership, UCEA (US) & Barbara L. Jackson Duquesne, University (US)

South Africa vs. UK: the role of situational and organisational factors in the facilitation or conflict of leader identities and their race/gender. Anita Maharaj, Queen Mary University (GB)

An Examination of how the conflation of race and Ethnicity in Organisational Studies Undermines Ethnic Minority Women (Gender). Gil Robinson & Biebele Alex-Hart, University of East London (GB)
Stream 13: Inclusion Practices
Chairs: Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US); Martin N. Davidson, University of Virginia (US)
(LR 2607)

Unveiling Privilege Within and Without Ourselves. Doyin Atawologun, Queen Mary University of London (GB) & Lars Thornberg, Swedish Government Compensation Committee (SE)

Stream 14: Politics of Privilege
Chairs: Ahu Tatli, Queen Mary, University of London GB); Diane Bebbington, Knowledge Perspectives Ltd (GB); Gulce Ipek, Queen Mary, University of London (GB)
(LR 1601)

Negotiating privilege: Power dynamics in linguistically diverse organizations. Claudine Gaibrois & Julia Nentwich, University of St. Gallen (CH)

Highly skilled Romanians in the UK: Navigating privilege and disadvantage through identity work. Elena Doldor & Doyin Atewologun. Queen Mary, University of London (GB)

The Linguistic Construction of Difference within Normative Organizational Contexts. Kehinde Olowookere, James Richards & Kate Sang, Heriot Watt University (GB)

Tuesday, June 10, 15.30-17.00
Stream 4: Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives
Chairs: Hussain Alhejji, University of Limerick (IE); Alain Klarsfeld, Toulouse Business School (FR); Eddy Ng, Dalhousie University (CA)
(LR 0602)

Diversity Management in the UK Police Service: A Mis-Match of Rhetoric and Reality. Valerie Caven & Harry Barton, Nottingham Trent University (GB)

Male dominated organizations and the women who want to lead them. Victoria Hanebury-Fraser & Lorraine S. Dyke, Carleton University (CA)

A Cross-National Study of Diversity Initiatives in the UK, Spain and France. Valerie Caven, Nottingham Trent University (GB), Elena Navarro Astor, Universidad Politecnica (ES) & Marie Diop, Nottingham Trent University (GB)

Stream 9: Leadership Theory: Disrupting the ‘Discourse’*
* The stream is connected to Workshop 3: “Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges” on Monday, June 9

Chair: Victoria Showunmi, University of London (GB)
(LR 0606)


Mixed Blessing. Victoria Showunmi, University of London (GB)
Stream 14: Politics of Privilege

Chairs: Ahu Tatli, Queen Mary, University of London GB; Diane Bebbington, Knowledge Perspectives Ltd (GB); Gulce Ipek, Queen Mary, University of London (GB)

Employment equity programs in Québec and the politics of power and privilege. Marie-Thérèse Chicha, University of Montreal (CA) & Éric Charest, University of Québec (CA)

Finding the quiet voice: an observation of privilege and power within disability services; exploring the political visibility of the disability movement at institutional and systemic level. Laura Chapman, Equality Training (GB)

Tuesday, June 10, 17.00-17.30

Concluding Session

Announcement of Best Papers and Next Conference
### Detailed Programme by Plenary

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<td><strong>Elisabeth Wacker</strong>, Chair of Sociology of Diversity, Faculty of Sport and Health Sciences, Technische Universität München (DE)</td>
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<td><strong>Equality, Diversity and Inclusion: An International Journal</strong>, Regine Bendl, WU Vienna (AT)</td>
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<td><strong>Personnel Review Journal</strong>, Nelanine Cornelius, University of Bradford (GB)</td>
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<td><strong>Scandinavian Journal of Disability Research</strong>, Bill Hughes, Glasgow Caledonian University (GB)</td>
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<td><strong>Sonja Dudek</strong>, Berlin State Office for Equal Treatment and against Discrimination (DE)</td>
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<td><strong>Guangya Su</strong>, Chief Diversity Office, Siemens AG (DE)</td>
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<td><strong>Eva Voss</strong>, Diversity &amp; Inclusiveness Manager, Ernst &amp; Young GmbH (DE)</td>
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<td><strong>Heather Wishik</strong>, President, Heather Wishik Consulting, LLC (US)</td>
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<td>Moderation: Victoria Showunmi, University of London (GB) &amp; Joana Vassilopoulou, University of Sussex (GB)</td>
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Plenary 5: Keynote Adress II

Tuesday, June 10, 09.00-10.30 (LR 0606)

“Invalidation: Theorising and organising disability exclusion”

**Bill Hughes**, Professor of Sociology, Glasgow Caledonian University (GB)

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Plenary 5: Concluding Session

Tuesday, June 10, 17:00-17:30 (LR 0601)

*Announcement of Best Papers and Next Conference*
Detailed Programme by Stream

Stream 1

Cultural Diversity as a Strategic Competitive Advantage
Chair: Andri Georgiadou, London Metropolitan University (GB)

