

EDI 2026 Conference

Equality, Diversity and Inclusion

Thursday 2 and Friday 3 July 2026

Programme at a glance

Thursday 2 July

08:00 to 09:00	Registration and Coffee
09:00 to 09:30	Welcome Speech
09:30 to 10:30	Keynote
10:30 to 12:00	Parallel sessions and workshops (see Timetable)
12:00 to 13:00	Lunch
13:00 to 14:30	Parallel sessions and workshops (see Timetable)
14:30 to 15:00	Tea Break
15:00 to 16:30	Parallel sessions and workshops (see Timetable)
20:00 to 22:30	Gala Dinner @ The BLOKK

Friday 3 July

08:00 to 09:00	Registration and Coffee
09:00 to 10:30	Parallel sessions and workshops (see Timetable)
10:30 to 11:00	Tea Break
11:00 to 12:30	Parallel sessions and workshops (see Timetable)
12:30 to 13:30	Lunch
13:30 to 15:00	Parallel sessions and workshops (see Timetable)
15:00 to 15:30	Tea Break
15:30 to 17:00	Plenary Talks, Best Paper Award and Conference Closing (chairs of streams report back)

Key facts

Papers	77
Workshops	13
Parallel sessions	31
Rooms	Amphi, Room 1 to Room 5
Session rule	Three 30 minute items per 90 minute slot

How this is organised

Each 90 minute slot holds three items of 30 minutes: a paper is 20 minutes plus 10 for questions, a workshop is 30 minutes.

Streams with more than three papers are split into parts. Small streams are merged so every slot is full.

The Timetable sheet is the grid. The Sessions sheet lists every item. The Internal sheet adds contact and dietary details.

Timetable

Thursday 2 July	Amphi	Room 1	Room 2	Room 3	Room 4	Room 5
08:00 to 09:00	Registration and Coffee					
09:00 to 09:30	Welcome Speech					
09:30 to 10:30	Keynote					
10:30 to 12:00	Workshops 1 Navigating the Paradox: An Interactive Workshop on DEI Leadership in Global Technology Organizations	Merged: Stream 9 + Stream 10 Strategic Allyship and Systematic Changes within Organizations & Voice in Innovation & Entrepreneurship Ecosystems	Merged: Stream 11 & 13 Reimagining love at work: Insights and future directions for EDI & Women's Access to Board Seats across regions	Stream 7 (part 1) Combined session: Digital Inclusion, AI Ethics and the Future of Work: Equity, Wellbeing and Inclusion in the AI Era	Stream 8 Language and Identity: The Challenges of Inclusion in a Mult	Stream 6 EDI & Postcolonial Exceptionality
12:00 to 13:00	Lunch					
13:00 to 14:30	Workshops 3 Enhancing Social Capital for Female Professionals	Stream 12 Equitable AI and the Future of Work in African Contexts	Merged: Stream 14 + Stream 15 Participation and Solidarity: Inclusive Mechanisms for Collaborative Governance in a Transforming World & Disaster Intervention and Recovery in an EDI Perspective: Reflections, Solutions and Innovations	Stream 7 (part 2) Combined session: Digital Inclusion, AI Ethics and the Future of Work: Equity, Wellbeing and Inclusion in the AI Era	Stream 17 Rethinking Inclusion Across Institutions and Borders: Who Benefits, Who Belongs, Who Decides?	Stream 21 (part 1) Disability, Equity, and Work: Organizational Systems, Inclusion, and Global EDI Challenges
14:30 to 15:00	Tea Break					
15:00 to 16:30	Workshop 7 The "Africa Lens" in ELT / Empowering African Voices: Redefining DEI through Decolonized ELT Practices in	Stream 26 Whoes Knowledge Counts? Centering Young Voices in EDI Research Initiatives	Stream 31 Re-Humanizing Equality, Diversity and Inclusion: Shared Human Identity, Dehumanization, and Inclusive Futures	Stream 28 Beyond Performative DEI: Spatial, Environmental, and Organizational Conditions for Genuine Inclusion	Stream 5 Rethinking Cultural Competence: Curiosity, Sensitivity, and Ethical Practice in Diverse Contexts	Stream 21 (part 2) Disability, Equity, and Work: Organizational Systems, Inclusion, and Global EDI Challenges
20:00 to 22:30	Gala Dinner @ The BLOKK					

