



Programme

EDI Conference Montreal 2018

VERSION DATED 2018-08-15

TANIA SABA, EDI MONTREAL 2018 - CONFERENCE CHAIR



EDI 2018 MONTREAL CONFERENCE IS CO-ORGANIZED

CHAIRE BMO EN DIVERSITÉ
ET GOUVERNANCE





- The EDI 2018 Conference will take place in **the Pavillon Jean-Brillant of the Université de Montréal**, which is located at 3200, Jean-Brillant Street at approximately four hundred (400) metres from the University of Montreal's Metro Station and five hundred (500) meters for the Cote-Des-Neiges Metro Station. (Please see <https://www.edi-conference.org/ConferenceVenue.php> for more travel details).
- Registration Desk is located on the 2nd floor of the Pavillon Jean-Brillant (Please follow banners)
- Plenary sessions will be held on the 2nd floor in Amphitheater B2325 (next to the Registration Desk).
- Parallel sessions will be held on the 3rd floor of the Pavillon Jean-Brillant in Rooms B3315, B-3325 and B-3335 (see Programme below for more details) – All rooms are equipped with laptops.
- Media Room is C2090.
- Please note that the EDI conference is paper free, please refer regularly to the website for updates during the conference.



EDI 2018 MONTREAL CONFERENCE PROGRAMME

THURSDAY, AUGUST 16TH, 2018

07:30 – 08:45

Registration and Continental Breakfast

08:45 – 09:20

Welcome Speech



- *Guy Breton, Rector, Université de Montréal, Quebec.*
- *Sylvie Marois, Senior Vice-President, BMO Bank of Montreal – Private Banking, Quebec.*

Opening Remarks

- *Tania Saba, EDI 2018 Conference Chair
BMO Chaired Professor in Diversity and Governance and Professor of Industrial Relations, Université de Montréal, Quebec.*

B-2325

09:30 – 10:45



Plenary Session I – Progresses, Setbacks and New Challenges facing Women and Work




- *Wendy Cukier, Founder and Director Diversity Institute, Professor in Information Technology Management, Ted Rogers School of Management, Ryerson University, Ontario.*
- *Hélène-Lee Gosselin, Professor and Director, Institut Femmes, Sociétés, Égalité et Équité (IFSEE), Faculty of Business Administration, Université Laval, Quebec.*
- *Diane Lemieux, CEO, Commission de la construction du Québec (CCQ), Quebec.*


B-2325

Panel Chair: Marie-Thérèse Chicha, EDI Conference co-organizer, Chaired Professor in Ethnic Relations and Professor of Industrial Relations, Université de Montréal, Quebec.

10:45 – 11:15	Coffee Break
11:15 – 12:45  B-2325	<p>Plenary Session II – Progresses, Setbacks and New Challenges facing Aboriginal People and Work</p> <ul style="list-style-type: none"> • <i>Suzanne Mills, Professor and Graduate Chair in Labour Studies, Geography and Earth Sciences, McMaster University, Ontario.</i> • <i>Audrey Murray, President, Commission des partenaires du marché du travail, Government of Quebec.</i> • <i>Étienne Rivard, Professor of Geography in the Department of Humanities and Social Sciences, University of Saint-Boniface, Manitoba.</i> • <i>Tanya Sirois, Executive Director, National Association of Friendship Centres, Quebec.</i> <p>Panel Chair: Marie-Eve Dufour, Professor, Faculty of Business Administration, Université Laval, Quebec.</p>
12:45 – 13:45	Lunch Break
13:45 – 15:00  B-2325	<p>Plenary Session III – Progresses, Setbacks and New Challenges facing Visible Minorities and Work</p> <ul style="list-style-type: none"> • <i>Marie-Thérèse Chicha, EDI Conference co-organizer, Chaired Professor in Ethnic Relations and Professor of Industrial Relations, Université de Montréal, Quebec.</i> • <i>Marc-Edouard Joubert, President, Conseil régional Montréal Métropolitain, Fédération des travailleurs et travailleuses du Québec (FTQ), Quebec.</i> • <i>Mustafa Ozbilgin, Professor of Organisational Behaviour at Brunel Business School, London, co-Chair Management et Diversité at Université Paris Dauphine, Visiting Professor of Management at Koç University in Istanbul.</i> • <i>Myrlande Pierre, Associate Researcher, Research Center on Immigration, Ethnicity and Citizenship, Université du Québec à Montréal, Quebec.</i> <p>Panel Chair: Hélène-Lee Gosselin, Professor and Director, Institut Femmes, Sociétés, Égalité et Équité (IFSEE), Faculty of Business Administration, Université Laval, Quebec.</p>

