



Equality, Diversity and Inclusion Conference 2022

Cape Town: Disruption

Stream 6:

Conference General Stream

Stream chairs: Ines Meyer (ines.meyer@uct.ac.za),

SARChI Chair: Creation of Decent Work & Sustainable Livelihood

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In the EDI 2022 conference, we seek to surface different forms of disruptions and their impact on work, employment and management practices. We want to shed light on both, what is gained and what is lost through different forms of disruption – as well as how to leverage opportunities which disruptions present.

Disruption upsets the status quo, it creates 'abnormality' and tends to be uncomfortable. Yet, disruptions have also created progress in creating greater inclusion and equality. Over the course of the 21st century, for example, disruption has led to a questioning of who defines what is 'normal' and redefinitions of what "normal" means. Disruptive practices, such as the #BlackLivesMatter movement or Fridays for Future, have made it less possible to ignore topics important to 'disruptors'. They have highlighted exclusionary practices towards those on the margins, not just in relation to race or ethnicity, but also, for example, by redefining gender from categorical to fluid. In a different way, the Covid-19 pandemic has created the most widespread and fundamental disruption in this century yet, leading to sudden changes in almost all aspects of life for people across the world. Many workplace norms shifted radically overnight. The rise in remote working arrangements means that many have been able to save on their commute for work purposes, for example, while it has also blurred further boundaries between different life domains.

A number of streams and workshops invite your presentations: classical academic papers as well as reflexive reports focused on your experience as policy maker or practitioner...

If your presentation does not relate to one of those please send it to this General Stream.

Submissions via the website: https://www.edi-conference.org/user_details.php?join=join

Submissions to the conference can be in the form of long (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022.. All submissions will be subjected to peer review organized by stream chairs with two referees for each paper. Please contact Imaan Mohamed on edi2022@uct.ac.za if you need more information.

Deadline for reviews: 30 **April 2022** (acceptance/rejection).

The best paper for this stream will be announced at the conference.

The review process of the best papers by partner journals remains under the complete supervision of the respective journals' chief-editors and is independent from the conference dates.

Publication partnerships of EDI 2022 Cape Town conference

Associated to this conference are: European Management Review; Equality, Diversity, Inclusion: An International Journal, and International Perspectives in Psychology: Research, Practice, Consultation and the two book series [International Perspectives on Equality, Diversity and Inclusion](#) and [Diversity and Inclusion Research](#). Outstanding, pre-selected papers for the conference will be submitted to these journals, which will process them according to their usual standards.

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