

## Monday 10th July

08.30-09.15	Arrival  Registration Opens	City University Entrance – Northampton Square  Oliver Thompson Foyer Cloakroom in C103
09.15-09.30	Conference Opening: Professor Sir Anthony Finkelstein, President, City, University of London	OTLT (Oliver Thompson Lecture Theatre)
09.30-10.00	Welcome Speeches: Chris Rojek , Head of Sociology  Jessica Jones-Nielsen Assistance VP, EDI  Petros Iosifidis Associate Dean EDI, SPGA	OTLT
10.00-11.00	Keynote Speech: David Ruebain (Pro-VC, Sussex) 'Can the Law Deliver Inclusion?'	OTLT
11.00-11.30	Coffee break	Oliver Thompson Foyer
11.30-12.30	Keynote Speech: Jamie Knight + Lion (Neurodivergent Duo) 'Neurodiversity; Assistive Technologies'	OTLT
12.30-13.30	Lunch	Oliver Thompson Foyer
13.30-15.00	Parallel Sessions (papers below)	OTLT, B200, B103, B104, BG02, BG03
15.00-15.30	Coffee break	Oliver Thompson Foyer
15.30-17.00	Parallel Sessions (papers below)	OTLT, B200, B103, B104, BG02, BG03
17.30	Drinks Reception	OTLT Foyer
18.30	Gala Dinner – City Campus	The Courtyard Café

## Tuesday 11th July

09.30	Registration	Oliver Thompson Foyer Cloakroom in C103
10.00-11.00	Keynote Speech Kate Sang (online) 'Navigating the choppy waters of academia: the experiences of disabled and neurodivergent academics'	B200 (hybrid)
11.00-11.30	Coffee break	Oliver Thompson Foyer
11.30-13.00	Parallel Sessions (papers below)	OTLT, B200, B103, B104, BG02, BG03
13.00-14.00	Lunch	Oliver Thompson Foyer
14.00-15.30	Parallel Sessions (papers below)	OTLT, B200, B103, B104, BG02, BG03
15.30-16.00	Plenary and closing	OTLT
16.00-16:30	Coffee	Oliver Thompson Foyer
16:30	Cloakroom closes	C103



### 16th Equality, Diversity and Inclusion International Conference (EDI)

City, University of London, 10th - 11th July 2023

Conference Theme: Dis(ability)

**PROGRAMME (subject to changes)**

<p>Monday 10th July 13:30 – 15:00</p>	<p><b>B103 STREAM 6</b> <i>Menopause and Work</i></p> <p><b>CHAIRS</b></p> <p><b>Professor Jane Maley</b>, Sabanci University, Istanbul <b>Professor Rebecca Mitchel</b>, Macquarie University, Sydney <b>Professor Lan Snell</b>, University South Australia, Adelaide. <b>Professor Kerry Sherman</b>, Macquarie University, Sydney</p> <p><b>PAPERS</b></p> <p><b>Dr Vanessa Beck</b>, University of Bristol <b>Dr Katherine Kearley-Shiers and Dr Kristyn Manley</b>, University Hospitals Bristol NHS Foundation Trust <i>The interrelationship between menopause symptoms and work experience in a (post-) pandemic context</i></p> <p><b>Gavin Jack, Kathleen Riach, Margie Lee, Martha Hickey, Barbara Dalton</b> Monash Business School Melbourne Glasgow University, Business School <i>Sustaining managerial change and the challenge of supporting menopause at work</i></p> <p><b>Rebecca Mitchel, Jun Gu, Jane Maley, Kerry Sherman</b> Macquarie University, Sydney, Sabanci University, Istanbul <i>Perceived discrimination and menopause</i></p> <p><b>Carell Ocampo, Rebecca Mitchell, Jun Gu</b> Australia National University Macquarie University, Sydney <i>Menopause, perfectionism, and work and career outcomes</i></p>	<p><b>B104 STREAM 18</b> <i>Women and Work: How Should We Treat Different Inequalities?</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Rachel Morgan</b>, Brunel University <b>Natasha Slutskaya</b>, University of Sussex <b>Jessica Horne</b>, Sussex University <b>Cathrine Seierstad</b> <b>Natalia Slutskaya</b>, Sussex University</p> <p><b>PAPERS</b></p> <p><b>Dr Rachel Morgan</b>, Brunel University <b>Natasha Slutskaya</b>, University of Sussex <i>Comparing experiences of inequality amongst professional and low-skilled working women: How do gender and class influence claims of injustice?