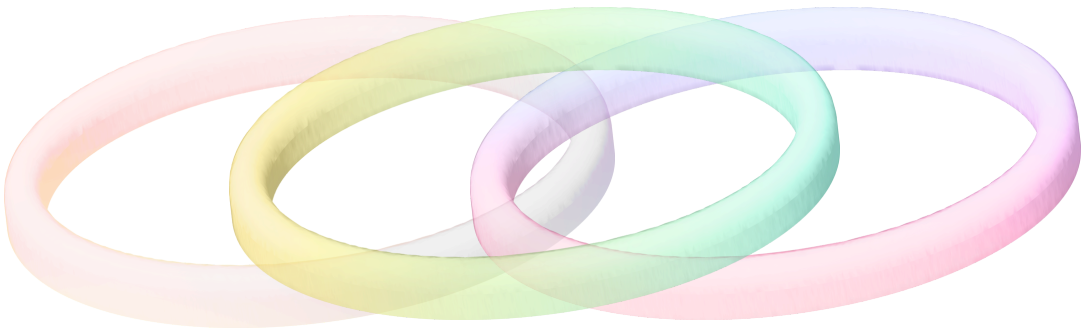


Volatility, Uncertainty, Complexity, and Ambiguity: Navigating Intercultural Leadership



11-13 JUNE, 2025

UNIVERSITY OF NICOSIA, NICOSIA, CYPRUS



Diversity in Organizations,
Communities & Nations



UNIVERSITY OF
PATRAS
UNIVERSITY OF PATRAS
Department of Education, Sciences
& Arts, Environment & Society
University of Patras & Education



UNIVERSITY of NICOSIA

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

<https://ondiversity.com/2025-conference>

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Welcome Letters



Dear Conference Participants,

On behalf of Common Ground Research Networks, I welcome you to the Twenty-fifth 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, "Volatility, Uncertainty, Complexity, and Ambiguity: Navigating Intercultural Leadership," 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 Mel Ainscow, Isabel Almeida, Christina Hadjisoteriou, José Luis Ortega Martín, Mary Kalantzis, Local Chairs Panayiotis Angelides, Christina Hadjisoteriou, presenters, and volunteers whose dedication and hard work have made this conference possible. We also thank our host partner University of Nicosia, 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 Participants,

We are pleased to welcome you to the Twenty-Fifth International Conference on Diversity in Organizations, Communities & Nations, hosted in collaboration with the Diversity in Organizations, Communities & Nations Research Network at the University of Nicosia in Cyprus. This year's conference carries the theme "Volatility, Uncertainty, Complexity, and Ambiguity: Navigating Intercultural Leadership," reflecting the contemporary challenges faced by organizations worldwide.

The focus of the conference extends from earlier perspectives in modernity where organizations, communities, and nations often chose to overlook difference or managed it through categorization, separation, or strict rules of integration. Today, there is broad recognition that difference is a social reality—an intricate blend of material conditions, physical attributes, and symbolic differences. These dimensions frequently overlap, revealing a complex backdrop of intersectional forms of identity. The overarching goal now is to acknowledge these differences, transform them into constructive avenues for inclusion, and address forms of inequity and discrimination wherever they emerge.

Our conversations will explore several areas. First, we will examine the concept of "diversity as a program of action," where awareness of difference becomes an engine for change. We will also discuss "divergence," which characterizes our modern societies and their heightened willingness for varied forms of individual expression and group identification. In the realm of globalization, we will contemplate how local differences and global connectedness can yield systems of exchange and collaboration that benefit local and international communities alike.

We will also address the "economics of diversity," considering how multiple perspectives can benefit commerce by reflecting the diverse profiles of consumers, producers, and co-creators. In the area of civic life, we will look at "governing diversity," exploring ways local and national communities respond to immigration, settlement, and other intersecting differences. Lastly, we will focus on "diverse subjectivities," noting how human personality is richly layered and never fully captured by traditional categories.

We extend our gratitude to the plenary speakers, organizing committees, and university staff who have invested their time and expertise in making this gathering possible. We look forward to your insights during the discussions and the collaborative spirit that will drive creative solutions to the challenges presented by difference. Thank you for joining us, and we wish you a productive and enriching conference.

Cordially,

Professor Panayiotis Angelides
Chair, Twenty-Fifth International Conference on Diversity in Organizations,
Communities & Nations
University of Nicosia, Cyprus



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 through 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 Renaissance
- 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.

Dra. Carmen Miguel Vicente

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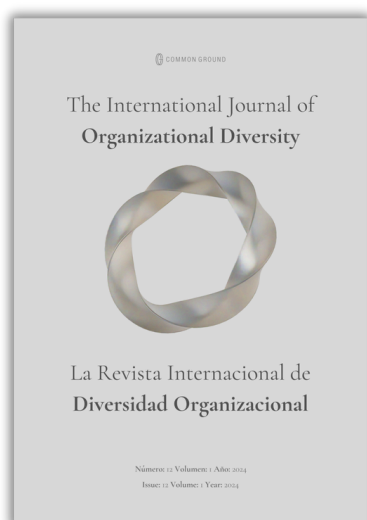


Diversity in Organizations, Communities and Nations **Journal Collection**

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)

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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



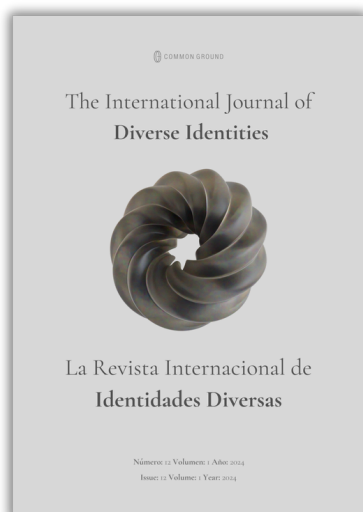
The International Journal of Community Diversity / Revista Internacional de Diversidad Comunitaria

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.