Friday 3 July	Amphi	Room 1	Room 2	Room 3	Room 4	Room 5
08:00 to 09:00	Registration and Coffee					
09:00 to 10:30	Workshop 4 Creating a Welcoming Workplace: Inclusion and Allyship	Stream 22 (part 1) Rethinking women's career trajectories: An intersectional app	Stream 25 (part 1) Silence, voids and boundaries: implications for inclusivity	Stream 32 (part 1) Reconceptualizing Culturally Responsive Leadership in a Transforming World in Search of change, Knowledge and Identity	Workshop 09 Learning disability and Educational Inequality: When Diagnosis Becomes a Social Issue	Stream 34; 16; 18; 24; 33; 35 RETHINKING EMPLOYER BRANDING: TOWARD AN INCLUSIVE CO-CONSTRUCTION PARADIGM & Work Life Balance
10:30 to 11:00	Tea Break					
11:00 to 12:30	Workshop 5 From Campus to Capital Projects: Inclusive Leadership, AI Ethics, and Operational Sustainability for EDI Centred	Stream 22 (part 2) Rethinking women's career trajectories: An intersectional app	Stream 25 (part 2) Silence, voids and boundaries: implications for inclusivity	Stream 32 (part 2) Reconceptualizing Culturally Responsive Leadership in a Transforming World in Search of change, Knowledge and Identity	Workshop 8 We're Mis-Measuring Inequality for International Academics: A Capability-Based Perspective	Workshop 15 Including Neurodivergent Students in Higher Education: Practical Strategies for ASD and ADHD
12:30 to 13:30	Lunch					
13:30 to 15:00	Workshop 6 Designing the "Perfect" Hiring Intervention: Evidence-Based Strategies to Reduce Gender Disparities in Hiring	Stream 19 & 20 Sustainable Diversity in a Transforming Digital World: Reimagining Generational Identity and Inclusion in Global HRM & Inclusive Africa: Diversity, Climate Resilience and Sustainable Development	Stream 25 (part 3) Silence, voids and boundaries: implications for inclusivity	Workshop 10 Violence at work: Rethinking EDI in postcolonial contexts	Workshop 11 That's Not Fair: An Experiential Exploration of Global Inequities	Workshop 2 Inclusive Africa: Diversity, Climate Resilience and Sustainable Development
15:00 to 15:30	Tea Break					
15:30 to 17:00	Plenary Talks, Best Paper Award and Conference Closing (chairs of streams report back)					

Sessions

P01 Stream 7 (part 1 of 2)

Chair *Olivia Kyriakidou*

Digital Inclusion, AI Ethics and the Future of Work: Equity, Wellbeing and Inclusion in the AI Era

Time	Presenter / Workshop	Title
10:30 to 11:00	Dr. Mamun Ala	GenAI and Mid-Career Professionals_The Impact of Workplace Transformation on Wellbeing
11:00 to 11:30	Ms. Ghita MELKAOUI	Digital inclusion or digital exclusion? Rethinking NEET employability in a digitalised labour market -Systematic literature review-
11:30 to 12:00	Muneeb UI Lateef Banday	Diversity politics in the 'Future of Work' policymaking: A decolonial lens

P02 Stream 8

Chair *Soad Louissi*

Language and Identity: The Challenges of Inclusion in a Multilingual World

Time	Presenter / Workshop	Title
10:30 to 11:00	Soad Louissi	Negotiating Gender and Inclusion: A Comparative Study of Neutral Language Practices in French, Spanish, and English
11:00 to 11:30	Anne Crafford	Included but unheard: Linguistic domination, slow violence, and the deconstruction of silence in a racialised workplace
11:30 to 12:00	Huiping Xian	CHINESE MULTINATIONALS IN THE UK: WORKPLACE CONFLICT HANDLING IN A CROSS-CULTURAL CONTEXT FROM A SOCIAL IDENTITY PERSPECTIVE

P03 Stream 17 (part 1 of 2)

Chair *Marie Atsena Abogo*

Rethinking Inclusion Across Institutions and Borders: Who Benefits, Who Belongs, Who Decides?