</i></p> <p><b>Mrs Rajnigandha Banerjee Kumar</b>, University of Greenwich <i>The career costs of motherhood in the UK: Financial services</i></p> <p><b>Ms Mahshid Gharibpour</b>, International University of Chabahar <i>A mixed-methods assessment of women's experienced 'promotion' – Discrimination at public universities of Iran – Case studies: municipalities</i></p>	<p><b>BG02 STREAM 5</b> <i>Disrupted communities and equality, diversity, inclusion</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Raffaella Valsecchi</b>, Brunel University (Business School) <b>Professor Mustafa Ozbilgin</b>, Brunel University (Business School) <b>Dr Marios Samdanis</b>, Brunel University (Business School)</p> <p><b>PAPERS</b></p> <p><b>Professor Mustafa Ozbilgin and Harun Yildiz</b> <i>Responsibilities in disaster management: The case of Covid-19 pandemic and earthquakes in Turkey</i></p> <p><b>Dr Raffaella Valsecchi, Professor Mustafa Ozbilgin and Dr Marios Samdanis</b> <i>Responsibilisation of community well-being in the aftermath of Grenfell fire</i></p> <p><b>STREAM 2 - approx. 2.15/2.30pm</b> <i>DEI in Public Sector Employment; Consideration for Evolution of Public Service</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Marguerite Cassin</b>, Dalhousie University <b>Professor Eddy Ng</b>, Queen's University, Canada</p> <p><b>PAPERS</b></p> <p><b>Dr Tal Meler</b>, Zefat Academic College, Israel <i>EDI in public sector employment and considerations for the evolution of public service</i></p> <p><b>Dr Marguerite Cassin</b>, Dalhousie University <i>Representation and merit in the institution of the public service</i></p>	<p><b>BG03 STREAM 17</b> <i>Investigating intersections of disability &amp; gender in experience of violence</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Ladan Hashemi</b>, City, University of London <b>Dr Polina Obolenskaya</b>, City, University of London</p> <p><b>PAPERS</b></p> <p><b>Dr Ladan Hashemi</b>, City, University of London <i>Disability and intimate partner violence in England: Gender stratified analysis of a probability sample survey</i></p> <p><b>Professor Anne Laure Humbert</b>, Oxford Brookes University <i>An examination of the effects of disability and chronic illness on experiences of gender-based violence at work in Europe</i></p> <p><b>Ms Shruthi Venkatachalam</b>, University of Bristol <i>A critical enquiry into the association between the social construction of disability identity and gender-based violence in the lives of battered disabled women</i></p>	<p><b>B200 STREAM 7</b> <i>AI, datafied world of work, and future of workplace EDI</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Joana Vassilopoulou</b>, Brunel Business School, Brunel University London, <b>Dr Olivia Kyriakidou</b>, Deree, The American College of Greece <b>Dr Dimitria Groutsis</b>, The University of Sydney, Sydney Business School</p> <p><b>PAPERS</b></p> <p><b>Mrs Manel Gouechtouli</b>, IPAG BS Research Chair <i>Does the adoption of AI pose an ethical risk in auditing process – a Malaysian perspective</i></p> <p><b>Dr Doris Schneeberger</b>, WU Vienna, Department of Management and <b>Guli-Sunam Karimova</b> <i>A blessing and a curse? The promises and dangers of AI when it comes to overcoming ableism, sexism and speciesism</i></p> <p><b>Mladen Adamovic</b>, King's College London <i>AI in recruitment: Friend or foe for diversity and inclusion?