



2021 Early Career Researcher Conference

April 28, 2021
Virtual Conference
Carleton University, Ottawa

carleton.ca/criw/cu-events/2021-early-career-researcher-conference



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). Scholars exploring equity issues at work among traditionally underrepresented populations 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.

This year's conference is hosted virtually.

For more information and to register, visit:

carleton.ca/criw/cu-events/2021-early-career-researcher-conference

Sponsored by:



RBC Foundation

Conference Overview

Welcome & Opening Remarks
8:30 AM – 9:00 AM

Morning Sessions
9:00 AM – 11:45 AM

Break
11:45 AM – 1:00 PM

Afternoon Sessions
1:00 PM – 3:45 PM

Closing Remarks
3:45 PM – 4:00 PM

Opening Remarks



Michael F. Charles
Assistant Vice-President & University Advisor on
Equity and Inclusive Communities (EIC),
Department of Equity and Inclusive Communities,
Carleton University

Event Moderators

Merridee Bujaki, Ph. D., Co-Director, CRIW & Professor of Accounting, Sprott School of Business, Carleton University

Andrew Webb, Ph.D., Co-Director, CRIW & Assistant Professor of International Business, Sprott School of Business, Carleton 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

Conference Program – Morning Sessions

Welcome & Opening Remarks
8:30 AM – 9:00 AM

Session 1
9:00 AM – 10:30 AM

Mental Health	Skills Programs to Support Inclusion
Room A	Room B
<p><i>Who is speaking up? Comparing workplace sexual misconduct reporting rates between marginalized and privileged social groups</i></p> <p><i>Collective action and childhood sexual abuse: Autoethnography of a strike</i></p> <p><i>Epistemic injustices refugees with mental disorders face when navigating the Canadian immigration system</i></p>	<p><i>FUSION at Carleton: A story of fostering inclusion and skills development for all</i></p> <p><i>Meeting the needs of NEET Youth: Pathways to positive employment outcomes</i></p> <p><i>A digital literacy skills training intervention for foodservice workers disadvantaged by the COVID-19 pandemic</i></p>

Break
10:30 AM – 10:45 AM

Session 2
10:45 AM – 11:45 AM

Women in Male-dominated Fields	Bridging the Belonging Gap
Room A	Room B
<p><i>Gendered by design: the socialization of women in Engineering School</i></p> <p><i>Working apart together: Gender differences in perceptions of gender equity at work</i></p>	<p><i>From within and from without: Exploring how regional contexts influence barriers to socialization and belonging in organizations</i></p> <p><i>Multiculturals as cultural brokers: bridging cultural holes in multicultural teams</i></p>

Break
11:45 AM – 1:00 PM

Conference Program – Afternoon Sessions

Session 3

1:00 PM – 2:30 PM

Immigrant Workplace Integration	Getting to Work: Work Access
Room A	Room B
<p><i>Mentoring globally mobile individuals: A literature review</i></p> <p><i>The role of social capital and online social support in workforce integration of immigrant women during COVID-19</i></p> <p><i>Supporting super-skilled newcomer women work integration</i></p>	<p><i>Immigrant entrepreneurship: Factors affecting Bangladeshi immigrants' business performance in Canada</i></p> <p><i>Rethinking urban space and sex work</i></p> <p><i>Influencing referrer behavior and investigating its implications for diversity: A field experiment</i></p>

Break

2:30 PM – 2:45 PM

Session 4

2:45 PM – 3:45 PM

Identifying as an 'Outsider'	The Words We Use
Room A	Room B
<p><i>"You can be out, just don't be too out": Safety for LGBTQI2S seniors and workers in the public services</i></p> <p><i>Racialized workers in white spaces: exploring the experiences of racialized care workers in rural and small town Canadian long-term care residential facilities</i></p>	<p><i>Interviews for social impact: designing interview questions that make a difference</i></p> <p><i>Discovering inequities in historical narrative: A discourse analysis of the representation of First Nations Canadians in "Discover Canada: a study guide for citizenship"</i></p>

Closing Remarks

3:45 PM – 4:00 PM

Presentations and Research Teams

Skills Programs to Support Inclusion

FUSION at Carleton: A story of fostering inclusion and skills development for all, David Hornsby, Ph.D., Professor of International Affairs, Norman Paterson School of International Affairs & Associate Vice-President (Teaching and Learning), Carleton University; Ranilce Guimaraes-Iosif, Ph.D., FUSION Project Officer, Carleton University; Lorraine Godden, Ph.D., Instructor II of Career Development and Employability, Arthur Kroeger College of Public Affairs, Carleton University; Andrea Gorra, Ph.D., Educational Development Facilitator, Carleton University; Morgan Jones, FUSION Research Facilitator & Undergraduate Student, Communication and Media Studies, Carleton University

