

MONDAY 27 MAY

<u>Time</u>	<u>Location</u>	<u>Activity</u>
10:00 - 10:30	Cafetería /Salon de Actos	Registration/Coffee
10:30 – 10:45	Salon de Actos	Welcome
10:45 – 11:30	Salon de Actos	Keynote 1 – Sara Corlett
11:30 – 12:15	Salon de Actos	Keynote 2 – Pilar Iglesias
12:30 – 1:15	Cafetería	Group 1 Lunch
1:15 – 2:00	Cafetería	Group 2 Lunch
2:00 – 4:00	3 rd and 4 th Floor Main Building	Concurrent Sessions Group A
4:00 – 4:30	Cafetería	Coffee Break
4:30 – 6:30	3 rd and 4 th Floor Main Building	Concurrent Sessions Group B

TUESDAY 28 MAY

<u>Time</u>	<u>Location</u>	<u>Activity</u>
10:00 - 10:30	Cafetería	Coffee
10:30 – 12:30	3 rd and 4 th Floor Main Building	Concurrent Sessions Group C
12:30 – 1:15	Cafetería	Group 1 Lunch
1:15 – 2:00	Cafetería	Group 2 Lunch
2:00 – 4:00	3 rd and 4 th Floor Main Building	Concurrent Sessions Group D
4:00 – 4:30	Cafetería	Coffee Break
4:30 – 6:30	3 rd and 4 th Floor Main Building	Concurrent Sessions Group E - Workshops
8:30	Muelle 21	Gala Dinner

WEDNESDAY 29 MAY

<u>Time</u>	<u>Location</u>	<u>Activity</u>
10:00 – 1:00	Meet at Las Setas	Optional Walking Tour – Advanced Registration Required

MONDAY 27 MAY 2:00pm – 4:00pm

Concurrent Sessions Group A

Room 1

Muhammad Ali	Insights into Inclusive Supervisory Behaviors, Workplace Social Inclusion, and Turnover Intention in the Context of Employee Age
Carmen Paz-Aparicio	Understanding inclusive leaders' competencies, behaviors and outcomes
Angela Workman-Stark	To be or not to be? Examining the contours of stigma identity management at work
Caren Goldberg	Can the Trickle-Down Effects of Servant Leadership Narrow the Gender Gap?
Emile Tompa	Workplace Accessibility Planning and Reporting—A Roadmap for Change

Room 2

Richard Gregory, Victoria Showunmi	Black Professors and the Burden of University Life
Stephen Hancock	De-framing Whiteness in Educational Leadership Theory: A Case for Companionate Leadership
Sigal Oppenheimer Shachar and Michal Hayshrik	'Power which can harness' instead of 'power which takes over'- as a way towards inclusive leadership
Saeeda Shah	Faithism as Racism: Muslim male teachers experiences

Room 3

Mahan Poorhosseinzadeh, Sehrish Shahid, Mulyadi Robin, Christiana Osei Bonsu	Navigating the Corporate Labyrinth: The Career Trajectories and Success Strategies of Female Migrant Executives in Australia
Anfal Alwahaibi	Motherhood and caring roles: barriers to leadership
Karianne Nyheim Stray	The disjuncture between migrants experiences and the institutional view of time in work inclusion processes
Cathrine Seierstad	Migrant Work Inclusion: A tale of three inclusion projects

Room 4

Tal Meler	"...Here We are Arab Women in Uniform Engaging in Domestic Violence and Arresting an Arab Man who Raised his Hand on a Woman... It Does the Job..." - Cultural Responsiveness among Arab Policewoman in Israel towards Arab Women
Samina M Saifuddin, Lorraine Dyke	The Role of Gender-Role Orientation in Pursuing High-Tech Career
Dr Susan Sayce	The legacy of gender inequalities in communities of practice and its impact on the new renewable energy sector
Martinique Jones	Experiences of Epistemic Exclusion Targeting Women in STEM