</i></p>	<p><b>OTLT STREAM 4</b> <i>(Dis)ability Inclusion: the roles of individuals &amp; organizations in inclusive actions</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Ling Eleanor Zhang</b>, ESCP Business School <b>Daniela Lup</b>, ESCP Business School</p> <p><b>PAPERS</b></p> <p><b>Dr Jacqueline Stephenson</b>, University of West Indies <i>Mental health, work and the effect of the pandemic in the Caribbean</i></p> <p><b>Dr Ling Eleanor Zhang, Dr Tony Edwards, Dr Mabel Machado Lopez, Dr Phillip Kern, Dr Alan Brejnholt</b> <i>The tempered radicals? Bricolaging careerists in disability inclusion in multinational enterprises</i></p> <p><b>Christoph Breier and Nicola Glumann</b>, University of St.Gallen <i>Analyzing leaders' perspective on including employees with disabilities in their teams. What it takes to recognize its potential</i></p>
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<p>Monday 10th July 15:30— 17:00</p>	<p><b>B103 STREAM 6</b> <i>Menopause and Work</i></p> <p><b>CHAIRS</b> <b>Professor Lan Snell</b>, University South Australia, Adelaide. <b>Professor Kerry Sherman</b>, Macquarie University, Sydney <b>Professor Jane Maley</b>, Sabanci University, Istanbul <b>Professor Rebecca Mitchel</b>, Macquarie University, Sydney</p> <p><b>PAPERS</b> <b>Kristina Potočnik, Belinda Steffan, Shumin Zheng</b>, University of Edinburgh, Business School <i>The bright and dark side of flexible work arrangements for managing menopause symptoms at work</i> <b>Dr Belinda Steffan and Professor Wendy Loretto</b>, University of Edinburgh, Business School <i>Menopause disclosure at work: inclusion through a receptive organised audience</i> <b>Debora Gottardello and Belinda Steffan</b>, University of Edinburgh, Business School <i>Unmasking: Neurodiversity and menopause at work</i> <b>Dr Katy Marsh-Davies</b>, Sheffield Hallam University <i>Experiences of hybrid working during menopause</i></p>	<p><b>B104</b> <b>Delegates are welcome to use this space for meetings or work</b></p>	<p><b>BG02 STREAM 14</b> <i>Disability and the modern workplace: New ways of inclusion or exclusion?</i></p> <p><b>CHAIRS</b> <b>Professor Stephan Böhm</b>, University of St.Gallen <b>Christoph Breier</b>, University of St.Gallen <b>Professor Adrienne Colella</b>, Tulane University</p> <p><b>PAPERS</b> <b>Mrs Eline Jammaers</b>, et al., Universiteit Hasselt, Belgium <i>When a little comparison does not go all the way, but a little hybrid work does: The disability-inclusive quality of material disruption</i> <b>Dr Olivia Kyriakidou</b>, The American College of Greece <b>Bessie Goumas</b>, The American College of Greece <b>Alexandros Bafetis</b>, The American College of Greece <b>George Varvatsoulis</b>, The American College of Greece <i>AI-enabled recruitment and selection: The experiences of people with disabilities</i> <b>Dr Emile Tompa</b>, et al., Institute for Work and Health, Canada <i>Advancing foundational and transferrable skills of persons with disabilities</i></p>	<p><b>BG03 STREAM 11</b> <i>Attracting &amp; Retaining Employees with Marginalized Identities</i></p> <p><b>CHAIRS</b> <b>Dr Caren Goldberg</b>, Universidad de Sevilla <b>Evan