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ISSN: 2327-0004 (**Print**) **ISSN:** 2327-2147 (**Online**)
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Indexing

- Genamics JournalSeek
- Psychology (Cabell's)
- Scopus (Elsevier)
- SocINDEX (EBSCO)
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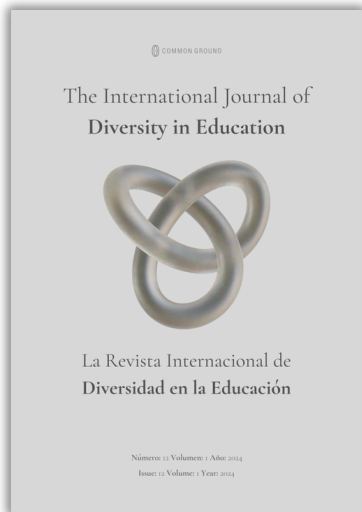
The International Journal of Diverse Identities / Revista Internacional de Identidades Diversas

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)
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Indexing

- Alt-Press Watch (ProQuest)
- Genamics
- Management (Cabell's)
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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

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Indexing

- Alt-Press Watch (ProQuest)
- Genamics
- Educational Psychology & Administration (Cabell's)
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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.

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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.

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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."

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for Scholarly
Publishing

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

Panayiotis Angelides

Vice-Rector of Academic Affairs, Professor, University of Nicosia, Cyprus



Panayiotis Angelides is professor and the Vice Rector for Academic Affairs at the University of Nicosia, Cyprus. He is also the Director of the Unesco Chair with the theme of Cultural Diversity and Intercultural Dialogue for a Culture of Peace. His research interests are focused on finding links between inclusive education, teacher development and school improvement. A particular feature of this research is to develop collaborative approaches that have a direct and immediate impact on teachers' practice. He is an experienced researcher with involvement in many local and international projects. His latest book is entitled Pedagogies of inclusion.

Christina Hadjisoteriou

Senior Officer, Office of the Commissioner for Children's Rights, Cyprus



Dr. Christina Hajisoteriou is a Professor in Intercultural Education at the University of Nicosia. She was awarded a first-class honours BA in Primary Education (best graduate of the year) by the National and Kapodistrian University of Athens. She received annual curriculum awards by the Greek Foundation of National Scholarships. In 2006, she received her MPhil (Thesis Grade A) in Educational Research with specialisation in Intercultural Education from the University of Cambridge. In 2009, she received her PhD in Education concentrating on Intercultural Education by the University of Cambridge. Her PhD research was funded by Leventis Foundation via the Cambridge Commonwealth Trust. In 2012, she completed her post-doctoral research on 'The Europeanisation of intercultural education - The case of Cyprus' co-funded by the Republic of Cyprus and the European Regional Development Fund through the Research Promotion Foundation of Cyprus. In the past, she has served as a primary school teacher in public schools in Cyprus. Dr Hajisoteriou is the Deputy Director of the UNESCO Chair of the University of Nicosia focusing on "Cultural Diversity and Intercultural Dialogue for a Culture of Peace". She is a member of a number of international research associations, while she served also as a member of the Biomedical and Clinical Research Committee A of the Cyprus National Bioethics Committee, and as an evaluator for various funds such as the Austrian Research Fund. She published or edited 8 books and more than 80 articles and book chapters, all focusing on intercultural education. In 2016, Palgrave-Macmillan published her book *The Globalisation of Intercultural Education: The Politics of Macro-Micro Integration* with Prof. Angelides. Her latest book 'Student voices for inclusion and interculturalism' with Prof. Angelides was published in 2023 by Diadrasi Publishers. Last but not least, she has been a co-recipient of more than 5 million euros in funding for various project focusing inter alia on intercultural competences, mainly coming from the EU.



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



Volatility, Uncertainty, Complexity, and Ambiguity: Navigating Intercultural Leadership

The contemporary global landscape is characterized by volatility, uncertainty, complexity, and ambiguity (VUCA). In such an intricate milieu, intercultural leadership has become increasingly paramount in fostering collaboration and understanding across diverse communities. The conference "Challenges and Prospects of Intercultural Leadership in a VUCA World" brings together experts, scholars, and practitioners from various disciplines to explore the intricacies and potential of intercultural leadership in this ever-evolving context.

This conference aims to shed light on the challenges that leaders encounter when navigating cultural differences and identify prospects for creating more inclusive and effective leadership strategies. Intercultural leadership, which emphasizes empathy, cultural intelligence, and adaptability, can mitigate conflicts and misunderstandings that arise from cultural disparities.

The conference will delve into the impact of VUCA on leadership paradigms, examining how globalization, technological advancements, and geopolitical shifts further complicate the interplay between cultures. Participants will also analyze intercultural leadership case studies and success stories in diverse industries, illuminating best practices and practical approaches.

Discussions will center on empowering leaders to embrace diversity, harness cultural nuances, and foster an inclusive environment that capitalizes on the strengths of a multicultural workforce. Through workshops and interactive sessions, attendees will gain insights, tools, and frameworks to overcome intercultural challenges, leading to more cohesive and adaptive organizations in an ever-changing world.

In conclusion, the conference endeavors to stimulate innovative ideas and collaborations, fostering a collective understanding of the significance of intercultural leadership in addressing the VUCA complexities of the modern era. By synergizing expertise from diverse perspectives, participants will contribute to shaping more resilient and visionary leadership models fit for the challenges and prospects of a VUCA world.