Room 5

Nosheen Jawaid Khan	Exploring Realities of Transgender Inclusion in Pakistani Organizations: Neo-Institutional Analysis
Natalia Vucina	The Effects of Allyship and Perceived Controllability on Workplace Heteronormativity, Rejection Sensitivity, and Subjective Well-Being: A Moderated-Mediation Model
Luke Fletche	Being LGBT and Being an Authentic Leader: Contextualizing the Meaning and Experience of Authentic Leadership
Gabrielle Lopiano	Beyond Surviving: The Influence of Experienced Stigma on Social Perceptivity Skills and Interpersonal Citizenship
Shanglin Xin	Chinese LGBTQ+ Employees in the UK and Work-life Experience

Room 6

Wassila Merkouché	Protective measures for women in the workplace in Canada and Quebec
Juliet Kele	‘We’re all inclusive when it comes to stacking shelves or cleaning’: the perceived discrimination faced by minority-ethnic male retail workers
Lorraine Johnson	“One Million Women & Girls”: A case study of the Northeast of England, UK
Maria Tsouroufli	‘Entanglements of intersectional inequalities with patriarchal regimes and neo-liberal logic: Complicating the narrative of Gender parity in the context of Higher Education (HE) in India’

MONDAY 27 MAY 4:30 – 6:30

Concurrent Sessions - Group B

Room 1

Jurgita Butkeviciene	The entrepreneurial education for people with disabilities in CEE region
Jurgita Butkeviciene	Implementing ESG in small and medium enterprises: engaging with diversity, equity, and inclusion through reporting
Anna Maria Gorska	Trends in DEI Research in Central and Eastern Europe: Insights from a Call for Papers
Yadira Martinez Pantoja, Jelizaveta Sokolova	Ukrainians' Inclusion into the Czech Labor Market: Perceptions and Challenges
Vincent Montenero, Yadira Martinez Pantoja	The integration of expatriate managers in the Czech Republic: the role of language knowledge

Room 2

Gabriela Gherghina	HRM bundles of practices and gender pay gap in organisations
Laritza Machin Rincón	Empowering young women for future leadership through personal resources and leadership competencies: development of the PETRAS program
Jennifer R Bishop	Breaking Barriers and Fostering Equality
Shona Smith	The Masked Worker: Insight on the Identity Management Experiences of Men and Racial Minorities with Mental Health Conditions
Cindy Mino	Exploring Big Four Public Accounting Career Patterns and Gender Effects

Room 3

Ruba Ezzeddine	Unveiling Influence: An Interactional Model of Inclusion through Claiming Influence
Dan Ha Le	Belonging matters at work? Voices of Internationally Mobile Employees
Annie Cornet	HRM in India: challenge for the management of the subsidiary of a multinational
Anila Khalique	Perceptions of Women Solicitors of their Journeys to Leadership
Jackie Scales	Redefining Leadership to Include Women: A Qualitative Study

Room 4

Fatimzahra Ait Bounssiya	Compensation policies and gendered pay equity: Exploratory study The case of Luxury hotel sector in the city of Marrakech
Rebecca Fichtel	The impact of board diversity on corporate innovation performance
Jessey Pswarayi	International non-governmental organisations and trans people employment: a case for Zimbabwe
Rachel Carden	Decolonisation and Diversification of the Curriculum in UK Business Schools: Towards Effective Evaluation Methods
Andreas M. Hilger	The Impact of multinational corporations on EDI in CEE

Room 6 – Doctoral Colloquium I

Sithy Shafeena Anas	Critical pedagogies for promoting gender and race equality in medical education
Kellie Brown	Black, Female and Leader in Secondary schools in London
Shreya Roy Choudhury	The impact of diversity networks in attaining organisational equality
Balbir Kaur	Powerful or powerless: the realities of intersectional identities of gender and race in E&D work'
Narjes khatoun Moradi	MENA Countries, Women in Boardroom

