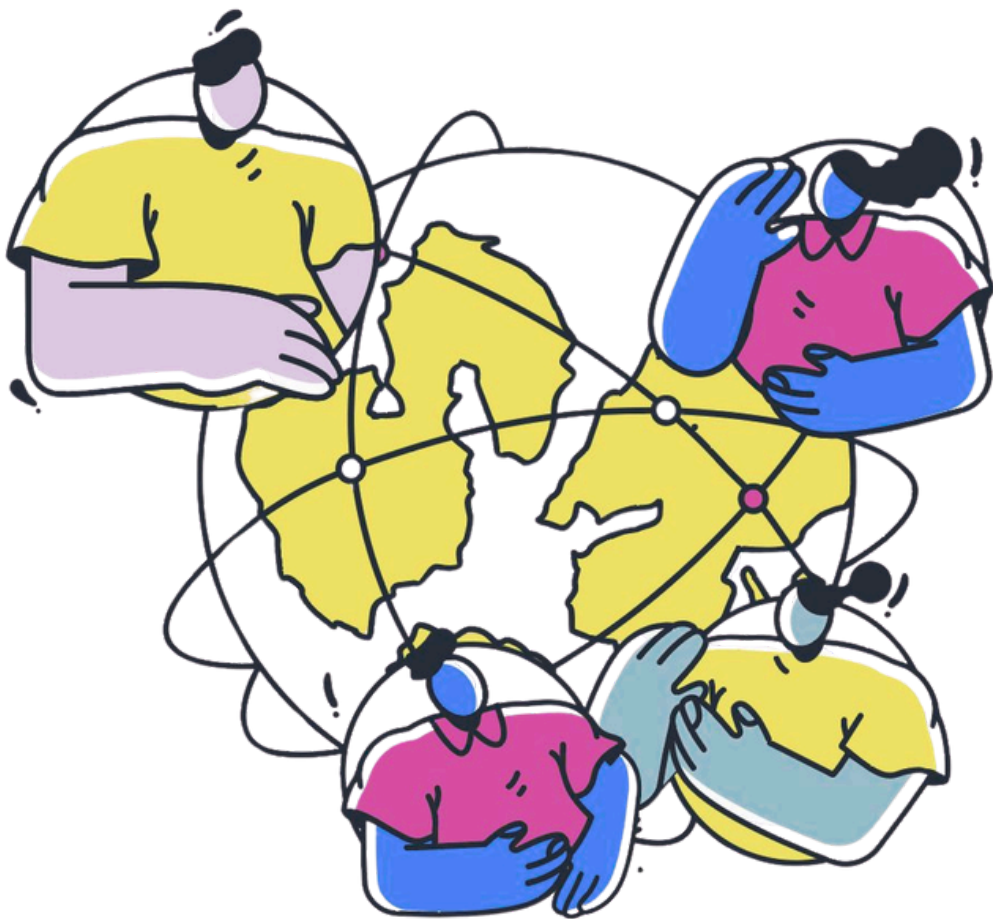


Twenty-sixth International Conference on
Diversity in Organizations, Communities & Nations

THE SOCIAL IMPACTS OF GEOPOLITICS
INTERVENTIONS TO STRENGTHEN HUMANITY



National School of Social Work
National Autonomous University of Mexico



Diversity in Organizations,
Communities & Nations

México City, **México**
27-29 May, **2026**

Twenty-sixth International Conference on Diversity in Organizations, Communities & Nations

<https://ondiversity.com/2026-conference>

First published in 2026 in Champaign, Illinois, USA

by Common Ground Research Networks, NFP

www.cgnetworks.org

© 2026 Common Ground Research Networks

All rights reserved. Apart from fair dealing for the purpose of study, research, criticism, or review as permitted under the applicable copyright legislation, no part of this work may be reproduced by any process without written permission from the publisher. For permissions and other inquiries, please contact support@cgnetworks.org.



Welcome Letters



New Thinking

New Practices

New Societies

International Independent Interdisciplinary Scholar-led Non-Profit Since
Research Networks Conferences Journals Books Media Lab 1984



Dear Conference Participants,

On behalf of Common Ground Research Networks, I welcome you to the Twenty-sixth International Conference on Diversity in Organizations, Communities & Nations.

Founded in 2000, the Diversity in Organizations, Communities & Nations Research Network is brought together by a shared interest in human differences and diversity, and their varied manifestations in organizations, communities, and nations. We aim to traverse a broad terrain, sometimes technically and other times socially oriented, sometimes theoretical and other times practical in their perspective, and sometimes reflecting dispassionate analysis while at other times suggesting interested strategies for action. Our aim is to build an epistemic community where we can make linkages across disciplinary, geographic, and cultural boundaries.

This truly international conference brings together a diverse group of scholars, practitioners, and thought leaders from around the world. We are proud to provide a platform for exchanging ideas, and presenting research, addressing some of the pressing issues of our time.

Our conference theme, "The Social Impacts of Geopolitics: Interventions to Strengthen Humanity," reflects our commitment to exploring new frontiers in research and practice. Over the next few days, In-Person or Online, you will have the opportunity to attend keynotes, panel discussions, and other session types led by our Emerging Scholars. We encourage you to take full advantage of these sessions to gain new insights, expand your professional network, and find inspiration for your own work.

We want to thank our keynote speakers Maurice Biriotti, Nelia Tello Peón, Sharon G. Borja, José Víctor R. Yáñez Pereira, Conference Chair Carmen Guadalupe Casas Ratia, presenters, and volunteers whose dedication and hard work have made this conference possible. We also thank our host partner National Autonomous University of México, for their generous support.

We hope you find this conference to be an intellectually stimulating and rewarding experience. Your active participation is crucial to the success of this event, and we look forward to the lively discussions and valuable connections that will emerge over the next few days.

Warm regards,

Dr. Phillip Kalantzis Cope
Chief Social Scientist
Common Ground Research Networks



Dear Conference Members,

We welcome you to the 26th International Conference on Diversity in Organisations, Communities and Nations, which will be held from 27 to 29 May 2026, with the theme "Geopolitics and Social Impact. Interventions for the Strengthening of Humanity." The contributions received will undoubtedly highlight the broad, diverse and progressive interest that the central theme of this meeting is gaining, as well as the thematic axes related to diversity in communities, organisations and nations.

We foresee confusion, uncertainty and growing social suffering due to the contemporary geopolitical reality, questioning, in various contexts, horizons and regions, the future of humanity in the short and medium term. What are and will be the consequences of impulses and decisions of power and death that lead to the self-destruction of the human race?

What are the geopolitical dimensions involved in investments that aim at the sacrifice of the lives of individuals, families, nations and entire populations? What kind of worldviews can inspire impulses, culture and commitments to life, peace and peaceful coexistence among nations, societies and communities? These are among the questions that inspire our International Network and our 2026 International Conference.

We are confident that the Conference will provide testimonies, experiences, methodologies and significant interventions to build common solutions, commitments and hopes for the benefit of our contemporary societies.

