**Equality, Diversity and Inclusion Conference 2017, Brunel University, London**

**Stream proposal: Fostering inclusive enterprises: Inclusive enterprise, management and leadership education**

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Inclusive entrepreneurship has been at the forefront of the debate in academic and policy circles, with a view to create a sustainable and inclusive employment and growth across and beyond the Europe. Origins of the EU lie in particular ideologies that are imbued with social democratic values and peace and therefore better integration of diversity and allowing opportunities to emerge should be underlying processes for its sustainable development. One way to achieve this could be through understanding social and economic inclusion effects of enterprise, management and leadership education. Empowering learners with a set of values and approaches that are sensitive to social and diversity issues and designing value-driven education programmes that tackle inequalities are fundamentally important. This applies to all kinds of educational programmes and institutions, to business schools, which tend to be home for enterprise and leadership education, in particular.

Since the 2007-2009 financial crisis, pressure for change in business education is increasing (Bridgman et al. 2016). Business schools are viewed as detached and self-serving, divorced and disconnected from realities and experience of leading and managing (Petriglieri and Petriglieri 2015; Currie et al. 2016). It is often the case that business schools define success as maximising value and promote management theories which reinforce this approach and ignore social issues and concerns (Baden and Higgs 2015). It is recently being acknowledged that academics in business schools yet to engage in debates about purpose of a business school, the nature and substance of business school curricula and pedagogy and real issues in the outside world; academics do not challenge current economic state, inequality and neoliberalism (Fotaki and Prasad 2015) and they develop curricula based on capitalistic and neoliberal assumptions and perspectives.

Business schools are seen as encouraging a managerial and instrumentalist approach to business and promoting heroic ideas of entrepreneurship and leadership rather than encouraging holistic and inclusive thinking, focusing students’ attention on solving problems rather than on framing and solving problems, for excluding voices of minorities and women, ignoring other stakeholders (Bridgman et al. 2016). Over-emphasis on organisational efficiency and maximising profits and shareholder value leads to ignorance of ethical and moral implications of business activities and issues that can arise from these (Currie et al. 2016). There is a danger of creating business leaders who are increasingly divorced from social issues, and concerns of society and the rest of the population and communities (Petriglieri and Petriglieri 2015).

In this stream, we are particularly interested in research and practice that focuses on inclusive enterprise/entrepreneurship, leadership and management, with implications for education, learning and knowledge exchange. We encourage new insights, new reflections, and new practices inspired by academic-practitioner engagement as well as interdisciplinary perspectives. Both empirical and theoretical approaches and diversity of international settings are welcome.

Potential research topics may include (but are not limited to):

\*Fostering inclusive enterprises in times of crisis: What do we mean by inclusive enterprise?

How can it be operationalised in terms of leadership, governance and management approach? What are the convergences with, and divergences from, CSR?

\* Inclusive enterprise, leadership and management education and training: What are the implications for education and training? What might be the possible alternatives to ensure increased engagement of business schools in inclusive thinking? What are the curriculum implications? What are the current social enterprise/entrepreneurship education models? Are there any convergences and divergences? How should we develop talent for inclusive and social enterprises? What is the role of partnerships with corporations and NGOs in this respect?

\*Leadership with social impact: How do we define social impact in all domains of enterprise? What are the leadership implications? Are there any common threads to measuring social impact? If so, what are they and how can they underpin sustainability of inclusive enterprises? What are the leadership challenges involved?

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