Venice International University
Winter School
Global Diversity Management
January 15-20, 2024

Faculty
Anita Bosch, Stellenbosch Business School (SU)
Joerg Dietz, University of Lausanne (UNIL)
Maddy Janssens, KU Leuven (KUL)
Franciska Krings, University of Lausanne (UNIL)
Njeri Mwagiru, Stellenbosch Business School (SU)
Barbara Quacquarelli, Università degli studi di Milano-Bicocca (Scientific Coordinator)
Adriano Solidoro, Università degli studi di Milano-Bicocca (Scientific Coordinator)

Program

**Day 1 | Monday, January 15**
9:15 - 10:00  Presentation of the Winter School and Faculty
10:00 - 10:45 Icebreaker
10:45 - 11:00 Coffee Break
11:00 - 13:30 Inclusion as changing organisational practices (Maddy Janssens, KUL)
13:30 - 14:30 Lunch Break
14:30 - 17:00 Discrimination based on age, gender, parenthood, and/or immigrant status on the labor market (Franciska Krings, UNIL)
17:00 - 17:15 Break
17:15 - 18:00 Discussion Wrap up (Adriano Solidoro, UNIMIB)

**Day 2 | Tuesday, January 16**
9:15 - 11:45 The case of the unequal opportunity (Joerg Dietz, UNIL)
11:45 - 12:00 Morning Break
12:00 - 13:00 A case study from Italy: online talk with professionals (moderated by Barbara Quacquarelli UNIMIB)
13:00 - 13:30 Discussion Wrap Up (Adriano Solidoro, UNIMIB)
Day 3 | Wednesday, January 17

9:15 - 11:45  The complexity of women’s workplace inclusion - a global perspective (Anita Bosch, SU)
11:45 - 12:00  Coffee Break
12:00 - 13:00  A case study - Religion and men’s dominance - South Africa (Company in SA) (moderated by Anita Bosch, SU)
13:00 - 13:30  Discussion Wrap Up
13:30 - 14:30  Lunch Break
14:30 - 18:00  Visit to a Company in Venice: https://ovscorporate.it/en

Day 4 | Thursday, January 18

9:15 - 11:45  Diversity and Innovation in Organizations (Barbara Quacquarelli, UNIMIB)
11:45 - 12:00  Coffee Break
12:00 - 13:00  A case study from Italy: online talk with professionals (moderated by Adriano Solidoro, UNIMIB)
13:00 - 13:30  Discussion Wrap Up (Barbara Quacquarelli, UNIMIB)
13:30 - 14:30  Lunch Break
14:30 - 18:00  Visit to an Organization in Venice

Day 5 | Friday, January 19

9:15 - 11:45  The Forgotten Dimension of Diversity: Social class (Adriano Solidoro, UNIMIB)
11:45 - 12:00  Coffee Break
12:00 - 13:00  A case study from South Africa: online talk with professionals (moderated by Njeri Mwagiru, SU)
13:00 - 13:30  Discussion Wrap Up
13:30 - 14:30  Lunch Break
14:30 - 18:00  Visit to Venice (tbd)

Day 6 | Saturday, January 20

9:15 - 11:45  Diversity from a practice perspective (Barbara Quacquarelli and Adriano Solidoro, UNIMIB)
11:45 - 12:00  Coffee Break
12:00 - 14:00  Plenary session: making sense of the Global Diversity Winter School (all faculty)
14:00 - 15:00  Farewell Lunch