

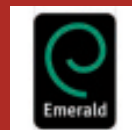
**23-25 July 2012**  
**Toulouse Business School**



**Equality, Diversity, Inclusion**  
**2012 Conference**

**CONFERENCE PROGRAM**

*Sponsors*



*Partners*





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## PROGRAMME OVERVIEW

### 23 July

<b>8.30 am to 9.00 am :</b>	Registration
<b>9.00 am to 9.15 am :</b>	Welcome speeches
<b>9.15 am to 10.30 am :</b>	Plenary session : Equality and Diversity in France : presentation of the Diversity Label
<b>10.30 am to 11.00 am :</b>	Coffee break
<b>11.00 am to 12.30 pm :</b>	Streams and workshops in parallel
<b>12.30 pm to 2.00 pm :</b>	Lunch break and lunchtime workshop on feminism and academia onsite
<b>2.00 pm to 3.30 pm :</b>	Streams and workshops in parallel
<b>3.30 pm to 4.00 pm :</b>	Coffee break
<b>4.00 pm to 5.30 pm :</b>	Streams and workshops in parallel
<b>5.30 pm to 6.00 pm :</b>	Tea break
<b>6.00 pm till 7.30 pm :</b>	Meet-the-editors plenary session : British Journal of Management, Cross-Cultural Management, Equality Diversity Inclusion, European Journal of International Management
<b>7.30 pm :</b>	Welcome cocktail onsite at Toulouse Business School

### 24 July

<b>8.30 am to 9.00 am :</b>	Registration
<b>9.00 am to 10.00 am :</b>	Keynote addresses : Anne-Marie Greene, Gill Kirton, Judith Pringle
<b>10.00 am to 10.30 am :</b>	Coffee break
<b>10.30 am to 12.00 am :</b>	Streams and workshops in parallel
<b>12.00 am to 1.30 pm :</b>	Lunch onsite
<b>1.30 pm to 3.00 pm :</b>	Streams and workshops in parallel
<b>3.00 pm to 3.30 pm :</b>	Coffee break
<b>3.30 pm to 5.00 pm :</b>	Streams and workshops in parallel
<b>8.00 pm :</b>	Conference dinner at Hotel Dieu next to Pont 'Neuf', the oldest and most central bridge of Toulouse over the Garonne

## 25 July

<b>8.30 am to 9.00 am :</b>	Registration
<b>9.00 am to 10.00 am :</b>	Plenary : taking stock of diversity initiatives at the local level in Toulouse.
<b>10.00 am to 10.30 am :</b>	Coffee break
<b>10.30 am to 12.00 am :</b>	Streams and workshops in parallel
<b>12.00 pm to 1.30 pm :</b>	Lunch
<b>1.30 pm to 3.00 pm :</b>	Streams and workshops in parallel
<b>3.00 pm to 3.30 pm :</b>	Coffee break
<b>3.30 pm to 5.00 pm :</b>	Streams and workshops in parallel
<b>5.30 pm to 6.00 pm :</b>	Closing speech with announcement of best papers and next conference
<b>8.00 pm :</b>	Farewell dinner at Novotel place Alphonse Jourdain (1 mn walk from TBS main building, accross place de l'Europe). Register online (social event). Not included in conference fees.

# LIST OF STREAMS, WORKSHOPS AND PLENARIES

## STREAMS

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- Stream 1: Leadership theory: disrupting the 'discourse'
- Stream 2: International perspectives on belonging and othering in Higher Education
- Stream 3: The politics of Diversity
- Stream 4: Organizations as Mesolevel Influencers of Social Change
- Stream 5: 'Hear me roar': Views from the Edge
- Stream 6: Operationalizing Diversity Management in Organizations around the Globe, Managing the Organization, Strategy and Culture of Difference to achieve genuine outcomes
- Stream 7: Managing Equality And Diversity: Actors' Strategies, Experiences And Outcomes
- Stream 8: Understanding the complexities of nomadic identities
- Stream 9: The business case for equality, diversity and inclusion – Is there one?
- Stream 10: Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations
- Stream 11: Towards the creation of diverse and inclusive work environments: change considerations for developed and emerging markets
- Stream 12: Stream title: Inclusive Leadership - Theory and Practice
- Stream 14: International Diversity Management
- Stream 15: Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion?
- Stream 16: Comparative Analyses of Diversities at Work: Insights from a Life Course Perspective
- Stream 17: Promoting diversity and ensuring equality at work: the role of the state
- Stream 18: Diversity Management and Identity Regulation
- Stream 19: Diversity Management In The Creative Industries
- Stream 23: Gender, diversity and discriminations
- Stream 24: Trade unions and the equality-diversity-inclusion agenda

## WORKSHOPS

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Workshop 1: The Biographies of Diversity Workers

Workshop 2: Doctoral Workshop

Workshop 3: Preparing leaders and change agents for diversity management

Workshop 4: Country perspectives on Diversity and Equality at Work

Workshop 5: Feminism in academia: where next?

Workshop 6: Deploying an International Diversity Policy

Workshop 7: Managing Performance of an Ageing Workforce – What do we need to do?

Workshop 8: Migrant workers: What are the issues?

Workshop 9 : Religious pluralism in organizations what sort of accommodation ?

## PLENARIES

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Plenary 1 : The French Diversity Label

Plenary 2 : Meet the Editors

Plenary 3 : Keynote addresses

Plenary 4 : Taking stock of Diversity initiatives in Toulouse

Plenary 5 : Closing plenary announcing Best Papers and EDI 2013

# STREAMS, WORKSHOPS AND PLENARIES ALL AT A GLANCE WITH ROOM NUMBER

## Streams, workshops and plenaries all at a glance with room number

Stream number	1	2	3	4	5	6	7	8	9	10	11	12	14	15	16	17	19	23	24
	Room	Room	Room	Room	Room	Room	Room	Room	Room	Room	Room	Room	Amphi	Room	Room	Room	Room	Room	Room
	137	223	121	223	131	130	225	137	131	223	130	132	26	220	225	121	131	223	322

Time slot	Monday 11.00 - 12.30	Monday 14.00 - 15.30	Monday 16.00 - 17.30	Tuesday 10.30 - 12.00	Tuesday 13.30 - 15.00	Tuesday 15.30 - 17.00	Wednesday 10.30 - 12.00	Wednesday 13.30 - 15.00	Wednesday 15.30 - 17.00
Monday 11.00 - 12.30									
Monday 14.00 - 15.30									
Monday 16.00 - 17.30									
Tuesday 10.30 - 12.00									
Tuesday 13.30 - 15.00									
Tuesday 15.30 - 17.00									
Wednesday 10.30 - 12.00									
Wednesday 13.30 - 15.00									
Wednesday 15.30 - 17.00									

Important notice : streams 6 and 22 merged ; streams 8 and 18 merged ; streams 9 and 20 merged ; streams 13 and 15 merged ; stream 21 cancelled




\* Please note stream 10 starts at 11.30

Workshop number	1	2	3	4	5	6	7	8	9
	Room	Room	Room	Amphi	Amphi	Amphi	Room	Room	Room
	225	322	137	26	34	26	322	322	121

Time slot	Monday 11.00 - 12.30	Monday Lunchtime	Monday 14.00 - 15.30	Monday 16.00 - 17.30	Tuesday 13.30 - 15.00	Tuesday 15.30 - 17.00	Wednesday 10.30 - 12.00	Wednesday 13.30 - 15.00	Wednesday 15.30 - 17.00
Monday 11.00 - 12.30									
Monday Lunchtime									
Monday 14.00 - 15.30									
Monday 16.00 - 17.30									
Tuesday 13.30 - 15.00									
Tuesday 15.30 - 17.00									
Wednesday 10.30 - 12.00									
Wednesday 13.30 - 15.00									
Wednesday 15.30 - 17.00									

Plenary number	1	2	3	4	5

Time slot	Monday 9.00 - 10.30	Monday 18.00 - 19.30	Tuesday 9.00 - 10.00	Wednesday 9 - 10.00	Wednesday 17.30 - 18
Monday 9.00 - 10.30					
Monday 18.00 - 19.30					
Tuesday 9.00 - 10.00					
Wednesday 9 - 10.00					
Wednesday 17.30 - 18					

Legend  
 Monday  
 Tuesday  
 Wednesday

## DETAILED PROGRAM BY TIME SLOT

### MONDAY 9.00 – 10.30

<b>Plenary 1 : The French Diversity Label. Grand Amphi</b>
Ministère de l'Intérieur, Direction de l'Accueil, de l'Intégration et de la Citoyenneté, Patrick Aubert, Chef du Bureau de l'intégration professionnelle
Afnor Certification, Thierry Geoffroy, Chargé de mission auprès de la Direction générale
AFMD (Association Française des Managers de la Diversité), Elena Mascova, responsable des études
L'Oréal, Rachid Bensahoune, Directeur des RH en charge des diversités à l'international

### MONDAY 11.00 - 12.30

<b>Stream 4 : Organizations as mesolevel influencers of social change. Chairs : Mary Godwyn, dt ogilvie. Salle 223</b>
Meso-level Influences in the Promotion of Women to the Top of Investment Banks, Presenters: Ruth Sealy and Patricia Pryce, International Centre for Women Leaders, Cranfield School of Management, UK
Challenging Stereotypes: The Impact of Organizations in Shaping Individual Responses to Prejudice, Presenters: Mary Godwyn, Ph.D, and Nan S. Langowitz, D.B.A., Babson College, UK
Indigenous Political Ecology Approach to Social Movements in Mexico and Latin America, Presenter: José G. Vargas-Hernández, M.B.A; Ph.D, Mexico

<b>Stream 12 : Inclusive leadership 'workshop' part. Chairs : Lize Booyen, Karen Geiger, Ancella Livers. Salle 132</b>
Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (session 1)

<b>Workshop 1 : biography of diversity workers. Chair : Beatrice Hecht-El Minshawi. Salle 225</b>
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<b>Workshop 3 (session 1) : Preparing leaders and change agents for diversity management. Chair : Gweneth Balson. Salle 137</b>
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<b>Workshop 6 : deploying an international diversity policy. Chairs : Cordula Barzantny, Alain Klarsfeld, Nathalie Maldjian, Marie-Christine Gabillaud-Wolff. Amphi 26 (session 1)</b>
The case of Airbus, Nathalie Maldjian, former Head of Diversity

### MONDAY 12.30 – 14.00 : LUNCH TIME

<b>Workshop 5 feminism in Academia to be held over lunch : Chairs : Kate Sang, Susan Sayce. Amphi 34</b>
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**MONDAY 14.00 – 15.30**

<b>Stream 3 : The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121</b>
Unpacking the black box of the politics of diversity and working life - Geraldine Healy (Queen Mary University of London, UK)
Against Elites: a polemic of a functional-equivalent Managing of Gender & Diversity - Iris Koall (Bergische Universität Wuppertal, Germany) and Verena Bruchhagen (Technische Universität Dortmund, Germany)
A multi-level exploration of politics of privilege - Gulce Ipek and Ahu Tatli (Queen Mary University of London, UK)

<b>Stream 5 : Hear me roar : views from the edge. Chairs : Barbara Myers, Irene Ryan. Salle 131</b>
My Mum works: Why we need to move children in from the 'edge' of careers research? Candice Harris, Marcus Ho, Rachel Morrison, Barbara Myers. Presenter: Barbara Myers, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.
Gender, caring, part time work and work/life balance. Presenter: Jeremy Hayman, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.
Listening and responding to learner voice in vocational education and training. Presenter: Peter Lavender, NIACE, Leicester, United Kingdom.

