Stream 1

General Stream

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During this EDI conference, we will discuss social sustainability of Equality, Diversity & Inclusion across varied domains of work and life and from transdisciplinary and multi-level perspectives. Social sustainability is generally defined as wellbeing of organisations, communities and societies today and into the future. Social sustainability has emerged as a discourse of resistance against the financialisation of social life, public good and institutional systems, and overlooking of environmental concerns by corporations, nation states and other parties. As part of the United Nations discourse, which seeks to expand the moral responsibility of organisations from single bottom line (economic sustainability) to triple bottom line (economic, social and environmental sustainability). Therefore, social sustainability presents a significant challenge to the dominant discourses and practices across all domains and institutions that operate in the global social, political and economic system. We welcome papers that do not fit with the other streams in the conference but engage with social sustainability to a degree.

In the Conference General Stream, we will encourage, specifically, papers addressing the ambivalent, ambiguous, multilevel and multiplex topics of social sustainability, i.e.:

- Considering and assessing organizational diversity and inclusion policies as methods of social sustainability. Exploring the complementarity between equality, diversity and inclusion and social sustainability in terms of values, beliefs, discourses and or practices,

- Investigating diversity and inclusion policies as social sustainability strategies and instruments against economic and single bottom line rationales

- Identifying social sustainability dimensions (at the individual, organizational as well as socio-cultural level) and how these could be used in order to support values of equality, diversity and inclusion and vice versa.

- Questioning the various criteria and designing new methods for measuring the effectiveness of E.D.I. policies in order to provide social sustainability,

- Analyzing and comparing the differences in matter of E.D.I. policies and forms of social sustainability encountered across different organisations, sectors, and countries,

- Analyzing the evolution of pro-diversity, pro-inclusion and pro-social sustainability discourse in the organizations,

The general track accepts theoretical essays, articles grounded in a critical and interdisciplinary review of literature drawing a 'status of the art' on diversity, inclusion and social sustainability challenges at the local/regional/national/international level as well as empirical (or experimental) papers.

The papers combining an empirical (and grounded) assessment of diversity & inclusion challenges and practices in the organisations, a field diagnosis (meso-/macro- level) and a forward-looking perspective are particularly appreciated.

Likewise, articles which articulate theoretical frameworks, tool-kits for social sustainability, diversity & inclusion at work (or in the society) and future 'research agenda' are particularly encouraged.

THIS STREAM ACCEPTS PAPERS OF ANY TOPIC AND METHOD IN FIELD OF EQUALITY, DIVERSITY AND INCLUSION.

Submissions to the stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 1 March 2020. Please process your registration and paper submission online via www.edi-conference.org.