Time	Presenter / Workshop	Title
10:30 to 11:00	Marie Atsena Abogo	Rethinking Equity, Diversity, and Inclusion through Women, Peace and Security: Lessons from Mali
11:00 to 11:30	Meryem Lamri	Who Decides Who Belongs A Critical Examination of Sport-Based Official Development Assistance and Social Inclusion The Case of the LG-KOICA Hope TVET College Women's Baseball Programme in Ethiopia
11:30 to 12:00	Yasmine CHBANI	Supportive structures, demanding pedagogies: A case study of inclusive design at Morocco's 1337 coding school

P05 Stream 22 (part 1 of 3)

Chair *Asma BOUNSSIYAL* *Rethinking women' career trajectories: An intersectional approach*

Time	Presenter / Workshop	Title
10:30 to 11:00	Samantha E. Erskine	Intersectional Power Encounters and Women CEOs' Career Trajectories in U.S. Nonprofit Organizations
11:00 to 11:30	Earoel Kennedy	Intersecting Identities, Diverging Careers: How Intersecting Identities Co-produce Barriers to Career Advancement in a Multinational Technology Firm
11:30 to 12:00	CHRISTINE NASCHBERGER	Exploring early career drivers and career adjustment choices of female pilots – The role of distal and proximal environments to foster women's career choices in the aviation industry

P07 Stream 25 (part 1 of 4)

Silence, voids and boundaries: implications for inclusivity in organisations.

Chair *Dr. Aidan McKearney*

Time	Presenter / Workshop	Title
10:30 to 11:00	Dr Shlomit Aharonii Lir	Between Gender-Based Silencing and Ethno-Political Silencing: Marginalized Voices on Wikipedia
11:00 to 11:30	Dr Anukriti Dixit	Burnout as Interloping: Rest, Academic Ableism, and the Coloniality of the Normate Scholar
11:30 to 12:00	Ms Edita Kaminskaite	The Lived Experience of War, Displacement, and Organisational Silence among Ukrainian Knowledge Economy Professionals in International Organisations

P11 Stream 28 (part 1 of 2)

Beyond Performative DEI: Spatial, Environmental, and Organizational Conditions for Genuine Inclusion

Chair *Evrin Kuran*

Time	Presenter / Workshop	Title
10:30 to 11:00	Dr. Delia Mensitieri	Inclusion does not start with I: Re-specifying Organisational Inclusion through Social Identity and the Handling of Exclusion
11:00 to 11:30	NIL PASAOGLULARI SAHIN	COLLABORATION FOR INCLUSION: SUPPORTING NEURODIVERGENT STUDENTS (DYYSLEXIA AND/OR ADHD), A METASYNTHESIS
11:30 to 12:00	Jessie Pswarayi	Governance and professional services staff in the UK higher education sector

P04 Stream 21 (part 1 of 2)

Disability, Equity, and Work: Organizational Systems, Inclusion, and Global EDI Challenges

Chair *Emile Tompa*

Time	Presenter / Workshop	Title
13:00 to 13:30	Dilshan Fernando	Toward Meaningful Measurement and Evaluation in Disability Employment - A Position Paper
13:30 to 14:00	Soad Louissi	The Double-Edged Sword of DEI Work: A Narrative Case of Meaning, Strain, and Organizational Paradox
14:00 to 14:30	Emile Tompa	Reframing Work Disability: Ontology, Environment, and the Limits of Accommodation-Centred Approaches

P06 Stream 22 (part 2 of 3)

Chair Asma BOUNSSIYAL *Rethinking women' career trajectories: An intersectional approach*

Time	Presenter / Workshop	Title
13:00 to 13:30	Amina Ezzahzi	Entrepreneurial Trajectories of Moroccan Women in Belgium: An Intersectional Perspective on Motivations Beyond the Push-Pull Model
13:30 to 14:00	Mounia Hamraoui	Gendered Emotional Labor and Invisible Inclusion Behind the Commercialization of Moroccan Luxury Hospitality
14:00 to 14:30	SANA HNINOU	Barriers to Labor Market Inclusion Among Female Graduates in Morocco

P08 Stream 25 (part 2 of 4)

Silence, voids and boundaries: implications for inclusivity in organisations.

