

Conference Programme

6th EDI Conference – Athens University of Economics and Business

Dear EDI 2013 participants,

On behalf of the EDI Organizing Committee, it is a pleasure to welcome you to the 6th International Conference on Equality, Diversity and Inclusion and to Athens University of Economics and Business. We are delighted to host this event in Greece and we have done our best to make the three days of the conference inspiring and thought-stimulating. In line with the previous EDI conferences, we intend to offer a lively forum for scholarly debates as well as a pleasant setting for socializing, with the gala dinner taking place on Tuesday 12th July at mount Lycabettus, at the highest point in the city that surrounds it.

The EDI 2013 Conference aims to explore established social practices and institutional arrangements around equality, diversity and inclusion in new and often radical ways. The current international financial and industrial crisis has dented credibility and public confidence in current theories and practices. The crisis represents both an opportunity and a challenge for EDI. It prompts us to question and radically re-imagine our conceptualization of equality, diversity and inclusion and our efforts to manage EDI through interventions into particular debates about EDI, and pragmatically and actively to encourage progressive forms of policy development and the management of equality, diversity and inclusion.

The programme has a full agenda of presenters from 25 different countries: we have 20 parallel streams consisting of 110 papers that we hope will contribute to shape a fruitful conference. The streams focus on a variety of domains centred around key aspects of equality, diversity and inclusion dynamics (politics of diversity, power and control, resistance, identity, diversity, gender, minorities, ethics, emotions), emerging contemporary issues (financial crisis and globalization, development and insecurity, nationalism and the workplace) and broader management and policy development themes (leadership and entrepreneurship, accounting and industrial relations).

Our thanks go to the members of the scientific and of the organizing committees who have worked hard in order to make this conference happen. In particular we would like to thank the three key note speakers, Prof. Sharon Bolton, Prof. Julienne Brabet and Prof. Anastasia Tsoukala, for accepting our invitation. And of course, we would also like to thank everyone who is presenting papers and attending the conference. Our wish is to make EDI 2013 a convivial and enjoyable Conference, with plenty of opportunities to debate, interact, and network. We hope you have a wonderful time in Athens, surrounded by the industrial beauty and warm hospitality of this Mediterranean city.

Olivia Kyriakidou

Conference Chair for EDI 2013

6th EDI Conference – Athens University of Economics and Business

**SCIENTIFIC COMMITTEE**

* Sophia Belghiti-Mahut, Université de Montpellier 2, France
* Anne-Françoise Bender, Conservatoire National des Arts et Métiers, Paris, France
* Diane Beddington, Director, Knowledge Perspectives
* Regine Bendl, Wirtschaftsuniversität Wien, Vienna, Austria
* Lize Booysen, Antioch University, Greensboro, USA
* Jean-François Chanlat, Université Paris-Dauphine, France
* Penelope Codello-Guijarro, Université Paris-Marne-la-Vallée, France
* Gwendolyn M. Combs, University of Nebraska-Lincoln, USA
* Annie Cornet, Université de Liège, Belgium
* Simon Dolan, ESADE, Barcelona, Spain
* Christophe Falcoz, IAE, Université Lyon III, France
* Sana Henda, Ecole Supérieure de Commerce d’Amiens, France
* Richard Hyman, London School of Economics, UK
* Mine Karatas-Ozkan, University of Southampton, UK
* Alain Klarsfeld, Toulouse Business School, France
* Olivia Kyriakidou, Athens University of Economics and Business
* Jacqueline Laufer, HEC, Paris, France
* Christine Naschberger, Audencia, Nantes, France
* Eddy Ng, Dalehousie University, Halifax, Canada
* Mustafa Özbilgin, Brunel University, UK
* Judith Pringle, AUT, Auckland, New-Zealand
* Ian Roper, Middlesex University, UK
* Cathrine Seierstad, Brunel University, UK
* Victoria Showunmi, University of London, UK
* Ahu Tatli, Queen Mary, University of London, UK
* Maria Tsouroufli, University of York
* Joanna Vassilopoulou, University of Sussex, UK
* Nancy Papalexandris, Athens University of Economics and Business

6th EDI Conference – Athens University of Economics and Business

**CONFERENCE PROGRAMME**

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| 1ST July 2013 MONDAY |

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| 08.30 | Onwards registration is open |
| 09.00-9.15 | Welcome Speeches – *(Foyer Teleton)* |
| 09.15-10.30 | Keynote Addresses – Maria Damanaki, European Commissioner for Maritime Affairs and & Fisheries and  Professor Julienne Brabet, Université Paris Est Créteil *(Foyer Teleton)*  “Social Solidarity, Competition and Business” |
| 10.30-11.00 | Coffee Break |
| 11.00-12.30 | Parallel Streams |
| 12.30-14.00 | Lunch |
| 14.00-15.30 | Parallel Streams |
| 15.30-16.00 | Coffee Break |
| 16.00-17.30 | Parallel Streams |
| 17.30-18.00 | Tea Break |
| 18.00-19.30 | Meet the Editors Plenary Session – Insights for publishing EDI research in top journals |
| 19.30 | Drinks Reception at Athens University of Economics and Business |

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| 2ND July 2013 TUESDAY |

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| 08.30-09.00 | Registration – *(Antoniadou Amphitheatre)* |
| 09.00-10.00 | Keynote Addresses *(Antoniadou Amphitheatre)*  Professor Sharon Bolton, University of Stirling  “Dignity, justice and moral economy: a review of quality work and European employment policy”  Professor Anastassia Tsoukala, University of Paris XI  "(De)demonizing migrants in the press: blurred landscapes" |
| 10.0-10.30 | Coffee Break |
| 10.30-12.00 | Parallel Streams |
| 12.00-13.30 | Lunch |
| 13.30-15.00 | Parallel Streams |
| 15.00-15.30 | Coffee Break |
| 15.30-17.00 | Parallel Streams |
| 20:00 | Conference Dinner at Orizontes Lykabettus – a unique restaurant with stunning views overlooking Athens  <http://www.orizonteslycabettus.gr/en/restaurant> |

