

Equality, Diversity, Law and Legal Institutions

Stream Organisers:

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Stream outline:

Law and legal institutions underlie and pervade discussions of equality and diversity both within organisations and across disciplines. Law regulates and structures the changing nature of modern society and its institutions and the ways in which we think about equality and diversity. This stream explores the many ways in which law influences and shapes discussions about equality within organisations and governmental and private responses to societal problems in order to better understand the emergence in, acceptance of, and reaction against these principles in workplaces and other settings. It adopts a critical analysis of the way law develops, which has profound implications for the ordering of society, of business, and of legal institutions themselves.

This stream invites theoretically or empirically based papers from a range of disciplines that analyse, investigate and deepen understanding of the relationships among gender, sexuality, race, colour, disability, religion and law.

Possible themes include:

The legal structuring of management and organisations with respect to diversity and inclusion; insider and outsider discourses within workplaces; issues of gender, sexuality, race, disability, religion and other identities; how law and legal institutions influence organisations and society; the role of law in the way workers, supervisors, and others conduct themselves; alternative forms of dispute resolution as they pertain to equality and diversity norms and goals; how globalisation and international norms of equality shape national and local legal policies and institutions; new laws being enacted and their likely impact on diversity management; the ways in which law both shares in and stands apart from other social science disciplines and research.

Keywords:

Diversity, equality, non-discrimination, gender, sexuality, race, disability, religion, organisational behaviour, organisational structure, regulation, law, courts, legal institutions.

Publication plans:

Selected papers will be chosen for a planned special issue in the journal of Equality and Diversity International. The possibility of an edited collection of essays on a theme covered by the stream will be explored.