15:00 – 16:30	Parallel Streams and Workshops
B-3315	<p>Stream 2 Striving for Gender Equality: One Step Forward, Two Steps Back? Chairs Melanie Crofts, De Montfort University Leicester, UK; Kimberley Hill, University of Northampton, UK</p>
	<p><i>Organisational processes related to maternity leave and the return to work.</i> Caroline Millar, Queen's University Belfast (QUB), Northern Ireland</p> <p><i>Surpassing One Self: Men's Responsibilities with Respect to Women's Exclusion in the Canadian Space Industry.</i> Stefanie Ruel, Concordia University, Canada</p> <p><i>A Researcher's Reflection: Entering Early Academia as a Young Female.</i> Rebecca Barrick, University of Northampton, UK</p> <p><i>Gender as Performance Experiences of Men and Women's Career Advancement in Indian ICT Workplaces.</i> Aparna Venkatesan, University of Sussex, UK</p>
B-3325	<p>Stream 4 Analyzing the Complex Challenges of the LGBTQ Community in the 21st Century Chair Richard Gregory Johnson III, University of San Francisco, USA</p> <p><i>Turning the Key: How to Use the Pink Passkey for Residential Care Homes in The Netherlands to Enhance the LGBT-Friendliness of Daily Caring Practices.</i> Krystal Honsbeek, Radboud University Nijmegen, Netherlands</p> <p><i>Can I Just Be Me? – LGBT Discrimination in the Commonwealth Caribbean.</i> Jacqueline Stephenson, University of the West Indies, Trinidad and Tobago</p> <p><i>The Populist Challenge to the LGBTQ Community in the Twenty-First Century.</i> Wallace Swan, Walden University, USA</p> <p><i>Agentic Participation of LGBT Workers in the Creation of Safe Space.</i> Mendiola Calleja, Ateneo de Manila University, Philippines; Patricia Elisse K. Aguinaldo, Ateneo de Manila University, Philippines; Roxette Joy M. Angelia, Ateneo de Manila University, Philippines; Yvonne Lara C. De Castro, Ateneo de Manila University, Philippines</p>

 B-2325	<p>Stream 7 Labour Market Integration of Immigrants: Many Challenges of Diversity Chairs Marie-Thérèse Chicha, Université de Montréal, Canada; Karine Bellemare, Diversity Research, Canada; Umut Riza Ozkan, Université de Montréal, Canada; Fahimeh Darchinian, Université de Montréal, Canada</p> <p>Session Chair: Umut Riza Ozkan, Université de Montréal, Canada</p>
	<p><i>Participation and Inclusion of Immigrants and Ethno Cultural Minorities: New Pathways to Explore</i></p> <p><i>Participation of Immigrants and Ethnocultural Minorities: Overview and New Approaches.</i> Solene Lardoux, Université de Montréal, Canada; Vissého Adjiwanou, University of Cape Town; Véronique Deslauriers, Université de Montréal, Canada; Bénédict Nguigain, Université du Québec à Montréal, Canada</p>
	<p><i>Quebec's ICT Economic Sector: Diversity in the Workplace and Interculturation.</i> Michel Racine, Université Laval, Canada</p>
	<p><i>Integration of Health Professional Women Immigrants: New forms of Discrimination.</i> Karine Bellemare, Diversity Research, Canada; Marie-Thérèse Chicha, Université de Montréal, Canada</p>
	<p><i>Quebec City's Intersectional Audit Study: Looking for Invisible Gendered Ethnic Discrimination at the Resume Screening Stage of Hiring.</i> Jean-Philippe Beaugard, Université Laval, Canada</p>
B-3335	<p>Stream 8 Diversifying Academia: Current Challenges and Future Prospects Chair Christine Rothmayr Allison, Université de Montréal, Canada; Alexie Labelle, Université de Montréal, Canada; Saaz Taher, Université de Montréal, Canada</p> <p><i>Diversity in Leadership across Ontario Universities: An Exploratory Analysis.</i> Wendy Cukier, Ryerson University, Canada; Roger Pizarro Milan, University of Toronto, Canada</p> <p><i>A Political Science by Whom? Descriptive, Substantive, and Symbolic Representation within Quebec's Political Science Departments.</i> Alexie Labelle, Université de Montréal, Canada; Saaz Taher, Université de Montréal, Canada</p> <p><i>Making Scholarship Visible: Do Awards and Keynote Events Contribute to Diversify the Discipline of Political Science?</i> Christine Rothmayr Allison, Université de Montréal, Canada; Isabelle Engeli, University of Bath, UK</p> <p><i>Hiring of Permanent Faculty as a Tool for Anti-racist Inclusion: A Case Study Suggesting Best Practices</i> Ludger Viefhues-Bailey, Le Moyne College, USA</p>

