



The Sixth International Conference on Diversity
in Organisations, Communities and Nations

2006 Theme: Human Rights, Diversity and Social Justice

NEW ORLEANS, USA, 12-15 JUNE 2006

www.Diversity-Conference.com

The Diversity Conference, 2006



The Sixth International Conference on Diversity in Organisations, Communities and Nations is to be held at the Xavier University of Louisiana, New Orleans, United States, from 12 June to 15 June 2006. The conference will address a range of critically important themes in the study of diversity today. Main speakers will include some of the world's leading thinkers in the field, as well as numerous paper, workshop and colloquium presentations by researchers and practitioners.

This is a conference for any person with an interest in, and concern for, mediating cultural difference. All are encouraged to register and attend this significant and timely conference. A range of tour and accommodation options is also available.

The University has on-site accommodation, and is located in the historic city of New Orleans. Participants are also welcome to submit presentation proposals, either as 30 minute papers, 60 minute workshop, or jointly presented 90 minute colloquium sessions. Parallel sessions are loosely grouped into streams reflecting different perspectives or disciplines. Each stream also has its own talking circles a forum for focused discussion of issues.

Presenters may choose to submit written papers for publication before or after the conference in the International Journal of Diversity in Organisations, Communities and Nations, a fully refereed academic journal. Virtual participants can also submit papers for refereeing and publication in the Journal.

If you would like to know more about this conference, visit the Diversity Conference site — this site is regularly updated. You might also wish to subscribe to the Conference Newsletter through this site.

BACKGROUND

The International Conference on Diversity in Organisations, Communities and Nations

Now a major international conference, the Diversity Conference was first held in Sydney and Melbourne, Australia in 2000, then at the University of Hawai'i in 2003, the University of California, Los Angeles in 2004, and at the Institute of Ethnic Administrators in Beijing in 2005. The conference has a history of bringing together scholarly, government and practice-based participants with an interest in the issues of diversity and community. The 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 necessary 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.

In addition to linguistic, cultural, ethnic and 'racial' diversity, the conference will also pursue its well established interest in other aspects of diversity, including the intersecting dynamics of gender, sexual orientation, (dis)ability, locale and socio-economic background.

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?

ADVISORY BOARD

The International Conference on Diversity in Organisations, Communities and Nations and the International Journal of Diversity in Organisations, Communities and Nations

- Paul James, Globalism Institute, RMIT University, Melbourne, Australia.
- Mary Kalantzis, Innovation Professor, RMIT University, Melbourne, Australia.
- David S. Silverman, Xavier University of Louisiana, New Orleans, USA.
- Joe Melcher, Xavier University of Louisiana, New Orleans, USA.
- Andrew Jakubowicz, Faculty of Humanities, Faculty of Humanities and Social Sciences, University of Technology, Sydney, Australia.
- Jock Collins, Faculty of Business, University of Technology, Sydney, Australia.
- Geoff Stokes, Institute for Citizenship and Globalisation, Deakin University, Melbourne, Australia.
- Brendan O'Leary, Solomon Asch Center for the Study of Ethnopolitical Conflict, University of Pennsylvania, USA.
- Samuel Aroni, University of California, Los Angeles, USA.
- James Early, Smithsonian Institution, Washington, DC, USA.
- Peter Sellars, Theatre, Opera and Film Director.
- Barry Gills, University of Newcastle, UK.
- Walter Mignolo, Duke University, USA.
- Ien Ang, University of Western Sydney, Australia.
- Michael Shapiro, University of Hawai'i, USA.
- Duane Champagne, University of California, Los Angeles, USA.
- Peter McLaren, University of California, Los Angeles, USA.
- Owens Wiwa, African Environmental and Human Development Agency, Toronto, Canada.
- Jackie Huggins, Aboriginal and Torres Strait Islander Studies Unit, University of Queensland, Australia.
- Mililani Trask, Indigenous Expert to the Permanent Forum on Indigenous Issues for the Economic Council of the UN Assembly, Hawai'i, USA.
- Armareswar Galla, Australian National University, Canberra, Australia.
- Guosheng Y. Chen, Chinese Australian Studies Forum, RMIT University, Melbourne, Australia.
- Peter Phipps, Globalism Institute, RMIT University, Melbourne, Australia.
- Bill Cope, Centre for Workplace Communication and Culture, Australia.

Who Should Attend

- Academics and educational administrators in the fields of globalisation, nationalism, anthropology and cultural studies, tourism 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.

Location

Xavier University of Louisiana
New Orleans, Louisiana, USA

SUPPORTED AND SPONSORED BY



- Xavier University of Louisiana, New Orleans, USA.



- The Globalism Institute, RMIT, Melbourne, Australia.



- Institute for Citizenship and Globalisation, Deakin University, Melbourne, Australia.