Room 7

Nimo Abdi, Muhammad Khalifa	Somali diasporic mothers navigating state sanctioned motherhood in British and American Schools
Mark Anthony Gooden, Rgjohnsoniii@usfca.edu, Richard Gregory, Victoria Showunmi	Exploring The Theoretical and Pragmatic Challenges Faced by Minoritized University Leaders
Mark Anthony Gooden, Cathryn Devereaux, Nia Hulse	BlackintheIvory-Culturally Responsive Mentoring with Black Women Doctoral Students and a Black Male Mentor
Victoria Showunmi	Black women and inequality in the workplace
Jessica Bergman	Evidence-based key actions addressing gender inequities in the workforce

Room 8

Wogene Mena	Made in Ethiopia - but at whose expense? Unveiling the Working Conditions and Legitimizations of Gendered Labor Control Regimes in Ethiopian Apparel
Myrtle Emmanuel	Beyond Borders: Gender, Work, and Migration in the Lens of Intersectionality
Daniela Aliberti	Ethnic Discrimination in Professional Service Firms: The interplay of Work of Professionals, Organizational Practices, and European Integration Programs
Daniela Bolzani	The empowering and disempowering role of language in entrepreneurship incubator

TUESDAY 28 MAY 10:30 – 12:30

Concurrent Sessions - Group C

Room 1

Laritza Machin Rincón	Key Insights for preventing the 'Sticky Floor': Young Spanish Women's Leadership Aspirations and Challenges
Rashid Toefy	A gendered perspective on context-relevant strategic decision-making by leaders under crisis conditions
Heidi Weigand	Education: Enabling Indigenous Women's Leadershi
Saeeda Shah	Women, Work and Leadership: Carrying the Double Burden
Xixi Ai	Getting on top of the glass cliff: how women directors exploit the condition of creative destruction

Room 2

Carolina Remorini93	The invisible work involved in early gestational loss in Spain
Jenna Pandeli	Mental Load, Decision Fatigue, and Emotional Burnout. The Invisible Labour of Maternity Leave
Hugo Gaggiotti	Human reproduction “on the move”: navigating the invisible challenges of reproductive decisions in borderland cultures
Mary Oluwatobiloba Odetoyinbo	MAKING THE INVISIBLE VISIBLE: An Exploration of the Lived Experiences of Nigerian Academic Mothers navigating Invisible Work
Rosana Silveira Reis	The competences available in entrepreneurial support organizations: Dealing with the challenges and opportunities of migrants' diversity

Room 3

Samina M Saifuddin	Gender Differences in Social Media Networking Behavior and its Impact on Career Outcomes
Valerie Caven	An evaluation of the existence and persistence of the gender pay gap and gendered jobs in a large UK company
Alexandra Beauregard	Changes in fathers' use of flexible work arrangements: A sense of entitlement perspective
Chrissi McCarthy	Behavioural Equality: Justification for a New Field of Research
Schiro Withanachchi	Can corporate social responsibility create responsabilization? The influence of upper echelon race and global dexterity on innovation and firm success

Room 4

Margaret Thornton	Tracking in STEM: Gender, Race, and Opportunity to Learn
Orly Benjamin	Struggling for equality by insisting on quality jobs: Extrinsic vs. Intrinsic dimensions in the occupational lives of Arab Policewomen in the Israeli Police
Muhammad Ali	An Exploration of Attraction Factors, Barriers to Working in Construction, and Factors for Leaving Construction
Arjun Mitra	Women on Boards and Gatekeeping: A moral licensing approach
Viviana Meschitti	Rosi Braidotti's politics of location and its power to unveil inequality in organisations

