

Schedule:

Wednesday, September 19th, 2012

19:00 – open end Informal Welcome

3rd floor



Thursday, September 20th, 2012

08:30 – 09:00 Registration & Welcome

1st floor

INTRODUCTION: APPROACHES TO RE-THINKING DIVERSITY

09:00 – 09:30 **Welcome speech** by Michael Zerr,
President of Karlsruhochschule International University, Germany

1st floor
Room play space



Introduction: How to re-Think DIVERSITY as a socio-discursive construction and contingency of diverse relational identities.

Cordula Braedel-Kühner & Andreas P. Müller, Karlsruhochschule International University, Germany



RESEARCH APPROACHES: THE SOCIOLOGICAL POINT OF VIEW

09:30 – 10:30 **Keynote** Joint lecture on age and cultural DIVERSITY, stereotypes and discrimination, on inclusion and exclusion processes in society.

1st floor
Room play space

Bureaucratic legitimation and race-, sex- and age discrimination

Vincent Roscigno, Ohio State University, USA



Linking micro and macro sources of inequality at work: Cognitive biases and organizational structures.

Alexandra Kalev, Tel Aviv University, Israel



10:30 – 10:45 **Discussion**


10:45 – 11:00 Networking & coffee break

11:00 – 12:00 **panel** Presentation of selected contributions and practical examples related to the lecture of *A. Kalev and V. Roscigno.*

3rd floor
Rooms 302 and 306

Room 302
1. **Reflections about intergroup conflict, social divisions and diversity in organizations**
Helena Desivilya Syna, Max Stern Academic College of Emek Yezreel, Israel


Room 306
1. **Diversity and intersectionality: A possible liaison**
Barbara Giovanna Bello, Università Milano, Italy

3 rd floor Rooms 302 and 306	2. The outsider as an opportunity for addressing diversity Jona Rosenfeld, The Hebrew University of Jerusalem, Israel	2. Managing cultural diversity through multiculturalism in NGOs for social change: an Israeli case study Zvika Orr, The Hebrew University of Jerusalem, Israel
12:00 – 12:45 1 st floor Room play space	(re)Th!nking, World Café on the sociological point of view Discussion and visualization of the results of the previous panel in the framework of a world café.	
12:45 – 13:45	Lunch	
NEW METHODOLOGICAL APPROACHES FOR DEALING WITH DIVERSITY		
13:45 – 14:15 Keynote 1st floor Room play space	(re)Th!nking the DIVERSITY-innovativeness relation. A (micro-) political approach <i>Renate Ortlieb, University of Graz, Austria</i> Empirical findings on the DIVERSITY-innovativeness relation are mixed. This speech will shed light on the reasons of these empirical inconsistencies and also point to several theoretical contradictions.	
14:15-14:30	Discussion	
14:30 – 16:00 Panel	Panel on the methodological point of view Presentation of selected contributions and practical examples related to the lecture of Ortlieb.	
3 rd floor Rooms 302 and 306	Room 302 1. Diversity Management in den DAX 30-Unternehmen und Fallbeispiele zu Kultur und Religion – Vielfalt als Erfolgsbasis Petra Köppel, Synergy Consult, Germany 2. Diversity reporting in Germany – an empirical investigation of DAX companies Clemens Werkmeister, Karlshochschule, Germany 3. Complexity and Diversity in Financial Markets Ekaterina Svetlova, Karlshochschule International University, Germany	Room 306 1. Pluralist traditions, craft communities and development initiatives in Kachchh (Gujarat, western India) Meera Velayudhan Centre For Environment & Social Concerns (CESC), Ahmedabad, Gujarat, India 2. Perceive it or forget about it – the difference between objective and subjective diversity Daniela Gröschke, Friedrich-Schiller University Jena, Germany 3. Unterschiede in deutscher und russischer Einstellung zur Geduld Viktoria Jamšanova, Staatliche Universität für Wirtschaft und Finanzen, St. Petersburg, Russia
16:00 – 16:30	Networking & coffee break	
16:30 – 17:15 1 st floor Room play space	(re)Th!nking, discussion of the new methodological approaches, visualization of the results of the day, (Gallery)	

17:15 – 18:30	DIVERSITY and innovative urban governance <i>Cassandra Ellerbe-Düeck, Stadtmarketing Mannheim GmbH, Mannheim</i>
Podium discussion 1 st floor Room play space	<ol style="list-style-type: none"> 1. Czarina Wilpert, Eine Welt der Vielfalt e.V., Berlin 2. Bettina Schmidt, IDM und Uni Stuttgart 3. Christiane Riedel, ZKM, Karlsruhe 4. Jörg Althen, vhs, Karlsruhe
Approx. 18:30	Awarding of the certificate "Charta der Vielfalt"
19:15 Optional Event	Taxi transfer to the CULTURAL EVENT AT MAJOLIKA MANUFACTURE