Sunday, June 8, 11.00-12.30 (LR 1601)

Cultural diversity as an economic advantage and necessity – how to enhance acceptance for cultural diversity. Sophie Quach, Ludwig Maximilian University of Munich (DE)

Diversity as a strategic competitive advantage: The impact of cultural diversity on hotel employees’ satisfaction and retention. Chryso Iasonos, London South Bank University (GB) & Andri Georgiadou, London Metropolitan University (GB)

Understanding employees’ attitudes towards employment equity from a social identity perspective. Ines Meyer, University of Cape Town (ZA)

Sunday, June 8, 14.00-15.30 (LR 1601)

Individuals, Teams and Organizational Benefits of Diversity: An Evidence-Based Perspective. Eddy Ng, Dalhousie University (CA) & Jacqueline Stephenson, University of Exeter (GB)

Justifications, Organizational Contexts, and Discrimination in Personnel Selection. Oscar Holmes IV, Rutgers, The State University of New Jersey (US)

Organizational Cross-Cultural Competence: A multilevel approach. Daniela Groeschke, Friedrich-Schiller University Jena (DE)

Sunday, June 8, 16.00-17.30 (LR 1601)

RIO Application – presentation of scientific project. Katarzyna Czainska, Poznan University College of Business (PL)

Stream 2

Inclusive Leadership from the Center and Periphery: Social Identity as Context
Chairs: Lize Booyse, Antioch University (US); Karen A. Geiger, Karen Geiger & Associates, Inc. (US);

Monday, June 9, 11.00-12.30 (LR 1601)

Is Solitude Good for Inclusive Leadership: Statistical Evidence from Firms in Greece. Ouranie Kardasi & Dimitrios Bourantas, Athens University of Economics and Business (GR)

Leadership Development, Gender and Race: Insights from Intersectionality in a South African Context. Clifford Lewis, Queen Mary University of London (GB)

Monday, June 9, 14.00-15.30 (LR 1601)

How Male and Female Managers Perceive Women Leaders Differently: Implications for Women Leader Development. Regina Eckert, Center for Creative Leadership (BE)

Stream 3

Women's Approaches to Navigating Masculinized Industries in the Global South

Chairs: Paulina Salinas, Universidad Católica del Norte (CL); Gianni Romaní, Universidad Católica del Norte (CL); Haya Al-Dajani, University of East Anglia, Norwich Business School (GB)

Monday, June 9, 11.00-12.30 (LR 0670)

‘Ideal Worker’ Versus ‘Good Woman’: Voices from Pakistan. Rafia Faiz, Cynthia Forson, Mora Calveley & Susan Grey, University of Hertfordshire (GB)

Women Professionals in High-Tech Careers: Evidence from Bangladesh. Samina Saifuddin, Carleton University (CA), Lorraine Dyke, Carleton University (CA) & Sajjad Hossain, East West University (BAN)

Factors affecting career development of women workers: a case study in a Chilean mining company. Carlos Molina, Kareem Cisterna, Macarena Martínez & Romina Miranda, Universidad Católica del Norte (CL)

Monday, June 9, 14.00-15.30 (LR 0670)

Restrictions on the integration of women in Chilean mining: gender stereotypes in the industry from the workers’ discourses. Paulina Salinas & Gianni Romaní, Universidad Católica del Norte (CL)

Stream 4

Diversity Policies and Practice: Cross-Cultural and Comparative Perspectives

Chairs: Hussain Alhejji, University of Limerick (IE); Alain Klarsfeld, Toulouse Business School (FR); Eddy Ng, Dalhousie University (CA)

Monday, June 9, 16.00-17.30 (LR 0602)


No Worries – We’ll take care of it! An examination into managing equality and inclusivity in multicultural Australia. Erica French, Queensland University of Technology (AU)

Equality and Diversity in 14 countries: a transverse analysis. Alain Klarsfeld, Toulouse Business School (FR), Lize BoOysen, Antioch University (US), Eddy Ng, Dalhousie University (CA), Ian Roper, Middlesex University (GB) & Ahu Tatli, Queen Mary University of London (GB)
Tuesday, June 10, 11.00-12.30 (LR 0602)

Mainstreaming equality and diversity: Case studies from the global implementation of a single framework. Kathrin Tietze, British Council Germany (DE)

A Comparative Review of Multiculturalism in Australia, Canada, South Africa, the UK, and the US. Isabel Metz, University of Melbourne (AU), Eddy Ng, Dalhousie University (CA), Stella Nkomo, University of Pretoria (ZA), Nelanine Cornelius, University of Bradford (GB) & Jenny Hoolub, University of Illinois, Chicago (US)

Youth labor market exclusion: A comparative study on youth in Spain, Mexico and Colombia. Paula Apascaritei & Lourdes Susaeta, IRCO-IESE Business School (ES), Isis Olimpia Gutiérrez Martínez, Universidad de las Américas Puebla (MX), Sandra Idrrovo Carlier, INALDE Business School (CO) & José Ramón Pin Arboledas, IESE Business School (ES).

