



The International Conference on Diversity
in Communities, Organisations and Nations
Melbourne, Australia
7 - 8 December 2005

SYMPOSIUM: WOMEN, DIVERSITY AND HUMAN RIGHTS

Diversity Symposium

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www.Diversity-Conference.com



The Diversity Symposium

This two day symposium on diversity is to be held at RMIT University, Melbourne, Australia, from 7-8 December 2005. The focus of this symposium will be on 'intersectional' issues of gender and culture. Its timing is roughly mid-way between the four day annual Diversity Conferences (the Fifth International Conference on Diversity in Organisations, Communities and Nations in Beijing and the Sixth International Conference on Diversity in Organisations, Communities and Nations in New Orleans). Main speakers will include leading thinkers in the field, and these will be supported by paper, workshop and colloquium presentations by researchers and practitioners.

The symposium is to be hosted by the Globalism Institute at Melbourne's RMIT University and to be held in the University's Storey Hall, located in the heart of the city of Melbourne. A range of accommodation options is also available.

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 symposium, visit the Diversity Conference website for further information—this site is regularly updated. You might also wish to subscribe to the Diversity Symposium Newsletter through this site.



Convenors, Symposium on Women, Diversity and Human Rights

- Maria Dimopoulos, Myriad Consultants.
- Mary Kalantzis, Innovation Professor, RMIT University, Melbourne, Australia.
- Dalal Smiley, Darebin City Council.
- Georgia Prattis, Metropolitan Fire Brigade, Melbourne.

International Advisory Board

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

- 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.

The Conference Venue

RMIT University
Storey Hall
342 Swanston St
Melbourne, Victoria, Australia

Supported and Sponsored by



- The Globalism Institute, RMIT, Melbourne, Australia.

The Globalism Institute is the public face of a university-wide research strength in globalisation and cultural diversity at RMIT University. The Institute undertakes engaged research into globalisation, transnationalism, nationalism and cultural diversity. It seeks to understand and critically evaluate current directions of global change, with an emphasis on the cultural implications of political and economic transformation. The role of the Institute is to initiate and manage research and community projects involving consortia of academics, researchers and consultants from diverse backgrounds. These collaborative projects draw on expertise from across the university and beyond, in fields such as global politics, international relations, community studies, cross-cultural communication, international education, international trade, productive diversity, global English and media studies. For further information, visit our website, or contact us by email.

Conference Organisers



- Common Ground

MAIN THEME

Women, Diversity and Human Rights

- Identities: immigrant and refugee women in the diaspora.
- Identities: indigenous women.
- Intersections: gender, race, ethnicity, class, disability and other dimensions of difference.
- Sexualities in a multicultural society.
- Inequalities: what are the intersectional effects?
- Marginalisation: its causes, processes and consequences.
- Feminism and diversity, in the mainstream and at the margins.
- Cultural 'renaissance' and reclaiming tradition: challenges and dilemmas.
- Democracy and diversity: questions of representation and voice.
- Women, religion and diversity.
- Domestic violence in immigrant and indigenous communities.

OTHER THEMES

THEME 1: Governing Diversity — Community 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.

THEME 2: Representing Diversity — The Influences of Global Tourism and the Global Media

- That '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 3: Learning Diversity — Education in a World 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 worldviews.
- '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: Critical Diversity

- Critical examination of existing theories of diversity and culture.
- 'Political correctness' and its critics.
- Diversity and homogeneity in theory and practice.
- The limits of diversity.
- Defining the dimensions of diversity — ethnicity, gender, race, socio-economic, indigenous, religion, gender, sexual orientation, 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.

SCOPE and Concerns

The Diversity Symposium 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 Symposium 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 Symposium 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 Symposium 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.

SYMPOSIUM STREAMS

- Immigrant, Refugee and Indigenous Women
- Intersections: Gender, Race, Ethnicity, Class, Disability and Other Dimensions of Difference
- Gender and Culture in the Politics of Diversity
- Representations: Media, Communications, Arts, Literature
- Race and Racism
- Identities, Nations and Globalisation
- First Nations, Indigenous Peoples
- Productive Diversity in Organisations and Communities
- Learning, Education, Training
- Other



The International Journal of Diversity in Organisations, Communities and Nations

Registration in the Diversity Symposium 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 Symposium (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 symposium 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 symposium as papers are refereed). The full volume of the Journal is published annually.

If full refereeing of your final paper is required before the symposium in order to attend in-person, papers should be submitted more than three calendar months before the opening date of the symposium.

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

REGISTRATION OPTIONS

Early Registration Discount
(by 1 July 2005)
\$AU375.00 (\$US291.71 | €237.41)

Full Registration
\$AU425.00 (\$US330.61 | €269.07)

One-Day Registration
\$AU300.00 (\$US233.37 | €189.93)

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

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

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

CONTACT

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