<b>Stream 7 : Managing Equality And Diversity: Actors' Strategies, Experiences And Outcomes. Chairs : Katherine Sang, Susan Sayce, Josephine Kinge and Simy Joy. Salle 225</b>
Interviewing Equality and Diversity managers in UK Higher Education: a reflection on the use of email interviews. Josephine Kinge, Kate Sang, Susan Sayce, Simy Joy
Complying with frustration, the experience of equality and diversity practitioners in HE Susan Sayce, Simy Joy, Josephine Kinge, Kate Sang
The Influence of Cultural Differences on Diversity Training Practices. Hussain Alhejji and Thomas Garavan, University of Limerick

<b>Stream 12 : Inclusive leadership 'workshop' part. Chairs : Lize Booysen, Karen Geiger, Ancella Livers. Salle 132</b>
Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (session 2)

<b>Stream 23 : Gender diversity and discrimination. Chairs : Anne-Françoise Bender and Jacqueline Laufer. Salle 223</b>
« Le profil des femmes au sein des Conseils d'Administration des entreprises françaises cotées au SBF 120 » Amel Ben Rouhma, Université Paris Descartes, Rey Dang, Université d'Orléans – Laboratoire d'Economie d'Orléans (LEO), Sarah Saint-Michel, Université Paris 1, Marie José Scotto, IPAG Business School, Pierre-Michel Simonin, Université Paris Descartes, France
« Equal chances: the role of social capital in senior level promotion process in investment banking : is it different for women”, Patricia Pryce, International Centre for Women Leaders at Cranfield School of Management, UK
“The UK’s Approach to Women on Boards:The Davies Report and Beyond”, Ruth Sealy, Cranfield School of Management

**Workshop 2 : Doctoral workshop. Chairs : Annie Cornet and Judith Pringle. Salle 322 (session 1)**

**Workshop 3 (session 2) : Preparing leaders and change agents for diversity management.  
Chair : Gweneth Balson. Salle 137**

**Workshop 6 : Deploying an international diversity policy. Chairs : Cordula Barzantny, Alain Klarsfeld, Nathalie Maldjian, Marie-Christine Gabillaud-Wolff. Amphi 26 (session 2)**

The case of Schneider Electric – Isabelle Michel Magyar, Employees Engagement & Diversity VP, Schneider Electric

**MONDAY 16.00 – 17.30**

**Stream 3 : The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121**

The Influence of Top Management Team Characteristics on the Presence of Women on Corporate Board - Rey Dang (Université of Orléans, France) and Linh-Chi Vo (ISC Paris, France)

Examining Perceptions of Black Women Managers and the Identity Politics That Drive Them - Tarani Merriweather Woodson (Rouen Business School, France)

Executive search consultants as diversity management agents in the board appointment process: an institutional perspective - Elena Doldor, Ruth Sealy and Susan Vinnicombe (Cranfield University, UK)

**Stream 5 : Hear me roar : views from the edge. Chairs : Barbara Myers, Irene Ryan. Salle 131**

Suppressing veganism: the construction and reproduction of a dominant state imposed belief system. Presenter: Jeanette Rowley, Lancaster University, Lancaster, United Kingdom.

Provision for disabled learners in the age of uncertainty. Presenter: Peter Lavender, NIACE, Leicester, United Kingdom.

Sexual orientation, invisibility and silencing in sport: The role of LGBTI sports groups and associations in gaining visibility. Presenter: Scott Lawley, Nottingham Trent University, Nottingham, United Kingdom.

**Stream 7 : Managing Equality And Diversity: Actors' Strategies, Experiences And Outcomes.  
Chairs : Katherine Sang, Susan Sayce, Josephine Kinge and Simy Joy. Salle 225**

French diversity managers' motives for diversity management and descriptions of diversity practices. Four discourses. Jonna Louvrier, Hanken School of Economics

“Job communication and hard of hearing employees”: Germany’s first disability case study as a part of the North Rhine-Westphalian Ruhr University’s equality and diversity strategy Agata Markocinski, Caroline Richter, Ruhr University Bochum

**Stream 12 : Inclusive leadership 'workshop' part. Chairs : Lize Booyen, Karen Geiger, Ancella Livers. Salle 132**

Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (session 3)

Diversity Leadership under Race-Neutral Policy: The Experience of Multicultural Administrators  
Sosanya Jones, Columbia University

**Stream 23 : Gender diversity and discrimination. Chairs : Anne-Françoise Bender and Jacqueline Laufer. Salle 223**

“Gender Management and Gendered Career Politics in a Masculine Professional Culture : A Case Study in a Swiss Railway Company”, Peter Kels and Isabelle Clerc, Berne University of Applied Sciences; Switzerland

“Conceptualising the retail glass ceiling in Australia”, Joshua Chang, John Burgess, Julia Connell, Antonio Travaglione, Curtin Business School, Curtin University, Australia

“Parental Leave and Diversity Management: Can Parental Leave Take-up be a source of discrimination?” Diane-Gabrielle Tremblay and Émilie Genin, UQAM, Canada

**Workshop 2 : Doctoral workshop. Chairs : Annie Cornet and Judith Pringle. Salle 322 (session 2)**

**Workshop 6 : Deploying an international diversity policy. Chairs : Cordula Barzantny, Alain Klarsfeld, Nathalie Maldjian, Marie-Christine Gabillaud-Wolff. Amphi 26 (session 3)**

The case of L’Oréal, Rachid Bensahnoune, Directeur des RH en charge des diversités à l’international

**MONDAY 18.00 – 19.30**

**Plenary 2 : Meet the Editors. Grand Amphi**

British journal of Management, Mustafa Ozbilgin, Brunel University, London

Cross Cultural Management, Simon Dolan, ESADE, Barcelona

Equality Diversity Inclusion, Regine Bendl, Wirtschafts Universität - Wien

European Journal of International Management, Cordula Barzantny, Toulouse Business School

**TUESDAY 9.00 – 10.00**

**Plenary 3 : Keynote Speakers. Grand Amphi**

Anne-Marie Greene, Warwick Business School

Gil Kirton, Queen-Mary University of London

Judith Pringle, AUT - Auckland

**TUESDAY 10.30 – 12.00**

**Stream 1 : Leadership theory: disrupting the 'discourse'. Chairs : Victoria Showunmi, Diane Bebbington. Salle 137**

School Challenges, Race and Accountability: Why Do Students of Color Need Educational Cultural Negotiators. Presenters : April Warren-Grice, University of Illinois at Urbana-Champaign, USA and Laurence Parker, University of Utah.

Diversity Leadership under Race-Neutrality: The Experience of Multicultural Administrators. Presenter : Sosanya Jones, Columbia University, USA

Intersectional Identity Work: Making sense of intersecting ethnicity, gender and seniority. Presenter : Doyin Atewologun, City University, UK

**Stream 3 : The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121**

The Perceptions and Politics of Equality and Diversity in Higher Education - Melanie Crofts and Andrew Pilkington (University of Northampton, UK)

Revisiting Jewson and Mason: the politics of gender equality in local government - Hazel Conley (Queen Mary University of London, UK) and Margaret Page (University of the West of England, UK)

The wider effects of affirmative action strategies in Norway: the case of politics, academia and corporate boards of directors - Cathrine Seierstad (Brunel University, UK)

**Stream 5 : Hear me roar : views from the edge. Chairs : Barbara Myers, Irene Ryan. Salle 131**

'To Hear Us Roar Yet Again'! Making the 'invisible norm [sport]', visible. Presenter: Irene Ryan, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.

**Stream 6 : Operationalizing Diversity Management in Organizations around the Globe, Managing the Organization, Strategy and Culture of Difference to achieve genuine outcomes. Chairs : Erica French, John Burgess and Jacques Igalens. Salle 130**

A comparison of diversity policies in the financial industry: The case of Austria and Bosnia & Herzegovina. Presenters: Almina Bešić, University of Graz, Graz Austria. Peter Derfler, Christian Hirt.

Gender Diversity in CSR Reporting: A case study of the biggest 12 companies in Turkey. Presenter: Iris Ersoy. WU Vienna, Department of Management Austria

Gender Equity and the Changing Structure of Employment in Australian Universities. Presenters: Glenda Strachan, Gillian Whitehouse, David Peetz, Janis Bailey, Kaye Broadbent, Robyn May, Brona Farrelly.

**Stream 7 : Managing Equality And Diversity: Actors' Strategies, Experiences And Outcomes. Chairs : Katherine Sang, Susan Sayce, Josephine Kinge and Simy Joy. Salle 225**

Work/life choices of women in senior leadership positions: Contrarian views from the top Eddy Ng, Dalhousie University; Rosemary McGowan, Wilfrid Laurier University

**Stream 12 : Inclusive leadership : theory and practice. Chairs : Lize Booyen, Karen Geiger, Ancella Livers. Salle 132**

Shen, W, Dumani, S. & Macoukji, F. - Bottom-Up Inclusive Leadership: A Conceptual Model

Dorning, A.W. - Inclusive Leadership in the Private Healthcare Sector in South Africa

**Stream 14 : International diversity management. Chair : Lourdes Susaeta. Amphi 26**

Global Diversity Management: Think Global, Act Local? Presenters: Stefan Gröschl, Associate Professor and Co-Chair of Diversity and Leadership, ESSEC Business School and Junko Takagi Associate Professor and Chair of Diversity and Leadership, ESSEC Business School, France.

Increasing the job success of people with disabilities: The interplay of interpersonal and intrapersonal resources. Presenters : Miriam K. Baumgärtner ; Stephan A. Boehm; David J. G. Dwertmann.

The Glass Ceiling in Context: The Role of Organizational Characteristics and Firm Internationalization in Advancing Women into Management. Presenters : Eddy Ng, Dalhousie University; Greg Sears, Carleton University

**Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion? Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220**

Disrupting heteronormative discourses – A queer theoretical lens, Stefanie Worst

“Woman on the Edge of Time”: Queering Normativities of Race, Gender and Sex, Wanda Pillow

Giving airtime to the T in LGBTQ: Opportunities and challenges of transgender-inclusion in diversity management education, Ron Ophir

**Stream 23 : Gender diversity and discrimination. Chairs : Anne-Françoise Bender and Jacqueline Laufer. Salle 223**

“Differences between men and women at the start of their career: an analysis of internships in France”, Alain Klarsfeld, Nadine Galy, Claire Chenerie, Toulouse Business School

« Status of female auditors in Lebanon: a gender analysis”, Sonia Hajjar, Lebanese American University (LAU), Lebanon, and Annie Cornet, HEC-Université de Liège, Belgium

“Managing Equality and Diversity: Why are females under-represented in the fire-fighting occupation?”, Saquifa B. Seraj, University of Abertay, Dundee, UK

**Stream 24 : Trade unions and the EDI agenda. Chair : Jonathan Winterton. Salle 322**

Integrating or organising migrant workers? Identities, educational initiatives and new alliances for trade unions in the UK. Gabriella Alberti, Jane Holgate and Maite Tapia

Trade unions and gender equality in the workplace: case-based evidence from the UK. Isabel Tavora

Mentoring as a strategy to promote gender proportionality: A case study of a public sector union mentoring programme. Robert Perrett

**TUESDAY 13.30 – 15.00**

**Stream 1 : Leadership theory: disrupting the 'discourse'. Chairs : Victoria Showunmi, Diane Bebbington. Salle 137**

What Does Racism Have to Do with Leadership? Countering the Idea of Color-Blind Leadership: A Reflection on Race and the Growing Pressures of Urban Principalship. Presenter : Mark Gooden, The University of Texas at Austin, USA.