Tuesday, June 10, 13.30-15.00 (LR 0602)

Sexual Orientation and Gender Identity Equality at Work within the Context of Turkey and Poland: A Comparative Approach. Emir Ozeren, University of Rome “Tor Vergata” (IT), Murat Colak & Guler Tozkoparan

Between paternalism, solidarity and queer subversion. Christine Klapeer, University of Vienna (AT)

Organizational Determinants of Female Presence on Corporate Boards: Indian Perspective. Abubakr Saeed, Middlesex University (GB) & Muhammad Sameer, University of Bedfordshire, Luton (GB)

Tuesday, June 10, 15.30-17.00 (LR 0602)

Diversity Management in the UK Police Service: A Mis-Match of Rhetoric and Reality. Valerie Caven & Harry Barton, Nottingham Trent University (GB)

Male dominated organizations and the women who want to lead them. Victoria Hanebury-Fraser & Lorraine S. Dyke, Carleton University (CA)

A Cross-National Study of Diversity Initiatives in the UK, Spain and France. Valerie Caven, Nottingham Trent University (GB), Elena Navarro Astor, Universidad Politecnica (ES) & Marie Diop, Nottingham Trent University (GB)

Stream 5
Equality, Diversity and Inclusion in Social Enterprises

Chairs: Olivia Kyriakidou, Athens University of Economics and Business (GR); Helen Salavou, Athens University of Economics and Business (GR)

Sunday, June 8, 11.00-12.30 (LR 0670)

BECOMING WISEr? Comparative understandings of gender and social enterprise in a European context. Kim Poldner, University of St. Gallen (CH) & Monica Grau-Sarabia, VU University Amsterdam (NL)/ESADE Business School (ES)

Ties and networks of two retired women when funding and managing a social business. Laura Lamolla, Universitat Oberta de Catalunya (ES) & Conxita Folguera, ESADE Universitat Ramon Llul (ES)
What does the ‘Co-operative Difference’ mean in a developing country context? The case of Cooperative Business Network of agricultural cooperatives in Bosnia and Herzegovina. 
Samira Nuhanovic & Ermanno Tortia, University of Trento (IT)

Sunday, June 8, 14.00-15.30 (LR 0670)

Work Integration Social Enterprise-Towards Implementing the Social Model of Disability. Targol Khoshnevisan, University of York (CA)

Social entrepreneurship intentions in undergraduate students. Mariana Bargsted. Universidad Católica del Norte (CL)

Social entrepreneurs in Greece and their leadership profiles. Olivia Kyriakidou & Helen Salavou, Athens University of Economics and Business (GR)

Stream 6

Organising Political Diversity – Inclusion and Exclusion in Parties, NGOs and Social Movements

Chairs: Laura Dobusch, Technische Universität München (DE); Victoria v. Groddeck, Ludwig-Maximilians-Universität München (DE); Jasmin Siri, Ludwig-Maximilians-Universität München (DE); Paula-Irene Villa, Ludwig-Maximilians-Universität München (DE)

Sunday, June 8, 11.00-12.30 (LR 0601)

The Diversity of Conservatism? How the Bavarian Christian Democrats introduced a Women's Quota. Simon Bauer, Julia Feiler & Jasmin Siri, Ludwig-Maximilians-University Munich (DE)

Room at the Top? Representation of Women and Visible Minorities in Canadian Unions. Gerald Hunt, Ryerson University, Toronto (CA)

Diversity – A Functional Comparison Between Economy and Politics. Victoria v. Groddeck, Ludwig-Maximilians-University Munich (DE)

Sunday, June 8, 14.00-15.30 (LR 0601)

Reasons and Impact of High Rate of Exclusion of Participation of Women in Indian Trade Unions. Mahima Thakur & Rashmi Maini, University of Delhi (IN)

Stream 7 & Stream 10

Bringing Disability Leadership to the Forefront
Chair: Leyla Okhai, Imperial College London (GB);

Dis/Abilities and Inclusion at the Work Place: What Can We Learn from Intersectional Research for Inclusive Employment Strategies?

Chairs: Dominik Baldin, MPI for Social Law and Social Policy/Technical University Munich (DE); Conxita Folguera, Universitat Ramon Llull (ES); Caroline Richter, Ruhr University Bochum (DE)
Monday, June 9, 16.00-17.30 (LR 0601)

Exceptional Leadership: Factors that Impact Leaders with Disability. Paresh Mishra & Rama Cousik, Indiana University-Purdue University (US)

The Impact of the Calibre Leadership Programme. Leyla Okhai, Imperial College London (GB)

Diversity networks in organizations: A critical instrument for diversity and inclusion management? Marjolein Dennissen, Yvonne Benschop & Marieke van den Brink, Radboud University Nijmegen (NL)

Tuesday, June 10, 11.00-12.30 (LR 0601)