Willham</b>, Caren Goldberg Consulting, Vienna, VA 22181, USA</p> <p><b>PAPERS</b> <b>Professor Brian Garrod</b>, Swansea University, Wales, UK and <b>Marcus Hansen</b>, Liverpool John Moores University, UK <i>Solving the interview riddle: The traditional interview as a barrier to work for autistic university graduates</i> <b>Dr Caren Goldberg</b>, Universidad de Sevilla and <b>Evan Willham</b>, Caren Goldberg Consulting, Vienna, VA 22181, USA <i>Show me, don't tell me: the effects of recruitment practices aimed at attracting autistic job-seekers</i> <b>Professor Wasilla Merkouche</b>, et al., Universite du Quebec en Abitibi-Temiscamingue <i>Lessons of best practices when recruiting foreign workers: A successful trial-and-error experience in a small Canadian factory</i> <b>Ms Sushmita Srivastava</b>, SP Jain Institute of Management and Research <i>Experience of scaling-up hiring of transgender employees: A case of an Indian corporate</i></p>	<p><b>B200 STREAM 12</b> <i>EDI &amp; (Dis)ability in Higher Education</i></p> <p><b>CHAIRS</b> <b>Dr Jessica Lynn Corsi</b>, City, University of London <b>Professor Petros Iosifidis</b>, City, University of London</p> <p><b>PAPERS</b> <b>Ms Sandra Partington</b>, LEaD, City, University of London <i>Digital tools and considerations for an inclusive learning environment</i> <b>Dr Muna Alhammadi and Zeina Hojeij</b>, Zayed University, Dubai, UAE <i>Accessibility of the UAE's e-Learning system for college students with disabilities: Students' perceptions</i> <b>Eirini-Cristina Saloniki</b>, et al., UCL <i>Staff disability data in UK higher education: Evidence from EDI reports</i></p>	<p><b>OTLT STREAM 4</b> <i>(Dis)ability Inclusion: the roles of individuals &amp; organizations in inclusive actions</i></p> <p><b>CHAIRS</b> <b>Dr Ling Eleanor Zhang</b>, ESCP Business School <b>Daniela Lup</b>, ESCP Business School</p> <p><b>PAPERS</b> <b>Ms Laura Al-Bandar</b>, Chiltern Music Therapy <i>Establishing the responsibilities and practices of organisations in disability inclusion: A case example of a Community Interest Company in the UK</i> <b>Ms Aminat Muibi, and David C. Thomas</b>, University of Victoria <i>The role of societal culture on hiring of people with disabilities</i> (pre-recorded—email provided for discussion) <b>Dr Kelley Packalen</b> (et al), Queen's University, Canada <i>Fostering an environment of support withing work integration social enterprises</i></p>
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<p>Tuesday 11th July 11.30— 13:00</p>	<p><b>B103 STREAM 16</b> <i>Moving LGBTQ Research to the Mainstream</i></p> <p><b>CHAIRS</b> <b>Erhan Aydin</b> <b>Dr Emir Ozeren</b>, Dokuz Eylul University <b>Professor Richard Gregory Johnson III</b>, University of San Francisco</p> <p><b>PAPERS</b> <b>Emir Ozeren, Havva Çıvgın</b> <b>Derya Altun, Erhan Aydin</b> <i>Leaving Some Behind! Queering Authenticity in Tourism: A Qualitative Inquiry on Travel Experiences of Sexual and Gender Identity Minorities in Turkiye</i></p> <p><b>Professor Richard Gregory Johnson III</b> <i>A global crisis and ethical dilemma: Homeless LGBT youth and intersection of mental stress</i></p> <p><b>Ms Sushmita Srivastava</b>, SP Jain Institute of Management and Research <i>The imperatives of building a trans-inclusive organisation</i></p> <p><b>Dr Wallace Swan</b>, Walden University <i>Are ChatGPT Bard and Bing Chat (GPT 4 LLM) viable options for LGBTQIA+ research?