**Proposed title:** Gender, Diversity and Entrepreneurship from around the World

**Stream convenors:** Wendy Cukier, Toronto Metropolitan University, Susan Swayze George Washington University, Susan Trenholm, Mount St. Vincent University, (awaiting confirmation - Gina Grandy, University of Calgary and Francine Schlosser, University of Windsor and others)

**Stream overview:** According to the World Bank website (n.d.), Small and Medium Enterprises (SMEs) constitute approximately 90% of global businesses, over 50% of employment, and up to 40% of the GDP in emerging economies, underscoring their critical role in job creation and economic development. Despite this, segments such as women, Indigenous Peoples, Black and racialized people, 2SLGBTQ+ community members, persons living with disabilities, and immigrants confront significant barriers in entrepreneurship (Cukier et al., 2022). Additionally, women and diverse entrepreneurs face underrepresentation, especially in sectors like technology, leading to limited access to networks of similar role models, mentors, advisors, and investors, fostering an environment of information asymmetry, isolation, and exclusion (Olszewski and White, 2022).

Recent advancements in entrepreneurship research have embraced an intersectional approach, examining the nuanced barriers faced by individuals belonging to multiple equity-deserving groups and advocating for a more inclusive entrepreneurial ecosystem (Meyer, Pakura, & Seidel, 2021). This approach is essential for understanding the impact of societal, organizational, and individual factors on entrepreneurial success, particularly for underrepresented groups (Cukier et al., 2022).

The stream will explore how gender and social role theories intersect with entrepreneurship, recognizing the historical underrepresentation of women in the entrepreneurial landscape (BarNir, 2021), and examining the experiences of mother entrepreneurs within an ecological model framework, considering societal, organizational, and individual challenges (De Simone & Priola, 2022).

**Suggested topics for the stream:**

1. **Intersectional Barriers in Entrepreneurship:** Investigating how gender interacts with other identity factors like gender, race, sexual orientation, and disability among entrepreneurs (Knight, 2016; Marlow et al., 2018; Williams & Patterson, 2019).
2. **Entrepreneurial Ecosystems and Inclusive Innovation:** Examining how societal, organizational, and individual factors support or hinder entrepreneurship among equity-deserving groups (Cukier et al., 2022).
3. **Gender Norms and Entrepreneurial Success:** Analyzing how traditional gender norms and societal stereotypes impact the participation and success of women in entrepreneurship (Eagly & Wood, 2012; Jule, 2014).
4. **Motherhood and Entrepreneurship:** Exploring the complexities of motherhood in entrepreneurship and the additional challenges faced by women who are mothers (Breen & Leung, 2020).
5. **Financial Inclusion and Gender Bias:** Investigating the financial challenges women entrepreneurs face, including access to capital and credit (Eddleston et al., 2016; Pico Gil & Wendt, 2022).
6. **Cultural Narratives and Women Entrepreneurs:** Critiquing the “superwoman” narrative in entrepreneurship and its implications on gendered expectations (Byrne et al., 2019).
7. **Policy Impact on Mother Entrepreneurs:** Examining the efficacy of existing policies and their impact on mother entrepreneurs, with a focus on childcare and work-life balance (Goldstein et al., 2022).

**Stream Structure:** The stream will welcome empirical studies, theoretical explorations, and synthesis papers that contribute to the understanding of gender, diversity, and entrepreneurship from a global perspective, emphasizing the unique challenges faced by women and particularly mother entrepreneurs. This stream aims to cultivate an interdisciplinary dialogue that underscores the complexities and intersectional nature of gender diversity in global entrepreneurship, fostering a rich exchange of ideas and strategies to empower underrepresented entrepreneurs.

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* Meyer, V., Pakura, S.  and Seidel, V.  (2021). ‘Engaging with entrepreneurial diversity: an intersectional framework’, *Int. J. Entrepreneurial Venturing*, Vol. 13, No. 3, pp.288–318.
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