



Overcoming inequality in organizations and society: *Building bridges between science and practice*

Symposium March 23, 2018
12:00 – 17:30 @ Grand Hotel Karel V, Utrecht



This symposium examines how scientists and practitioners can join forces to enhance **sustainable and socially responsible business practices**. By overcoming inequality in the workplace, organizations can make an important contribution to reduce tensions in society.

Leading social scientists and practitioners will present and discuss research and practical solutions to issues relating to diversity in the workplace and socially responsible business practices.

Sign up & Location

To register please click [here](#) or scan the QR code on the right. Grand Hotel Karel V is located in the City Centre, at the foot of the Dom Tower. The venue is only a five minute-walk from the Central Station. The closest paid parking garage is Springweg.



Program



12.00-13.00	Arrival and lunch	
13.00-13.10	Welcome and Introduction	Prof. Dr. Marcel van Aken , Dean Faculty of Social Sciences, UU
13.10-14.00	<i>"Bias interrupters: simple concrete steps for interrupting bias in professional workplaces"</i> and discussion	Prof. Dr. Joan Williams , University of California, Hastings
14.00-14.15	Diversity at work, a research perspective	Dr. Wiebren Jansen , Utrecht University
14.15-14.30	Diversity at work, a practical perspective	Alice Odé , Diversiteit in Bedrijf
14.30-14.45	Discussion	
14.45-15.15	Tea break	
15.15-15.30	Socially responsible business practices, a research perspective	Prof. Dr. Naomi Ellemers , Utrecht University
15.30-15.45	Socially responsible business practices, a practical perspective	Ron Steenkuijl , ADG Dienstengroep, MVO Nederland
15.45-16.00	Discussion	
16.00-16.30	Panel discussion: Connecting scientists and practitioners as a catalyst for change	Antoine Heideveld , Het Groene Brein
16.30-17.30	Drinks	

Speakers

Joan Williams, BA Yale, MA MIT, JD Harvard Law School

Joan Williams is a Distinguished Professor of Law at the University of California, Hastings College of the Law, and Founding Director of the Center for WorkLife Law. Her work focuses on issues faced by women in the workplace, as well as class differences in society. Williams has an excellent scholarly record, with multiple award-winning publications, but also plays a very active and visible role in public debates with her regular contributions to the Harvard Business Review blog, the Huffington Post, and the Psychology Today blog.



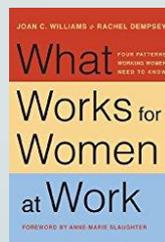
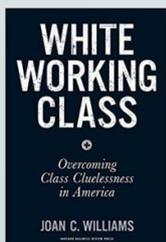
Joan Williams has played a central role in reshaping the debates over gender, class, and work-family issues for the quarter century. She has authored and co-authored eleven books and over ninety academic articles and chapters. Her scholarly work is broad and interdisciplinary, and includes publications in highly respected legal journals. Her work is extremely well-read, widely cited, and influential. Her 1996 publication was listed as one of the most cited law review articles ever written. Her popular Harvard Business Review article, "What So Many People Don't Get About the U.S. Working Class," has been read nearly 3.7 million times since it was published in November, 2016.

Throughout her career, Williams has worked on the mission of making available scholarship on social inequality and implicit bias to high level policy makers, business leaders, and practitioners. Williams works with employers, employees, employment lawyers, unions and public policymakers to eliminate discrimination against caregivers, to develop best-practice workplace flexibility policies, and to

facilitate adoption of public policies to reconcile work and family. She has developed multiple tools and websites that allow practitioners as well as individuals facing bias to identify and learn about different forms of bias and what to do about them.

These tools are available at:

www.biasinterrupters.org



Wiebren Jansen (PhD) is Assistant Professor at the Social, Health and Organizational Psychology department at Utrecht University. In his research he studies the antecedents and consequences of social inclusion in demographically diverse work teams and organizations. He has been involved in the development of de Nederlandse InlusiviteitsMonitor (Dutch Inclusiveness Monitor), an instrument to monitor and benchmark the diversity and inclusion initiatives in organizations.

Alice Odé (MSc) is project coordinator at “Diversiteit in Bedrijf”, Diversity at Work, which launched the Dutch ‘Charter Diversiteit’ in July 2015. Nowadays there is a Diversity Charter in force in twenty European countries and the movement contains over 10.000 companies. The past three years Diversiteit in Bedrijf has built a wide network of companies and governmental organizations motivated in investing in diversity and inclusion. They facilitate organizations in reaching their goals by offering knowledge on diversity policies and its application. Furthermore, they offer contacts with other companies, knowledge institutes and societal organizations active in the field of diversity and inclusion.

Naomi Ellemers (PhD, FBA) is Distinguished University Professor at Utrecht University, and member of the supervisory board of PwC in the Netherlands. As a social psychological researcher she combines experimental methodologies examining brain activity and stress with observations of people in the workplace. Her aim is to understand how group affiliations impact on individual behaviors. Her main topics of expertise are social inequality, diversity and inclusion, and integrity and ethics at work.

Ron Steenkuijl (MBA) is director of the Dutch Association of Commissioners and Directors, and member of the supervisory board CSR the Netherlands. He is director Corporate Affairs of ADG Dienstengroep, which has grown from a family business to one of the ten largest employers in the Netherlands. From ADG Dienstengroep he set up the program “De Wil”, which invests in large-scale projects that aim to engage employees and build an inclusive labor market, where everyone participates and counts.

Antoine Heideveld (MSc) is Director of “Het Groene Brein”, The Green Brain, a foundation specialized in sustainable economy. It has a unique, nationwide network of prominent scientists affiliated with universities and colleges. In Het Groene Brein scientists spread new knowledge and work together with companies and other parties to develop sustainable revenue models. In this way Het Groene Brein works as catalyst for an accelerated transition to the new, circular economy.