Meeting the needs of NEET Youth: Pathways to positive employment outcomes, Lorraine Godden, Ph.D., Instructor II Career Development and Employability, Arthur Kroeger College of Public Affairs, Carleton University; Benjamin Kutsyuruba, Ph.D., Associate Professor of Educational Policy and Leadership, and School Law, Faculty of Education, Queen's University; Christopher DeLuca, Ph.D., Associate Dean in the School of Graduate Studies & Associate Professor of Educational Assessment, Faculty of Education, Queen's University; Alana Butler, Ph.D., Coordinator of Equity, Diversity & Inclusion & Assistant Professor of At-Risk Learners & Student Success, Faculty of Education, Queen's University; Alicia Hussain, Ph.D., Education Researcher & Program Evaluator, Queen's University; Sandy Youmans, Ph.D., Adjunct Professor, Faculty of Education, Queen's University

A digital literacy skills training intervention for foodservice workers disadvantaged by the COVID-19 pandemic, Emily Jones Joannis, Ph.D. Student, Sprott School of Business, Carleton University

Women in Male-dominated Fields

Gendered by design: the socialization of women in Engineering School, Katarina Lauch, Ph.D. Student, Sprott School of Business, Carleton University

Working apart together: Gender differences in perceptions of gender equity at work, Sean Campeau, Ph.D. Candidate Sprott School of Business, Carleton University; Andre Lanctot, Ph.D., Post Doctoral Fellow, Sprott School of Business, Carleton University; Linda Duxbury, Ph.D., Chancellor's Professor of Management, Sprott School of Business, Carleton University

The Words We Use

Interviews for social impact: designing interview questions that make a difference, Katlin Aarma, M.Sc. Student, Sprott School of Business, Carleton University; Luciara Nardon, Ph.D. Associate Professor of International Business, Sprott School of Business, Carleton University; Amrita Hari, Ph.D., Associate Professor of Gender Studies, The Pauline Jewett Institute of Women's and Gender Studies, Carleton University

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

Identifying as an 'Outsider'

"You can be out, just don't be too out": Safety for LGBTQI2S seniors and workers in the public services, Christine Streeeter, Ph.D. Student, School of Social Work, Carleton University

Racialized workers in white spaces: exploring the experiences of racialized care workers in rural and small town Canadian long-term care residential facilities, Prince Owusu, Ph.D. Candidate, School of Social Work, Carleton University

Immigrant Workplace Integration

Mentoring globally mobile individuals: A literature review, Vivi Zhang, Ph.D. Candidate, Sprott School of Business, Carleton University; Luciara Nardon, Ph.D., Associate Professor of International Business, Sprott School of Business, Carleton University

The role of social capital and online social support in workforce integration of immigrant women during COVID-19, Liam Hoselton, M.Sc. Student, Sprott School of Business, Carleton University; Luciara Nardon, Ph.D., Associate Professor of International Business, Sprott School of Business, Carleton University; and Daniel Gulanowski, Ph.D., Assistant Professor of International Business, Sprott School of Business, Carleton University

Supporting super-skilled newcomer women work integration, Dunja Palic, M.Sc. Student, Sprott School of Business, Carleton University; Luciara Nardon, Ph.D. Associate Professor of International Business, Sprott School of Business, Carleton University; Amrita Hari, Ph.D., Associate Professor of Gender Studies, The Pauline Jewett Institute of Women's and Gender Studies, Carleton University

Bridging the Belonging Gap

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

Multiculturals as cultural brokers: Bridging cultural holes in multicultural teams, Katie Vanderby, M.Sc. Student, Sprott School of Business, Carleton University; Katlin Aarma, M.Sc. Student, Sprott School of Business, Carleton University

Mental Health

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

Collective action and childhood sexual abuse: Autoethnography of a strike, Noreen Anne Cauley, Ph.D. Student, Department of Geography and Environmental Studies, Carleton University

Epistemic injustices refugees with mental disorders face when navigating the Canadian immigration system, Monika Noble, M.Sc. Student, McGill University, Faculty of Experimental Medicine

Getting to Work: Work Access

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

Rethinking urban space and sex work, Rhianne 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, Ph.D. Candidate, Desautels Faculty of Management, McGill University