

## **Track no. 19: Practices of diversity and gender equality – the eruption of contemporary workplaces**

**Despite many years of work with diversity and gender inequalities at workplaces, these still exist and not everyone has the same access to jobs, careers, promotions or rewards in organizations. At the same time, demographical and political changes have increased demands on organizations to create more inclusive workplaces. In order to deepen our understanding for the challenges that these developments present for contemporary organizations, we invite scholars to submit papers focusing on practices of diversity, gender equality, and inclusiveness in organizations.**

The Nordic countries are known for encouraging progressive workplace policies. These policies, in part, help explain why Nordic countries enjoy a high percentage of women employed in the labor market. Still, the Nordic workplace is not entirely equal; not everyone has the same access to the job market, to promotions or rewards in organizations. These limitations are related to not only workers' gender but to their race, ethnicity, sexual orientation and/or ability rather than their capabilities and competencies. At the same time the demography of the Nordic countries is changing. Large groups of people will retire within the next decade and there are fewer workers entering the job market. Moreover, those new workers are increasingly diverse in terms of their ethnic and cultural background. Furthermore, the boundaries between public and private are eroding and more workers are demanding the right to express their identity openly and honestly. This means workplaces must be more accepting and accommodating to those who appear different from the traditional norm. These developments can be seen both as challenges and opportunities for organizations and their diversity/gender equality/inclusiveness policies and programs.

We welcome contributions focusing on changes of current (diversity and gender) management practices to make organizations more equal and inclusive. The topics of interest for this track include, but are not restricted to:

- The organization of diversity/gender equality/inclusiveness work (where is it placed and who is responsible for carrying out the work)
- Practices of gender diversity/gender equality/inclusiveness work (what is done and how it is done)
- Results of diversity/gender equality/inclusiveness work – who benefits and who is (still) marginalize?
- Resistance towards diversity/gender equality/inclusiveness work

- Insights and dilemmas when addressing different diversity dimensions simultaneously
- Challenges in specific industries or professions
- Diversity/gender equality/inclusiveness work on different hierarchical levels
- The role of trade unions in diversity/gender equality/inclusiveness work
- Relationship between diversity/gender equality/inclusiveness and other organization practices such as corporate social responsibility and cross-cultural management
- Work situation for diversity/gender equality professionals
- What are the historical links between different waves of globalization, and demographical (and political) changes and diversity/gender equality/inclusiveness?
- How does the socio-historical context of diversity/gender equality/inclusiveness affect the ongoing process of diversity/gender/equality practices' production(s)/construction(s)?
- Is diversity/gender equality/inclusiveness managed more appropriately in small businesses or in corporations, in national or multinational corporations, in private or public organizations?
- How do we as academics affect the diversity/gender equality/inclusiveness movement(s) and (organizational) practices?
- How can we bring about real emancipatory/transforming organizational praxes in regard to diversity/gender equality/inclusiveness?

We encourage empirical contributions and a variety of theoretical and methodological approaches, and are particularly interested in cross-cultural comparisons.

Preliminary assessment of the expected number of papers: 20

Contact information:

**Annette Risberg (contact person)**

Copenhagen Business School

Department of Intercultural Communication and Management

Porcelaenshaven 18A

DK-2000 Frederiksberg, Denmark

[ari.ikl@cbs.dk](mailto:ari.ikl@cbs.dk)

**Charlotte Holgersson**

KTH Royal Institute of Technology

Department of Industrial Economics and Management

Lindstedtsvägen 30

SE-100 44 Stockholm, Sweden

[charlotte.holgersson@itm.kth.se](mailto:charlotte.holgersson@itm.kth.se)

**Vedran Omanović**

School of Business, Economics and Law, University of Gothenburg

Department of Business Administration (Section Management&Organization)

Vasagatan 1

PO Box 610, SE 405 30 Gothenburg, Sweden

[vedran.omanovic@handels.gu.se](mailto:vedran.omanovic@handels.gu.se)

**Robyn Remke**

Copenhagen Business School

Department of Intercultural Communication and Management

Porcelaenshaven 18A

DK-2000 Frederiksberg, Denmark

[rr.ikl@cbs.dk](mailto:rr.ikl@cbs.dk)