

# FINAL EDI 2022 CAPE TOWN CONFERENCE PROGRAMME

Friday, 22 <sup>nd</sup> July 2022	
08:30-09:30	Registration
09:30-10:00	<p>Welcome Speech</p> <ul style="list-style-type: none"> <li>• Ines Meyer &amp; Kurt April</li> </ul>
10:00-10:30	<p>Opening Speech</p> <ul style="list-style-type: none"> <li>• <b>Mamokgethi Phakeng</b> Vice-Chancellor of the University of Cape Town</li> </ul>
10:30-11:00	Tea
11:00-11:30	<p>Keynote Speaker</p> <ul style="list-style-type: none"> <li>• <b>Gareth Ackerman</b> Chairman of Pick n Pay Stores interviewed by <b>Preeya Daya</b></li> </ul>
11:30-13:00	<p>Parallel Streams &amp; Workshops</p> <ul style="list-style-type: none"> <li>• <b><u>Stream 6</u></b> General Stream</li> </ul> <p>Session Chair: Kurt April</p> <ul style="list-style-type: none"> <li>- <b>Angela Workman-Stark</b> The role of fairness in countering resistance to diversity</li> <li>- <b>Anell Roos</b> Researcher Reflexivity and Positionality: qualitative researcher data collection in a global pandemic.</li> <li>- <b>Reynold James &amp; Ghalia Aljeneibi</b> An exploration of the role of job seekers' attitudes as an impediment to workforce nationalization in a GCC nation</li> <li>- <b>Jamie Breukel</b> The Disruptive Experience of Workplace Exclusion': About Self-Doubt, Self-Care and Tipping Points in "Acts" of Exclusion at Work</li> <li>- <b>Shlomit Lir and Liat Ayalon</b> "I was born a man - I'm close to myself": Israeli film directors and cinema in the MeToo era<sup>1</sup></li> </ul> <ul style="list-style-type: none"> <li>• <b><u>Stream 6</u></b> General Stream</li> </ul> <p>Session Chair: Babar Dharani</p> <ul style="list-style-type: none"> <li>- <b>Philip Broster</b> Exploring the lived realities of women rugby officials as they disrupt traditionally exclusive masculine and male organisational cultures and environments.</li> <li>- <b>Alae Eddine Nassar</b> Addressing gender equality practices in organizations. What works? What doesn't?</li> <li>- <b>Ila Sinha</b> Allyship- A proposed transformative change strategy to mitigate the gender discriminating effect of the pandemic</li> <li>- <b>Tarek Carls &amp; Nicola Glumann</b> Working title: The causal effect of boundary management in flexible working environments on work ability</li> <li>- <b>Jacobs Sihela &amp; Kurt April</b> Decolonial Disruptions to Enable Organisational Racial Equality</li> </ul> <ul style="list-style-type: none"> <li>• <b><u>Stream 12/13</u></b> Disrupting Views on Living Wages: Implications for Employees, Organisations and Society/ Global, Living Wage and Decent Work</li> </ul>

	<p>Session Chairs: Molefe Maleka</p> <ul style="list-style-type: none"> <li>- <b>Timothy Oghenetega</b> What Is A Decent Quality Of Life And How Much Does It Cost?</li> <li>- <b>Ines Meyer</b> Why we should take a Human Approach to Living Wages</li> <li>- <b>Wogene Mena</b> Beyond formal collective bargaining and resisting mechanism: Examining the workers resisting and bargaining mechanism in Ethiopia's Industrial Parks</li> <li>- <b>Mineschke Botha</b> Shifting From Survival to Decent Living: Individuals' Capabilities to Live the Life they Value in Relation to their Income</li> </ul>
13:00-14:00	Lunch
