

Call for Papers
GRITIM/UPF-CIDOB Research Seminar, Barcelona

**DIVERSITY AND TOLERANCE IN EUROPE:
POLICIES IN PUBLIC INSTITUTIONS AND PRIVATE ORGANISATIONS**

Coordinators:

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Joint-initiative of the GRITIM-UPF – Interdisciplinary Research Group in Immigration of the University Pompeu Fabra (www.upf.edu/gritim) – and CIDOB, Barcelona Centre for International Affairs (www.cidob.org).

Date: **Wednesday 22nd September, 2010**

Place: **CIDOB Foundation (Barcelona)**

Diversity policies are at the top of the European Agenda, but diversity remains a broad, sometimes even vague, notion. The Stockholm Programme underlines that the EU motto of “United in Diversity” is not only about the richness resulting from cultural diversity between Member States but also about the cultural diversity and tolerance found *within* societies. It also calls to invest major political efforts in underlining diversity as a source of richness rather than as a problem to be ‘managed’. The GRITIM/UPF-CIDOB seminar focuses on a broad range of diversity dynamics, often immigration-related, such as religion, language, gender, cultural, nationality, and so forth. It wants to treat specific issues by discussing policy answers to diversity.

As such, the seminar aims to open a broad scientific, political and social debate on diversity management in public sectors and institutions, and in private organisations. In particular, it is interested in promoting a research framework to define, analyse and evaluate how tolerance is expressed in diversity policies (related to policies and management standards) in these two contexts (public and private). Preference goes to contributions that include empirically informed conceptual analyses, or empirical descriptive, explanatory, and normative studies.

Key questions to be tackled are: How much cultural diversity can be accommodated within liberal and secular democracies? What policies can be and/or are defined to promote tolerance and diversity? In what ways can such policies be defined? How can they transform what initially may be viewed as a source of conflict into a (public) resource and consolidate it as a key factor of development, cohesion, tolerance, and benefit? What is the impact of diversity on the management of private and public organisations? What are the main challenges to the incorporation of diversity within the organisational structure of public and private organisations? And, more in particular, how to define diversity policy and diversity management in terms of actions, not just notions and principles?

Dimensions of the Research Seminar:

- Conceptual dimension: methodological approaches and theoretical frameworks, definitions of tolerance, diversity policies and diversity management
- Institutional dimension: analysis of the organizational context of diversity relevant stakeholders, political, legal and social contexts
- Policy dimension: description, analysis and evaluation of policies, regulations and programmes on diversity management

Topics of the Research Seminar:

- tolerance as a concept (definitions, discourses) and as a policy
- diversity as a concept (definitions, discourses) and as a policy
- public policies on diversity in specific sectors (education, security, health, public administration in general, and so forth)
- diversity management in private organizations (associations, firms, and so forth)
- conflicts arising from cultural diversity / racism / discrimination
- limits of diversity and tolerance in liberal democratic societies

Applications:

Proposals should be sent to Elena Sánchez, migraciones@cidob.org (with CC to Anne van Ewijk, gritim@upf.edu) specifying “SEMINAR GRITIM/UPF-CIDOB 2010” as a subject. Proposals should be in English and should include:

- Short CV (max. 200 words)
- Institution and area of research
- Title (max. 10 words)
- Abstract (max. 450 words)

Deadlines:

Proposals must be sent before the **15th of June, 2010**. Notification of acceptance will be confirmed by the **30th of June, 2010**. Final papers should be sent by the **10th of September, 2010**.

Please **note** that a selection of papers will be taken into consideration to publish in an online book afterwards. We therefore recommend participants to hand in relatively advanced work.

*The Research Seminar is preparation activity linked to the **Accept Project**, a research project funded by the European Commission (7th Framework Programme) and coordinated by Anna Triandafyllidou (Robert Schuman Centre for Advanced Studies, European University Institute, Florence, Italy), For more information: <http://accept.eui.eu>*

Publications based on previous GRITIM/UPF-CIDOB Seminars:

- Zapata-Barrero, R. (ed.) (2010) *Shaping the normative contours of the European Union*, Barcelona: Fundació CIDOB (forthcoming)
- Zapata-Barrero, R. (ed.) (2009) *Citizenship policies in the Age of Diversity: Europe at the crossroads*, Barcelona: Fundació CIDOB
- Zapata-Barrero, R. & G. Pinyol (eds.) (2008) *Los gestores del proceso de inmigración: actores y redes de actores en España y Europa*. Barcelona: Fundació CIDOB
- Zapata-Barrero, R. & T. van Dijk (eds.) (2007) *Discursos sobre la inmigración en España: Los medios de comunicación, los parlamentos y las administraciones* Barcelona: Fundació CIDOB/Bellaterra ediciones