



## **DIVERSITY AND EQUALITY ISSUES IN HRD**

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Aligned to the conference theme on ethics and globalisation, the stream welcomes contributions that assess the social, organisational and individual dimensions in promoting diversity and equality in a globalised environment. Our goal is to expand our understanding how organisational practices could reinforce inclusion, acceptance and recognition through ethical decisions. Current uncertainty around global mobility and issues related to socio-economic differences brings into the surface the need to further explore how diversity learning and training could offer solutions to key issues. There is no doubt that addressing equality and diversity issues encourage the establishment of positive employment relationships and offer opportunities to translate diversity policies into improved performance. Hence, the stream's rationale offers contributors the opportunity to explore the following areas, but not limited to:

- Academic evaluation of the current legal framework and the wider implication to gender, HRD needs and welfare equality.
- Social justice and stigma issues that might create material, affective, or psychological divisions amongst individuals and groups locally, nationally and internationally.
- Nuanced issues (Non-declared and declared medical or physical conditions) that individuals face within the key protected characteristics including age, disability, gender and reassignment, race, religion and belief, sex and sexual orientation, marriage, civil partnership, pregnancy and maternity.
- Academic evaluation on the meaning of diversity management and diversity training needs for modern organisations as well as the role of leadership in managing differences.
- Managerial and organisational practices that perpetuate social exclusion, cross-cultural discrimination and management/employee trust withdrawal.
- Diversity management, training and learning contribution towards addressing inequalities and workplace stigmas at global level.
- Voluntary and involuntary disclosure of difference in relation to organisational realities and employment practices.
- Assessment of the ethical dimensions emerged from discriminatory management behaviours and issues related to global mobility.
- Evaluate how HRD policies promote fair and sustainable organisational learning practice and assess how code of conduct creates a trusted and fairer working environment.

The stream welcomes contributions related to all aspects of diversity, inclusion and equality in the workplace from different theoretical, practical and conceptual perspectives. Our scope is to explore new ways of managing and addressing equality and diversity issues, challenge current

thinking and mobilise individual action towards developing inclusive working environments in the future.

We also welcome professional contributions on the theme offering the opportunity to promote current practices, policies or projects that supports diversity, inclusion and ethical behaviours.

### **Contact Information**

For more information, please contact any of the stream leaders:

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