14:00-15:30	<p>Parallel Streams and Workshops</p> <ul style="list-style-type: none"> <li>• <b>Stream 3</b> Religious Disruption and Discrimination in the Workplace: Examples, Implications and Outcomes Across Countries</li> </ul> <p>Session Chairs: Rana Haq, Isis Gutierrez-Martinez, Samina Saifuddin</p> <ul style="list-style-type: none"> <li>- <b>Jeffrey Bagraim</b> Religious expression as a disruptor that advances equality, diversity, and inclusion in the South African workplace</li> <li>- <b>Rami Alsharif</b> Stereotype Threat, Justice and Trust in Recruitment and Selection The Role of Organisational Signals for Skilled Muslims</li> <li>- <b>Rana Haq, Isis Gutierrez-Martinez, and Samina Saifuddin</b> Religious disruption, impact and consequences in North America: Canada, USA, and Mexico</li> <li>- <b>Michaël Séguin</b> Muslim Managers and Employment Trajectories in Québec: Adapting EDI Practices in a Time of Implicit Islamophobia</li> </ul> <ul style="list-style-type: none"> <li>• <b>Stream 4</b> Moving LGBTQ Research to the Mainstream</li> </ul> <p>Session Chairs: Oscar Holmes IV, Erhan Aydin, Emir Ozeren &amp; Richard Gregory</p> <ul style="list-style-type: none"> <li>- <b>Natalia Vucina</b> Heteronormative Work Cultures and Stigmatized Identities- The Obstructing Role of Minority Stress on Sexual Minorities' Creative Performance in the Workplace</li> <li>- <b>Mateo Cruz</b> An Exploratory Study of Trans* Experiences with Job Demands and Resources</li> <li>- <b>Magdalena Viktora-Jones</b> The Influence of Firm Internationalization on the Adoption of DEI Policies of Invisible Diversity Dimensions</li> <li>- <b>Ross Weistroffer</b> Protecting and Promoting the LGBTQI+ Community at Work: A Globally Comparative Analysis of Evolving Antidiscrimination Legislation in 193 Countries</li> <li>- <b>Sara Corlett</b> Shaping Boundaries at Work: Development and Validation of the Disclosure Dynamics Scale</li> </ul> <ul style="list-style-type: none"> <li>• <b>Workshop 5</b> Disrupting the Status Quo: Out with the primacy of "the economy", in with "decent work and sustainability"</li> </ul> <p>Session Chairs: Ines Meyer, Ameeta Jaga, Nadine Veldsman &amp; Zonke Zungu</p>
15:30- 16:00	<p>Keynote Speaker</p> <ul style="list-style-type: none"> <li>• <b>Melissa Steyn</b> Professor at the Wits Centre for Diversity</li> </ul>

18:30 for 19:00	<p>Dinner</p> <p>Join the complimentary conference dinner at Pigalle Restaurant. The restaurant is located 1km from the conference venue (13 min on foot). The dinner starts at 7pm, but you are welcome to arrive from 6:30pm</p>
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Saturday, 23 <sup>rd</sup> July 2022	
08:30-09:00	Registration
09:00-10:30	<p>Parallel Streams &amp; Workshops</p> <ul style="list-style-type: none"> <li>• <b><u>Stream 6</u></b> General Stream</li> </ul> <p>Session Chair: Preeya Daya</p> <ul style="list-style-type: none"> <li>- <b>Amit Jain</b> Disabled employees' ability to deal with workplace disruptions: Institutional work in face of COVID-19</li> <li>- <b>Natasha Winkler-Titus</b> Can Responsible leadership disrupt the status quo on Equity, Diversity, and Inclusion?</li> <li>- <b>Sushmita Srivastava</b> Building a better tomorrow – How an Indian organization has broken the stereotypes in transgender hiring</li> <li>- <b>Rolean Godfrey</b> The female gaze: The relational position of women in the construction of hegemonic masculinity</li> <li>- <b>Ines Meyer</b> Africa is Backward and Dangerous: How Stereotypes Affect Us, But What Can We Do?</li> </ul> <ul style="list-style-type: none"> <li>• <b><u>Doctoral Colloquium</u></b></li> </ul> <p>Session Chairs: Joana Vassilopoulou &amp; Mustafa Ozbilgin</p> <ul style="list-style-type: none"> <li>- <b>Lwazi Ncoliwe</b> A comparison of South African and Somali business practices in the South African Spaza shop sector: Lessons for local entrepreneurship in economically deprived areas of Soweto, Gauteng Province.