

### Diversity in Diversity Management

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Nowadays, managing and promoting diversity is of paramount importance to the future of sustainability and henceforth gain increasing importance on the political and business agenda. Even though diversity management scholarship has grown tremendously over the past years, a strong consensus has emerged on existing theories tendency to focus on a single level of analysis, on a limited range of usually Western research settings, and despite the agenda around intersectionality, on a relatively narrow range of types of diversity. Diversity research has insofar focused on prioritizing visible forms of diversity, such as gender diversity or disability, with less emphasis placed on diversity in culture and values and across countries.

The need for this volume has emerged due to the lack of understanding as to how diversity and equality are managed in different national contexts. Focusing on workplace equality, diversity, and inclusion, the collection of chapters (conceptual, theoretical, or empirical articles) will bring together a unique blend of scholarly research and professional practice, evidenced through an array of individuals both outside and inside organizations.

This edited book (part of the Emerald Publishing' *Advanced Series in Management* book series) seeks to provide new practical and strategic insights for practitioners, managers, students and policy makers; it delves on the strategic nature of policy intervention with thought-provoking contributions written by experts from around the world. Contributors aim to provide critical reflection of current debate areas on diversity and equality in under-researched countries to inform and support evidence-based decision making for a wide variety of academic and practice-oriented stakeholders. It will benefit higher-education students' learning experience and provide useful resources to enrich knowledge and learning on diversity and equality in business programs, organizations, and for policy-makers.

#### TENTATIVE CONTENT (examples)

##### **1. Introduction and Background**

- a. Equality and diversity
- b. Traditional perspectives
  - i. Cultural, historical, sociological and anthropological
  - ii. Legal
  - iii. Economic
- c. Diversity beyond in the grounds of diversity...
  - i. Diversity within diversity
- d. Cultural and legal perspectives
- e. Managing diversity based on specific grounds
  - i. Typologies of diversity
  - ii. Comparative prioritized grounds of diversity

##### **2. Why managing diversity matters?**

- a. Business case of diversity
- b. Inclusion and diversity
- c. Societal expectations of managing diversity in business and society

3. **Country-based cases (specific examples, incentives, legislations, market incentives, historical and cultural weight, workplace equality, sectoral approaches, etc.)**
  - a. Managing Diversity in Cyprus
  - b. Managing Diversity in Colombia
  - c. Managing Diversity in Mexico
  - d. Managing Diversity in Kenya
  - e. Managing Diversity in the United States of America
  - f. Managing Diversity in Malaysia
  - g. Managing Diversity in ...
4. **Why managing diversity matters?**
  - a. Business case of diversity
  - b. Ethical case of managing diversity
5. **Conclusion and Future Research**

Chapters will include between 6,000 and 9,000 words. The following structure is suggested, though authors should feel free to make adjustments that reflect their expertise: (1) Emerald's structured abstract, (2) Introduction, (3) Problem statement and literature review, (4) Methodology or research design, (5) Findings or results with implications for managers and decision-makers, (6) Discussion, limitations, future research, and conclusion, (7) References. Chapters will first be reviewed by volume editors, then by anonymous reviewers; authors of accepted chapters commit to reviewing anonymously and collegially up to two chapters written by different authors.

## **IMPORTANT DEADLINES**

- October 1 - December 20, 2017: Submit chapter proposals to volume editors
- January 2018: Notification of accepted chapters proposals
- April 30, 2018: Receipt of full chapters for review
- May 31, 2018: Chapter reviews sent to volume editors followed by notifications to authors
- July 31, 2018: Revised chapters re-submitted to volume editors (if needed) along with 100-word author bios
- September 30, 2018: Approved chapters delivered to publisher
- March 2019: Book published

## **SUBMISSION GUIDELINES**

Please submit your chapter proposal as an email attachment at your earliest convenience. A brief, one-page outline of your chapter identifying main sources of information and a one-page biography listing institutional affiliation, position, publications, educational background and any other relevant information should be sent to: Andri Georgiadou ([andrigeorgiadou.ag@gmail.com](mailto:andrigeorgiadou.ag@gmail.com)), Maria-Alejandra Gonzalez-Perez ([mgonza40@eafit.edu.co](mailto:mgonza40@eafit.edu.co)), and Miguel R. Olivas-Lujan ([molivas@clarion.edu](mailto:molivas@clarion.edu)).

More details about the *Advanced Series in Management* [can be found here](#); details before submitting a chapter are in [Emerald's Author Guidelines page](#). This series is indexed in Scopus and included in Thomson Reuters Book Citation Index.