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# Call for papers

## Special issue:

Diversity, Equity, Inclusion  
and Belonging (DEIB)

### Guest Editors for Special Issue (2025):

- Dr. Veena Vohra, Professor – HR and Behavioural Sciences, NMIMS University, Mumbai, Maharashtra, India.
- Dr. Rupashree Baral, Professor (HR & OB), Department of Management Studies IIT Madras, Chennai, Tamil Nadu, India.

### Call for papers

Business Perspective Research is pleased to announce a special issue focused on **Diversity, Equity, Inclusion and Belonging (DEIB)**. DEIB offers a platform for critical and rigorous exploration of equal opportunities concerns including gender, age, class, caste, ethnicity, disability, neurodiversity, sexual orientation, religion, culture as well as other nascent forms of inequalities in the context of society and organisations. More research and discussion are needed to expand the understanding on diversity and diversity management to include stronger theorisation, methodological rigour, broader geographical expansion and improved practical implications. Along with Diversity, Equity and Inclusion, research on Belonging has developed over the years with contributions from a variety of discipline and perspectives, leading to diverse assessment methods. There is a need for integrating the existing literature, developing robust assessment measures and evaluating the gaps between the research and practice of belonging.

With the above background, the proposed special issue aims to offer a range of ideological, theoretical and practical perspectives on DEIB such as what diversity, equity, inclusion, and belonging means to different stakeholders, how it is seen, perceived,

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experienced and practiced and how it creates impact at different levels. The special issue will focus on conceptual and theoretical ideas, case studies, research issues initiatives and strategies and practices of corporates, educational institutions towards DEIB. We would like to explore questions about what is distinctive about current discourses and practices of DEIB especially in the Indian context, how different or similar they are to the Western discourses of diversity management, and their possible implications for governments, organizations and individuals.

Research Papers are invited from academicians and Case Studies from practitioners who do work in the area of DEIB, including but not limited to the areas of gender, age, disability, neuro diversity, religion, ethnicity ('race'), sexualities, LGBTQA++, intersectionality and from a range of organisational, geographical and cultural contexts. We invite papers that deal with these issues from different country perspectives and from a comparative perspective too. Papers could include (the list is not exhaustive though) reflections on:

- Legal and institutional aspects with regards to DEIB: governance, country specific differences in affirmative actions, statutes, and laws.
- Organisational approaches/initiatives: DEIB policies/initiatives/practices/cases/measures, diversity training and their effectiveness etc., impact of DEIB philosophies, culture and practices and their influence on several individuals/groups, and their coping mechanisms.
- Multilevel perspectives: Highlighting multilevel perspectives on DEIB management, which consider the complexities presented by ethnicity, religion, gender and other dimension of individual identity, and their continuous interplay with various macro-societal and organizational level variables.
- Indigenous (context-specific) research: Critical examination of local and national context in understanding and managing diversity such as issues of migrants.

We are particularly interested in papers, either conceptual, literature reviews or empirical, that offer fresh and novel contributions to the existing 'mainstream' literature and its underlying assumptions of DEIB management. We would encourage contributions to the above or to further issues that can be usefully raised in examining DEIB discourses in India. We also seek papers that break new ground and outline new directions for interdisciplinary conversation and diversity research.

This call is open and competitive, and the submitted papers will be blind peer reviewed. Submission will be taken to imply that a paper contains original work that has not previously been published and is not under consideration for publication elsewhere. Authors should follow the journal's regular guidelines, as published in every issue of the journal. Papers should be no longer than 6000 - 8000 words.

**Call for papers released- April 1, 2023**

**Submission of papers- December 31, 2023**

**Editorial decision- June 1, 2024**

For further information about the journal, and link to author guidelines and submission, please visit the BPR web pages via: <https://journals.sagepub.com/author-instructions/BPR>

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