

Onderwerp: ATLAS list CFP: Diversity Management in tourism and Leisure - Session at the Royal Geographical Society (with IBG) Annual International Conference 2015

Dear colleagues,

The following Call for Papers may be of interest to some list members. The usual apologies for cross-posting apply.

Diversity management in tourism and leisure: engaging with a normative concept of civil society

A session at the Royal Geographical Society (with IBG) Annual International Conference 2015

2-4 September 2015, Exeter (UK)

Session organizers

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How to deal with differences has become an important challenge of the 21st Century and has led to the development of diversity management as a concept to ensure opportunities for differences within institutions (Gilbert *et al.* 1999, Cox 1993; Gardenswartz & Rowe 2010). This concept not only implies the need to analyse social constructions of the self and the other including the reductions of complexities and the setting of boundaries and reductions of complexities between the self and the other, but also a detailed analysis of diversity (not merely limited to ethnicity) (Zanoni *et al.* 2010).

In particular, enterprises, which are committed to a 'heterogeneous ideal', are open to all possible forms of lived heterogeneity and engage in various practices to manage diversity (Yang & Konrad 2011). The boundaries between familiarity and strangeness (or self and other) are not as clear-cut as first assumed, but are context dependent and arbitrary as societies as normative units are characterised by differences rather than shared identities (Nassehi 1995, Okely 2005). Today, diversity is largely seen as an omnipresent socio-cultural fact, whereby it represents the lived – and ultimately anthropogenic innate – practice that humans are divided into different identity groups based on socio-cultural categories.

The result are divergent worldviews, different social practices and ways of life; ultimately cultural differences in the widest sense, which are ideally not reduced to seemingly dichotomous pairs of opposites, but rather accepted as collective compositions, with a dynamic combination of characteristics, behaviours and talents. These combinations constitute an important resource (Cox 1993; Dass & Parker 1999; Ewen & Ewen 2011), which is yet to be fully recognised in the context of tourism and leisure.

The fact that an appreciation of diversity is not a matter of course runs like a thread through human history and can be attributed to a large part to the complexity of diversity. Such complexity requires in-depth consideration of the various constellations of diversity, in particular when particular expressions of diversity are unfamiliar. This aspect needs to be addressed in context of the categories of the self and the other, which are embedded in relational, multi-layered networks of social constructions, structures, boundaries and reductions (Scarborough 1998; Lorbiecki & Jack 2000; Macrae & Bodenhausen 2000; Scherle 2004).

The purpose of this session is to engage in critical discussions of diversity management in tourism and leisure with the view to bring together a number of different theoretical and practical contributions on the topic. There are no thematic restrictions within the wider topic, as the tourism and leisure academy is yet to engage with the concept of diversity management.

We aim to publish excellent contributions either in a special issue or as part of an edited book.

Please send abstracts of no more than 200 words to **Jan Mosedale** (jan.mosedale@htwchur.ch) by **Tuesday 10th February 2015**.

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