Room 5

Leire Gartzia	Rethinking Care In Work Life: Effects Of Parenting On Leadership
Mahan Poorhosseinzadeh and Jessica Heron	Advancing Gender Equality and Workplace Inclusivity through Reproductive Leave and Flexible Work Policies in Australia
Mahan Poorhosseinzadeh, Christine Naschberger, Sara Zaeemdar, Maranda Ridgway, Parth Patel	Navigating Reproductive Leave Policies and Women's Career Progression through Acker's Ideal Work
Wee Chan Au	Balancing careers with caregiving responsibilities – Experiences of women academics in Pakistan
Fiona Carmichael	A bio-psycho-social investigation of menopause transition and workplace well-being in the UK police force

Room 6

SJ Hemmerich	Toward De/Reconstructing the “Master Narrative” of Cisheteronormativity in School: A Reflective Autoethnographic Analysis of a Queer, Trans Nonbinary Elementary Art Teacher
Robyn Berkley, Catherine S.Daus	Testing a Model of the Emotional Context of Disclosing a Concealable Identity
Sara Corlett	Navigating bias: Examining hiring discrimination towards transgender job applicants through the lens of competence and warmth
Scott Lawley	Problematic allies and activism: Amplifying or silencing LGBTQIA+ voices in sport?
Val Willham	Training Grammar Perceptions: Can People Be Taught to Perceive the Singular ‘They’ As Natural?

Room 7

Mladen Adamovic	Assessing Diversity And Inclusion In The Workplace: A Comprehensive Guide
Claudine Gaibrois	It's a tough struggle even if someone opens the door: How language affects international migrants' work inclusion
Katarina Zajacova	The changing nature of migrant labour in the UK - the impact of Brexit and Covid - gender perspective.
Vanessa Dsouza	Bridging Borders: Exploring Immigrant Employees' Perspectives on Organizational Inclusion.

Room 8

Juanita Forrester	Self-Care as a Catalyst for Challenging Inequities in Organizations
Samantha E. Erskine	Understanding the Power of the White Gaze on Leadership and Career Development, and Well-Being in the Workplace
Tsedale Melaku, Anthony Meyers	Self-Care is Critical for Survival: The Tactics and Practices Employed by Marginalized Group Members Tasked with Equity Work in Organizations
Conxita Folguera, Laura Lamolla	Discussing Working Hours in Contemporary Societies: The Interplay between Work centrality, Time Preferences and Gender
Raffaella Valsecchi	Responsibilisation for community well-being in the aftermath of Grenfell fire.

TUESDAY 28 MAY 2:00 – 4:00

Concurrent Sessions - Group D

Room 2

Toschia Hogan	The good and bad of informal accommodations: How informal accommodations shape third parties' undermining of persons with disabilities in the workplace.
Abiola Akiyode-Afolabi	Disability And Diversity -Towards A Comprehensive Legal Framework For An Inclusive Workplace Practices
Christine Naschberge	Fostering inclusion of employees with autism spectrum disorders (ASD): Effects of an educational intervention on workplace attitudes in a service center environment in the Netherlands
Soad Louissi	The Pendulum of Control: Normative - Bureaucratic Fluctuations in Disability Inclusion
Soad Louissi	Inclusion of People with Epilepsy in France – Epilepsy Power Research Project Findings

Room 3

Driba Imane	Influence of Women Transformational Leadership on Organizational Commitment
Olivia Kyriakidou, Despoina Stefopoulou	Gender Stereotypes and Leadership Perceptions: Implications for Organizational Equity and the Role of Artificial Intelligence
Cristina Domínguez-Soto	Shaping Transformational Leadership: Narratives of Top Executive Women in Spain
Lena Weber	What numbers do not capture: the situation of female leaders in higher education
Sigal Oppenheimer Shachar	My body speaks my ideology"-Expressions of participation and leadership among the girls active during the protests in Israel, 2023

Room 4

Anwesha Choudhury	Minority Access to Social Networks: A Microfoundations Perspective
Juan Marsiaj	Balancing Motherhood and Entrepreneurship: Challenges and Enablers
Jurgita Butkeviciene	Network density to support people with disabilities in inclusive entrepreneurial ecosystems
Aardra Chandra Mouli	That's (Not) What She Said – How Women Make Sense of Their Entrepreneurial Identity
Sophie Moser	Occupational Devaluation, but Organizational Revaluation? Understanding Gendered Pay Discrimination

