



**13th-14th Equality, Diversity and Inclusion
International Conference
12 -14 July 2021
IOP, Universität Bern, Switzerland**

Conference Program

Time Zone: Central European Summer Time (CEST, Bern)

Conference venue: Unitobler Building, Lerchenweg 36

Keynotes, panel, and the opening session will take place in Auditorium F 021,
all sessions of Channel 1 in Room F 011, and those of Channel 2 in Room F 007.

Monday, 12 July 2021

12 noon -
12:20

Zoom-Link 1 / Room F 021

Conference Opening

Thomas Köllen (conference chair), Universität Bern

12:30 -
2 pm

Channel 1 / Room F 011

Stream 7: Inequality mainstreaming? Unraveling adersion, ruptures and conceptual
shiftings in the politics of nondiscrimination and diversity from comparative perspectives
in (and beyond) Europe

Chair: Lisa Rosen

Do we belong here? Inclusive branding for minority group attraction

Ashokkumar Manoharan, Flinders University

Christina Scott-Young, RMIT University

Jessica Borg, RMIT University

What not to do: (In)justice enactment in handling sexual harassment complaints

Pavithra Kailasapathy, University of Colombo

Organisational decoupling in diversity management: A winning strategy or a hollow
victory?

Valerie De Cock, Université libre de Bruxelles

Pinar Celik, Université libre de Bruxelles

Claudia Toma, Université libre de Bruxelles

12:30 - Stream 6: Intersectionality and corporate social responsibility: Missing voices in global
2 pm value chains

Channel 2 / Room F 007

Chairs: Ram Mahalingam, Tania Jain

How can we best reduce speciesism? – A case study

Doris Schneeberger, WU Wien

Leadership inattention in addressing equality and diversity in project-based organizations

Marzena Baker, University of Sydney

Erica French, Queensland University of Technology

Muhammad Ali, Queensland University of Technology

Nonhuman animals as invisible stakeholders – interspecies diversity management and CSR

Doris Schneeberger, WU Wien

2:30 pm - Keynote: Towards effective allyship: Building equity and inclusion at work

4 pm

Zoom-

Link 2

Eddy Ng, Queen's University

4:30 pm - Stream 10: Gender equality in a socially sustainable world

6:30 pm

Channel 1

Chair: Fernanda Wagstaff

The effectiveness of a disruptive policy to increase gender equality at a STEM university

Janna Behnke, Eindhoven University of Technology

Sonja Rispens, Eindhoven University of Technology

Evangelia Demerouti, Eindhoven University of Technology

The gender gap in entrepreneurial finance: A literature review and a research agenda

Jie Li, Politecnico di Milano

Cristina Rossi-Lamastra, Politecnico di Milano

Massimo Gaetano Colombo, Politecnico di Milano

Candida Brush, Babson College

Does an apple fall far from the tree? The parental influence on young people's attitude towards job and future professional career development in South Korea

Shiny Park, University of Business and Society Ludwigshafen

Non-sustainability of gender and diversity policies – A survival strategy for organizations?

Lena Weber, Universität Paderborn

Julia Grulich, Universität Paderborn

4:30 pm -
6:30 pm
Channel 2

Stream 17: Creating sustainable work environments for migrants

Chairs: Katharina Crepaz, Katrin Roller

Organizing for education: A Munich case study on (female) migrant engagement in the 1970ies and 1980ies

Mona Bergmann, TU München

Ulrike Fettke, TU München

New immigrant belonging: Assessing community and organizational welcoming

Ryan Hron, Lakehead University

Kathy Sanderson, Lakehead University

Julia Whitney, Lakehead University

How diverse am I? A theory of diversity identification

Sabrina Volpone, University of Colorado Boulder

6:45 pm -
8:15 pm
Channel 2

Stream 1: General stream

Chair: Orly Benjamin

Inclusion in the COVID-19 Era

Andri Georgiadou, University of Nottingham

Solon Magrinos, The University of Birmingham

Dorothea Roumpi, Pennsylvania State University

Welfare Organizations and Economic Abuse: Street-Level Bureaucrats' exclusionary practices

Orly Benjamin, Bar Ilan University

Canadian multiculturalism: Steps towards representative bureaucracy

Andrew Lam, Dalhousie University

Eddy Ng, Queen's University

Tuesday, 13 July 2021

10:00 am -
11:30 am

Keynote: Perceptions of inequalities and policy preferences

Zoom-
Link 3

Jana Freundt, University of Fribourg

12:30 -
2 pm
Zoom-
Link 4

Stream 11: Deutscher Stream (German stream)

Chairs: Thomas Köllen, Gloria Kutscher

Kulturelle Ambidextrie - Wie Unternehmen ihre Organisationskulturen auf den digitalen Wandel vorbereiten können

*Stephan Schmucker, Universität Hamburg
Jan Christoph Mälck, Universität Hamburg*

Diese Session soll auch etwa eine Stunde lang die Möglichkeit bieten, sich über die Diversitätsforschung im deutschen Sprachraum auszutauschen, sich kennenzulernen und mögliche Anknüpfungspunkte für gemeinsame Projekt auszuloten.

