









Paper included: Beyond the essentialist paradigm of culture: Comparing the role of national culture on management policies and practices in China and Japan

*Zoe Zhu, Lancaster University Management School*

2:30 pm -  
4:00 pm  
Channel 1

Stream 1: General stream

*Chair: Thomas Köllen*

Mandatory binationalism: Organizing multiple identities in a cross-border company

*Simone Pulcher, Università degli Studi di Milano-Bicocca*

*Lia Tirabeni, Università degli Studi di Milano-Bicocca*

Understanding versus liking: Disability similarity as a predictor of idiosyncratic deals

*Christoph Breier, Universität St.Gallen*

*Miriam K. Baumgärtner, Universität St.Gallen*

*Amit Jain, Universität St.Gallen*

*Karin Maier, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)*

*Stephan A. Böhm, Universität St.Gallen*

Levels of pay or levels of pain? Migration, status and stratification in the GCC Arabian Gulf

*Kathleen Park, Boston University*

*Eddy Ng, Queen's University*

2:30 pm -  
4:00 pm  
Channel 2

Stream 10: Gender equality in a socially sustainable world

*Chair: Fernanda Wagstaff*

Do some stars shine brighter than others? Knowledge recombination in teams with female versus male stars

*Himani Singh, Universität Mannheim*

*Mona Reber, Universität Mannheim*

*Leo Schmallenbach, Universität Mannheim*

The role of negative stakeholders when implementing gender equality initiatives: An example from Norwegian academia

*Laura Traavik, Kristiania University College*

*Irmelin Drake, Kristiania University College*

Okelian doings: A champion of gender equality

*Fernanda Wagstaff, The University of Texas at El Paso*

*Sarah Villanueva, The University of Texas at El Paso*

*Rawia Ahmed, Zayed University*

*Gabriela L. Flores, Southwestern University*

*Suzanne Ramirez, The University of Texas at El Paso*

4:30 pm - Stream 16: 'Fitting in is the opposite of belonging': Creating sustainable organisations  
6:30 pm through developing an inclusive culture  
Channel 1 *Chairs: Salma Raheem, Lilian Otake-Ebede*

Confronting Ableism: The experiences of disabled employees in the workplace  
*Kehinde Olowookere, Coventry University*

Unlocking diversity & inclusion: A social sustainability case  
*Valerie De Cock, Université libre de Bruxelles*  
*Pinar Celik, Université libre de Bruxelles*  
*Claudia Toma, Université libre de Bruxelles*

The importance of inclusive leadership to facilitate employees inclusive behaviors and inclusion experiences  
*Janna Behnke, Eindhoven University of Technology*  
*Sonja Rispens, Eindhoven University of Technology*  
*Evangelia Demerouti, Eindhoven University of Technology*

When diversity Isn't enough: Developing just and inclusive leaders  
*Angela Workman-Stark, Athabasca University*

4:30 pm - Stream 20: Motherhood, work and the politics of equality  
6:30 pm  
Channel 2 *Chairs: Isabella Krysa, Mariana Paludi, Liela Jamjoom, Marke Kivijärvi*

Don't mother me: Organizational inequality and the role of care  
*Nina Winham, Saint Mary's University*

Motherhood and organising: working mothers during Covid-19 in Chile and Argentina  
*Isabella Krysa, Fairleigh Dickinson University*  
*Mariana Paludi, Universidad Mayor*

"The Indian [we're] looking for:" The resignation of Canada's first indigenous dean of a law school  
*James Grant, Acadia University*  
*Danielle Mercer, Acadia University*

Personal reflections and collective resistance: Motherhood and caregiving at the intersection of PhD pursuits  
*Liela A. Jamjoom, University of Business and Technology*  
*Kristin S. Williams, University of Eastern Finland*  
*Nina Winham, Langara College*  
*Kerry Hendricks, Lawrence Kinlin School of Business*  
*Heidi Weigand, Dalhousie University*  
*Shelley T. Price, St. Francis Xavier University*  
*Nicholous Deal, Mount Saint Vincent University*