Room 5

Dulini Fernando	Navigating dual sources of tribal stigma: a study of Muslim refugees in Britain
Shlomit Aharonii Lir	Green Justice - Fridays for Future's New Future of Inclusiveness or Known Future of Exclusion?
Baris Senay	Refugee labor market integration through an intersectional lens: a systematic literature review
Ana Nestorovic	(Don't) call me as you wish but treat me with respect. Migrant or expat label?
Delia Mensitieri	The Weight of Words: Using SenseMaker® to Combat Microaggressions and Epistemic Injustice

Room 6

Rachel Ownsworth	The Academic Career Trajectories of Marginalised Groups in STEM: A Systematic Review
Leire Gartzia	Sex and Gender in Research: Beyond Traditional Gender Binaries
Narjes Khatoon Moradi	Elevation of women and conflict between law and culture in the United Arab Emirates
Joy Ezeilo	Implementing Gender Equality and Non-Discrimination Principles in Africa: Making Progress or Experiencing Regression?

Room 7

Christine Nightingale	Sticky Stigmas - Considering the intersectionality of gender and discrimination by association at work
Jo Divers	Women in HE; a Case of Nurses and Midwives
Emil Velinov	Teaching Diversity Management in Emerging and Advanced markets
Serap Keles	Parallels Between the Performative Nature of Gender and Linguistic Identity: Linguistic Bias and Othering
Valerie Caven, Scott Lawley	'The ideal Worker': An intersectional approach to EDI in the UK engineering workplace

Room 8

Gaelle Cachat-Rosset	The influence of gender, meaningfulness, safety and resource availability on teleworker engagement evidence from Canada
Natasha Winkler-Titus	Inclusive cultures and Innovation output in organisations
Marilee Reimer	"Diversity Management and Women: A Study of Employers' Best Practices and Women's Advancement in the Insurance Industry in Atlantic Canada"
Annette Risberg	Othering and de-othering in organizations
Natasha Winkler-Titus	Remote working in Shipping!/? How to keep workers Engaged and a surprising finding on Inclusion

TUESDAY 28 MAY 4:30 – 6:30

Concurrent Sessions – Group E – Workshops

Workshop Room 1

Gender Apartheid: Iranian Women and their Struggle for Freedom
Saniya Ghalehdar

Workshop Room 2

Understanding Identity Negotiation in White Spaces

Anne Crafford, Byron Adams, Lusanda Sekaja

Workshop Room 3

Combatting Neurodiversity Discrimination in the Workplace

Renee McCauley, Aimee Durrance, Afra Ahmad

Workshop Room 4

Gendered barriers and cross-cutting issues in the workplace: how can we trust the numbers?

Valia Kalaitzi, Jack van der Vlis

Workshop Room 5

Integrating Gender Dimension in Research (I GeDin R) Workshop

Eleni Apospori

Workshop Room 6

Accentuating Recovery for Survivors of Gender Based Violence: A Focus on Cultural Creative Arts Based Methods for Trauma Healing in Nigeria

Ijeoma Ezeude

Doctoral Colloquium II. Room 7

Joana Vassilopoulou, Olivia Kyriakidou

Sophie Moser	Gender Inequalities at the Workplace: A Multilevel Perspective
Jasmin Nina Kopp	EU Perspectives on Workplace Sexual Harassment - Potential and Practical Implementation of the Corporate Sustainability Reporting Directive
Ananya Gupta	Mixed methods to understand structures of inequalities in UK based tech workspaces
Daina Scott	Understanding why black British academics move to the USA for better career opportunities in academia
Alicja Dudek	Analysis of Inclusive Solutions Implemented in Organizations in Poland
Anthony Meyers	Political Savvy on Alert: The Role of Political Skill in Employee Voice Behavior in Perceived Political Workplaces