



UNIVERSITY of  
**BRADFORD**

Centre for Inclusion  
and Diversity

Call for Abstracts

# Making Diversity Interventions Count

6<sup>th</sup> Annual International Conference

Wednesday June 1<sup>st</sup> 2016, University of Bradford

Visit the event website:

[www.brad.ac.uk/health/mdicac](http://www.brad.ac.uk/health/mdicac)

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# Conference Overview

With contributions from a wide range of eminent national and international speakers, this popular conference organised by the **Centre for Inclusion and Diversity** will feature the latest research and development and the synthesis and application of knowledge. The conference aims to explore the varying interventions aimed at advancing equality, with the objective of informing the development of good practice in the effective use of diversity interventions in organisations.

The conference also provides a platform for the **Barbara Burford annual memorial lecture**. A lifelong champion of equality and diversity, Barbara inspired national level change through her work.

Participative, challenging and thought provoking - this conference is designed to provide an international, inter- and intra- disciplinary platform for exchange of ideas in the field of equality, diversity and inclusion in the world of work and service delivery.

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## Who is the Conference for?

Attendees represent a cross section of staff including researchers, equality and diversity leads and practitioners from public, private, voluntary and community sector organisations, chief executives, HR /workforce directors and personnel. Service users and students are also regular attendees.

## Conference Benefits:

Delegates will have the opportunity to:

- Learn about the latest research on equality and diversity interventions nationally and globally
- Debate the policy context of diversity interventions in employment and service delivery in the public, private, voluntary and community sectors
- Develop a deeper understanding of the drivers, critical success factors and obstacles to effective application of diversity interventions across the whole employment cycle
- Meet and network with those committed to researching and advancing equality and diversity policy and practice

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## Key Dates

Call for Abstracts Opens – January 6<sup>th</sup> 2016  
Abstract Submission Closes – March 21<sup>st</sup> 2016  
Notification of Successful Applicants – April 13<sup>th</sup> 2016  
Early Bird Registration Opens – April 20<sup>th</sup> 2016  
Early Bird Registration Closes – May 16<sup>th</sup> 2015  
Online Registration Closes – May 26<sup>th</sup> 2015  
JPOC Submission Closes – July 25<sup>th</sup> 2015

**MDICAC  
Conference  
Wednesday  
June 1<sup>st</sup> 2016**

## Conference Themes

Advancing diversity – What's new in diversity? Abstracts are welcome which address various ways in which diversity might be considered and advanced in terms of research and practice (e.g., positive action, thought diversity, bespoke interventions, multiculturalism v. interculturalism, globalisation v. homogenisation, super-diversity).

Measuring diversity – How are we assessing our advancement of diversity? Abstracts which investigate how measuring aspects of diversity has demonstrated the advancement of groups in different organisations are welcome.

Practicing Diversity – Clients, customers, and service users similarly represent an increasingly diverse community. Abstracts are sought which consider the development of good practice designed to meet the needs of diverse communities or specific segments of those communities.

Inclusive Leadership – Ideally effective leaders create environments through which diverse individuals are accepted, integrated and able to participate fully within organisations. Abstracts investigating any aspect of leadership relevant to inclusion are welcome.

Identity, Belonging and Intersectionalities – Understanding ourselves and our reactions to others supports culturally competent behaviours and practices. Abstracts investigating aspects of identity, the interaction of different identities, and their impact in the workplace and on service provision are welcome.

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## Abstract Submission Guidelines

All proposals are to be submitted electronically via e-mail to [diversityudy@bradford.ac.uk](mailto:diversityudy@bradford.ac.uk) on/before the specified deadline. Your abstract should be no more than the specified word limit. Applicants will be notified via email if their abstract has been accepted for conference presentation. If your paper is accepted, it offers you two options to choose from: **conference plus publication** or **conference only**. The first option allows you the opportunity of presenting your paper at the conference and subsequently submitting it for publication consideration (using a different format) by the **Journal of Psychological Issues in Organisational Culture (JPOC)**. The second option is submission for conference purposes only. Applicants will be notified no later than **April 13<sup>th</sup> 2016** if their paper has been accepted for conference presentation. Then those wishing to submit a full paper for JPOC publication can proceed.

# Guidelines

## Submission Guidelines for JPOC

Papers from the conference may be submitted for peer-reviewing (approx. 5000 to 8000 words). If your paper is accepted through the reviewing process, you will be asked to comply with a publishing agreement and submit a final version for typesetting and publication (*submission deadline on pg.2*). Further guidelines are available at: [http://onlinelibrary.wiley.com/journal/10.1002/\(ISSN\)2041-8426/homepage/ForAuthors.html](http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)2041-8426/homepage/ForAuthors.html)

**Support for first time authors:** Mentorship will be provided to guide successful authors through the JPOC submission process.

