INTERNATIONAL CONFERENCE

NATIONAL CONSERVATORY OF ARTS AND CRAFTS (CNAM)

RESEARCH INSTITUTION LISE-CNRS

21st JUNE 2019
PARIS, FRANCE

CALL FOR PAPERS

ETHNIC DIVERSITY AT THE WORKPLACE

WHAT ARE THE PROGRESSES THAT HAVE BEEN ACHIEVED
SINCE THE DIVERSITY CHARTER AND LABEL?

Submission deadline:
15th March 2019

Co-hosted by

The National Conservatory of Arts and Crafts (CNAM) and the Maghtech Network (DIM-Clersé, CNRS) of the University of Lille cordially invite submissions of papers for the 2019 International Conference on the theme "***Ethnic diversity at the workplace: what are the progresses that have been achieved since the diversity charter and label?".***

In recent years, diversity has received a significant academic, media and business attention. The concept of diversity has established itself at the workplace normatively aligned with the fundamental rights of citizens, for instance in the French Constitution and in international public policies. This logic resulted in a proliferation of managerial devices such as management certifications, discrimination tests and other indicators (Alaktif, 2015) that echo wide societal implications including the democracy and the access to rights for all.

However, there is a strong tension due to difficulties to measure ethnic discrimination (Bereni & Chappe, 2011) and this weakens the operationality of anti-discrimination regulation (Mercat-Bruns, 2017). This is partly due to the paradox faced by organizations. On one hand, ethnic discriminations are legally recognized and penalized and this opens a way towards management norms which ensure rights. One the other hand, there is an inhibition of positive diversity actions in the form of institutional discouragement through challenges associated with measuring diversity. This context contributes to revive existing tensions related to "ethnic census" (Simon, 2008) and the acquisition of personal data by the French National Commission for Data Protection and Liberties (CNIL) to ensure a rigorous methodology.

Moreover, diversity can be considered as a richness in the professional environment by the contributions in terms of creativity (Khedhaouria & Ribiere, 2013). Thus the diversity of origins brings a wealth of talents, experiences, cultures, which can lead to boost the capacity of innovation of an organization (Alesina & La Ferrarra 2005) and to mobilize the plurality of creative energies. At the core are the interactive learning process (Lundvall, 1992) and collective devices (Archibugie, Howell, 1998). Diversity allows a greater socialization of tacit knowledge (Nonaka & Takeuchi 1995) because of the various experiences, norms, habits, practices and routines with the mixture of rationality (Lundvall, 1998) and cultures (Arocena & Sutz (2001). This helps to build trust and create a "culture of learning" resulting in organizational and individual learning processes.

On the academic level, there is a significant international literature on ethnic diversity at the workplace (Cox et al., 1991; Eroglu et al., 2005; Karsten, 2006; Yang, Y. & Konrad, 2010; Markham & Van Zyl, 2012), but there is little research on this topic in France (Klarsfeld, 2009). Massive taboos persist due to a lack of conceptual clarity (Alaktif & Doytcheva, 2018). Indeed, corporate discourse on ethnic diversity include a variety of terms such as *"equal opportunity"*, *"different cultures and origins"*, *"people located in sensitive districts"*, *"visible minorities"* or *"ethnic and cultural diversity".* The concept of ethnic diversity involves semantic issues. Social science and management scholars help to provide a better understanding (Kelly & Dobbin, 1998 ; Doytcheva, 2010, 2011). Regarding the diversity standards, the French and other European Diversity Charters contributed to put words on the various types of diversity and encourage businesses in promoting social and ethnic diversity in the name of pluralism. Most recently, the French diversity certification, based on the law aims to further the Diversity Charter procedure and cover all diversity criteria, including ethnic diversity, based on businesses audits (Alaktif & Doytcheva, 2018).

What progress has been accomplished in ethnic diversity over the last 15 years and what are the implications at the workplace? What are the implications for modes and forms of learning? What are the outcomes and effects of diversity on organizations (e.g., innovation output, creativity culture)? The conference attempts to provide a better understanding of ethnic diversity issues and create a dialogue between scholars and practitioners. The aim is to move beyond traditional debates that are often associated with ethnicity such as religion, ethnic marketing, or ethnic entrepreneurship. Rather, the point is to understand the relationships between managers and their employees and how do they deal with ethnic diversity in a professional context.

Research questions might include but not be limited to the following:
- How to qualify the concept of ethnic diversity (ethnic, cultural, etc.)?
- How do organizations cope with ethnic diversity and what are their underlying motives?
- Is there any management approach specific to ethnic diversity? What are the consequences on anti-discrimination actions?
- What tools do the decision-makers have at their disposal to ensure implementation of good diversity practices and in particular those related to the promotion of learning and innovation?

- Are there any formal or informal population counting system used in businesses? How do they help to better manage ethnic diversity?

- What are the advantages related to diversity based programs? What are the weaknesses faced by managers and how do they overcome them?

- What are the implications for the supervisor, human resources managers and companies?

- How to identify forms and dynamics of learning related to ethnic diversity?

- How to promote creativity and innovation related to knowledge capital and experiences beyond the scope of the organization?

- Which diversity management models are geared towards capitalization and optimal use of tacit knowledge and experience?

- What are the European and International ethnic diversity standards and management guidelines? How do they impact organizations at the national level?

The conference is open to all researchers in social science and business practitioners. Abstracts and full papers should be submitted to:

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Practical information

15th March 2019 : submission deadline of abstracts

30th March 2019 : acceptance notification

1st May 2019 : full papers submission deadline

21st June 2019 : conference at: CNAM

Amphitheatre Abbé Grégoire

292 Rue Saint-Martin

75003 Paris France

Participation is free of charge, but participants are expected to cover their own travel and accommodation expenses.

Review Process

Authors are invited to submit high quality papers in English or French applying the following instructions:

Volume: long abstract (5 pages maximum) and full papers (15 pages maximum plus references) for printing MS Word for Windows format (.doc or .pdf).

Affiliations: on the first page, the data of the authors will be specified as follow:

Name, family name

Work place

Address for contact

e-mail.

TITLE 1, TIMES NEW ROMAN, FONT SIZE 14 PT, BOLD TYPE, CAPITAL LETTERS, , DOUBLE SPACE ABOVE AND BELOW, CENTRE

Title 2, Times New Roman 14pt, bold, spacing above and below 12ph, left aligned text

Title 3, Times New Roman 13pt, bold and italic font, left align

Headings: 3 levels (1., 1.1, 1.1.1)

Body text: maximum length 45.000 characters, including spaces, margins 2,5 cm (25mm) left and right, top and bottom, spacing 1.5, Times New Roman 12pt, justified text

References: Durkheim E. (1934), The Division of Labor Society, London, Macmillan.

The reference list must be listed in alphabetical order. Appendix should be included at the end of the paper after the references

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