Chair Dr. Aidan McKearney

Time	Presenter / Workshop	Title
13:00 to 13:30	Pr. Aidan McKearney	Silenced in plain sight: master narratives and suppressed heteroglossia in the polyphonic organisation.
13:30 to 14:00	Dr. Delia Mensitieri	Bringing Microaggressions From the Shadows to the Spotlight: Unveiling Silencing Mechanisms and Distinct Patterns in Coping
14:00 to 14:30	Pr. Michelle Mielly	Signaling Inclusion, Experiencing Exclusion: A Critical Discourse Analysis of DEI in a French Grande École Business School

P10 Stream 31

Re-Humanizing Equality, Diversity and Inclusion: Shared Human Identity, Dehumanization, and Inclusive Futures

Chair Veysi TANRIVERDİ

Time	Presenter / Workshop	Title
13:00 to 13:30	Mrs. CAMILLE HESLOP-MARTIN	Rehumanising EDI: Ethnic Minority Academics' Experiences of Leadership Exclusion in UK Universities.

13:30 to 14:00	Anne Crafford	TRANSFORMING PROFESSIONAL ASSOCIATIONS: AN IDENTITY PERSPECTIVE ON DEI IN THE I/O PSYCHOLOGY PROFESSION IN SOUTH AFRICA
14:00 to 14:30	VEYSI TANRIVERDI	Shared Human Identity as a Moderator of Dehumanization Toward Men: The Roles of Voice Tone and Occupation

P12 Stream 32 (part 1 of 3)

Reconceptualizing Culturally Responsive Leadership in a Transforming World in Search of Change, Knowledge and Identity

Chair Professor Mark Anthony Gooden

Time	Presenter / Workshop	Title
13:00 to 13:30	Mark Anthony Gooden	Why Ask Why? Decoding Race-Based Decision Dynamics in High School Disciplinary Practices
13:30 to 14:00	Phillip A. Smith	"Let Freedom Ring": Integrating Social Justice, Critical Spirituality, and Non-Violent Resistance in Educational Leadership
14:00 to 14:30	Dr. Andre Harper	Rethinking Executive Coaching as an Equity Intervention: Supporting Black C-Suite Executives in Racially Homogenous Organizations through Race-Conscious Leadership Development

P14 Merged: Stream 1 + Stream 2

Combined session: The social, political and economic benefits of full inclusion of disabled people; Imperfect Leadership: Vulnerability, Failure, and Inclusion in Organisational Life

Chair Debbie Hager

Time	Presenter / Workshop	Title
13:00 to 13:30	Dr. Firat Sayin	Accessibility, disability inclusion, and the moral limits of sustainability
13:30 to 14:00	Tuna Necdet AžahsuvaroÄŸlu	Examining the Competencies of Special Education Teacher Candidates and Graduates Regarding Neurodiversity and Inclusive Education in the Context of the Curriculum: A Case Study
14:00 to 14:30	Sanchari Deb	Why Many EDI Interventions Fail in UK Higher Education: A Structural Perspective on Inequality, Excellence and Institutional Change

P09 Stream 25 (part 3 of 4)

Silence, voids and boundaries: implications for inclusivity in organisations.

