

MONDAY, 11 JUNE			
8:00-9:00	CONFERENCE REGISTRATION OPEN		
9:00-9:15	CONFERENCE OPENING - GARETT GIETZEN, COMMON GROUND PUBLISHING, USA		
9:15-9:45	PLENARY SESSION - JOY JOHNSON, UNIVERSITY OF BRITISH COLUMBIA, VANCOUVER, CANADA - "PHYSICAL BODIES IN SOCIAL WORLDS: SEX, GENDER AND OTHER DIMENSIONS OF DIVERSITY"		
9:45-10:15	PLENARY SESSION - NICHOLAS KOTSIRAS, PARLIAMENT OF VICTORIA, VICTORIA, AUSTRALIA - "MULTICULTURALISM, IDENTITY AND CITIZENSHIP: INGREDIENTS FOR A STRONG, UNIFIED AND VIBRANT SOCIETY"		
10:15-10:30	HOST COMMENTS & TRANSITION TO BUCHANAN B BUILDING		
10:30-11:00	GARDEN CONVERSATION & BREAK - ROOM 3		
11:00-11:45	TALKING CIRCLE		
Room 1	Theme: Organizational Diversity		
Room 2	Theme: Community, Diversity and Governance		
Room 3	Theme: Community, Diversity and Governance		
Room 4	Theme: Education and Learning in a World of Difference		
Room 5	Theme: Education and Learning in a World of Difference		
Room 6	Theme: Identity and Belonging		
Room 7	Theme: Identity and Belonging		
Room 8	Theme: Organizational Diversity		
11:50-12:35	PARALLEL SESSIONS		
	11:50-12:05	12:05-12:20	12:20-12:35
Room 1	Increasing the Representation of Women in Leadership: A Business Imperative - IBM Microelectronics' Mindset Initiative Scott McClure , Microelectronics, IBM Corporation, Essex Junction, Lisa Beilstein , IBM System and Technology Group	Do We Really Want Change? Exploring the Complexities of Diversity Dr. June Ying Yee , School of Social Work, Ryerson University, Toronto, Dr. Anne Wagner , Child & Family Studies, Nipissing	An Ecological Approach to Organizational Transformation: The Growth of Cross-cultural Health Care Delivery in an Academic Community Health Network James Geiger , Allentown, Judith Natale Sabino , Administration, Dr. Eric Gertner , Division of General Internal Medicine Department of Medicine, Dr. Jarret Patton , Pediatrics, Lehigh Valley

	<p>Partnership, IBM, USA <i>Overview:</i> This is a description of IBM Microelectronics' initiative to increase the representation of women in leadership positions. <i>Stream:</i> <i>Organisations</i></p>	<p>University (Muskoka Campus), Bracebridge, Canada <i>Overview:</i> In the Canadian context, this paper will explore both the challenges as well as the opportunities engendered in projects designed to address diversity issues in social service organizations. <i>Stream:</i> <i>Organisations</i></p>	<p>Health Network, Dr. Llewellyn J. Cornelius, School of Social Work, University of Maryland, Dr. Debbie Salas-Lopez, Department of Medicine, Lehigh Valley Health Network, USA <i>Overview:</i> Faced with a fast-growing Latino population, a large U.S. health network piloted Bienvenidos, a program to assure culturally and language appropriate care. The pilot led to organization-wide, cultural awareness transformation. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
<p>Room 2</p>	<p>Standing Up for the "Other": Who, How, and Why Dr. Heather Dwyer Sadlier, Department of Education, University of New England, Biddeford, USA <i>Overview:</i> Through exploring their own diversity, participants will surface their interconnections with various diversities and emphasize the wide-ranging impact of acts of bias, harassment, and hate. <i>Stream: Learning, Education, Training</i></p>		
<p>Room 3</p>	<p>The University of Local Knowledge Penny Evans, Knowle West Media Centre, Dr. Mike Fraser, Department of Computer Science, Dr. Angela Piccini, Drama: Theatre, Film, Television, Susanna Martin, Department of Computer Science, University of Bristol, Bristol, UK <i>Overview:</i> We discuss and share outcomes from the University of Local Knowledge project, a collaboration between the Knowle West Community, Knowle West Community Centre and University of Bristol. <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>		
<p>Room 4</p>	<p>Diversity Plus Engagement Equals Inclusion: A Model to Inclusively Engage Diverse Students Cheryl Whitelaw, Kerry Louw, Faculty of Foundational and</p>		

	<p>Intercultural Studies, NorQuest College, Edmonton, Canada <i>Overview:</i> This interactive session will engage participants with a model for inclusive engagement with diverse students to plan more inclusive student engagement at your institution.</p>		
Room 5	<p><i>Stream: Learning, Education, Training</i> Preparing Teacher Candidates for Student Advocacy against Acts of Injustice: Reality-based Case Scenarios Dr. Nina Morena L. Valerio, Teaching and Learning, Seattle University, Dr. Joseph W. Scott, Department of Sociology, University of Washington, Seattle, USA <i>Overview:</i> Workshop participants will engage in an interactive experience using reality-based case scenarios on acts of injustice and ethical problem-solving. <i>Stream: Learning, Education, Training</i></p>		
Room 6	<p>Shifting Identity of the Professional Workforce in Australian Organisations: The Indian Migrant Experience Sunaina Gowan, School of Business, University of Western Sydney, Sydney, Australia <i>Overview:</i> Researching the experience of professional, Indian migrants to Australia, focusing on the adjustments which determine their decisions on settlement, engagement strategies with Australian society, and integration within organisations.</p>	<p>Business Start-ups and Success Strategies of Ethnic Chinese Entrepreneurs in Australia: A PRC Chinese Immigrant Group Study Yurong Wang, Dr. James Warn, School of Business, University of New South Wales, Canberra, Australia <i>Overview:</i> This paper examines business start-ups and success strategies of the PRC Chinese who arrived in Australia in the 1980s and stayed on after the China Tiananmen Square incident in 1989.</p>	<p>Entrepreneurial Diversification in Contemporary Greece Konstantinos Skandalis, School of Politics and Economics, Claremont Graduate University, Claremont, Prof. Constantine P Danopoulos, Political Science, San Jose State University, San Jose, USA <i>Overview:</i> The paper analyzes and assesses the entrepreneurial engagement of recently arrived in Greece's economy. <i>Stream: Nations, Nationalism, Communities</i></p>

	<p><i>Stream: Immigration, Refugees</i></p>	<p><i>Stream: Immigration, Refugees</i></p>	
Room 7	<p>Recognition versus Redistribution? Indigenous Views on Social Citizenship in New Zealand Dr. Louise Humpage, Department of Sociology, University of Auckland, Auckland, New Zealand <i>Overview:</i> Quantitative and qualitative data will demonstrate how the attitudes to social citizenship held by indigenous Māori in New Zealand have been shaped by public discourses that recognize indigenous rights. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>The Diversity of Political Behavior: Some Implications of Communal Identities Agnes Katalin Koos, Political Science Department, Simon Fraser University, Burnaby, Canada <i>Overview:</i> The paper highlights several significant differences between the political attitudes of people belonging to minority and immigrant groups, on the one hand, and majority political attitudes, on the other. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Legal Dimensions of Diversity: The Role of Race in the Context of Cultural Diversity in South Africa Prof. Christa Rautenbach, Faculty of Law, North-West University, Potchefstroom Campus, Noordbrug, South Africa <i>Overview:</i> This presentation focuses on the legal dimensions of cultural diversity in a South African context. <i>Stream: Race and Racism</i></p>
Room 8	<p>Ethnocentrism: A Barrier to Diversity Dr. Carrol Haggard, Department of Communication Studies, Fort Hays</p>	<p>Crosscultural Editing and Critique: Confronting White Estrangement from Indigenous Texts</p>	<p>Acts of Resistance: Second Generation Brown Canadian Women Negotiate Identity as Activists Manjeet Birk, Centre for Cross Faculty Inquiry in Education Faculty of</p>

	<p>State University, Hays, Dr. Margaret Butcher, Online Education Consultants, Dodge City, USA <i>Overview: The relationship between two important elements in understanding cultural differences ethnocentrism and intercultural willingness to communicate are examined. Ethnocentrism can predict one's IWTC, thus is a barrier to diversity.</i> <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Robin Ann Freeman, School of Communication and Creative Arts, Deakin University, Melbourne, Australia <i>Overview: This paper considers the symbiotic role of crosscultural editors and critics in the publication and development of Indigenous authors in the settler societies of Australia and Canada.</i> <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>	<p>Education, University of British Columbia, Vancouver, Canada <i>Overview: Second generation Brown Canadian women discuss the ways resistance to discrimination has impacted activism in their lives.</i> <i>Stream: Race and Racism</i></p>
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12:55-14:00 LUNCH

14:00-15:00 PARALLEL SESSIONS

	14:00-14:15	14:15-14:30	14:30-14:45	14:45-15:00
Room 1	<p>Recognition, Equity and Difference in the Practice of Midwifery in Ontario Dr. Nadya Burton, Midwifery Education</p>	<p>Recruiting Library Information Services Students with Culturally Diverse Backgrounds through Collaborative</p>	<p>Culture and Difference in Australian Residential Aged Care Facilities among Personal Care Workers and Residents</p>	<p>Diversity in Physical Therapy Practice: Including Persons with Disabilities as Colleagues Dr. James Brennan, Department of</p>

	<p>Education</p> <p>Program, Ryerson University, Dr. Rachel Ariss, Legal Studies Program, UOIT, Toronto, Canada <i>Overview:</i> This presentation discusses the two primary concerns of diversity - equity and recognition - in the model of care and practice of midwifery in Ontario. <i>Stream:</i> <i>Disability, Health</i></p>	<p><u>Collaborative</u></p> <p><u>Projects</u></p> <p>Dr. Sha Li Zhang, University Libraries, University of North Carolina, Greensboro, USA <i>Overview:</i> This presentation highlights a collaborative project in recruiting library information services (LIS) students with diverse backgrounds, with enhanced LIS experience through internship, mentoring, networking, and other activities. <i>Stream:</i> <i>Learning, Education, Training</i></p>	<p><u>Residents</u></p> <p>Margaret Thorne, Faculty of Education, Monash University, Melbourne, Australia <i>Overview:</i> In this paper I introduce a doctoral study that investigates elderly residents' and Personal Care Workers' understandings and beliefs about culture and diversity. <i>Stream:</i> <i>Learning, Education, Training</i></p>	<p>Department of</p> <p>Physical Therapy, The Sage Colleges, Troy, USA <i>Overview:</i> The profession of physical therapy, in order to be transformative, democratic, and one that fosters interdependence, needs to open its ranks to persons with disabilities. <i>Stream:</i> <i>Disability, Health</i></p>
<p>Room 2</p>	<p><u>The Semantics of (Anti-) Racism in Policy Development: Debates on Difference and Integration in Education</u></p> <p>Silvia Rodríguez-Maeso, Marta Araujo, Centre for Social Studies - Associated Laboratory, University of Coimbra, Coimbra, Portugal, Dr Tina Gudrun Jensen, The Danish National Centre for Social Research, Copenhagen, Denmark, Simona Pagano, European University Viadrina, Frankfurt, Germany, Dr Katy Sian, Centre for Ethnicity and Racism Studies, University of Leeds, Leeds, UK, Maria Martínez, Collective Identity Research Centre, University of the Basque Country, Bilbao, Angeles Castaño, Department of Social Anthropology, Fernando Martinez, University of Seville, Seville,</p>			

	<p>Spain <i>Overview:</i> This explores official policies towards the promotion of anti-racism in European contexts, focusing on compulsory education and on how schools and other agencies respond to cases of complex cultural diversity.</p>			
Room 3	<p>Stream: Nations, Nationalism, Communities Where the Rubber Meets the Road: Driving Multiculturalism In Higher Education Dr Melissa Anyiwo, Department of Politics and History Department of African American Studies Faculty Center for Faculty Development and Curriculum Innovation, Dr Katherine Morrison, Education, Sarah Smith, Academic Affairs, Dr Joanne Ruane Seltzer, Department of Education, Milton, USA, Robert MacDougall, Communication, Curry College, Brecken Chinn Swartz <i>Overview:</i> A colloquium session that outlines multiple approaches to issues of inclusive excellence and intersectionality, with participants engaging in real world examples of successful applications of inclusive models of learning. <i>Stream: Learning, Education, Training</i></p>			
Room 4	<p>Young People Lead Their Community Closer to Educational Equity Dr. Jann Murray-García, Betty Irene Moore School of Nursing, University of California, Courtenay Tessler, Counseling Division, Davis Senior High School, Davis, USA <i>Overview:</i> Youth and adults use their award-winning, youth-created documentary to tell their story of youth-led community change and narrowing of racial achievement gaps in this affluent, university community in California, U.S.A. <i>Stream: Learning, Education, Training</i></p>			
Room 5	<p>Diversity Leadership: Empowering to Make a Difference Dr. Susmita Murthy, Herndon, Dr. Myra Dingman, Federal Human Capital, Deloitte Consulting, Virginia Beach, USA <i>Overview:</i> For diversity to result in positive</p>	<p>Gender and Diversity: Is a New Model of HRM Required? Dr. Lovanirina Ramboarison-Lalao, Researcher in Humans and Management in Society Laboratory EM Strasbourg Business School, Hoenheim, Prof Gilles</p>	<p>Diversity Management Practices in Select Firms in India: A Critical Analysis Dr. Sanghamitra Buddhapriya, Department of Organizational Behaviour and Human Resource Management, FOPE School of</p>	<p>Economic Development Strategies to Attract and Retain Global Talent: The Story of Greater Louisville International Professionals Initiative Michael Iacovazzi-Pau, Economic and Community Development, Greater</p>