The downside of workplace accommodations: problems and conflicts during an individual change process - A qualitative analysis of the employees’ perspective. Julia M. Kensbock, Stephan A. Böhm & Kirill Bourovoi, University of St. Gallen (CH)

Diversity and people with disabilities: perceptions in a Brazilian company in 2007 and 2012. Victor de la Paz Richarte Martinez, ESPM Escola Superior de Propaganda e Marketing (BR)

Psychosocial challenges of women with disabilities in three weredas (Dilla, Wenago and Yirgachefe), of Gedeo zone southern Ethiopia. Berhanu Dendena, Dilla University (ET)

Tuesday, June 10, 13.30-15.00 (LR 0601)

Disrupting the research environment: academia’s intersectionally shifting habitus. Daniel Pateisky, Martin-Luther Universität Halle-Wittenberg (DE) & Miklas Schulz, Georg-August-Universität Göttingen (DE)

Inclusion and school social work: School workers strategies for the employment of students with disabilities. Viviane Nabi Acho, University of Applied Sciences Niederrhein (DE)

Disability equality at a workplace: the business case or social justice? Nadia Ahmed, Queen Mary University of London (GB)

Stream 8

Dealing with Age Discrimination and Age Stereotypes at the Workplace – Individual, Firm-level and Policy Perspectives

Chairs: Dirk Hofäcker, University of Duisburg-Essen (DE); Moritz Hess, University of Mannheim (DE)

Tuesday, June 10, 11.00-12.30 (LR 0670)

Generational differences in work values and working conditions: their impact on voicing behaviours. Tania Saba, Universite de Montreal (CA) & Marie-Eve Dufour, Universite Laval (CA)

Self-perceived employability of older workers and its influence on performance and retirement. Sophie Hennekam & Sabry Shaaban, ESC La Rochelle School of Business (FR)

The perception of HRM practices of low status workers. Sophie Hennekam, ESC La Rochelle School of Business (FR) & Olivier Herrbach, University of Bordeaux (FR)
Tuesday, June 10, 13.30-15.00 (LR 0670)

Agency inequalities and older workers’ experiences of career transitions in their (extended) working lives in Britain. Uracha Chatrakul Na Ayudhya, Middlesex University Business School (GB) & Heike Schröder, Vienna University of Economics and Business (AT)

At the heart or at the margins of Active Ageing? Exploring the institutional determinants of women’s retirement preferences in an ageing Europe. Marge Unt, Tallinn University (EE) & Dirk Hofäcker, University of Duisburg-Essen (DE)

Age-Stereotypes and their Effect on Retirement Intensions. Moritz Hess, University Mannheim (DE)

Stream 9

Leadership Theory: Disrupting the ‘Discourse’*

* The stream is connected to Workshop 3: “Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges” on Monday, June 9

Chair: Victoria Showunmi, University of London (GB)

Tuesday, June 10, 11.00-12.30 (LR 0606)

Leadership style and gender stereotypes. Felizitas Sagebiel, Universität Wuppertal (DE)

Leadership from the Margins Theory: Re-Exploring Leadership through the lens of the Haitian Revolution (Skyped Paper). Moise Baptise, The Baptise Group (US)

The Role of Solitude for Leadership Development: Empirical evidence from a large panel of firms. Ourania Kardasi, Athens University of Economics and Business (GR)

Tuesday, June 10, 13.30-15.00 (LR 0606)

"All Eyes on Me": Internalized Stereotypes and how they negatively impact Black male student self-perception in regards to education (Skyped Paper). Phillip A. Smith, Teachers College, Columbia University (US), Ronald W. Whitaker II, Education Leadership, UCEA (US) & Barbara L. Jackson, Duquesne University (US)

South Africa vs. UK: the role of situational and organisational factors in the facilitation or conflict of leader identities and their race/gender. Anita Maharaj, Queen Mary University (GB)

An Examination of how the conflation of race and Ethnicity in Organisational Studies Undermines Ethnic Minority Women (Gender). Gil Robinson & Biebele Alex-Hart, University of East London (GB)

Tuesday, June 10, 15.30-17.00 (LR 0606)


Mixed Blessing. Victoria Showunmi, University of London (GB)
Stream 10

Dis/Abilities and Inclusion at the Work Place: What Can We Learn from Intersectional Research for Inclusive Employment Strategies?

