

Call for Contributions

Beyond Borders: Diversity Equity and Inclusion in Central and Eastern Europe

This anthology is meant to explore the complex dimensions of diversity, equity, inclusion (DEI) within the socio-political and cultural contexts of Central and Eastern Europe¹ (CEE). At present, the CEE countries grapple with the complexities of globalization, historical legacies, future plans and regional differences – all this in the context of increasing migration and political tensions – there is a, urgent need to understand these issues from a translocal perspective (Zięba, 2023). Collecting insights from across the region, we hope to build a picture of challenges, successes, failures, and dialogues concerning the DEI topics.

It must be remembered that the CEE holds a unique position in the global narrative. Historically situated at the crossroads of social, cultural, and political influences, it has also been molded by current migration patterns. Its varied history, with its periods of both autonomy and foreign dominance, has played a significant role in the formation of its current social concepts, not the least those related to diversity and inclusion (Gundara & Jacobs, 2000).

Yet at present a majority of publications on DEI topics have predominantly focused on Western Europe and North America (Bygnes, 2013; Jonsen, Maznevski & Schneider, 2011; Trepte & Loths, 2020)). Despite the academic attention that these topics have gained globally, the CEE region remains underrepresented. This disparity isn't due to a lack of relevance or complexity in the region; rather, the voices of academics from CEE have not been listened to enough, and the DEI remain under researched, at least within the widely circulated academic literature. For example a review of top academic journals taking up the subject of women in organizations in showed that less than 1% of all gender-focused organizational studies were conducted in the CEE region which remains an overlooked "non-region", absent in global debates, situated in a liminal space due to "belonging to neither the developing nor the developed world" (Górska et al., 2021). Some existing studies DEI from the CEE region are mostly reported in native languages, and are often limited to

¹ We understand CEE with accordance to OECD definition that comprises of the following countries: Albania, Bulgaria, Croatia, the Czech Republic, Hungary, Poland, Romania, the Slovak Republic, Slovenia, and the three Baltic States: Estonia, Latvia, and Lithuania (OECD, 2001).

specific countries, which obviously reduces their potential global impact (Czarniawska, 2014). This volume is therefore focused on the whole of CEE region, which will allow us to collect and compared various perspectives and dilemmas of DEI in the region.

We therefore invite submissions that explore DEI issues within the context of CEE .We invite scholars, researchers, and experts in Central and Eastern European studies, as well as professionals working within the realms of equity, diversity, and inclusion, in CEE to submit chapter proposals.

Potential themes include, but are not limited to:

- Historical developments vs. contemporary challenges.
- Diversity in the workplace.
- Diversity, equity, and inclusion initiatives
- Intersections of gender, sexuality, race, ethnicity, and religion.
- Minority rights.
- Diversity in academia
- Migration and displacement.
- Prejudice, discrimination, and stereotypes.
- Nationalism vs regionalism.
- Organizing integration: successes and failures
- Prospects and challenges of DEI

Contributors may suggest a specific subject of your interest, and we will assess how it aligns with the aims of the planned volume, however, the study should be set in the CEE context.

These parts move from the foundational understanding and relevance of the subject to the current landscape, diving deeper into DEI in the workplace, and finally focusing on how to leverage and advance DEI in the Central and Eastern Europe context. The monograph is to be submitted for review to **Palgrave Macmillan**.

Submission Guidelines:

1. Abstract of approximately 400 words outlining the key arguments, and relevance to the book's theme.
2. A preliminary bibliography or list of references.
3. Brief biographical statement or CV, including affiliations and recent publications.

The full chapter should be between 7,000 to 8,000 words and is expected by the end of June 2024.

All proposals should be sent to amg@kozminski.edu.pl. For questions or further information, please contact Anna M. Górska directly.

We look forward to your valuable contribution and thank you in advance for helping us broaden the view on DEI.

Deadlines:

- Abstract proposal submission: November 1st, 2023.
- Expected chapter submission: June 30, 2024.
- Word count: between 7,000 to 8,000 words.
- Anticipated publication date: 2025.

Should you have any questions or need additional information, please write to amg@kozminski.edu.pl

Information about the editors:

Anna M. Górska is an Assistant Professor at Human Resources Department and Director of Women and Diversity in Organizations Research Center, Kozminski University, Warsaw, Poland. She studies firms through the lenses of gendered organizations. Her recent work centers around higher education institutions from perspective of management, communication, and diversity.

Barbara Czarniawska is a Professor Emerita at the University of Gothenburg, Sweden. Czarniawska takes a feminist and constructionist perspective on organizing, recently exploring such phenomena as the robotization of work, organizing integration, and personnel management of spies. She is interested in methodology, especially in techniques of fieldwork and in the application of narratology to organization studies.

References:

1. Bygnes, Susanne (2013). *Diversity dilemmas. Majority approaches to societal diversity in Norway and Europe*. Bergen> University of Bergen, doctoral dissertation.
2. Czarniawska, Barbara (2014). *A theory of organizing* (2nd ed.). Edward Elgar Publishing.
3. Górska, Anna M.; Kulicka, Karolina; Staniszevska, Zuzanna; & Dobija, Dorota (2021). Deepening inequalities: What did COVID-19 reveal about the gendered nature of academic work? *Gender, Work & Organization*, 28(4), 1546-1561.
4. Gundara, Jagdish; & Jacobs, Sydney (eds) (2000). *Intercultural Europe: Diversity and social policy*. London: Routledge.
5. Jonsen, Karsten; Maznevski, Martha L.; & Schneider, Susan C. (2011). Special review article: Diversity and its not so diverse literature: An international perspective. *International Journal of Cross Cultural Management*, 11, 35-62.
6. Trepte, Sabine, & Loths, Laura (2020). National and gender diversity in communication: A content analysis of six journals between 2006 and 2016. *Annals of the International Communication Association*, 44, 289-311.
7. Zięba, Ryszard (ed.) (2023). *Politics and security of Central and Eastern Europe: Contemporary challenges*. Cham: Springer.