

THE FOURTH INTERNATIONAL CONFERENCE
ON DIVERSITY IN ORGANISATIONS, COMMUNITIES AND NATIONS



THE INTERNATIONAL CONFERENCE ON DIVERSITY IN ORGANISATIONS, COMMUNITIES AND NATIONS

The Diversity Conference has a history of bringing together scholarly, government and practice-based participants on diversity and community. This conference examines the concept of diversity as a positive aspect of a global world and globalised society. Diversity is in many ways reflective of our present world order, but there are ways of taking this further without necessarily engendering its alternatives: racism, conflict, discrimination and inequity. Diversity as a mode of social existence can be projected in ways that deepen the range of human experience. The conference will seek to explore the full range of what diversity means and explore modes of diversity in real-life situations of living together in community. The conference supports a move away from simple affirmations that 'diversity is good' to a much more nuanced account of the effects and uses of diversity on differently situated communities in the context of our current epoch of globalisation.

Los Angeles is an excellent place from which to address precisely such issues. It is one of the most globalised and diverse cities on earth. The conference will highlight this aspect of Los Angeles civic life with all its richness and inevitable contradictions throughout the conference program. As one of the major centres of the global media industry, and the dominant source of English-language film, Los Angeles is also a perfect location for directing the conference themes towards a focus on globalising media of all kinds.

The conference looks at the realities of diversity today, critically as well as optimistically and strategically. The conference will be a place for speaking about diversity, and in ways that range from the 'big picture' and the theoretical, to the very practical and everyday realities of diversity in organisations, communities and civic life.

In the realm of civic life, local and national communities daily negotiate the diversity resulting from immigration, refugee movement, settlement and indigenous claims to prior ownership and sovereignty. And at the same time, communities increasingly recognise and negotiate a plethora of other intersecting and sometimes contrary diversities. At the local level this may create a kind of civic pluralism, a new way of living in community. Nationally, governments sit uneasily between increasingly demanding local diversities and the cultural and political forces of globalisation. And within organisations, 'diversity management' has emerged as a field of endeavour to negotiate human resource and customer relationship issues arising from differences of gender, ethnicity/race, sexual orientation and disability (to name a few aspects of diversity). To what extent, however, do these remain marginal managerial concerns? Could or should diversity become a 'mainstream' issue for the whole organisation?

WHO SHOULD ATTEND

- Academics and educational administrators in the fields of globalisation, nationalism, anthropology and cultural studies, ethnic studies, indigenous studies, gender studies, disability studies, gay and lesbian studies, diversity management.
- Research students.
- Public administrators and policy-makers.
- Private and public sector leaders: diversity management, equal employment opportunity, human resource development.
- Workplace trainers and change agents.

CALL FOR PAPERS

The proceedings of the Diversity Conference are publishing in electronic and print formats in the peer refereed *International Journal of Diversity in Organisations, Communities and Nations*. To be a part of this publication, you can register either for an In-Person Presentation or a Virtual Presentation. For your presentation paper to be included as part of the conference proceedings you must first submit a proposal to the conference review committee. This submission process is detailed at: www.diversityconference.com/ProposalSystem/

IN-PERSON PRESENTATIONS: The conference organising committee is currently inviting proposals to present 30 minute papers or 60 minute workshops. These might describe 'real world' initiatives or they might be academic research papers. Presenters may choose to submit their papers for refereeing and publication at any time before the conference, and up until one month after the conference.

VIRTUAL PRESENTATIONS: If you are unable to attend the conference in person, a virtual registration provides you with the opportunity to submit a paper for peer refereeing and publication in the *International Journal of Diversity in Organisations, Communities and Nations*. Virtual registration also gives you access to the electronic version of the conference papers.

DEADLINE: for the first round call for presentations: 31 October 2003. Submission and publication of papers is continuous, with a final deadline for submission of papers one calendar month after the end of the conference.