	<p>in positive outcomes in an organization, it has to be intentional. This presentation explores the concept of "diversity leadership" as a way to do this. <i>Stream: Learning, Education, Training</i></p>	<p>Prof. Gilles Lambert, EM Strasbourg Business School, University of Strasbourg, France <i>Overview:</i> This paper outlines a situational HRM model for the issues of equality in the workplace among the traditional monolithic approach, the gender mainstreaming dual approach, and the diversity multifaceted approach. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Management, New Delhi, India <i>Overview:</i> This study tries to critically analyse the diversity management practices in some leading service sector organisations of India. <i>Stream: Organisations</i></p>	<p>Greater Louisville Inc. (Metro Chamber of Commerce), Louisville, USA <i>Overview:</i> Greater Louisville International professionals is a talent attraction initiative from the chamber of commerce aimed at building our community's reputation as a welcoming and inclusive city. <i>Stream: Immigration, Refugees</i></p>
<p>Room 6</p>	<p>There's No "L" in "Earning": Making Money from a More Inclusive Curriculum Jacinta Maxwell, Faculty of Education, University of Southern Queensland, Toowoomba, Australia</p>	<p>Indigenous Pacific Emerging Metaphors for Education Dr. Kabini Sanga, Faculty of Education, Victoria University of Wellington, Wellington, New Zealand <i>Overview:</i> In</p>	<p>Learning Diversity: Effect of Sustainable Leadership on Learner Performance June Monica Palmer, School of Education Studies Comparative Education and</p>	<p>Social Working Diversity: Empowering Disadvantaged and Marginalized School Children via the Village Sanctuary Model Dr. Guia Calicdan-Apostle, School of Social and Behavioral Sciences</p>

	<p>Australia</p> <p><i>Overview:</i> Utilising the theory of Racial Realism, particularly interest convergence, this paper will present a critical analysis of the Australian Curriculum and its intentions regarding cultural inclusivity.</p> <p><i>Stream: Race and Racism</i></p>	<p><i>Overview:</i> III</p> <p>rethinking education, Pacific islanders have come up with newer framings of education. How are these different? What are their values? What are their promises for diversity?</p> <p><i>Stream: Learning, Education, Training</i></p>	<p>Education and</p> <p>Education Management, University of the Free State, Bloemfontein, South Africa</p> <p><i>Overview:</i> The purpose of this article is to critically reflect on how sustainable leadership in multicultural secondary schools may influence learner performance in such diverse classrooms.</p> <p><i>Stream: Learning, Education, Training</i></p>	<p>SCIENCES,</p> <p>Richard Stockton College of New Jersey, Dr. Ivan Turnipseed, School of Business, The Richard Stockton College of New Jersey, Galloway, USA</p> <p><i>Overview:</i> This presentation introduces a framework for managing key risk factors that are not often addressed in disadvantaged, minority school districts when operating budgets are cut.</p> <p><i>Stream: Race and Racism</i></p>
<p>Room 7</p>	<p>What? You Want Me to Ask a Person with a Disability Where They Want to Live?</p> <p>Julie Mann, Sustainable Regional Programme Centre for Environmental Management, CQUniversity, Rockhampton, Australia</p> <p><i>Overview:</i> Giving a person with a disability a voice</p>	<p>Structural Access for Children with Physical Disabilities in Long Island Elementary and Secondary Public Schools: An Inquiry on the Effects of the Americans with Disabilities Act in Educational Facilities</p> <p>Zanina Jacinto, School of Social Welfare Studies</p>	<p>Themes, Issues and Dilemmas: Evaluating Ethnic Matching in Adoption Practice in the UK</p> <p>Dr. Julie Ridley, University of Central Lancashire, Dr. John Wainwright, School of Social Work, Preston, UK</p>	<p>Finding Peace in the Tension between Homogeneity and Diversity: Plurality of Economic Systems</p> <p>Shawn Bryant, Department of Peace, Conflict and Development Studies, Universitat Jaume I, Konstanz, Germany</p> <p><i>Overview:</i> Looking at</p>

	<p>and choice about where and how they want to live. <i>Stream: Disability, Health</i></p>	<p>weirare, Stony Brook University, Stony Brook, USA <i>Overview:</i> Twenty-one years after the passage of the American Disabilities Act, children with physical disabilities still experience architectural barriers in their public schools, barriers that exclude them from their educational environments. <i>Stream: Disability, Health</i></p>	<p><i>Overview:</i> Themes, issues, policy and practice dilemmas in ethnic matching in adoption are explored in the context of a social work service evaluation in the UK. <i>Stream: Race and Racism</i></p>	<p>Looking at economic systems from manifold approaches to peace, this is an invitation to look beyond the apparent dilemma of unity or infinite diversity. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
Room 8	<p>The Power to Define and Represent Self in Relation to Others: Visual Media Influences from a Study of Religion Perspective Sheila F. Winborne, Department of Philosophy and Religion, Northeastern University, Boston, USA <i>Overview:</i> What are the results</p>	<p>The Language Effects Reflected in Chinese International Business Guang Yu, School of Management, Shandong University, Jianping Zhu, School of Foreign Language, Shandong Light Institute, Yuliang Zhou, School of</p>	<p>Speaking Native: The Aftermath of English in Australia and Zanzibar Maryam Jaffar Ismail, Clayton, Dr. Zane Ma Rhea, Faculty of Education, Monash University, Melbourne, Australia <i>Overview:</i> This is framed by the politics of</p>	<p>Listening to Silence: An Analysis of Representing Diversity of Voice and Silence as Complimentary Texts Christopher Lewis, College of Education Studies, Chapman University, Orange, USA <i>Overview:</i> There is a need for educators to</p>

	<p>are the results when underrepresented individuals and groups are more widely defined and represented through visual media by persons outside of their communities? <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>	<p>SCHOOL OF Management, Shandong University, Jinan, China <i>Overview:</i> Three issues belonging to the category "linguistic diversity" are discussed, which are "company speak" and business communication, image language and marketing, and language training and staff transfer. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>the politics of English. It uses postcolonial voices to open up the conversation on living in the aftermath of English within Australia and Zanzibar. <i>Stream: First Nations, Indigenous Peoples</i></p>	<p>educators to evaluate the binary relationship between voice and silence as complimentary and not antithetical. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
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15:30-15:45 **BREAK**

15:45-16:30 **PARALLEL SESSIONS**

	15:45-16:00	16:00-16:15	16:15-16:30
Room 1	<p>Rethinking Thawra: Spatial Politics and Representations of Diversity in Arabic Literature Dr. Roula Salam, Queen's University, Edmonton, Canada <i>Overview:</i> This discusses the role</p>	<p>Community Trauma, Differences in Marginalization Dr. Ken Moffatt, School of Social Work, Ryerson University, Dr. Susan McGrath, Refugee Studies and School of Social Work, York University, Toronto, Dr. Bill Lee, School Of Social Work, McMaster University, Dr. Mirna E.</p>	<p>Biculturalism in Aotearoa/New Zealand Dr. Derek Wallace, School of Linguistics and Applied Language Studies, Victoria University of Wellington, Wellington, New Zealand <i>Overview:</i></p>

	<p>and implication of spatial discourse in examining contemporary Arabic literature representative of social diversity, and its impact on our understanding of Arab revolution. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Carranza, School of Social Work, McMaster University, Hamilton, Canada <i>Overview:</i> Members of marginalized communities experience trauma as a collective, but members are aware that individual social location is also important. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Consideration of contemporary perspectives on biculturalism, with particular reference to the founding of a new national bicultural museum in the 1990s. <i>Stream: Nations, Nationalism, Communities</i></p>
<p>Room 2</p>	<p><u>We Are Diverse . . . Aren't We? Exploring the Complexities of Diversity</u> Dr. Anne Wagner, Child & Family Studies, Nipissing University (Muskoka Campus), Bracebridge, Dr. June Ying Yee, School of Social Work, Ryerson University, Toronto, Canada <i>Overview:</i> This paper explores the extent to which equity measures are largely an "institutional performance" (Ahmed, 2007) used to convey a positive institutional</p>	<p><u>The Practice of Managing Diversity</u> Dr. Caleb Rosado, Sociology, Warner Pacific College, Portland, USA <i>Overview:</i> How does one go about managing diversity in today's global markets? This paper address seven key factors and four imperatives that are essential for the successful management of diversity. <i>Stream: Organisations</i></p>	<p><u>Championing Diversity and Positive Change at a Public University in Pennsylvania: A Case Study in Progress</u> Dr. Nancy VanArsdale, Dr. Patricia Graham, Academics, East Stroudsburg University, East Stroudsburg, USA <i>Overview:</i> What steps did a regional public university take to diversify its student body, faculty and staff, curriculum, and campus culture? <i>Stream: Learning, Education, Training</i></p>

	<p>image, rather than strategies to institute meaningful change. <i>Stream: Learning, Education,</i></p>		
<p>Room 3</p>	<p><u>Training: The Limits of Recruitment of Youth from Immigration and/or from Urban Renewal Areas in Local Public Authorities: The Logic behind Composing Teams at Work and the Network</u> Meziani Yamina, Axes of Research: "Identification" and "Inequalities" Department of Sociology, University Bordeaux 2, Bordeaux, France <i>Overview:</i> Our qualitative research in local public authorities underlines the importance of a new strategic outlook on discrimination alongside the composition of services and politically influenced networks. <i>Stream: Identity</i></p>	<p><u>Music Talks about Mental Health: So Can You</u> Ms Pui San Whittaker, Strategy, Policy and Planning, Mental Health Commission of Western Australia, Perth, Australia <i>Overview:</i> Sharing stories, listening to music and surfing the Internet are daily activities. Can they promote mental wellbeing and reduce stigma? Absolutely! <i>Stream: Disability, Health</i></p>	<p><u>Diversity in the Workplace: A Normative Study</u> Dr. Richard Andrulis, Human Resource Development and Psychology, Bianca Zongrone, Human Resource Development, Villanova University, Villanova, USA <i>Overview:</i> Our research shows that the execution of value-adding diversity programs in organizations is lacking. Legal compliance, not creating a diverse climate, is clearly the trend of most companies. <i>Stream: Organisations</i></p>

	<i>and Belonging; the Politics of Diversity; Globalisation</i>		
Room 4	<p>Leadership Capacity for Equity, Diversity, and Inclusive Excellence: Using Elders to Guide my Path Ms. Majorie Angel Brown, OISE/Theory and Policy Studies in Education, University of Toronto, Toronto, Canada <i>Overview:</i> This workshop describes the process I use that addresses equity, diversity and inclusion as one professional competency area in my leadership profile. I call it 'professional higher education excellence.' <i>Stream: Race and Racism</i></p>		
Room 5	<p>Building Sustainable Organizational Diversity Dr. Paul Henry Hawkins, Working Diversity, Inc., Pittsburgh, USA <i>Overview:</i> Sustainable organizational diversity requires thoughtfully built commitment. This session describes a path organizational leaders can follow to build a high commitment level. <i>Stream: Organisations</i></p>		
Room 6	<p>Structuring Institutional Diversity Progress: Empowering Local Units Dr. A.T. Miller, Central Administration Provost Office, Cornell University, Ithaca, USA <i>Overview:</i> Diversity professionals can use institutional processes to achieve progress on diversity climate and increased diversity and inclusion. The persistence of systems can then outlive individual leaders and maintain progress. <i>Stream: Organisations</i></p>		
Room 7	<p>Digital Diversity Dialogues: Inclusion Innovation—Audience Response Technology for Diversity and Inclusion Success Matthew Freeman, Executive Diversity and Inclusion Organizational Development, Tiffany Jana, Executive Level Diversity & Inclusion Organizational Development, TMI, Richmond, USA <i>Overview:</i> Learn how Audience Response Technology (clickers) can be leveraged to increase trust, learning, and authentic engagement in diversity training and civic engagement processes. <i>Stream: Learning, Education, Training</i></p>		
Room 8	Battling for the Dream: Best	Dialogue in the Negev: A Cross-Cultural Project	Theorizing Diversity in

	<p>Practices to Improve Access to Higher Education for Undocumented Students Residing in the U.S. Janae Dimick, College of Educational Studies, Chapman University, Orange, USA <i>Overview:</i> This paper will present best practices for aiding undocumented students who reside in the U.S. through the difficult process of gaining admission to higher education institutions. <i>Stream:</i> Immigration, Refugees</p>	<p>Teaching Bedouin-Arabic to Hebrew Speaking Medical Staff in Israel Dr. Shlomit Shvitiel-Shraybom, Arabic Department, Kaye Academic College for Education and Bar-Ilan University, Beer_sheva, Israel <i>Overview:</i> Cross-cultural communication: Bedouin students and teachers teach their mother tongue to Hebrew speaking medical staff in Israel <i>Stream:</i> Learning, Education, Training</p>	<p>Indigenous Leadership Development Dr. Zane Ma Rhea, Faculty of Education, Monash University, Clayton, Australia <i>Overview:</i> This paper theorises leadership development of Indigenous and other traditionally-oriented peoples through a diversity lens, analysing three vignettes to explore the interplay of individuals, groups, and complex interests. <i>Stream:</i> First Nations, Indigenous Peoples</p>
16:50-17:00	BREAK		
17:00-17:45	PARALLEL SESSIONS		
	17:00-17:15	17:15-17:30	17:30-17:45
Room 1	<p>The Contentious Politics of Localism: Ecology, Economic Nationalism, Devolution, and Ethno-exclusionism, from the Far Left to the Far Right Dr. Mi Park, Sociology and Social Anthropology Department, Dalhousie University,</p>	<p>Marginalisation, Underdevelopment, and Poverty: Diversity as an Excuse to Oppress, Exclude, and Exploit the Different Other Dr Sibonginkosi Mazibuko, Department of Development Studies, University of South Africa,</p>	<p>Can We Get off the Merry Go Round? Using Systems Theory to Identify Systemic Barriers to Employment Opportunities for Immigrants in Canada Iren Koltermann, eCaliber Group, Mississauga, Carmen Long,</p>