16:30 – 17:00	Tea Break
17:00 – 18:30	Parallel Streams and Workshops
B-3315	<p>Stream 1A Rethinking Diversity Frameworks and Practical Implications Chairs Tania Saba, Université de Montréal, Canada; Marie-Thérèse Chicha, Université de Montréal, Canada; Mustafa Ozbilgin, Brunel University, UK; Joana Vassilopoulou, Brunel University, UK</p> <p>Session Chair: Mustafa Ozbilgin, Brunel University, UK</p>
	<p><i>Impact Of Newly-Designed Diversity Climate on Organizational Commitment: The Special Role of Social Integration.</i> Gaelle Cachat-Rosset, Toulouse Business School, France</p>
	<p><i>The Buffering Effect of Workplace Spirituality in the Relationship between Social Media Use and Employee Wellbeing.</i> Lilian Otaye-Ebede, Liverpool Business School, UK</p>
	<p><i>Radical Intersubjectivities and Engaged Mindfulness: A Mindful Mindset Framework for EDI Research.</i> Ram Mahalingam, University of Michigan, USA</p>
	<p><i>Alterity through Horse-Power: Translating Critical Diversity Management Thinking into Practical Organizational Interventions.</i> Carolyn Ossenkop, Radboud University Nijmegen, Netherlands</p>
 B-2325	<p>Stream 7 Labour Market Integration of Immigrants: Many Challenges of Diversity Chairs Marie-Thérèse Chicha, Université de Montréal, Canada; Karine Bellemare, Diversity Research, Canada; Umut Riza Ozkan, Université de Montréal, Canada; Fahimeh Darchinian, Université de Montréal, Canada</p> <p>Session Chair: Karine Bellemare, Diversity Research, Canada</p>
	<p><i>Skills and Career Development: a Complex Relationship for Immigrants and Ethnic Minorities</i></p>
	<p><i>Foreign Qualification Recognition of Internationally Trained Pharmacists.</i> Umut Riza Ozkan, Université de Montréal, Canada</p>
	<p><i>Asylum Seekers Arriving from the United States to Manitoba: Trajectories and Challenges of Inclusion.</i> Faïçal Zellama, Université de Saint-Boniface, Canada; Patrick Noel, Université de Saint-Boniface, Canada</p>

Career Orientation of Immigrant-background Young Adults in Québec: The Experience of Discrimination.

[Fahimeh Darchinian](#), Université de Montréal, Canada

The Career of Skilled Migrants: A Literature Review and Future Research Agenda.

[Ali Farashah](#), Umeå University, Sweden

B-3325

Stream 11 Between Social Justice and Functionalism Diversity in Higher Education – Comparative Perspectives

Chairs

[Carola Bauschke-Urban](#), University of Applied Sciences Fulda, Germany; [Mark A. Gooden](#), Teachers College University Columbia, USA; [Victoria Showunmi](#), Maynooth University, Ireland; [Felizitas Sagebiel](#), University of Wuppertal, Germany.