</li> <li>- <b>Blessing Chukwuka</b> 'Maternal body' and work among low income women in Nigeria</li> <li>- <b>Zakia Jabeen</b> Unlocking dynamic capabilities for promoting gender-inclusive entrepreneurship in adapting the zero-waste agenda: a bibliometric analysis</li> <li>- <b>Mani Pillai</b> "You need to be visible within certain clans": an analysis of why ethnic minority employees in the London Insurance Market accumulate social capital</li> <li>- <b>Shelagh Goodwin</b> The Evolution of Diversity Theory: Time for an Inclusive Psychological Safety-Based Approach</li> <li>- <b>Shamantha Rajaram</b> Creating entrepreneurial societies through the promotion of a personal initiative (PI) mind-set: A review of the existing literature.</li> </ul>
10:30- 11:00	Tea
11:00- 11:30	<p>Keynote Speaker</p> <ul style="list-style-type: none"> <li>• <b>Rosalind Searle</b> Professor of Organisational Behaviour and Psychology at the University of Glasgow</li> </ul>

11:30- 13:00	<p>Parallel Streams &amp; Workshop</p> <ul style="list-style-type: none"> <li>- <b><u>Stream 6</u></b> General Stream</li> </ul> <p>Session Chairs: Ines Meyer &amp; Camaren Peter</p> <ul style="list-style-type: none"> <li>- <b>Dimitria Groutsis ,Mustafa Ozbilgin, Joana Vassilopoulou, Olivia Kyriakidou &amp; Nareen Young</b> Pay equity beyond gender: Voice and Visibility is playing catch up with the straight white able-bodied male</li> <li>- <b>Kabelo Gildenhuys</b> Disrupting the status quo discourse about dominant group members</li> <li>- <b>Vittorio Edoardo Scuderi</b> A systematic literature review on how diversity practices affect job satisfaction, job performance, exit, voice, loyalty, and neglect of employees: the mediation effects of psychological empowerment and trust climate, and the moderation effect of climate</li> <li>- <b>Janet Boekhorst</b> The influence of leader self-compassion on intrapsychic and interpersonal processes</li> <li>- <b><u>Stream 8</u></b> Ethical dilemmas and value conflicts in organizations and in the public space in an era of disruption</li> </ul> <p>Session Chairs: Camilla Scola , de Nanteuil Matthieu &amp; Marie Carlier</p> <ul style="list-style-type: none"> <li>- <b>Andrea Romo Perez</b> Disrupting the masculine structure in a police force. Experiences from the global south</li> <li>- <b>Jennifer Wiseman</b> Perceptions of Fairness in Leadership Hires: Examining Public Job Searches</li> <li>- <b>Mholi Majola &amp; Preeya Daya</b> The fissure in disseminating multiculturalism: Insights from a case study at a subsidiary of global South African multinational.</li> <li>• <b><u>Workshop 4</u></b> Can Business Leaders Learn Social Justice? The Disruptive Role of Critical Race Theory Informed Social Justice Pedagogy in Executive Education</li> </ul> <p>Session Chairs: Yaro Fong-Olivares &amp; Mateo Cruz</p>
13:00-14:00	Lunch
14:00-14:30	<p>Keynote Speaker</p> <p><b>Amanda Gouws</b> SARChI Chair in Gender Politics, Department of Political Science, Stellenbosch University</p>
14:30-16:00	<p>Parallel Streams &amp; Workshops</p> <ul style="list-style-type: none"> <li>• <b><u>Stream 7</u></b> Culturally Sensitive Approaches to Management, Leadership and Diversity</li> </ul> <p>Session Chairs: Victoria Showunmi &amp; Mark Gooden</p> <ul style="list-style-type: none"> <li>- <b>Sadi Seyama</b> Critical conscious leadership for decolonising higher education's leadership: A Black consciousness perspective</li> <li>- <b>Chantall Moses &amp; Preeya Daya</b> Exploring the Representation, Marginalization and Discrimination of Black females within the manufacturing industry</li> </ul>