	<p>Halifax, Canada <i>Overview:</i> This article critically discusses potential implications of localism for development, technology, migration, international trade, ecology, and democracy. <i>Stream: Nations, Nationalism, Communities</i></p>	<p>Pretoria, South Africa <i>Overview:</i> The paper traces the causes of marginalisation from a particular form of diversification under colonialism and apartheid eras and how this led to underdevelopment and poverty in the name 'diversity'. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Callie Long Communication, Toronto, Canada <i>Overview:</i> Canada's immigration practices reveal stagnant opportunities for employment related to systemic barriers for skilled newcomers over the last decade. <i>Stream: Immigration, Refugees</i></p>
<p>Room 2</p>	<p>Culture as Symbolic vs. Culture as Ideological: James Carey's vs. Stuart Hall's Theoretical Approaches of Cultural Studies Dr. Hsin-I Liu, Department of Communication Arts School of Media and Design, University of the Incarnate Word, San Antonio, USA <i>Overview:</i> This paper critically reflects upon two major theorists in cultural studies—James Carey and Stuart Hall—who each represent American and British schools of cultural studies. <i>Stream: Representations:</i></p>	<p>What Is Danshukai? On "Japanese Alcoholics Not Anonymous" Dr. Mutsuko Masaki, Media and Communication Education, Hokkaido University, Sapporo, Japan <i>Overview:</i> Danshukai is one of a great variety of spinoff self-help groups of Alcoholics Anonymous (AA) developed in Japan. This paper explores the differences and similarities between Danshukai and AA. <i>Stream: Learning, Education, Training</i></p>	<p>An Investigation of Paramedic Practice and of the Cultural and Religious Needs of the Pre-hospital Patients in the Melbourne Community Peter Ross Hartley, School of Biomedical and Health Science Faculty of Health Engineering and Science, Victoria University, Melbourne, Australia <i>Overview:</i> This study investigates paramedic practices related to cultural and religious needs of community groups. It incorporates the voices of community</p>

	<i>Media, Communications, Arts, Literature</i>		groups from experiences during pre-hospital health care in Melbourne, Australia. <i>Stream: Disability, Health</i>
Room 3	<p>Carpe Diem with Project-based Learning! Steppin' It Up When Diversity Is What You Have Dr. H. A. Hasan, Spalding University, Dr. James P. Takona, College of Education, Spalding University, Louisville, USA <i>Overview:</i> Through critical, self-reflexive practices embedded in our research and our teaching, we can work against learning inequalities by creating humane classrooms where students learn empowering ways through project-based engagements. <i>Stream: Learning, Education, Training</i></p>	<p>"We, Too, Can Sing America!": Reconsidering Diversity as a Significant Unresolved Issue in Teacher Preparation Dr. James P. Takona, College of Education, Spalding University, Dr. Saman Hassan, University of Phoenix, Dr. Jeronda Majors, Jefferson County Public School, Louisville, USA <i>Overview:</i> This paper addresses challenges of cultural diversity facing American schools where new initiatives are required in teacher education. Most teacher preparation programs train teachers to teach students just like themselves. <i>Stream: Learning, Education, Training</i></p>	<p>Students Trafficking in Southern African Universities: A Scourge in Curriculum Implementation Mutendwahothe Walter Lumadi, University of South Africa, Johannesburg, South Africa <i>Overview:</i> This study seeks to focus on the root cause of students trafficking in Southern African universities and its implications in curriculum management. <i>Stream: Gender and Sexuality</i></p>
Room 4	<p>Exploring Non-payment of School Fees in a Culturally Diverse High School</p>	<p>The Use of Information and Communication Technologies for</p>	<p>School Enrollment of Brazilian Children in Japan: Economic and Cultural</p>

	<p>in Gauteng Province Dr. Mabatho Sedibe, Education Department of Educational Psychology, University of Johannesburg, Johannesburg, South Africa <i>Overview:</i> The Constitution of the Republic of South Africa, Act 108 of 1996, section 9 (3) (4), ensures that individuals are protected from unfair discrimination. <i>Stream: Learning, Education, Training</i></p>	<p>Young Children with Disabilities in Hong Kong Special Child Care Centres: A Pilot Study Dr Yuk Ching Lai, China, Wai Man Vivienne Leung, Department of Early Childhood Education, Hong Kong Institute of Education, Hong Kong, Hong Kong <i>Overview:</i> The aim of this study was to explore the current practice of the use of ICT for young children with disabilities in Hong Kong special child care centres <i>Stream: Learning, Education, Training</i></p>	<p>Conflicts Dr. Megumi Yuki, Faculty of Education, Gunma University, Maebashi, Japan <i>Overview:</i> The purpose of this paper is to analyze the school enrollment of Brazilian children in Japan. Economic and cultural conflicts cause critical decline of their school enrollment rate. <i>Stream: Learning, Education, Training</i></p>
<p>Room 5</p>	<p>An Exploration of the Motivations Driving Intercultural Contact Ciarán Dunne, School of Applied Language and Intercultural Studies, Dublin City University, Dublin 9, Ireland <i>Overview:</i> This research-based paper will explore the motivations driving intercultural contact between groups, as such contact is often challenging and loaded with</p>	<p>Gumboot Dance Is Not Yours, Mine, Hers, His or Their Dance, but Our Dance: Dance Diversity at Indiana University Dr. Betty S. Dlamini, African Studies Program, Indiana University, Bloomington, USA <i>Overview:</i> A comparison of the diversity in South African mines in the 19th and 20th centuries and the diversity at Indiana</p>	<p>In the Shadow of the Butcher: Guiding Public Remembrance 200 Years after Conquest in Grahamstown, South Africa Prof. Julie Wells, History Department, Rhodes University, Grahamstown, South Africa <i>Overview:</i> Established as British army headquarters in 1812, Grahamstown is exploring ways to allow the public to</p>

	<p>uncertainty. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>University in the 21st Century <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>use its 200th anniversary commemoration to engage creatively with its violent past. <i>Stream: Nations, Nationalism,</i></p>
Room 6	<p>Discourses of Space and Belonging in the Media: Indian Students in Higher Education Abroad Dr Radha Iyer, School of Cultural and Language Studies in Education Faculty of Education, Queensland University of Technology, Brisbane, Australia <i>Overview: Australian and Indian media reports on Indian students in higher education abroad create spatial discourses of who belongs and who does not negating the complexity of space, place and identity.</i> <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>	<p>The Importance of English Language Competency for a Diverse Student Population at a South African University of Technology Dr. Ute G. Hendrich, Student Counselling and Support, Vaal University of Technology, Vanderbylpark, South Africa <i>Overview: This quantitative investigation was undertaken in order to establish the predictive power of English competency, prior learning, intellectual ability and mathematical competency of a diverse student population</i> <i>Stream: Learning, Education, Training</i></p>	<p>Communities Partnerships in Cohesion? The Importance of Social Connectedness and Trust in Neighbourhoods Dr. Ellie Francis-Brophy, Institute of Education, Dr. Christian Nygaard, Department of Economics, University of Reading, Reading, UK <i>Overview: This discusses the impact of a community learning intervention in a multi-ethnic and multilingual neighbourhood in England.</i> <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
Room 7	<p>Canada's Mainstream Media Workforce Diversity as an Indicator of Canadian Society's Acceptance and Inclusion of</p>	<p>Visible Minorities Recruitment and the Canadian Forces Dr. Phyllis Browne, Director General Military</p>	<p>Culture, Conflict and Change: Moving from Crisis to Growth Dr. Michael Fischler, Education</p>

	<p>Ethno-cultural Communities Vivian Giang, United Nations Association in Canada, Edmonton, Canada <i>Overview:</i> This research investigates best practices in media diversity activities for underrepresented ethno-cultural and Aboriginal communities and how government can play a greater role in mandating workforce diversity in the media. <i>Stream:</i> <i>Representations: Media, Communications, Arts, Literature</i></p>	<p>Personnel Research and Analysis, Department of National Defence, Ottawa, Canada <i>Overview:</i> An analysis of results of an on-line survey of visible minorities, their career decision-making and their reluctance to join the Canadian Forces to the extent that they join other organizations. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Department Counseling and Human Relations Center, Plymouth State University, Plymouth, USA <i>Overview:</i> The author explores how conflict can provide institutions and political states with precious opportunities to recognize and institute procedures that can lead toward creating essential social change. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
<p>Room 8</p>	<p>The Effectiveness of Responsive Teaching Parent-mediated Developmental Intervention Programme for Children with Down Syndrome and Their Mothers in Turkey Dr. Ozcan Karaaslan, Faculty of Education Department of Special Education, Marmara University, Istanbul, Turkey <i>Overview:</i> The purpose of this study is to investigate the</p>	<p>Promoting Self-determination for Better Health and Wellbeing for Adolescents Who Have an Intellectual Disability Prof. Suzanne Carrington, School of Learning and Professional Studies, Queensland University of Technology, Kelvin Grove, Australia <i>Overview:</i> This paper reports on the outcomes of using the Ask Health Diary</p>	<p>Epigenetics and the Autosomal DNA of Human Populations: Clinical Perspectives and Personal Genome Tests Dr. Anne Marie Fine, Fine Center for Natural Medicine, LLC, Scottsdale, Donald N. Yates, DNA Spectrum, Phoenix, USA <i>Overview:</i> Combining epigenetics and the advances in autosomal DNA tests, we are</p>

	effectiveness of responsive teaching with a sample of young Turkish children with Down Syndrome and their mothers. <i>Stream: Disability, Health</i>	in Australian schools to promote self-determination for better health and wellbeing for adolescents who have an intellectual disability. <i>Stream: Disability, Health</i>	beginning to read the whole of human medical, evolutionary and ethnic history, at least in outline form. <i>Stream: Disability, Health</i>
18:15-19:00	JOIN US FOR A WELCOME COCKTAIL RECEPTION		

TUESDAY, 12 JUNE			
8:00-9:00	CONFERENCE REGISTRATION DESK OPEN		
9:00-9:30	PLENARY SESSION - JACK LEVIN, NORTHEASTERN UNIVERSITY, MASSACHUSETTS, USA - "VIOLENCE AGAINST PEOPLE WITH DISABILITIES: THE INVISIBLE HATE CRIME"		
9:30-10:00	PLENARY SESSION - SNEJA GUNEW, UNIVERSITY OF BRITISH COLUMBIA, VANCOUVER, CANADA - "WHAT CAN MULTICULTURALISM OFFER IN A POSTNATIONALIST GLOBALIZED ERA?"		
10:00-10:15	HOST COMMENTS AND TRANSITION TO BUCHANAN B BUILDING		
10:15-10:45	GARDEN CONVERSATION AND BREAK - ROOM 3		
10:45-11:30	PARALLEL SESSIONS		
	10:45-11:00	11:00-11:15	11:15-11:30
Room 1	Gender Representation at the Upper Levels of Management in Post-secondary Institutions in Canada Associate Professor Susan Quinn , Bissett School of Business, Tyler Massie , Katherine Harder , Keston Roberts , Mount Royal University, Calgary, Canada <i>Overview:</i> This is a snapshot in time examining gender representation at the	Multiple Dimensions of Transgender Issues in Higher Education Institutions: Personal Encounters in Two Australian Universities Nyah Harwood , Dr. Melissa Vick , School of Education, James Cook University, Townsville, Australia <i>Overview:</i> An account of various	The Academic Gender Gap: Why So Persistent? Prof. Maureen Baker , Department of Sociology, University of Auckland, Auckland, New Zealand <i>Overview:</i> This paper is based on two sets of qualitative interviews, in Canada and New Zealand, about the

	<p>upper levels in our post-secondary institutions in Canada. <i>Stream: Gender and Sexuality</i></p>	<p>ways in which transgender issues arise in two universities, and ways these institutions recognise and address these issues <i>Stream: Gender and Sexuality</i></p>	<p>impact of gender and parental status on academic careers. <i>Stream: Organisations</i></p>
Room 2	<p>Restructuring Schools for Linguistic Diversity: Linking Decision making to Effective School Planning Dr. Adel Nadeau, San Diego, USA <i>Overview:</i> "Restructuring Schools for Linguistic Diversity" (2011) presents non-negotiable principles that govern any possible linguistically diverse setting. The presentation offers content and decision making processes that are successful in any setting. <i>Stream: Learning, Education, Training</i></p>		
Room 3	<p>Beyond Color and Culture—The Multiple Futures of Racism: Toward a New Theoretical Paradigm for Teaching about Race in the Third Millennium Dr. Caleb Rosado, Urban Studies in the Social Sciences Department, Warner Pacific College, Portland, Waneen White, George Fox University, USA <i>Overview:</i> This seminar introduces the framework of Spiral Dynamics as the best approach for unlearning and reducing racism. <i>Stream: Race and Racism</i></p>		
Room 4	<p>A Cultural Assessment Workshop: Using Technology for Real-time Awareness Jenifer Waldrop, Diversity & Inclusion, Atlanta, Anthony K. Moore, Paradigm Group Consultants, LLC, Philadelphia, USA <i>Overview:</i> Paradigm Group Consultants presents a workshop on their Cultural Assessment tools, and the ways companies have benefited from their real-time assessment technology. <i>Stream: Learning, Education, Training</i></p>		
Room 5	<p>Reflecting on Difference: Teaching Literatures of Diversity in a Community College Asst. Prof. Michael O'Connor, English, Reading, and Communication, Onondaga Community College, Syracuse, USA <i>Overview:</i> This workshop will explore issues that develop in the</p>		