Diversity in Higher Education: The role of Leaders in Closing the Ethnicity Attainment Gap.

[Kenisha Linton](#), University of Greenwich, UK; [Nona McDuff](#), Kingston University, UK

Diversity and Education in England.

[Victoria Showunmi](#), Maynooth University, Ireland

Leaders Changing How They Act by Changing How They Think: Applying Principles of an Anti-Racist Principal Preparation Program.

[Mark A. Gooden](#), Columbia University, USA; [Bradley W. Davis](#), University of Texas at Arlington, USA; [Daniel D. Spikes](#), Iowa State University, USA; [Dottie L. Hall](#), Massachusetts Institute of Technology - Sloan School of Management; [Linda Lee](#), McMaster University, Canada

Migling: To become or not become an engineer.

[Carola Bauschke-Urban](#), Fulda University of Applied Sciences, Germany

FRIDAY, AUGUST 17TH, 2018

07:30 – 08:45	Continental Breakfast
08:45 – 09:45	<p>OECD – Comparative Results on Managing Diversity</p> <ul style="list-style-type: none"> • <i>Thomas Liebig (By Videoconferencing), Senior Economist in the International Migration Division, OECD Directorate for Employment, Labour and Social Affairs, Paris.</i> <p>Introduction Remarks,</p> <ul style="list-style-type: none"> • <i>Manon Poirier, Executive Director, Ordre des conseillers en ressources humaines agréés, Quebec</i>
09:45 – 11:15	<p>Plenary Session IV – Progresses, Setbacks and New Challenges facing People with Disabilities and Work</p> <ul style="list-style-type: none"> • <i>Suzanne Bruyère, Professor of Disability Studies and Director of the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, ILR, Cornell University, NY.</i> • <i>Anne Hébert, Executive Director, Office des personnes handicapées du Québec (OPHQ), Quebec.</i> • <i>Saul Schwartz, Professor, School of Public Policy and Administration, Carleton University, Ontario.</i> <p>Panel Chair: Christine Rothmayr Allison, Professor and Chair, Department of Political Science, Université de Montréal, Quebec</p>
11:15 – 11:30	Coffee Break
11:30 – 13:00	Parallel Streams
B-3315	<p>Stream 1B Rethinking Diversity Frameworks and Practical Implications</p> <p>Chairs Tania Saba, Université de Montréal, Canada; Marie-Thérèse Chicha, Université de Montréal, Canada; Mustafa Ozbilgin, Brunel University, UK; Joana Vassilopoulou, Brunel University, UK</p> <p><i>Transcending Borders: Lessons from India and the UK on Transgender Inclusion in the Workplace.</i> Ciaran McFadden, Edinburgh Napier University, UK; Geeta Mishra, Amity College of Commerce & Finance, Amity University, Noida, India</p> <p><i>The State, Unions and Professionals in Contracting Processes: Defeating Gender Equality in a Gender Neutral Setting.</i> Orly Benjamin, Bar-Ilan University, Israel</p> <p><i>Discrimination in recruitment: Focus on gender discrimination in Moroccan small and medium enterprises.</i> Bouchra Belmouffeq, University Hassan II, Morocco</p>

Social Integration and Higher Education: People with Disabilities Integration in a Management School.

[Sana Guerfel-Henda](#), Amiens School of Management, France; [Manal El Abboubi](#), Université Mohamed V Agdal, Morocco; [Aziza Mahil](#), Université Hassan 2, Morocco

B-3325

Stream 1C Diversity, Social Actions and Ethics

Chairs Tania Saba, Université de Montréal, Canada; Marie-Thérèse Chicha, Université de Montréal, Canada; Mustafa Ozbilgin, Brunel University, UK; Joana Vassilopoulou, Brunel University, UK

Session Chair : Joana Vassilopoulou, Brunel University, UK

Broadening the Scope of Societal Action in Companies. The Caregivers example.

[Maria Giuseppina Bruna](#), IPAG Business School, France; [Nathalie Montargot](#), La Rochelle Business School, France

Caring Inclusion and the Transformation of Social Identity.

