

# DIO 2023 PROGRAM

## DIVERSITY IN ORGANIZATIONS

### MAY 15

**12.00-14.00**      Opening and Lunch  
**Cafeteria**

**14.00-15.30**      **Keynote Speaker**  
**R42.5.503**      **Tessa Dover** (Portland State University)  
*"Psychological & Behavioral Impacts of Organizational DEI Initiatives: Moving from Stagnation & Backlash to Justice & Inclusion?"*

**15.30-16.00**      **Coffee Break**  
**Atrium**

**16.00-17.20**      **Academic Session 1**  
**R42.2.110**      **Colette Van Laar** (University of KULeuven)  
*"Men in organizations: Work family considerations"*  
**Franciska Krings** (University of Lausanne)  
*"Not up to the Task: Perceptions of Women and Men Who Experience Work-Family Conflicts"*  
**Michael Bender** and **Rawan Ghwazzawi** (Tilburg University)  
*"Emic Perspectives on Employee Agency"*

**17.30-18.30**      **Blitz Session 1**  
**R42.2.110**      **Kshitij Mor** (University of Utrecht)  
*"Signaling a safe environment for LGBTQ+ individuals: The effects of diversity approaches"*  
**Vladislav Krivoshchekov** (University of Bern)  
*"Greater emotional expressivity in diversity statements makes organisations more attractive"*  
**Ytan Wang** (University of KULeuven)  
*"Implicit messages men receive in the workplace regarding work-care"*  
**Alissone Mendes** (University of Lausanne)  
*"Anticipating discrimination on the labor market: Implications for job seekers' impression management tactics on LinkedIn"*

**18.30-20.00**      **Drinks and Discussions**  
**Atrium**

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## DIVERSITY IN ORGANIZATIONS

**MAY 16**

**9.00-9.30**  
**Atrium**

**Breakfast**

**9.30-11.00**  
**R42.2.110**

**Practitioners Session**

**Isabella Lenarduzzi** (JUMP, Solutions for Equity at Work)  
*"A company that works for women, works for everyone!"*

**Ferdaous Lahrichi** (DEI expert)  
*"Inclusive Talent Management and fair HR-procedures: reality check from the field"*

**Jérôme Coullaré**, (Corporate D&I at Orange)  
*"Quantifying inclusion: the necessary passage through antidiscrimination and diversity measures"*

**Caroline de Bie** (DEI Expert)  
*"From vision to implementation: identifying blind spots in your DEI strategy"*

**11.00-11.30**  
**Atrium**

**Coffee Break**

**11.30-13.00**  
**R42.2.110/3.103**

**Round Table 1**

*"What leaders (should) do to support DEI policies?"* animated by **Klea Faniko** (Université de Genève)

Practitioners: **David Ducheyne** (Otolith), **Katrien Gossens** (ING), **Joelle Jablan** (EW Group)

Academics: **Jojanneke van der Toorn** (Utrecht University), **Smaranda Boros** (Vlerick Business School), **Pinar Celik** (ULB)

**13.00-14.30**  
**Atrium**

**Lunch and Poster Session 1**

**Catho Jacobs** (University of KULeuven)

*"Correlates of moving away from or towards groups: fulfillment or costs for identity motives"*

**Loes Meeussen** (University of KULeuven)

*"Teachers' diversity approaches during Covid-19 school closures predict adolescents' school engagement, belonging, and health beyond general teacher support"*

**Shanon O'Rourke** (Open University)

*"Leadership and workplace experiences of Lesbian, Gay, Bisexual, and Queer people in the UK"*

**Birgit van Winden** (University of Leiden)

*"The importance of diversity ideology fit in employees' sense of inclusion and support for diversity policies in organizations"*

**Joseph Mumbanza** (Université libre de Bruxelles)

*"Do men and women differ in their perception of gender equality policies?"*

**Julia Oberlin** (Université libre de Bruxelles)

*"Do diverse and inclusive organisations implement effective and coherent DEI policies?"*

**Nada Jmili** (University of Lausanne)

*"Work comes first! How gender and type of work family conflict shape the perception of workers and the social support they provide"*