Our gratitude goes to those who register and grant us their presence at the Conference, both in-person and online, to each representative of the International Network, its directors, professional teams and organisers.

We would like to extend a warm welcome to our Conference, offering inspiring multidisciplinary perspectives that reflect the capacity and potential for social, humanistic, scientific and community impact.

We hope you enjoy Mexico and Mexico City in particular, with its vast nature, traditions, rituals, myths, cuisine, legends and roots that have made this country a unique and universal heritage.

Sincerely and fraternally,

Carmen Casas Ratia
Director of ENTS UNAM, President of RENIESTS and Executive Coordinator of the International Conference

Eunice García Zúñiga and Pedro Isnardo De la Cruz Lugardo
Organising Executive Committee

It is with great pleasure that we welcome you to the Twenty-Sixth International Conference on Diversity in Organizations, Communities & Nations, held from 27–29 May 2026 at the National Autonomous University of Mexico in Mexico City.

This year's Special Focus, "The Social Impacts of Geopolitics: Interventions to Strengthen Humanity," invites us to reflect on one of the most pressing challenges of our time: how global political dynamics shape human experiences, social structures, and collective futures. In an era marked by rapid geopolitical shifts, increasing interdependence, and persistent inequalities, this conference provides a vital platform for dialogue, critical inquiry, and collaborative action.

We gather here as scholars, practitioners, policymakers, and community leaders from diverse backgrounds and disciplines, united by a shared commitment to advancing inclusion, equity, and understanding. The themes of this year's conference—Identity and Belonging; Education and Learning in Worlds of Differences; Organizational Diversity; and Community Diversity and Governance—highlight the multifaceted nature of diversity and the importance of addressing it across all levels of society.

Through presentations, discussions, and exchanges of ideas, we aim not only to deepen our understanding of diversity in its many forms but also to explore practical interventions that can strengthen humanity in the face of geopolitical complexity. The richness of perspectives represented here is a testament to the power of diversity itself—an essential force for innovation, resilience, and social progress.

We are especially honored to host this gathering in Mexico City, a place of profound cultural heritage, historical significance, and vibrant diversity. The National Autonomous University of Mexico provides an inspiring setting for meaningful engagement and intellectual exchange.

We encourage you to actively participate, share your insights, and build connections that extend beyond the duration of this conference. May this event serve as a catalyst for new ideas, partnerships, and actions that contribute to more inclusive and sustainable communities worldwide.

We thank you for your presence and your valuable contributions, and we wish you a productive and inspiring conference.

Welcome to you all!

Eugenia Arvanitis
Professor



Diversity in Organizations, Communities & Nations Research Network

Founded in 2000, the **Diversity in Organizations, Communities & Nations Research Network** is brought together by a shared interest in human differences and diversity, and their varied manifestations in organizations, communities, and nations. We aim to traverse a broad terrain, sometimes technically and other times socially oriented, sometimes theoretical and other times practical in their perspective, and sometimes reflecting dispassionate analysis while at other times suggesting interested strategies for action. Our aim is to build an epistemic community where we can make linkages across disciplinary, geographic, and cultural boundaries. As a Research Network, we are defined by our scope and concerns and motivated to build strategies for action framed by our shared themes and tensions.

In an earlier modernity, organizations, communities, and nations tried to ignore differences. When they could not be ignored, they were pushed over to the other side of a geographical border, or an institutional boundary, or the normative divide of 'deviance'. Difference was addressed via categorization and separation. In slightly more open moments stringent rules of conditional entry were imposed, such as assimilation or integration. In both instances, however, singular similarity was posited as the norm for a successful community.

Here is a typical catalog of dimensions of difference: material conditions (social class, locale, family); corporeal attributes (age, race, sex, sexual orientation, and physical and mental abilities); and symbolic differences (affinity and persona, culture, language, and gender – this concept capturing an amalgam of gender and sexual identification). These were the categories that marked out lines of separation or exclusion in the past.

Increasingly today, these categories have become the focus of agendas of recognition-in-difference or programs that redress historic and persisting injustice. They present themselves in our late modernity as insistent demographic realities. These differences have become living and normative realities, buttressed by an expanded conception of human rights.

However, as soon as we begin to negotiate differences in good faith, we find ourselves confounded by these very categories. We discover that the gross demographic groupings used in the first instance to acknowledge differences are too simple for our needs. We find that we are instead dealing with an inexhaustible range of intersectional possibilities – where gender and race and class meet, for instance. We face real-world specificities that artificially align people who would formally seem to fit within the ostensible categorical norm.

In fact, if you take on any one of the categories, you will find that the variation within that group is greater than the average variation between groups. There are no straightforward norms. Rather, you find yourself in the presence of differences which can only be grasped at a level that defies categorization: different life narratives (experiences, places of belonging, networks), different personae (attachments, orientations, interests, stances, values, worldviews, dispositions, sensibilities); and different styles (aesthetic, epistemological, learning, discursive, interpersonal).

The gross demographics might tell of larger historical forces, groupings, and movements. But they don't tell enough to provide a sufficiently subtle heuristic or guide for our everyday interactions. The gross demographic categories also find themselves in lists which, in times so sensitive to difference, all-too-often come to sound like a glib litany.

Diversity as a Program of Action

'Diversity' is a program of action where 'difference' becomes the basis of social projects aimed at inclusion. This is where 'difference', the insistent reality, becomes 'diversity' the agent of change. Many historical and contemporary responses to 'difference' are hardly worthy of the name 'diversity'—racism, discrimination, and systematic inequity. As a normative agenda and social program, diversity stands in contradistinction to systems of exclusion, separation, or assimilation.

And another distinction. 'Difference' is a found social object. 'Diversity' is the mode of recognition of that object. 'Divergence' describes a dynamic peculiar to some social contexts, such as the societies of 'first peoples' and the just-now unfolding phase of modernity. These are places where there is an endogenous, systematic, active, and continuous tendency for individual social agents and groups to differentiate themselves. This is in direct contrast to the earlier modern societies where homogenization was the norm, or at best tokenistic recognition of differences.

We live today in a time affording greater scope for agency, and this allows us to make ourselves more different. And because we can, we do. Take for instance the rainbow of gender identifications and expressions of sexuality in the newly plastic body; or the shades of ethnic identity and the juxtapositions of identity which challenge our inherited conceptions of neighborhood; or the locale that highlights its peculiarities to tourists; or the panoply of identities supported by the new, participatory media; or the bewildering range of products anticipating any number of consumer identities and product reconfigurations by consumers themselves.

Globalization and Diversity

The normative agenda of diversity has become all the more pressing as we enter a moment we might call 'total globalization'. This is the moment when the global becomes a primary domain of action and representation of commerce, governance, and personality. There have been other moments of globalization, to be sure. First, there was a moment when gathering and hunting societies came to live across and speak about most of the earth's habitable lands. Then came a moment of farming, writing, and the formation of societies on four continents so unequal that their rulers could afford to order buildings substantial enough to leave the ruins of 'civilization'. Later, there was modern imperialism, industrialism, and nationalism. Then now, is this a new moment?