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| 3rd July 2013 WEDNESDAY |

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| 09.00-10.30 | Parallel Streams |
| 10.30-11.00 | Coffee Break |
| 11.00-12.30 | Parallel Streams |
| 12.30-14.00 | Conference closing and light lunch |
| 20.00 | Farewell dinner at Passage of Ancient Market, 16 Andrianou Str. Thisio (check the map below). Register online (social event). Not included in conference fees.  <http://www.diodosagoras.gr/en/Home.php> |

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**KEYNOTE SPEAKERS’ PROFILE**

**Sharon Bolton**

Sharon C. Bolton is Professor of Organisational Analysis and Head of Stirling Management School, University of Stirling, Scotland, UK. She completed her PhD at the University of Lancaster Management School (1999), enjoyed a period as Simon Marks Research Fellow at University of Manchester in the Sociology Department (1999), took up her first lecturing post at University of Lancaster Management School (2000), spent over 5 years at the University of Strathclyde Business School as Professor of Organisational Analysis (2007-12) and Head of Department of Management (2010 – 2012), and moved to Stirling Management School in December 2012. In a previous life, Sharon worked as a Senior Administrator in the public and private sectors. Her research interests broadly cover the sociology of work with a particular focus on the emotional labour process, public sector management, the nursing and teaching labour process, gender and the professions, and dignity in and at work.  Recent research is focused upon an exploration of ‘dignity in and at work’, and a consideration of the changing nature of work within a moral economy. The origins of Sharon’s research interests lie in some perennial questions concerning what is it to be human, how can we better understand the relationship between people, work and society, and what is the fundamental conception of humanity embedded in the political economy?

**Julienne Brabet**

**Julienne Brabet**is Professor of Management at Université Paris Est Créteil where she is co-directing the “Managing CSR” master program. She is a member of the scholarly association RIODD’s (International Network of Research on Organisations and Sustainable Development) board and scientific committee, a Vice-President of the SFM (Société Française de Management) and EURAM (European Academy of Management) where she is chairing the Business & Society SIG.Her researches are focused on the links between globalization, governance, strategic and organizational logics and the modes of workers’ management. Her former publications have been instrumental in structuring the French management research debate on paradigms, in particular in the field of HRM (Repenser la GRH, 1993, Paris, Economica). In her latest publications, she analyses the role of CSR in the development of a post-fordian compromise.

**Anastasia Tsoukala**

**Anastassia Tsoukala** is Professor of Criminology in the Department of Sport Sciences at the University of Paris XI and Research Fellow at Paris V-Sorbonne University, France. Her research centres on the design and implementation of security policies in Europe with regard to immigration, counterterrorism and football hooliganism, and on the social construction of threat. Anastassia Tsoukala is also Associate Editor of the political sciences quarterly Cultures & Conflits ([www.conflits.org](http://www.conflits.org/)). Co-editor of the book series Transnational Crime, Crime Control and Security (Palgrave Macmillan: <http://www.palgrave.com/PRODUCTS/Series.aspx?s=TCCCS>); Member of the National Commission for Human Rights (Greece). <http://www.anastassiatsoukala.com/>

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**LIST OF STREAMS**

**Stream 1 Politics of Diversity**

Convenors: Ahu Tatli and Mustafa Özbilgin

**Stream 2 Developments and Consequences of Unintentional and Intentional Biases within Social Networks in the Workplace**

Convenors: Julie Hancock and Oscar Holmes, IV

**Stream 3 Coalitions, space and solidarity in a heteronormative society?!**

Convenors: Fiona Colgan, Ruth Simpson, Roswitha Hofmann and Aidan McKearney

**Stream 4 Gender and Entrepreneurship**

Convenors: Maria Elisavet Balta and Savita Kumra

**Stream 5 Dis/ability and Diversity: Organizations as enabling or disabling forces?**

Convenors: Laura Dobusch and Caroline Richter

**Stream 6 Equality, Diversity and Inclusion in Accounting**

Convenors: Olivia Kyriakidou, Emmanouil Dedoulis, Orthodoxia Kyriacou and Mustafa Özbilgin

**Stream 8 Insider/Outsider/Insider: Racial and Ethnic Equality, Diversity and Inclusion at Work**

Convenors: Diane Nititham-Tunney and Kirsti Rawstron

**Stream 9 Gender, power and organizations**

Convenors: Anne-Françoise Bender, Jacqueline Laufer and Frédérique Pigeyre

**Stream 10 Creating leadersthrough the eyes of ‘Whiteness’**

Convenor: Victoria Showunmi

**Stream 12 The development of inclusive leadership practice and processes**

Convenors: Lize Booysen and Nancy Papalexandris

**Stream 13 Generational Change and Gender in Science Research**

Convenor: Kate White

**Stream 14 Nationalisms and the Workplace**

Convenor: Thomas Köllen

**Stream 15 Psychological insights on social solidarity, equality, diversity and inclusion**

Convenors:  **Doyin Atewologun, Elena Doldor and Winny Shen**

**Stream 16 Examining the Criteria for Effective Diversity Learning in the Professional Workplace**

Convenor: Alison Akant

**Stream 17 International mobility: More views from the edge**

Convenors**:** Barbara Myers and Sabina Jaeger

**Stream 18 Diversity Management and Performance**

Convenor:Andri Georgiadou

**Stream 19 National and international thematic perspectives on Equality, Diversity and Inclusion**

Convenor: Alain Klarsfeld

**Stream 20 Doctoral Colloquium**

Convenors: Joana Vassilopoulou and Dorota Bourne

**Workshop 1 Female entrepreneurs and business owners**

Convenors: Dianah Worman and Claire McCartney

**Workshop 2 Can Gender Transform Organisations? : Experiences from the FESTA Project**

Convenors: Eva Sophia Myers, Liv Baisner, Pat O' Connor, Clare O'Hagan, Andrea Wolffram, Manuela Aye, Simone Buitendijk and Curt Rice

