

Stream Title: Equality in practice

Stream organiser

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Stream outline

Through academic research and thinking, our understanding of the practical dimensions and qualities of equality and diversity has evolved. An emergent body of research in this field has influenced and enhanced policy initiatives leading to changing equality, diversity and inclusion practices.

By way of example, Prof Mike Oliver's (1983) work on the 'social model of disability' helped to reconfigure our understanding of disability within a model of oppression and, through its various iterations, has been successfully translated into practice by academics and campaigners, shifting the focus of disability from individuals to society. Similarly, our understanding of cultural difference and multiculturalism has shaped how we operate as a society. Parekh's (2006) re-conceptualisation of multiculturalism has for example provided insight into our thinking of good relations between people of different ethnicities and also influenced practices such as in teaching, and how to manage conflict and changing demographics (see McGlynn 2009).

This stream invites papers which demonstrate how theoretical or empirical research has been translated into effective equality, diversity or inclusive practice. Papers which address changing cultural or systemic barriers are of a particular interest. Papers may address an individual area of equality, or may have a collective view of equality.

Suggested themes:

Addressing unconscious bias; achieving equality of outcomes for all; dismantling barriers facing disabled people; gender and/or ethnicity and occupational segregation, women in science and engineering, flexible retirement; managing conflict between different equality areas; supporting religious requirements in a secular context; furthering LGBT equality; exploring how structures and policies of organisations affect equality and diversity.

Key Words:

Systemic change; practical application; inclusive practice; research impact; diversity

References:

- Oliver, M. (1983) *Social Work with Disabled People*, Basingstoke Macmillans
- Parekh, B. (2006) *Rethinking Multiculturalism*, Palgrave Macmillan
- McGlynn, C (Aug 2009) 'Integrating education: Parekhian multiculturalism and good practice' in *Intercultural Education*, Vol. 20, pp 229 – 310, Routledge