If there is a new moment, it is one on which there is no place that cannot be reached in person by modern transport, in conversation through modern communications, in representation through modern media, or by-products and services through modern markets. And because they can be reached, almost invariably they are reached. The incipient fact of total globalization brings with it a normative agenda for diversity: the agenda of globalism.

Today's agendas of difference, diversity, divergence, and globalization play themselves out in the heartlands of the emerging world order—the heartlands of commerce, governance, and personality. Here we find paradoxes at play across the world of differences: the paradox of convergence which fosters divergence and the paradox of universalization which accentuates difference.

Economics of Diversity

In the domain of production, distribution and exchange, diverse labor forces work in organizations that increasingly defy national borders and strive to take their capital and commodities to the ends of the earth. Far from the founding logic of industrialism (mass production, mass markets, the lowest common denominator logic of deskilled workforces and one-size-fits-all view of consumers), the new commerce talks of mass customization, complementarities amongst the persons on diverse teams, catering to niche markets and staying close to customers in all their variability.

We could go so far as to claim that a new systems logic might be emerging in this, a kind of 'productive diversity'. To make such a claim would be to go way beyond, or even dispense with, regimes of affirmative action and demographically defined regulatory compliance. It would also be to set an equity agenda for productive life, in which even minimalist approaches to diversity and incremental approaches to inequality are, as a general rule, an improvement on unreflective discrimination.

Governing Diversity

In the realm of civic life, local and national communities daily negotiate the differences resulting from immigration, refugee movement, settlement, and indigenous claims to prior ownership and sovereignty. At the same time, communities increasingly recognize and negotiate a plethora of other intersecting and sometimes contrary differences.

Going beyond multiculturalism at the local and national level, it may be possible in this moment to create a kind of 'civic pluralism', a new way of living in community based on multiple layers of sovereignty and multiple citizenship. Not only does this transcend the old civic—the nation-state of more or less interchangeable identical individuals and its legitimating rhetoric of nationalism. It also promises to move beyond trivializing and marginalizing forms of multiculturalism, and to address afresh the nature and forms of 'human rights'.

Diverse Subjectivities

Difference sits deep in our consciousness, our epistemologies, our subjectivities, and our means of production of meaning. No longer can we assume there to be a universal personality, either normal or deviant but remediable. What is universal today is a humanity of personalities in the plural (the full range of our differences) and in the multiple (the layered complexity of the differences within us). Every individual is a unique intersection of attributes whose nature and source may be ascribed to groups and socialization. This bit of gender, that bit of race, the other bit of socio-economic group—this is the stuff of our personalities in the plural and the multiple. Together, these manifest themselves as the complexity of our dispositions, our sensibilities, our identities.

Identity and Belonging

Making sense of individuals, communities, and societies

Living Tensions:

- *Dimensions of Individual Differences – Ethnicity, Gender, Race, Socio-Economic, Indigenous, Religion, Sexual Orientation, Disability*
- *Historical Meaning – Cultural History, Oral History, and Cultural Renaissances*
- *Dynamics of Diversity – Inclusion, Exclusion, Assimilation, Integration, Pluralism*
- *Exclusionary 'isms' – Racism, Sexism, Heterosexism, Ageism, Ableism, Nationalism, Capitalism*
- *The '-isms' with Agendas: Feminism, Anti-Racism, Multiculturalism*
- *Who Counts? – Social Justice, Injustice, and Redress*
- *Media Representations – Authenticity and Stereotypes*

Education and Learning Worlds of Differences

Teaching and learning difference

Living Tensions:

- *Inclusive Education – Dimensions of Individual Differences in Learning*
- *Educational Policies and Practices – Curricular and Instructional Frameworks for Diversity*
- *Ethics in Education – Participation, Inclusion, and Difference*
- *Educating Teachers – The Role of Institutions, Administrators, and Community Members*
- *Power of Contexts – Language Diversity and Learning New Languages*
- *In Situ Learning – Service or Experiential Learning and Intercultural Understanding*
- *Global Frames – Multicultural, cross-cultural, international, and global education*

Organizational Diversity

Building, sustaining, and valuing diversity in organizations

Living Tensions:

- *Planning for Diversity – Inclusive Employment Policies and Practices*
- *Beyond Legislative and Regulatory Compliance – Disabilities, Workplace Harassment, Discrimination*
- *Designing Spaces – Access and Accommodation of Diverse Needs*
- *Cultural Mediation – Negotiating Assumptions and Practical Outcomes*
- *Markets and Diversity – Niche markets, Customization, and Service Values*
- *Leveling the Playing Field – Global Economics, Fair Trade, Outsourcing, and Equal Opportunity*

Community Diversity and Governance

The processes of governance and democracy in diverse communities

Living Tensions:

- *Democracy and Diversity – Questions of Representation and Voice*
- *Defining Necessities and Ensuring Access – Housing, Medicine, Food, Water*
- *Considering Fables of Justice – Human Rights, Civil Rights, and the Law*
- *Mainstreaming or Integration – Services Based on Unique Cultural Identities*
- *Politics of Community Leadership – Challenges for Local Government*
- *Capacity Development – Self, Governance, and Local Sovereignty*
- *Intercultural Relations – Tourism, Travel, Exchanges, Missions*

Eugenia Arvanitis

University of Patras, Greece



Dr. Eugenia Arvanitis is Professor of Interculturality & Diversity in Education at the University of Patras, Greece. She teaches at the Post Graduate Program "LRM Language Education for Refugees and Migrants" of the Hellenic Open University. Dr. Arvanitis has worked for a number of divisions in the Greek Ministry of Education and Religious Affairs (2006-2012), and she has been involved in policy development for intercultural, adult, and immigrant education (e.g. drafting working papers and expressions of interest for major national programs funded by the European Commission through the National Strategic Framework of Reference).

Dr. Arvanitis lived for a decade in Australia gaining valuable experience in multicultural education and ethnic language maintenance policies. Her PhD research involved an in-depth analysis of teaching practices and educational policies in Australia in the late 1990s with particular emphasis on Greek language classes and after-hours schools in Victoria. During 2001-2004, she was coordinator of the Greek Language and Cultural Studies Program (BA International Studies) at the School of International and Community Studies, RMIT University and the Manager of the Australian-Greek Resource and Learning Center at RMIT University, Melbourne.