Conference Organisers



- Common Ground

OVERALL THEME 2006: Human Rights, Diversity and Social Justice

THEME 1: Dimensions of Diversity

- Defining the dimensions of difference — ethnicity, gender, race, socio-economic, indigenous, religion, gender, sexual orientation, disability.
- Locating diversity — individuals, groups, intersections, identity layers, notions of place.
- Intersections of difference and points of intensity.
- Identifying the dynamics of diversity — exclusion or inclusion, assimilation or pluralism.
- Localism, nationalism and globalism.
- Inequalities: causes, effects and remedies.
- Social Justice: economics, education and providing access to all.
- Diversity and homogeneity in theory and practice.
- The limits of diversity.
- Political correctness' and its critics.
- Marginalisation: its causes, processes and consequences.
- Moving beyond the '-isms': racism, sexism, heterosexism, ageism, ableism, nationalism, capitalism, socialism and communism.
- Cultural history, oral history and cultural 'renaissance': challenges and dilemmas.
- Democracy and diversity: questions of representation and voice.
- Between faith and state: religious freedom, intolerance or suppression.
- Marriage: civil right or religious institution?
- Globalising medicine: education, research, knowledge, socioeconomic factors, genetics, environmental factors, bio-ethics.

THEME 2: Governing Diversity — Community in a Globalising World

- Responding to global human movement and its consequences — immigration, asylum seekers, refugees, diasporic communities and settlement.
- Defining and assuring access to basic human rights: housing, medicine, immigration, food, water.
- Responding to racism — its representation, causes, effects and remedies.
- The Struggle': civil rights movements and human rights abuses.
- Developing a public service for a diverse community — towards a civic pluralism.
- 'Mainstreaming' versus services based on unique cultural identities.
- 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.
- The globalisation of human rights and local sovereignty.
- Environmental justice.

THEME 3: Representing Diversity — The Influences of Global Tourism and the Global Media

- The 'other country': tourism, culture and difference.
- Cultural tourism and its consequences.
- Levels of intervention: the nature of ecotourism.
- 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.

THEME 4: Learning Diversity — Education in a World of Difference

- The civil right to education.
- 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 worldviews.
- Mainstream' and 'minority' learning: redefining the terms.
- Languages learning: 'foreign', ESL, bilingual, multilingual, global.
- Civil Rights and education.
- Education of women.

THEME 5: 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.
- Who manages culture? Celebrating differences while maintaining identity.
- Levelling the playing field: global economics, fair trade, outsourcing, equal opportunity, and coping with global markets.

Scope and Concerns: The Diversity Conference and The International Journal of Diversity in Organisations, Communities and Nations

Difference as Actuality and Diversity as Agenda: New Research, New Thinking, New Practices

The Diversity Conference and The International Journal of Diversity provide a forum for discussion and build a body of published knowledge on the forms and futures of difference and diversity.

DIFFERENCE

Our natures may be taken as a departure point for understanding our differences. Sex, race and (dis)ability supply a biological or corporeal starting point for understanding the basis of our differences. But this is only the beginning. Difference is also self identified and socially ascribed. This is when the cultural accretions to our natures, and our social relations of difference, become so very manifest and critical. Dimensions of difference include: ethnicity/race (and indigenous, immigrant, minority and colonising positions), gender (and sexual orientation), socio-economic group, locale (global and regional) and (dis)ability. Here begins a list which, in these times quite sensitive to difference, all-too-easily becomes a glib litany. So what do we do to rise above the glibness and the sometimes justified accusations of 'political correctness'?

DIVERSITY

Diversity is the stuff of normative agendas, where difference becomes the basis of a program of action. Difference the insistent reality becomes diversity the agent of change. Many an historical and contemporary response to difference is hardly worthy of the name 'diversity'—racism, discrimination and systematic inequity. As a normative agenda and social program, diversity also stands in contradistinction to systems of exclusion, separation or assimilation.

GLOBALISATION

The normative agenda of diversity has become all the more pressing as we enter a moment we might call total globalisation. This is the moment, which we may reach in the imminent future, when the global becomes the primary domain of action and representation of commerce, governance and personality. There have been other moments of globalisation, to be sure: a moment when gathering and hunting societies came to live across and speak about most of the earth's habitable lands; then a moment of farming, writing and the formation of societies on four continents so unequal that their rulers could afford to order buildings substantial enough to leave the ruins of 'civilisation'; then modern imperialism, industrialism and nationalism; and now, perhaps, a new moment?

If there is a new moment, it is one on which there is no place that cannot be reached in person by modern transport, in conversation through modern communications, in representation through modern media, or by products and services through modern markets. And because they can be reached, almost invariably they are reached.

The incipient fact of total globalisation brings with it a normative agenda for diversity: the agenda of globalism. This agenda plays itself through in the heartlands of the emerging world order—the heartlands of commerce, governance and personality. Here we find paradoxes at play across the world of differences: the paradox of convergence which fosters divergence and the paradox of universalisation which accentuates difference.