Chair Dr. Aidan McKearney

Time	Presenter / Workshop	Title
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15:00 to 15:30	Dr. Sabrina Volpone	Measuring the Unmeasured: Psychometric Failures of Management Scales for Neurodivergent Applicants and Employees
15:30 to 16:00	Ms. Nesta Williams	What the Body Knew Before the Leader Spoke: Knew Knowing, Silence and the HEARTS Philosophy
16:00 to 16:30	Kyriaki Karydou	Silences, voice, and collective agency: exploring Communities of Practice as drivers of gender equality and intersectionality in Higher Education

P13 Stream 32 (part 2 of 3)

Reconceptualizing Culturally Responsive Leadership in a Transforming World in Search of Change, Knowledge and Identity

Chair Professor Mark Anthony Gooden

Time	Presenter / Workshop	Title
15:00 to 15:30	Ms. STACY PHILLIP-MILLER	MY RACIAL POSITIONALITY STATEMENT
15:30 to 16:00	Sosanya Jones	Reciprocal Exchange Across Black-Serving Institutions: Culturally Responsive Leadership for AI and Digital Equity in HBCUs, PBIs, and African Higher Education
16:00 to 16:30	Mark Anthony Gooden	Victims, Perpetrators, and Innocents

P15 Merged: Stream 3 + Stream 4 + Stream 5

Combined session: Western hegemonic masculinity - the underpinning of social, political, cultural and economic power inequities around the globe.; Who Counts? Cultural Capital, AI, and Inclusion in Global Work; Rethinking Cultural Competence: Curiosity, Sensitivity, and Ethical Practice in Diverse Contexts

Chair Debbie Hager

Time	Presenter / Workshop	Title
15:00 to 15:30	Samantha E. Erskine	Intersectional Insights: Transmitting and Resisting Western Hegemonic Masculinity and Racial Hegemony in Higher Education and Nonprofit Organizations
15:30 to 16:00	Gaelle Falcon	Individual and organizational factors antecedent of a diversity climate fostering a sense of insider in the AI sector
16:00 to 16:30	Ms. Yoko Kiyoi	Seeing Differently: An Arts-Based Framework for Reflective Dialogue and Community Engagement in Equality, Diversity, and Inclusion Education

P16 Merged: Stream 5 + Stream 6

Combined session: Rethinking Cultural Competence: Curiosity, Sensitivity, and Ethical Practice in Diverse Contexts; EDI & Postcolonial Exceptionality

Chair Mamun Ala

Time	Presenter / Workshop	Title
15:00 to 15:30	Dr. Katarina Zajacova	Teaching EDI in Business and Management education
15:30 to 16:00	Selin Aksoy	Refugees as Agents of Inclusion: Power, Resistance and Transformation in Workplace Integration
16:00 to 16:30	Muneeb Ul Lateef Bandy	'You can feel it, but you cannot prove it': DEI, Informal casteism and postcolonial condition in an Indian business school

P17 Merged: Stream 7 + Stream 9

Combined session: Digital Inclusion, AI Ethics and the Future of Work: Equity, Wellbeing and Inclusion in the AI Era; Strategic Allyship and Systematic Changes within Organizations

Chair Olivia Kyriakidou

Time	Presenter / Workshop	Title
15:00 to 15:30	Napoleon Tsougkas	Artificial Intelligence in Auditing and IFRS Compliance: Ethical Risks, Inequality and Implications for the Future of Work
15:30 to 16:00	Rebecca Evan	Sensemaking of DEI Under Political Backlash: How US Practitioners Interpret and Respond to Institutional Threats
16:00 to 16:30	George Kesselaar	Unequal Inclusion Under Conditions Of Power Asymmetry: A Mechanism-Based Structuration Model Of Leadership In Superdiverse Organizations

P18 Merged: Stream 10 + Stream 11

Combined session: Voice in Innovation & Entrepreneurship Ecosystems; Reimagining love at work: Insights and future directions for EDI

Chair Rosana Reis

Time	Presenter / Workshop	Title
15:00 to 15:30	dzidziso kamuriwo	Gatekeepers of Scale: How Ecosystem Intermediaries Shape Gendered Innovation Trajectories in BOP Markets
15:30 to 16:00	Krishnatrya Krishnatrya	Resilience as Iterative Calibration: A Process Study of Identity and Entrepreneurship
16:00 to 16:30	Houda BOUAOUAD	Beyond performance: A gendered perspective of love and engagement at work in publicsector

P19 Merged: Stream 11 + Stream 12

Combined session: Reimagining love at work: Insights and future directions for EDI; Equitable AI and the Future of Work in African Contexts