Since 2015, Eugenia has coordinated the Forum on Intercultural Dialogue and Learning at the University of Patras, Greece, which attracts funding from Greek organizations and the European Commission. She also acts as an Intercultural Expert at the Intercultural Cities Network, a world-wide program run by the Council of Europe. Eugenia was a visiting researcher and scholar at the National Europe Center, Australian National University (2004), and the Fulbright Foundation at the University of Illinois (2017). She is an Associate & Research Partner in several scientific organisations such as PASCAL International Observatory, the International Association for Intercultural Education, the European Society for Research on the Education of Adults (ESREA), and the University of Illinois (Common Ground: Scholar & Learning by Design project teams). In recent years, she has focused on the dissemination of the Learning by Design. She manages the Greek web based platforms 'Nea Mathisi' and 'Scholar,' which support professional and intercultural learning in school-based activities. This has involved collaborative work with a number of other Greek academics, school administrators, and teachers to co-design and evaluate a set of interactive WEB2 tools aimed at developing cutting edge pedagogical practices that enhance learner performance and intercultural capacities of both teachers and students.

The **Diversity in Organizations, Communities & Nations Research Network** is grateful for the foundational contributions, ongoing support, and continued service of our Advisory Board.

- **Maurizio Ambrosini**, University of Milan, Italy
- **Ian Ang**, University of Western Sydney, Sydney, Australia
- **Noro Andriamanalina**, University of Minnesota, USA
- **Eugenia Arvanitis**, University of Patras, Greece
- **Susan Bridges**, University of Hong Kong, Hong Kong
- **Duane Champagne**, University of California, Los Angeles, USA
- **Leonard Edmonds**, Arizona State University, Phoenix, USA
- **Jackie Huggins**, University of Queensland, Australia
- **Andrew Jakubowicz**, University of Technology, Australia
- **Paul James**, University of Western Sydney, Australia
- **Ha Jingxiong**, Central University of Nationalities, Beijing, China
- **José Luis Ortega Martín**, University of Granada, Granada, Spain
- **Fethi Mansouri**, Deakin University, Geelong, Australia
- **Brendan O’Leary**, University of Pennsylvania, Philadelphia, USA
- **Aihwa Ong**, University of California, Berkeley, USA
- **Yolanda C. Padilla**, University of Texas at Austin, USA
- **Peter Phipps**, RMIT University, Australia
- **Mariagrazia Santagati**, University of Milan, Italy
- **Miguel Angel Santos Rego**, University of Santiago de Compostela, Spain
- **Michael Shapiro**, University of Hawai’i at Manoa, Honolulu, USA
- **David Silverman**, Kansas State University, Salina, USA
- **Roger Slee**, The University of South Australia, Australia
- **Crain Soudien**, University of Cape Town, South Africa
- **Grethe van Geffen**, Seba Culturmanagement, The Netherlands
- **Javier Villoria Prieto**, University of Granada, Spain
- **Ning Wang**, Tsinghua University, China
- **Suzanne Zurn-Birkhimer**, Purdue University, USA

When you join the **Diversity in Organizations, Communities & Nations** you become part of an international network of scholars, researchers, and practitioners. We are more than a professional organization. Our members present at our annual conference, publish in our journal, and write for our book imprint. Your membership makes our independent organization possible, while giving you access to a large body of academic knowledge and professional development opportunities.

Annual Conference Access & Discounts

- Discount to the annual conference (or any other Common Ground Research Network Conference)
- Complimentary Online Only Audience Pass for Annual Conference (on request)
- Access to Digital Media for Past Conferences

Publishing Opportunities: get your research published

- Members receive 150,000 CGScholar Credits that can be applied in the Rights Agreement Phase to publish one journal article or upgrade to an Open Access Option
- Dedicated Managing Editor to review book manuscript applications
- Ability to serve as a peer reviewer and to become recognized on the Editorial Board

Access to Content

- A one-year personal electronic subscription journal and book content published by the Research Network
- \$25 annual CGScholar Credit that can be used in the bookstore

Virtual Programming: stay connected throughout the year

- Access to all of the Imagining Futures speaker series, and Meet the Author series content
- Learning Series: we offer educational, insightful, and relevant content on industry trends via online training sessions on book and journal publishing; navigating early career challenges; mentorship programs, and much more
- Partner Series: featured events by our network partners or local hosts

Building Community: all electronic books, and discounts to print copies

- Ability to grow your network via our CGScholar Community social space.
- Quarterly Research Network email newsletter containing news and information about upcoming Events, new publications, and trending topics from the Research Network.

Memberships are included in all Conference Registrations.
Make the most of your Membership!

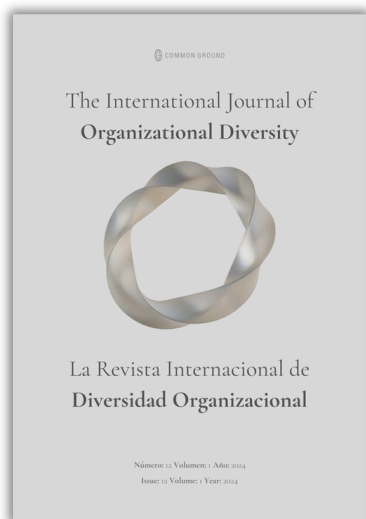


Diversity in
Organizations,
Communities
and Nations
Journal Collection

Exploring the forms and futures of human difference and diversity.



Explorando las formas y el futuro de la diferencia y la diversidad humanas.



The International Journal of Organizational Diversity / Revista Internacional de Diversidad Organizacional

The International Journal of Organizational Diversity explores the nature of diversity in corporate, public, and non-profit sectors. The journal addresses social complexities such as gender, race, class, and cultural identities. It features empirical and theoretical analyses examining how inclusive management practices foster a sense of belonging, nurture diverse talent, and enhance organizational performance. The journal emphasizes innovation, accountability, and sustainability in workplace diversity efforts by highlighting policy influences, structural drivers, and real-world strategies for advancing the equitable transformations of organizations worldwide.

Serial Founded: 2012

ISSN: 2328-6261 (Print) **ISSN:** 2328-6229 (Online)

LCCN: <http://lccn.loc.gov/2013201522>

DOI: <http://doi.org/10.18848/2328-6261/CGP>

Frequency: Biannually

Languages: English, Spanish (from 2026)

Indexing

- Business Source Corporate Plus (EBSCO)
- Business Source Complete (EBSCO)
- Genamics JournalSeek
- Management (Cabell's)
- Scopus (Elsevier)
- International Bibliography of the Social Sciences (ProQuest)
- Ulrich's Periodicals Directory



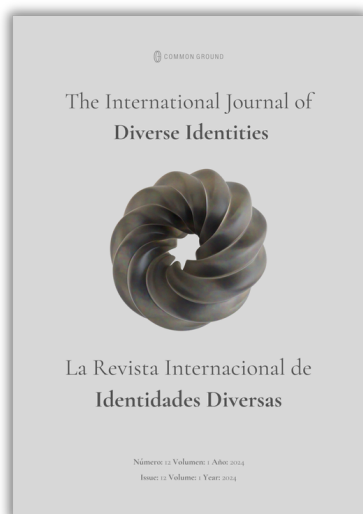
The International Journal of Community Diversity / Revista Internacional de Diversidad Comunitaria

The International Journal of Community Diversity examines the processes of governance and democracy in diverse communities. It explores the consequences of global human movement (e.g., immigrants, refugees) on local communities and, in response, the development of multicultural policies and practices. It also investigates community self-governance and community capacity development. The journal aims to advance theoretical frameworks and practical strategies that build equitable, pluralistic societies informed by the transformative power of diversity.