	<p>demographically varied community college classroom devoted to exploring diversity through literature. We will test the theory and practice of potential responses. <i>Stream: Identity and Belonging; the Politics of Diversity;</i></p>		
<p>Room 6</p>	<p>Globalisation Picture This: Challenges and Strengths in Navigating "Multiple Worlds" Sarah Fletcher, Department of Anthropology, University of Victoria, Victoria Immigrant and Refugee Centre Society, Victoria, Canada <i>Overview:</i> Drawing from preliminary results of a participatory research project, this paper presents the perceptions of immigrant youth through photovoice, exploring stress and resilience in the context of "navigating multiple worlds." <i>Stream: Immigration, Refugees</i></p>	<p>Researching Racism: Challenges and Opportunities Dr. Sarah Maiter, School of Social Work, York University, Toronto, Canada <i>Overview:</i> Engagement with racialized minority youth who are members of a research advisory group for a participatory community-based project on violence and healing is discussed. <i>Stream: Race and Racism</i></p>	<p>The Impact of Demographic Variables and School Support on Teacher Efficacy in Inclusive Classrooms in Bangladesh Masud Ahmmed, Melbourne, Dr. Umesh Sharma, Assoc. Prof. Joanne Deppeler, Faculty of Education, Monash University, Australia <i>Overview:</i> This study measured and identified the influence of demographic variables of teacher efficacy in an inclusive classroom in primary schools in Bangladesh. <i>Stream: Disability, Health</i></p>
<p>Room 7</p>	<p>Stereotype Threat in the Ivory Tower: Examining Mediators and Moderators of Stereotype Threat among Graduate Students in Science and Math Fields Elizabeth Sanz, Nicholas Smith,</p>	<p>Colorblindness and Race Neutrality in Special Education: A Black Teacher's Perspective Saran Stewart, Higher Education, David Kennedy, Curriculum and Instruction</p>	<p>Translating Theory into Practice: Challenges and Strategies at Two Women's Organizations Lisa Boucher, Women's Studies Department, York University,</p>

	<p>Orlando, USA, Barbara A. Fritzsche, Psychology, University of Central Florida <i>Overview:</i> This examines the effect of stereotype threat on job / program satisfaction and turnover intentions for PhD graduate student minorities in STEM fields. <i>Stream: Learning, Education, Training</i></p>	<p>Department, University of Denver, Denver, USA <i>Overview:</i> This is about a special educator in the U.S. education system struggling with the everyday inequities students of color face as they're tracked through a color- blind and race neutral system. <i>Stream: Race and Racism</i></p>	<p>Toronto, Canada <i>Overview:</i> Based on a comparative study of two women's organizations, this paper explores challenges around integrating an anti- racist, anti- oppressive framework into the agencies' daily work. <i>Stream: Gender and Sexuality</i></p>
<p>Room 8</p>	<p><u>Diversity Reporting in an International Comparative Perspective: Towards a Taxonomy of Diversity Attitudes.</u> Dr. Stefan Litz, Gerald Schwartz School of Business, St. Francis Xavier University, Antigonish, Canada <i>Overview:</i> This presents a taxonomy of diversity attitudes of organizations, and the results of an empirical study investigating diversity attitudes in DAX 30 and TSX 60 companies from 2005 - 2010. <i>Stream: Organisations</i></p>	<p><u>Diversity as a Vehicle to Improve the Innovative Capacity of Organizations: A Case Study within the Framework of the European Program on Regional Development</u> Dr. Saskia Harkema, The Learning Company and De Baak Management Centre, Utrecht, Navid Otaredian, Advexis, Delft, Netherlands <i>Overview:</i> This paper describes the outcomes of a research on the relation between diversity and</p>	<p><u>A Right to Play: Educating and Empowering Children through Sport and Play</u> Dr. Stephen Berg, Faculty of Education, University of British Columbia, Kelowna, Canada <i>Overview:</i> The purposes of this presentation are to discuss the research, theory and practices behind the organization Right to Play and its help in changing the lives of children worldwide. <i>Stream: Learning, Education, Training</i></p>

		innovation among a group of Dutch organizations. <i>Stream: Learning, Education, Training</i>	
11:50-12:55	LUNCH		
12:55-13:40	PARALLEL SESSIONS		
	12:55-13:10	13:10-13:25	13:25-13:40
Room 1	<p>Integral Approaches to Understanding Diversity Dr. Michael A. Raffanti, Doctor of Education Program, Tacoma, WA Dr. Toni A. Gregory, PhD Program in Interdisciplinary Studies, Union Institute & University, Cincinnati, USA <i>Overview:</i> The authors address how Wilber’s model of integral theory is serving as a cutting-edge framework for deeper understanding of diversity from four perspectives: experience, behavior, systems, and culture. <i>Stream: Race and Racism</i></p>	<p>How Useful is “Gender” for Conceptualizing Equality? Dr. Shelley Budgeon, School of Government and Society, University of Birmingham, Birmingham, UK <i>Overview:</i> This paper examines how the concept of gender may be problematic for constructing equality strategies through a focused analysis of formal equality acts in the UK. <i>Stream: Gender and Sexuality</i></p>	<p>The Mediating Function of Consultant in Cross-Cultural Management Prof. Sébastien Arcand, Department of Management, HEC Montréal, Montreal, Canada <i>Overview:</i> Consultants in cross-cultural management play a determinant role of mediation between individuals and their working environment. We will address challenges and barriers that face these consultants through three specific dimensions. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
Room 2	<p>Creating Unique Solutions for Women from Culturally and Linguistically</p>	<p>Education and Training for Diversity: Supporting the Mental Health</p>	<p>Sexuality, Nationalism, and Diversity in Queer Organisations for Migrants in Canada: An Exploration of</p>

	<p>Diverse Backgrounds Experiencing Family Violence Maya Avdibegovic, Melbourne, Australia <i>Overview:</i> This paper focuses on the importance of culturally tailored responses to the needs of women from culturally and linguistically diverse (CADL) backgrounds who are victims of family violence (FV). <i>Stream:</i> Immigration, Refugees</p>	<p>Workforce in Rural New South Wales Dr. Tracy Robinson, School of Medicine & Public Health, University of Newcastle, Orange, Australia <i>Overview:</i> Currently, many humanitarian refugees are being relocated in rural Australia. A scoping study was conducted to identify the education and training needs of the rural mental health workforce. <i>Stream:</i> Learning, Education, Training</p>	<p>Community-based Organizing in Vancouver, Toronto and Montreal Nathalie Ricard, Department of Anthropology Centre Interuniversitaire d'Études sur les Lettres, les Arts et les Traditions, Université Laval in Quebec City, Montreal, Fatima Jaffer, Interdisciplinary Studies, University of British Columbia, Vancouver, Canada <i>Overview:</i> Grass roots organisations support queer migrants despite the regulative asylum and media systems, which do not take into account cultural and sexual diversity. <i>Stream:</i> Immigration, Refugees</p>
<p>Room 3</p>	<p>Lone-Parent Families, Welfare and Social Inclusion: A Case Study of Ethnocultural Disparities in the Health and Wellbeing of Canada's Single Parent Families on Welfare Dr. Tracy Peressini, Social Development Studies, Renison University College,</p>	<p>Low-Income, Minority Youth and Environmentalism: Best Practices and Policy Implications Dr. Haco Hoang, Department of Political Science, California Lutheran University, Thousand Oaks, USA <i>Overview:</i> Many low-income, minority youth live in communities</p>	<p>Diversity in the Eastern Cape of South Africa: The Risk and Vulnerability Assessment Centre Project for Food and Water Security Prof. Farhad Aghdasi, Faculty of Science and Agriculture, University of Fort Hare, Alice, South Africa <i>Overview:</i> The Risk and Vulnerability Assessment Centre project for Food and Water Security in</p>

	<p>University of Waterloo, Waterloo, Canada <i>Overview:</i> The paper examines ethnocultural differences in the mental health of lone-parent families on welfare in the western Greater Toronto Area. <i>Stream: Disability, Health</i></p>	<p>with major environmental problems. However, effective programs can target these impacted youth and foster their environmental activism. <i>Stream: Race and Racism</i></p>	<p>Eastern Cape, South Africa, is an NRF-funded research project highlighting diversity. <i>Stream: First Nations, Indigenous Peoples</i></p>
<p>Room 4</p>	<p><u>Japanese Americans and Japanese Canadians Redress: International Activism for Social Justice</u> Rita Takahashi, School of Social Work, San Francisco State University, San Francisco, USA <i>Overview:</i> Social justice agendas and activist stands affecting Japanese Americans and Japanese Canadians are addressed. Focus is on federal redress passed in both countries. <i>Stream: Race and Racism</i></p>		
<p>Room 5</p>	<p><u>Healing the Soul Wounds: Racial Bridging</u> Dr. Rose Borunda, College of Education, California State University, Sacramento, Sacramento, USA <i>Overview:</i> Teaching methods and curriculum are presented for healing the racialized wounds that continue thriving in the wake of America's conflictive history. <i>Stream: Race and</i></p>	<p><u>Internalised Racism: Perceptions of Black Women Academics towards Social Transformation in South African Higher Education</u> Ms Juliet Ramohai, Psychology of Education, University of the Free State, Bloemfontein, South Africa <i>Overview:</i> The paper focuses on the role that internalised racism</p>	<p><u>Challenges Facing Higher Education in South Africa: A Change from Apartheid Education to Democratic Education</u> Prof. Itumeleng Shadrack Meko, Centre for the Advancement of Non-Racialism and Democracy, Nelson Mandela Metropolitan University, Port Elizabeth, South Africa <i>Overview:</i> The purpose of the paper is to analyse how new policies have brought about transformation in higher education and</p>

	<i>Racism</i>	plays in the identity of Black women academics in a South African higher education institution. <i>Stream: Race and Racism</i>	what are the continued challenges. <i>Stream: Race and Racism</i>
Room 6	<p>The North American Gender Binary and the Exploration of a Third Gender Jeanne Rokosh, Indira Ghandi National Open University, Halifax, Canada <i>Overview:</i> This presentation will explore the gender binary in North America, compare and contrast other cultural norms, highlight the intersex and transgender communities, and provide an opportunity for robust interaction and dialogue. <i>Stream: Gender and Sexuality</i></p>		
Room 7	<p>Traversing the Intersection of Race, Gender, Sexual Orientation and Disability: An Intimate Portrayal from a Long-term Survivor Dr. Claudie Thomas, School of Social Work, Morgan State University, Baltimore, USA <i>Overview:</i> This paper describes how one patient navigated the landmines of diverse identities in a health care setting devoted to long-term care of end-stage renal disease patients. <i>Stream: Disability, Health</i></p>	<p>The Heart and Mind of a Young Man Questioning His Sexual Orientation: Insights Gained from a Support Group Angelique McConney, Division for Therapy and Personal Development Centre for Counselling and Development, Stellenbosch University, Stellenbosch, South Africa <i>Overview:</i> This paper explores the feelings, experiences and behaviors of young men questioning their</p>	<p>Organizational Colonial Encounters: A Critical Intersectional Analysis of Entitlement and Nation-building Benita Bunjun, Interdisciplinary Studies Women's and Gender Studies and Sociology, University of British Columbia, Vancouver, Canada <i>Overview:</i> This presentation focuses on the emerging themes of colonial encounters and the making of entitlement and home within Vancouver Status of Women, the women's movement, and the nation. <i>Stream: Nations, Nationalism, Communities</i></p>

			sexual orientation. It reflects on insights gained from a support group within a South African University. <i>Stream: Gender and Sexuality</i>	
Room 8	Preparing Pre-service Teachers for the Culturally Diverse Classroom: Can We Tell You Our Story? Dr. Jo Ann Higginbotham, Dr. Reba Barkley, College of Education Department of Early Childhood, Elementary, and Special Education, Lee University, Cleveland, USA <i>Overview:</i> This will address the framework of a Lee University teacher education course that builds awareness of, and provides active interaction with students in diverse classrooms. <i>Stream: Learning, Education, Training</i>	Not Seen, Not Heard: Gender Representation on TV during the 2011 Canadian Federal Elections Prof. Marsha Barber, School of Journalism, Ryerson University, Toronto, Canada <i>Overview:</i> This paper explores gender representation on the main television networks, during the crucial period leading up to the 2011 Canadian federal election. <i>Stream: Representations: Media, Communications, Arts, Literature</i>	The Often Unexamined Side of Teacher Collaboration: Vulnerability, Risk and the Problem of Affinity Dr. Kyle Shanton, Dr. Myrtle Welch, Education Department, Albion College, Albion, School of Education Department of Elementary and Reading, Buffalo State College, Buffalo, USA <i>Overview:</i> Two teacher educators collaborated with teachers in different countries who teach children of different ethno-linguistic and national backgrounds. Together they amalgamated their experiences and held conversations about globalized teacher collaboration. <i>Stream: Learning, Education, Training</i>	
14:00-14:15	BREAK			
14:15-15:15	PARALLEL SESSIONS			
	14:15-14:30	14:30-14:45	14:45-15:00	15:00-15:15
Room 1	Submersion	Language	Bilingual Literacy or	Challenging the