Synoptic timetable

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|  | **Monday 1/July** | | | | **Tuesday 2/July** | | | **Wednesday 3/July** | |
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|  | **11:00 –12:30** | **14:00 – 15:30** | **16:00 – 17:30** | **18:00 – 19:00** | **10:30 – 12:00** | **13:30 – 15:00** | **15:30 – 17:00** | **9:00 – 10:30** | **11:00 – 12:30** |
| **Stream 1 “Politics of Diversity”** | **Session 1-a**, Amph. Antoniadou | **Session 1-b**  Amph. Antoniadou | **Session 1-c**  Amph. Antoniadou |  |  |  |  |  |  |
| **Stream 2 “Developments and Consequences of Unintentional and Intentional Biases within Social Networks in the Workplace”** |  |  |  |  |  |  | **Session 2-a** roomD4 |  |  |
| **Stream 3 “Coalitions, space and solidarity in a heteronormative society?!”** | **Session 1-a**  room A44 | **Session 3-b**  room A44 | **Session 3-c**  room A44 |  |  |  |  |  |  |
| **Stream 4 “Gender and Entrepreneurship”** |  |  |  |  | **Session 4-a**  room A43 | **Session 4-b**  room A43 |  |  |  |
| **Stream 5 “Dis/ability and Diversity: Organizations as enabling or disabling forces?”** | **Session 5-a**  room A36 | **Session 5-b**  room A36 |  |  |  |  |  |  |  |
| **Stream 6 “Equality, Diversity and Inclusion in Accounting”** |  | **Session 6-a**  room D4 | **Session 6-b**  room D4 |  |  |  |  |  |  |
| **Stream 8 “Insider/Outsider/Insider: Racial and Ethnic Equality, Diversity and Inclusion at Work”** |  |  |  |  |  |  |  | **Session 8-a**  room A43 | **Session 8-b**  room A43 |
| **Stream 9 “Gender, power and organizations”** |  |  |  |  | **Session 9-a**, Amph. Antoniadou | **Session 9-b**, Amph. Antoniadou | **Session 9-c**, Amph. Antoniadou |  |  |
| **Stream 10 “Creating leadersthrough the eyes of ‘Whiteness’”** |  |  |  |  |  |  |  | **Session 10-a** Amph. Antoniadou | **Session 10-b** Amph. Antoniadou |
| **Stream 12 “The development of inclusive leadership practice and processes”** | **Session 12-a**  room A43  10.30-14.30 | **Session 12-b**  room A43 | **Session 12-c**  room A43 | **Session 12-d**  room A43 |  |  |  |  |  |
| **Stream 13 “Generational Change and Gender in Science Research”** |  |  |  |  | **Session 13-a**  room A44 | **Session 13-b**  room A44 | **Session 13-c**  room A44 |  |  |
| **Stream 14 “Nationalisms and the Workplace”** |  |  |  |  | **Session 14-a**  room A42 | **Session 14-b**  room A42 | **Session 14-c**  room A42 |  |  |
| **Stream 15 “Psychological insights on social solidarity, equality, diversity and inclusion”** | **Session 15-a**  room A42 | **Session 15-b**  room A42 |  |  |  |  |  |  |  |
| **Stream 16 “Examining the Criteria for Effective Diversity Learning in the Professional Workplace”** |  |  |  |  |  |  |  | **Session 16-a**  room A44 |  |
| **Stream 17 “International mobility: More views from the edge”** | **Session 17-a**  room D12 | **Session 17-b**  room D12 | **Session 17-c**  room D12 |  |  |  |  |  |  |
| **Stream 18 “Diversity Management and Performance”** |  |  |  |  | **Session 18-a**  room D4 | **Session 18-b**  room D4 |  |  |  |
| **Stream 19 “National and international thematic perspectives on Equality, Diversity and Inclusion”** |  |  |  |  |  | **Session 19-a**  room A36 | **Session 19-b**  room A36 |  |  |
| **Stream 20 “Doctoral Colloquium”** |  |  | **Session 20-a**  room A36 |  | **Session 20-b**  room A36 |  |  | **Session 20-c**  room D12 | **Session 20-d**  room D12 |
| **Workshop 1 “Female entrepreneurs and business owners”** |  |  |  |  |  |  | **Session WK1-a**  room A43 |  |  |
| **Workshop 2 “Can Gender Transform Organisations? : Experiences from the FESTA Project”** |  | **Session WK2-a** room A32 |  |  | **Session WK2-b** room D12 |  | **Session WK2-c** (16.00-18.00)  room D12 |  |  |

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**THE STREAMS’ PROGRAMME**

* **Stream 1 Politics of Diversity**

Convenors: Mustafa Ozbilgin, Brunel Business School, Brunel University and Université Paris-Dauphine, France and Ahu Tatli, Queen Mary, University of London, UK

Session 1-a

Monday 1st July, 11.00-12.30, Room Amphitheatre Antoniadou

**Recent developments in the equality and diversity agenda in the UK: the ‘big society’ under austerity**. I**an Roper**, Middlesex University, UK, and Ahu Tatli, Queen Mary, University of London, UK.

**Managerial deployment of diversity with regards to migrant labour from post-socialist Europe and its effects**. **Barbara Samaluk,** Queen Mary, University of London, UK.

**Community Matters: Uncovering the Societal Mechanisms Undergirding Workplace Discrimination and Inequality. Flannery Stevens**, University of Utah, USA.

Session 1-b

Monday 1st July, 14.00-15.30, Room Amphitheatre Antoniadou

**‘Determining factors in the transfer of the Workforce Diversity Policy: An analysis of the foreign subsidiaries in Spain’. Lourdes Susaeta Erburu,** Complutense University of Madrid, Spain, Jose Emilio Navas López, Complutense University of Madrid, Spain, and Maria Jesús Belizón Cebada, University of Limerick, Ireland.

**National conceptualisation of diversity: interplay of ‘soft’ and ‘hard’ law? The case of French Diversity Charter and Diversity Label**. **Maria Gribling**, University of Birmingham, UK, and Mark Smith, Grenoble Ecole de Management, France.

**Intersectionality at the intersection: paradigms, methods, and application – a review. Mariana Paludi,** Jean Helms Mills, Danielle Mercer and Albert Mills, Saint Mary's University, Canada.