Serial Founded: 2012
ISSN: 2327-0004 (Print) **ISSN:** 2327-2147 (Online)
LCCN: <http://lccn.loc.gov/2013201432>
DOI: <http://doi.org/10.18848/2327-0004/CGP>
Frequency: Biannually
Languages: English, Spanish (from 2026)

Indexing

- Genamics JournalSeek
- Psychology (Cabell's)
- Scopus (Elsevier)
- SocINDEX (EBSCO)
- SocINDEX with Full Text (EBSCO)
- Sociology Source International (EBSCO)
- Sociological Abstracts (ProQuest)
- Ulrich's Periodicals Directory



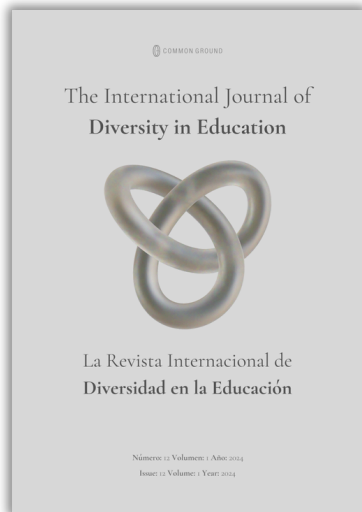
The International Journal of Diverse Identities / Revista Internacional de Identidades Diversas

The International Journal of Diverse Identities focuses on the intersections of personal, cultural, and societal frameworks that shape how we perceive and enact difference. By critically examining categories such as race, gender, class, language, and ability, we seek to illuminate how identities transcend normative boundaries. Our scope includes research on evolving cultural landscapes, new media, globalization, and intersectional perspectives that problematize fixed categorizations. We invite innovative theoretical and practical approaches affirming pluralism, challenging inequities, and fostering inclusive environments. The journal offers a scholarly forum for rethinking identity, advocating social justice, and promoting the transformative potential of human diversity worldwide.

Serial Founded: 2012 (Volume 12)
ISSN: 2327-7866 (Print) **ISSN:** 2327-8560 (Online)
LCCN: <http://lccn.loc.gov/2013201473>
DOI: <http://doi.org/10.18848/2327-7866/CGP>
Frequency: Biannually
Languages: English, Spanish (from 2026)

Indexing

- Alt-Press Watch (ProQuest)
- Genamics
- Management (Cabell's)
- Psychology (Cabell's)
- Scopus (Elsevier)
- SocINDEX (EBSCO)
- SocINDEX with Full Text (EBSCO)
- Sociology Source International (EBSCO)
- Ulrich's Periodicals Directory



The International Journal of Diversity in Education / Revista Internacional de Diversidad en la Educación

The International Journal of Diversity in Education examines how cultural, linguistic, and social differences inform teaching and learning within varied educational settings. Our goal is to illuminate strategies for fostering inclusive and equitable learning environments that acknowledge the complexity of diverse identities. The journal advances conversations on how educators can respond to intersectional realities in classrooms by offering a forum for cross-disciplinary research and innovative learning models.

Serial Founded: 2012

ISSN: 2327-0020 (Print) ISSN: 2327-2163 (Online)

LCCN: <http://lccn.loc.gov/2013201433>

DOI: <http://doi.org/10.18848/2327-0020/CGP>

Frequency: Biannually

Languages: English, Spanish (from 2026)

Indexing

- Alt-Press Watch (ProQuest)
- Genamics
- Educational Psychology & Administration (Cabell's)
- Educational Curriculum & Methods (Cabell's)
- Scopus (Elsevier)
- Education Source (EBSCO)
- Ulrich's Periodicals Directory

Articles published in the Diversity in Organizations, Communities & Nations Journal Collection are peer-reviewed by scholars who are active members of the Diversity in Organizations, Communities & Nations Research Network. We use a two-way anonymous peer review system. The publisher, editors, reviewers, and authors all agree upon the standards of expected ethical behavior as based on the Committee on Publication Ethics (COPE) Core Practices. For further information on policies and practices, please review our Publishing Ethics Guidelines.

Journal Editor

Eugenia Arvanitis

University of Patras, Greece

- **Sidonia Alenuma**, St. Olaf College, USA
- **Maurizio Ambrosini**, University of Milan, Italy
- **Rita Bertozzi**, University of Modena & Reggio Emilia, Italy
- **Vivienne Bozalek**, University of the Western Cape, South Africa
- **Susan Bridges**, University of Hong Kong, Hong Kong
- **L. Larry Edmonds**, Emeritus Professor, Arizona State University, USA
- **Maria Gindidis**, Monash University, Australia
- **Elwira Gross-Golacka**, University of Warsaw, Poland
- **Maria Hatzigianni**, University of West Attica, Greece
- **Jackie Huggins**, University of Queensland, Australia
- **Fethi Mansouri**, Deakin University, Australia
- **Soula Mitakidou**, Aristotle University of Thessaloniki, Greece
- **José Luis Ortega Martín**, University of Granada, Spain
- **Yolanda C. Padilla**, University of Texas at Austin, USA
- **Mariagrazia Santagati**, University of Milan, Italy
- **David Silverman**, Kansas State University, Salina, US



Common Ground Research Networks believes firmly in the principles of open and accessible knowledge. For over 30 years we have been at the forefront of developing innovative models for scholarly communication which reflect new knowledge ecologies. Our mission has been to lower the cost of access while sustaining the independence and resilience of our Research Networks. We have a commitment to support the research produced by our members and the livelihoods of our staff and industry within which we work. We offer a variety of options to make your research accessible and make accessibility affordable.

Standard Open Access (CC BY-NC-ND)

- Creative Commons license (Attribution-Non-Commercial-No-Derivatives 4.0 International)
- Anyone can share or archive the article
- Creator(s) and publisher receive attribution
- Commercial use is not permitted
- Derivatives are not permitted

Price: \$525.00



Gold Open Access (CC BY)

- Creative Commons license (Attribution-Non-Commercial-No-Derivatives 4.0 International)
- Anyone can share or archive the article
- Creator(s) and publisher receive attribution
- Commercial use is permitted
- Derivatives are permitted

Price: \$725.00



Editing Services



Common Ground Research Networks in partnership with Editage presents Author Services with the aim of empowering research careers by improving manuscript quality according to global scientific communication standards.

Founded in 2002, Editage is a leading consumer technology business helping researchers improve the speed and impact of their research. Editage has served over 250,000 researchers and doctors across 173 countries and transformed over one million research papers across 1,200 disciplines. Editage is a division of Cactus Communications, a global science communication organization that collaborates with STEM, life sciences, social sciences, and humanities researchers, universities, publishers, and organizations to accelerate research impact.

