



Second edition – three-yearly – October 2007

What's up in SUS.DIV?

Next Executive Committee

Our next Executive Committee will take place in Amsterdam on 6th – 7th of March 2008 and be hosted by Carsten De Dreu (University of Amsterdam). By then we hope to have received the reviewers' feedback as well as an overview of the chapters of our SUS.DIV book.

The SUS.DIV consortium

CIPCA and HRSC have recently joined the Network. CIPCA (presented in the previous SUS.DIV News) is a **new partner** researching on how intercultural and related factors affect sustainable rural development processes in Bolivia. Human Sciences Research Council (HSRC, South Africa) will collaborate with SUS.DIV as our third **external partner**. The Executive Committee chose HSRC on the basis of its profile and its research. HRSC offers specific expertise in the field of education and is located in a culturally diverse geographical spot. Its research may bring different approaches and perspectives into the SUS.DIV network, with the possibility to create synergies with our research. HSRC will indicatively work with prof. Gorter in research task 2: "Cultural diversity as an asset for human welfare and development".

One of our **partners left**: the Royal Swedish Academy of Sciences (R.S.A.). R.S.A. decided to leave the SUS.DIV network because of health problems of the team leaders. We wish them smooth recovery.

Due to the reorganisation of DG Research in early 2007, we have a **new EC Project Officer** at the Commission: Alessia Bursi (DG Research- Unit L4, Alessia.BURSI@ec.europa.eu).

SUS.DIV emanation

In September the **SUS.DIV network published an article in The Parliament Magazine**. This magazine is published twice a month and deals with the current European affairs. This publication allowed for dissemination of SUS.DIV activities as it is distributed to all MEP's and senior members of the European Commission, ministries of all EU member countries and major European institutions throughout Europe. The entire article can be downloaded on the site of The Parliament Magazine: www.theparliament.com (September 10th edition).

The **SUS.DIV network was presented at the Conference** "Citizenship and Cultural Identities in the EU: Old Questions, New Answers" (18th and 19th of October 2007) organized in Istanbul as an event of the EU FP6 Project titled "Enlarging the SSH Research Agenda (ESSHRA)". Tüzin Baycan Levent introduced the general framework of the SUS.DIV project and talked about our research findings. The similarities between the projects presented during the conference (some with focus on gender issues and young generation immigrants, others addressed citizenship) were emphasized.

This conference might thus lead to new opportunities to enlarge our network and our research.

For further information please visit the ESSHRA Project website <http://www.esshra.tubitak.gov.tr> or contact Tüzin Baycan Levent.



SOUL.DIV

Following our lively discussion in Athens in the SOUL.DIV workshop and after examining the contributions from all of us, the main conclusions of the gathering were the following:

- Gratifications: Our multidisciplinary, multicultural SUS.DIV network has allowed us to exchange valuable information in terms research findings (new methods, fresh reflections, different perspectives) and personal contacts (diversity of scholars and places).
- Challenges: The main challenge we experienced is the interdisciplinary dialogue and as such the link of our research to a not yet well-depicted common SUS.DIV identity.
- Actions to be taken: All partners agreed on increasing the face-to-face meetings as the best way to tackle the existing challenges.

Partners in the picture

National and Kapodistrian University of Athens (NKUA-SARG)

An article on "Migration from different points of view: sacrifice, threat or opportunity" written by Prof. Lena Tspouri will be published in early December 2007 in one of the most widely circulated Greek newspapers "TO VIMA". The electronic address of the edition is <http://www.vimaideon.gr/>. The article of Prof. Tspouri addresses migration and diversity and the main arguments. In line with SUS.DIV agenda, it refers to the changing patterns of migration and evidence on the role of migrants for both their country of origin and the host country.

The leading thread of the article is that migration mutates from a standard South to North flow into a much broader and complex phenomenon. Although there is no generalised answer to questions referring to the economic and social impact of migration, there is strong evidence that migration affects positively the income of migrants, as well as the national economy of the country of origin. The impact of migration in the host countries - although more complex - appears rather positive in the majority of studies. There is limited crowding out, if any. Plus, contemporary research suggests that migration and the associated diversity are positive elements for any society. Research results indicate positive correlation between diversity, specialization in new technologies and productivity growth

But despite recent research evidence, the problems related to migration prevail. The governments are called to address them, since the market cannot do it. In the light of all the changes in migration size and "quality", the governments should re-adapt their migration policies to see migration as an opportunity rather than as a threat. If this succeeds migration may become the strongest link among economies, societies and culture.