Session 1-c

Monday 1st July, 16.00-17.30, Room Amphitheatre Antoniadou

**The Impact of Diversity on Global Leadership Performance**. **Sylvana Storey,** Global Organisational Integrators, UK.

* **Stream 2 Developments and Consequences of Unintentional and Intentional Biases within Social Networks in the Workplace**

Convenors: Julie Hancock and Oscar Holmes IV, Rutgers School of Business, Camden, NJ

Session 2-a

Tuesday 2nd July, 15.30-17.00, Room D4

**The Ties that Bind: Exploring the Roles of Social Networks in the Emergence of Inclusive Climates**. Quinetta Roberson, Villanova University.

**Wasta as a Mechanism for Intentional Bias and Exclusion in the Organizational Setting**.   
Maryam Adlossary, Queen Mary University of London, and Dorota J. Bourne, Queen Mary University of London.

* **Stream 3 Coalitions, space and solidarity in a heteronormative society?**

Convenors: Fiona Colgan, , London Metropolitan University, Roswitha Hofmann, Sociologist/Diversity & Sustainability Research, Austria, Aidan McKearney, London Metropolitan University Business School, and Ruth Simpson, Brunel University, Brunel Business School

Session 3-a

Monday 1st July, 11.00-12.30, Room A44

**Jury Service in the United States as an Expression of Social Space and LGBT Identity Disclosure, Inclusion and Exclusion. Todd Brower, Western State University college of Law.**

**The Legacy Project: Chicago’s LGBT Community Builds a Real and Virtual Space to Counter Hetero-normativity and to Make History**. Gabriel Gomez, Chicago State University, The College of Education.

**Sexual Citizenship: Gay men as Sexual Citizens in the Non-Metropolitan Space**. Aidan McKearney, London Metropolitan University Busness School.

Session 3-b

Monday 1st July, 14.00-15.30, Room A44

**Heterotopic Space, Sexuality and Cabin Crew**. Ruth Simpson, Brunel University, Brunel Business School.

**Reflections on data collection and conducting interviews on sensitive topics with gay men**. Simon Roberts, Bournemouth University.

**‘Just homophobic’ or ‘offensive homophobic’?: Understanding homophobic discourses in British workplaces**. Anna Einarsdottir, Manchester Business School, University of Manchester.

Session 3-c

Monday 1st July, 16.00-17.30, Room A44

**Identity management strategies applied by Spanish Lesbian and Gay employees**. Donatella Di Marco, University of Seville.

**Sexual orientation and diversity at work: Coalitions and solidarity – opportunities and complexities**. Fiona Colgan, London Metropolitan University.

* **Stream 4 Gender and Entrepreneurship**

Convenors: Maria Elisavet Balta and Savita Kumra, Brunel Business School, London, U.K.

Session 4-a

Tuesday 2nd July, 10.30-13.30, Room A43

**Exploring the influence of spirituality on the careers of older female entrepreneurs.** Kalsi, K., Colgan,F., Tomlinson, H. & Farnworth, R. London Metropolitan University Business School, London, U.K.

**An insight into potential male and female entrepreneurs. Findings from the Global University Entrepreneurial Spirit Students’ Survey.** Stavroula Laspita, Technische Univerisität München , Germany & Katerina Sarri, Department of Balkan Studies, University of Western Macedonia, Greece.

**Women’s transformation from “subsidiary”, “silent” and “inconspicuous” employees to entrepreneurs: mapping female entrepreneurship in Greece since the late 1880s.** Katerina Sarri, Department of Balkan Studies, University of Western Macedonia, Greece.

Session 4-b

Tuesday 2nd July, 13.30-15.00, Room A43

**Entrepreneurial Processes in Academia Young Academics in a New Public Management Regime and Gender Implications.** Stephanie Michalczyk & Ilse Costas, Institute of Sociology and Interdisciplinary Group of Gender Studies, Georg-August-University Göttingen, Germany.

**Exploring key drivers for entrepreneurial growth: A gendered perspective.** Savita Kumra & Maria Balta, Brunel Business School, London, U.K

* **Stream 5 Dis/ability and Diversity: Organizations as Enabling or Disabling Forces**

Convenors: Laura Dobusch, MPI for Social Law and Social Policy, Division: Inclusion & Disability, Munich, Germany and Caroline Richter, Institute of Work Science, Ruhr University Bochum, Germany

Session 5-a

Monday 1st July, 11.00 – 12.30, Room A36

**Brain Different: Experiences of Neurodiverse employees in the UK transport industry.** Kate Sang and James Richards, Heriot-Watt University, Edinburgh, UK.

**Dis/ability and Gender in Diversity Management: The Discursive Legitimation of Different Forms of Inclusion/Exclusion.** Laura Dobusch, MPI for Social Law and Social Policy, Division: Inclusion & Disability, Munich, Germany.

**Stages in an Enabling Process: Inclusion of People with Disabilities at City Gardens.** Conxita Folguera, ESADE-University Ramon Llull, Spain.

Session 5-b

Monday 1st July, 14.00 – 15.30, Room A36

**Unheard Discourses of Normality: Organizations and Hearing-impaired.** Caroline Richter, Institute of Work Science, Ruhr University Bochum, Germany.

**Through the Fog, Invisible: A Micrology of Unseen Disabilities.** Lisa A. Zanetti, University of Missouri, USA.

* **Stream 6 Equality, Diversity and Inclusion in Accounting**

Convenors: Olivia Kyriakidou, Athens University of Economics and Business, Emmanouil Dedoulis, Athens University of Economics and Business, Orthodoxia Kyriacou, Middlesex University Business School and Mustafa Ozbilgin, Brunel University, Brunel Business School.

Session 6-a

Monday 1st July, 14.00 – 15.30, Room D4

**Bicultural Experience and Career Enhancing Behaviour in the Professions**. Jonathan Ashong Lamptey, London School of Economics, UK.

**‘Doing Gender’ in a Regional Context: Explaining Women’s Absence from Senior Roles in Regional Accounting Firms in Australia**. Sujana Adapa, Jennifer Rindfleish & Alison Sheridan, UNE Business School, Faculty of The Professions, University of New England.

**An Exploration of Gender in the Greek Accounting Institute’s Website**. Orthodoxia Kyriacou, Middlesex University Business School and Emmanouil Dedoulis, Athens University of Economics and Business, Department of Business Administration.