"House Negroes" and the Politics of Self-Hatred: A Critical Examination of Why Black Principals Abuse Black Students. Presenter : Muhammad Khalifa, Michigan State University, USA

Creating leaders through the eyes of 'whiteness'. Presenters : Victoria Showunmi, Institute of Education, University of London and Diane Bebbington, Knowledge Perspectives

**Stream 2 : Belonging and othering in higher education. Chair : Maria Tsouroufli. Salle 223**

The implementation of EOP in the Higher Education Field. Dr Sana Guerfel and Dr Christine Naschberger

Othering is perilous: the paradox of women's career progress in Higher Education in Pakistan. Ms Safia Bana

Constructing or rejecting the notion of othering in Universities in Ireland and Sweden. Dr Anita Goranson and Professor Pat O'Connor

**Stream 3 : The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121**

The Macro and Micro Politics of Diversity in Public Services: The Employment of Immigrants as Political Arena - Renate Ortlieb (University of Graz, Austria)

Basel's 'swimming refuseniks': Political observations of religious diversity in Switzerland - Marius Rohrer (University of Bern, Switzerland)

A Global Path Toward Diversity? Assessing the Influence of Domestic Frameworks on Diversity Initiatives, a French/United States Comparison - Laure Bereni (CNRS, France)

**Stream 6 : Operationalizing Diversity Management in Organizations around the Globe, Managing the Organization, Strategy and Culture of Difference to achieve genuine outcomes.**

**Chairs : Erica French, John Burgess and Jacques Igalens. Salle 130**

Diversity Management Practices and Ethnic Minorities' Well-Being: An Explorative Study. Presenters: Hannah Vermaut and Patrizia Zanoni. Hasselt University SEIN – Identity, Diversity & Inequality Research Agoralaan Belgium

The Challenges in Developing a Strategic Approach to Managing Diversity. Presenters: Erica French QUT Brisbane Queensland; Glenda Strachan Griffith University Brisbane Queensland and John Burgess Newcastle University Newcastle, New South Wales.

Managing Differences Meaningfully through Reflexive Practice. Presenter: Carolina Bouten Pinto

**Stream 12 : Inclusive leadership : theory and practice. Chairs : Lize Booyesen, Karen Geiger, Ancella Livers. Salle 132**

Geiger, K.A. & Jordan, C. – Inclusive Leadership in a Societal Context of Racism

Booyesen, L.A.E. - The Application of "African" Leadership Principles and Practices in Inclusive Leadership

<b>End of stream 14 : International diversity policy. Chair : Lourdes Susaeta Amphi 26</b>
Diversity Management in Russia: Perceptions, Policy and Practice? Presenters : Fiona Colgan, Rick Layden and Aidan McKearney, Comparative Organisation and Equality Research Centre LMBS, London Metropolitan University. UK.
<b>14.00 : Start of Workshop 4 : Country perspectives on Diversity and Equality at Work. Chair : Alain Klarsfeld. Amphi 26 (session 1)</b>
Employment Equity and Diversity Management in Canada. Rana Haq, Eddy Ng and Diane-Gabrielle Tremblay
Equality and Diversity in Aotearoa (New Zealand), Irene Ryan, Katherine Ravenswood, Judith Pringle

<b>Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion? Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220</b>
Sexuality, Space and Intersectionality: The Case of Lesbian, Gay and Bisexual Equalities Initiatives in UK Local Government, Surya Monro
Women's experience of construction and transport occupations: analysing the intersections of gender, sexuality and occupational class, Tessa Wright
Impact of discrimination on the Australian Workforce, Nathan Barrett, Jan Lewis

<b>Stream 16 : Comparative Analyses of Diversities at Work: Insights from a Life Course Perspective. Chairs : Uracha Chatrakul Na Ayudhya, Dirk Hofäcker, Heike Schröder, and Matt Flynn. Salle 225</b>
Equal opportunities for the sexes - Why are there still fewer women in top management positions? An investigation from a biographical perspective. Presenters: Nicola B. Klaus and Sonja A. Sackmann, University of the German Armed Forces, Munich, Germany
Gender, management and life course issues in Australian and New Zealand Universities. Presenters: Jenny Neale and Kate White, Victoria University of Wellington, New Zealand
British and German school teachers and their conceptualization of their work-retirement transition: Using a life course approach. Presenters: Heike Schröder, University of St. Gallen, Switzerland, Michael Muller-Camen, Vienna University of Economics and Business, Austria, and Matt Flynn, Middlesex University Business School, London, UK

<b>Stream 19 : Diversity in the creative industries. Chair : Segun Matanmi. Salle 131</b>
"Managing Human Resources and Employment Relations in the Creative Industries of Nigeria: Findings and Futures" by Professor Segun Matanmi.
Values of Culture and Profit: Assessing their conflicting interests in the creative industries of Nigeria" by Dr. Babatunde Yusuf.
An Assessment of the Attitudes and Practices of Equality and Diversity in the UK Music Industry" by Ms. Vick Bain.

<b>Stream 24 : Trade unions and the EDI agenda. Chair : Jonathan Winterton. Salle 322</b>
Trade union actions to support the needs of older and vulnerable employees. Jessica Grandhomme, Françoise Le Deist and Jonathan Winterton
Broadening regulation in a context of labour market change: Trade unions and immigration in Spain since the early 1990s. Miguel Martínez Lucio, Stefania Marino and Heather Connolly
Equality and diversity actions inside UNISON. Bob Fryer

**TUESDAY 15.30 – 17.00**

**Stream 1 : Leadership theory: disrupting the 'discourse'. Chairs : Victoria Showunmi, Diane Bebbington. Salle 137**

Leading Virtual Teams across National and Cultural Boundaries. Presenters : Darren Hanson, Centre for Strategic Leadership, National University of Singapore and Cecily Ward, APAC, Syngenta

Researching the under-representation of women at Vice-Chancellor level in UK Higher Education through gender and leadership development lenses. Presenter : Paula Burkinshaw, University of Lancaster, UK

Women Leaders in Science: a case study of a UK public sector organisation. Presenter : Susan Durbin, University of the West of England, UK

**Stream 2 : Belonging and othering in higher education. Chair : Maria Tsouroufli. Salle 223**

Efficient access in order to enhance a sense of belonging in the case of student and staff with disabilities in Higher Education in South Africa. Dr Nina du Toit

Equity in Higher Education-suitability for others. Mr Gary Connor

Ethnic Minorities in British Higher Education: A critical integration. Mr Emmanuel Guernez

**Stream 3 : The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121**

Does integration promote diversity and equality by ethnicity in Germany? - Joana Vassilopoulou (Brunel University, UK), Akram Al Ariss (Groupe ESC Toulouse, France) and Mustafa Ozbilgin (Brunel University, UK)

Integration into the UK Labour Market: The diverse key factors affecting immigrants - Tesfaye Gojjie (Queen Mary University of London, UK)

Conflict Resolution between Indigene/Settler in Nigerian Politics - Kenneth Ewaen Obayagbona (University of Ibadan, Nigeria)

**Stream 6 : Operationalizing Diversity Management in Organizations around the Globe, Managing the Organization, Strategy and Culture of Difference to achieve genuine outcomes. Chairs : Erica French, John Burgess and Jacques Igalens. Salle 130**

Effect of Corporate Social Performance on Organizational Attractiveness: Investigating the Moderating Role of Gender. Presenters: Samina Quratulain, Suleman Dawood School of Business at the Lahore University of Management Sciences, Abdul Karim Khan, Lahore University of Management Sciences, Pakistan; and Jean-Marie Peretti ESSEC Business School, Paris, France.

**Stream 12 : Inclusive leadership : theory and practice. Chairs : Lize Booysen, Karen Geiger, Ancella Livers. Salle 132**

Williams, C.E., Alston, H., Durant, F., & Barret. D.H. – Include Who? A No-holds Barred Discussion about Inclusive Leadership Across Industries and Cultures.

Yuengling, A.R. - US Department of Defense Competencies for Leading Diverse Teams

**Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion?  
Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220**

Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion? Regine Bendl, Thomas Köllen, Sabine Steinbacher

CHALLENGING THE HETERONORMATIVE ORDER OF WORKPLACES THROUGH HOMONORMATIVITY. Narrative interviews with Italian gay male workers in professional positions, Beatrice Gusmano

Sexual Citizenship: An analysis of gay men as sexual citizens in Rural Ireland. Aidan McKearney

**Stream 16 : Comparative Analyses of Diversities at Work: Insights from a Life Course Perspective.  
Chairs : Uracha Chatrakul Na Ayudhya, Dirk Hofäcker, Heike Schröder, and Matt Flynn. Salle 225**

Eager to exit or forced to retire? Exploring Patterns and Determinants of Voluntary and Involuntary Retirement in Europe. Presenter: Dirk Hofäcker, University of Mannheim, Germany

Phased retirement in the UK: Older workers from a life course perspective. Presenters: Matt Flynn, Middlesex University Business School, London, UK, Heike Schröder, University of St. Gallen, Switzerland, Uracha Chatrakul Na Ayudhya, Middlesex University Business School, London, UK

**Stream 19 : Diversity in the creative industries. Chair : Segun Matanmi. Salle 131**

A ledger account for human resources accounting in the creative industries: a valuation-model analysis" by Dr. Babatunde Yusuf.