[Brent Lyons](#), York University, Canada

How Leaders' Diversity Ideologies Influence Followers' Perceptions of their Leader as Ethical.

[Carolyn T. Dang](#), University of New Mexico, USA; [Sabrina Volpone](#), University of Colorado Boulder, USA; [Elizabeth E. Umphress](#), University of Washington Seattle, USA

Values and Conflicts of Values in Organizations. Towards New Approaches of Social Justice?

[Matthieu de Nanteuil](#), Université Catholique Louvain-La-Neuve, Belgium; [Camilla Scola](#), Université Catholique Louvain-La-Neuve, Belgium



B-2325

Stream 3 A New Retirement Paradigm?

Chairs Marie-Eve Dufour, Université Laval, Canada; Tania Saba, Université de Montréal, Canada; Yves Carrière, Université de Montréal, Canada

Session Chair : Émilie Genin, Université de Montréal, Canada

Early Retirement and Return to Work: Explanatory Factors of Different Retirement Trajectories.

[Marie-Eve Dufour](#), Université Laval, Canada; [Tania Saba](#), Université de Montréal, Canada


Having to Balance Work and Caregiving: A Growing Issue among Older Workers in Canada.

[Yves Carrière](#), Université de Montréal, Canada; [Yann Décarie](#), Université de Montréal, Canada; [Janice Keefe](#), Mount Saint Vincent University, Canada; [Jacques Légaré](#), Université de Montréal, Canada

	<p><i>The Influence of Compensation Practices on the Extension of Working Life of Older Workers: A Survey of Employers in the Finance and Insurance Sector.</i> Sylvie St-Onge, HEC Montréal, Canada; Marie-Eve Beauchamp Legault, HEC Montréal, Canada; Félix Ballesteros-Leiva, HEC Montréal, Canada; Victor Haines, Université de Montréal, Canada; Tania Saba, Université de Montréal, Canada</p>
B-3335	<p>Stream 4 Analyzing the Complex Challenges of the LGBTQ Community in the 21st Century Chair Richard Gregory Johnson III, University of San Francisco, USA</p>
	<p><i>The Emperor Still Has No Clothes: Sexuality Blindness and the Need to Rewrite Sexuality in Organizations.</i> Oscar Holmes IV, Rutgers, The State University of New Jersey, USA</p>
	<p><i>Sexual Orientation Occupational Stereotypes.</i> Amanda Hancock, Memorial University of NL, Canada</p>
	<p><i>Does Applicant Sexual Orientation Influence Perceived Person-Job Fit? An Integration of Role Congruity and Implicit Inversion Theory.</i> Heather Clarke, University of Wisconsin - Green Bay, USA</p>
	<p><i>The Ascertainment Period: Exploring the Identity Management of LGB Employees Entering a New Workplace.</i> Ciaran McFadden, Edinburgh Napier University, UK</p>
13:00 – 14:00	Lunch Break
14:00 – 15:30	<p>Plenary Session V –Progresses, Setbacks and New Challenges facing Aging and Work</p> <ul style="list-style-type: none"> • <i>Yves Carrière, Professor and Chair, Department of Demography, Université de Montréal, Quebec.</i> • <i>François Lamoureux, President, Conseil consultatif du travail et de la main-d'œuvre (CTM), Government of Quebec.</i> • <i>Eddy Ng, Manning Chair in Economics and Business and Professor of Organizational Behaviour, Dalhousie University, Nova Scotia.</i> • <i>Tania Saba, EDI 2018 Conference Chair, BMO Chair in Diversity and Governance and Professor of Industrial Relations, Université de Montréal, Quebec.</i> <p>Panel Chair: Yves Carrière, Professor and Chair, Department of Demography, Université de Montréal, Quebec.</p>