Session 6-b

Monday 1st July, 16.00 – 17.30, Room D4

**Turnover intentions of female South African chartered accountants: The interaction effect of job resources on job demands**. Stella Ribeiro, Anita Bosch and Jürgen Becker, University of Johannesburg, South Africa.

**The Purpose of Accounting Education: An autobiographical Case Study**. Martin Kelly, Department of Accounting, Waikato Management School.

**Colonials in Camouflage: Metonymy, mimicry and the reproduction of the colonial order in the age of diversity**. Kelly Thomson and Joanne Jones, School of Administrative Studies, York University, Toronto, Ontario.

**Gender Imbalances in the Accounting Profession.** Olivia Kyriakidou and Emmanouil Dedoulis, Department of Business Administration, Athens University of Economics and Business.

* **Stream 8 Insider/Outsider/Insider: Racial and Ethnic Equality, Diversity and Inclusion at Work**

Convenors: Diane Nititham-Tunney, National-Louis University, Chicago, USA, and Kirsti Rawstron, University of Wollongong, New South Wales, Australia

Session 8-a

Wednesday 3rd July, 09.00 – 10.30, Room A43

**Articulating a Diasporic Methodology: Challenges in Seeking Participant Visibility and Researcher Self-Reflexivity. Diane Nititham-Tunney,** National-Louis University, Chicago, USA.

**The Diversity Dilemma in the American Academy**. William Harvey, North Carolina A&T State University, North Carolina, USA.

**The Intersection of Gender and Nationality within South Korean Universities, 1970–2010**. Presenter: Kirsti Rawstron, University of Wollongong, New South Wales, Australia.

Session 8-b

Wednesday 3rd July, 11.00 – 12.30, Room A43

**The Crisis of Antiracism: “Race,” “Ethnicity” and The Problem of History**. Margaret Crosby-Arnold, Columbia University, New York, USA.

* **Stream 9 Gender, Power and Organization**

**Convenors: Anne-F**rançoise Bender, Universite Pantheon Sorbonne (Paris I), Jacqueline Laufer, HEC Paris and Frédérique Pigeyre, IAE Gustave Eiffel de l'Université Paris-Est Créteil Val de Marne (UPEC)

Session 9-a

Tuesday 2nd July, 10.30 – 12.00, Room Amphitheatre Antoniadou

# Differences between women and men before the start of their career: an analysis of business studies senior internships in France, Alain Klarsfeld and Nadine Galy, Toulouse Business School, Université de Toulouse, France.

**Urban transport driver: a male occupation? The difficult change in the professional gender identity,** Marine Ponchut and Isabelle Barth, HuManiS - EM Strasbourg, France.

**Barriers to the inclusion of women in mining sites in Chile: An analysis from the workers’ perspective*,*** Gianni Romani and Paulina Salinas, Universidad Catolica del Norte, Antofagasta, Chile, Al-Dajani Haya, Norwich Business School, University of East Anglia, UK.

Session 9-b

Tuesday 2nd July, 13.30 – 15.00, Room Amphitheatre Antoniadou

**The puzzled link between gender and innovation,** Sophia Belghiti-Mahut, Université Montpellier 3, Anne-Laurence Lafont, IUT GEA- Université Montpellier 2, Ouidad Yousfi, Université Montpellier 2.

**‘De-gendering medical professionalism and feminised medicine/medical education in the UK: A paradox?’’,** Maria Tsouroufli and Irene Malcolm, Centre for Medical Education, University of Dundee, Scotland, UK.

**How to make it? Breaking the Glass ceiling in Morocco,** Doha Sahraoui, Université Cadi Ayyad, Maroc.

Session 9-c

Tuesday 2nd July, 15.30 – 17.00, Room Amphitheatre Antoniadou

**Networking to the top: the social capital of newly appointed board members in the UK,**Florence Villesèche, Sabina Nielsen and Evis Sinani, Copenhagen Business School, Denmark.

**Quotas on Norwegian boards: the five years after story*,*** Cathrine Seierstadt, Brunel Business School, UK.

**Women in Boards: how do they differ?**Rey Dang, ESC La Rochelle, Anne-Françoise Bender, Cnam Paris LISE CNRS, Marie-José Scotto, IPAG Nice et Paris.

* **Stream 10 Creating Leaders through the Eyes of Whiteness**

Convenors: Victoria Showunmi

Session 10-a

Wednesday 3rd July, 09.00 – 10.30, Room Amphitheatre Antoniadou

**Do You See What I See?: Exploring the Impact of Whiteness and Invisibility on Leadership Practice. Mark Gooden,** The University of Texas and Ann O'Doherty, College of Education, University of Washington.

**Transnationalism and the Flat World: Looking for Emerging Leaders in All the Right (?) Places. Rosaire Ifedi,** Ashland University.

**Women Leaders and their Potentials as Gendered Organisational Change Agents. Felizitas Sagebiel,** University of Wuppertal.

Session 10-b

Wednesday 3rd July, 11.00 – 12.30, Room Amphitheatre Antoniadou

**The lived experiences of male educational leaders of African-Caribbean heritage: A critique of the epistemological basis of educational leadership preparation and development programmes. Phillip Smith**, University of Warwick.

**Leadership and Idenity**. **Victoria Showunmi,** Institute of Education, University of London.

* **Stream 12 The Development of Inclusive Leadership Practice and Process**

Convenors: Lize Booysen, Antioch University and Nancy Papalexandris, Department of Marketing and Communication, Athens University of Economics and Business School, Greece

Session 12-a

Monday 1st July, 10.30 – 14.30, Room A43

**Leadership, Mindset and Leveraging Difference: A Globally Inclusive Leadership:** Heather R. Wishik, Heather Wishik Consulting, LLC and Batten Fellow, Darden Graduate School of Business, University of Virginia, and Martin N. Davidson Professor of Leadership and Organizational Behavior, Darden Graduate School of Business, University of Virginia. **(WORKSHOP, minimum 4 hours. Maximum 6 hours)**

Session 12-b

Monday 1st July, 16.00 – 17.30, Room A43

**The Role of Solitude for Inclusive Leadership: A Conceptual Framework:** Ourania Kardasi and Dimitrios Bourantas, Athens University of Economics and Business.