**Workshop 4 : Country perspectives on Diversity and Equality at Work. Chair : Alain Klarsfeld.  
Amphi 26 (session 2)**

Managing Diversity in India: Comparing Public versus Private sector approaches to managing diversity in Indian organizations, Rana Haq

Japan: Progress towards Diversity and Equality in Employment. Vera Mackie, Kaori Okano, Kirsti Rawstron

Equality and Diversity in China, Farzana Aslam

**Workshop 7 : Managing an ageing workforce. Chairs : Dianah Worman and Claire McCartney.  
Salle 322**

**WEDNESDAY 9.00 – 10.00**

**Plenary 4 : Taking stock of Diversity Initiatives in Toulouse. Grand Amphi**

Mairie de Toulouse, Jean-Paul Makengo, Maire adjoint à la diversité et à l'égalité et Président de l'ECCAR (European Coalition of Cities Against Racism)

MNED, Kag Sanoussi, Président, Mouvement National pour l'Egalité et la Diversité

Face Grand Toulouse, Isabelle Eches, Chef de Projet Diversité

**WEDNESDAY 10.30 – 12.00**

**Stream 1 : Leadership theory : disrupting the 'discourse'. Chairs : Victoria Showunmi, Diane Bebbington. Salle 137**

Leadership at the crossroads of race and gender: The instrumental role of U.S. medical and dental education associations to advance racial and ethnic minority women faculty in leadership. Presenters : Kim D'Abreu, Gloria Gonzalez, Laura Castillo-Page, Marc Nivet and Eugene Anderson, American Dental Education Association, USA

**End of stream 2 : Belonging and othering in higher education. Chair : Maria Tsouroufli. Organisations. Chairs : Felizitas Sagebiel, Andrea Wolfram, Kate White. Salle 223**

International student identities and Inclusion in Higher Education. Dr Maria Tsouroufli

**11.30 : Start of stream 10 : Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations. Chairs : Felizitas Sagebiel, Andrea Wolfram, Kate White. Salle 223**

The Mobility Discourse As A New Public Management Strategy Gender Impacts On Academics. Ise Costas, University of Göttingen; Johanna Hofbauer, Vienna University of Economics and Business; Katharina Kreissl, Vienna University of Economics and Business ; Angelika Striedinger, Vienna University of Economics and Business.

**Stream 9 : The business case for equality, diversity and inclusion – Is there one ? Chairs : Cordula Barzantny and Christine Nightingale. Salle 131**

An Economic Case for Gender Equality: Going Beyond the Business Case? Presenters: Mark Smith (Grenoble Ecole de Management, France), Haroon Akram-Lodhi (Trent University, Peterborough, Canada) and Francesca Bettio (University of Siena, Italy)

Diversity Management and performance – pathing the way for a revised Business Case. Presenter: Dr. Inéz Labucay, Lehrstuhl für Organisation und Personalwirtschaft Juristische und Wirtschaftswissenschaftliche Fakultät Martin-Luther-Universität Halle-Wittenberg, Germany

Convenient Fiction or Inconvenient Truths: The role of paradox in understanding female career progression within leading UK accountancy firms. Presenter: Louise Ashley, Centre for Professional Service Firms, Cass Business School, London, UK.

**Stream 11 : Towards the creation of diverse and inclusive work environments: change considerations for developed and emerging markets. Salle 130**

Diversity Icebreaker for third-culture-building: A social constructionist approach for managing diversity. Presenters: Bjørn Z. Ekelu, Centre for Global Workforce Strategy, Simon Fraser University, British Columbia, Canada, and Kazuma Matoba, Universität Witten/Herdecke, Germany

Towards the development of a more inclusive work environment for adolescents with disabilities. Presenter: Sally Lindsay, Lana School of Public Health & Graduate Department of Rehabilitation Sciences, University of Toronto

Transformation of an inclusive work environment: role of change agents and learning processes. Presenter: Marieke van den Brink, Radboud University Nijmegen, the Netherlands

**Stream 12 : Inclusive leadership : theory and practice. Chairs : Lize Booysen, Karen Geiger, Ancella Livers. Salle 132**

Atewologun, D. - The Nature and Impact of Inclusive and Non-Inclusive Micro-Behaviours on Minority Ethnic Organisational Members

Stream Closing session by Chairs: Inclusion and Diversity: Theory and Practice - Lessons Learned

**Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion?  
Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220**

Citizenship rights, institutionalized discrimination and the availability of data on the socioeconomic status of LGBs - Answers from the LGB Data Projects for the EU, Karin Schoenpflug, Roswitha Hofmann, Christine Klapeer

A Tourist in Heteroland: Law, Legal Institutions and Heteronormativity, Todd Brower

Heteronormativity to transnormativity: passing pressures, Chrissy Hunter

**Stream 17 : Promoting Diversity and Ensuring Equality at Work: the Role of the State.  
Chairs : Ian Roper and Anne Daguerre. Salle 121**

The Impact of Economic Transition on the Gender Composition in Employment in Russian Heavy Industry. Presenter: Elena Bokovikova, University of East Anglia, Norwich, UK

National Conceptualisations of Diversity and the Limits of the Labels. Presenter: Abir Aissa, Grenoble Ecole de Management, Grenoble, France

Corporate Elites, State Restructuring and Equality. Presenter: Anne Daguerre and Ian Roper, Middlesex University, London, UK

**Workshop 4 : Country perspectives on Diversity and Equality at Work. Chair : Alain Klarsfeld.  
Amphi 26 (session 3)**

Managing Diversity in India: Comparing Public versus Private sector approaches to managing diversity in Indian organizations, Rana Haq

Japan: Progress towards Diversity and Equality in Employment. Vera Mackie, Kaori Okano, Kirsti Rawstron

Equality and Diversity in China, Farzana Aslam

**Workshop 8 : Migrant workers : what are the issues ? Chairs : Dianah Worman and Claire McCartney.  
Salle 322**

**WEDNESDAY 13.30 – 15.00**

**Stream 8 : Understanding the complexities of nomadic identities and Stream 18 Diversity Management and Identity Regulation. Chairs : Mustafa Özbilgin and Olivia Kyriakidou. Salle 137**

Temporary Nomadism. Lifelong Transnationality. Moving Back and Forth Between Germany and Turkey. Life-Concepts of Elderly Turkish Migrants, Felicia Sparacio

Movement and Belonging: Gender, Emotions and Migration in a European Context, Ruth Simpson

A double perspective of the construction of nomadic identities: young in geographical move and businessmen, H  l  ne Langinier.

**Stream 10 : Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations. Chairs : Felizitas Sagebiel, Andrea Wolfram, Kate White. Salle 223**

Experience Abroad - Hungarian Scientist in Europa. Adrienne Csizmady, Institute for Sociology, Centre for Social Sciences, Hungarian Academy of Sciences ; Andrea Schmidt, Institute for Sociology, Centre for Social Sciences, Hungarian Academy of Sciences.

Meeting the Future Demands for Scientists in Academia via Gender Equality and Diversity Management. Andrea Wolfram, RWTH Aachen University.

**Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion?  
Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220**

Exploring how gay men manage their social identities in the workplace: The intersection between how we see ourselves and how others see us, Simon Roberts

Boys will be boys -negotiating masculinity and the impact of gender in the assessment of young males who have offended in England and Wales, Eric Christian Baumgartner

Unraveling their Misrepresentation and Understanding the Cause:Domestic violence within the intimacies of gay men, Daniel Nixon.

**Workshop 4 : Country perspectives on Diversity and Equality at Work.  
Chair : Alain Klarsfeld. Amphi 26 (session 4)**

Employment Equity and Workforce Diversity in Nigeria, Doyin Atewologun, Olusegun Matanmi, Ifedapo Adeleye

Interrogating the management of ethnic diversity in the United Arab Emirates, Akram Al Ariss  
Equal access to the opportunities available? Equity and Diversity Laws and Policies in Australia.  
Glenda Strachan, Erica French and John Burgess

**Workshop 9 : On religious pluralism in organizations : what sort of accomodation ?  
Chair : Jean-François Chanlat. Salle 121**

Accomodation in religious matters : perspectives from Quebec and Canada, Sylvie Saint-Onge

Religious and cultural diversity in contemporary organizations : taking stock and proposing a model for analysis and action in the French context, Patrick Banon and Jean-François Chanlat

**WEDNESDAY 15.30 – 17.00**

**Merged Stream 8 : Understanding the complexities of nomadic identities and Stream 18 Diversity Management and Identity Regulation. Chairs : Mustafa Özbilgin and Olivia Kyriakidou. Salle 137**

Diversity of Dis/ability: Dominant Discourses in Three Organizations, Laura Dobusch

**Stream 10 : Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations. Chairs : Felizitas Sagebiel, Andrea Wolfram, Kate White. Salle 223**

Career progression for women in science. Kate White, University of Ballarat.

Gender, Leadership and networks in SET. Felizitas Sagebiel, University of Wuppertal.

**Meeting of international country and thematic perspectives book project. Chair : Alain Klarsfeld.  
Amphi 26**

Meeting of international country and thematic perspectives project

**WEDNESDAY 17.30 – 18.00**

**Plenary 5 : Closing plenary announcing the Best Papers and 2013 EDI Conference. Grand Amphi**

Alain Klarsfeld, Toulouse Business School

## DETAILED PROGRAM BY PLENARY / STREAM / WORKSHOP

### Plenary 1 : The French Diversity Label

<b>MONDAY 9.00 – 10.30. Grand Amphi</b>
Ministère de l'Intérieur, Direction de l'Accueil, de l'Intégration et de la Citoyenneté, Patrick Aubert, Chef du Bureau de l'intégration professionnelle
Afnor Certification, Thierry Geoffroy, Chargé de mission auprès de la Direction générale
AFMD (Association Française des Managers de la Diversité), Elena Mascova, responsable des études
L'Oréal, Rachid Bensahounne, Directeur des RH en charge des diversités à l'international

### Plenary 2 : Meet the Editors

<b>MONDAY 18.00 – 19.30. Grand Amphi</b>
British journal of Management, Mustafa Ozbilgin, Brunel University, London
Cross Cultural Management, Simon Dolan, ESADE, Barcelona
Equality Diversity Inclusion, Regine Bendl, Wirtschafts Universität - Wien
European Journal of International Management, Cordula Barzantny, Toulouse Business School

### Plenary 3 : Keynote Speakers

<b>TUESDAY 9.00 – 10.00. Grand Amphi</b>
Anne-Marie Greene, Warwick Business School
Gil Kirton, Queen-Mary University of London
Judith Pringle, AUT - Auckland

### Plenary 4 : Taking stock of Diversity Initiatives in Toulouse

<b>WEDNESDAY 9.00 – 10.00. Grand Amphi</b>
Mairie de Toulouse, Jean-Paul Makengo, Maire adjoint à la diversité et à l'égalité et Président de l'ECCAR (European Coalition of Cities Against Racism)
MNED, Kag Sanoussi, Président, Mouvement National pour l'Egalité et la Diversité
Face Grand Toulouse, Isabelle Echès, Chef de Projet Diversité

### Plenary 5 : Closing plenary announcing the Best Papers and 2013 EDI

<b>Conference WEDNESDAY 17.30 – 18.00. Grand Amphi</b>
Alain Klarsfeld, Toulouse Business School