Umea University (UMU)

Located far to the north, Umea University (UMU) is one of the six big universities in Sweden. Since its inauguration in 1965, UMU has become an important regional, national and international factor. As a part of Umea University the Umea School of Business (USB) has also emerged as one of the leading business schools in Scandinavia (EQUIS-accredited by European Foundation for Management Development), to which students and faculty flow from all over Sweden, as well as from many other countries, to pursue their studies and research. The university and especially the business school inspire and support lecturers, researchers and students to turn their business ideas into reality. The SUSDIV team at UMU located at USBE.

The team is involved in the research of task group 1 (RT1), Cultural diversity: Mapping dynamic processes. As described in the research project, RT1 “approaches cultural diversity as a dynamic and relational social process embedded in specific contexts. This task intends to contribute to a non-essentialised understanding of diversity through its contextualization. Particular attention is paid to the relationship between diversity and the power relations in which it is embedded (from a synchronic as well as a diachronic perspective)”. The UMU team has contributed to the RT1 research since the beginning of SUSDIV. A team member has also participated in the first two EURODIV conferences. The UMU team is also the first to take advantage of SUS.DIV exchange training programme with one of SUS.DIV external partners: University of Illinois at Chicago, the Collage of Urban Planning and public Policy Affairs (CUPPA). In that sense, UMU can be said to actively contributing to the SUS.DIV goals..

Did you know?

- **Seminar and summer course.** The board of the Summer Courses of the University of the Basque Country has formally accepted to organize a SUS.DIV seminar and summer course on sustainable diversity. The SUS.DIV executive committee agreed to make budget available for training grants for a maximum of 15 PhD-students and post-docs to attend the seminar and course. Another formal announcement to the whole SUSDIV network will follow, but if you already have PhD-students or post-docs that would like to attend, they can contact Durk Gorter: dgorter@fa.knaw.nl
- **International Seminar on Identity and Diversity.** Research Task 4 on “Cultural distance, organisations and governance in a glocal context” (Arie de Ruijter) is organising an international seminar on Identity and Diversity on the 21st and 22nd of February 2008 in Tilburg. Research Task 1 “Cultural diversity: Mapping dynamic processes” (Maddy Janssens) is joining, as well. If you are interested in joining this initiative, please contact p.zanoni@uvt.nl or H.G.Siebers@uvt.nl. Check call for papers on SUS.DIV website.
- **Critical Management Studies Dissertation Award.** Patrizia Zanoni from the University of Tilburg has won the 2007 Critical Management Studies Dissertation Award at the Annual Academy of Management Meeting. Title of her dissertation: ‘Beyond demography: Essays of diversity in organizations.’ Advisor: Prof. Maddy Janssens, Katholieke Universiteit Leuven.



- **Diversity rethought: Unpacking diversity and diversity management.** Patrizia Zanoni, University of Tilburg, and Maddy Janssens, Katholieke Universiteit Leuven are guest-editors of a Special Issue on “Diversity rethought: Unpacking diversity and diversity management” for the journal Organization. Please contact Patrizia Zanoni for the call for papers Patrizia.Zanoni@econ.kuleuven.be. Deadline of submission is June 2008.
- **Joint seminars and workshops.** The executive committee intends to allocate a budget of 5.000 EUR on average for the organisation of joint seminars or workshops with at least 3 SUS.DIV partners and in collaboration with other (non-SUS.DIV) academic scholars and/or policy makers. We are currently waiting for formal approval by our Project Officer. For further information please contact: valeria.papponetti@feem.it or maddy.Janssens@econ.kuleuven.be

Agenda

- **International Conference on “The Future of European Policy towards multilingualism and language learning”**
21-23 November 2007, Leeuwarden, The Netherlands [<http://www.mercator-research.eu/>]
- **Cultural Diversity Forum.**
If you interested in proposing a topic for the fourth E-Conference, please send an e-mail to elena.lanza@feem.it providing a short description of your topic (max. length: 500 words).
- **European conference “Managing Diversity: European Destiny and Hope”**
14-17 May 2008, Ljubljana, Slovenia. [<http://www.euram2008.org>]
- **Other?**
Please let us know your agenda for you to attract more participants.