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## Presentation Formats

There are four exciting ways through which you can contribute to this year's conference:

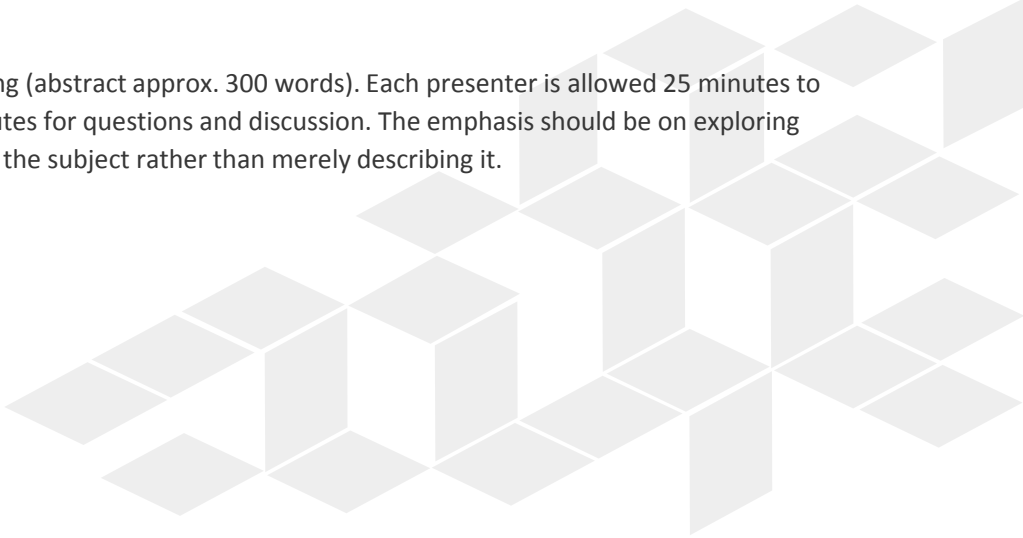
- **Poster session**
  - **Short Paper Sessions**
  - **Symposia**
  - **Workshop session**
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## Posters

Posters are an interactive medium consisting of a visual display of material (abstracts approx. 300 words). They should be self-explanatory and have a significant graphic component, not just text. Accepted posters will be on display prior to the opening of the conference and throughout the day. Presenters are expected to be in attendance and available to discuss their work with conference delegates during coffee/tea and lunch breaks. All posters should be A1 Landscape (594 x 841 mm - 23.4 x 33.1 in). Inprint & Design, University of Bradford offer support regarding poster design and printing (<http://inprintdesign.com/>; [hello@inprintdesign.com](mailto:hello@inprintdesign.com); 01274 235757 ).

## Short Paper Sessions

Sessions are 30 minutes long (abstract approx. 300 words). Each presenter is allowed 25 minutes to present followed by 5 minutes for questions and discussion. The emphasis should be on exploring emerging issues relating to the subject rather than merely describing it.



# Criteria for Acceptance

## Symposia

A symposium consists of between three and five papers with a shared theme. Each symposium will last for 60 minutes. Presenters wishing to take part in a symposium are asked to appoint a symposium leader and to submit a SINGLE abstract (approx. 300 words). Please note that the symposium chair need not be the symposium leader or a presenter. Each paper detailed in the symposium abstract must meet criteria for abstract selection.

## Workshops

Workshops are 60 minute sessions that are interactive in nature. The workshop leader will engage the session attendees in a manner designed to improve their understanding and knowledge of a particular area. Workshop presenters are expected to be professionals in their field. Abstracts (approx. 1000 words) should clearly specify the focus of the workshop and method(s) that will be used to engage the attendees.

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## Criteria for Acceptance of Abstracts

Each abstract will be reviewed for acceptance against the following key criteria:

- Relevance to any of the aforementioned themes
- Clarity and coherence of the proposal
- Demonstrable use of emerging research/discourses on diversity interventions
- Contribution to knowledge and reflection on equality, diversity and inclusion

Increase the probability of having your paper accepted by using the **abstract submission checklist** which is available from the conference website.

Your abstract must include: **Paper Title; Presenter(s) name(s), organisation and contact details; Overall aim of paper; Maximum of three references included in text; Preferred presentation format and route - conference only or conference plus publication.** Note that you may be asked to present in a format other than your preferred method. Formats are not negotiable once the conference programme has been confirmed.

If you do not want to submit an abstract but would like to attend the conference, please save the date, and e-mail [diversityudy@bradford.ac.uk](mailto:diversityudy@bradford.ac.uk) with 'MDICAC 2016' as the subject and further information will be sent to you as soon as it is available.

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## Enquiries

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