**Stream 8**

# Hope & Social Sustainability

**Stream Chair:**

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Generational During the EDI 2020 conference, we will explore, analyze and discuss **'Hope'** as part of Social Sustainability dimension and as a construct to Equality, Diversity & Inclusion from a transdisciplinary approach.

In adopting the global sustainability problems posing critical challenges to humanity, management, leadership and businesses, current theories are essentially discussing the sustainable development goals, which are likely to fail without assent to a strategic solution. While theory suggest that the ability to deal with future dimensions can lead the sustainability pathway, however literature indicates that future dimensions are not always included in social sustainability discussions especially in policy formation, including government, private sector, NGO's and civil society. Consequently, many young populations are pessimistic concerning the global future. This is leading to fear and apprehension amongst several millennials, and other diverse groups, highlighting expression "no hope, no future, therefore no sustainability".

The 'Hope' theory rests on the premise that while 'Hope' being a complex and sometimes contested concept, can mitigate pessimism about the global future. Several studies have emphasized the close relationship between hope and trust, however it needs to be further argued through critical thinking and pedagogical dialogue for critical emotional awareness in sustainability.

Hypothetically, Hope being an optimistic state of mind based on the probability of positive outcomes with respect to events and circumstances (Snyder, 2000, p.8-10), can be the catalyst for social change, if established through hope enhancement strategy, at organisational and societal level. Until now, no Hope theory (Snyder), positive psychology theory (Martin Seligman), social sciences, Equality, diversity and inclusion theories (Mustafa Ozbilgin, Ed Ng), or sustainability theories (Felix Ekardt) have shown an interconnection among them. Besides the Hope theory (Snyder, 1991) being associated with the positive psychology theory, stating that hope involves the will to get there. Thus, the hope theory has potential to offer a new angle to the long term strategic plan, leading to sustainability.

The aim of this Stream is to problematize the discussion about role of hope in relation to social sustainability and the global future by grounding it in transdisciplinary approaches expressly those that do not operate from disciplinary conventional boundaries but from questions of

content without exorbitant relegation to conventional disciplinary views. It is vital to the stream that the present series stand for pluralism and particularly gives scope for unexpected, uncomfortable, and heterodox views and methods. Often social sustainability research in particular is increasingly influenced by the intrigues of clients, such receptivity seems essential in the interest of finding cognizance. Hence, empirical, conceptual papers, case studies, longitudinal study articles, will be appreciated and encouraged. Please find suggested topics below, but not limited to:

- Exploring and examining organization's sustainability dimension as a construct of Equality, Diversity & Inclusion from a transdisciplinary approach and linking it to Hope as a dimension
- Analyzing HR policies as motivating or demotivating factors for women contract workers in industry jobs;
- Analysing relationship between Hope, gender empowerment and resilience as a conditions for social sustainability;

- Analysing Hope as a construct in – determining and implementing strategic –set to success, thereby increasing the opportunities for sustainability;

- Exploring the concept of *'Hope' as a* dynamic, cognitive motivational system and strategy in setting hope as learning goals, conducive to social sustainability;

- Global challenges, social sustainability and their implications for organizational performance;

- Exploring and analyzing the impact of hope on either college academic achievement, or gender at work, or any other diversity issue.

- Exploring refugee women contract workers and their success factors: A Job Performance issue;
- Exploring the determinants of commitment in work and family roles amongst women in the global work environment;
- Discrimination against pregnant women: Re-Examining the constructs of diversity and inclusion policies as strategic tools to leverage against work stereotypes, prejudices and discriminations.

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.