B-2325

15:30 – 15:45	Tea Break
15:45 – 18:15  B-2325	<p>SPECIAL WORKSHOP ORGANIZATIONAL EXPERIMENTATIONS IN EDI Sponsored by the Ordre des CRHA du Québec</p> <p>Workshop Chair: Tania Saba, EDI 2018 Conference Chair, BMO Chair in Diversity and Governance and Professor of Industrial Relations, Université de Montréal, Quebec.</p>
	<p><i>From Diversity to Inclusion: Why and How We Should Change our Focus?</i> Dimitri Girier, Head of Diversity and Inclusion and Catherine Newman, VP Finance and Treasury, Member of executive diversity taskforce, BNC/National Bank of Canada</p>
	<p><i>The 2nd Canadian Division Seizes Opportunity for Diversity and Inclusion.</i> André Jean, CD CRHA, Captain adjt, Co-chairman and Founder Diversity + Team, Personnel Services, 2nd Canadian Division Support Group, Canadian Armed Forces</p>
	<p><i>Changing the Lens: How Can a Public Broadcaster Remain Relevant to a New Public.</i> Luc Simard, Director, Diversity and Citizen Relations, Radio-Canada/CBC</p>
	<p><i>Reinventing the Work, Training and Integration of Diverse Talent in the Era of Artificial Intelligence.</i> Julie Hubert, CEO, Workload, Quebec</p>
	<p><i>A Job in Quebec: An Innovative Process to Promote the Employment Integration of Immigrants in the Quebec Regions.</i> Benoît Malric, Director Strategic Initiatives, Fédération des chambres de commerce du Québec</p>
	<p><i>Inclusive Montreal: A Vision to Accelerate the Process of Socio-Economic Integration of Newcomers.</i> Jessica Lagacé-Banville, Planning Advisor, BINAM (Newcomer Integration Office in Montreal), City of Montreal</p>

16:00 –17:30	Parallel Stream
B-3315	<p>Stream 9 Work, Remuneration and Social Protection as Enablers of a Dignified Existence Chairs Ines Meyer, University of Cape Town, South Africa; Stuart Carr, Massey University, New Zealand; Molefe Maleka, Tshwane University of Technology, South Africa</p> <p><i>Living Wages for a Decent Life: What we Know So Far.</i> Ines Meyer, University of Cape Town, South Africa; Stuart C. Carr, Massey University, New Zealand; Molefe Jonathan Maleka, Massey University, New Zealand</p> <p><i>Of Wages and Capabilities: An Economic and Psychological Approach to Estimating Living Wage in the Philippines.</i> Mendiola Calleja, Ateneo de Manila University, Philippines; Donald Jay Bertulfo, Ateneo de Manila University, Philippines; Jose Antonio R. Clemente, Ateneo de Manila University, Philippines; Ligaya M. Menguito, Ateneo de Manila University, Philippines</p> <p><i>Living Wages, Quality of Life and Work Life in Southern Africa: Empirical Evidence from Five Countries.</i> Molefe Jonathan Maleka, Massey University, New Zealand; Ines Meyer, University of Cape Town, South Africa; Jane Parker, Massey University, New Zealand</p>
19:30 – 20:00	<p>Cocktail Reception at Portus 360 (https://portus360.com) Launch BMO Chair in Diversity and Governance – Université de Montréal</p>
20:00 – 23:00	<p>Conference Gala Dinner – Portus 360 (https://portus360.com).</p>

SATURDAY, AUGUST 18TH, 2018

08:30 – 09:30	Coffee
09:30 – 11:30	Workshops
B-3315	Doctoral Workshop Victoria Showunmi , Maynooth University, Ireland
B-3325	Special Workshop <i>Moving through Politics: The STREET of MEMORIES - Biographical and Professional Identities in the Context of Diversity</i> Verena Bruchhagen , Technische Universität Dortmund, Germany
10:00 – 11:30	Parallel Streams
B-2325	Stream 1D Gender Diversity in Management: New Insights? Chairs Tania Saba , Université de Montréal, Canada; Marie-Thérèse Chicha , Université de Montréal, Canada; Mustafa Ozbilgin , Brunel University, UK; Joana Vassilopoulou , Brunel University, UK Session Chair: Mustafa Ozbilgin , Brunel University, UK
	<i>Beyond Gender? ‘Comply or Explain’ and Diversity on Corporate Boards.</i> Wendy Cukier , Ryerson University, Canada; Suzanne Gagnon , McGill University, Canada; Samantha Jackson , Ryerson University, Canada
	<i>Professional Equality Between Women and Men: What are Quebec Employers Doing?</i> Émilie Genin , Université de Montréal, Canada; Mélanie Laroche , Université de Montréal, Canada
	<i>One Step Forward, Two Steps Backwards? Women’s Struggles for Voice in Online Platforms.</i> Shlomit Aharoni Lir , Brandeis University, USA
	<i>Gender Diversity of HR Managers in MNC Subsidiaries: Organizational Level Explanations.</i> Sondes Turki , Université de Montréal, Canada