</i> (pre-recorded—email provided for discussion)</p>	<p><b>B104 STREAM 2</b> <i>DEI in Public Sector Employment; Consideration for Evolution of Public Service</i></p> <p><b>CHAIRS</b> <b>Dr Marguerite Cassin</b>, Dalhousie University <b>Professor Eddy Ng</b>, Queen’s University, Canada</p> <p><b>PAPERS</b> <b>Professor Eddy Ng</b>, Queen’s University, Canada <i>Who does diversity better? The influence of servant leadership and inclusive practices on minority Representation in public vs. private sector organisations</i></p> <p><b>Professor Orly Benjamin</b>, Bar-Ilan University <i>An intersectional perspective on climate change adaptation in the public services: Mapping municipal recognition, dialogue, and budgeting</i></p> <p><b>Ms Charity Boyette</b>, Virginia Polytechnic Institute &amp; State University <i>The outsiders: Examining the effects of political appointments on public-sector employee engagement</i></p>	<p><b>BG02 WORKSHOP 1</b> <i>Women’s Aid Collective (WACOL)</i></p> <p><b>Maximising Technology To Address Existing Setbacks Faced By Persons With Disabilities In Developing Countries: A Case study of Nigeria</b></p> <p><b>CHAIR</b> Professor Joy Ngozi Ezeilo (SAN, OON) * Former United Nations Special Rapporteur on Human Trafficking * Founding Director, WACOL</p> <p><b>Presenters</b> 1. Dr. U. C Nwoke, UK 2. Mr. Chido Ezeilo, USA 3. Mrs. Ijeoma Ezeude Esq. Head of Legal Unit, WACOL 4. Ms. Stella Emekwekwe, SARC Coordinator, WACOL</p>	<p><b>BG03 STREAM 10</b> <i>The Benefits of Inclusion: Disability and Work in the 21st Century</i></p> <p><b>CHAIRS</b> <b>Dr Emile Tompa</b>, Associate Professor, McMaster University, Canada <b>Dr Dan Samosh</b>, Assistant Professor, Queen’s University, Canada <b>Dr Rebecca Gewurtz</b>, Associate Professor, McMaster University, Canada</p> <p><b>PAPERS</b> <b>Dr Emile Tompa, Dr Dan Samosh, Dr Rebecca Gewurtz</b>, <i>Changing perspectives on disability and work</i></p> <p><b>Mr Ola Martin Jensen Larsen</b>, Kristiania University College <i>Uncovering the individual benefits of being inclusive: A story of 3 companies</i></p> <p><b>Dr Jacqueline Stephenson</b>, University of West Indies <i>Mental health, work, and the effect of the pandemic in the Caribbean</i></p>	<p><b>B200</b> <b>Delegates are welcome to use this space for meetings or work</b></p>	<p><b>OTLT STREAM 20</b> <i>General Stream</i></p> <p><b>CHAIRS</b> <b>Professor Mustafa Ozbilgin</b>, Brunel University</p> <p><b>PAPERS</b> <b>Ms Mani Pillai</b>, Brunel University <i>‘It’s a full-time job in itself’</i></p> <p><b>Ms Annie Cornet</b>, University of Liege <i>Impact of religion on socio-professional integration in the Congolese community in Belgium</i></p> <p><b>Ms Soad Louissi and Michelle Mielly</b>, Grenoble Ecole de Management <i>Organisational paradoxes of disability inclusion: Grappling with the equal burdens of (in)visibility and inclusion.</i></p> <p><b>Laura E.M.Traavik</b>, Kristiania University College <i>Diversity and inclusion in Norwegian organisations: How to care for the caregivers</i></p>