<p>Education for Linguistic Minority Students in Canada: Challenges and Suggestions Naghmeh Babaee, Department of PhD in Education, University of Manitoba, North Vancouver, Canada <i>Overview:</i> This paper first discusses some potential disadvantages of submersion education for linguistic minority (LM) learners. Then, it offers suggestions for enhancing L2 learning and maintaining the LM students' heritage languages. <i>Stream: Learning, Education, Training</i></p>	<p>Diversity in Postsecondary Education: A Movement for Change Dr. Jennifer Mitchell, Department of English and Communication Division of Academic Affairs, Potsdam College, State University of New York, Potsdam, USA <i>Overview:</i> Composition scholars have called for a new theory of language diversity in the classroom. The presentation will review these powerful arguments and apply them to a specific educational site. <i>Stream: Learning, Education, Training</i></p>	<p>Subtractive Bilingualism? L2 Reading and Writing Performance among Grade 7 Learners in Different Geographic Areas Dr. Tintswalo Vivian Manyike, Department of Educational Studies, University of South Africa, Pretoria, South Africa <i>Overview:</i> This study compares Grade 7 Xitsonga speaking learners in three township schools in English and Xitsonga proficiency by standardised testing in reading and writing. <i>Stream: Learning, Education, Training</i></p>	<p>Notion of the Monolithic English Language Learner in Public Education: A Case Study of Liberian Students in Ontario's Public Schools Mark Sinke, Department of Curriculum, Teaching and Learning, Ontario Institute for Studies in Education, University of Toronto, Hamilton, Canada <i>Overview:</i> Case study of Liberian students in public education and the identity implications of streaming into English language classes. <i>Stream: Immigration, Refugees</i></p>
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<p>Room 2</p>	<p>Conflicting Peaces: Engaging with Diversities in Friction Dipl. Iur. Florencia Benitez-Schaefer, Doctoral Research Group "The Real in the Culture of Modernity", University of Konstanz,</p>
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	<p>Shawn Bryant, Department of Peace, Conflict and Development Studies, Universitat Jaume I, Konstanz, Germany, Catalina Vallejo, Cluster in Rights and Legal Institutions, Christian Michelsen Institute, Bergen, Norway, Magiarí Díaz Díaz, Servas International / Schola Cantorum de Venezuela, Caracas, Venezuela, Noah Taylor, Department of International Peace, Conflict and Development Studies, Universitat Jaume I, Eau Claire, USA <i>Overview:</i> Diversity challenges the very concept of a unifying peace. Security, law, economy, art, and spirituality scholars will engage in dialogue to explore peace itself as an expression of diversity.</p>			
Room 3	<p><i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i> Perspectives on Ethnic Identity, Epigenetics, Marketing, DNA and Genealogy Donald N. Yates, DNA Spectrum, Phoenix, Dr. Anne Marie Fine, Fine Institute of Natural Medicine, Scottsdale, Prof. Elizabeth Hirschman, Rutgers University Business School, Abingdon, Teresa A. Panther-Yates, Paradise Valley Community College, Phoenix, USA, Wendy D. Roth, University of British Columbia, Vancouver, Canada, Phyllis E. Starnes, DNA Consultants, Harriman, USA <i>Overview:</i> A panel of cross-disciplinary experts will address how people in the U.S. and Canada self-identify with respect to ethnic ancestry and mix of origins. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>			
Room 4	<p>Diversity, Tolerance and the Experience of Racism in Rural Australia: The South Australian Case Dr. James Forrest, Department of Environment and Geography, Macquarie University, Sydney, Australia <i>Overview:</i> This examines cultural</p>	<p>Teaching for Social Justice by Utilizing Popular Culture Mediums Dr. Charles Gause, Teacher Education and Higher Education, University of North Carolina, Greensboro, USA <i>Overview:</i> This presentation investigates students' use of technology and popular culture as tools</p>	<p>Aboriginal People and Local Government: A Shepparton Story Gillian Nieman, School of International and Political Studies Faculty of Arts and Education, Deakin University, Australia <i>Overview:</i> An examination of whether local government can create conditions in which Aboriginal culture can flourish and reconciliation blossom. <i>Stream: First</i></p>	<p>Using Mobile Media to Create a More Diverse Public Sphere in Marginalised Communities: How to Mojo Ivo Burum, School of Communication and Creative Arts - Journalism, Deakin University, Melbourne, Australia <i>Overview:</i> Initiating self contained hand held mobile journalism</p>

	<p>cultural diversity and tolerance in rural South Australia. Within a largely white landscape, it looks at why tolerance is "everywhere different". <i>Stream: Race and Racism</i></p>	<p>Culture as tools for creating diverse and inclusive democratic communities, and engaging in social justice. <i>Stream: Learning, Education, Training</i></p>	<p><i>Stream: First Nations, Indigenous Peoples</i></p>	<p>JOURNALISM practices to help democratize the Indigenous public sphere and provide new opportunities for people living in remote communities. <i>Stream: First Nations, Indigenous Peoples</i></p>
Room 5	<p>Problems and Possibilities: Providing Equitable Educational Opportunities for Refugee and Immigrant Young People and Their Families in a Low Socio-economic Area of Sydney, Australia Prof. Carol Reid, School Of Education Centre for Educational Research, University of Western Sydney, Penrith, Robert Mulas, Fairfield High School, New South Wales</p>	<p>Surviving and Thriving in a New World: Building Resilience in Migrants and Refugees in Australia Dr. Nigar Khawaja, School of Psychology & Counselling, Queensland University of Technology, Brisbane, Australia <i>Overview:</i> The psychosocial stress of migrants and refugees in Australia is described. Further, the development and features of a novel, educational</p>	<p>Questioning the Template: Bangladeshi Muslim Americans Dr. Parveen Ali, College of Education, Indiana University of Pennsylvania, Indiana, Shihab Ali, Laboratory for Quantitative Medicine, Massachusetts General Hospital and Harvard Medical School, Cambridge, USA <i>Overview:</i> The present study investigates how the experience of Bangladeshi Muslim immigrants in the United States compares to the generalizations about South Asian Muslim immigrants advanced by the current literature</p>	<p>Intersections of Gender, Immigration and Disability: Mothers Experiencing Blame Yasaman Jalali-Kushki, Department of Educational and Counselling Psychology, McGill University, Montreal, Canada <i>Overview:</i> Intersectionality will provide a framework within which I will explain that mothers who are first-generation immigrants with a child with a disability will have unique</p>

	<p>South Wales Department of Education and Communities, Sydney, Australia <i>Overview:</i> New schooling reforms means social and cultural capital are critical. Families new to Australia do not always have this available. One school responds successfully. <i>Stream:</i> Learning, Education, Training</p>	<p>educational and skill-building program with this population is presented. <i>Stream:</i> Immigration, Refugees</p>	<p>current literature. <i>Stream:</i> Immigration, Refugees</p>	<p>have unique experiences of "mother blame". <i>Stream:</i> Immigration, Refugees</p>
Room 6	<p>Deconstructing Decency Holly Joanna Sims, Criminal Justice, Indiana University, Bloomington, USA <i>Overview:</i> This paper explores the way the conception of whiteness continues to influence criminal justice policy and practice</p>	<p>We Can Make a Difference! Empowering Student Teachers to Teach Culturally Diverse Learners in Economics Education Prof. Micheal M Van Wyk, Department of Teacher Education, University of South Africa, Pretoria, South Africa</p>	<p>The Relationship between Political Development and Economic Development in I. R. of Iran (1985-2010): Diversity in Perspective Dr. Seyed Javad Emamjomehzadeh, Economics, Political Science Department Faculty of Administrative Science, Isfahan, Asieh Mahdipour, Ilam, Maryam Farahani, University of Isfahan, Isfahahn, Iran /Islamic</p>	<p>Learner Perceptions Regarding Cooperative Learning as Teaching Strategy in Integrated School Settings of the Northern Cape Province Dr. Gregory Alexander, Psychology of Education Inclusive Education, University of the Free State, Bloemfontein</p>

	<p>and practice. <i>Stream: Race and Racism</i></p>	<p>Africa <i>Overview:</i> The Student Teams Achievement Division (STAD) project prepared students to teach with concern for cultural and diversity. <i>Stream: Learning, Education, Training</i></p>	<p>Iran (Islamic Republic of) <i>Overview:</i> This paper elaborates the relationship between political development and economic development in the I. R. of Iran through Granger causality. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Development, Prof. Micheal M Van Wyk, Department of Teacher Education, University of South Africa, Pretoria, Dr. Anthony Mpisi, Research Development, National Institute for Higher Education (Northern Cape Province), Kimberley, South Africa <i>Overview:</i> This paper explores the relevance of cooperative learning as teaching tool in desegregated schools in post-apartheid South Africa. <i>Stream: Learning, Education, Training</i></p>
Room 7	<p>Learning from Former Student Leaders in Social Justice Activism Dr. Darren E. Lund, Faculty of Education, University of</p>	<p>Helping or Hurting: Canadian Youth Activists' Involvement with Mainstream Social Justice Movements and the</p>	<p>Schools for Social Justice Murillo Torrecilla F. Javier, Department Didactic and Theory of Education, Universidad Autónoma de Madrid, Madrid</p>	<p>Adolescent 's Conceptions about Citizenship and Social Justice Dr Antonio Maldonado, Department of Developmental Psychology and</p>

	<p>University of Calgary, Kari Grain, After School Life Skills Program, Calgary Bridge Foundation for Youth, Calgary, Canada <i>Overview:</i> This presentation reports on a collaborative study of former student activists who undertook diversity projects in schools. <i>Stream:</i> <i>Learning, Education, Training</i></p>	<p>and the Perpetuation of Colonialism Lynn DeCaro, Social Justice and Equity Studies Program, Brock University, St. Catharines, Canada <i>Overview:</i> This presentation will investigate how Canadian youth driven social justice movements are unwittingly perpetuating colonialism in previously colonized regions around the world. <i>Stream: Race and Racism</i></p>	<p>Madrid, Madrid, Spain <i>Overview:</i> This study explores the different management school experiences working towards social justice in Spain. <i>Stream: Learning, Education, Training</i></p>	<p>Psychology and Education, Madrid, Spain, Ordoñez Eduardo, Developmental and Educational Psychology Department, Universidad Autónoma de Madrid, Bogota, Colombia, Preckler Miriam, Tatiana García, Department of Developmental Psychology and Education, Vanesa Seguro, Developmental and Educational Psychology, Vanesa Sainz, Department of Developmental and Educational Psychology, Universidad Autónoma de Madrid, Madrid, Spain <i>Overview:</i> This study explores the different conceptions of citizenship shown by secondary school students. <i>Stream:</i></p>
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				<i>Learning, Education, Training</i>
Room 8	<p><u>Examining the Relationships among Personality, Perspective-taking and Prejudice against Individuals of Middle Eastern Descent</u> Dr. Hannah-Hanh D. Nguyen, Shidler College of Business, Management Department, University of Hawaii at Manoa, Honolulu, Dr. Hue T. Pham, Counseling, Special Programs and Services, Orange Coast College, Costa Mesa, USA <i>Overview:</i> Using a secondary data set (N=778), we will examine whether participants' openness to experience and perspective-</p>	<p><u>Beyond the Binary: Obama's Hybridity and Post-racialization</u> Kirin Wachter-Grene, Department of English, University of Washington, Seattle, USA <i>Overview:</i> This paper will seek to complicate mass media articulations of the "postracialism" of Barack Obama to help broaden what appear to be limited lines of inquiry. <i>Stream: Race and Racism</i></p>	<p><u>Diversifying Immigrant Identity: An Integral Perspective on the Identity Development of International Migrants</u> Eri Cela, Transformative Studies, California Institute of Integral Studies, San Francisco, USA <i>Overview:</i> This presentation will examine socio-cultural identity development, specifically migration, through the lens of integral theory. <i>Stream: Immigration, Refugees</i></p>	<p><u>Understanding Asylum Seekers' and Refugees' Health and Access to Health Care: Learning from the UK Experience</u> Judith Sixsmith, School of Public Health, University of Northampton, Northampton, Rebecca Lawthom, Research Institute for Health and Social Change, Manchester Metropolitan University, Manchester, UK, Mei Lan Fang, BC Centre for Excellence in Women's Health, Centre for the Study of Gender, Social Inequities and Mental Health, Vancouver, Canada <i>Overview:</i> This presentation introduces a</p>

	<p>taking tendency will be negatively related to their prejudice against individuals of Middle Eastern descent. <i>Stream: Race and Racism</i></p>			<p>UK-based project that explores the health experiences and access to health care of asylum seekers and refugees within an urban environment. <i>Stream: Immigration, Refugees</i></p>
15:45-16:00	BREAK			
16:00-16:45	PARALLEL SESSIONS			
	16:00-16:15	16:15-16:30	16:30-16:45	
Room 1		<p>Developing Intercultural Capability in Business Faculty Members and Their Students Prof. Anita S. Mak, Faculty of Health, University of Canberra, Canberra, Michelle Barker, Dr. Peter Woods, Anne Daly, Australia <i>Overview:</i> This presentation reports the processes and outcomes of a project aimed at engaging business faculty members in embedding intercultural competence development in the</p>	<p>Mentoring Diverse Doctoral Students Emma Miller, Facilities and Planning, Dr. Georgianna Duarte, College of Education Department of Educational Psychology and Leadership Studies, University of Texas at Brownsville, Brownsville, USA <i>Overview:</i> The purpose of the proposed session will be to examine mentoring practices with diverse</p>	

		<p>courses they teach at two Australian universities. <i>Stream: Learning, Education, Training</i></p>	<p>populations, and the opportunities for increased doctoral student retention. <i>Stream: Learning, Education, Training</i></p>
<p>Room 2</p>	<p>Domestic Violence in Saudi Society Dr. Jibrin Ali Aljibrin, Social Studies Department, King Saud University, Riyadh, Saudi Arabia <i>Overview:</i> This paper aims to analyze the issue of domestic violence in Saudi society. <i>Stream: Gender and Sexuality</i></p>	<p>Culture or Expressions of Domination? The Case of Moroccan Women Dr. Osire Glacier, History Department, University Bishop's, Sherbrooke, Montreal, Canada <i>Overview:</i> This paper explores cases where culture is used to de-legitimize the human rights of particular groups. It then analyzes tensions between culture and its hegemonic expressions. <i>Stream: Gender and Sexuality</i></p>	<p>Educating Future Physical Therapy Practitioners to Recognize Intimate Partner Violence Signs and Reporting Best Practices When Working with Culturally Diverse Patients: A Pilot Study Dr. Wayne Perry, Physical Therapy Department, Berrien, Dr. Mioara Diaconu, Physical Therapy, Shelly Perry, Social Work Program, D. Laura Racovita-Szilagyi, Department of Social Work, Andrews University, Berrien Springs, USA <i>Overview:</i> This pilot study addresses the gap in literature</p>

