

**INTERNATIONAL CONFERENCE ON  
DIVERSITY, EQUITY AND INCLUSION:  
CREATING VALUE-BASED SUSTAINABLE ORGANIZATIONS**

February 19-21, 2024

**Venue : School of Management Studies, University of Hyderabad.**



**Organized by**



**In collaboration with**



**EDWARDS**  
SCHOOL OF BUSINESS  
UNIVERSITY OF SASKATCHEWAN

School  
of Management  
Studies



Department  
of Management  
Studies



# About the Conference

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After the success of the International Conference on “ Creating Inclusive Organizations : Spirituality, Innovation and Sustainability” during June 07-08, 2019 organized by Academy of Value Based Management ( A Unit of ISOL Foundation) at Said Business School, University of Oxford, we now announce the International Conference on “ DIVERSITY, EQUITY AND INCLUSION : CREATING VALUE-BASED SUSTAINABLE ORGANIZATIONS” in collaboration with the Edwards Business School, University of Saskatchewan, Canada, School of Management Studies, University of Hyderabad and Department of Management Studies, University of Pondicherry - hosted by School of Management Studies, University of Hyderabad.

The benefits of high integrity and high-responsibility organizations are well established conscience mechanisms that emphasize on fair practices which are manifested in responsible decision making and enlightened corporate citizenship behaviour. Spirituality can play a major creative role in the deliberation of economic decisions and actions. Only non-materialistic value orientation can produce real material wellbeing for people.

People (employees and investors) are the strength of the organisations and the leader who integrates this understanding creates an environment where people can use their full potential, feel appreciated and grow in the process. Organisations need to promote diversity, equity and inclusion to create happy and harmonious workplaces. Such a nurturing and liberating environment will trigger social energy and increase engagement of employees, which is not only a sufficient condition but the precondition for creating sustainable organizations.

## Focus of the Conference

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The three day International Conference will discuss creating sustainable organisations through putting diversity, equity and inclusion into practice. It also provides a forum to discuss strategies that can influence companies and policy makers for implementing initiatives focusing on diversity, equity and inclusion (DEI).

## About Academy of Value-Based Management

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Academy of Value Based Management (<http://academy.isol.asia/>) , an applied wing of ISOL Foundation and ISOL Global Foundation ([www.isol.asia](http://www.isol.asia)), attempts to reignite the union of scientific research methodology of modern as well as ancient wisdom traditions. Academy explores sustainability through spirituality.

Integrating Spirituality and Organizational Leadership Foundation as the core body instituted Vedic Foundations of Indian Management and Academy of Value Based Management thus creating avenues for the scholars from different parts of India and the world to converge and create a systematic approach in the respective areas.

## About Edwards School of Business

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Over 100 years ago, the University of Saskatchewan gave out the first undergraduate accounting degree, making Edwards one of Canada’s oldest business schools. Its strong reputation has earned the school the designation as the first CPA Accredited post-secondary institution in western Canada.

Edwards offers a robust Bachelor of Commerce program with six majors, study abroad options, and a cooperative education program. At the graduate level, we offer a variety of Master’s programs in Accounting, Business Administration, Finance, and Marketing. Edwards’ students learn by doing - the Dembroski Student Managed Portfolio Trust (now valued at over \$2 million) provides an excellent opportunity for students to participate in equity markets in real time with real money. Its international accreditation places Edwards among the top five per cent of business schools worldwide.



# About University of Hyderabad

The University of Hyderabad (UH), a premier institution of post-graduate teaching and research in the country, was established by an Act of Parliament (Act No. 39 of 1974) on 2nd October, 1974 as a Central University, wholly financed by the University Grants Commission.

There are 12 schools and more than 40 departments and centres established in various disciplines and courses. The Institution of Eminence (IoE) status, accorded to the University of Hyderabad (UoH) in September 2019, is a recognition of UoH's standing, ability and potential to move into the league of the world's best institutions. According to QS 2023 Rankings, UoH stands among the top 751-800 in the World, 35 in Southern Asia, 36 among BRICS Nations and among top 150 under the age of 50. It is also ranked 10 among Universities in India by NIRF.

## About School of Management Studies

The School of Management Studies, sanctioned by the UGC, commenced functioning from May, 1999. It promotes faculty and doctoral research, consultancy, training, and outreach activities in various manufacturing, corporate, infrastructural, services and developmental sectors.

The broad Vision of the School is to continually strive to become a Centre of Distinctive Excellence in management teaching, research, consultancy, training and outreach activities in multi-disciplinary, multi-sectoral and developmental perspectives.



# About Pondicherry University

Pondicherry University holds a special place in the Indian University System. It was created to meet the demands of the local community, and ever since its inception in 1985, it has shown a tremendous commitment to innovation and to serving the needs of the nation. The University takes great pride in having established strong, industry-focused teaching programmes and cutting-edge research.

Pondicherry University was accredited with "A" Grade by NAAC and was the first in the country to implement "Choice-Based Credit System" (CBCS). The University has 15 Schools, 38 Departments, 11 Centres offering courses in various disciplines.

## About Department of Management Studies

The Department of Management Studies (DMS) has a unique position in the University by establishing the first MBA programme in 1986. For the past 36 years, it has been catering to the needs of management education and research besides providing consulting and training to corporate and government organizations through outreach programmes. DMS has been consistently ranked among India's Top B-Schools by reputed magazines and other ranking organizations.