<p>B-3315</p>	<p>Stream 2 Striving for Gender Equality: One Step Forward, Two Steps Back? Chairs Melanie Crofts, De Montfort University Leicester, UK; Kimberley Hill, University of Northampton, UK</p>
	<p><i>Women’s Right at Crossroads in Nigeria Forward Ever, Backward Never the Battle for the Passage of Gender and Equal Opportunities.</i> Joy Ezeilo, University of Nigeria, Nigeria</p>
	<p><i>The Sooner the Worst! How Perceived Gender Discrimination affects Young Pakistani Women’s Aspirations to the Upper Echelons in Management.</i> Nosheen Sarwat, Bahauddin Zakariya University, Pakistan</p>
	<p><i>Striving for Gender Equality in Post Conflict Africa.</i> Abiola Akiyode-Afolabi, University of Lagos, Nigeria</p>
<p>B-3325</p>	<p>Stream 7 Labour Market Integration of Immigrants: Many Challenges of Diversity Chairs Marie-Thérèse Chicha, Université de Montréal, Canada; Karine Bellemare, Diversity Research, Canada; Umut Riza Ozkan, Université de Montréal, Canada; Fahimeh Darchinian, Université de Montréal, Canada</p> <p>Session Chair: Fahimeh Darchinian, Université de Montréal, Canada</p> <p><i>Barriers to immigrant and ethnic minorities career development</i></p>
	<p><i>Colonization of Knowledge, Postcolonial Knowledge Structures and Language.</i> David Wutchiett, Université de Montréal, Canada</p>
	<p><i>Professional Reskilling as A Strategy to Face Deskilling: The Case of Domestic Workers in Québec.</i> Laurence Matte Guilmain, Université du Québec à Montréal, Canada</p>
	<p><i>The Regionalization of the Immigrant Workforce: A Study of Challenges for Employers in the Estrie Region.</i> Sébastien Arcand, HEC Montréal, Canada; Wassila Merkouche, Université de Montréal, Canada; Sylvie St-Onge, HEC Montréal, Canada; Felix Ballesteros-Leyva, HEC Montréal, Canada</p>

B-3335	<p>Stream 14 Institutional and Organizational Experimentation in Equality, Diversity and Inclusion Chairs Tania Saba, Université de Montréal, Canada; Marie-Thérèse Chicha, Université de Montréal, Canada; Igor Volkov, Université du Québec en Outaouais, Canada</p> <p>Session Chair: Igor Volkov, Université du Québec en Outaouais, Canada</p>
	<p><i>Food for Inclusion.</i> Nikki Cavernelis, University of Cape Town, South Africa</p>
	<p><i>Is Inclusion the Key to Effective Diversity Management in Public Sector Organisations? An Examination of the Ontario Public Service.</i> Frank L.K. Ohemeng, Carleton University, Canada; Jocelyn McGrandle, Concordia University, Canada</p>
	<p><i>"Ethno-Cultural" Diversification and its Impact on the Attitudes toward Immigration in Europe.</i> Adam Nemeth, University of Pecs, Hungary</p>
	<p><i>Deploying Change Theory to Alleviate a Workforce Nationalization Issue.</i> Reynold James, Zayed University, U.A.E</p>
<p>11:45 – 13:00</p> <p>B-2325</p>	<p>Closing Remarks:</p> <ul style="list-style-type: none"> • Joana Vassilopoulo, Brunel University London, (UK), Erasmus University (Netherlands) • Streams Chairs
<p>13:00 – 14:00</p>	<p>Light lunch</p>