We take research integrity seriously, following standards and best practices established by the Committee on Publication Ethics (COPE). We're also active members of key industry associations: Association of American Publishers, Association of Learned and Professional Society Publishers, The Society for Scholarly Publishing, and Crossref.

To review our policy on take link below :

- Editorial Processes
- Peer Review
- Authorship, Co-Authorship, and Author Responsibilities
- Research with Humans or Animals
- Statement on Informed Consent
- Libel, Defamation, and Freedom of Expression
- Retractions and Corrections
- Fraudulent Research and Research Misconduct
- Transparency
- Ethical Business Practices (Ownership, Management, Governing Bodies, Access, Copyright and Licensing, Author Fees, Usage Metrics and Reporting, Data Privacy, Direct Marketing, Communication & Advertising, Editorial Team Contact Information)



Common Ground Research Networks (Not-for-Profit) is proud to be a signatory to the United Nations Sustainable Development Goals Publishers Compact. Launched in collaboration with the International Publishers Association, the compact "features 10 action points that publishers, publishing associations, and others can commit to undertaking in order to accelerate progress to achieve the Sustainable Development Goals (SDGs) by 2030. Signatories aspire to develop sustainable practices and act as champions of the SDGs, publishing books and journals that will help inform, develop and inspire action in that direction."

MEMBERS OF THE FOLLOWING ORGANIZATIONS

 **AAP** ASSOCIATION OF AMERICAN
PUBLISHERS

 Association of Learned
and Professional
Society Publishers

 Society
for Scholarly
Publishing

 Crossref



**Twenty-sixth International Conference
on Diversity in Organizations,
Communities & Nations**

Carmen Guadalupe Casas Ratia

Director, National School of Social Work, Universidad Nacional Autónoma de México, México



Carmen Guadalupe Casas Ratia graduated from the National School of Social Work at UNAM, where she obtained a bachelor's degree in Social Work. She holds a master's degree in Criminology from the Institute of Professional Training of the former Attorney General's Office of Mexico City. She is a doctoral candidate in Social Work at the University of La Plata, Argentina. She has earned diplomas in Human Resources Planning and Administration, Human Resources Strategies, and Labor Law and Social Security.

Currently, she serves as the Director of the National School of Social Work (ENTS). She has previously held positions as Coordinator of the Open University and Distance Education System and as General Secretary at the same institution. She is also an Adjunct Professor.

She has been part of multiple collegiate bodies, notably serving as President and previously as Secretary of the H. Technical Council; a member of the University Council and the Academic Council for the Social Sciences. She is the President of the Internal Commission for Gender Equality (CINIG), a member of the Evaluation Committee for the Social Service Award "Dr. Gustavo Baz Prada," and has participated in the Commission for Priority Topics and the Creation-Selection of Joint Projects Related to National Problem-Solving. Additionally, she has been part of the Permanent Bachelor's Degree Commission of the UNAM Educational Evaluation Council, the Steering Committee of the University Seminar on Socio-Environmental Risks (SURSA), the Selection Committee for Social Projects Innovate UNAM, the Governing Board of the Interdisciplinary University Seminar on Citizen Security, the Technical Committee of the Extraordinary Chair on "Human Trafficking," the Steering Committee of the University Program for Studies on Cultural Diversity and Interculturality (PUIC), and the Steering Committee of the University Seminar on Studies of Democracy, Defense, Security Dimensions, and Intelligence. She also serves as President of the National Network of Higher Education Institutions in Social Work (RENIESTS). She is the author of articles in Criminology and Social Work journals, co-author of two book chapters, author of two other chapters—one of them international—and co-coordinator of the book *Gender Equality: A Feminist Perspective from Social Work*.

She has extensive experience in institutional projects. In public administration, she has a professional trajectory of over 18 years, holding positions related to human resources management, leadership, and senior administration.

Her professional dedication and career have been recognized by the National Federation of Social Work Colleges of Mexico, the Government of Mexico City, and the Electoral Tribunal of Mexico City, among others. She has been a keynote speaker and presenter at over 100 national and international academic events. Notably, she organized the World Congress of Social Work, which featured over 300 speakers from around the world, as well as regional conferences, seminars, and international forums in collaboration with organizations and universities from various countries.



Founded in 2000, the **International Conference on Diversity in Organizations, Communities & Nations** is brought together by a shared interest in human differences and diversity, and their varied manifestations in organizations, communities and nations.

Past Conferences

- 2000 - University of Technology, Sydney, Australia
- 2001 - Deakin University, Woolstores Campus, Geelong, Australia
- 2003 - East-West Center, University of Hawai'i's Manoa, Honolulu, Hawaii
- 2004 - University of California, Los Angeles, California, USA
- 2005 - The Central Institute of Ethnic Administrators, Beijing, China
- 2006 - New Orleans, USA
- 2007 - VU University Amsterdam, Holland
- 2008 - HEC Montreal, Montreal, Canada
- 2009 - Riga International School of Economics and Business Administration, Riga, Latvia
- 2010 - Queen's University Belfast, Belfast, UK
- 2011 - University of the Western Cape, South Africa
- 2012 - University of British Columbia, Vancouver, Canada
- 2013 - Charles Darwin University, Darwin, Australia
- 2014 - Vienna University of Economics and Business, Vienna, Austria
- 2015 - University of Hong Kong, Hong Kong SAR, China
- 2016 - The University of Granada, Granada, Spain
- 2017 - University of Toronto, Chestnut Conference Centre, Toronto, Canada
- 2018 - University of Texas at Austin, Austin, USA
- 2019 - University of Patras, Patras, Greece
- 2020 - University of Milan, Milan, Italy (Virtual)
- 2021 - University of Curaçao Willemstad, Curaçao (Virtual)
- 2022 - University of Curaçao Willemstad, Curaçao
- 2023 - Toronto Metropolitan University, Toronto, Canada
- 2024 - Lusíada University, Lisbon, Portugal
- 2025 - University of Nicosia, Nicosia, Cyprus



Maurice Biriotti

Professor of Applied Humanities and Co-Chair of the Arista Institute at University College London, UK



"Fragmented Dialogues: Polarization, Its Enablers, and Its Consequences"

Maurice Biriotti is Professor of Applied Humanities and the Co-Chair of the Arista Institute at University College London. Maurice applies his academic background in Literature and Classics to interdisciplinary research studies; his published work covers literature, philosophy, anthropology, and the dynamics of cultural change. At the Arista Institute, Maurice fosters collaborative research between academia and industry to address timely global challenges.

Maurice is the Chief Executive of SHM Productions, a consultancy firm that uses approaches from the humanities and social sciences to solve complex issues for organisations. Maurice has built up over twenty-five years of practitioner knowledge, working with the senior teams of many of the world's leading companies. Before co-founding SHM in 1996, Maurice attended the University of Cambridge, achieving degrees in Classics and Latin American Studies. He later held posts at the Universities of Cambridge, Birmingham, Yale, and Zurich.

