Stream 7

Inequality Mainstreaming?
Unraveling Adversion, Ruptures and Conceptual Shiftings in the Politics of Nondiscrimination and Diversity from Comparative Perspectives in (and beyond) Europe

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The celebration of "cultural diversity" and promotion of "non-discrimination" represent primary agendas of the European Union and the United Nations. The principles of equal treatment and protection against discriminatory treatment are anchored in the founding documents of the European Union, where the role of political and organizational actors are defined (for ex. Article 167 of the Treaty of the Functioning of the European Union). Besides, the Union has adopted and piled up on a number of Directives on the level of International Law (such as the Racial Equality Directive and the Employment Equality Directive, among others), to which Nation States must adhere, in order to reach out to and intervene in particular governance regimes, such as health, education, work (among others). The genealogy of non-discrimination-unfolding in the European Union context insinuates assumptions that the sustainable and successful transmittance of related agendas into particular domains has been predominantly subjected to top-down hierarchies rather than bottom-up initiatives. In doing so, the juridical view is shifted from formal to empirical and material levels of structural inequality (cf. Gomolla/Radtke 2002), for which states and societies take responsibility. In other terms: non-discrimination refers to those aspect of rights that can factually not be executed through legally assured equality, but depend on or are interconnected with characteristics of the social status (Scherr 2014: 21, transl. by LR). Similar arguments could be found for the diversity-agenda (cf. Malloy 2015; Lentin 2004).

The (parallel) genealogies of non-discrimination and diversity-promotions as individual execution of universal orders of social justice brings to the plan the significance of the individual context and conditions. While the translation of transnational reform incentives into state law (McCrudden/Prechal 2009; Bell 2008; McColgan et al. 2006) and the reporting on discrimination experience in general (European Commission 2015;2014; FRA 2017) have been subject to comparative examinations, critical analysis in regard to their transformative power

of policies on subjective and organizational level is rare. So are approaches on the dynamics and constellations of reciprocity by which diversity- and non-discrimination-principles work.

Pioneer studies on diversity that show a particular focus on interrelations with discrimination indicate that the translation of reforms and agendas into organizational and domestic law states a crucial entry point for particular experiences of inequality as well as historically and culturally nurtured contingents of plurality in society and respective instruments for inclusion (cf. Wrench 2007). Both non-discrimination and diversity, can therefore be regarded as conceptual containers that allow to integrate a number of claims and demands in the pursuit of social justice. At the same time, this great leeway may also lead to a higher abstractedness and actually increase the likeliness of institutional 'decoupling' (Meyer/Rowan 1977, cf. also March/Olsen 2009).

In the panel, I would like to discuss approaches and strategies to envisage analytically how the translation of Acts into policies and frameworks is channelled through concrete catalogues of characteristics/points of reference (such as religion, gender, etc.) to signal a need for protection. Further, I would like to discuss the conceptual inconsistencies and idiosyncratic rationalities evaporating from non-discrimination and diversity-assuring legal provisions by paying attention to the conferred appearances and phenomena of inequality through a comparative lens. It is a key assumption that, in times when the policy influences on equality and diversity are increasingly transnational, the power of incentives in the promotion and communication of non-discrimination as a means to ensure social justice should be re-visited in respect to the individual presuppositions of their cultural embedding.

Thus, I wish to bring legal, local and organizational approaches into a dialogue to work on questions as how to assess their application in concrete fields and contexts in regard to local-cultural particularities. In doing so, special attention should be paid to multi-dimensional, causal-original mechanisms of reproduction of social inequalities in societies and institutions, to which the principle of non-discrimination and diversity represent normative reference points and frameworks for the building and supervision of institutional provisions to guarantee inclusive and social justice-oriented institutional development (Nkomo 2013).

Besides, some scholars have noted the crucial efficacy of institutional and structural forms of discrimination ("institutional bias") (cf. Henry 2010), which cannot be traced back to individual prejudice, but result from interactions of 'equal' and 'unequal' institutionalized routines, actions and rules. Others have noted the fallacy of the conceptual disregard of intersectional discrimination (Hill Collins/Bilge 2016) which demands for additional diagnostic effort in organizations. Taking into account these concerns, the panel scope also encompasses the examination of vacancies in present provisions as well as research desiderata in the field of sustainable and reflexive non-discrimination policy development.

Also, contributions are welcome that elucidate the ambivalences and contradictions resulting from nuanced wordings and formulations, which may have a deep, critical relation with particular social groups.

Papers could be organized around, but are not limited to the following topical complexes:

- National/local particularities in non-discrimination legislation and genealogy reports/comments on their organizational implementation
- Im/-Explicit mediation and 'trading' processes between distribution of resources and identity politics on different areas of discursive regimes
- Philosophical reflections of policy-inherent normative backdrops and conceptualizations of social justice
- Conceptual and theoretical presuppositions of "diversity" and "non-discrimination"-action principles and rationalities and their entanglements
- Investigations of the relation and interrelation between legal, organizational and subjective dimensions of (non-)discrimination under the viewpoint of sustainable transformation
- The cultural embeddedness of non-discrimination-agendas and possible effects of revision/collision/confusion of cultural interpretations of social concepts (e.g. gender/sex, race/ethnic background) by transnational vocabulary
- Strategies and tools to identify demands for tightening or ascertaining of policy requirements on equality promotion
- Evaluative studies on implementation of non-discrimination and diversity legislation in particular organizational environments in regard to performance/performativity and institutional work
- Case- and group-specific models and 'flows' of reflection and evaluation of non-discrimination and diversity-agendas

Submissions to the conference (i.e. to the streams) 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.

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