COMMERCE

In the domain of production, distribution and exchange, diverse labour forces work in organisations that increasingly defy national borders and strive to take their capital and commodities to the ends of the earth. Far from the founding logic of industrialism (mass production, mass markets, the lowest common denominator logic of deskilled workforces and one-size-fits-all view of consumers), the new commerce talks of mass customisation, complementarities amongst the persons on diverse teams, catering to niche markets and staying close to customers in all their variability. We could go so far as to claim that a new systems logic might be emerging in this, a kind of 'productive diversity'. To make such a claim would be to go way beyond, or even dispense with, regimes of affirmative action and demographically defined regulatory compliance. It would also be to set an equity agenda for productive life, in which even minimalist approaches to diversity and incremental approaches to inequality are, as a general rule, an improvement on unreflective discrimination.

GOVERNANCE

In the realm of civic life, local and national communities daily negotiate the differences 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 differences. Going beyond multiculturalism at the local and national level, it may be possible in this moment to create a kind of 'civic pluralism', a new way of living in community based on multiple layers of sovereignty and multiple citizenship. Not only does this transcend the old civic—the nation-state of more or less interchangeable identical individuals and its legitimating rhetoric of nationalism. It also promises to move beyond trivialising and marginalising forms of multiculturalism, and to address afresh the nature and forms of 'human rights'.

PERSONALITY

Difference sits deep in our consciousnesses, our epistemologies, our subjectivities and our means of production of meaning. No longer can we assume there to be a universal personality (normal or remediable), because the universal today is personalities emphatically in the plural (the range of our differences), and also in the multiple (the layered complexity of the differences within us—for every individual the unique intersection of attributes, the nature and sources of which may often be ascribed to groups and socialisation). This bit of gender, that bit of race, the other bit of socio economic group—this is the stuff of our personalities in the plural and the multiple. Together, these manifest themselves as the complexity of our dispositions, our sensibilities, our identities.

The Diversity Conference and The International Journal of Diversity in Organisations, Communities and Nations examine the realities of difference and diversity today, empirically and critically as well as optimistically and strategically. At a time of virulent reactions to difference and globalisation (ethnonationalism, racist backlash, parochialism and protectionism), there is a pressing need to reflect critically on the shape and the possibilities of the normative agendas of diversity and globalism. The Conference and the Journal are places for thinking and speaking about these pressing matters, and in ways that range from the 'big picture' and the theoretical, to the very practical and everyday business of negotiating difference and diversity in organisations, communities and civic life.

STREAMS

The conference is divided into streams. These are very loosely grouped, approximating perspectives, knowledge-bases, professional practices or disciplines. As much as possible, we try to program parallel sessions relating to each stream into the same room. This means that it would be possible, if one wished, to follow the same stream for the whole conference. Each stream also has its own talking circle, a forum for focused discussion of issues.

You will be asked to select one or more streams when you submit a presentation proposal. If you select more than one stream or 'other', the conference organisers will choose a stream based on a reading of your title and abstract, or which seems to fit best with other presentation proposals that have been submitted.

CONFERENCE STREAMS

- Globalisation
- Politics of Diversity
- Race and Racism
- Identity, Belonging
- Immigration, Refugees
- Nations, Nationalism, Communities
- First Nations, Indigenous Peoples
- Gender and Sexuality
- Organisations
- Learning, Education, Training
- Disability, Health
- Representations: Media, Communications, Arts, Literature
- Other



The International Journal of Diversity in Organisations, Communities and Nations

Registration in the Diversity Conference allows participants the opportunity to publish in an academic journal. Presenters have the option to submit their papers for refereeing and publication in the International Journal of Diversity in Organisations, Communities and Nations, before the conference and up to one month after the conference. Papers submitted for publication will be 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).

For those unable to attend the conference in person, virtual registrations are available. This provides participants access to the electronic version of the Journal, and also the option to submit papers for refereeing and publication in the International Journal of Diversity in Organisations, Communities and Nations.

All registered participants will be given access to the full electronic version of that year's International Journal of Diversity in Organisations, Communities and Nations.

Papers are published continuously to the Journal's online bookstore, as soon as the publication process is completed for each paper (and that can be any time before the conference, and continues after the conference as papers are refereed). The full volume of the Journal is published annually.

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.

It is possible to attend and present at the conference without submitting or publishing a formal written paper if you choose not to do so.

REGISTRATION OPTIONS

Early Registration Discount
(by 20 December 2005)
\$AU750.00 (\$US583.43 | €474.82)

Full Conference Registration
\$AU850.00 (\$US661.22 | €538.13)

One-Day Registration
\$AU500.00 (\$US388.95 | €316.55)

Student Registration
\$AU500.00 (\$US388.95 | €316.55)

Virtual Registration
\$AU300.00 (\$US233.37 | €189.93)

Registration Fee Waiver
(For further information,
visit the conference website)

CONTACT

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