Long Abstract:

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Stream 15

# Managing Equity, Diversity and Inclusion: Barriers, Practices and Outcomes

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The word "diversity" is omnipresent in our daily lives, on the national and international scenes. Despite a changing legal framework around the world and proactive government initiatives, the goals of equality and diversity in the labour market are not being achieved (Chicha and Charest, 2013; Ozbilgin et al., 2015). Organizations and workplaces are struggling to strengthen their capacity to integrate and support the integration, development and growth of members of groups considered socially more vulnerable (Akremi et al., 2013; Saba and Dolan, 2013).

The overall objective of our paper is to stimulate reflection on the new challenges surrounding the promotion of equality rights in the workplace and resistance to all forms of diversity and inclusion. Particular attention will be paid to the fact that, despite sustained research efforts and organizational and political initiatives to promote diversity, inequalities persist (Bonilla-Silva, 2006 and Frances et al., 2017). In addition, while workplaces claim to pay more attention to diversity, new forms of discrimination and barriers, more complex and subtle, are developing making it more difficult to detect bias and prejudice (Cukier et al., 2016; Konrad et al., 2016; Taksa, 2019).

This communication aims to strengthen theoretical thinking, research and action to achieve the objectives of equality, diversity and inclusion in the workplace. It seeks to improve our understanding of the practices and policies implemented by organizations to achieve equity objectives. It also aims to better understand how existing institutions facilitate or hinder the achievement of EDI objectives while taking into account social regulation, the way businesses are organized, the characteristics of individuals, including their home groups and socio-professional trajectories (Mor Barak, 2013).

Data from the OECD survey conducted in collaboration with the professional associations of human resources managers in Canada and Australia are presented to illustrate the impact of diversity practices on the achievement of objectives by comparing the two countries. Our aim in this communication is to share knowledge, from a national, international, comparative and interdisciplinary perspective, as well as to stimulate original thinking and advance knowledge on the main themes by combining recent data on these issues.

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