			<p>regarding reasons for the limited knowledge-base of physical therapy graduates: recognizing signs of abuse, referral, reporting practices within a cultural competency framework. <i>Stream: Learning, Education, Training</i></p>
<p>Room 3</p>	<p><u>Developing Students' Global Citizenship through an Undergraduate Spanish Conversation and Composition Class</u> Daniel Morales, Modern Languages, Linguistics and Intercultural Communication, University of Maryland Baltimore County, Baltimore, USA <i>Overview:</i> Students become more confident about interacting with people from different Spanish-speaking cultures, while their experiences become culturally relevant, meaningful, and worthwhile thanks to the implementation of a culturally sensitive curriculum.</p>	<p><u>Catering for Learning Diversity: Does the General Education Provided by the New Senior Secondary School Curriculum Be Able to Do This?</u> Kinsang Jacqueline Chan, Department of Curriculum and Instruction, Hong Kong Institute of Education, Hong Kong, China <i>Overview:</i> This explores how the new senior secondary school curriculum in Hong Kong can help to cater for learning diversity. Issues of curriculum design and</p>	<p><u>Class in Race, Race in Class: Disentangling "Culturally Responsive" Pedagogy from Ethnocentricity</u> Dr. Manuel Tomás Barrera, Education Department Urban Teacher Program National Center on Educational Outcomes, Metropolitan State University, University of Minnesota, St. Paul, USA <i>Overview:</i> Teachers' color or ethnicity in diverse schools is essential, but</p>

	<p><i>Stream: Learning, Education, Training</i></p>	<p>implementation will be discussed. <i>Stream: Learning, Education, Training</i></p>	<p>insufficient to improve socially important educational outcomes. Class and diverse experience is explored from an urban-based teacher education program. <i>Stream: Learning, Education, Training</i></p>
Room 4	<p>A Nano Necessity: Global Ethics for Human Enhancement Dr. Marinelle Grace Ringer, Nanotechnology Center, University of Arkansas, Little Rock, USA <i>Overview:</i> Socio-economic and cultural diversity will be critical to the development of a global ethic for applications of nanotechnology intended for human enhancement. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Socio-cultural Ethics: Indian Philosophical Perspective Dr. Indira Y. Junghare, South Asian Languages, Literatures, and Cultures Institute of Linguistics, University of Minnesota, Minneapolis, USA <i>Overview:</i> The paper will examine some socio-cultural ethics and their usefulness in problem solving. <i>Stream: Learning, Education, Training</i></p>	<p>The Influence of Personal Attributes on Cultural Competence in Cross-cultural Interviewing Dr. Ramodungoane Tabane, Department of Teacher Education, University of South Africa, Tshwane, South Africa <i>Overview:</i> The influence that personal attributes might have on the generation of data <i>Stream: Learning, Education, Training</i></p>

<p>Room 5</p>	<p><u>The Clash of Opinions at the Formation of the Kemalist Regime: 1920-1930</u> Dr. Ahmed Baran Dural, Economics and Administrative Sciences Faculty Public Administration Department, TC Trakya University, Edirne, Turkey <i>Overview:</i> After the foundation of Turkey, under the title of "Kemalism" the tension grew between the masses supporting traditional values and the Kemalist regime's elites. <i>Stream: Nations, Nationalism, Communities</i></p>	<p><u>Perceptions of Interethnic Relations: Does Spatial Aggregation Matter?</u> Dr. Christian Nygaard, Department of Economics, Dr. Ellie Francis-Brophy, Institute of Education, University of Reading, Reading, UK <i>Overview:</i> This presents a qualitative and quantitative data analysis of perceptions of social cohesion in an ethno-religiously diverse community in England. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p><u>Diversity and Ontological Exclusion in Civic Practice: Examining Vancouver's Multiculturalism</u> Dr. Maged Senbel, School of Community and Regional Planning, Sam Mohamad-Khany, School of Community and Regional Planning Design Centre for Sustainability, University of British Columbia, Vancouver, Canada <i>Overview:</i> This paper examines how diverse cultural groups can realize their ambition to become integral members of society in cities of the global north, where cultural hegemony prevents diverse civic practice. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
<p>Room 6</p>	<p><u>Trading Places: Are Local Attitudes Now the Biggest Threat to Local Language</u></p>	<p><u>Generational Issues in the Educational Systems</u></p>	<p><u>Maintaining Diversity across Off-campus Rural</u></p>

	<p>Variations? Research from Singapore M. Gregory Tweedie, English for Academic Purposes, University of Calgary Qatar, Doha, Qatar <i>Overview:</i> A recent study on attitudes toward a localized variety (Singapore Colloquial English - "Singlish") of a globalized language (English) revealed unexpected differences between foreign teacher trainers and their local counterparts. <i>Stream: Learning, Education, Training</i></p>	<p>Dr. Xavier McClung, Adult and Career Education Department, Valdosta State University, Valdosta, USA <i>Overview:</i> There are several generations of students in today's classrooms, including online classes. The instructor must provide instruction to meet the unique needs of each of these generations. <i>Stream: Learning, Education, Training</i></p>	<p>and Urban Environments: A Case Study in Innovative Practices Laura Orta, Political Science Department, Central Michigan University, Mount Pleasant, USA <i>Overview:</i> This is an introduction and assessment of the innovative multi-dimensional practices incorporated within the context of a classroom environment. Central Michigan University will be used as a case study. <i>Stream: Learning, Education, Training</i></p>
<p>Room 7</p>	<p>National Differentiations of Diversity Management: A Conceptual Framework for a European-South American Comparison Prof. João Góis, Graduate School of Social Work, Universidade Federal Fluminense, Niterói, Brazil, Edeltraud Hanappi-Egger, Vienna University for Economics and Business, Dr.</p>	<p>A Socially Constructed Notion of Disability: Testimony from Two Young Adults with Disabilities Dr. Lily Dyson, Education, University of Victoria, Victoria, Canada <i>Overview:</i> The study examines the</p>	<p>Does Globalization Affirm Diversity? Dr. Kent L'Roy Koppelman, Department of Educational Studies, University of Wisconsin-La Crosse, La Crosse, USA <i>Overview:</i> Critics</p>

	<p>Thomas Köllen, Department Management, Gender and Diversity Management Group, Vienna University of Economics and Business, Vienna, Austria <i>Overview:</i> Drawn from a historical and neo-institutional perspective, a framework is proposed to categorize different national approaches to diversity management. <i>Stream: Organisations</i></p>	<p>notion of disability as socially constructed, based on the experiences and perceptions of two young adults with disabilities. Implications for society and social services are drawn. <i>Stream: Disability, Health</i></p>	<p>of globalization argue that it represents the "westernization" or "Americanization" of the globe. This presentation reviews what scholars have to say about this issue. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
<p>Room 8</p>	<p>Home without Security and Security without Home Dr Kathy Hogarth, School of Social Work, Renison University College at University of Waterloo, Waterloo, Canada <i>Overview:</i> Motivation for immigration is often fuelled by insecure and unstable living conditions fostering a desire for an alternate home in which people might find a measure of safety and security. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Building Consensus among Diversity Experts on Defining Success of Diversity Work in Organizations Dr. Amy Kahn, President/Executive Office, San Diego, Dr. Kenneth Sherman, Office of the Provost, University of the Rockies, Baltimore, Dr. Keri Heitner, All Aspects Research, USA <i>Overview:</i> A three-round, modified Delphi study revealed consensus among a panel of internal and external experts in organizational diversity about what constitutes success for</p>	<p>The Labour Market Experiences of Minorities: A Subgroup Analysis Dr. Margaret Yap, Ted Rogers School of Management, Ryerson University, Ms. Karen Everett, Toronto, Canada <i>Overview:</i> This presents findings from a small qualitative project that explores the labour market experiences of Koreans, Latin Americans, and Blacks in Canada. <i>Stream: Race and Racism</i></p>

		diversity work in organizations. <i>Stream:</i> <i>Organisations</i>	
17:30-17:40	END OF DAY		

WEDNESDAY, 13 JUNE

8:30-9:00	CONFERENCE REGISTRATION DESK OPEN		
9:00-9:30	PLENARY SESSION - MARGO TAMEZ, UNIVERSITY OF BRITISH COLUMBIA OKANAGAN, KALOWNA, CANADA - "PLACE, CONSCIENCE AND INDIGENEITY: DECOLONIZING AND RECOVERING NDE KNOWLEDGE IN A US MILITARIZED ZONE"		
9:30-10:00	PLENARY SESSION - JOCK COLLINS, UNIVERSITY OF TECHNOLOGY SYDNEY, SYDNEY, AUSTRALIA - "CONTEMPORARY IMMIGRATION DEVELOPMENTS AND DILEMMAS FOR AUSTRALIA, CANADA AND WESTERN NATIONS"		
10:00-10:15	HOST COMMENTS AND TRANSITION TO BUCHANAN B BUILDING		
10:15-10:45	GARDEN CONVERSATION AND BREAK- ROOM 3		
10:45-11:45	PARALLEL SESSIONS		

	10:45-11:00	11:00-11:15	11:15-11:30	11:30-11:45
Room 1	Being Aboriginal, Being Feminist: Identity, Diversity and Dialogue in Social Justice Research Melissa St. Germaine-Small, Community Psychology, Wilfrid Laurier University, Grimsby, Canada <i>Overview:</i> In this paper I	Who's the Whitest of Them All? Transnational Whiteness of Skin Lightening Facial Product Endorsements in HerWorld Singapore Syahidah Ismail, Women's and Gender Studies Psychology, University of British Columbia, Vancouver, Canada	The Prevalence of Stereotypical Female Characters in Mainstream American Cinema in Comparison to Independent Cinema Erika Marshall, Virginia Commonwealth University, Richmond, USA <i>Overview:</i> This examines female roles and characterizations in "mainstream"	Stigmatic and Mythical Thinking: Barriers to Recovery and Inclusion for People with Severe Mental Illness Dr. Gregory G. Garske, School of Intervention Services, Bowling Green State University, Bowling Green, USA <i>Overview:</i> People with severe mental

	<p>discuss an Indigenous-feminist research orientation and consider the contribution to diversity in social justice-oriented research. <i>Stream: First Nations, Indigenous Peoples</i></p>	<p><i>Overview:</i> This is a transnational look at the phenomena of skin lightening product endorsements in Singapore which uses critical race theories, transnational feminist concepts, and cultural studies frameworks. <i>Stream: Race and Racism</i></p>	<p>American films as compared to American independent films. <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>	<p>illness can be subjected to public stigma and self-stigma. Both types of stigma can hinder the individual's recovery and/or social inclusion. <i>Stream: Disability, Health</i></p>
Room 2	<p>Children's Perspectives on Play and Electronic Games Dr. Georgianna Duarte, College of Education Department of Educational Psychology and Leadership Studies, University of Texas at Brownsville, Brownsville, USA <i>Overview:</i> The present study explored the technology</p>	<p>Diversity from the Ground Up through Community and Shared Experiences Dr. Gail E. Thomas, Social and Behavioral Sciences, Soka University of America, Aliso Viejo, USA <i>Overview:</i> American diversity as a mode of social existence has not been achieved and will require greater focus on authentic shared experiences at the local level.</p>	<p>Putting the Multi back into Multiculture: Working with Diversity in Children's Health Dr. Julian Grant, Faculty of Health Sciences, Flinders University, Adelaide, Australia <i>Overview:</i> Constructs of identity, knowledge, philosophies and approaches to care are discussed following an ethnographic study of intercultural</p>	<p>The Role of Similarity in Immigrant Youths' Social Networks Cristina Novoa, Department of Psychology, Dr. Fathali Moghaddam, Department of Psychology Department of Government, Georgetown University, Washington, USA <i>Overview:</i> A field study and the Children of Immigrants Longitudinal Survey are used to investigate the role of similarity in the</p>

	<p>choices of sixty diverse children and results provide a better understanding of children's choices, play, and time. <i>Stream: Learning, Education, Training</i></p>	<p><i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>communication undertaken in the child and family health environment in South Australia. <i>Stream: Race and Racism</i></p>	<p>formation of immigrants' social networks. <i>Stream: Immigration, Refugees</i></p>
<p>Room 3</p>	<p>From Cosmetic to Metabolized Change: Promoting Paradigm Shifts in a Dominant Culture University Dr. Linda Samek, School of Education, Newberg, Anna Berardi, School of Education Graduate Department of Counseling, Portland, Dr. Debby Espinor, Dr. Steve Song, Waneen White, Dr. Amy Dee, Newberg, Anne Sjogren, Redmond, Brenda Morton, Dr. Mark Carlton, School of Education, Newberg, Dr. Steve Bearden, School of Education Graduate Department of Counseling, George Fox University, Salem, USA <i>Overview:</i> Faculty within a predominantly Caucasian Christian (Quaker) university will detail processes to promote second order change within the university, not merely compliance with accreditation standards. <i>Stream: Learning, Education, Training</i></p>			
<p>Room 4</p>	<p>Teacher' Attitudes toward Diversity Dr. Patrick Johnson, School of Education, Dowling College, Oakdale, Dr. Helen L. Johnson, Department of Early Childhood and</p>	<p>What's Possible? Transformative Capabilities of Beginning Teachers towards Students with Learning Difficulties Loraine McKay, Centre for Learning Innovation Faculty of Education.</p>	<p>Meeting the Needs of Diverse Students in High Need Schools: Does Professional Development Make a Difference? Dr. Anne Mary Mungai, School of Education, Adelphi University, Garden City, USA</p>	<p>Making Sense of Diversity through Investigating Literacy Learning: Australian Teachers Work Together to Improve Practices across Disciplines Prof. Joanne Deppeler, Rosamund Winter, Faculty of Education.</p>

	<p>Elementary Education Queens College Doctoral Program in Educational Psychology Graduate Center, City University of New York, Flushing, USA <i>Overview:</i> Findings from a study of teacher' attitudes towards diversity are presented. Differences between attitudes towards different areas of diversity will be highlighted. <i>Stream:</i> Learning, Education, Training</p>	<p>Queensland University of Technology, Brisbane, Australia <i>Overview:</i> This study reports on preliminary data analysis of the journey of eight participants as they transition into the role of beginning teachers. <i>Stream:</i> Learning, Education, Training</p>	<p><i>Overview:</i> This paper will look at whether teachers in high need schools transfer knowledge from the professional development workshops to the teaching in their classrooms. <i>Stream:</i> Learning, Education, Training</p>	<p>Monash University, Melbourne, Australia <i>Overview:</i> Teachers in cross-curricular teams in a network of five Catholic secondary schools in Australia used outside professionals to provide expert knowledge, and collaborated investigating literacy practices to engage vulnerable learners. <i>Stream:</i> Learning, Education, Training</p>
<p>Room 5</p>	<p>Gladstone Region: The Region of Choice, Where Diversity Is Not Only Appreciated but Also Encouraged Mr Luis</p>	<p>Australia's Business Migration Program and the Emergence of Productive Diversity: Towards the Political Economy of</p>	<p>Religious Intolerance in Brazil: Characteristics, Coping Strategies and Social Work Approach Prof. João Góis, Graduate</p>	<p>Participation and Understanding of Children's Rights Liliana Jacott, Department of Developmental Psychology and Education, Vanesa Seguro, Department of</p>