Network Partners



Mary Kalantzis

Professor, University of Illinois at Urbana-Champaign, USA



"Rethinking, Redefining, and Reinvigorating the Idea of Diversity"

Mary Kalantzis was dean of the College of Education at the University of Illinois, Urbana-Champaign, United States from 2006 to 2016. Before this, she was dean of the Faculty of Education, Language and Community Services at RMIT University, Melbourne, Australia, and president of the Australian Council of Deans of Education. With Bill Cope, she has co-authored or co-edited: *New Learning: Elements of a Science of Education*, Cambridge University Press, 2008 (2nd edition, 2012); *Ubiquitous Learning*, University of Illinois Press, 2009; *Towards a Semantic Web: Connecting Knowledge in Academic Research*, Elsevier, 2009; *Literacies*, Cambridge University Press 2012 (2nd edition, 2016); *A Pedagogy of Multiliteracies*, Palgrave, 2016; and *e-Learning Ecologies*, Routledge, 2016.

11 June - 9:30 (GMT+02:00) Cyprus time zone

Mel Ainscow

Emeritus Professor, University of Manchester, UK



"Promoting Inclusion and Equity in Education: Lessons from International Experiences"

Mel Ainscow is Emeritus Professor, University of Manchester, Professor of Education, University of Glasgow, and Adjunct Professor at Queensland University of Technology. A long-term consultant to UNESCO, he is internationally recognized as an authority on the promotion of inclusion and equity in education. He recently led the development of a series of policy documents for UNESCO, including its 'Guide for Ensuring Inclusion and Equity in Education'. Mel's work is focused on developing greater understandings regarding how inclusion and equity can be fostered within education systems. His overall approach involves working with policy-makers and practitioners, using research findings and processes to identify and address barriers facing learners. In this way, the aim is to make direct contributions to improvements in the field, whilst, at the same time, drawing lessons that have wider implications. Mel has recently completed collaborative research projects with networks of schools in Australia, Latin America and five European countries. His latest book, *Developing Inclusive Schools: Pathways to Success*, was published by Routledge in April 2024.

13 June - 10:00 (GMT+02:00) Cyprus time zone

Juan Pavón Mestras

Full Professor, University Complutense of Madrid, Spain



"Diversidad en la Investigación e Innovación Responsables: El Caso de la IA"

Juan Pavón holds a PhD degree in Computer Science from Universidad Politécnica Madrid (1988). From 1987 to 1997 he was working in R&D departments of Alcatel in Spain, France and Belgium, and in Bellcore (USA), especially in the development of distributed systems and their application to multimedia services on broadband networks and mobile systems. Currently he is Full Professor at Universidad Complutense Madrid, where he leads the GRASIA research group and the Institute for Knowledge Technology. His main areas of interest focus on the application of Artificial Intelligence in multidisciplinary projects with social value, such as assistive technologies, health monitoring, ambient assisted living, smart cities, education, legaltech, computational creativity, and tools to support Responsible Research and Innovation (RRI).

12 June - 10:45 (GMT+02:00) Chipre

José Luis Ortega Martín

Full Professor, University of Granada, Spain



"La atención a la diversidad en el sistema educativo en España"

José Luis Ortega is a Full Professor in the Department of Language and Literature Teaching at the University of Granada. Extraordinary Doctorate Award and Teaching Excellence Award by the University of Granada in 2018, from 2004 to 2008 he was Vice-Dean of International Relations and has held other positions such as director of the Secretariat of Teacher Training and Quality Support. He has been president of more than twenty international conferences in different countries and is a member of the scientific committee of several academic journals. Dr. Ortega has taught at numerous European and American universities. He is the author of more than one hundred academic publications, including books, chapters and articles in peer-reviewed journals on bilingualism, TEFL, teacher training, classroom management and student motivation. Professor Ortega has recently directed a national project in Spain on bilingualism funded by the British Council and the Spanish Ministry of Education and has coordinated for six years the Master for the Teaching of Spanish as a Foreign Language at the UGR and continues to coordinate the English section of the Master in Teacher Training for Secondary, Vocational Training and EOI. In addition, Prof. Ortega has supervised 14 doctoral theses and has 3 research and 1 transfer recognitions given by the Ministry of Universities in Spain. He is the Head of the HUM-1011 Research Group (Teaching of Foreign Languages).

11 June - 11:50 (GMT+02:00) Chipre

Christina Hadjisoteriou

Senior Officer, Office of the Commissioner for Children's Rights, Cyprus



"The meanings of Diversity and 'New' Racism in the VUCA era"

Dr. Christina Hajisoteriou is a Professor in Intercultural Education at the University of Nicosia. She was awarded a first-class honours BA in Primary Education (best graduate of the year) by the National and Kapodistrian University of Athens. She received annual curriculum awards by the Greek Foundation of National Scholarships. In 2006, she received her MPhil (Thesis Grade A) in Educational Research with specialisation in Intercultural Education from the University of Cambridge. In 2009, she received her PhD in Education concentrating on Intercultural Education by the University of Cambridge. Her PhD research was funded by Leventis Foundation via the Cambridge Commonwealth Trust. In 2012, she completed her post-doctoral research on 'The Europeanisation of intercultural education - The case of Cyprus' co-funded by the Republic of Cyprus and the European Regional Development Fund through the Research Promotion Foundation of Cyprus. In the past, she has served as a primary school teacher in public schools in Cyprus.

Dr Hajisoteriou is the Deputy Director of the UNESCO Chair of the University of Nicosia focusing on "Cultural Diversity and Intercultural Dialogue for a Culture of Peace". She is a member of a number of international research associations, while she served also as a member of the Biomedical and Clinical Research Committee A of the Cyprus National Bioethics Committee, and as an evaluator for various funds such as the Austrian Research Fund. She published or edited 8 books and more than 80 articles and book chapters, all focusing on intercultural education. In 2016, Palgrave-Macmillan published her book *The Globalisation of Intercultural Education: The Politics of Macro-Micro Integration* with Prof. Angelides. Her latest book *'Student voices for inclusion and interculturalism'* with Prof. Angelides was published in 2023 by Diadrasi Publishers. Last but not least, she has been a co-recipient of more than 5 million euros in funding for various project focusing inter alia on intercultural competences, mainly coming from the EU.