Chair *Lena Knappert*

Time	Presenter / Workshop	Title
09:00 to 09:30	Mrs Kyriaki Karydou, Kalpazidou schmidt, Evanthia; Tzanakou, Charikleia,	Love as practice in EDI work: reflexive mentoring and institutional change in South-East European Research Organisations /
09:30 to 10:00	Ruwayne Kock	WHEN THE MACHINE HOLDS SPACE: GENERATIVE AI AS EMOTIONAL FIRST RESPONDER FOR A MARGINALISED PROFESSIONAL IN SOUTH AFRICA
10:00 to 10:30	Sokaina El Alami	Entre massification de l'enseignement supérieur et défis d'insertion professionnelle des diplômés au Maroc: une analyse qualitative des perceptions des employeurs

P20 Merged: Stream 13 + Stream 14

Combined session: Women's Access to Board Seats across regions; Participation and Solidarity: Inclusive Mechanisms for Collaborative Governance in a Transforming World

Chair *Marie-Therese Claes*

Time	Presenter / Workshop	Title
09:00 to 09:30	Dr. Delia Mensitieri	Navigating Gender and Professional Identity: A Typology of Women Directors' Gender Inclusion Strategies on Corporate Boards
09:30 to 10:00	Asma AIT BOUNSSIYAL	The Unfinished Journey: Intersectionality and Career Stagnation
10:00 to 10:30	Theodore Chadjipadelis	Solidarity, Deliberation and Civic Learning: A Multivariate Study of Democratic Reasoning among High School Students

P21 Merged: Stream 15 + Stream 17

Combined session: Disaster Intervention and Recovery in an EDI Perspective: Reflections, Solutions and Innovations; Rethinking Inclusion Across Institutions and Borders: Who Benefits, Who Belongs, Who Decides?

Chair *Pr. Mustafa Ozbilgin - Dr Raffaella Valsecchi - Dr Cihat Erbil*

Time	Presenter / Workshop	Title
09:00 to 09:30	Anukriti Dixit	The Scholastic Life of Impunity: Academic Prestige, Institutional Disaster, and the Unequal Recovery of Credibility after Elite Sexual Violence
09:30 to 10:00	Raffaella Valsecchi	The breakdown of places of social inclusion: the case of the Grenfell fire

10:00 to 10:30	Argyro Koufou	Institutionalised Inclusion: A qualitative research for the experience of Seafarers on board vessels.
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P22 Merged: Stream 19 + Stream 20

Combined session: Sustainable Diversity in a Transforming Digital World:Reimagining Generational Identity and Inclusion in Global HRM; Inclusive Africa: Diversity, Climate Resilience and Sustainable Development

Chair Pr. Taha AHL-MAATALLAH

Time	Presenter / Workshop	Title
09:00 to 09:30	Hosni LAASSARA	Beyond the Paycheck: Financial Well-Being as a Determinant of Psychological Safety and Engagement Among Young Managers in Morocco
09:30 to 10:00	Abdelouahab El Boukhari	AI and Digital Technologies in Family Firms: A Bibliometric Analysis and Implications for Sustainable Diversity Research
10:00 to 10:30	Zineb RIDHA	From Disclosure to Practice: Gender diversity and Inclusive Governance in in ESG reports of Moroccan listed companies (2019 - 2024)

P23 Merged: Stream 21 + Stream 22

Combined session: Disability, Equity, and Work: Organizational Systems, Inclusion, and Global EDI Challenges; Rethinking women' career trajectories: An intersectional approach

Chair Emile Tompa

Time	Presenter / Workshop	Title
09:00 to 09:30	Emile Tompa	Inclusive by Design: Scaling Enterprise Accessibility Systems in the Public Sector — Lessons from the Government of Canada's AAAC Program
09:30 to 10:00	Nioka Wyatt	Community or Cocoonism: The Representation/ Inclusion of Black Women in Fashion
10:00 to 10:30	Niama CHYLYAT	RETHINKING WOMEN'S CAREER AND PAY TRAJECTORIES THROUGH THE LENS OF INTERSECTIONALITY THEORY: A THEORETICAL REFLECTION

