

2025, Equality, Diversity and Inclusion Conference
Athens, Greece
07 – 09 July 2025

Conference theme: AI and diversity in a datafied world of work: Will the future of work be inclusive?

Stream theme: Opportunities and limitations of AI in enhancing well-being, healing, and trauma-informed culturally sensitive initiatives in the workplace

Convenors

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Trauma and healing in the workplace are more relevant than ever due to the fast-paced working environment driven by the digital era and mediated time and space. Employees and leaders experience trauma imposed by external shocks such as the COVID-19 pandemic, Black Lives Matter and #MeToo movements and internal disturbances, including racial and ethnic microaggression, bullying and gender/racial discrimination. These experiences are prevalent and may not only wound and harm individuals but organisations as a whole if they are not effectively managed. The introduction of AI systems and AI-driven interventions to manage health and well-being emerges as a critical factor in fostering healing organisations. However, while AI offers numerous advantages, it also introduces significant concerns which may disproportionately affect certain groups such as Black, Asian and ethnic minorities and women.

This stream explores how AI and new technologies shape healing and well-being in diverse organisations. We particularly welcome papers addressing the opportunities and limitations of AI in enhancing well-being and healing in diverse contexts. We also encourage papers that explore the effectiveness of AI-driven interventions in producing trauma-informed, culturally sensitive interventions.

The stream welcomes both empirical and theoretical papers. Suggested topics include, but are not limited to:

- How AI and new technologies shape well-being and healing in the workplace.
- The promising role of AI in enhancing well-being and healing in diverse contexts.
- The effectiveness/ limitations of AI and AI-driven technologies in producing trauma-informed interventions.
- Suggested recommendations and frameworks in managing well-being and healing in a datafied organisational context.

References

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Morrow, E., Zidaru, T., Ross, F., Mason, C., Patel, K. D., Ream, M., & Stockley, R. (2023). Artificial intelligence technologies and compassion in healthcare: A systematic scoping review. *Frontiers in Psychology*, 13, 971044.

Sadeghi, S. (2024). Employee Well-being in the Age of AI: Perceptions, Concerns, Behaviors, and Outcomes. *arXiv preprint arXiv:2412.04796*.