	<ul style="list-style-type: none"> <li>- <b>Dorota Korenkiewicz</b> Impact of women directors on customer satisfaction.</li> <li>• <b>Stream 11</b> The Future of Work and Precarity: Shaping a New Normal for Diversity and Equality</li> </ul> <p>Session Chairs: Joana Vassilopoulou, , Ram Mahalingam &amp; Shireen Kanji</p> <ul style="list-style-type: none"> <li>- <b>Manel Guechtouli</b> The dark side of virtual work during and after Covid 19 pandemic: How working from home has impacted the Z generation?</li> <li>- <b>Ira Anjali Anwar</b> Platformization of Casted Legacies</li> <li>- <b>Elisabeth Kelan</b> Automation Anxiety and Augmentation Aspiration – Gender Subtexts of the Future of Work</li> <li>- <b>Marie-Therese Claes &amp; Anett Hermann</b> The disruptive force of COVID-19 and digitalisation in remote work for administrative personnel at a business university</li> <li>- <b>Marloes Van Engen</b> Precarious Working Lives and Covid-19: A Longitudinal Study of Migrant Workers' Career Shocks and Employability in the Warehouse Distribution Sector</li> <li>• <b>Stream 14</b> Inclusive Education in Times of Disruption</li> </ul> <p>Session Chairs: Andri Georgiadou &amp; Eleni Damianidou</p> <ul style="list-style-type: none"> <li>- <b>Andri Georgiadou</b> Inclusive Education in Times of Disruption</li> <li>- <b>Teresa Rose</b> Canadian Business Schools Contributing to Reconciliation with Indigenous Peoples: A Cross-Case Comparison of Three Business Schools</li> <li>- <b>Kenisha Linton</b> Leadership for closing the ethnicity awarding gap in higher education</li> <li>- <b>Leroi Henry</b> Inclusive assessment: meeting the needs of a diverse student population through embedded assessment support, deep feed-forward and accessible feedback</li> </ul>
16:00-16:30	Tea
16:30-18:00	<p>Parallel Streams &amp; Workshops</p> <ul style="list-style-type: none"> <li>• <b>Stream 6</b> General Stream</li> </ul> <p>Session Chairs: Ines Meyer &amp; Kurt April</p> <ul style="list-style-type: none"> <li>- <b>Rene Albertus</b> Gender Inequality and Marginalisation of Women of Colour in South Africa</li> <li>- <b>Doris Schneeberger &amp; Magdalena Winkler</b> Emancipating Oppressed and Vulnerable Groups – The Potential of New Product Categories to Disrupt the Status Quo</li> <li>- <b>Mani Pillai</b> Disconnections and deteriorations: using Goffman's concepts to explore careers in the London Insurance Market during Covid-19</li> <li>- <b>Wendy Cukier &amp; Mohamed Elmi</b> Disruptive Social Innovation to Advance Diversity and Inclusion</li> <li>- <b>Michael John Page &amp; Hanneke Takkenberg</b> Gender Representation in Corporate Annual Reports: The case of Dutch Euronext Listed Companies</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Stream 8</b> Ethical dilemmas and value conflicts in organizations and in the public space in an era of disruption</li> </ul> <p>Session Chairs: Camilla Scola , de Nanteuil Matthieu &amp; Marie Carlier</p> <ul style="list-style-type: none"> <li>- <b>Camilla Scola &amp; Matthieu de Nanteuil</b> Value Conflicts and Social Injustice in the Workplace. Lessons from a longitudinal research in Belgium</li> <li>- <b>Andrew Mzembe</b> An Ethical Perspective of the Employment of People with Disabilities in the Hospitality Businesses in the Netherlands</li> <li>- <b>Ozlem Arda</b> The Web watches and remembers everything: The ethical implications of employee and Customer digital footprints</li> </ul>