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<p>Tuesday 11th July 14:00— 15:30</p>	<p><b>B103 STREAM 8</b> <i>Doctoral Colloquium</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Joana Vassilopoulou</b>, Brunel University, London <b>Dr Olivia Kyriakidou</b>, American College of Greece</p> <p><b>PRESENTERS</b></p> <p><b>Laura Sheppard</b>, UCL <i>Gendering the research pipeline: the initial findings of my quantitative and qualitative research</i></p>	<p><b>B104 STREAM 18</b> <i>Women and Work: How Should We Treat Different Inequalities</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Rachel Morgan</b>, Brunel University <b>Natasha Slutskaya</b>, University of Sussex <b>Jessica Horne</b>, Sussex University <b>Cathrine Seierstad</b> <b>Natalia Slutskaya</b>, Sussex University</p> <p><b>PAPERS</b></p> <p><b>Mrs Lamiya Rahman</b>, University of Sussex <i>Women's experience of workplace: A study on the executive level employees and cleaners in the banking industry of Bangladesh</i></p> <p><b>Dr Ozgu Karakulak</b>, University of Sussex <i>The role of global health partnerships addressing global health inequalities: A gendered perspective</i></p>	<p><b>BG02 STREAM 2</b> <i>DEI in Public Sector Employment; Consideration for Evolution of Public Service</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Marguerite Cassin</b>, Dalhousie University <b>Professor Eddy Ng</b>, Queen's University, Canada</p> <p><b>PAPERS</b></p> <p><b>Dr Anette Hermann</b>, et al., WU Vienna, Department of Management <i>Flexible working in bureaucratic structures</i></p> <p><b>Professor Kirsi-Mari Kallio</b>, University of Turku <i>Performance measurement, performance pressure and equality in academic work</i></p> <p><b>Dr Cat MacKeigan</b>, Nova Scotia Community College, Canada <i>The artists' standpoint: Situating experience in policy analysis</i></p>	<p><b>BG03 STREAM 15</b> <i>Entanglement of Ableism, Time, &amp; Inclusion in Organizations</i></p> <p><b>CHAIRS</b></p> <p><b>Dr Andri Georgiadou</b> Nottingham University Business School <b>Dr Eleni Damianidou</b>, European University of Cyprus <b>Fiona Frost</b>, Nottingham University Business School <b>Miguel Munoz</b>, Nottingham University Business School <b>Dr Suzanne Couloigner</b>, Nottingham University Business School</p> <p><b>PAPERS</b></p> <p><b>Dr Jacqueline Stephenson</b>, University of West Indies <i>Mental health, work, and the effect of the pandemic in the Caribbean</i></p>	<p><b>B200 STREAM 14</b> <i>Disability and the modern workplace: New ways of inclusion or exclusion?</i></p> <p><b>CHAIRS</b></p> <p><b>Professor Stephan Böhm</b>, University of St.Gallen <b>Christoph Breier</b>, University of St.Gallen <b>Professor Adrienne Colella</b>, Tulane University</p> <p><b>PAPERS</b></p> <p><b>Dr Laura Wiliam</b>, et al., University of Greenwich <i>Disability and the modern workplace: New ways of inclusion or exclusion?</i> <i>Intersectional discrimination; strategy or truth?</i></p> <p><b>Dr Anica Zeyen</b>, et al., Royal Holloway University of London <i>Respect or no respect: Disability and the (post-) pandemic workplace</i></p>	<p><b>OTLT STREAM 20</b> <i>General Stream</i></p> <p><b>CHAIRS</b></p> <p><b>Professor Mustafa Ozbilgin</b>, Brunel University</p> <p><b>PAPERS</b></p> <p><b>Dr Ifeyimika Ajaiyeoba</b>, University of Wisconsin-Parkside <i>Emotional labour along the lines of diversity in the gig economy: The unfortunate outcome of algorithmic control</i></p> <p><b>Mrs Katharina Stahlenbrecher</b>, Intaqt <i>'If I couldn't take it, I'd be in the wrong place'</i></p> <p><b>Dr Emile Tompa et al.</b>, Health and Labour Economics <i>Culture change in the era of disability inclusion</i></p>
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