



Early Career Researcher Conference

April 28, 2020
Carleton University, Ottawa

carleton.ca/criw/2020researchforum



About the Early Career Researcher Conference

The Early Career Researcher Conference is a multidisciplinary conference hosted by the Centre for Research on Inclusion at Work (CRIW). Emerging scholars exploring inclusion issues at work among traditionally underrepresented populations get together to present their research and exchange ideas. The conference is geared towards graduate students, postdoctoral scholars, and faculty early in their careers or new to research on equity, diversity and inclusion.

The Early Career Researcher Conference is part of CRIW's Inclusion at Work Research Forum, which brings together scholars and practitioners for a day of dialogue. The first part of the day is devoted to the Early Career Researcher Conference. The evening is focused on research and practice conversations, where scholars and practitioners are invited for exchange of ideas, dinner and networking activities.

For more info and to register, visit carleton.ca/criw/2020researchforum

Sponsored by:



RBC Foundation

Conference Program (preliminary)

Registration and Opening Remarks
9:30 AM – 10:00 AM

Session 1: Immigrant Integration
10:00 AM – 11:10 AM

Moderator:

Luciara Nardon, Associate Professor of International Business, Sprott School of Business, Carleton University

Presentations:

From within and from without: Exploring how regional contexts influence barriers to socialization and belonging in organizations, Alice Chan, Executive Director and Co-founder, The Centre for Civic Religious Literacy; Willow Anderson, Principal Consultant, Mind the Gap Consulting

Better understanding newcomers' experience through the lens of Self-determination Theory: The case of eight Mexican workers arriving in Quebec, Anais Thibault Landry, Postdoctoral Fellow at John Molson School of Business, Concordia University

Newcomer Integration and Inclusion in the Workplace: Perspectives and Experiences, Vivi Zhang, Ph.D. student, Sprott School of Business, Carleton University

Session 2: Diversity at Work
11:20 am – 12:35 pm

Moderator:

Merridee Bujaki, Professor of Accounting, Sprott School of Business, Carleton University

Presentations:

Who is speaking up? Comparing workplace sexual misconduct reporting rates between marginalized and privileged social groups, Chelsie Smith, Ph.D. candidate, Sprott School of Business, Carleton University

"You can be out, just don't be too out": Safety for LGBTQI2S Seniors and Workers in the Public Services, Christine Streeter, Ph.D. student, School of Social Work, Carleton University

Urban renewal and sex work: A case study on the quartier des spectacles, Rhianna Fiolka, M.U.P student, School of Urban Planning, McGill University

Influencing Referrer Behavior and Investigating Its Implications for Diversity: A Field Experiment, Sumeet Duggal, PhD Candidate, Desautels Faculty of Management, McGill University

Lunch and Keynote Address
12:35 pm – 2:00 pm

Speaker:

Amanda Hodgson, ACT to Employ and Student Employment Programs Coordinator, Career Services, Carleton University, ***Supporting Carleton Students' Career Development Through Experiential Learning at Work***

Session 3: Diversity and Education
2:00 pm – 3:10 pm

Moderator:

Aliya Kuzhabekova, Postdoctoral Fellow, the Centre for Research on Inclusion at Work (CRIW), Sprott School of Business, Carleton University

Presentations:

Gendered by Design: The Socialization of Women in Engineering School, Katarina Lauch, Ph.D. candidate, Sprott School of Business, Carleton University

Thematic Inquiry on Diversity and Equity within Teacher Preparation Programs: Preliminary Findings Reflecting the Changing Needs of Current Society, Enoch Leung, Ph.D. Candidate, Department of Educational and Counselling Psychology, McGill University

Meeting the Needs of NEET Youth: Pathways to Positive Employment Outcomes, Lorraine Godden, Instructor, Faculty of Public Affairs, Carleton University

Session 4: Round Table on Immigrant Issues
3:20 pm – 4:30 pm

Moderator:

Luciara Nardon, Associate Professor of International Business, Sprott School of Business, Carleton University

Presentations:

Immigrant entrepreneurship: Factors affecting Bangladeshi Immigrants' business performance in Canada, Tasnuva Chaudhury, Ph.D. candidate, Sprott School of Business, Carleton University

Epistemic Injustices Women Face When Navigating the Canadian Refugee Immigration System, Monica Noble, Masters of Bioethics, Faculty of Experimental Medicine, McGill University

The Role of Cultural and Social Capital in Immigrant Career Trajectories, Magdalene Cooman, Director of Employer Engagement, World Skills Employment Center, Ottawa

Discovering Inequities in Historical Narrative: A Discourse Analysis of the Representation of First Nations Canadians in “Discover Canada: A Study Guide for Citizenship,” Narjes Hashemi, Ph.D. student, Department of Integrated Studies in Education, McGill University; Nikasha Tangirala, Ph.D. student, Department of Integrated Studies in Education, McGill University

About the Centre for Research on Inclusion at Work (CRIW)

The Centre for Research on Inclusion at Work (CRIW) is a research centre at the [Sprott School of Business, Carleton University](#), focused on conducting and sharing research that advances diversity, equity and inclusion at work. By making research findings available to the public and connecting academia with the broader community, CRIW aims to advance knowledge and drive change towards more inclusive workplaces that welcome and support greater participation of all peoples. For more information, visit carleton.ca/criw