**Stream 1 Leadership theory: disrupting the ‘discourse’. Chairs : Victoria Showunmi, Diane Bebbington. Salle 137**

<b>TUESDAY 10.30 – 12.00</b>
School Challenges, Race and Accountability: Why Do Students of Color Need Educational Cultural Negotiators. Presenters : April Warren-Grice, University of Illinois at Urbana-Champaign, USA and Laurence Parker, University of Utah.
Diversity Leadership under Race-Neutrality: The Experience of Multicultural Administrators. Presenter : Sosanya Jones, Columbia University, USA
Intersectional Identity Work: Making sense of intersecting ethnicity, gender and seniority. Presenter : Doyin Atewologun, City University, UK
<b>TUESDAY 13.30 – 15.00</b>
What Does Racism Have to Do with Leadership? Countering the Idea of Color-Blind Leadership: A Reflection on Race and the Growing Pressures of Urban Principalship. Presenter : Mark Gooden, The University of Texas at Austin, USA.
“House Negroes” and the Politics of Self-Hatred: A Critical Examination of Why Black Principals Abuse Black Students. Presenter : Muhammad Khalifa, Michigan State University, USA
Creating leaders through the eyes of ‘whiteness’. Presenters : Victoria Showunmi, Institute of Education, University of London and Diane Bebbington, Knowledge Perspectives
<b>TUESDAY 15.30 – 17.00</b>
Leading Virtual Teams across National and Cultural Boundaries. Presenters : Darren Hanson, Centre for Strategic Leadership, National University of Singapore and Cecily Ward, APAC, Syngenta
Researching the under-representation of women at Vice-Chancellor level in UK Higher Education through gender and leadership development lenses. Presenter : Paula Burkinshaw, University of Lancaster, UK
Women Leaders in Science: a case study of a UK public sector organisation. Presenter : Susan Durbin, University of the West of England, UK
<b>WEDNESDAY 10.30 – 12.00</b>
Leadership at the crossroads of race and gender: The instrumental role of U.S. medical and dental education associations to advance racial and ethnic minority women faculty in leadership. Presenters : Kim D’Abreu, Gloria Gonzalez, Laura Castillo-Page, Marc Nivet and Eugene Anderson, American Dental Education Association, USA

**Stream 2 belonging and othering in higher education. Chair : Maria Tsouroufli. Salle 223**

<b>TUESDAY 13.30 – 15.00</b>
The implementation of EOP in the Higher Education Field. Dr Sana Guerfel and Dr Christine Naschberger
Othering is perilous: the paradox of women's career progress in Higher Education in Pakistan. Ms Safia Bana
Constructing or rejecting the notion of othering in Universities in Ireland and Sweden. Dr Anita Goranson and Professor Pat O'Connor
<b>TUESDAY 15.30 - 17.00</b>
Efficient access in order to enhance a sense of belonging in the case of student and staff with disabilities in Higher Education in South Africa. Dr Nina du Toit
Equity in Higher Education-suitability for others. Mr Gary Connor
Ethnic Minorities in British Higher Education: A critical integration. Mr Emmanuel Guernez
<b>WEDNESDAY 10.30 – 12.00</b>
International student identities and Inclusion in Higher Education. Dr Maria Tsouroufli

**Stream 3 The politics of diversity. Chairs : Mustafa Özbilgin, Ahu Tatli. Salle 121 (this page and next page)**

<b>MONDAY 14.00 – 15.30</b>
Unpacking the black box of the politics of diversity and working life - Geraldine Healy (Queen Mary University of London, UK)
Against Elites: a polemic of a functional-equivalent Managing of Gender & Diversity - Iris Koall (Bergische Universität Wuppertal, Germany) and Verena Bruchhagen (Technische Universität Dortmund, Germany)
A multi-level exploration of politics of privilege - Gulce Ipek and Ahu Tatli (Queen Mary University of London, UK)
<b>MONDAY 16.00 – 17.30</b>
The Influence of Top Management Team Characteristics on the Presence of Women on Corporate Board - Rey Dang (Université of Orléans, France) and Linh-Chi Vo (ISC Paris, France)
Examining Perceptions of Black Women Managers and the Identity Politics That Drive Them - Tarani Merriweather Woodson (Rouen Business School, France)
Executive search consultants as diversity management agents in the board appointment process: an institutional perspective - Elena Doldor, Ruth Sealy and Susan Vinnicombe (Cranfield University, UK)
<b>TUESDAY 10.30 – 12.00</b>
The Perceptions and Politics of Equality and Diversity in Higher Education - Melanie Crofts and Andrew Pilkington (University of Northampton, UK)
Revisiting Jewson and Mason: the politics of gender equality in local government - Hazel Conley (Queen Mary University of London, UK) and Margaret Page (University of the West of England, UK)

The wider effects of affirmative action strategies in Norway: the case of politics, academia and corporate boards of directors - Cathrine Seierstad (Brunel University, UK)
<b>TUESDAY 13.30 – 15.00</b>
The Macro and Micro Politics of Diversity in Public Services: The Employment of Immigrants as Political Arena - Renate Ortlieb (University of Graz, Austria)
Basel's 'swimming refuseniks': Political observations of religious diversity in Switzerland - Marius Rohrer (University of Bern, Switzerland)
A Global Path Toward Diversity? Assessing the Influence of Domestic Frameworks on Diversity Initiatives, a French/United States Comparison - Laure Bereni (CNRS, France)
<b>TUESDAY 15.30 – 17.00</b>
Does integration promote diversity and equality by ethnicity in Germany? - Joana Vassilopoulou (Brunel University, UK), Akram Al Ariss (Groupe ESC Toulouse, France) and Mustafa Ozbilgin (Brunel University, UK)
Integration into the UK Labour Market: The diverse key factors affecting immigrants - Tesfaye Gojjie (Queen Mary University of London, UK)
Conflict Resolution between Indigene/Settler in Nigerian Politics - Kenneth Ewaen Obayagbona (University of Ibadan, Nigeria)

**Stream 4 organizations as mesolevel influencers of social change. Chairs : Mary Godwyn, dt ogilvie. Salle 223**

<b>MONDAY 11.00 – 12.30</b>
Meso-level Influences in the Promotion of Women to the Top of Investment Banks, Presenters: Ruth Sealy and Patricia Pryce, International Centre for Women Leaders, Cranfield School of Management, UK
Challenging Stereotypes: The Impact of Organizations in Shaping Individual Responses to Prejudice, Presenters: Mary Godwyn, Ph.D, and Nan S. Langowitz, D.B.A., Babson College, UK
Indigenous Political Ecology Approach to Social Movements in Mexico and Latin America, Presenter: José G. Vargas-Hernández, M.B.A; Ph.D, Mexico

**Stream 5 Hear me roar : views from the edge. Chairs : Barbara Myers, Irene Ryan. Salle 131 (this page and next page)**

<b>MONDAY 14.00 – 15.30</b>
My Mum works: Why we need to move children in from the 'edge' of careers research? Candice Harris, Marcus Ho, Rachel Morrison, Barbara Myers. Presenter: Barbara Myers, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.
Gender, caring, part time work and work/life balance. Presenter: Jeremy Hayman, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.
Listening and responding to learner voice in vocational education and training. Presenter: Peter Lavender, NIACE, Leicester, United Kingdom.

<b>MONDAY 16.00 – 17.30</b>
Suppressing veganism: the construction and reproduction of a dominant state imposed belief system. Presenter: Jeanette Rowley, Lancaster University, Lancaster, United Kingdom.
Provision for disabled learners in the age of uncertainty. Presenter: Peter Lavender, NIACE, Leicester, United Kingdom.
Sexual orientation, invisibility and silencing in sport: The role of LGBTI sports groups and associations in gaining visibility. Presenter: Scott Lawley, Nottingham Trent University, Nottingham, United Kingdom.
<b>TUESDAY 10.30 – 12.00</b>
‘To Hear Us Roar Yet Again’! Making the ‘invisible norm [sport]’, visible. Presenter: Irene Ryan, Management Department, Faculty of Business and Law, AUT University, Auckland, New Zealand.

**Stream 6 Operationalizing Diversity Management in Organizations around the Globe, Managing the Organization, Strategy and Culture of Difference to achieve genuine outcomes. Chairs : Erica French, John Burgess and Jacques Igalens. Salle 130**

<b>TUESDAY 10.30 – 12.00</b>
A comparison of diversity policies in the financial industry: The case of Austria and Bosnia & Herzegovina. Presenters: Almina Bešić, University of Graz, Graz Austria. Peter Derfler, Christian Hirt.
Gender Diversity in CSR Reporting: A case study of the biggest 12 companies in Turkey. Presenter: Iris Ersoy. WU Vienna, Department of Management Austria
Gender Equity and the Changing Structure of Employment in Australian Universities. Presenters: Glenda Strachan, Gillian Whitehouse, David Peetz, Janis Bailey, Kaye Broadbent, Robyn May, Brona Farrelly.
<b>TUESDAY 13.30 – 15.00</b>
Diversity Management Practices and Ethnic Minorities’ Well-Being: An Explorative Study. Presenters: Hannah Vermaut and Patrizia Zanoni. Hasselt University SEIN – Identity, Diversity & Inequality Research Agoralaan Belgium
The Challenges in Developing a Strategic Approach to Managing Diversity. Presenters: Erica French QUT Brisbane Queensland; Glenda Strachan Griffith University Brisbane Queensland and John Burgess Newcastle University Newcastle, New South Wales.
Managing Differences Meaningfully through Reflexive Practice. Presenter: Carolina Bouten Pinto
<b>TUESDAY 15.30 – 17.00</b>
Effect of Corporate Social Performance on Organizational Attractiveness: Investigating the Moderating Role of Gender. Presenters: Samina Quratulain, Suleman Dawood School of Business at the Lahore University of Management Sciences, Abdul Karim Khan, Lahore University of Management Sciences, Pakistan; and Jean-Marie Peretti ESSEC Business School, Paris, France.

**Stream 7 Managing Equality And Diversity: Actors' Strategies, Experiences And Outcomes. Chairs : Katherine Sang, Susan Sayce, Josephine Kinge and Simy Joy. Salle 225 (this page and next page)**

<b>Session 1 MONDAY 14.00 – 15.30</b>
Interviewing Equality and Diversity managers in UK Higher Education: a reflection on the use of email interviews. Josephine Kinge, Kate Sang, Susan Sayce, Simy Joy
Complying with frustration, the experience of equality and diversity practitioners in HE Susan Sayce, Simy Joy, Josephine Kinge, Kate Sang

The Influence of Cultural Differences on Diversity Training Practices. Hussain Alhejji and Thomas Garavan, University of Limerick
<b>Session 2 MONDAY 16.00 – 17.30</b>
French diversity managers' motives for diversity management and descriptions of diversity practices. Four discourses. Jonna Louvrier, Hanken School of Economics
“Job communication and hard of hearing employees”: Germany’s first disability case study as a part of the North Rhine-Westphalian Ruhr University’s equality and diversity strategy Agata Markocinski, Caroline Richter, Ruhr University Bochum
Diversity Leadership under Race-Neutral Policy: The Experience of Multicultural Administrators Sossana Jones, Columbia University
<b>Session 3 TUESDAY 10.30 – 12.00</b>
Work/life choices of women in senior leadership positions: Contrarian views from the top Eddy Ng, Dalhousie University; Rosemary McGowan, Wilfrid Laurier University

**Stream 8 Understanding the complexities of nomadic identities and Stream 18 Diversity Management and Identity Regulation. Chairs : Mustafa Özbilgin and Olivia Kyriakidou. Salle 137**

<b>WEDNESDAY 13.30 – 15.00</b>
Temporary Nomadism. Lifelong Transnationality. Moving Back and Forth Between Germany and Turkey. Life-Concepts of Elderly Turkish Migrants, Felicia Sparacio
Movement and Belonging: Gender, Emotions and Migration in a European Context, Ruth Simpson
A double perspective of the construction of nomadic identities: young in geographical move and businessmen, H��l��ne Langinier.
<b>WEDNESDAY 15.30 – 17.00</b>
Diversity of Dis/ability: Dominant Discourses in Three Organizations, Laura Dobusch

**Stream 9 The business case for equality, diversity and inclusion – Is there one ? Chairs : Cordula Barzantny and Christine Nightingale. Salle 131**

<b>WEDNESDAY 10.30 – 12.00</b>
An Economic Case for Gender Equality: Going Beyond the Business Case? Presenters: Mark Smith (Grenoble Ecole de Management, France), Haroon Akram-Lodhi (Trent University, Peterborough, Canada) and Francesca Bettio (University of Siena, Italy)
Diversity Management and performance – pathing the way for a revised Business Case. Presenter: Dr. In��z Labucay, Lehrstuhl f��r Organisation und Personalwirtschaft Juristische und Wirtschaftswissenschaftliche Fakult��t Martin-Luther-Universit��t Halle-Wittenberg, Germany
Convenient Fiction or Inconvenient Truths: The role of paradox in understanding female career progression within leading UK accountancy firms. Presenter: Louise Ashley, Centre for Professional Service Firms, Cass Business School, London, UK.