**Leadership Behaviors to enhance inclusion: Evidence from a Greek survey**: Eleanna Galanaki and Nancy Papalexandris, Athens University of Economics and Business, Department of Marketing and Communication.

**The role of HR manager in employees’ taking up inclusive work-life practices:** Eleni Apospori and Dorothea Roumpi, Athens University of Economics and Business

Session 12-c

Monday 1st July, 18.00 – 19.00, Room A43

**Understanding generational groups at the workplace: The key to inclusive leadership development.** Irene Nikandrou and Leda Panayotopoulou, Athens University of Economics and Business.

**Leading Inclusivity in Higher Education: The case of one Irish University:** Patricia Mannix, Tommy Foy and Pat Rockett, University of Limerick, Ireland.

* **Stream 12 Generational Change and Gender in Science Research**

Convenors: Kate White, School of Education and Arts, University of Ballarat, Australia

Session 13-a

Tuesday 2nd July, 10.30 – 12.00, Room A44

**Networks and Networking under Gender Perspectives**. Felizitas Sagebiel, University of Wuppertal.

**Myths and Realities of Women Doing Science: The inclusion of women scientists in a male scientific mainstream.** Fernando Fernández Palacín, Department of Statistic Operations Research, University of Cádiz, Spain; Ana M. González Ramos, Gender and ICT Research Program, Open University of Catalonian, Spain ; Manuel Muñoz Márquez, Department of Statistic Operations Research, University of Cádiz, Spain.

**Excellence in Science: Is it fair play? Ana M. González Ramos, Milagros Sáinz Ibáñez, Beatriz Revelles Benavente, Lidia Arroyo Prieto,** Gender and ICT Research Programme**,** Internet Interdisciplinary Institute (IN3)**,** Universitat Oberta de Catalunya, Spain.

Session 13-b

Tuesday 2nd July, 13.30 – 15.00, Room A44

**The new generation of academics - (neither) equal and work-life - (un) balanced.** Lena Weber, University of Paderborn, Faculty of Arts and Humanities, Germany; Kristina Binner, Johannes-Kepler-University Linz, Institute of Sociology, Austria.

**What can be done? potential solutions to ameliorating social identity threat for women scientists.** Tarani Merriweather Woodson Caryn J. Block, Loriann Roberson, Alice Mann, Teachers College, Columbia University.

**Generational Change and Gender in science research: a case study** Kate White, School of Education and Arts, University of Ballarat, Australia.

Session 13-c

Tuesday 2nd July, 15.30 – 17.00, Room A44

**Formation of Network of Female Academics in Science, Engineering and Technology in Turkey (NETFA).** Gülsün Sağlamer, ITU, Coordinator; Mine G. Tan, Pelin Dursun, Özge A. Çelik, Hülya Çağlayan, and Serra Cankur, ITU; Nebile Korucu Gumusoglu, Istanbul Kultur Unıversıty; Bedriye Poyraz and Seray Ulusoy, Ankara University; Nurşen Adak, Meral Timurtürkan, Gözde Yirmibesoglu and Tugce Tunca, Akdeniz University; Selver Ö. Kahraman, Zahide Acar Deniz and Berrin Gültay, Çanakkale Onsekiz Mart University; İlkay Özdemir, Ayşe Sağsöz and Muteber Erbay, Karadeniz Technical University; Münevver Tekcan, Serpil Yazıcı Şahin and Yusuf Gürcan Şahin, Kocaeli University; and Ece Öztan and Setenay Nil Doğan, Yıldız Technical University.

* **Stream 14 Nationalisms and the Workplace**

Convenors: Thomas Köllen, WU Vienna, Department Management, Gender and Diversity Management Group, Vienna, Europe

Session 14-a

Tuesday 2nd July, 10.30 – 12.00, Room A42

**The construction of “Being German” in the Austrian workplace**. Julia Greth, WU Vienna,Department Management, Gender and Diversity Management Group and Thomas Köllen, WU Vienna, Department Management, Gender and Diversity Management Group.

**The attribution of citizenship to second and third generation immigrant children in Greece**.

Ioulia Giovani, University of London, Goldsmiths College.

**Intersectionality, hegemony and the power relationships surrounding privatisation**. **Natalia Rocha Lawton**, University of Hertfordshire, Business School.

Session 14-b

Tuesday 2nd July, 13.30 – 15.00, Room A42

**Construction of ethnic identity in the work narratives of Russian-speaking women in Estonia. Kadri Aavik,** Tallinn University, Institute of International and Social Studies.

**Seeing the citizen, being seen as the citizen: National imagination of the migrant’s desirable labor.** Alparslan Nas, Marmara University, School of Communication.

**Toward representative bureaucracy: Predicting public service attraction among underrepresented groups in Canada. Eddy Ng**, Dalhousie University, School of Business Administration Greg J. Sears, Carleton University, Sprott School of Business.

Session 14-c

Tuesday 2nd July, 15.30 – 17.00, Room A44

**Ethnicity, Igbos and the marginalisation of Eastern Nigerians.** Osuagwu Ugochukwu, St. Francis Xavier Solicitors and Advocates.

* **Stream 15 Psychological Insights on Social Solidarity, Equality, Diversity and Inclusion**

Convenors: **Doyin Atewologun, City University, London, UK, Elena Doldor, Queen Mary University London, UK, and Winny Shen, University of South Florida, USA**

Session 15-a

Monday 1st July, 11.00 – 12.30, Room A42

**Gender Differences in Environmentally Sustainable Behavior and its Determinants**. Rachael Klein and Deniz S. Ones, University of Minnesota, USA.

**Perceptions of Inclusion in a Peruvian Context**. Gabriela Francke Rojo and T. Alexandra Beauregard, London School of Economics, UK.

**Situational and Organizational Factors Associated with Leader and Gender Identity Conflict and Facilitation**. Winny Shen, Soner Dumani, Ande Kemp, Maryana Arvan, and Fred Macoukji, University of South Florida, USA.

Session 15-b

Monday 1st July, 14.00 – 15.30, Room A42

**The Impact of Participant Minority Status on Disability-Related Bias**. Susan D’Mello and Paul R. Sackett,University of Minnesota, USA.

**Us and Them: How do the beliefs about self, labor union and union members impact collective action decisions of IT workers? Evidence from the Turkish Information Technology (IT) sector**. Metin Kodalak, University of Bremen, Germany.