**Fabiola Dorn** (University of Bristol)

*"Gendered Reasons for Leaving Intentions Among Early Career Engineers"*

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**14.30-16.00**

**R42.2.110**

### Academic Session 2

**Smaranda Boros** (Vlerick Business School)

*"Stuck in the buffer zone: turning liminality into thresholds"*

**Jojanneke van der Toorn** (Utrecht University)

*"LGBTIQ+ workplace inclusion: Assessing employee needs and inequalities"*

**Judith Kende** (Université libre de Bruxelles)

*"Policies and Prejudice: Integration Policies Moderate the Link Between Immigrant Presence and Anti-Immigrant Prejudice"*

**Claudia Toma** (Université libre de Bruxelles)

*"The interplay between DEI policies and DEI climate in organizations"*

**16.00-16.30**

**Atrium**

### Coffee Break

**17.00-18.30**

**R42.5.503**

### Keynote Speaker

**Tania Saba** (University of Montreal)

*"Progress, Setbacks and Future Challenges in EDI Management"*

**18.30-20.00**

**Atrium**

### Drinks and Discussions

**MAY 17**

**9.00-9.30**

**Atrium**

### Breakfast

**9.30-11:00**

**R42.2.110**

### Blitz Session - 8 blitz

**Onur Sahin** (University of Utrecht)

*"The Relationship between Dissimilarity and Perceived Inclusion Explained: Four Mechanisms at the Workplace"*

**Julie Mellul** (Université of Paris Cité)

*"Physical attractiveness: a way for self-promoting women to avoid a backlash effect?"*

**Iris Meinderts** (University of KULeuven)

*"Daily Feedback Suspicions and Ability-Uncertainty among Young Researchers in Competitive STEM Work Climates"*

**Valérie De Cock** (Université libre de Bruxelles)

*"The proof is in the pudding: Workers care about evidence-based diversity cues, not about expressed diversity cues"*

**Hualin Xiao** (École Normale Supérieure-Ulm Paris)

*"Moral attitudes affect evaluations of research on gender bias"*

**Yonn Bokern** (University of Utrecht)

*"Shades of Support: An Empirical Assessment of D&I Policy Support in Organizations"*

**11.00-11.30**

**Atrium**

### Coffee Break

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## DIVERSITY IN ORGANIZATIONS

**11.30-13.00**

**R42.2.110/3.103**

### Round Table 2

*"Why and how to measure DEI policies impact ?"* animated by **Sara Aguirre** (Université libre de Bruxelles)

Practitioners: **Tamara Elsing** (STIB), **Claire Goding** (FeBelfin), **Luc Vandemoortele** (AXA)

Academics: **Tessa Dover** (PSU), **Franciska Krings** (Université de Lausanne), **Claudia Toma** (ULB)

**13.00-14.30**

**Atrium**

### Lunch and Poster Session 2

**Tisela Wardoyo** (PT PLN (Persero))

*"Clustering the Indonesian cultural diversity and its practical implications in human resource development strategy and practices"*

**Helena Widaningrum** (PT PLN (Persero))

*"Employee's personality-societal culture fitness and implications in work performance in Indonesia"*

**Tomasz Młyniec** (SWPS University)

*"Organizational- and individual-level aspects of workplace inclusion"*

**Oriana De Saint Priest** (University of Lausanne)

*"Motherhood wage penalty: New evidence from Switzerland"*

**Berfin Acar** and **Luca Fehér** (Université libre de Bruxelles)

*"Diversity and polarization: putting political assertions to the test – diversity can lead to more tolerance"*

**Yuchao Wang** (KU Leuven)

*"Does less gender equality culture strengthen subtle androcentrism in individuals?"*

**Onur Sahin** (University of Utrecht)

*"Breaking the Mold: Examining the Impact of Explicit Coordination on Gender Roles in Expecting Couples"*

**Delia Mensitieri** (University of Ghent)

*"It's not all in your head": Breaking the organizational silence on microaggressions"*

**Frederica Case** (University of Surrey)

*"Agency and Communion in Mentoring: The Role of Similarity on Traits and Values and Perceived Workplace Requirements"*

**Nicole Russell Pascual** (University of Exeter)

*"Disentangling the Crucial Components of Diversity Ideologies"*

**14.30**

**Atrium**

### Conference Closing

Fondat°  
Bernheim

  
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