



# Venice International University Winter School Global Diversity Management



Venice  
International  
University

January 15-20, 2024

## Faculty

Anita Bosch, Stellenbosch Business School (SU)

Joerg Dietz, University of Lausanne (UNIL)

Maddy Janssens, KU Leuven (KUL)

Franciska Krings, University of Lausanne (UNIL)

Njeri Mwangi, Stellenbosch Business School (SU)

Barbara Quacquarelli, Università degli studi di Milano-Bicocca (Scientific Coordinator)

Adriano Solidoro, Università degli studi di Milano-Bicocca (Scientific Coordinator)

## Program

### Day 1 | Monday, January 15

9:15 - 10:00 Presentation of the Winter School and Faculty

10:00 - 10:45 Icebreaker

10:45 - 11:00 *Coffee Break*

11:00 - 13:30 Inclusion as changing organisational practices (Maddy Janssens, KUL)

13:30 - 14:30 *Lunch Break*

14:30 - 17:00 Discrimination based on age, gender, parenthood, and/or immigrant status on the labor market (Franciska Krings, UNIL)

17:00 - 17:15 *Break*

17:15 - 18:00 Discussion Wrap up (Adriano Solidoro, UNIMIB)

### Day 2 | Tuesday, January 16

9:15 - 11:45 The case of the unequal opportunity (Joerg Dietz, UNIL)

11:45 - 12:00 *Morning Break*

12:00 - 13:00 A case study from Italy: online talk with professionals (moderated by Barbara Quacquarelli UNIMIB)

13:00 - 13:30 Discussion Wrap Up (Adriano Solidoro, UNIMIB)

13:30 - 14:30 *Lunch Break*

14:30 - 18:00 Visit (tbd)



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### Day 3 | Wednesday, January 17

9:15 - 11:45 The complexity of women's workplace inclusion - a global perspective (Anita Bosch, SU)

11:45 - 12:00 *Coffee Break*

12:00 - 13:00 A case study - Religion and men's dominance - South Africa (Company in SA) (moderated by Anita Bosch, SU)

13:00 - 13:30 Discussion Wrap Up

13:30 - 14:30 *Lunch Break*

14:30 - 18:00 Visit to a Company in Venice: <https://ovscorporate.it/en>

### Day 4 | Thursday, January 18

9:15 - 11:45 Diversity and Innovation in Organizations (Barbara Quacquarelli, UNIMIB)

11:45 - 12:00 *Coffee Break*

12:00 - 13:00 A case study from Italy: online talk with professionals (moderated by Adriano Solidoro, UNIMIB)

13:00 - 13:30 Discussion Wrap Up (Barbara Quacquarelli, UNIMIB)

13:30 - 14:30 *Lunch Break*

14:30 - 18:00 Visit to an Organization in Venice

### Day 5 | Friday, January 19

9:15 - 11:45 The Forgotten Dimension of Diversity: Social class (Adriano Solidoro, UNIMIB)

11:45 - 12:00 *Coffee Break*

12:00 - 13:00 A case study from South Africa: online talk with professionals (moderated by Njeri Mwagiru, SU)

13:00 - 13:30 Discussion Wrap Up

13:30 - 14:30 *Lunch Break*

14:30 - 18:00 Visit to Venice (tbd)

### Day 6 | Saturday, January 20

9:15 - 11:45 Diversity from a practice perspective (Barbara Quacquarelli and Adriano Solidoro, UNIMIB)

11:45 - 12:00 *Coffee Break*

12:00 - 14:00 Plenary session: making sense of the Global Diversity Winter School (all faculty)

14:00 - 15:00 *Farewell Lunch*