* **Stream 16 Examining the Criteria for Effective Diversity Learning in the Professional Workplace**

Convenors: Alison Akant, Diversity Research, U.S.A.

Session 16-a

Wednesday 3rd July, 09.00 – 10.30, Room A44

**Diversity training: an integrated model of diversity training design.** Thomas Garavan, Kemmy Business School, University of Limerick, Ireland and Hussain Alhejji, Kemmy Business School, University of Limerick, Ireland.

**Transforming graduates at an institution of higher learning in Cape Town, South Africa.**  Mandie Richards, Cape Peninsula University of Technology, Western Cape, South Africa.

**Diversity learning in the professional workplace: an example of the competencies approach.** Alison Akant, Diversity Research, U.S.A.

* **Stream 17 International Mobility: More Views from the Edge**

Convenors: Barbara Myers, Department of Management, School of Business, AUT University, Auckland, New Zealand and Sabina Jaeger, Department of International Business, School of Business, AUT University, Auckland, New Zealand

Session 17-a

Monday 1st July, 11.00 – 12.30, Room D12

**Gender and migration in Australian and New Zealand: the case of academics**. Kate Sang, Heriot Watt University, School of Management and Languages, Heriot-Watt University, Edinburgh, Scotland.

**Does New Zealand Benefit from Immigration?** Nevan Wright, Department of Business Informations Systems, School of Business, AUT University, Auckland, New Zealand and Sabina Jaeger, Department of International Business, School of Business, AUT University, Auckland, New Zealand.

**Migration and return: the experience of Spanish managers and entrepreneurs in innovative industries**. **Ana M. González, Internet Interdisciplinary Institute (IN3) - Universitat Oberta de Catalunya and Laura Lamolla, Economics and Business Studies- Universitat Oberta de Catalunya**

Session 17-b

Monday 1st July, 14.00 – 15.30, Room D12

**Driving Taxis or Driving Internationalization: Exploring Immigrants’ Potential.** Sabina Jaeger, Department of International Business, School of Business, AUT University, Auckland, New Zealand.

**Running with the Wolf Pack: Multiple Glass Ceilings for Female Global Careerists.** Susan Kirk, Nottingham Trent University, Nottingham, United Kingdom

**Serial Mobility: Self-initiated expatriation and identity.** Kaye Thorne, School of Management, Massey University, Auckland, New Zealand and Dr Noeleen Doherty, Cranfield School of Management, Cranfield University, Cranfield, United Kingdom

Session 17-c

Monday 1st July, 16.00 – 17.30, Room D12

**Returning to the familiar, or returning to the foreign? Expectations and experiences of self-initiated repatriating New Zealanders**. **A mid study presentation**. David Ellis, School of Management, Massey University, Auckland, New Zealand.

**Volunteer Self-Initiated Expatriation: career development pathways for older women?** Barbara Myers, Department of Management, School of Business, AUT University, Auckland, New Zealand.

* **Stream 18 Diversity Management and Performance**

Convenors: Andri Georgiadou, London Metropolitan University

Session 18-a

Tuesday 2nd July, 10.30 – 12.00, Room D4

**A moderated-mediating relationship of the diversity management work outcome relationship.** Lilian Otaye, Aston University, Aston Business School.

**Equal Employment Opportunity and its links to the participation of women in the Construction Industry: The Case of Australia.** Erica French, School of Management, Queensland University of Technology, and Strachan Glenda, Department of Management, Griffith University.

**The business case for diversity: The impact of top management diversity on organisational culture**. Andri Georgiadou, London Metropolitan University.

Session 18-b

Tuesday 2nd July, 13.30 – 15.00, Room D4

**Pulling the Rug from Under our Feet? A Critical Evaluation of the Scholarly Pursuit of the Value-in-Diversity Argument for Women’s Representation in Leadership Positions**. Jenny Hoobler, University of Illinois at Chicago, Department of Managerial Studies and Nkomo Stella, University of Pretoria.

**Feminist perspectives in research and practice: characterizing neoliberal feminism**. Florence Villesèche, Copenhagen Business School.

**On-line recruitment methods and implications for diversity management**. Valerie Caven and Paul Williamson, Nottingham Trent University, Nottingham Business School.

* **Stream 19 National and International Thematic Perspectives on Equality, Diversity and Inclusion**

Convenor: Alain Klarsfeld, Toulouse Business School

Session 19-a

Tuesday 2nd July, 13.30 – 15.00, Room A36

**Multiculturalism as a Strategy for National Competitiveness: The Case for Canada and Australia.** Eddy Ng, Dalhousie University, and Isabelle Metz, Melbourne Business School.

**Anti-discrimination legislation in the Caribbean – The case of Trinidad and Tobago**. Jacqueline Stephenson, University of Exeter.

**A comparison of Lesbian, Gay, Bisexual, Transgender and Queer rights in South Africa and the USA.** Lize Booysen, Antioch University, and Heather R. Wishik, University of South Africa and Batten Institute, Darden School, University of Virginia.

Session 19-b

Tuesday 2nd July, 15.30 – 17.00, Room A36

**Diversity management in Catalonia**, Conxita Folgueira, ESADE, Barcelona.

* **Stream 20 Doctoral Colloquium**

Convenors: Joana Vassilopoulou, School of Business, Management and Economics, University of Sussex and Dorota Bourne, Queen Mary University London

Session 20-a

Monday 1st July, 16.00 – 17.30, Room A36

**Preliminary findings of a pilot study in a primary school in Athens: How do teachers experience and understand the current situation of socioeconomic crisis and rising xenophobia in Greece?** Maria Chalari University of London, Institute of Education.

**Bicultural Experience and Career Enhancing Behaviour in the Professions**. Jonathan Ashong Lamptey, London School of Economics.

**The Equality Act 2010: refracting the hierarchies and norms in equality and diversity scholarship**. Helen Mortimore, University of Plymouth, Plymouth Business School.

Session 20-b

Tuesday 2nd July, 10.30 – 12. 00, Room A36

**The UK Research Excellence Framework- a transparent enabler or an inequality catalyst?** Emily Yarrow, Queen Mary University of London.

