**Stream Description: "Breaking Barriers, Fostering Equality"**

**Stream Organizer: Dr. Jennifer Bishop**

Welcome to the academic workstream, "Breaking Barriers, Fostering Equality," meticulously organized by Dr. Jennifer Bishop. This innovative and vital stream serves as a vibrant forum dedicated to unraveling the intricate tapestry of gender equality, specifically honing in on inclusivity across genders and identities. As we navigate a world where traditional gender binaries persist, the imperative for comprehensive equality becomes increasingly apparent. The stream seeks to explore and address this challenge through the lens of Double Standards Theory, offering a powerful tool for understanding and dismantling systemic barriers and challenges faced by individuals with lower status globally.

**Stream Focus:**

* **Inclusivity Across Genders and Identities:** This stream encourages contributors to explore and share insights on promoting inclusivity beyond the confines of traditional gender binaries. We aspire to embrace and celebrate diverse identities while cultivating a comprehensive understanding of equality that goes beyond conventional norms.
* **Double Standards Theory:** Engage deeply with the powerful lens of Double Standards Theory, originally articulated by Foschi (1989, 2000). We invite researchers to investigate its application in understanding and dismantling systemic challenges related to gender and status characteristics, such as race. This theoretical framework, rooted in Expectation States Theory, delves into the intricate dynamics of how individuals attribute performance to ability.
* **Global Dynamics of Standards:** Delve into the multifaceted landscape of standards that shape competence assessment on a global scale. Explore how individuals, regardless of their geographical location, face heightened scrutiny based on lower status, be it due to gender or race. This exploration aims to uncover the nuanced ways in which prevailing expectations are rooted in the global status hierarchy.

**Potential Topics to Explore (but not limited to):**

1. *Breaking Barriers in Organizations:* Researchers are encouraged to investigate strategies for systematically breaking down barriers that constrain women’s participation and effectiveness in organizational settings. This could include examining prevailing structures, policies, and practices.
2. *Gender Equity in the Workplace:* Contributors are invited to examine various approaches that organizations have undertaken to ensure gender equity. This encompasses studying supply-side or pipeline initiatives and assessing their effectiveness in closing gender gaps in occupational participation, advancement, compensation, and retention.
3. *Underrepresentation in Leadership:* Delve into the persistent challenges of underrepresentation of women in leadership roles, both within the United States and globally. Explore the complexities, obstacles, and propose innovative solutions to address this issue.
4. *Global Efforts for Inclusive Leadership:* Discuss and analyze international concerns regarding the inadequate representation of women in leadership roles. Emphasize collaborative commitments and efforts to promote gender equality across borders, highlighting successful case studies and strategies.
5. *Cultural and Societal Biases:* Explore the impact of cultural and societal biases on individuals globally. Examine how these biases perpetuate challenges and propose effective strategies to mitigate the burden of proving competence, particularly for marginalized groups.
6. *Double Standards in Evaluation:* Investigate the pervasive gender-based double standards in evaluation processes. Consider contexts where men or women are perceived as superior in a given task and explore the implications of such standards on performance assessments.

**Invitation to Contributors:**

We wholeheartedly invite scholars, researchers, and practitioners to submit their work under the umbrella of "Breaking Barriers, Fostering Equality." This stream seeks contributions that offer valuable insights, innovative approaches, and solutions to the complex challenges faced by lower-status individuals globally. The objective is to foster a collaborative and interdisciplinary dialogue that transcends borders, leading to a more equitable and inclusive world.

**Submission Guidelines:** Interested contributors are encouraged to submit research papers, case studies, and theoretical perspectives that align with the overarching theme of "Breaking Barriers, Fostering Equality." Submissions may address one or more of the key topics outlined above. We welcome interdisciplinary approaches, empirical studies, and innovative solutions aimed at promoting inclusivity on a global scale.

**Call to Action:** Join us in this critical discourse to contribute to a paradigm shift—a united commitment to breaking barriers and fostering equality on a global scale. Together, let's explore actionable insights, share research findings, and foster collaboration that transcends borders. This stream aims to be a catalyst for positive change in the pursuit of a more equitable and inclusive world.

**Contact Information:** For inquiries and submissions, please contact Dr. Jennifer Bishop at [jrbishopphd@gmail.com](mailto:jrbishopphd@gmail.com)

**Join us in Breaking Barriers and Fostering Equality on a Global Scale! Your contribution can make a meaningful impact.**