MAIN SPEAKERS

Keynote addresses by some of the world's leading thinkers and innovators in the areas of diversity in organisations, communities and nations, as well as numerous parallel presentations by researchers and practitioners. For regular updates, visit www.Diversity-Conference.com



themes

■ THEME 1: REPRESENTING DIVERSITY—THE GLOBALISING MEDIA

- Media representations of diversity and globalisation.
- Representing the terror wars.
- Non-English media: from Al Jazeera to Zee TV.
- The media monoliths: from Hollywood to Bollywood.
- Local media, community media, national media, transnational media.
- Indigenous (and non-indigenous) representations of the Indigenous.
- Media, language and identity.

THEME 2: CRITICAL DIVERSITY—THE DIVERSITY OF CULTURES

- Critical examination of existing theories of diversity and culture.
- Diversity and homogeneity in theory and practice.
- The limits of diversity.
- Defining the dimensions of diversity—ethnicity, gender, race, socio-economic, indigenous, gender, sexual preference, disability.
- Locating diversity—individuals, groups, intersections, identity layers, notions of place.
- Identifying the dynamics of diversity—exclusion or inclusion, assimilation or pluralism.
- Points of intensity—where disability meets ethnos meets gender.

THEME 3: LEARNING DIVERSITY—EDUCATION ACROSS LINES OF DIFFERENCE

- Multicultural, cross-cultural, international and global education.
- Identity, belonging and the cultural conditions of learning.
- Diversities in the classroom: cultural, gender, (dis)ability.
- Education for first nations or indigenous peoples.
- Education across cultural epistemes.
- ‘Mainstream’ and ‘minority’ learning: redefining the terms.
- Languages learning: ‘foreign’, ESL, bilingual, multilingual, global.

THEME 4: WORKING DIVERSITY—MANAGING THE CULTURE OF DIVERSITY

- Managing diversity—what does it mean to talk about ‘productive diversity’?
- Managing and developing a diverse human-resource base.
- Diversity measures—the future of equal employment opportunity and affirmative action.
- Beyond legislative and regulatory compliance—disability, harassment, discrimination.
- Mediation—cultural assumptions and practical outcomes.
- Developing multicultural policies and practices.

THEME 5: GOVERNING DIVERSITY— SUPPORTING DIVERSITY IN A GLOBALISING WORLD

- Responding to global human movement and its consequences—immigration, asylum seekers, refugees, diasporic communities and settlement.
- Responding to racism—its representation, causes, effects and remedies.
- Developing a public service for a diverse community—towards a civic pluralism.
- First nations and indigenous peoples—strategies for community development.
- The politics of community leadership—challenges for local government.
- Truth and reconciliation—examining the past for the sake of the future.
- International human rights and local sovereignty.

PUBLICATION

The proceedings of the Diversity Conference are published in the *International Journal of Diversity in Organisations, Communities and Nations*. All papers are fully refereed. To submit, at least one author of each paper must be registered to attend the Diversity Conference (to a maximum of one paper per registered author—which means, for instance, that two registered authors may submit two jointly authored papers). Registration may be for in-person presentation, or virtual presentation. Registration for a virtual presentation means that your presentation will be included in the conference program, your paper will be refereed for publication, and you will also be provided access to the full electronic version of that year's conference proceedings. Papers are published continuously, as soon as the publication process is completed for each paper. The conference proceedings for each year constitute one volume of the Journal.

THE PUBLICATION PROCESS IS AS FOLLOWS:

1. Submit a presentation proposal (in-person or virtual) at www.Diversity-Conference.com before the next call for papers deadline—details on website.
2. If your proposal is accepted, you may then register for in-person or virtual presentation. You may submit your paper any time between registration and one calendar month after the closing date of the conference.
3. Once your paper is received, it is sent out to referees with your identity removed (maximum two week turnaround requested).
4. When referee reports are returned, they are sent back to you with the referees' identities removed (maximum two week turnaround requested). If full refereeing of your final paper is required before the conference in order to attend in-person, papers should be submitted more than three calendar months before the opening date of the conference.
5. Papers are published in print and electronic formats in the *International Journal of Diversity in Organisations, Communities and Nations*, ISSN 1447-9532 (Print) ISSN 1447-9583 (Online)

Diversity Conference Advisory Committee and Editorial Advisory Board of the *International Journal of Diversity in Organisations, Communities and Nations*.