12 June - 9:15 (GMT+02:00) Cyprus time zone

Each year a small number of **Emerging Scholar Awards** are given to outstanding early-career scholars or graduate students. Here are our 2025 Emerging Scholar Award Winners.

Betsy Jose

University of Colorado Denver, USA



Ariadni Kouzeli

University of Patras, Greece



Efthymiou Vasiliki

University of Patras, Greece



Crystallee Crain

Simmons University, USA



Fatimah Adesanya

Sheffield Hallam University, UK



Maria R. Mondala-Duncan

Marymount University, USA



Nayoung Ahn

Bournemouth University, UK



**Lenilda Soraia dos Reis Rodrigues
Duarte Brito**

Universidade de Santiago/ISCTE - IUL,
Republic of Cabo Verde



Patricia Grillet

University of Hawaii, USA



Emerging Scholars

Olea Roy

Independent Researcher, India



Yu Chieh Wu

University of Hawaii, USA



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.

10 June 2025, 6pm (Nicosia time zone UPT+2)

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.

12 June 2025, 6pm (Nicosia time zone UPT+2)

Pre-Conference Tour: Nicosia Walking Tour – 10 June 2025

Blended conference delegates are invited to join us for a 2 and a half hour walking tour in Nicosia with a knowledgeable guide visiting:

- Eleftheria Square
- Laiki Yeitonia
- Tripiotis church
- Ledra observatory museum
- Faneromeni church
- Ledra street check point

Please note: Please bring your passport.

Date: 10 June, 2025

Time: 16:00 PM

Meeting point: Eleftheria Square (At the Post Office door)

In-Person: Conference Dinner: Topika Meze Bar - 12 June 2025

From the restaurant: "ΤΟΠΙΚΑ Meze Bar is a cozy restaurant in the heart of Nicosia where we focus on amazing food and great wines from Cyprus and Eastern Mediterranean region. We also offer unique and exciting cocktails with local flavours."

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

Date: Thursday 12th June

Time: 8 PM (20:00)

Location: Topika Meze Bar, Eiffel Tower, Christodoulou Sozou 2, Nicosia 1096

In-Person: Closing Session and Award Ceremony - 13 June 2025

Come join the Local Hosts and your fellow delegates for the Award Ceremony, where there will be special recognition given to those who have helped at the conference as well as announcements for next year's conference.

The ceremony will be held at the conference venue, directly following the last session of the day.

Date: Friday, 13th June 2025

Time: After the Conference Closing and Award Ceremony

Guide to the Guide

HEADING STRUCTURE

Access	Guides to Ensure Access
Navigate	Guides on How to Navigate
Engage	Guides on How to Engage

SCHOLAR MEANINGS

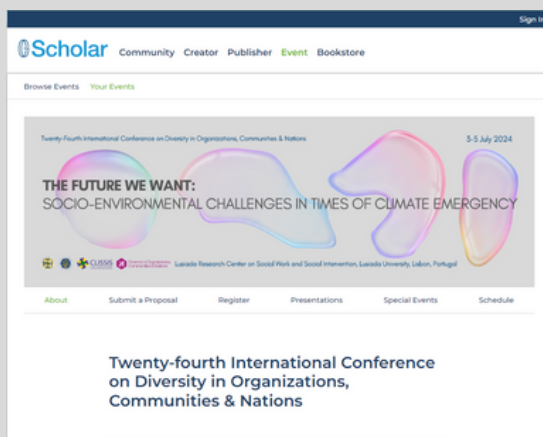
Everywhere you see an underlined term look to the Scholar Meanings box at bottom of page for more detailed intromation.

CGScholar Meanings

Access

Navigate to your **Microsite** ...

The **Event Microsite** in CGScholar will be your hub for navigating the conference. If you are an In-Person Blended delegate it's where you'll view the schedule, find your way around the venue, and engage with digital media and online discussion boards. If you are Online Only it is where you'll view the schedule, find live sessions, and engage with asynchronous digital media and online discussion boards.

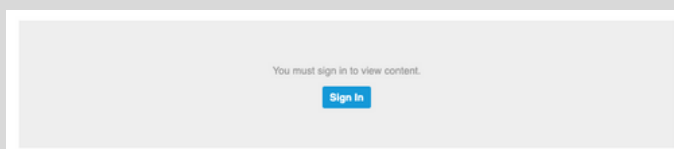


Visit: https://cgscholar.com/cg_event/events/D24en/about

Access

Make sure you are **Signed-In**....

Before starting any session in the Event Microsite ensure you are **Signed-In**. If you are not Registered you'll be prompted to do so.



CGScholar Meanings

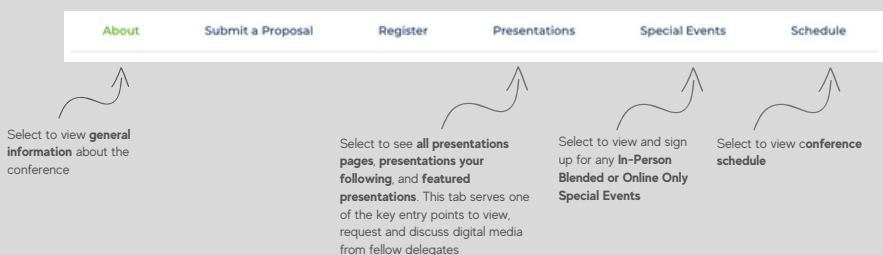
Event Microsite: The CGScholar Event Microsite is your 'hub' for the online portion of the conference. It is where you will find your Presenter Page, sign up for special events, and view the Event Schedule.

