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DiVersion: Managing Gender & Diversity

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**PROPOSAL for a Workshop at the**

**EDI Conference in Rotterdam 22 – 24 July 2019**

**Equality, diversity and inclusion in 2019:**

**Resistance**

Title:

**WALK of MEMORIES -**

**Moving through history by exploring individual and collective experiences of resistance and resilience**

Not only to describe but critically reflect societal and political upgrowth of populism, right wing movements and anti-democratic phenomena in view of Diversity and Diversity Work (Bruchhagen, Kara, Merx 2019), this workshop poses the core question:

How do we create professional identity as diversity professionals related to historical and individual patterns of resistance and resilience?

Recently it could be increasingly observed that people dare to express their resistance against Diversity. That means that Diversity practitioners (even as scientists) seem to be faced with new demands of affirming their professional identity and to reflect and adapt their (conceptual, emotional, political … etc.) position. However, there does not exist a well-defined position of *diversity and identity* which ensures professionals in such processes of upset.

Different theoretical approaches (especially system theory and psychodynamics) can be helpful to understand dynamics which link individual and social, subjective and collective aspects of these dynamics.

In this workshop we can ask: What hinders or challenges a strong and resilient identity to protect and support us in our professional role? What has formed our own experience-based, embodied identity? What was our biographical approach to commitment and dedication of diversity in view of our concrete diversity work? Which historical and collective occurrences, events, activities etc (e.g. social movements as Antiapartheid Movement, Womens Movement, Anti-Nuclear Movement and other Social Movements, Democratization, Crisis of Europeanisation etc.) have influenced and deeply touched us?

What are the possibilities of referring to this material to support persons, groups, organizations in developing and securing diversity?

And how can we develop diversity in emerging both representing and performing diversity as resistant and resilient form of togetherness?

**Method:**

In this workshop we invite participants to explore their own knowlegde, experience and awareness of diversity related to historical and political processes and social movements. We want to generate a **WALK of MEMORIES** to work out a *Matrix of Perceptions,* i.e. a timeline and a network of individual, collective and historical events and patterns. This exploration is not based on texts but on alternative forms of representation and narration initiated by public (not private) pictures/ imaginary material which trigger people in different ways.

Using this method we are going to focus on three different levels:

* History since World War II, the emerging of social movements and the current shift to the right
* Changing forms of living and working (sociologically discussed in terms of modernization and individualization)
* Increase/ Decrease and high losses in economic prosperity and growing precarity.

The perception of political and historical dynamics in a performance of WALK of MEMORIES is seen as an approach to understand the challenges of diversity work related to our own development. It presupposes the possibility of an emancipatory commitment in the role as diversity worker and in shaping diversity management as a critical professional task. We expect that the resulting processes will be useful and fruitful to widen perspectives, open frameworks and affirm the need of diversity work.

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**CV**

Verena Bruchhagen, since 1996 - 2014 head of the women´s studies at the department of educational science - sociology at the Technische Universität Dortmund, with numerous publications on the issue of women studies, managing gender and diversity, learning and teaching diversity, co-founder of the program: DiVersion: managing gender & diversity, teaching and training professionals in Managing Diversity.