	<p>Arroyo, Community Advisory Service, Gladstone Regional Council, Gladstone, Australia <i>Overview:</i> The proposal attempts to portray some of the challenges and benefits of living in a highly diverse society from the local government point of view <i>Stream:</i> <i>Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p><u>Multiculturalism</u> Patrick Brownlee, Department of Political Economy, University of Sydney, Sydney, Australia <i>Overview:</i> Tracing the political history of Australia's Business Migration program of the 1980s and early 1990s, this paper links the ideological and political project of Australia's globalisation to multicultural policy making. <i>Stream:</i> <i>Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>School of Social Work, Graziela Quintão, Graduate school of social work, Universidade Federal Fluminense, Niterói, Brazil <i>Overview:</i> This paper examines the existence of religious intolerance in contemporary Brazil. It focus on the physical and symbolic violence perpetrated against those who follow African rooted creeds. <i>Stream: Race and Racism</i></p>	<p>Psychological Development and Education, Tatiana García, Vanesa Sainz, Universidad Autónoma de Madrid, Madrid, Preckler Miriam, Department of Developmental Psychology and Education, Ordoñez Eduardo, Department of Developmental Psychology and Education, Universidad Autónoma de Madrid, Spain <i>Overview:</i> The aim of this study was to assess children's knowledge about their rights. <i>Stream:</i> <i>Learning, Education, Training</i></p>
<p>Room 6</p>	<p><u>The Politics of Diversity: No Racism, No Sexism and No Enemy in the Post 9 / 11 America</u> Dr. Choichiro Yatani, Department of Social and</p>	<p><u>A Model for the Recognition of Diversity in South African Family Law</u> Prof. Pieter Bakker, Department of Private Law School of Law, University of South Africa</p>	<p><u>Balancing Justices and Laws: Transforming Conflict Resolution from a Perspective of Cultural Diversity</u> Dipl. Iur. Florencia Benitez- Schaefer</p>	<p><u>When Women Run: Conditions Encouraging Women Candidates</u> Dr. Mary Barbara Hagerty, Department of Political Science, Iona College, New Rochelle</p>

	<p>OF SOCIAL AND Behavioural Sciences College of Technology, State University of New York, Alfred, USA <i>Overview:</i> In a political season like the 2012 presidential race, America and Americans face taboos preventing them from saying or doing things related to race, gender, ethnicity, or religion. <i>Stream:</i> <i>Nations,</i> <i>Nationalism,</i> <i>Communities</i></p>	<p>SOUTH AFRICA, Pretoria, South Africa <i>Overview:</i> The paper investigates whether a model of parallel recognition of intimate relationships should be followed or should an alternative model be implemented in South Africa? <i>Stream:</i> <i>Nations,</i> <i>Nationalism,</i> <i>Communities</i></p>	<p>Schnaerer, Doctoral Research Group "The Real in the Culture of Modernity", University of Konstanz, Konstanz, Germany <i>Overview:</i> Understanding law as an expression of cultural diversity, this presentation revises the idea of legal development proposing elements for fostering a dynamic balance amongst diverse approaches to law and justice. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>NEW ROCHELLE, USA <i>Overview:</i> My research explores, via interviews and a survey questionnaire, a woman's process in deciding to be a candidate in a New York State legislative election. <i>Stream: Gender and Sexuality</i></p>
<p>Room 7</p>	<p>A Step Further for Understanding the Persistence Process of First Nations Students in Quebec: The Case of Students from University of Quebec in</p>	<p>Representing Race: Student Complaints at an Elite Liberal Arts College Thomas P. Oles, Sociology, Anthropology, and Social Work, Saratoga Springs, USA <i>Overview:</i> This</p>	<p>Self-Construal, Coping, and the Culture Fit Hypothesis: A Cross-cultural Study Dr. Rhiannon Allen, Psychology, University of British Columbia, Vancouver, Canada, Dr.</p>	

	<p>Chicoutimi Jo-Anni Joncas, Asst. Prof.. Constance Lavoie, Education Department, University of Quebec in Chicoutimi, Saguenay, Canada <i>Overview:</i> The purpose is to present research results of a study on how First Nations people persevere to university level in Quebec. <i>Stream: First Nations, Indigenous Peoples</i></p>	<p>multidisciplinary essay considers minority student complaints about having to "represent" race and social class in classroom discussions at a small, elite liberal arts college in northeastern USA. <i>Stream: Race and Racism</i></p>	<p>Claire Hsieh Corey, Allina Medical Clinic, Shakopee, USA <i>Overview:</i> Chinese Americans resemble Taiwanese students in self-construal, but express higher degrees of stress. This stress is partially attributable to unique circumstances of being a Chinese student in America. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	
<p>Room 8</p>	<p>Social Justice Leadership in Secondary Schools in Spain Hernández Castilla Reyes, Department of Didactics and Theory of Education, Madrid, Hidalgo Ferran, Didactic and</p>	<p>Exploring the Relationship between Individual Values and the Effectiveness of Diversity Training Sarah Gauen, Diversity & Inclusion, Graybridge Malkam, Ottawa, Canada <i>Overview:</i> This study examines</p>	<p>The Cost of Discrimination: Job Age Type and Legal Outcomes Nicholas Smith, Barbara A. Fritzsche, Psychology, Michael Reeves, Psychology Department, University of Central Florida, Orlando, USA</p>	<p>Cultural Tourism in South Africa: Bringing "Proudly South African" to the World! Mr Jacques Matthee, Faculty of Law Institutional Language Directorate, North-West University (Potchefstroom Campus), Potchefstroom</p>

	<p>Didactic and Theory of Education, Universidad Autónoma de Madrid, Spain <i>Overview:</i> This study explores the different leadership experiences working toward Social Justice in Spain. <i>Stream: Learning, Education, Training</i></p>	<p>Study examines the relationship between individual value structures and attitudes towards diversity, and the moderating effect of a diversity training program. <i>Stream: Learning, Education, Training</i></p>	<p>Ontario, USA <i>Overview:</i> This studies the extent to which the age type of jobs is related to real world discrimination through analyzing a sample of ADEA cases against survey data regarding age type. <i>Stream: Organisations</i></p>	<p>Pretoria, South Africa <i>Overview:</i> South African cultural heritage opportunities that could be transformed into cultural heritage products to boost cultural tourism and the sustainable and managed development thereof. <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>
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12:15-13:20 **LUNCH**

13:20-14:05 **PARALLEL SESSIONS**

	13:20-13:35	13:35-13:50	13:50-14:05
Room 1	<p>Queering the Canadian Muslim Community Prof. Mahruq Khan, Department of Women's, Gender, and Sexuality Studies, University of Wisconsin, La Crosse, USA <i>Overview:</i> This paper looks at the way queer Muslims in Toronto are contesting traditional boundaries of religious membership.</p>	<p>Reflecting Which Canada? A Source Analysis of Canadian Network Television News Brad Clark, Broadcasting, Mount Royal University, Calgary, Canada <i>Overview:</i> A more inclusive newsroom is often cited as one of the best way to mitigate Eurocentric bias and misrepresentations of marginalized groups in news media. This study challenges that assumption.</p>	<p>Complicating the Achievement Gap in America Dr. Srilata Bhattacharyya, Childhood Development Curriculum & Instruction Ruth Ammon School of Education, Adelphi University, New York, USA <i>Overview:</i> The diverse climate in the United States, characterized by numerous ethnic and racial minorities, has witnessed the</p>

	<i>Stream: Gender and Sexuality</i>	<i>Stream: Representations: Media, Communications, Arts, Literature</i>	emergence of Indian Americans as an ethnic minority group in recent years. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i>
Room 2	<p>Promoting Diversity and Social Justice: Educating People from Privileged Groups Dr. Lee Montgomery, Graduate Studies, Southern Utah University, Cedar City, USA <i>Overview:</i> This presentation provides an overview of theories, strategies, and perspectives that can be employed by teachers at secondary schools and colleges on issues involving diversity and social justice. <i>Stream: Learning, Education, Training</i></p>		
Room 3	<p>Digital Natives Closing the Gap: Using Technology to Increase Achievement Nicol Howard, College of Educational Studies, Chapman University, Orange, USA <i>Overview:</i> While access, implementation practices, student gains, and potential barriers may vary, the approach of this presentation is to encourage the equitable infusion of technology in classrooms. <i>Stream: Learning, Education, Training</i></p>	<p>A Framework for School Leaders to Serve the Needs of Diverse Populations of Students: Success for All Students Dr. Agnes Smith, College of Education, University of South Alabama, Mobile, USA <i>Overview:</i> Techniques of collaboration among school leaders, parents, and community members to serve the needs of public school students with diverse backgrounds and cultural norms are the focus of this presentation. <i>Stream: Learning, Education, Training</i></p>	<p>A Global African Quest: Teaching and Learning in Uganda Dr. Myrtle Welch, School of Education Social and Psychological Foundations of Education, Buffalo State College, Buffalo, USA <i>Overview:</i> Global African experiences with citizens, teachers, students, and administrators in Uganda, East Africa are weaved into a narrative portraiture which unfolded as the author taught and learned in Kampala. <i>Stream: Learning, Education, Training</i></p>

<p>Room 4</p>	<p>Multicultural Communication Infrastructure of Iranians in Diaspora: A Comparative Analysis Daniel Ahadi, School of Communication, Simon Fraser University, Vancouver, Canada <i>Overview:</i> My focus in this paper is on the multicultural communication infrastructure of Iranians in Vancouver and Stockholm. <i>Stream:</i> <i>Representations: Media, Communications, Arts, Literature</i></p>	<p>Why Did It Happen to Us? Confronting the Individualisation of Racism in a Historically White Afrikaans Institution of Higher Learning Dr. Gregory Alexander, Inclusive Education Psychology of Education, Ms Juliet Ramohai, Dr Annalene Van Staden, Psychology of Education, University of the Free State, Bloemfontein, South Africa <i>Overview:</i> This paper is an attempt by three lecturers at a Historically White Afrikaans institution of higher learning to reflect on their experiences with regard to accusations of racism against them. <i>Stream: Race and Racism</i></p>	<p>The Place of Politics in Dialogue among Civilizations Discourse Dr Abdullah Alhomaïd, Department of Political Science, King Saud University, Riyadh, Saudi Arabia <i>Overview:</i> This paper seeks to identify the role of ideology in the Dialogue among Civilizations as a formula for managing global cultural and religious diversity. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>
<p>Room 5</p>	<p>Neighborhood Change and the Emergence of a Social Mosaic: The Case of Italian American Bensonhurst Dr. William Egelman, Department of Sociology, Iona College, Westbury, USA</p>	<p>Of Many Colors and Shades: Ethnic Diversity in Hong Kong James Xing, General Education Center, Hong Kong Polytechnic University, Kowloon, Hong Kong <i>Overview:</i> This is a critical examination of Hong Kong</p>	<p>The Experiences and Treatment of Lesbians and Gay Men During Jury Service in the United States Prof. Todd Brower, College of Law Williams Institute, Western State University, University of California LA School of Law,</p>

	<p><i>Overview:</i> An examination of the transition of urban neighborhoods from ethnic enclaves to social mosaics. <i>Stream: Nations, Nationalism, Communities</i></p>	<p>government's policy toward ethnic minorities and exploration of what it takes to transform Hong Kong from a "multiethnic" to a "multicultural" society. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Fullerton, USA <i>Overview:</i> This presentation examines empirical studies of gay persons' experiences with courts and how visibility of minority sexuality affects the perceptions and treatment of court users during their jury service. <i>Stream: Gender and Sexuality</i></p>
Room 6	<p><u>Ineffective Transactive Memory Development in Multi-cultural Work Teams: Its Socio-emotional Consequences</u> Kay Yoon, College of Communication, DePaul University, Chicago, USA <i>Overview:</i> The current research investigates how expertise recognition processes in multi-cultural work teams affect team members' socio-emoinal experiences. <i>Stream: Organisations</i></p>	<p><u>Acculturation Stress and Health: The Mediating Effect of Social Capital</u> Christine Hochbaum, Dr. Sean Lauer, Dr. Gerry Veenstra, Department of Sociology, University of British Columbia, Vancouver, Canada <i>Overview:</i> Using data from the Longitudinal Survey of Immigrants to Canada (LSIC), this paper examines the degree to which acculturation stress is associated with self-reported health and social capital. <i>Stream: Immigration, Refugees</i></p>	<p><u>Transnational Sex: Migration, Women from the Former Soviet Union and the Economy of Sex</u> Tatiana Pakhomova, Department of Women's and Gender Studies Political Science, University of British Columbia, Vancouver, Canada <i>Overview:</i> Exploration of recent (since 1990s) female migrant labour from the former Soviet Union through a historical, critical lens. <i>Stream: Gender and Sexuality</i></p>
Room 7	<p><u>Understanding the Needs of the Few Helps Meet the Needs of the Many: Information and Communication Technology Use and Students with Learning Disabilities in College</u> Laura King, Department of Languages, Cégep André-</p>		