PROF. PAUL JAMES, Globalism Institute, RMIT University, Melbourne, Australia.

PROF. MARY KALANTZIS, Faculty of Education, Language and Community Services, RMIT University, Melbourne, Australia.

PETER PHIPPS, Globalism Institute, RMIT University, Melbourne, Australia.

DR JAMES WHITE, Associate Director, Globalization Research Center, University of Hawai'i.

PROF. ANDREW JAKUBOWICZ, Faculty of Humanities, University of Humanities and Social Sciences, University of Technology, Sydney, Australia.

PROF. JOCK COLLINS, Faculty of Business, University of Technology, Sydney, Australia.

PROF. ARMARESWAR GALLA, Australian National University, Canberra, Australia.

DR BILL COPE, Centre for Workplace Communication and Culture, Australia.

SELENA PAPPS, Common Ground

ABOUT THE CONFERENCE LOCATION

The conference venue is the University of California, Los Angeles.

ACCOMMODATION

A variety of levels of accommodation can be booked through the conference website.

TOURS

Pre- and post-conference tours will cover points of interest in the Los Angeles area.

REGISTRATION TYPES

EARLY REGISTRATION (15 DECEMBER 2003): \$AUD700 \$US460 €393

FULL REGISTRATION: \$AUD 850 \$US559 €477

Registration includes keynote addresses as well as paper presentations and descriptions of practice, interactive workshops, informal outdoor conversation sessions with keynote speakers and in-conference catering (morning and afternoon teas and lunches). The registration fee also allows for in-person conference presentations, inclusion of papers for refereeing and publication in *International Journal of Diversity in Organisations, Communities and Nations* and full access to the electronic version of this journal.

VIRTUAL REGISTRATION (Virtual Presentation Option): \$AUD300 \$US197 €168

Includes submission of paper for peer refereeing and publication in *International Journal of Diversity in Organisations, Communities and Nations* and full access to the electronic version of this journal.

REGISTRATION FEE WAIVERS: Free on Application

A limited number of free registrations will be provided for people who would be unable to attend the conference if they had to pay the registration fee such as full time graduate students unable to attract institutional support or participants attending from developing countries. Applicants for the registration fee waiver need make a case as part of their registration application, explaining their particular circumstances. Applications will be ranked on the merits of each case.

CONFERENCE DINNER: \$AUD95 \$US62 €53

The conference dinner will be held on the evening of the second-last day of the conference - details will be made available on the website

Please note:

CURRENCY CONVERSION

\$US and € Euros rates are conversions from the Australian Dollar price at the time of publication of this document. Currency conversation rates may fluctuate. Visit the conference website <http://diversityconference.com/RegistrationSystem/RegistrationTypes/> for current conversion rates.

INSTITUTIONAL SUPPORT REQUIREMENTS

If your registration payment is reliant on institutional support and the double blind peer referee process please make sure you are familiar with the guidelines and time frame for the proposal and full paper submission.

CANCELLATION POLICY

A refund of 85% will be granted on registration and dinner until one calendar month before the starting date of the conference.

REGISTRATION PROCESS

Registrations can be made online at: www.diversity-conference.com/RegistrationSystem/ (preferred option)

If not using online registration send this registration form and payment to:

DIVERSITY CONFERENCE 2003

MAIL: PO BOX K481, HAYMARKET, SYDNEY 2000 AUSTRALI

OR EMAIL: registrations@diveristy-conference.com

OR FAX: 61 2 9519 2203

OR PHONE: 61 2 9519 0303

REGISTRATION FORM

Types of registration: Please check appropriate box:

Early Registration <INSERT DATE TBC> \$AUD700 \$US460 €393

Full Registration \$AUD 850 \$US559 €477

Virtual Presentation Registration \$AUD300 \$US197 €168

Optional: Indicate Number of people attending if relevant

Conference Dinner \$AUD95 \$US62 €53

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