**Stream 10 Mobility Requirements in Academia and Consequences for Diversity and Inclusion in Higher Education Organisations. Chairs : Felizitas Sagebiel, Andrea Wolfram, Kate White. Salle 223**

<b>WEDNESDAY 11.30 – 12.00</b>
The Mobility Discourse As A New Public Management Strategy Gender Impacts On Academics. Ise Costas, University of Göttingen; Johanna Hofbauer, Vienna University of Economics and Business; Katharina Kreissl, Vienna University of Economics and Business ; Angelika Striedinger, Vienna University of Economics and Business.
<b>WEDNESDAY 13.30 – 15.00</b>
Experience Abroad - Hungarian Scientist in Europa. Adrienne Csizmady, Institute for Sociology, Centre for Social Sciences, Hungarian Academy of Sciences ; Andrea Schmidt, Institute for Sociology, Centre for Social Sciences, Hungarian Academy of Sciences.
Meeting the Future Demands for Scientists in Academia via Gender Equality and Diversity Management. Andrea Wolfram, RWTH Aachen University.
<b>WEDNESDAY 15.30 – 17.00</b>
Career progression for women in science. Kate White, University of Ballarat.
Gender, Leadership and networks in SET. Felizitas Sagebiel, University of Wuppertal.

**Stream 11 Towards the creation of diverse and inclusive work environments: change considerations for developed and emerging markets. Chair : Marieke Van Der Brink. Salle 130**

<b>WEDNESDAY 10.30 – 12.00</b>
Diversity Icebreaker for third-culture-building: A social constructionist approach for managing diversity. Presenters: Bjørn Z. Ekelu, Centre for Global Workforce Strategy, Simon Fraser University, British Columbia, Canada, and Kazuma Matoba, Universität Witten/Herdecke, Germany
Towards the development of a more inclusive work environment for adolescents with disabilities. Presenter: Sally Lindsay, Lana School of Public Health & Graduate Department of Rehabilitation Sciences, University of Toronto
Transformation of an inclusive work environment: role of change agents and learning processes. Presenter: Marieke van den Brink, Radboud University Nijmegen, the Netherlands

**Stream 12 Inclusive leadership - theory and practice Chairs : Lize Booysen, Karen Geiger, Ancella Livers. Salle 132 (this page and next page)**

<b>MONDAY 11.00 – 12.30</b>
Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (session 1)
<b>MONDAY 14.00 – 15.30</b>
Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (Session 2)
<b>MONDAY 16.00 – 17.30</b>
Wishik, H.r., & Davidson, M.N. - Multiple Social Identities and Power: How We All Live Privileged and Targeted Identities (and What to Do About It) (Session 3)
<b>TUESDAY 10.30 – 12.00</b>
Shen, W, Dumani, S. & Macoukji, F. - Bottom-Up Inclusive Leadership: A Conceptual Model
Dorning, A.W. - Inclusive Leadership in the Private Healthcare Sector in South Africa

<b>TUESDAY 13.30 – 15.00</b>
Geiger, K.A. & Jordan, C. – Inclusive Leadership in a Societal Context of Racism
Booyesen, L.A.E. - The Application of “African” Leadership Principles and Practices in Inclusive Leadership
<b>TUESDAY 15.30 – 17.00</b>
Williams, C.E., Alston, H., Durant, F., & Barret. D.H. – Include Who? A No-holds Barred Discussion about Inclusive Leadership Across Industries and Cultures.
Yuengling, A.R. - US Department of Defense Competencies for Leading Diverse Teams
<b>WEDNESDAY 10.30 – 12.00</b>
Atewologun, D. - The Nature and Impact of Inclusive and Non-Inclusive Micro-Behaviours on Minority Ethnic Organisational Members
Stream Closing session by Chairs: Inclusion and Diversity: Theory and Practice - Lessons Learned

**Stream 14 international diversity management. Chair : Lourdes Susaeta. Amphi 26**

<b>TUESDAY 10.30 – 12.00</b>
Global Diversity Management: Think Global, Act Local? Presenters: Stefan Gröschl, Associate Professor and Co-Chair of Diversity and Leadership, ESSEC Business School and Junko Takagi Associate Professor and Chair of Diversity and Leadership, ESSEC Business School, France.
Increasing the job success of people with disabilities: The interplay of interpersonal and intrapersonal resources. Presenters : Miriam K. Baumgärtner ; Stephan A. Boehm; David J. G. Dwertmann.
The Glass Ceiling in Context: The Role of Organizational Characteristics and Firm Internationalization in Advancing Women into Management. Presenters : Eddy Ng, Dalhousie University; Greg Sears, Carleton University
<b>TUESDAY 13.30 – 15.00</b>
Diversity Management in Russia: Perceptions, Policy and Practice? Presenters : Fiona Colgan, Rick Layden and Aidan McKearney, Comparative Organisation and Equality Research Centre LMBS, London Metropolitan University. UK.

**Stream 15 : Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion?  
Chairs : Fiona Colgan, Roswitha Hofmann, Aidan McKearney, Surya Monro. Salle 220 (this page and next page)**

<b>TUESDAY 10.30 – 12.00</b>
Disrupting heteronormative discourses – A queer theoretical lens, Stefanie Worst
“Woman on the Edge of Time”: Queering Normativities of Race, Gender and Sex, Wanda Pillow
Giving airtime to the T in LGBTQ: Opportunities and challenges of transgender-inclusion in diversity management education, Ron Ophir
<b>TUESDAY 13.30 – 15.00</b>
Sexuality, Space and Intersectionality: The Case of Lesbian, Gay and Bisexual Equalities Initiatives in UK Local Government, Surya Monro
Women's experience of construction and transport occupations: analysing the intersections of gender, sexuality and occupational class, Tessa Wright
Impact of discrimination on the Australian Workforce, Nathan Barrett, Jan Lewis

<b>TUESDAY 15.30 – 17.00</b>
Challenging Heteronormativity: Moving forward on Equality, Diversity and Inclusion? Regine Bendl, Thomas Köllen, Sabine Steinbacher
CHALLENGING THE HETERONORMATIVE ORDER OF WORKPLACES THROUGH HOMONORMATIVITY. Narrative interviews with Italian gay male workers in professional positions, Beatrice Gusmano
Sexual Citizenship: An analysis of gay men as sexual citizens in Rural Ireland. Aidan McKearney
<b>WEDNESDAY 10.30 – 12.00</b>
Citizenship rights, institutionalized discrimination and the availability of data on the socioeconomic status of LGBs - Answers from the LGB Data Projects for the EU, Karin Schoenpflug, Roswitha Hofmann, Christine Klapeer
A Tourist in Heteroland: Law, Legal Institutions and Heteronormativity, Todd Brower
Heteronormativity to transnormativity: passing pressures, Chrissy Hunter
<b>WEDNESDAY 13.30 – 15.00</b>
Exploring how gay men manage their social identities in the workplace: The intersection between how we see ourselves and how others see us, Simon Roberts
Boys will be boys -negotiating masculinity and the impact of gender in the assessment of young males who have offended in England and Wales, Eric Christian Baumgartner
Unraveling their Misrepresentation and Understanding the Cause: Domestic violence within the intimacies of gay men, Daniel Nixon.

**Stream 16 Comparative Analyses of Diversities at Work: Insights from a Life Course Perspective.**  
**Chairs : Uracha Chatrakul Na Ayudhya, Dirk Hofäcker, Heike Schröder, and Matt Flynn. Salle 225**

<b>TUESDAY 13.30 – 15.00</b>
Equal opportunities for the sexes - Why are there still fewer women in top management positions? An investigation from a biographical perspective. Presenters: Nicola B. Klaus and Sonja A. Sackmann, University of the German Armed Forces, Munich, Germany
Gender, management and life course issues in Australian and New Zealand Universities. Presenters: Jenny Neale and Kate White, Victoria University of Wellington, New Zealand
British and German school teachers and their conceptualization of their work-retirement transition: Using a life course approach. Presenters: Heike Schröder, University of St. Gallen, Switzerland, Michael Muller-Camen, Vienna University of Economics and Business, Austria, and Matt Flynn, Middlesex University Business School, London, UK
<b>TUESDAY 15.30 – 17.00</b>
Eager to exit or forced to retire? Exploring Patterns and Determinants of Voluntary and Involuntary Retirement in Europe. Presenter: Dirk Hofäcker, University of Mannheim, Germany
Phased retirement in the UK: Older workers from a life course perspective. Presenters: Matt Flynn, Middlesex University Business School, London, UK, Heike Schröder, University of St. Gallen, Switzerland, Uracha Chatrakul Na Ayudhya, Middlesex University Business School, London, UK

**Stream 17 Promoting Diversity and Ensuring Equality at Work: the Role of the State. Chairs : Ian Roper and Anne Daguerre. Salle 121**

<b>WEDNESDAY 10.30 – 12.00</b>
The Impact of Economic Transition on the Gender Composition in Employment in Russian Heavy Industry. Presenter: Elena Bokovikova, University of East Anglia, Norwich, UK
National Conceptualisations of Diversity and the Limits of the Labels. Presenter: Abir Aissa, Grenoble Ecole de Management, Grenoble, France
Corporate Elites, State Restructuring and Equality. Presenter: Anne Daguerre and Ian Roper, Middlesex University, London, UK

**Stream 19 Diversity in the creative industries. Chair : Segun Matanmi. Salle 131**

<b>TUESDAY 13.30 – 15.00</b>
"Managing Human Resources and Employment Relations in the Creative Industries of Nigeria: Findings and Futures" by Professor Segun Matanmi.
Values of Culture and Profit: Assessing their conflicting interests in the creative industries of Nigeria" by Dr. Babatunde Yusuf.
An Assessment of the Attitudes and Practices of Equality and Diversity in the UK Music Industry" by Ms. Vick Bain.
<b>TUESDAY 15.30 – 17.00</b>
A ledger account for human resources accounting in the creative industries: a valuation-model analysis" by Dr. Babatunde Yusuf.