27 May - 9:30 (GMT-6) México Time

Nelia Tello Peón

Career Professor and Coordinator of the Interdisciplinary University Seminar on School Violence, Universidad Nacional Autónoma de México, México



"Imperative Social Bonds and Ties of the New World Order"

Licenciada en Trabajo Social ENTS UNAM; Especialista en modelos de intervención con jóvenes; Maestra en trabajo social Universidad Nacional Autónoma de México y Maestra en Semiótica Universidad Anáhuac del Norte. Doctorante de Trabajo Social por la Universidad de la Plata Argentina. Recibió las distinciones de las Medallas Alfonso Caso y Sor Juana Inés de la Cruz por la UNAM. Es Profesora de Carrera ENTS UNAM; fue Directora de la ENTS UNAM, por designación durante dos ocasiones, por la H. Junta de Gobierno. Es consultora en modelos de intervención en seguridad pública con proyección nacional e internacional. Actualmente, es Presidenta del Comité Editorial de la ENTS UNAM y coordinadora del Seminario Universitario Interdisciplinario sobre Violencia Escolar UNAM.

28 May - 9:15 (GMT-6) México Time

Sharon G. Borja

Research Professor at the Graduate School of Social Work, Principal Investigator of the Mixed Methods Study on Latino Health, Behavioral Health. University of Houston, USA



"Ethics and Opportunities with AI for Strengthening Socio-Community Wellbeing Strategies"

Of Filipino and American nationality, Dr. Sharon Borja is a Research Professor at the Graduate School of Social Work at the University of Houston and Principal Investigator of the Mixed Methods Study on Latina Health and Behavioral Health funded by the Centers for Medicare and Medicaid Services. She received her PhD in Social Welfare from the University of Washington (UW) and her MSW from San Francisco State University. Dr. Borja's interdisciplinary training at UW was funded by a Mental Health Prevention Research internship from the National Institutes of Health and a TL1 Translational Research Training Award from the National Institutes of Health through the Institute of Translational Health Sciences. She also received the Warren G. Magnuson Fellowship from the Warren G. Magnuson Institute for Biomedical Research and Health Professions Training at UW. Dr. Borja studies adversity (stressful and traumatic experiences) and resilience and their effects on the health and well-being of marginalized immigrant populations over a lifetime and across generations. Her work increasingly focuses on how exposure to positive experiences and contexts could promote better health outcomes and equity among immigrants, co-sponsoring with the Refugee House Program of Mexico and the ENTS UNAM, the founding of the Global Humanitarian Observatory.

29 May - 10:00 (GMT-6) México Time

Víctor R. Yáñez Pereira

Vice Dean of the Faculty of Social Sciences and Humanities, Director of the Degree and Master's program in Social Work at the Autonomous University of Chile, Chile.



“Social Work and Current Complex Contexts”

Dr. Víctor R. Yáñez Pereira is a Social Worker, graduated in Social Work from the University of Concepción, with a Diploma in Mediation and a Diploma in Family Intervention from the Pontifical Catholic University of Chile, a Diploma in Innovation and Collaborative Management for Higher Education Teaching from the Autonomous University of Chile, a Master's in Social Work and Social Policies from the University of Concepción, and a PhD in Social Work from the National University of La Plata, Argentina, currently holding a Postdoctoral position at the same institution. He is the Associate Dean of the Faculty of Social Sciences and Humanities, the Director of the Social Work program and Master's degree at the Autonomous University of Chile, and serves as the Director of the International Network for Research in Contemporary Social Work (RIITS) and the International Network in Territory and Family Studies (RIETS). He has authored more than 10 books, co-authored 6, in addition to articles and other publications related to the discipline. He is a speaker and guest academic in postgraduate programs at national and international universities. His lines of research include hermeneutics in Contemporary Social Work, social work interventions, and citizen governance. He is a researcher affiliated with the Ibero-American Institute for Sustainable Development (IIDS). He is a member of the executive team of ALAIETS (Latin American Association of Research and Education in Social Work).

28 May - 14:15 (GMT-6) México Time

Each year a small number of **Emerging Scholar Awards** are given to outstanding early-career scholars or graduate students. Here are our 2026 Emerging Scholar Award Winners.

Ulises Charles Rodriguez
University of Calgary,
Canada



Nidia Hernández
California State University,
Northridge, United States



Luis Carrera González
Universidade de Santiago de Compostela,
Spain



Kalen D. Zeiger
Antioch University,
United States



Tynecca Lynch
Appalachian State University,
United States



José Baptista
Universidade do Minho,
Portugal



Xiaoyu Gao
Indiana University of Pennsylvania,
United States



Logan Tayler Pender
The University of Illinois at
Urbana-Champaign,
United States



Natasha Welcome
Middlesex College,
United State



Emerging Scholars

Raúl Campos Méndez
Escuela Nacional de Trabajo
Social, UNAM, México



Ambar Varela
Universidad Autónoma Metropolitana
- Iztapalapa, Mexico



Karla Daniela Fuentes Hernández
Escuela Nacional de Trabajo Social,
UNAM, México



Triyanto Pujowinarto
Universitas Sebelas Maret,
Indonesia



Lesly Cabrera
University of Illinois at Urbana-
Champaign, United States



Claire Johnston
Charles Darwin University,
Australia



M^a Ángeles Quesada Cubo
Universidad Pablo de Olavide,
Spain



Online Welcome and Training Session

Join other delegates for a pre-conference welcome reception and training session. This special event will walk you through the CGScholar Event Mircosite so you have a rich online experience by learning how to comment and participate online. It will also teach delegates how to update their profile and Presenter Pages in order to add digital media: video, sound, other files. This will be held “live” via Zoom.

27 of May 2026, 9:00 AM Mexico time

Online Talking Circle

Talking Circles are a distinctive feature of our in-person conference, and this year we are also taking them online. Talking Circles offer an opportunity to meet other delegates face-to-face, and engage in extended discussion about the issues and concerns they feel are of utmost importance to that segment of the Research Network. Participation is open, encouraged, and supported.

29 of May 2026, 9:00 AM Mexico time

In-Person: Conference Dinner

Dinner will start with some starters to share. As a main course, guests can select between meat or a vegetarian option (please select the option upon booking). The meal will conclude with dessert. Wine and non-alcoholic beverages are included.

Date: Thursday, 28th May

Time: 20:00 (8 PM)

Location: Centro Cultural y Social Veracruzano A.C.

Av. Miguel Ángel de Quevedo 687, San Francisco, Coyoacán, 04320 Ciudad de México, CDMX, Mexico

(Sign up in Special Events)

in-Person: Case Study Activity

Recognition of Fields of Action in Social Work

Considering the time available to recognise fields of action in Social Work, as well as travel times within Mexico City, it is proposed to conduct a Case study at the Central Campus of Ciudad Universitaria.

