# CALL FOR ABSTRACTS

**3rd Dismantling Bias in Organizations Conference- March 22-24, 2022**
**Krannert School of Management**
**Purdue University**
**West Lafayette, Indiana USA**
**Submission Deadline: November 15, 2021**

## OVERVIEW

We are pleased to invite submissions to the third Dismantling Bias in Organizations conference at Purdue University Krannert School of Management. The purpose of the "Dismantling Bias in Organizations" conference is to advance knowledge and understanding that bridges the theory, science, and practice of designing, implementing, and evaluating evidence-based policies, practices, cultures, and interventions that promote inclusion and career equality for women and minorities comprising diverse social identity groups in the workplace and societal institutions. Our goal is to bring together a community of scholars across disciplines, and business leaders who share interests in advancing the understanding of diversity and inclusion to link science, policy, and practice perspectives.

The theme of the third Dismantling Bias Conference is "Shifting Diversity, Equity and Inclusion Paradigms for the Workplace of the Future." The conference will include interactive plenary sessions: including leading diversity scholars and corporate leaders. There will also be small group breakout sessions organized by paper track topics for scholars to discuss and get feedback on their research work in progress.; and research for business leaders and policymakers to discuss developments.

## SUBMISSION INSTRUCTIONS

If you are a scholar researching diversity and inclusion issues who is interested in being considered to participate in the conference, please send an abstract (750 words) of a work in progress paper on any current diversity and inclusion topic by November 15, 2021, to the conference website. Submissions from all fields and disciplines are welcome. The abstract will be blind reviewed and should include your theoretical literature grounding, how your paper relates to the current diversity and inclusion literature, and, if empirical, some preliminary results and the implications of your study. If selected, you will be asked to submit a rough draft of the work in progress paper before the conference, and register and agree to attend. You will be assigned to meet in breakout sessions with scholars who share your interests during part of the conference to get feedback to improve your paper.

Submission preparation:

1. A cover letter with a) the title of the paper and b) authors' names, affiliations, and email addresses.

2. Abstract of an original work-in-progress paper with the title of the paper. (750 words maximum- no names, please)

Accepted abstracts will be published on the conference website through Purdue ePubs.

Special OBHDP Issue Publishing Opportunity. While papers on all aspects of gender, diversity, and inclusion are encouraged, authors of high-quality work in progress papers on allyship, advocacy, and social justice to support marginalized groups in the workplace are especially encouraged to submit abstracts on original work in progress. A special issue of Organizational Behavior and Human Decision Processes (OBHDP), *Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace*, is planned with a submission deadline on June 1, 2022. The call for papers can be found here.

While attendance at the conference is not at all required to submit to the special issue and presenting at the conference is no guarantee that a paper will be considered for the issue, interested scholars who plan to submit to the OBHDP special issue and would like to get peer mentoring feedback on their paper drafts prior to the journal submission are encouraged to attend the conference. Accepted abstracts relevant to the special issue themes will have their own research tracks.

**ATTENDANCE**

Registration. Space is limited and will be granted on a first come, first serve basis. Early registration for a nominal registration fee is encouraged well before the January 15, 2022 deadline. Space for researchers will be limited to those who submit an abstract of research in progress and have accepted to present for discussion in the breakout sessions. Space for business leaders is also limited, and there will be breakout sessions for business leaders as well as the opportunity, if interested, to attend work in progress paper sessions.

**Travel and Lodging**. The Indianapolis and Chicago area airports have limo service to campus, and housing will be offered at the newly refurbished on-campus hotel and other nearby hotels as needed. More information on travel and lodging can be found on the conference website. We ask that you make your own hotel reservations and travel arrangements given our limited staff, enabling resources to be devoted to the program.

**Meals**. All meals for sessions on campus will be provided during the conference.

**Housing Funding Stipend for all Doctoral students and also scholars traveling from outside the U.S.** Doctoral students and scholars from outside of the U.S. are especially encouraged to submit their research. A hotel stipend is available as budget permits to cover 1-2 nights of lodging for doctoral students and scholars from outside the U.S., whose abstracts are accepted to be presented at breakout sessions. Please

let us know as soon as possible if you wish to be considered for this support as it will be offered on a limited, generally first come, first serve basis.

**QUESTIONS**

For questions on the program, please reach out to Dr. Ellen Ernst Kossek. ekossek@purdue.edu.

For questions on the abstract submissions or other help, please reach out to Dr. Tarani Merriweather at tjmerriw@purdue.edu.

**IMPORTANT DATES**

Abstracts to the conference submission website: November 15, 2021 (https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php)

Tentative date for abstracts acceptance: December 15, 2021

Conference: March 22-24, 2022. Opening reception and welcome plenary: March 22,2021. The conference program will begin at 8:30 a.m. on March 23 and end by 1:30 p.m. on March 24, 2022. Priority will be given to attendees who are able to attend the entire conference.

OBHDP Submission Deadline: June 1, 2022