Registered: Registering for the conference will give you access to the conference content. You can register for the conference under the 'Registration' tab on the CGScholar Event Microsite.

Navigate

From the Landing Page ...

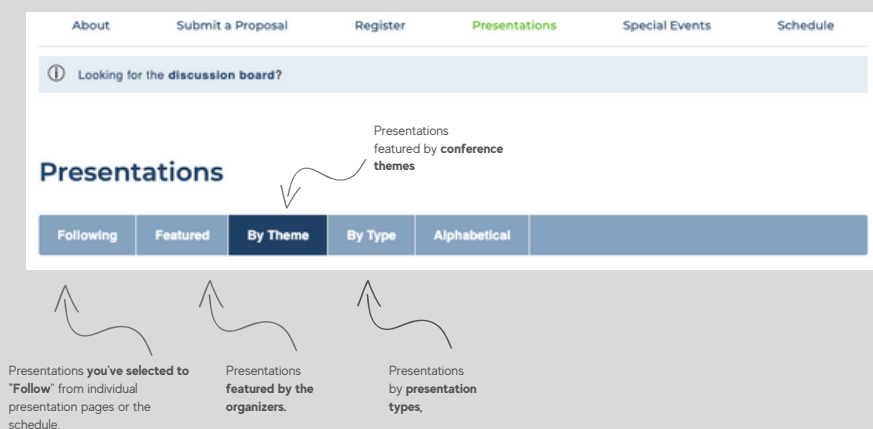
The main URL for the Microsite will take you to the **Landing Page**. For both In-Person Blended and Online Only, this top-level navigation will be the entry points for all actions, content, and social activity.



Navigate

From the Presentations Tab ...

The **Presentations** tab is the entry point to view all In-Person Blended and Online Only Presentation Pages. The sub-navigation offers different ways of viewing the lists of presentations.



CGScholar Meanings

In-Person Blended: An In-Person Blended delegate is one who has registered to participate in-person at the conference venue, and online.

Online Only: An Online Only delegate is one who will only participate in the conference online.

Presentation Pages: A Presentation Page is a unique page for each presentation. If you are presenting at the conference, you can edit and upload your digital media to your Presentation Page. You can also view other delegates Presentation Pages.

Featured: A Featured session is one which is highlighted by the conference organizers or local hosts. In most cases, these are the Emerging Scholars Presentation Pages, but can also include Advisory Board sessions, Plenary Sessions and other notable sessions.

Theme: Each Research Network has a number of themes that are consistent from year to year. There is also a Special Focus theme that is unique to each conference year.

Type: Presentation type is **how** you will present. This can be a Themed Paper Presentation, or a Poster session or a Workshop.

Navigate

From the **Schedule** Tab ...

The **Schedule** tab is the entry point to the program for all In-Person Blended and Online Only delegates. In-Person Blended tabs will be marked with dates and times. Online Only content is asynchronous, unless marked with date and time.

Guide to navigating the conference schedule

① **Navigating the Schedule**

Tabs for each day of the conference.

SHOW English Language Sessions

Use to switch between **English** and **Spanish** Language Sessions

Select **Themed Panel** titles/headers to view all presentations for the themed panel. You'll find (or be able to request) digital media to view on each individual presentation page.

Select **Presentation** titles / headers presentations pages. On these pages you'll find (or be able to request) digital media to view.

Select names to open **CGS Scholar profiles** in the Community space in CGS Scholar. Here you'll be able view their profile, add as your "Peer" and send messages.

Select **Discuss** to go directly to the **Discussion Board** to comment on presentation/s

Select **Follow** to add this presentation to your **Following** list in the presentation tab. Once you've selected Following you'll also receive email notification for all comments the discussion board for that presentation.

Schedule

Pre-Conference 13 JAN 2022 Day One 14 JAN 2022 Day Two 15 JAN 2022

Plenary Session - Dr. Kathleen E Allen, Author, President, Allen and Associates, United States Discuss

Live - 14 January 2022 - 9:00 AM CST

Plenary Session - Dr. Spencer S. Stober, Professor, Biology, Alvernia University, United States Discuss

Live - 14 January 2022 - 10:30 AM CST

Emphasis on Education (Asynchronous Session) Discuss

The New Normal Follow

Alan Whiteman, Professor, College of Business, Florida Atlantic University, Florida, United States
 Bailey Pirooz, Emergency Medicine Resident, Emergency Medicine, Florida Atlantic University
 College of Medicine, Florida, United States
 Umairi Roopnarinesingh, Clinical Faculty, Health Administration, Southern New Hampshire University, Florida, United States

Creating a More Resilient Inclusive Culture in Higher Education Follow

Abby Ferber, Professor, Director, Sociology and Women's and Ethnic Studies, University of Colorado Colorado Springs, CO, United States

Wisdom of the Elders Follow

Tess Howes, Academic, Management, Macquarie University Business School, New South Wales, Australia

CGS Scholar Meanings

Asynchronous: Asynchronous content are presentations which are Online Only, and are not dependent on a date and time for presentation, but a Digital Media upload.

English and Spanish Language Sessions: Under this drop down, you can 'flip' between sessions in English, or sessions in Spanish.

Themed Panel: A Themed Panel is a grouping of three or four Themed Paper Presentations according to theme and topic. Each Themed Panel has its own discussion board, and title.

CGS Scholar Profile Page: Each CGS Scholar user has their own profile page with headshot, bio and educational information.

Community: The Research Network Community page is where you will find the latest Updates and information about what is happening in the Research Network.

Discuss / Discussion Boards: The discuss button will take you to the discussion board for that session (Plenary Session or Themed Panel, for example). Here you can pose questions, comment on Digital Media and engage with other delegates.

Navigate

From a Presentation Page ...