**Stream 23 gender diversity and discrimination. Chairs : Anne-Françoise Bender and Jacqueline Laufer. Salle 223**

<b>MONDAY 14.00 – 15.30</b>
« Le profil des femmes au sein des Conseils d'Administration des entreprises françaises cotées au SBF 120 » Amel Ben Rouhma, Université Paris Descartes, Rey Dang, Université d'Orléans – Laboratoire d'Economie d'Orléans (LEO), Sarah Saint-Michel, Université Paris 1, Marie José Scotto, IPAG Business School, Pierre-Michel Simonin, Université Paris Descartes, France
« Equal chances: the role of social capital in senior level promotion process in investment banking : is it different for women”, Patricia Pryce, International Centre for Women Leaders at Cranfield School of Management, UK
“The UK’s Approach to Women on Boards:The Davies Report and Beyond”, Ruth Sealy, Cranfield School of Management
<b>MONDAY 16.00 – 17.30</b>
“Gender Management and Gendered Career Politics in a Masculine Professional Culture : A Case Study in a Swiss Railway Company”, Peter Kels and Isabelle Clerc, Berne University of Applied Sciences; Switzerland
“Conceptualising the retail glass ceiling in Australia”, Joshua Chang, John Burgess, Julia Connell, Antonio Travaglione, Curtin Business School, Curtin University, Australia
“Parental Leave and Diversity Management: Can Parental Leave Take-up be a source of discrimination?” Diane-Gabrielle Tremblay and Émilie Genin, UQAM, Canada
<b>TUESDAY 10.30 – 12.00</b>
“Differences between men and women at the start of their career: an analysis of internships in France”, Alain Klarsfeld, Nadine Galy, Claire Chenerie, Toulouse Business School
« Status of female auditors in Lebanon: a gender analysis”, Sonia Hajjar, Lebanese American University (LAU), Lebanon, and Annie Cornet, HEC-Université de Liège, Belgium
“Managing Equality and Diversity: Why are females under-represented in the fire-fighting occupation?”, Saquifa B. Seraj, University of Abertay, Dundee, UK

**Stream 24 trade unions and the EDI agenda. Chair : Jonathan Winterton. Salle 322**

<b>TUESDAY 10.30 – 12.00</b>	
Integrating or organising migrant workers? Identities, educational initiatives and new alliances for trade unions in the UK. Gabriella Alberti, Jane Holgate and Maite Tapia	
Trade unions and gender equality in the workplace: case-based evidence from the UK. Isabel Tavora	
Mentoring as a strategy to promote gender proportionality: A case study of a public sector union mentoring programme. Robert Perrett	
<b>TUESDAY 13.30 – 15.00</b>	
Trade union actions to support the needs of older and vulnerable employees. Jessica Grandhomme, Françoise Le Deist and Jonathan Winterton	
Broadening regulation in a context of labour market change: Trade unions and immigration in Spain since the early 1990s. Miguel Martínez Lucio, Stefania Marino and Heather Connolly	
Equality and diversity actions inside UNISON. Bob Fryer	

**Workshop 1 biography of diversity workers. Chair : Beatrice Hecht-El Minshawi. Salle 225  
MONDAY 11.00 – 12.30**

**The individual cultural imprint, the starting point, background, motivation and power as the key for professional diversity work at home and abroad.**

Doing diversity work is all over the world more than an academics or intellectual challenge. For a lot of us it has to do with experiences in our own biography. With experiences of being excluded, discriminated and feeling somehow strange. Some of us had several models and people to help to work with these experiences to accept being different and to learn how to manage and to live with them.

**Individual diversity and how we deal with it**

- How different are these people?
- Which of their cultural characteristics can we identify? Which not?
- Which experiences do they have/had in their biography?
- What do we know about them?
- What are we interpreting?
- How should we approach them?
- What opportunities are we giving them?
- What do we think they are capable of?
- How do we communicate with them?
- What are we not saying or keeping secret?

This is a **1,5 hours** workshop for at least **15 people** (first come. first serve) who want to find out the relation between their own family background and their diversity work.

If you wish to attend this workshop please **email** me **B.Hecht@interkultur.info** till **July 13<sup>th</sup>** as I will have a questionnaire to circulate in advance.

**In the workshop we will**

- discover some starting points in our biography (family background)
- find some reasons for our motivation and power for doing diversity work
- exchange and compare our practical knowledge in the fields of our diversity work as internationalists

**Workshop 2 doctoral workshop. Chairs : Annie Cornet and Judith Pringle. Salle 322**  
**Session 1 MONDAY 14.00 – 15.30**  
**Session 2 MONDAY 16.00 – 17.30**

The doctoral workshop will provide an opportunity for connecting with other PhD candidates, interactions with experienced supervisors and feedback on issues doctoral students may be facing in their doctorate.

There will be a 'writing to be published' session with Professor Annie Cornet. A presentation of the different types of papers that can be published (conceptual, review of literature, quantitative paper, qualitative paper, normative paper) – with examples – analysing of the structure of article.

A feature of the workshop is a work-in progress session with Professor Judith Pringle. In this session every doctoral student, will have the opportunity to receive ideas and maybe inspiration on a problem or issue. In the spirit of peer support they will also contribute to the issues experienced by other doctoral students. Each student will have 30 minutes in a small group of four.

Between the two sessions will be a panel of experienced supervisors and doctoral candidates that will present 'stories from the front line'.

### **Work –In-Progress Sessions**

Work-in-progress (w-i-p) sessions give us the opportunity to workshop difficult issues around our thinking and writing by choosing and presenting an issue succinctly and receiving constructive comment from 'critical friends'. W-i-p sessions are small groups (4-6 people) meeting to focus on a problem, for a limited period.

Each presenter has 15 minutes to present their issue in the context of their research writing and 15 minutes for the rest of the group to discuss; brainstorm and engage with the issue as presented. Usually there are 4 roles in the w-i-p group all of whom are involved in the discussion: *presenter*, *facilitator*, *script* and *time-keeper*. Each role will be outlined below:

#### *Presenter:*

Rules for presenting – *talk to the group for no more than half the time.*

- Give the working title of your thesis/paper and locate it in the general area.
- Tell the group who the audience will be.
- Tell the group succinctly what you are trying to express to your audience in the paper/thesis.
- Raise an issue/question/problem you have with writing, research or the supervision process for discussion and problem solving with the group.
- More ideas for presenting:
  - share section headings and the first sentence of each section for discussion
  - focus on your abstract and/or title for your work
  - bring structure or logic issues for input
  - bring one of these specific problems: too many ideas, not happy with style/tone, difficult-to-detect bias, writing for a particular audience, responding to reviewers' feedback, deciding on the 'best' journal to target, lack of clarity around ideas; bringing up difficult issues with your supervisor e.g. slowness of feedback

#### *Facilitator:*

- Your role is to manage the process
- Introduce the session, the rules and how the presenter wants to present

- Make sure the session process goes well for the presenter
- The presenter presents for only half the time
- The session finishes on time

*Scribe:*

- Take a note of the presenter's goal for the session
- Legibly take down discussants' contributions (questions, comments, suggestions)
- Hand the notes to the presenter at the end of the session

*Time-keeper:*

- Let the presenter know when the presenting time is up (half the session time) with a warning if requested
- Indicate firmly when the full session time is up.

*Discussants*

- Frame the feedback tentatively and constructively- as a gift
- Try and stay with the presenter's intentions rather than your own!
- Don't repeat yourself
- Allow space for others' to talk

*(Pringle, adapted through experience from Grant, 2007)*

**Workshop 3 Preparing leaders and change agents for diversity management. Chair : Gweneth Balson. Salle 137**

**Session 1 MONDAY 11.00 – 12.30**

**Session 2 MONDAY 14.00 – 15.30**

**Introduction**

Equality, diversity and inclusion programmes in both the private and public sectors have over the past decades lead to a workforce in European countries that is wide ranging in visible and non-visible differences. These include on the one hand ethnicity, gender, disability, sexual orientation, age, religion. On the other hand, differences in cultural perspectives, individual experiences and personal and country specific working styles. The complexity of diversity and difference presents quite a management challenge. Taking on the challenge depends on the skills and knowledge of leaders to manage diversity and differences that add value to both employers and employees.

What are those skills and knowledge needed to meet the challenge of diversity management and how are they addressed in the professional training and development of diversity practitioners especially in international environments? This workshop will focus on what skills are needed now and the future and where the gaps are. Using a case study approach it will take a look at a web-based training and development programme (BTEC Diploma in Diversity Management in the Workplace) designed to address the knowledge and skills needed for leaders and change agents in diversity management.

**Topics covered**

- The professionalism of diversity work
- The basis of our knowledge and our interpretation of it
- Developing leadership skills for Diversity Management
- Assessing competence for Diversity Management
- Support through mentoring and networks
- Continuous professional development
- Sharing through the use of technology

<b>Workshop 4 Country perspectives on Diversity and Equality at Work. Chair : Alain Klarsfeld. Amphi 26 Session 1 TUESDAY 14.00 – 15.00</b>	
Employment Equity and Diversity Management in Canada. Rana Haq, Eddy Ng and Diane-Gabrielle Tremblay	
Equality and Diversity in Aotearoa (New Zealand), Irene Ryan, Katherine Ravenswood, Judith Pringle	
<b>Session 2 TUESDAY 15.30 – 17.00</b>	
Equality and Diversity in Hong Kong, Farzana Aslam	
Equality and diversity in Finland. From separate to intertwined concepts. Jonna Louvrier, Annamari Tuori	
Diversity management in a utility company : A comparison between Sweden and France. Anne-Françoise Bender, Margareta Hult, Marie-José Scotto	
<b>Session 3 WEDNESDAY 10.30 – 12.00</b>	
Managing Diversity in India: Comparing Public versus Private sector approaches to managing diversity in Indian organizations, Rana Haq	
Japan: Progress towards Diversity and Equality in Employment. Vera Mackie, Kaori Okano, Kirsti Rawstron	
Equality and Diversity in China, Farzana Aslam	
<b>Session 4 WEDNESDAY 13.30 – 15.00</b>	
Employment Equity and Workforce Diversity in Nigeria, Doyin Atewologun, Olusegun Matanmi, Ifedapo Adeleye	
Interrogating the management of ethnic diversity in the United Arab Emirates, Akram Al Ariss	
Equal access to the opportunities available? Equity and Diversity Laws and Policies in Australia. Glenda Strachan, Erica French and John Burgess	

<b>Workshop 5 feminism in Academia to be held over lunch : Chair : Kate Sang, Susan Sayce. Amphi 34 MONDAY 12.30 – 14.00</b>	
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**Please note: this lunchtime workshop is compatible with registration to the other workshops.**

**Workshop outline:** A growing body of literature suggests that feminist academics experience marginalization within academia. Feminist research is often under-valued and relationships with colleagues and students can be strained. In addition, within the UK, Higher Education is radically changing and the impact on feminism research and feminist academics is unclear.