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Sunday, 24 <sup>th</sup> July 2022	
09:30-10:00	<p>Keynote Speaker</p> <ul style="list-style-type: none"> <li>• <b>Marlon Parker</b> Founder of Reconstructed Living Labs</li> </ul>
10:00-10:30	Tea
10:30-12:00	<p>Parallel Streams &amp; Workshops</p> <ul style="list-style-type: none"> <li>• <b>Workshop 2</b> Standards for Organizations Around the World</li> </ul> <p>Session Chairs: Alan Richter &amp; Nene Molefi</p>
12:00- 13:00	Lunch
13:00-13:30	<p>Keynote Speaker</p> <ul style="list-style-type: none"> <li>• <b>Nyimpini Mabunda</b> CEO Southern Africa General Electric</li> </ul>
13:30- 15:00	<p>Parallel Streams &amp; Workshop</p> <ul style="list-style-type: none"> <li>• <b>Stream 2</b> Disrupting Work-Family Universalisms</li> </ul> <p>Session Chairs: Alexandra Beauregard &amp; Ameeta Jaga</p> <ul style="list-style-type: none"> <li>- <b>Kwaku Abrefa Busia</b> Engaging the ‘rural’ in work-family research: An exploratory study on the work-family enrichment experiences of rural working mothers in Western Ghana.</li> <li>- <b>Coni Bbosa &amp; Preeya Daya</b> Exploring work-life balance through the lived experiences of professional millennial women during COVID-19 <ul style="list-style-type: none"> <li>- <b>Marloes Van Engen</b> Disruption in the family in 2021 and 2022: Perceived Covid19-crisis intensity and perceived organizational support as antecedents of parental burnout.</li> </ul> </li> <li>• <b>Stream 7</b> Culturally Sensitive Approaches to Management, Leadership and Diversity</li> </ul> <p>Session Chairs: Victoria Showunmi &amp; Mark Gooden</p> <ul style="list-style-type: none"> <li>- <b>Heidi Weigand</b> Covid 19 and Mental Health: Bridging the Gap</li> <li>- <b>Camille Meyer</b> Contesting racial diversity at the workplace: The lived experiences of broad-based black economic empowerment legislation on diversity, equity and inclusion in South Africa</li> </ul>

	<ul style="list-style-type: none"> <li>• <b><u>Workshop 1</u></b> Building Resilience with Humanistic Management</li> </ul> <p>Session Chairs: Ernst von Kimakowitz &amp; Aura Mbolela</p>
15:00-15:30	Tea
15:30-16:30	<ul style="list-style-type: none"> <li>• <b><u>Panel Discussion</u></b> Faculty of Color Panel</li> </ul> <p>Hosts: Richard Gregory Johnson III, Victoria Showunmi, Mark Gooden, Shose Kessi &amp; Hugo Canham</p>
16:30- 17:00	<p>Closing Address</p> <ul style="list-style-type: none"> <li>• Ines Meyer &amp; Kurt April</li> </ul>

<b>Monday 25<sup>th</sup> July 2022</b>	
09:30-15:00	<ul style="list-style-type: none"> <li>• Half Day Tour</li> </ul> <p>In this half-day tour, participants embark on a walking tour in Langa, Cape Town's oldest township where they get introduced to low-, medium- and upper class housing developments in the area. The walking tour ends with a presentation at the old dompass court/museum. Following this, we end the tour with a traditional cooking class in Bokaap, an area historically home to Cape Malay families adjacent to the city centre. You are, of course, getting to eat the lunch that you have prepared. Participation in the half day tour is free of charge, but requires sign-up in advance.</p> <p>If you are interested in joining us please email Imaan Mohamed at <a href="mailto:edi2022@uct.ac.za">edi2022@uct.ac.za</a>. Spaces are limited and we only have space for two more people and will be on a first come first serve basis. Only individuals that have registered and paid can join.</p>