Activity Description

Participants at the Conference are invited to take a guided tour of the Central Campus of Ciudad Universitaria. At the end of the tour, a space for academic exchange will be established, with four practice groups composed of faculty and students who will present concrete intervention experiences across different areas of Social Work.

Work lines to be presented

- a) Forced displacement: work with the Triqui Community (indigenous people of Oaxaca).
- b) Support for migrants through Civil Society Organizations.
- c) Intervention with women in situations of very high social exclusion.
- d) Work with older adults from the perspective of social consultancy.

Methodology

At the end of the course, participants will be able to join the group of their interest to interact directly with the faculty and students responsible for each line of work.

Each group will prepare informational materials and educational resources that allow for concise sharing:

- Addressed issues
- Intervention strategies
- Work methodologies
- Results and learnings
- Current challenges in the professional field

Objective

To create a space for direct engagement with real experiences of Social Work intervention in Mexico, promoting the exchange of knowledge and academic-professional dialogue.

Date: Friday 29th May 2026

Time & Location: At the university (11:30 am) See the program for further details



Common
Ground
Research
Networks

COMMON GROUND

Founded in 1984, Common Ground is committed to building new kinds of knowledge communities, innovative in their media, and forward-thinking in their messages. Heritage knowledge systems are characterized by vertical separations--of discipline, professional association, institution, and country. Common Ground Research Networks takes some of the pivotal challenges of our time and curates research networks that cut horizontally across legacy knowledge structures. Sustainability, diversity, learning, the future of humanities, the nature of interdisciplinarity, the place of the arts in society, technology's connections with knowledge--these are deeply important questions of our time that require interdisciplinary thinking, global conversations, and cross-institutional intellectual collaborations.

Common Ground Research Networks are meeting places for people, ideas, and dialogue. However, the strength of ideas does not come from finding common denominators. Rather, the power and resilience of these ideas is that they are presented and tested in a shared space where differences can meet and safely connect--differences of perspective, experience, knowledge base, methodology, geographical or cultural origins, and institutional affiliation. These are the kinds of vigorous and sympathetic academic milieus in which the most productive deliberations about the future can be held. We strive to create places of intellectual interaction and imagination that our future deserves.

MEMBERS OF THE FOLLOWING ORGANIZATIONS

 ASSOCIATION OF AMERICAN PUBLISHERS

 Association of Learned and Professional Society Publishers

 Society for Scholarly Publishing

 Crossref

Common Ground Research Networks is not-for-profit corporation registered in the State of Illinois, USA, organized and operated pursuant to the General Not For Profit Corporation Act of 1986, 805 ILCS 105/101.01, et seq., (the "Act") or the corresponding section of any future Act.

www.cgnetworks.org



@



The Common Ground Media Lab is the research and technology arm of Common Ground Research Networks. Common Ground Research Networks has been researching knowledge ecologies and building scholarly communication technologies since 1984.

Since 2009, we have had the fortune of being based in the University of Illinois Research Park while building our latest platform – CGScholar. This is a suite of apps based on the theoretical work of world-renowned scholars from the College of Education and Department of Computer Science at the University of Illinois Urbana-Champaign. CGScholar has been built with the support of funding from the US Department of Education, Illinois Ventures, and the Bill and Melinda Gates Foundation.

The CGScholar platform is being used today by knowledge workers as diverse as: faculty in universities to deliver e-learning experiences; innovative schools wishing to challenge the ways learning and assessment have traditionally worked; and government and non-government organizations connecting local knowledge and experience to wider policy objectives and measurable outcomes. Each of these use cases illustrates the differing of knowledge that CGScholar serves while also opening spaces for new and emerging voices in the world of scholarly communication.

We aim to synthesize these use cases to build a platform that can become a trusted marketplace for knowledge work, one that rigorously democratizes the process of knowledge-making, rewards participants, and offers a secure basis for the sustainable creation and distribution of digital knowledge artifacts.

Our premise has been that media platforms—pre-digital and now also digital—have often not been designed to structure and facilitate a rigorous, democratic, and a sustainable knowledge economy. The Common Ground Media Lab seeks to leverage our own platform – CGScholar – to explore alternatives based on extended dialogue, reflexive feedback, and formal knowledge ontologies. We are developing AI-informed measures of knowledge artifacts, knowledge actors, and digital knowledge communities. We aim to build a trusted marketplace for knowledge work, that rewards participants and sustains knowledge production.

With 27,000 published works and 200,000 users, we have come a long way since our first web app twenty years ago. But we still only see this as the beginning.

As a not-for-profit, we are fundamentally guided by mission: to support the building of better societies and informed citizenries through rigorous and inclusive social knowledge practices, offering in-person and online scholarly communication spaces

Supporters & Partners

As they say, “it takes a village.” We are thankful for the generous support of:



And to our Research Network members!

www.cgnetworks.org/medialab



United Nations
Climate Change

CLIMATE
NEUTRAL NOW

Climate change is one of the most pressing problems facing our world today. It is in the interests of everyone that we engage in systemic change that averts climate catastrophe. At Common Ground Research Networks, we are committed to playing our part as an agent of transformation, promoting awareness, and making every attempt to lead by example. Our Climate Change: Impacts and Responses Research Network has been a forum for sharing critical findings and engaging scientific, theoretical, and practical issues that are raised by the realities of climate change. We've been a part of global policy debates as official observers at COP26 in Glasgow. And we are signatories of the United Nations Sustainability Publishers Compact and the United Nations Climate Neutral Now Initiative.

Measuring

In 2022 we start the process of tracking and measuring emissions for all aspects of what we do. The aim is to build a comprehensive picture of our baselines to identify areas where emissions can be reduced and construct a long-term plan of action based on the GHG Emissions Calculation Tool and standard established by the United Nations Climate Neutral Now Initiative.

Reducing

At the same time, we are not waiting to act. Here are some of the "low hanging fruit" initiatives we are moving on immediately: all conference programs from print to electronic-only; removing single-use cups and offering reusable bottles at all our conferences; working closely with all vendors, suppliers, and distributors on how we can work together to reduce waste; offering robust online options as a pathway to minimize travel. And this is only a small sample of what we'll be doing in the short term.

Contributing

As we work towards establishing and setting net-zero targets by 2050, as enshrined in the Paris Agreement and United Nations Climate Neutral Now Initiative, and to make further inroads in mitigating our impacts today, we are participating in the United Nations Carbon Offset program. As we see climate change as having broad social, economic, and political consequences, we are investing in the following projects.

- Fiji Nadarivatu Hydropower Project
- DelAgua Public Health Program in Eastern Africa
- Jangi Wind Farm in Gujarat

Long Term Goals

We're committing to long-term science-based net-zero targets for our operations – and we believe we can do this much sooner than 2050. We'll be reporting annually via The Climate Neutral Now reporting mechanism to transparently communicate how we are meeting our commitments to climate action.

www.cgnetworks.org/about/climate-pledge