See Stream 7

Stream 11

Making Diversity Work: Diversity Climate as a Possible Panacea

Chairs: David Dwertmann, University of St. Gallen (CH); Stephan Boehm, University of St. Gallen (CH)

Sunday, June 8, 11.00-12.30 (LR 0602)

Does a spatial perspective offer new insights into inclusive organizing? Lotte Holck, Copenhagen Business School (DK)

Diversity from the bottom up- one of Trinidad and Tobago perspectives. Charisse Ibrahim, Ministry of National Diversity and Social Integration (TT), Dylan Kerrigan, University of the West Indies (JM), Hollis “Chalkdust” Liverpool, University of Trinidad and Tobago (TT), Melissa Williams, Jade Bowen & Glenford Joseph, Ministry of National Diversity and Social Integration (TT)

Sunday, June 8, 14.00-15.30 (LR 0602)

Human interactions and organizational listening as components of diversity management: Emerging lessons in Spanish and Brazilian companies. Victor Martinez, ESPM Escola Superior de Propaganda e Marketing (BR)

Investigating EDI policy and its impact on bullying, harassment and discrimination in public and private organizations in Pakistan. Ashique Ali Jhatial, University of Sindh (PK), Nelarine Cornelius & James Wallace, University of Bradford (GB)

She’ll be right mate – Inclusivity experiences of men and women working in projects. Erica French, Queensland University of Technology (AU), Beverley Lloyd-Walker, Victoria University (AU) & Lynn Crawford, University of Sydney (AU)

Monday, June 9, 11.00-12.30 (LR 0602)

Exploring the influence of gender and field of study in pre-career expectations. Jocelyne Yalenios, EM Strasbourg Business School (FR)

The moderating role of climate for inclusion on the relationship between manager-employee dissimilarity in disability and LMX quality. David Dwertmann & Stephan Boehm, University of St. Gallen (CH)

The Interactive Effect of Perceived Pay Equity & Diversity Climate on Turnover Intentions for U. S. Business Scholars of Color. Holly Buttner, University of North Carolina at Greensboro (US) & Kevin Lowe, University of Auckland (NZ)
Monday, June 9, 14.00-15.30 (LR 0602)

How climates for diversity and inclusion can affect safety at work: A preliminary study. Anna Paolillo, University of Verona (IT), Silvia Silva, ISCTE Instituto Universitário de Lisboa (PT) & Margherita Pasini, University of Verona (IT)

Diversity climate: It’s time for some clarity. David Dwertmann, University of St. Gallen (CH) & Lisa Nishii, Cornell University (US)

Stream 13

Inclusion Practices

Chairs: Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US); Martin N. Davidson, University of Virginia (US)

Sunday, June 8, 11.00-12.30 (LR 2607)

Reincarnation Simulation. Alan Richter, President, QED Consulting (US)

Monday, June 9, 16.00-17.30 (LR 0670)

Bias at Work. Heather R. Wishik, President, Heather Wishik Consulting, LLC/University of Virginia (US)

Tuesday, June 10, 11.00-12.30 (LR 2607)

Dynamic Embodiment and Movement Awareness as Resources for Bridging Difference? Sabine Amend, Tilburg University/President, Kultur and Management, Inc. (NL)

Tuesday, June 10, 13.30-15.00 (LR 2607)

Unveiling Privilege Within and Without Ourselves. Doyin Atawologun, Queen Mary University of London (GB) & Lars Thornberg, Swedish Government Compensation Committee (SE)

Stream 14

Politics of Privilege

Chairs: Ahu Tatli, Queen Mary, University of London (GB); Diane Bebbington, Knowledge Perspectives Ltd (GB); Gulce Ipek, Queen Mary, University of London (GB)

Tuesday, June 10, 13.30-15.00 (LR 1601)


Highly skilled Romanians in the UK: Navigating privilege and disadvantage through identity work. Elena Doldor & Doyin Atewologun, Queen Mary, University of London (GB)

The Linguistic Construction of Difference within Normative Organizational Contexts. Kehinde Olowookere, James Richards & Kate Sang, Heriot Watt University (GB)
Tuesday, June 10, 15.30-17.00 (LR 1601)

Employment equity programs in Québec and the politics of power and privilege. Marie-Thérèse Chicha, University of Montreal (CA) & Éric Charest, University of Québec (CA)

Finding the quiet voice: an observation of privilege and power within disability services; exploring the political visibility of the disability movement at institutional and systemic level. Laura Chapman, Equality Training (GB)

Stream 15

Academic Cultures beyond Privilege and Discrimination

Chairs: Katharina Kreissl, Vienna University of Economics and Business (AT); Angelika Striedinger, University of Vienna (AT)

Monday, June 9, 11.00-12.30 (LR 0606)

‘Being an academic is not a 9-5 job’: long working hours and the ideal worker in UK academia. Katherine Sang, Heriot-Watt University (GB), Abigail Powell, University of New South Wales (AU) & Rebecca Finkel, Queen Margaret University (GB)

Care does not have to disturb research! Felizitas Sagebiel, Universität Wuppertal (DE)

Academic career and the institutionalization of dis/trust. Caroline Richter, Ruhr-Universität Bochum (DE)

Monday, June 9, 14.00-15.30 (LR 0606)

Equality work in the managerial university: a study on assimilation, blending and co-existence of institutional logics. Angelika Striedinger, University of Vienna (AT)

Burning a Trojan horse: towards a genuine approach to diversity. Shih-wei Hsu, Peter Lamb & Anders Örtenblad, University of Nordland (NO)