12:30 -
2 pm
Zoom-
Link 5

Stream 12: Stream Français (French stream)

Chair: Marie Deferne

Entre promotion du changement social et conformité aux impératifs managériaux : quelle posture pour le conseil en égalité professionnelle ?

Soline Blanchard, Université de Lausanne

Cette session sera l'occasion d'échanger sur la recherche liée à la diversité dans le monde francophone, de faire connaissance et d'explorer des idées pour développer d'éventuels projets communs.

12:30 -
2 pm
Channel 1

Stream 13: Stream Italiano (Italian stream)

Chair: Simone Pulcher

Questa sessione offre a tutti coloro che si interessano di diversità nella comunità accademica italiana l'opportunità di conoscersi, scambiarsi idee e valutare lo sviluppo di progetti comuni.

12:30 -
2 pm
Channel 2

Workshop: Why and how we should approach EDI within a non-essentialist paradigm of culture?

Ganesh Nathan, Business School Lausanne

Paper included: Beyond the essentialist paradigm of culture: Comparing the role of national culture on management policies and practices in China and Japan

Zoe Zhu, Lancaster University Management School

2:30 pm -
4:00 pm
Channel 1

Stream 1: General stream

Chair: Thomas Köllen

Mandatory binationalism: Organizing multiple identities in a cross-border company

Simone Pulcher, Università degli Studi di Milano-Bicocca

Lia Tirabeni, Università degli Studi di Milano-Bicocca

Understanding versus liking: Disability similarity as a predictor of idiosyncratic deals

Christoph Breier, Universität St.Gallen

Miriam K. Baumgärtner, Universität St.Gallen

Amit Jain, Universität St.Gallen

Karin Maier, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

Stephan A. Böhm, Universität St.Gallen

Levels of pay or levels of pain? Migration, status and stratification in the GCC Arabian Gulf

Kathleen Park, Boston University

Eddy Ng, Queen's University

2:30 pm -
4:00 pm
Channel 2

Stream 10: Gender equality in a socially sustainable world

Chair: Fernanda Wagstaff

Do some stars shine brighter than others? Knowledge recombination in teams with female versus male stars

Himani Singh, Universität Mannheim

Mona Reber, Universität Mannheim

Leo Schmallenbach, Universität Mannheim

The role of negative stakeholders when implementing gender equality initiatives: An example from Norwegian academia

Laura Traavik, Kristiania University College

Irmelin Drake, Kristiania University College

Okelian doings: A champion of gender equality

Fernanda Wagstaff, The University of Texas at El Paso

Sarah Villanueva, The University of Texas at El Paso

Rawia Ahmed, Zayed University

Gabriela L. Flores, Southwestern University

Suzanne Ramirez, The University of Texas at El Paso

4:30 pm - Stream 16: 'Fitting in is the opposite of belonging': Creating sustainable organisations
6:30 pm through developing an inclusive culture
Channel 1 *Chairs: Salma Raheem, Lilian Otake-Ebede*

Confronting Ableism: The experiences of disabled employees in the workplace
Kehinde Olowookere, Coventry University

Unlocking diversity & inclusion: A social sustainability case
Valerie De Cock, Université libre de Bruxelles
Pinar Celik, Université libre de Bruxelles
Claudia Toma, Université libre de Bruxelles

The importance of inclusive leadership to facilitate employees inclusive behaviors and inclusion experiences
Janna Behnke, Eindhoven University of Technology
Sonja Rispens, Eindhoven University of Technology
Evangelia Demerouti, Eindhoven University of Technology

When diversity Isn't enough: Developing just and inclusive leaders
Angela Workman-Stark, Athabasca University

4:30 pm - Stream 20: Motherhood, work and the politics of equality
6:30 pm
Channel 2 *Chairs: Isabella Krysa, Mariana Paludi, Liela Jamjoom, Marke Kivijärvi*

