CFP for a stream on EDI

**DEI Practices in Emerging Market Firms versus Advanced Market Firms**

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The realm of Diversity, Equity, and Inclusion (DEI) practices has witnessed a surge in attention in recent years, propelled by the recognition of its strategic significance in fostering innovation, employee engagement, and overall organizational success. However, the majority of extant research has been conducted in the context of advanced market economies, leaving a significant research gap concerning the unique dynamics of DEI practices in emerging market firms. This conference stream aims to bridge this gap by exploring critical perspectives on DEI practices, comparing and contrasting emerging market firms with their advanced market counterparts.

The primary objectives of this conference stream are to scrutinize the nuances of DEI practices in both emerging and advanced market firms, uncovering the challenges, opportunities, and distinctive strategies employed by organizations in each setting. By doing so, we seek to foster a comprehensive understanding of the contextual factors that shape DEI initiatives, contributing to the development of a more inclusive and globally relevant framework for organizational diversity.

Emerging market economies present a unique set of challenges and opportunities concerning DEI practices. These markets often exhibit diverse cultural, socioeconomic, and institutional contexts that influence the implementation and effectiveness of DEI initiatives. This conference stream will delve into critical perspectives, such as the impact of cultural dimensions on DEI, the role of government policies, and the interplay between traditional values and modern DEI aspirations within emerging market firms.

While considerable research has been devoted to DEI practices in advanced market firms, there is a noticeable research gap when it comes to understanding the dynamics in emerging markets. The existing literature tends to generalize DEI practices without accounting for the specific contextual factors that shape these practices in emerging economies. This conference stream seeks to address this gap by providing a platform for scholars to share insights, empirical findings, and theoretical frameworks that capture the complexity of DEI in emerging market firms.