This workshop builds on previous sessions organized by Kate Sang and Susan Sayce which have celebrated being a feminist academic. The first workshop (Celebrating the feminist within) resulted

in the development of a growing online network (Feminist Academics International). More recently we ran a workshop on feminist research methods which was a welcome opportunity for sharing research experience and best practice with feminists from a range of academic disciplines. It has become clear that there may be no one 'feminism', rather there are 'feminisms' although we do share some core values. The workshop at EDI 2012 will build on the feminist academics workshop at EDI 2011. This will be an opportunity, not only for networking with other feminists, but also to discuss the future of feminist academics.

Attendees will be asked to discuss a 'Feministo' for our community with the intention of identifying our shared values, so we can identify a way for us to move beyond saying we are feminist, to 'doing feminism' (Ketcham-Webber et al., 2008).

If you wish to attend this lunchtime session please email either Kate ([katesang@gmail.com](mailto:katesang@gmail.com)) or Susan ([s.sayce@uea.ac.uk](mailto:s.sayce@uea.ac.uk)) as we will have materials to circulate ahead of time.

<b>Workshop 6 : deploying an international diversity policy. Chairs : Cordula Barzantny, Alain Klarsfeld, Nathalie Maldjian, Marie-Christine Gabillaud-Wolff. Amphi 26</b> <b>Session 1 MONDAY 11.00 – 12.30</b>
The case of L'Oréal, Rachid Bensahoune, Directeur des RH en charge des diversités à l'international
<b>Session 2 MONDAY 14.00 – 15.30</b>
The case of Schneider Electric – I. Michel Magyar, Employees Engagement & Diversity VP, Schneider Electric
<b>Session 3 MONDAY 16.00 – 17.30</b>
The case of Airbus, Nathalie Maldjian, former Head of Diversity, Airbus

**Workshop 7 Managing an ageing workforce. Chairs : Dianah Worman and Claire McCartney.**  
**Salle 322**  
**TUESDAY 15.30 – 17.00**

Complex social changes and business challenges are forcing many sophisticated economies across the globe to introduce ways of extending new guidance from the CIPD. This workshop will help you to explore performance management and surface ways of making it more robust, effective and fit for purpose in connection with older workers. Moving forward demands being prepared to think creatively and break away from tired and inefficient policies and practices that need to be refreshed. The workshop will be highly participative and designed to help fellow delegates explore their experiences, concerns and ideas about managing performance and how improvements can be made in ways that make business sense.

Minimal questions to be addressed are: What is performance management about, its importance, how the information is used, who is trained to do it and is training important? How are 'older' employees managed and how is retirement managed?

**Workshop 8 Migrant workers : what are the issues ? Chairs : Dianah Worman and Claire McCartney.  
Salle 322  
WEDNESDAY 10.30 – 12.00**

The CIPD is due to kick off a new piece of international work looking specifically at how organisations can best integrate migrant workers and in particular what their strategies are for promoting positive work relationships. In this participative session, therefore, we want to explore with delegates the best way of researching these key issues and mine their experiences and knowledge.

Some questions we will be exploring as a group include:

What are employers' reasons for employing migrant workers? What are some of the practical issues – i.e. legislation, ease of employment etc? What are perceived to be the business benefits of employing migrant workers? How can employers get the balance right between use of migrant workers and building internal talent pipelines? How should employers tackle increasing issues of xenophobia and promote positive work relationships and cross-cultural working?

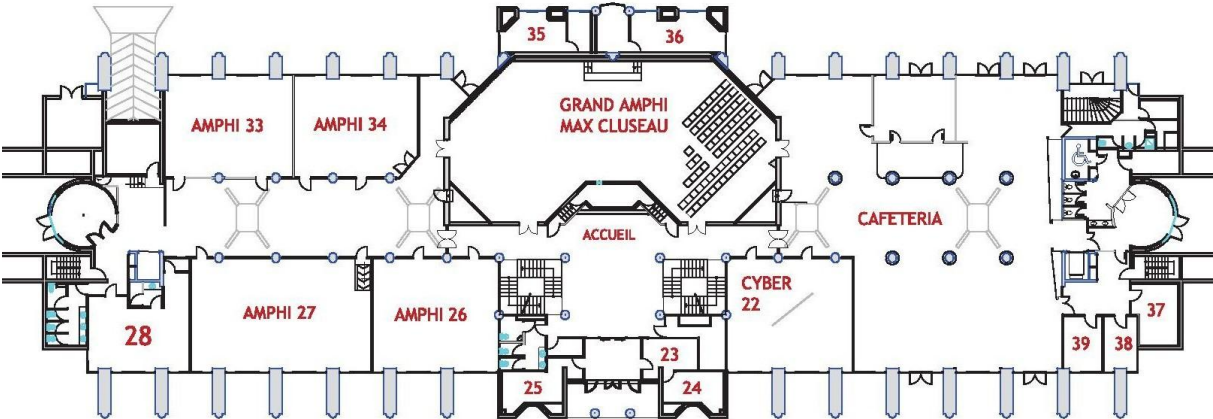
**Workshop 9 on religious pluralism in organizations : what sort of accomodation ? Chair : Jean-François Chanlat. Salle 121  
WEDNESDAY 13.30 – 15.00**

Accomodation in religious matters : perspectives from Quebec and Canada, Sylvie Saint-Onge

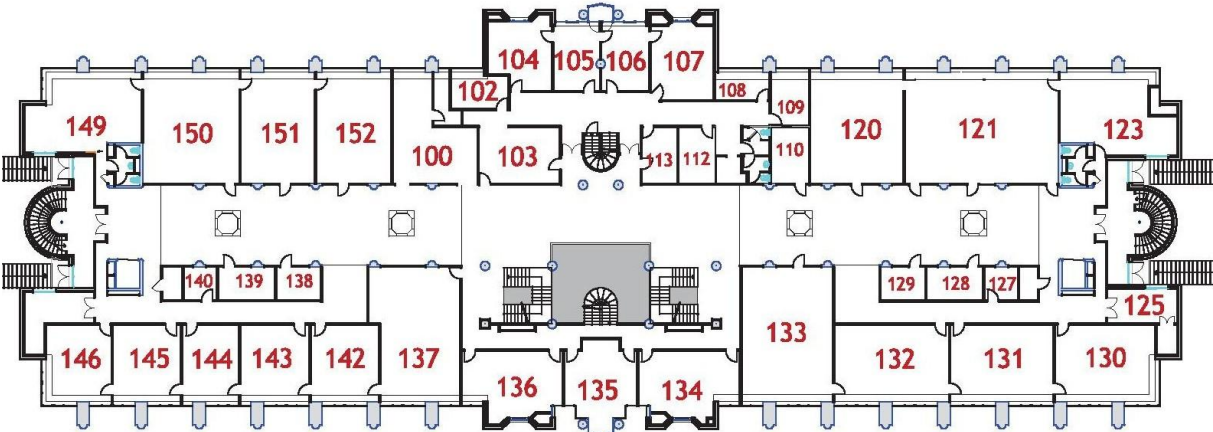
Religious and cultural diversity in contemporary organizations : taking stock and proposing a model for analysis and action in the French context, Patrick Banon and Jean-François Chanlat

# MAP OF PREMISES : Ground floor, 1er étage, 2ème étage, 3ème étage

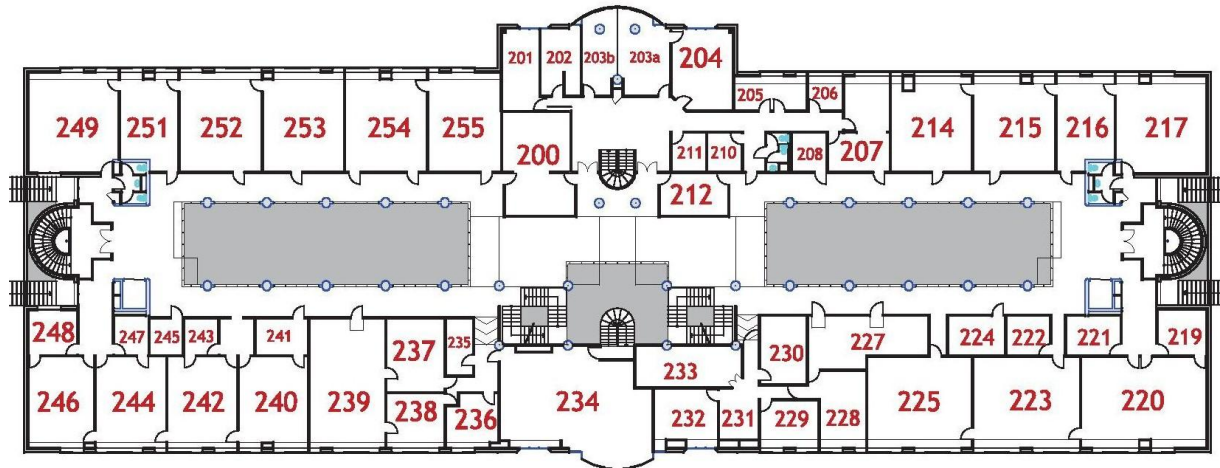
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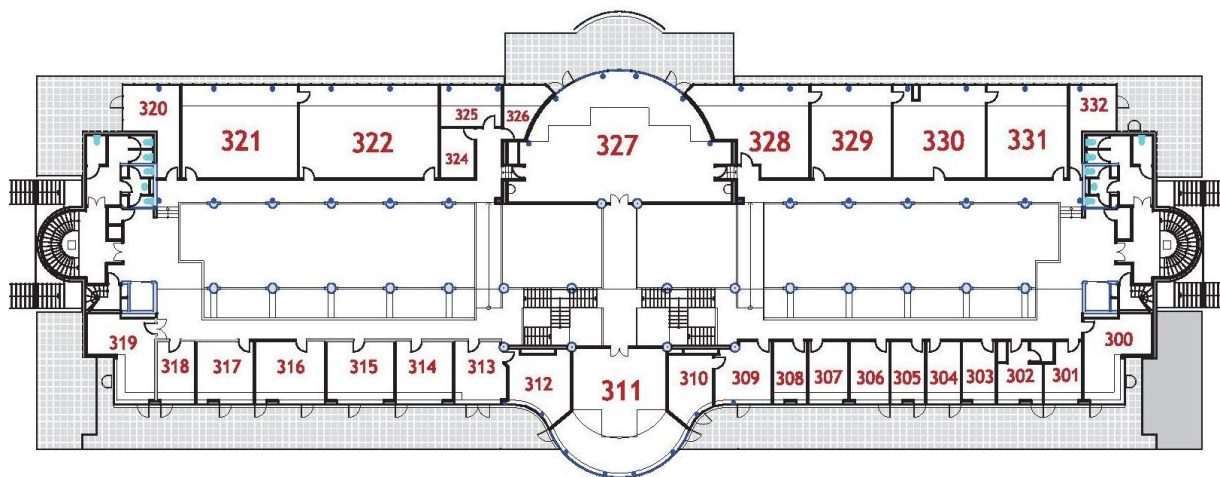
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