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
Conference Opening
Zoom-Link 1 / Room F 021
Thomas Köllen (conference chair), Universität Bern

12:30 - 2 pm
Stream 7: Inequality mainstreaming? Unraveling adversion, ruptures and conceptual shiftings in the politics of nondiscrimination and diversity from comparative perspectives in (and beyond) Europe
Channel 1 / Room F 011
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 - 2 pm  Stream 6: Intersectionality and corporate social responsibility: Missing voices in global 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 - 4 pm  Keynote: Towards effective allyship: Building equity and inclusion at work
Zoom-Link 2
Eddy Ng, Queen’s University

4:30 pm - 6:30 pm  Stream 10: Gender equality in a socially sustainable world
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 Gruhlich, Universität Paderborn
4:30 pm - 6:30 pm
Stream 17: Creating sustainable work environments for migrants
Channel 2
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
Stream 1: General stream
Channel 2
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  
Jana Freundt, University of Fribourg

12:30 - 2 pm  
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  
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  
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 conoscerli, scambiarvi idee e valutare lo sviluppo di progetti comuni.

12:30 - 2 pm  
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. Baumgartner, 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*

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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 Schmollenbach, 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 through developing an inclusive culture

Channel 1

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

Channel 2

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

https://www.lotschbergbern.com/

Afterwards (from about 10pm on): Drinks in the bars of Bern
Wednesday, 14 July 2021

10 am - 11:30 am
Stream 2: New diversity: Four generations of workforce
Chair: Annick van Rossem

Channel 1
Gender, generations and the good workplace: Sustainable talent strategies for gender across generations
Ariya 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 Giannantionio, Chapman University
Amy-Jane Griffiths, Chapman University

10 am - 11:30 am
Stream 5: Charting new courses in LGBTQ research
Chairs: Oscar Holmes IV, Erhan Aydin, Emir Ozeren, Richard Greggory Johnson III

Channel 2
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
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
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 responsibilisation 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
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
Moderator: Oscar Holmes IV, Rutgers University
Panelists:
Richard Greggory Johnson III, University of San Francisco
Victoria Showunmi, University College London
Mark Gooden, Columbia University