P24 Merged: Stream 23 + Stream 25 + Stream 26

Combined session: Negotiating the Human–AI Boundary: Equality, Difference, and Inclusion in Organisational Performance and Decision-Making; Silence, voids and boundaries: implications for inclusivity in organisations.; Stream 26 (title to be confirmed)

Chair Berk Kucukaltan

Time	Presenter / Workshop	Title
09:00 to 09:30	Dora Moscato	Power and Inequality after Generative AI
09:30 to 10:00	G. Reia Lee-Pfenninger	Silence, Voice and Organisational Norms in Workplace Gender-Based Violence: A Systematic and Critical Review
10:00 to 10:30	sirine bensator	Rethinking the Identification and Support of Learning Disorders in Multilingual Educational Contexts: The Case of the "Prête-moi ta voix" Initiative in Morocco

P25 Merged: Stream 26 + Stream 28 + Stream 32

Combined session: Stream 26 (title to be confirmed); Beyond Performative DEI: Spatial, Environmental, and Organizational Conditions for Genuine Inclusion; Reconceptualizing Culturally Responsive Leadership in a Transforming World in Search of Change, Knowledge and Identity

Chair Aya Rharbi

Time	Presenter / Workshop	Title
11:00 to 11:30	Aya Rharbi	Exploring Inclusion and Integration in Higher Education: International Students' Perspectives
11:30 to 12:00	Munevver Ozgur Ozersay	Inclusion Mirror: Rethinking DEI Diagnostics through Spatial and Relational Infrastructures
12:00 to 12:30	SARA DAOUDI	From Organizational Imbalance to Psychosocial Risks: Stress as an Intermediate Mechanism and Leadership as a Lever for Primary Prevention

P26 Merged: Stream 34; 16; 18; 24; 33; 35

Combined session: RETHINKING EMPLOYER BRANDING: TOWARD AN INCLUSIVE CO-CONSTRUCTION PARADIGM / Work Life Balance and Quality of Work Life as Pillars of Equality, Diversity and Inclusion/ Leadership and Corporate Social Responsibility (CSR): Ethical Governance, Sustainable Performance and Inclusive Transformation/ Inclusive leadership as a catalyst for organizational transformation in organizations across Africa.

Chair Dr. Shlomit Aharoni Lir A.Farah

Time	Presenter / Workshop	Title
11:00 to 11:30	Dr. Ana Nestorovic	When Rights Exist but Are Not Used: Legal Consciousness among Highly Qualified International ProfessionalsC
11:30 to 12:00	Fatimzahra AIT BOUNSSIYAL	The Role of equity in employer branding

W01 Workshops 1 to 3

Chair			Facilitators			Workshop session		
Time		Presenter / Workshop				Title		
11:00 to 11:30		WORKSHOP: Dr. Parish Jefferson				Navigating the Paradox: An Interactive Workshop on DEI Leadership in Global Technology Organizations		
11:30 to 12:00		WORKSHOP: Haffsa Rizwani, Sana Ahmed				Artificial Intelligence, Algorithmic Bias, and the Future of EDI in Organizations		
12:00 to 12:30		WORKSHOP: Haffsa Rizwani				Enhancing Social Capital for Female Professionals		

W02 Workshops 4 to 6

Chair			Facilitators			Workshop session		
Time		Presenter / Workshop				Title		
11:00 to 11:30		WORKSHOP: Sana Ahmed, Haffsa Rizwani, Dorian Mittner				Creating a Welcoming Workplace: Inclusion and Allyship		
11:30 to 12:00		WORKSHOP: Jane Ali, Dr. Adeola Ojedokun				From Campus to Capital Projects: Inclusive Leadership, AI Ethics, and Operational Sustainability for EDI Centred Transformation		
12:00 to 12:30		WORKSHOP: Almasa Sarabi, Soo Min Toh				Designing the “Perfect” Hiring Intervention: Evidence-Based Strategies to Reduce Gender Disparities in Hiring		