Friday, September 21st, 2012

RESEARCH APPROACHES: THE CULTURAL SCIENCES' POINT OF VIEW

09:00 – 09:30 Keynote	Cultural DIVERSITY in Multinational Corporations <i>Alois Moosmüller, Ludwig-Maximilians Universität, Germany</i>	
1 st floor Room play space	<i>Moosmüller</i> will first look at the history of DIVERSITY from a cultural perspective. Further, he will point out how ethnocentric attitudes and work habits despite all the globalist rhetoric are rather the rule than the exception in the daily routines in MNCs.	
09:30 – 09:45	Discussion	
09:45 – 11:15 Panel	Cultural Diversity Room 302	Cultural Diversity Room 306
3 rd floor Rooms 302 and 306	<ol style="list-style-type: none"> 1. (re)Th!nking cultural diversity from a students' perspective – a narrative approach Adelheid Iken, Hamburg University of Applied Sciences, Germany 2. Cultural fuzziness between China, Germany and design Anne Schreiter, University of St. Gallen, Switzerland 3. Towards an intercultural approach to social cohesion Claire Bynner, University of Glasgow, Scotland 	<ol style="list-style-type: none"> 1. Representation of diverse identities in the eurimages-backed Turkish-initiative co-productions Levent Yilmazok, University of Amsterdam, Netherlands 2. Multicultural discourses in documentary films on migration Erzsebet Csereklye, Eötvös University, Hungary 3. Europe at a crossroad. Cultural diversity and multilingualism: the Spanish case Javier Montiel, Germany
11:15 – 11:45	Networking & coffee break	
11:45 – 12:30	(re)Th!nking of the cultural sciences point of view and visualization of the results..	
1 st floor Room play space	Continuation of the gallery	
12:30 – 14:00	Lunch	

ADDRESSING DIVERSITY IN THE PRAXIS

14:00 – 14:30	How to live DIVERSITY	
Keynote	<i>Juhani Ilmarinen, Juhani Ilmarinen Consulting LTD., Finland</i>	
1 st floor Room play space	Why and how managers have to update their awareness, attitudes and competences aiming to lead and support people with diverse strengths and needs.	
14:30 – 14:45	Discussion	
14:45 – 15:30	DIVERSITY and “wicked problems” in business	
Podium discussion	<ol style="list-style-type: none"> 1. Satu Peltola, Kymenlaakso University, Finland 2. Ari Lindemann, Kymenlaakso University, Finland 3. Lutz Becker, Karlshochschule International University, Germany 	
1 st floor Room play space		
15:30 – 16:30	Panel on the practical point of view	
Panel	Presentation of selected contributions and practical examples related to the lecture of <i>Juhani Ilmarinen</i> .	
3 rd floor Rooms 302 and 306	DIVERSITY and leadership Room 302 <ol style="list-style-type: none"> 1. Surveying the quality of ageing at work. Tools and findings to support the HR policies at organisational level Francesco Marcaletti, Emma Garavaglia, Università Cattolica del Sacro Cuore, Italy 2. Age related leadership-presentation and discussion of a workshop concept for managers Cordula Braedel-Kühner, Karlshochschule, Germany, Daniela Eberhardt, ZHAW, Switzerland, Marjo Wallin, FIOH, Finland 	DIVERSITY and leadership Room 306 <ol style="list-style-type: none"> 1. The Grundtvig Project „FOCAL – Fostering Creativity in Adult Learners with Disability Through Arts“ Juliane Keßler, EUConcilia GmbH, Germany 2. Diversity management and innovation: how companies can reach it through valodi methodology Pilar Ortega Leal, Florida Universitaria, Spain
16:30 – 17:00	Networking & coffee break	
CONCLUSIONS		
17:00 – 17:45	(re)Th!nking, Workgroups on (re)Th!nking DIVERSITY	
1 st floor Room play space	Discussion and visualization of the results and finalization of the gallery.	
17:45 – 18:00	(re)Th!nking DIVERSITY	
1 st floor Room play space	<i>Andreas P. Müller & Cordula Braedel-Kühner</i> Conclusions and outlook of the conference.	
Optional Event 18:15	DINNER AT BADENIAN RESTAURANT “BEIM SCHUPI”	
Saturday, September 22nd, 2012		
Optional Event 09:28 – 19:32	EXCURSION TO HEIDELBERG	

