

When, why and how organisations respond to diversity

Workshop, 6-7 February 2014, Lichtenberg-Kolleg, Göttingen

Thursday, 6 February 2014

- 13:15-14:00 Welcome and Introduction: **Karen Schönwälder** (mpi mmg Göttingen), **Andrea Bührmann** (Universität Göttingen), **Elisabeth Tuider** (Universität Kassel)
- 14:00-16:00 **Session 1: Educational organisations (chair Janina Söhn)**
- Uta Klein** (Kiel): Reconciling excellence with educational equality: Diversity management in German universities
- Kyoko Shinozaki** (Frankfurt): Desirable mobility-driven diversity: the example of German higher-education institutions
- Heike Kahlert** (München): Family justice for highly qualified people: The advent of pronatalism in the German science system
- Elisabeth Tauber / Dorothy Louise Zinn** (Brixen): The ambivalent incorporation of diversity in South Tyrol
- 16:00-16:30 Coffee
- 16:30-18:00 **Session 2: Political organisations (chair Alex Street)**
- Liza Mügge** (Amsterdam): Regulating diversity in political parties: From tokens to leaders
- Daniel Volkert** (Göttingen): Incorporating migration-driven diversity? The German Social Democrats
- Jan Dobbernack** (Fiesole): The pressure of diversity: British Muslim representation and electoral politics in 2010

Friday, 7 February 2014

- 09:00-12:00 **Session 3: City administrations and public services (chair Marian Burchardt)**
- Marcel Maussen** (Amsterdam) / **Yamina Meziani Remichi**: Meritocratic selection versus ascriptive exclusion in civil services? A comparison of recruitment practices in municipal administrations in France and the Netherlands
- Maria Schiller** (Göttingen): Re-constructing difference in the context of diversity: municipal diversity units in Amsterdam, Antwerp, and Leeds
- Christine Lang** (Osnabrück): Municipal administrations and the recruitment of immigrants and their descendants -- How does locality matter?
- Coffee break
- Boris Nieswand** (Tübingen): Configuring difference. Diversity in the daily work of youth departments
- Astrid Biele Mefebue** (Göttingen): Why German public libraries (not) manage diversity effectively: a survey in German public libraries
- 12:00-13:00 Lunch
- 13:00-15:00 **Session 4: Cross-cutting studies and general discussion (chair Elisabeth Tuider)**
- Laura Dobusch** (München): Diversity without borders? As long as the performance is right
- Maria del Mar Griera** (Barcelona) / **Julia Martinez Arino** (Montreal): Hospitals and prisons confronting religious diversity: a comparative perspective
- Daniela Gröschke** (Jena) / **Astrid Podsiadlowski**: Managing diversity in organisations. Insights from Austria and the Netherlands
- Ines Michalowski** (Berlin): Introduction to the general discussion

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Venue: Lichtenberg Kolleg, Historische Sternwarte der Universität Göttingen, Geismar Landstraße 11