Each presenter is given a personal **Presenter Page**. On **Presenter Pages** you can read the Abstract, view or request Digital Media, or Follow the presentation. You can also follow link breadcrumbs to other presentations in the same Theme or Presentation Type.

Select names to open **CGScholar profiles** in the Community space in CGScholar. Here you'll be able view their profile, add as your 'Peer' and send messages.

Select **Presentation Type** to see other presentations of a similar type

Select **Theme** to see other presentations of a similar conference theme.

Follow

Going it Alone : Primary Caregivers and the Consequences of Support Loss in the Transition to Remote Work

THEMED PANEL: PAPER PRESENTATION IN A THEMED SESSION | JAN 14, 2022 | 56 Engagements

Abstract

The transition to remote work following the COVID-19 pandemic placed an inordinate burden on working primary caregivers. Outside institutional support (daycare services, school, in-home health care) quickly vanished, and employer support often failed to adapt to caregivers' distinct needs. We find that these new burdens prompted primary caregivers to reexamine their roles at home and work and, consequently, their careers. Our research was guided by three central questions: 1) How did the transition to remote work influence primary caregivers' perceptions of career advancement? 2) How did primary caregivers navigate this sudden change, and what job-related compromises did they make? 3) To what extent did this experience compel them to remain in or exit the workforce? For this exploratory study, we conducted semistructured interviews with 20 primary caregivers who were working onsite, full time in March 2020, and who subsequently transitioned to fully remote work. Five key themes emerged: 1) persistent stress due to the combined pressures of full-time work and caregiving, 2) hesitancy to take on new projects or professional development goals, 3) perceptions that promotional opportunities had been lost or pushed farther out, 4) enhanced connection with family members, and 5) a reexamination of career plans. It is imperative that researchers, practitioners, and organizations understand and attend to primary caregivers' recent experience, as it portends a significant withdrawal from the labor market, potentially reversing pre-pandemic trends toward greater gender equity. This research raises crucial questions concerning post-pandemic career opportunities and the downstream socioeconomic effects of a reduced workforce.

Presenters

Nathaniel Young
Research Associate, Marketing, O.C. Tanner, Utah, United States

Details

PRESENTATION TYPE
Paper Presentation in a Themed Session

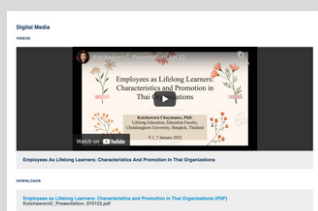
THEME
The Value of Culture and the Demand of Change

KEYWORDS
Caregivers, Remote, Work, Equity, Labor, Participation

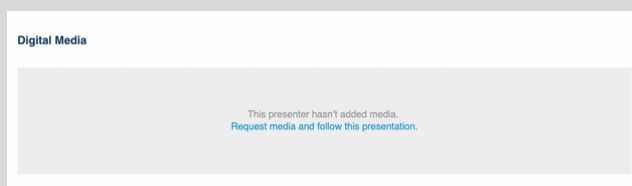
Digital Media

Select **Follow** to add this presentation to your **Following** list in the presentation tab. Once you've selected Following you'll also receive email notification for all comments the discussion board for that presentation.

VIEW DIGITAL MEDIA



REQUEST DIGITAL MEDIA



CGScholar Meanings

Digital Media: Digital Media is the asynchronous method for delegates to view your presentation. Digital media can be an embedded video, a PowerPoint with audio, a PDF or an mp4 file.

Request Digital Media: If a delegate has not uploaded their Digital Media to their Presentation Page, you can request that digital media by clicking the link. The delegate will then receive an email reminding them to upload their Digital Media, and you will automatically 'follow' that session.

Follow: You can follow sessions that are of interest to you so you can go back to them easily, and view the discussion boards. You can access your 'followed' presentations in the Follow tab of the CGScholar Event Microsite.

Navigate

From a Themed Panel ...

The majority of the conference sessions are themed paper presentations. Our programming team groups individual presentations into **Themed Panels**. You access these themed panels via the Schedule tab in the Microsite. To view or request Digital Media from a Presenter click on their individual tiles. To view a delegates CGScholar profile and/or add them as Peer click on their name.

The screenshot shows the 'Schedule' tab of the CGS Microsite. The page title is 'Progress and Recovery Post-COVID'. Below the title, there is a green badge indicating '22 Engagements'. A button labeled 'Select Discussion Board to comment on presentation/s' is visible. The page lists two presentations: 'Policy Uncertainty in the Lithium Triangle' by Jennapher Lundt Seefeldt and 'Measurement to Support a Just, Equitable, and Green Post-pandemic Recovery' by Stacey Haugen. Annotations on the left side of the image point to various elements: 'Title of the Themed Panel' points to the main title; 'Select Presentation titles / headers to find (or be able to request) digital media to view.' points to the presentation titles; 'Presentations Featured by the organizers. Will also appear as a category on the Presentations Page' points to the 'Featured' badge; and 'Select names to open CGScholar profiles in the Community space in CGScholar. Here you'll be able view their profile, add as your "Peer" and send messages.' points to the presenter names.

Annotations:

- Title of the Themed Panel
- Select Presentation titles / headers to find (or be able to request) digital media to view.
- Presentations Featured by the organizers. Will also appear as a category on the Presentations Page
- Select names to open CGScholar profiles in the Community space in CGScholar. Here you'll be able view their profile, add as your "Peer" and send messages.

CGScholar Meanings

Themed Paper Presentations: A Themed Paper Presentation is a 20 minute presentation (either In Person Blended or Online Only). Each Themed Panel has a discussion board for questions and comments.

CGScholar Profile: Your CGScholar Profile is a delegate's profile page. It is where you can learn further about that delegate such as current affiliation, past experience and education.