The impact of the formal equality stance on institutional processes in higher education. Melanie Crofts, University of Northampton (GB)

Monday, June 9, 16.00-17.30 (LR 0606)

Some insights from a biographical study of six women in leadership positions in the Ministry of Higher Education in the Kingdom of Saudi Arabia: gender equity or bust? Wazerah Bawazeer, University of Manchester (GB)

Subtle modes of exclusion. Lecturers’ image of the ideal STEM student. Elisabeth Günther, Vienna University of Technology (AT)

Stream 17

Theory and Practice: The Twining Twins of Diversity Involving Diversity Practice into Theory of Inclusion - Evolving Diversity Theory by perceiving Practice of Inclusion and Nondiscrimination

Chairs: Verena Bruchhagen, Technische Universität Dortmund (DE); Iris Koall, Universität Wuppertal (DE); Caroline Bouten Pinto, Griffith University (AU)
Monday, June 9, 16.00-17.30 (LR 1601)

Boundary Work at the Crossroads of Professions – on the Challenges of Translating Diversity Approaches into Academic Programs of Health Care Management. Susanne Kroehnert-Othmann, Fliedner University of Applied Science (DE)

Open Discussion: Theory and Practice. The Twining Twins. Verena Bruchhagen, Technische Universität Dortmund (DE); Iris Koall, Universität Wuppertal (DE) & Caroline Bouten Pinto, Griffith University (AU)

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Stream 18

Equality and Diversity Expertise, Skills, Values and Knowledge of Teachers, Lecturers and Those Who Support Learning

Chair: Christine Nightingale, De Montfort University (GB)

Monday, June 9, 11.00-12.30 (LR 0601)

Supporting the Development of Equality and Diversity Skills, Knowledge and Values in Academic Teaching Staff in Higher Education Institutions (HEIs). Christine Nightingale, De Montfort University (GB)

Knowledge, technology and visibilising material practices for inclusive professional curricula. Irene Malcolm, Heriot-Watt University (GB)

From the Inside Out: A Theory of Action for Professional Learning to Develop School Leaders for Social Justice. Sharon Radd, St. Catherine University (US)

Monday, June 9, 14.00-15.30 (LR 0601)

Applying the Universal Design to Curriculum Development: A Possible Solution to Equality and Diversity Matters? Onyenachi Ajoku, Tower Hamlets College London (GB)

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Stream 19

History of Diversity, Equality and Inclusion in Metropolitan Europe: Moving Beyond the Reification of and Exclusive Emphasis on Discrimination

Chair: Margaret Crosby-Arnold, Columbia University (US)

Sunday, June 8, 16.00-17.30 (LR 0601)

History of Diversity, Equality and Inclusion: A New Field of Research? Margaret Crosby-Arnold, Columbia University (US)

Metaphysics of Child Abandonment and Jean-Jacques Rousseau’s Unorthodox Advocacy of the Family in Émile, ou De l’ éducation. Joseph Blessin, University of Edinburgh (GB)

And When Too Many Are Not Enough: Performance Implications of 'Imposed' Diversity at the VOC. Stoyan Sgourev, ESSEC Business School (FR) & Wim van Lent ESSEC Business School/Huygens ING (FR)
Stream 20

Sexuality and Gender Identities within Organisations and their Service Provision: Diversity Issues and the Experiences of Lesbian, Gay, Bisexual, Transgendered (LGBT) People and Non-Conformist Gender Identities in the Workplace and Service Provision

Chairs: Simon Roberts, Bournemouth University (GB); Eric Baumgartner, Durham University (GB)

Sunday, June 8, 11.00-12.30 (LR 0606)

The Resources of Ageing: Middle-Aged Gay Men’s Experiences of Manchester’s Gay Community Service Organizations. Paul Simpson, University of Manchester (GB)

Masculinity, essentially speaking: The role of concepts of masculinity in social welfare and youth justice provision. Eric Christian Baumgartner, Durham University (GB)

Identity management strategies applied by Spanish Lesbian and Gay employees. Donatella Di Marco, University of Seville (ES)

Sunday, June 8, 14.00-15.30 (LR 0606)

Managing a gay identity beyond the closet: The normalisation of a gay identity in the workplace. Simon Roberts, Bournemouth University (GB)

Canadian LGBT Politics After Winning Marriage. David Rayside, University of Toronto (CA)

Does Gender Matter in Modern Organizations in Pakistan: Evidences of Struggle for Survival from Service Sector Firms. Noreen Saher, International Islamic University (PK)

Stream 21

EDI Doctoral Colloquium

Chairs: Regine Bendl, WU Vienna (AT); Patrizia Zanoni, Hasselt University (BE)

Saturday, June 7, 14.00-17.00 (Chair of Sociology of Diversity, Faculty of Sport and Health Sciences, Georg-Brauchle-Ring 60/62, 80992 Munich)

Gender, race and the social construction of leadership in organisations: Insights from the South African private sector. Clifford Lewis, Queen Mary University of London (GB)

Diversity networks in organizations: A critical instrument for diversity and inclusion management? Marjolein Dennissen, Radboud University Nijmegen (NL)

Doing ‘Diversity’: A comparative ethnography of ‘Diversity Management’ in German and French organizations. Tanja Thielemann, Universität Konstanz (DE)

The interaction of competitive identification bases in a multi-ethnic occupational community: The case study of Infrabel railway teams. Mehdi Ould Kherroubi, Université de Liège & Hasselt University (BE)
Detailed Programme by Workshop

Workshop 1
When Theory Won’t Do – Action to the Rescue!