7:30 pm - Conference dinner at Lötschberg, Zeughausgasse 16, Bern  
open end <https://www.lotschbergbern.com/>  
Afterwards (from about 10pm on): Drinks in the bars of Bern



## Wednesday, 14 July 2021

10 am -  
11:30 am  
Channel 1

### Stream 2: New diversity: Four generations of workforce

*Chair: Annick van Rossem*

Gender, generations and the good workplace : Sustainable talent strategies for gender across generations

*Arjya Chakravarty, Management Development Institute  
Radha Sharma , Management Development Institute  
Tanuja Sharma , Management Development Institute*

A social identity perspective on black millennials' turnover Intentions

*Shona Smith, University of Texas at Arlington  
Ariane Froidevaux, University of Texas at Arlington  
Myrtle Bell, University of Texas at Arlington*

Generation A: Untapping the talent of neurodivergent individuals

*Amy Hurley-Hanson, Chapman University  
Cristina Giannantonio, Chapman University  
Amy-Jane Griffiths, Chapman University*

10 am -  
11:30 am  
Channel 2

### Stream 5: Charting new courses in LGBTQ research

*Chairs: Oscar Holmes IV, Erhan Aydin, Emir Ozeren, Richard Gregory Johnson III*

Studying dyadic social relationships to understand selective disclosure at work among lesbian, gay, and bisexual employees

*Julian Rengers, Rijksuniversiteit Groningen  
Rafael P.M. Wittek, Rijksuniversiteit Groningen  
Sabine Otten, Rijksuniversiteit Groningen  
Liesbet Heyse, Rijksuniversiteit Groningen*

The state of the art and the future of the study of heteronormativity in the workplace

*Sara López Corlett, Universidad de Sevilla  
Donatella Di Marco, Universidad de Sevilla  
Alicia Arenas, Universidad de Sevilla*

The role of supervisor and coworker support on transgender employees' workplace disclosure and satisfaction

*Caren Goldberg, Caren Goldberg, Ph.D., LLC  
Valerie Willham, Caren Goldberg, Ph.D., LLC*

12 noon -  
1:30 pm  
Channel 1

Stream 1: General stream

*Chair: Joana Vassilopoulou*

Intergroup contact and minority-majority relations in organizations. Multiple case studies of internationals in German organizations

*Gernot Bohmann, Martin Luther Universität*

Career progression of women in “the world’s happiest country”, Bhutan

*Mahan Poorhosseinzadeh, Australian Institute of Business*

*Sangita De, Griffith University*

*Glenda Strachan, Griffith University*

Intersectional inequality of middle-class Palestinian women in the Israeli labor market

*Sarab Abu-Rabia-Queder, Ben-Gurion University*

12 noon -  
1:30 pm  
Channel 2

Stream 1: General stream

*Chair: Mustafa Özbilgin*

Addressing differential degree awarding through critical-race methodologies

*Melanie Crofts, De Montfort University Leicester*

Diversity Management for the 21st Century: Employer responsabilisation and class-based diversity

*Steve Vincent, Newcastle University*

*Elina Meliou, Aston Business School*

*Ana Lopes, Newcastle University*

*Mustafa Ozbilgin, Brunel University*

What is intersectional equality? Defining an approach for feminist social justice

*Dorian Woods, Radboud Universiteit*

*Yvonne Benschop, Radboud Universiteit*

*Marieke van den Brink, Radboud Universiteit*

1:30 pm -  
3 pm  
Channel 1

Workshop: A 90 minute crash course on structural inequality in America

*Chair: Natalie Gillard*

3:15 pm -  
4:45 pm

Plenary Session:

Faculty of color and navigating the choppy waters of a professor's life

Zoom-  
Link 6

*Moderator: Oscar Holmes IV, Rutgers University*

*Panelists:*

*Richard Gregory Johnson III, University of San Francisco*

*Victoria Showunmi, University College London*

*Mark Gooden, Columbia University*