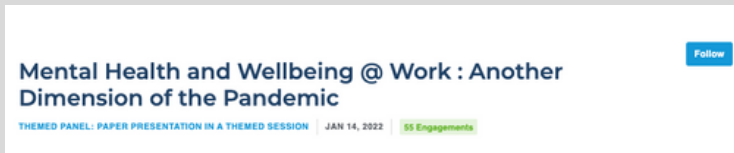
Peer: When you add a colleague as a Peer you will be able to view their CGScholar Profile and interact with them in the CGScholar platform.

Engage

Follow Presentations ...

When you see a **Follow** button you can add this presentation to your Following list in the Presentation tab. Once you've selected **Follow** you'll also receive email notifications for all comments the discussion board for that presentation.

FOLLOW FROM A PRESENTATION PAGE



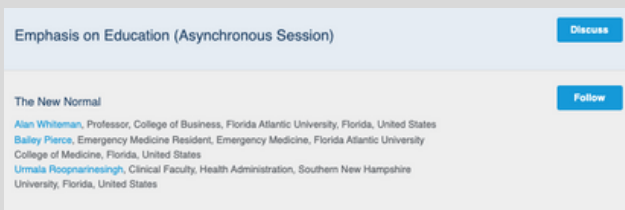
Mental Health and Wellbeing @ Work : Another Dimension of the Pandemic

THEMED PANEL: PAPER PRESENTATION IN A THEMED SESSION | JAN 14, 2022 | 55 Engagements

Follow

An arrow points to the 'Follow' button.

FOLLOW FROM A SCHEDULE



Emphasis on Education (Asynchronous Session)

Discuss

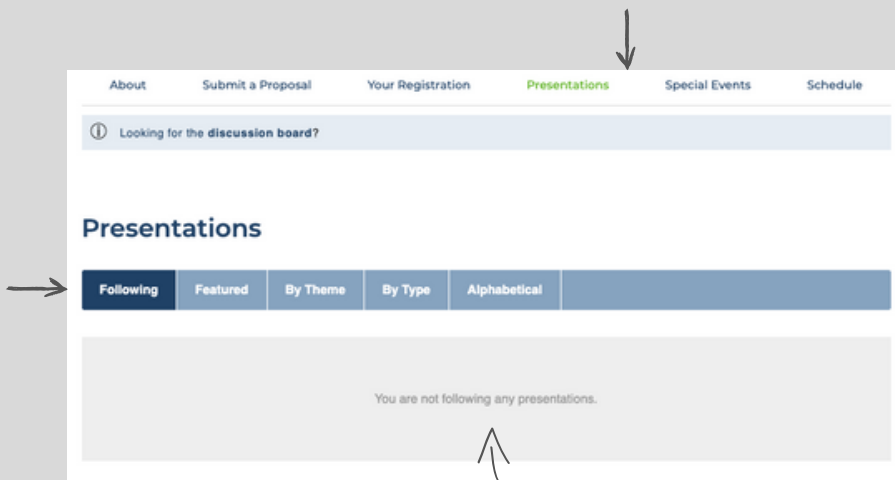
The New Normal

Follow

Alan Whiteman, Professor, College of Business, Florida Atlantic University, Florida, United States
Bailey Pierce, Emergency Medicine Resident, Emergency Medicine, Florida Atlantic University College of Medicine, Florida, United States
Urmala Roopnarain Singh, Clinical Faculty, Health Administration, Southern New Hampshire University, Florida, United States

An arrow points to the 'Follow' button.

PRESENTATIONS YOU ARE FOLLOWING



About Submit a Proposal Your Registration **Presentations** Special Events Schedule

Looking for the discussion board?

Presentations

Following Featured By Theme By Type Alphabetical

You are not following any presentations.

An arrow points to the 'Following' tab.

Presentations you are **Following** will appear here.

Engage

Comment in Discussion Boards ...

Discussion Boards are your space to engage with the presenters and other audience members. Discussion Boards open the day before the conference and close two days after. We encourage all delegates -- In-Person Blended and Online Only -- to use these Discussion Boards to leave questions and comments for speakers. And do this in an asynchronous manner -- in other words leave a question at any time and the user, the'll get and email when you do. .

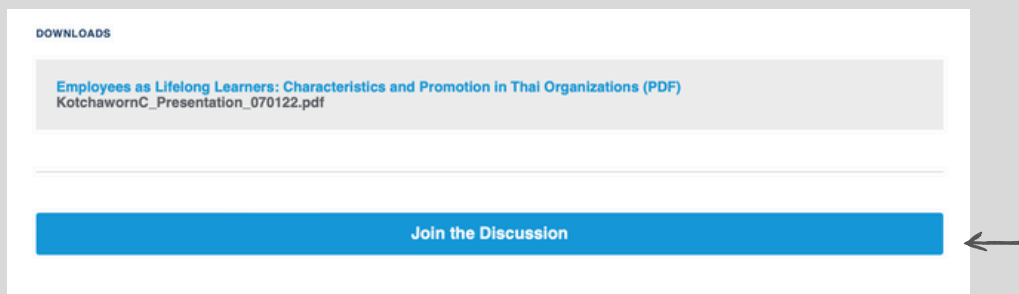
NAVIGATE TO TO **DISCUSSION BOARDS** FROM SCHEDULE



The screenshot shows a conference schedule with three tabs: Pre-Conference (13 JAN 2022), Day One (14 JAN 2022), and Day Two (15 JAN 2022). Under the Day One tab, there are three session cards. Each card has a 'Discuss' button on the right, which is pointed to by an arrow. The sessions are:

- Plenary Session - Dr. Kathleen E Allen, Author, President, Allen and Associates, United States. Live - 14 January 2022 - 9:00 AM CST.
- Plenary Session - Dr. Spencer S. Stober, Professor, Biology, Alvernia University, United States. Live - 14 January 2022 - 10:30 AM CST.
- Emphasis on Education (Asynchronous Session).

