



## **Equality, Diversity and Inclusion Conference 2022**

### **Cape Town: Disruption**

#### **Stream 3:**

### **Religious Disruption and Discrimination in the Workplace: Examples, Implications and Outcomes Across Countries**

#### **Stream Organizers:**

Rana Haq, Laurentian University, Canada

Isis Olimpia Gutierrez Martinez, Universidad de las Americas Puebla, Mexico

Samina Saifuddin, Morgan State University, USA

Paper submissions for this stream to be emailed in Word format to: I trust content from [rahaq@laurentian.ca](mailto:rahaq@laurentian.ca).

Submissions to the stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022. Please process your registration and paper submission online via the [EDI registration page](#).

#### **Stream Outline:**

This stream is consistent with the 2022 EDI conference theme of “Disruption”, an action through which “an event, system, or process is prevented from continuing or operating in a normal way” (Collin’s dictionary). We invite papers aimed at surfacing different forms of religious disruption and discrimination’s impact in the workplace, employment and management practices. Religious discrimination is often a result of lack of tolerance and understanding based on negative stereotypes. Relatively little research has been conducted on the impact of religious disruption and discrimination in the workplace. Given the challenges faced by individuals striving to follow their religion in the workplace, the proposed stream invites papers that explore the presence, implications and outcomes of religious disruption and discrimination in the workplace within different countries. Comparative papers are also welcome.

**Keywords:** Religion, Disruption, Discrimination, Workplace, Careers.

**Suggested topics** for this stream include but are not limited to :

- Examples of religion based disruption and discrimination in the workplace and its impact on Equality, Diversity and Inclusion (EDI)
- Impact, implications and outcomes of religious disruption and discrimination in the workplace
- Focus on recruitment, retention, promotion, and career development
- Strategies to address religious disruption and discrimination in the workplace

### **Publication Opportunities:**

Papers presented in this stream may be eligible for consideration in the publication opportunities indicated on the conference website as : “Associated with this conference are European Management Review; Equality, Diversity, Inclusion: An International Journal, and International Perspectives in Psychology: Research, Practice, Consultation edited by Ines Meyer. Outstanding, pre-selected papers for the conference will be submitted to these journals, which will then process them, according to their usual standards. We are also pleased to advise stream organizers that two series of books are also associated with the conference, “[International Perspectives on Equality, Diversity and Inclusion](#)” (an ongoing book series from Emerald), edited by Mustafa Özbilgin and Jean-François Chanlat, and “[Diversity and Inclusion Research](#)” (a new book series from Springer), edited by Thomas Köllen. Relevant stream proposals will be eligible for these book series, subject to acceptance by the respective editors.”

**Submission Deadline:** 15 March 2022

Long abstracts (up to 1500 words), developmental papers (3000-5000 words), or full papers (7000-8000 words) including references.

All submissions will be subjected to peer review, organized by stream chairs.

The authors will be informed about the acceptance or rejection of their submission by 30 April 2022.