Chairs: Cheryl Williams, Kenneth Price & Joerg Schmitz (US)

Sunday, June 8, 14.00-15.30 & 16.00-17.30 (LR 2607)

This workshop will take you off the grid of traditional Diversity & Inclusion (D&I), or inter-cultural training and showcase some “real” cases with accompanying designs and strategies, including action-learning components. It is meant to address the concerns of many clients that affirm: “I don’t want theory, just application.” Action learning, impact coaching, and cultural optimization are critical aspects of a meaningful response. Sound theoretical underpinning secure the validity of the content and activities borrowed from action learning are designed to keep the participant engaged and equipped to take on the challenges of working inclusively in a global, diverse, and intercultural workplace. Developing inclusive leaders is the ultimate focus and deliverable.

00’ – 15’ Grounding: Introduction & Overview
15’ – 75’ From insight to impact: What is Diversity & Inclusion (D&I) in organizations really about?
Using specific examples and case studies, we will explore why organizations (profit and not-for-profit) embrace the D&I agenda – what motivates them, what they seek to accomplish and how they frame the issues and challenges. We will discuss the role of learning and the need to pursue strategically anchored culture change in order to achieve the desired impact.
75’ – 90’ Break
90’ – 140’ Why training is not enough (or may even backfire)
We will explore how even the best intentioned and designed awareness training cannot achieve sustainable impact and may even backfire. We will discuss common mistakes when deciding on the content and process of training, as well as the strategic success factors for training to be meaningful.
140’ – 150’ Summary
Workshop 2

Inclusion at the Workplace – Diversity vs. Disability?

Chairs: Isabella Bertmann, Max Planck Institute for Social Law and Social Policy (DE); Stefanie Frings, Technische Universität München (DE)

Monday, June 9, 11.00-12.30 (LR 2607)

Workplace diversity and inclusion efforts seem to encompass many positive effects. The potential of diverse skills and varying perspectives that people may bring to the workplace because of their gender, age, language, ethnicity, cultural background, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, socio-economic background or geographical location is increasingly acknowledged and valued.

But does this also hold true for “disability”? Many diversity concepts do not explicitly refer to it as an equal diversity category. In practice, disability is often associated with individual limitations and deficits, which pose restrictions to a successful working performance. Considering social and welfare politics, this is not surprising: disability is regarded as a specific feature, and welfare interventions in this context have led to a “parallel world” of e.g. sheltered workshops, vocational training centres and supported employment.

Inclusion efforts to overcome these parallel structures are often characterized by quota and representation. This is an arithmetic exercise, especially with regard to the general labour market and the access for persons with disabilities. But achieving diversity in the workplace is not the same as ensuring that the mixture of employees reflects the composition of the total population. This may lead to diversity among staff members, but does not necessarily have to be tantamount to inclusion in the sense of equal rights, access and participation. Diversity is about openness to differences in attitudes, perceptions, and behaviours – also regarding persons with disabilities.

In accordance with the conference call, we want to draw particular attention to the concept of inclusion, which often serves as an implicit anchor of equality and diversity policies, but is rarely explicitly addressed in the context of its specific meaning, measurability and corresponding practices. Our focus is on persons with disabilities and we will start by discussing different approaches to and understandings of disability, incl. the medical, social and cultural model. Furthermore, welfare interventions and organizational structures will be taken into consideration in order to highlight their potential exclusive impacts and how they might put limits to diversity in the workplace. We would like to discuss possible solutions to the dilemma and prerequisites for suitable approaches.

The purpose of this workshop is to provide a forum for sharing experiences concerning the inclusive and exclusive mechanisms of “inclusive” and “diverse” working environments. Researchers from different disciplines and professionals with an interest in working on diversity issues are invited to take part in this interactive workshop, which follows the “future workshop” method.

Thus, the workshop provides a creative and low-threshold opportunity for an active and communicative participation in the development of solutions and strategies within a selected subject area, regardless of the level of knowledge of individual participants. This method results in the collection and discussion of a range of ideas from different perspectives and on different levels.