NAVIGATE TO TO **DISCUSSION BOARDS** FROM PRESENTER PAGE



The screenshot shows a 'DOWNLOADS' section with a link to 'Employees as Lifelong Learners: Characteristics and Promotion in Thai Organizations (PDF) KotchawornC_Presentation_070122.pdf'. Below this, there is a large blue button labeled 'Join the Discussion', which is pointed to by an arrow.

COMMENTING IN A **DISCUSSION BOARD**




The screenshot shows the 'Discussion' tab selected. On the left, there is a small image of a person sitting at a desk. To the right of the image is a text input field with the placeholder 'Add a comment...'. Below the input field is a blue button labeled 'Add Comment', which is pointed to by an arrow. At the bottom left, there is a note: 'Please keep our discussion courteous and productive.'


Engage

With the **Community** ...









The Event Microsite is only one space in **CGScholar**. Our general social space is called **Community**. Your Research Network has its own Community page where you'll find the latest updates and news from the community members.








 **Scholar** Community Creator Publisher Analytics Event Bookstore

Climate Change: Impacts ...





Welcome to the Climate Change: Impacts & Responses Research Network!
Views: 2,941


COMMUNITY ADMINS (18)
 William Cope
 Ebony Jackson
 Phillip Kalantzis-Cope
 Tamsyn Gilbert
 Jeremy Boehme
 Common Ground
 Sara Hoke
 Alex Pate
View All


MEMBERS (2,652)
 Reda Sadki
 Izabel Szary
 Abigail Manekin
 Adrian Wiese
 Tamara Stanberry
 Kelsey Shannon
 Bill Cope


Activity Stream


 MUDESSIR TEMAM IMAMU JOINED THE COMMUNITY.
Added on January 06, 2022


 NIKO TIAN JOINED THE COMMUNITY.
Added on January 05, 2022


 MAQBOOL SHEIKH JOINED THE COMMUNITY.
Added on January 05, 2022


 NOUR LYNIA BOULGAMH JOINED THE COMMUNITY.
Added on January 04, 2022


 PAVITHRA RAVI JOINED THE COMMUNITY.
Added on January 04, 2022

 LAMBERT CYRILLE NGAYAP KANGANG JOINED THE COMMUNITY.
Added on January 02, 2022


 MARINA ANDERSON JOINED THE COMMUNITY.
Added on December 27, 2021


 MD JAHIRUL ISLAM JOINED THE COMMUNITY.
Added on December 22, 2021


 VISHAL SHARMA JOINED THE COMMUNITY.
Added on December 21, 2021


 BOSHIR AHMED AWAL JOINED THE COMMUNITY.
Added on December 20, 2021


Recent Activity


 Mudessir Temam Imamu joined the community.


 Niko Tian joined the community.

 Maqbool Sheikh joined the community.


 Nour Lynia Boulgamh joined the community.


 Pavithra Ravi joined the community.


 Lambert Cyrille Ngayap Kangang joined the community.


 Marina Anderson joined the community.
View All

PUBLICATIONS (427)

 The International Journal of C...

 The International Journal of C...


 Adaptations toward Climate ...

 Environmental Awareness, R...
View All

SHARES

Share a file or link...


EVENTS (1)


Submit / Register

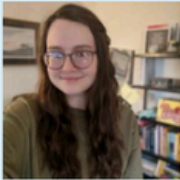
Engage

Add Peers ...

Within Community are individual CGScholar Profile Pages. Here you can view a person's bio, send them a private message, and add them as a **Peer**.

 **Scholar** Community Creator Publisher Analytics Event Bookstore

Kinzi Duncan



[Add to Peers](#)
Views: 501

THEIR COMMUNITIES (23)

- Climate Change: Impacts an...
- Tourism and Leisure Studies
- e-Learning and Innovative P...
- The Learner
- The Constructed Environment

[View All](#)

THEIR PEERS (33)

- Murali Venugopalan
- Victoria Hurth
- Gabriella D.
- Deborah Bartley Carter
- Andrea Spada Jiménez

[View All](#)

About Kinzi Duncan

MICRO-BIO

Eastern Illinois University Graduate with a degree in English and Multi-Cultural Studies.

EXPERIENCE

Common Ground
Conference Assistant
December 2020 to Present

EDUCATION

Eastern Illinois University
BA in English
August 2016 to 2018

Lakeland Community College
AGS
August 2014 to 2016

DISCIPLINES

Intercultural/Multicultural And Diversity Studies

English Language And Literature, General

INTERESTS


Diversity In Education


Media Studies


English Studies


LANGUAGES


Recent Activity


 Kinzi Duncan created the update **Get to Know the Emerging Scholars!** - Twelfth International Conference on The Constructed Environment.


 Kinzi Duncan created the update **Audience Passes Available!** - Eighteenth International Conference on Technology, Knowledge, and Society.

 Kinzi Duncan created the update **Learn About the Event Microsite!** - Thirteenth International Conference on Sport & Society.

 Kinzi Duncan created the update **Audience Passes Available!** - Fifteenth International Conference on e-Learning & Innovative Pedagogies.

 Kinzi Duncan created the update **Sign Up for Social Events!** - Twelfth International Conference on Food Studies.

 Kinzi Duncan created the update **Sign Up for Social Events!** - Twelfth International Conference on Religion & Spirituality in Society.

 Kinzi Duncan created the update **Meet the Emerging Scholars!** - Twenty-second International Conference on Knowledge, Culture, and Change in Organization.
[View All](#)

Engage

Request Digital Media

If a delegate has not uploaded their Digital Media to their Presentation Page, you can request that Digital Media by clicking the link. The delegate will then receive an email reminding them to upload their Digital Media, and you will automatically 'follow' that session.

Digital Media

This presenter hasn't added media.
[Request media and follow this presentation.](#)





Common Ground Research Networks



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



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