Don't mother me: Organizational inequality and the role of care
Nina Winham, Saint Mary's University

Motherhood and organising: working mothers during Covid-19 in Chile and Argentina
Isabella Krysa, Fairleigh Dickinson University
Mariana Paludi, Universidad Mayor

"The Indian [we're] looking for:" The resignation of Canada's first indigenous dean of a law school
James Grant, Acadia University
Danielle Mercer, Acadia University

Personal reflections and collective resistance: Motherhood and caregiving at the intersection of PhD pursuits
Liela A. Jamjoom, University of Business and Technology
Kristin S. Williams, University of Eastern Finland
Nina Winham, Langara College
Kerry Hendricks, Lawrence Kinlin School of Business
Heidi Weigand, Dalhousie University
Shelley T. Price, St. Francis Xavier University
Nicholous Deal, Mount Saint Vincent University

7:30 pm - Conference dinner at Lötschberg, Zeughausgasse 16, Bern
open end <https://www.lotschbergbern.com/>
Afterwards (from about 10pm on): Drinks in the bars of Bern



Wednesday, 14 July 2021

10 am -
11:30 am
Channel 1

Stream 2: New diversity: Four generations of workforce

Chair: Annick van Rossem

Gender, generations and the good workplace : Sustainable talent strategies for gender across generations

Arjya Chakravarty, Management Development Institute

Radha Sharma , Management Development Institute

Tanuja Sharma , Management Development Institute

A social identity perspective on black millennials' turnover Intentions

Shona Smith, University of Texas at Arlington

Ariane Froidevaux, University of Texas at Arlington

Myrtle Bell, University of Texas at Arlington

Generation A: Untapping the talent of neurodivergent individuals

Amy Hurley-Hanson, Chapman University

Cristina Giannantonio, Chapman University

Amy-Jane Griffiths, Chapman University

10 am -
11:30 am
Channel 2

Stream 5: Charting new courses in LGBTQ research

Chairs: Oscar Holmes IV, Erhan Aydin, Emir Ozeren, Richard Gregory Johnson III

Studying dyadic social relationships to understand selective disclosure at work among lesbian, gay, and bisexual employees

Julian Rengers, Rijksuniversiteit Groningen

Rafael P.M. Wittek, Rijksuniversiteit Groningen

Sabine Otten, Rijksuniversiteit Groningen

Liesbet Heyse, Rijksuniversiteit Groningen

The state of the art and the future of the study of heteronormativity in the workplace

Sara López Corlett, Universidad de Sevilla

Donatella Di Marco, Universidad de Sevilla

Alicia Arenas, Universidad de Sevilla

The role of supervisor and coworker support on transgender employees' workplace disclosure and satisfaction

Caren Goldberg, Caren Goldberg, Ph.D., LLC

Valerie Willham, Caren Goldberg, Ph.D., LLC

12 noon -
1:30 pm
Channel 1

Stream 1: General stream

Chair: Joana Vassilopoulou

Intergroup contact and minority-majority relations in organizations. Multiple case studies of internationals in German organizations

Gernot Bohmann, Martin Luther Universität

Career progression of women in “the world’s happiest country”, Bhutan

Mahan Poorhosseinzadeh, Australian Institute of Business

Sangita De, Griffith University

Glenda Strachan, Griffith University

Intersectional inequality of middle-class Palestinian women in the Israeli labor market

Sarab Abu-Rabia-Queder, Ben-Gurion University

12 noon -
1:30 pm
Channel 2

Stream 1: General stream

Chair: Mustafa Özbilgin

Addressing differential degree awarding through critical-race methodologies

Melanie Crofts, De Montfort University Leicester

Diversity Management for the 21st Century: Employer responsabilisation and class-based diversity

Steve Vincent, Newcastle University

Elina Meliou, Aston Business School

Ana Lopes, Newcastle University

Mustafa Ozbilgin, Brunel University

What is intersectional equality? Defining an approach for feminist social justice

Dorian Woods, Radboud Universiteit

Yvonne Benschop, Radboud Universiteit

Marieke van den Brink, Radboud Universiteit

1:30 pm -
3 pm
Channel 1

Workshop: A 90 minute crash course on structural inequality in America

Chair: Natalie Gillard

3:15 pm -
4:45 pm

Plenary Session:

Faculty of color and navigating the choppy waters of a professor's life

Zoom-
Link 6

Moderator: Oscar Holmes IV, Rutgers University

Panelists:

Richard Gregory Johnson III, University of San Francisco

Victoria Showunmi, University College London

Mark Gooden, Columbia University