W03 Workshops 7 to 9

Chair			Facilitators			Workshop session		
Time		Presenter / Workshop				Title		
11:00 to 11:30		WORKSHOP: Anneke VILHUBER				The “Africa Lens” in ELT / Empowering African Voices: Redefining DEI through Decolonized ELT Practices in Morocco and Beyond		
11:30 to 12:00		WORKSHOP: Sanchari Deb				We’re Mis-Measuring Inequality for International Academics: A Capability-Based Perspective		
12:00 to 12:30		WORKSHOP: Aya Rharbi, Sirine Bensator, Wail Makroum, Aya Tir,				Learning disability and Educational Inequality: When Diagnosis Becomes a Social Issue		

W04 Workshops 10 to 12

Chair			Facilitators			Workshop session		
Time		Presenter / Workshop				Title		
11:00 to 11:30		WORKSHOP: Anne Crafford, Ruwayne G. Kock, Bronwyn Keene-Young				Violence at work : Rethinking EDI in postcolonial contexts		
11:30 to 12:00		WORKSHOP: Natalie Gillard				That’s Not Fair: An Experiential Exploration of Global Inequities		

12:00 to 12:30	WORKSHOP: Kieron Blake	Between Borders and Belonging: Rethinking Migration, Identity, and Inclusion in Contemporary Africa
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W05 Workshops 13 to 13

Chair	<i>Facilitators</i>	<i>Workshop session</i>
Time	Presenter / Workshop	Title
13:30 to 14:00	WORKSHOP: Silvia Navarro, Soad Louissi	Including Neurodivergent Students in Higher Education: Practical Strategies for ASD and ADHD

Amphi

University
Australian Institute of Business
Hassan II university
University of Bern

Room 1

University
Grenoble Ecole de Management
University of Pretoria
University of Leicester

Room 2

University
University of Canada West
Rotana Music
Mohammed V University

Room 3

University
University of Massachusetts Boston
Ludwig Maximilian University of Munich
Audencia Business School

Room 4

University
University of Haifa and Achva College
University of Bern
Hult Ashridge

Room 5

University
University of Ghent
Eastern Mediterranean University
Nottingham Trent University

Amphi

University
University of Guelph
Grenoble Ecole de Management
Institute for Work & Health

Room 1

University
Cadi Ayyad University
International university of casablanca
Cadi ayyad university

Room 2

University
Hult International Business School
University of Ghent
EM Lyon Business School

Room 3

University
Nottingham Trent University

University of Pretoria
Zonguldak Bulent Ecevit University

Room 4

University
Columbia University
Fordham University
Institute for Equity, University Centre

Room 5

University
Saint Mary's University
Marmara University
Newcastle University

Amphi

University

University of Texas at Dallas
Hult International Business School
Athens University of Economics and Business

Room 1

University
Teachers College, Howard University
Columbia University

Room 2

University
University of Massachusett s Boston
Université Laval
Washington University in St. Louis

Room 3

University
Queen Mary, University of London
JKU Linz
University of Bern

Room 4

University
University of Nicosia - Athens Campus
Metropolitan State University, St Paul
University of Cape Town

Room 5

University
City of St. Georges, University of London
City, St. Georges University of London

Amphi

University
University of Johannesburg
Université Cadi Ayyad FSJES

Room 1

University
University of Ghent
Université Cadi Ayyad FSJES
Aristotle University Thessaloniki

Room 2

University
University of Bern
UCL

Nottingham
Trent
University

Room 3

University
Cadi Ayyad University
Cadi Ayyad University
Cadi Ayyad University of Marrakech

Room 4

University
Institute for Work & Health
Thomas Jefferson University

Room 5

University
Sapienza University of Rome
Radboud University
Grenoble Ecole de Management

Amphi

University
Grenoble Ecole de Management
EquiSpaces
ENCG Beni Mellal

Room 1

University
WU Vienna, University for Economy and Business
Université Cadi Ayyad

Room 2

University

Room 3

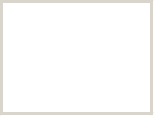
University

Room 4

University

Room 5

University



Amphi

University

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