	<p>Laurendeau, Montreal, Mai Nhu Nguyen, Adaptech Research Network, Dawson College, Alexandre Chauvin, Research Project, Cégep André-Laurendeau, Dr. Catherine Fichten, Psychology/Adaptech Research Network, Maria Barile, Adaptech Research Network, Alice Havel, Student AccessAbility Centre, Dawson College, Dr. Zohra Mimouni, Languages, Collège Montmorency, Jillian Budd, Adaptech Research Network, Dawson College, Odette Raymond, Service d'aide à l'intégration des élèves (SAIDE) Student-Accessibility Services, Cégep du Vieux Montréal, Jean-Charles Juhel, Services adaptés Adapted Services, Cégep de Sainte-Foy, Canada <i>Overview:</i> This interactive session highlights the information and communication technology needs of post-secondary students with learning disabilities. Participate in research-informed activities that can also meet needs of other diverse student groups. <i>Stream: Learning, Education, Training</i></p>		
Room 8	<p>Introducing the Invisible: When Indigenous Health is the Content, and Racism Is on the Agenda, How Do You Work with Colleagues to Build a Culturally-safe Faculty? Prof. Dennis Roy McDermott, Poche Centre for Indigenous Health and Well-Being, Adelaide Faculty of Health Sciences, David Sjoberg, Poche Centre for Indigenous Health, Adelaide Faculty of Health Sciences, Flinders University, Adelaide, Australia <i>Overview:</i> Culturally-safe faculty environments are crucial, yet exploring key issues may challenge on personal, professional, organisational and political levels. When participants are colleagues, the degree of difficulty is further raised. <i>Stream: First Nations, Indigenous Peoples</i></p>		
14:25-14:35	BREAK		
14:35-15:20	PARALLEL SESSIONS		
	14:35-14:50	14:50-15:05	15:05-15:20
Room 1	<p>Free Speech and Hate Speech: Protecting Freedom of Expression on College Campuses while Fighting Racism, Intolerance, and Discrimination Nizam Arain,</p>	<p>Korean's Life Satisfaction with Public Social Expenditure on Minority People Prof. Jinman Kyonne, Department of Public Administration, Hankuk University of Foreign Studies,</p>	<p>Preservice Teachers' Engagement with Homeless Youth Prof. Grace McDaniel, Education Department, Otterbein University, Columbus, USA <i>Overview:</i> This presentation will highlight teacher</p>

	<p>Department of Student Affairs Administration in Higher Education, University of Wisconsin-La Crosse, La Crosse, USA <i>Overview:</i> How can colleges and universities create a safe space for all people, free of discrimination and bias, while also protecting freedom of expression for all people? <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Seoul, South Korea <i>Overview:</i> Through analyzing the data from OECD fact books, Korean's life satisfaction was tested regarding the level of public social expenditure on the minority people in finance, age, gender, and race. <i>Stream: Race and Racism</i></p>	<p>education practices that situate preservice teachers in a community environment in order to learn strategies for addressing the needs of homeless children and youth. <i>Stream: Learning, Education, Training</i></p>
<p>Room 2</p>	<p><u>Privilege: From Awareness to Critical Consciousness</u> Dr. Trula Nicholas, Department of Human Services and Rehabilitation, Western Washington University, Bellingham, USA <i>Overview:</i> Engage in a simulation that will increase your understanding of the social construction of privilege, examine how privilege impacts others, and learn to use privilege to actively promote social justice. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>		
<p>Room 3</p>	<p><u>Redeeming Racism and Other Isms: Psycho-Spiritual Dimensions and Practices</u> Dr. Karen Crozier, Biblical and Religious Studies Diversity Coordinator, Fresno Pacific University, Fresno, USA <i>Overview:</i> Michelle Alexander's "The New Jim Crow" is examined to provide individuals within communities and organizations with spiritual and faith resources to engage local and global racial injustice. <i>Stream: Race and Racism</i></p>		
<p>Room 4</p>	<p><u>Using a Diversity Breakfast as a Strategic Tool for Promoting</u></p>		

	<p>Diversity and Inclusion on a University Campus Dr. Salome C. Nnoromele, African / African-American Studies Program, Teresa Belluscio, Office of Services for Individuals with Disabilities, Eastern Kentucky University, Richmond, USA <i>Overview:</i> This presentation will use a workshop type format to share experiences in initiating and sustaining a campus-wide diversity breakfast to garner engagement and support on issues affecting its diverse population. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>		
Room 5	<p>Culturally Relevant Pedagogy: The Impact of Positive Peer Pressure Teams on the Behavior of African American Elementary School Males Dr. H. A. Hasan, Spalding University, Dr. James P. Takona, College of Education, Spalding University, Louisville, USA <i>Overview:</i> Cumulative effects of inequality place African-American males in an exceptionally high-risk category for school disciplinary consequences. In a culturally relevant collectively responsible setting African-American males, have equitable access to knowledge. <i>Stream: Race and Racism</i></p>		
Room 6	<p>The Digital Abyss: Deeper than a Divide Paula Herring, Academics, Devry University, San Diego, USA <i>Overview:</i> The digital divide has expanded to become an abyss - one that is so wide that we may not be able to bridge the split. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p>Transforming Place-bound to Place-rich: An Alaska College Embraces Community Diversity through Narrative in ePortfolio Collaborations Prof. Janice High, Dr. Cheryl Siemers, Prof. Scott Downing, Arts and Sciences, Kenai Peninsula College, University of Alaska Anchorage, Soldotna, USA <i>Overview:</i> Students from diverse Alaska locales build a sense of community through the creation and sharing of electronic portfolios.</p>	<p>The Institutionalization of Empathy Dr. Thomas Arthur, School of Theatre and Dance, James Madison University, Harrisonburg, USA <i>Overview:</i> This paper will contrast the 1913 establishment and impact of the Chicago Hull House Players with the mid-1970's organization and effects of The Market Theater in Johannesburg. <i>Stream: Immigration, Refugees</i></p>

	<i>Stream: Learning, Education, Training</i>		
Room 7	<p>Practicing for Life: Socio-drama and Role-playing in the Classroom Dr. Nancy Harding, Greg Vega, Graduate School of Education and Psychology, Pepperdine University, Encino, USA <i>Overview:</i> This is a practical participatory presentation. Utilizing socio-drama and role playing we present tools to facilitate inclusivity and cultural competence in the classroom and other professional environments. <i>Stream: Learning, Education, Training</i></p>		
15:40-15:55	BREAK		
15:55-16:40	PARALLEL SESSIONS		
	15:55-16:10	16:10-16:25	16:25-16:40
Room 1	<p>Teaching Diversity in a Global Setting Dr. Mioara Diaconu, Physical Therapy Department, D. Laura Racovita-Szilagyi, Social Work Program, Kimberly Coleman, Physical Therapy Department, Shelly Perry, Social Work Program, Berrien Springs, Dr. Wayne Perry, Physical Therapy Department, Andrews University, Berrien, USA <i>Overview:</i> This presentation provides a framework of how international study tours and service-learning trips prepare students to work with culturally diverse populations. Examples from past international</p>	<p>Transforming the Face of Equity in Education Initiatives Abroad: An Issue Analysis of Inequitable Frameworks in Service-Learning Abroad through Education Julia M. Lewis Satov, Centre for Organizational Learning & Teaching, Centennial College, Zafar Syed, Centennial College of Applied Arts & Technology, Toronto, Canada <i>Overview:</i> This paper's focus is to analyze the issue of inequity within traditional service-learning models. A subsequent critical examination looks at critical service-learning models and how they require organizational</p>	<p>Bridging the Gap: Using the Classroom to Move across the Cultural Divide Timothy Dolan, Department of Technology and Environmental Design, Appalachian State University, Boone, USA <i>Overview:</i> Employing service-learning in design education, the classroom is transformed into a cultural laboratory, exposing students to unique people groups, socio-economic classes, and the power of design.</p>

	<p>academic trips will be provided. <i>Stream: Learning, Education, Training</i></p>	<p>transformation first. <i>Stream: Learning, Education, Training</i></p>	<p><i>Stream: Learning, Education, Training</i></p>
Room 2	<p><u>Cutting, Stripping, Dealing, and Hooking Up: Locating Identity and Belonging through the Practice of Memoir</u> Dr. Twila Yates Papay, Department of English College of Arts and Sciences, Christian W. Kebbel, Rollins College, Winter Park, USA <i>Overview:</i> Struggling through excruciating reflections, writers of memoir discover their own identities by writing deeply about personal travails. In the writing workshop, they find and share a place of belonging. <i>Stream: Identity and Belonging; the Politics of Diversity; Globalisation</i></p>	<p><u>Brothers under the Sin: Metatextual, Intertextual and Homosexual Connections between Federico Garcia Lorca and Langston Hughes</u> Dr. Viki Zavales Eggert, Department of Hispanic Languages, Literatures and Cultures, Goucher College, Baltimore, USA <i>Overview:</i> An exploration of the way in which Langston Hughes's cultural translations of the literary icon of Federico Garcia Lorca anticipate many of the contemporary debates on inclusion and diversity. <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>	<p><u>Confronting Prejudices and Challenges and Celebrating Accomplishments of Persons with Disabilities in the 1989 Wichita State Theatre's production of "Doin' the Reality Rag" by Lawrence Perkins</u> Dr. Judith Babnich, Theatre, Wichita State University, Wichita, USA <i>Overview:</i> Disabled actors are rarely, if ever, cast in theatrical productions, even when the role specifically calls for a disability of a specific nature. <i>Stream: Disability, Health</i></p>
Room 3	<p><u>Communitarian Ethics and Achieving Diversity in Mediated Communications: A Panel Discussion</u> George E. Padgett, Elon, Naeemah Clark, Burlington, Dr. Julie Lellis, School of Communications, Elon University, Durham, USA <i>Overview:</i> This discusses the status of diversity in mediated communications, role of ethics in efforts to enhance community inclusivity, and the impact of media technology and social media on building multiculturalism.</p>		

	<i>Stream: Learning, Education, Training</i>		
Room 4	<p>Breaking Boundaries: Collaborations to Enhance Diversity in Graduate Education Noro Andriantiana Andriamanalina, Office for Diversity in Graduate Education The Graduate School Office for Equity and Diversity, University of Minnesota, Minneapolis, USA <i>Overview:</i> This workshop will focus on enhancing faculty and staff crosscultural communication skills, and diversifying the curriculum to create a more inclusive academic environment in graduate education. <i>Stream: Learning, Education, Training</i></p>		
Room 5	<p>Managing Diversity in Ghana’s Civil Service: An Emerging Issue? Dr. Augustina Adusah-Karikari, Public Services School, Sussana Adjei-Mensah, Business School, Ghana Institute of Management and Public Administration, Accra, Ghana <i>Overview:</i> The purpose of this study is to examine the extent to which Ghana’s civil service integrates diversity management in its organizations. <i>Stream: Organisations</i></p>	<p>Why Do Not Enough Women Apply for Management Positions? Psychological and Personal Obstacles to Their Career and the Effect of Skills Screening and a Development Centre on Their Ascension Silvija Akif, Innovation - Research and Development, Université Libre de Bruxelles, Brussels, Michel Sylin, Organizational psychology Unit, ULB (Université Libre de Bruxelles), Belgium <i>Overview:</i> Why do not enough women apply for management positions? What are their obstacles? How a skills screening can reduce obstacles in their ascension and push them to the TOP? <i>Stream: Gender and Sexuality</i></p>	<p>The Canadian Forces and Aboriginal Peoples: Attraction and Recruitment Captain, PhD. Felix Fonseca, Research Analysis (DGMPPRA), Department of National Defense, Ottawa, Canada <i>Overview:</i> This discusses attracting and recruiting Aboriginal peoples in the Canadian Forces (CF) to meet CF’s current employment equity goal and the legislative requirements as established in the EE Act. <i>Stream: First Nations, Indigenous</i></p>

<p>Room 6</p>	<p><u>Establishing a Civil Rights Research Institute at Albany State University, Albany, Georgia, USA</u> Dr. Michael Rogers, Department of Business Administration College of Business, Sharon "Nyota" Tucker, Albany State University, Albany, USA <i>Overview:</i> Learn how a university in the southern United States plans to establish a civil rights and human justice institute to conduct and publish research, promote justice, and eliminate all discrimination. <i>Stream: Race and Racism</i></p>	<p><u>The Direction of Moral Education in Japanese Schools in a Global and Multicultural World</u> Kaori Shimizu, Department of Educational Theory, Policy, and Practice College of Education, Louisiana State University, Baton Rouge, USA <i>Overview:</i> In this paper, I consider the direction of moral education in Japanese schools in a global and multicultural world through its historical development. <i>Stream: Learning, Education, Training</i></p>	<p><i>Peoples</i> <u>Meeting the Needs of a Diverse Student Population: Lessons Learned</u> Xiao Han, Yinchuan Experimental Secondary School, Yinchuan, Jinxiu Wang, Yinchuan Experimental Secondary School, China <i>Overview:</i> This paper reports what was done in an experimental secondary school in China to meet the needs of the diverse student body, and what lessons were learned in the process. <i>Stream: Representations: Media, Communications, Arts, Literature</i></p>
<p>Room 7</p>	<p><u>Reforming Teacher Preparation Programs to Include Innovative and Research-based Practices to Meet the Needs of Diverse Students</u> Dr. James P. Takona, College of Education, Spalding University, Dr. Saman Hassan, University of Phoenix, Dr. Jeronda Majors, Jefferson County Public Schools, Louisville, USA <i>Overview:</i> Teacher failure to realize that personal perceptions, learning environments, and grouping strategies could be at odds with learning needs of students from diverse backgrounds. The presentation focuses on learner-centered contexts.</p>		

	<i>Stream: Learning, Education, Training</i>
Room 8	<p>Leveraging Cultural Intelligence in Diversity Management Dr Joo-Seng Tan, Nanyang Business School, Nanyang Technological University, Singapore, Singapore <i>Overview:</i> This interactive workshop session provides an opportunity to learn how cultural intelligence can be used to manage diversity more effectively in organizations and communities. <i>Stream: Learning, Education, Training</i></p>
17:00-17:30	CONFERENCE CLOSING
17:30-18:40	SPECIAL EVENT
Room 1	Special Movie Showing: "From the Community to the Classroom"