Time frame: 2 hours
Workshop 3

Disrupting the discourse: Fostering Racial and Cultural Awareness to Unearth Privileges*

* The workshop is connected to Stream 9: “Leadership Theory: Disrupting the ‘Discourse’” on Tuesday, June 10
Chairs: Mark Gooden, University of Texas at Austin (US); Ann O’Doherty, University of Washington (US)

Monday, June 9, 14.00-15.30 & 16.00-17.30 (LR 2607)

Sample Agenda for Equality, Diversity and Inclusion Conference Workshop
Munich, Germany

Introductions, Overview, Agreements
Dialogue and Discussion
Definitions for the Day
Break
Race-Aware Statements/Group Table Discussion
The Research: Why does the American Opportunity Gap Persist?
Learn Inquiry (What Are You Struggling With?)
LNL Check-In
Exploring Your CC Using the Intercultural Development Inventory
Break 2
International Color/Culture Arc & Reflection Activity
Where Do We Go From Here? (Personal Goals & Strategies)
Closing & Evaluation
Getting Around

Accessibility

The check-in and lunch & coffee breaks will take place in the main building of the university. The main entrance is barrier-free apart from a short detour. The back entrance of the building is also easily accessible. A barrier-free toilet is located on the first floor and can be reached by lift (room 1153a).

The rooms for the streams and workshops are in the so-called “Theresianum”, which is very close to the main building. Here, the main entrance is also accessible and a barrier-free toilet is available in the basement near the lift (room 624).

The conference dinner will take place in a restaurant which is accessible by public transport and has a barrier-free entrance and toilet in the basement near the lift. You will find more details about the location on the next pages.

Internet Access

At the conference venue, internet is freely available for EDUROAM users. Persons who do not have access to this internet access service can use university computers in the check-in area for free. Please also keep in mind that there are a lot of public WLAN hotspots (e.g. Stachus/Karlsplatz, Marienplatz) close to the conference venue.
Conference Venue

The conference will be taking place on the main campus of the Technische Universität München in the Arcisstr. 21, Theresianum building. You can reach the closest U-Bahn station "Theresienstraße" (about 300m from the campus) by taking underground (U-Bahn) lines 2 or 8. Other options are tram (Straßenbahn) lines 27 and 28 ("Pinakotheken" stop) or bus line 100 ("Technische Universität" stop).

We really recommend that you do not travel directly to the conference venue by car since the parking situation in the Maxvorstadt area is very challenging. Moreover, parking fees amount to €6/day.

- From Hauptbahnhof (central station): take underground (U-Bahn) line 2 in the direction of "Feldmoching" and get off at "Theresienstraße". A one-way ticket costs €1.30 (so-called "Kurzstrecke", i.e. short trip).
- From Munich Airport: Take the first incoming suburban train (S-Bahn) lines S1 or S8 and get off at “Hauptbahnhof”. There, change to underground (U-Bahn) line 2 in the direction of Feldmoching and get off at "Theresienstraße". An Airport-City-Day-Ticket costs €11.70.
- From the Busbahnhof München (Munich bus station/ZOB): Walk to the "Hackerbrücke" suburban train (S-Bahn) station. From there you can take any S-Bahn in the direction of "Ostbahnhof". Change at "Hauptbahnhof" to catch the underground (U-Bahn) line 2 in the direction of Feldmoching and get off at "Theresienstraße". Alternatively, you can also walk to the central station (approx. 500m).
- Please note that the local public transport company (Münchner Verkehrs- und Tarifverbund: http://www.mvv-muenchen.de) offers 1- or 3-day tickets for individuals and groups of 2-5 persons covering various areas. You can find more information here: http://www.mvv-muenchen.de/de/tickets-preise/preise-ab-15122013/index.html. Generally, investing in a day-ticket pays off from the 3rd trip you undertake.
Conference Dinner

On the evening of Monday, June 9 the conference dinner will take place at the restaurant Der Pschorr from 8pm. The restaurant is located on the “Viktualienmarkt” (Munich’s most famous market square), house no. 15. The “Viktualienmarkt” is very close to the “Marienplatz” (Munich’s central square), which can be reached using all suburban train (S-Bahn) lines as well as underground (U-Bahn) lines 3 and 6. From the conference venue, take the U2 in the direction of “Messestadt Ost” to “Sendlinger Tor” (3 stops). There you can take the U3 in the direction of “Moosach/Olympiazentrum” or the U6 in the direction of “Fröttmaning/Garching-Forschungsgelände”. “Marienplatz” is just 1 stop away.
Farewell Dinner

The farewell dinner will take place in the beer garden of the Augustinerkeller on June, 10 at 8 pm. The food and beverages are not covered by the conference fee. The restaurant is barrier-free to a large extent. However there is a small gravel path and unfortunately the barrier-free toilet is relatively difficult to reach.

The beer garden is located at Arnulfstraße 52, approx. 600m from the Munich Hauptbahnhof (Main/Central Station). Your best option to get there is to board Bus 100 at the “Technische Universität” stop and get off at “Hauptbahnhof Nord” (three stops). From there, you can either take a short walk or board trams 16 or 17 in the direction of Romanplatz/Amalienburgstraße respectively and get off at the “Hopfenstraße” stop, which is situated at the very entrance of the beer garden.
Contact

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