**The Effects of Repatriation on the Psychological Contract: A Saudi Arabian Case Study**. Maryam Aldossari, Queen Mary University of London.

**A Feminist Reappraisal of careers in the HR profession**. Elaine Yerby, University of East London.

Session 20-c

Wednesday 3rd July, 09.00 – 10.30, Room D12

**Inclusive Practices in Academic Work**. Pirjo Tiittala Aalto University School of Business.

**The Entrepreneurial Scientist - An intersectional analysis of subjectivation processes of researchers in the Entrepeneurial University**. Katharina Kreissl, WU Vienna, Department of Management.

**A Review of Leadership Theory from a Gender and Race Perspective**. Clifford Lewis, Queen Mary University of London.

Session 20-d

Wednesday 3rd July, 11.00 – 12.30, Room D12

**The Contradictory Forces that Lead to Cosmopolitanism: Exploring the Identity Process of Multi-Culturals**. Farah Shakir, IESE Business School.

**Doing Diversity: Equality and diversity consultancy and training practices in the UK**. Deborah Brewis, University of Warwick.

**Careers of women academics in Business Schools: A comparison between the United Kingdom, France and Sweden**. Maria Gribling, Birmingham Business School, University of Birmingham.

* **Workshop 1.** **Female entrepreneurs and business owners**

Convenors: Dianah Worman, CIPD Public Policy Adviser, Diversity and Claire McCartney, CIPD Adviser, Resourcing and Talent Planning

Session WK1-a

Tuesday 2st, 15.30 – 17.00, Room A43

Entrepreneurs and SME’s continue to stimulate economic growth in a very difficult climate. The CIPD is currently undertaking research looking at what organisations of all sizes can learn from entrepreneurial organisations and their approaches to business and people management.

A key part of the research is to explore the worlds of female entrepreneurs – their motivations, leadership style, obstacles experienced and overall lessons learnt. Claire and Dianah are currently undertaking research interviews with a diverse range of women to be published as part of a broader series in May which will also look at leadership and talent practices, enabling intrapreneurs within organisations and the issue of youth enterprise.

In this interactive session Claire and Dianah will share their research insights and explore the main discussion points arising from the research with delegates.

**Workshop 2. Can Gender Transform Organizations? Experiences from the FESTA Project**

Session WK2-a

Monday 1st July, 14.00 – 16.00, Room A32

**Workshop 2a. Rhetoric and Reality: Clearing a Path through the Maze (led by UL, Pat O’Connor and Clare O’Hagen)**

Case Study Presentation: Rhetoric and Reality

We will present a case study of FESTA Work Package 3: Task 3.1 which will include the research design: theoretical framework, data collection and analysis. We will also discuss the most and least useful sites of intervention and the most and least legitimate drivers of gendered change.

Key points in the presentation will include:

Rhetoric vs Reality; Macro vs Micro Politics; Resistance vs Acceptance; Organisation Culture vs Organisation Structure; Structure vs Agency.

Comparative Analyses of findings between Men and Women in same university

Comparative Findings between partner universities.

Panel Discussion

The case study will be discussed by a panel of Scientific Advisory Group Members, who will make recommendations /observations based on their experience in relation to the theoretical framework, data collection, analysis and implementation of action plans.

Facilitated Workshop

Open discussion between participants, panel and Scientific Advisory Group, to discuss

* creating awareness
* overcoming resistance
* transforming culture

Outcome

Clearing a path through the maze – the way forward.

Session WK2-b

Tuesday 2nd July, 10.30 – 12.30, Room D12

**Workshop 2b Making Gendered Realities Visible: Sparking Everyday Revolutions (led by SDU, Eva Sophia Myers and Liv Baisner).**

Case Study Presentation

A case study presenting FESTA Work Package 3: Task 3.2 : Awareness Raising at Organizational Level.

The presentation will cover the project’s build-up of debate material based on extensive statistical data collection and analysis as well as the planning, training and facilitation of debates in scientific units – the objective if which is to raise organizational awareness and thereby to spark new insights as well as reasons and motivations for organizations and their constituent people to actively include and engage a diverse workforce.

Key points in the presentation include

* Objectives, intentions and ambitions for the debates
* Design considerations and strategic objectives: bottom up vs top-down and implications?
* Worries and hopes, obstacles and/or resistance

Panel Discussion

The case study will be discussed by a panel of Scientific Advisory Group Members, who will make recommendations /observations based on their experience in relation to the theoretical framework, data collection, analysis and implementation of action plans.

Facilitated Workshop

Open discussion between participants, panel and Scientific Advisory Group particularly focusing on experiences of creating awareness of gender change at organizational level and how to address resistance.

Outcome

Reflections on how to foster organizational awareness and through this to creating gender change and overcoming resistance in implementing task 3.2.

Session WK2-c

Tuesday 2nd July, 16.00 – 18.00, Room D12

**Workshop 2c Change is Possible – Good Practice at European Universities (led by RWTH, Andrea Wolffram and Manuela Aye).**

Case Study Presentations

Universities in Europe present case studies on how they successfully implemented gender change strategies and achieved a commitment to gender change among the university members.

* Women, research and universities: excellence without gender bias –Experiences from LERU (Prof. Simone Buitendijk);
* University of Edinburgh, Winner of Athena Swan Gold Medal Award (Eilidh Fraser inquired);
* Tromsø University, Norway, winner of National Gender Equality Prize (Prof. Curt Rice).
* RWTH Aachen University, Germany – evaluated as highly successful in implementing gender equality through the German Research Foundation (Dr. Andrea Wolffram);

Panel Discussion

The case study will be discussed by a panel of Scientific Advisory Group Members, who will make recommendations /observations based on their experience in relation to the theoretical framework, data collection, analysis and implementation of action plans.

Facilitated Workshop

Open discussion between participants, panel and Scientific Advisory Group, to discuss

* What were the reasons for initiating change?
* Can change only happen when the business case is addressed? Has the justice case become an obsolete concept?
* How can an effective knowledge transfer be achieved that considers the variety among European universities with regard to structures, cultures and practices?

Outcome

These different approaches will provoke lively debate in the workshop as well as providing best practice examples of ways to create and implement gender change.