Department of Management Studies

# Thematic Sessions

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## 1. Diversity, Equity and Inclusion: A Human Consciousness Approach

The session will focus on diversity, inclusion and equity from a humanitarian perspective drawing insights from scriptures as well as experiences from the corporate world. The deliberations will also focus on love and truth as a new wave in Organizational Development for creating inclusive and sustainable organizations. The session will discuss the role of DEI for enhancing happiness and well being at the workplace.

The broad themes for the paper may include :

1. Diversity, Equity and Inclusion: A Human Consciousness Approach
2. Integrating Spirituality and Organisational Leadership
3. Happiness, Virtues, Well-being and Flourishing Organizations
4. Human Values and Ethics: Insights from Scriptures
5. Collective Pride and Harmony in the Workplace
6. Love and Truth: New Wave in Organizational Development

## 2. Diversity, Equity and Inclusion: Sustainable Business Practices

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The focus of the session will be to share and discuss sustainable business practices through promoting diversity, equity and inclusion.

The broad themes for the paper may include :

1. Sustainability - Leadership
2. Innovative Business Models and SDGs
3. Sustainable Reporting
4. Responsible Business Conduct
5. Consciousness, Sustainability, and Natural Law

## 3. Diversity, Equity and Inclusion for Corporate Social Justice

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The session will focus on having cases and reflections on social justice at the workplace to understand the implementation of diversity, equity and inclusion in spirit and letters in the prevailing organizational culture.

- Panel Discussion on Corporate Social Justice
- Corporate Case Presentations on Sustainable Business Practices
- Doctoral Student Presentations

## 4. Promoting Care Democracy in Workplaces During Post-Covid Times

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Care democracy at the workplace focuses on the real values and ideas of employees to meet their needs, their families, their children, elderly parents and challenged family members. The new global scenario because of Covid-19 has put challenges before leaders. The pandemic taught us the importance of care of the employee in the organization as well as in the family.

The broad themes for the paper may include :

1. Workplace Democracy vs Care Democracy
2. Humanity Deficit at Workplace: The Unheard Voice
3. Gender, Care and Responsibility
4. Transition from Consumerism to Care and Inclusiveness for Sustainability
5. Role of Employer/Leader in promoting Care Democracy

## 5. Indigenous Management Models for Creating Sustainable and Inclusive Organisations

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This session will focus on indigenous management models from different scriptures for creating sustainable and inclusive organizations.

- Experience Sharing
- Case study presentation

### Who can participate?

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- Academicians
- Research Scholars
- Entrepreneurs & Business Leaders
- Representatives from Civil Society and Business Associations
- Other interested individuals

### Abstract Submission Guidelines

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- Abstract Topic - abstracts must be allocated to a specific Theme, Topic and Sub-Topic.
- Use Times New Roman 12-point font, double spaced. References may be single spaced.
- Abstract title - limited to 20 words in UPPER CASE
- Abstract text - limited to 200 words

Presenting author's contact details (should be the same details as the submitting author so that the presenting author receives the correspondence about the abstract) - Email address

### Paper Submission Guidelines

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#### Submission Rules for Papers:

Please follow these guidelines to ensure your paper is reviewed. Papers that are not prepared according to the formatting instructions given below will NOT be reviewed.

- Each paper can be submitted to only ONE thematic session.
- Submitted papers must NOT have been previously presented, scheduled for presentation, published, or accepted for publication by any other source (journal, publisher or any other organization).
- If a paper is under review at the time of submission, it must NOT appear in print before the Conference.
- NO changes in the paper title, abstract, authorship, nor submitted document can occur AFTER the submission deadline.

#### Formatting your Paper

- The maximum length of the submission is 20 pages (including title page and all figures, tables, appendices, and references.) - limited to 5,000 words
- Use Times New Roman 12-point font, double spaced. References may be single spaced.
- The entire paper submission (title page in title case, abstract (200 words), main text, figures, graphs, tables, references, etc.) must be in using the following formats: Microsoft Word(.doc, .docx)
- Number the pages in the document.
- Make sure that the file or document uploaded is virus-free before submitting.

Abstracts and Full papers may be sent to [isol.uoh2024@gmail.com](mailto:isol.uoh2024@gmail.com)

Participants must register prior to the registration deadline in order to present their papers.  
All authors must register.

**Opportunity for Publication in ABDC Journal**

# Timelines

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Abstract Submission (maximum 200 words) :

September 15, 2023

Notification of Acceptance :

October 15, 2023

Full Paper Submission (maximum 20 pages including everything) : December 15, 2023

# Registration Fee Details

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Corporate Delegates	
Indian	INR 8000
Foreign	USD 350

Academicsians	
Indian	INR 5000
Foreign	USD 250

Students/Scholars	
Indian	INR 3000
Foreign	USD 50

Registration Fee includes boarding and lodging for the duration of the conference and the conference kit. Please note that accommodation is limited, and participants are encouraged to register early.

# Mode of Payment

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State Bank of India, HUC Branch, Gachibowli, P.O. Central University, Hyderabad - 500046

Account Number - 40486881928

IFSC Code - SBIN0005916

MICR Number - 500002063

Account Type - SB (Code 10)

RTGS/ECS/NEFT enabled branch

# Register for the Conference

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<https://forms.gle/3RvuxcJv7chUuQyGA>

# ISOL Awards

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Applications or Nominations are invited for the following awards categories.

- ISOL Research Award on Diversity, Equity & Inclusion
- ISOL Corporate Award on Value-based Sustainable Organizations
- ISOL Award for Ethics in Business & Governance
- ISOL Award for Corporate Social Responsibility for Social Justice
- ISOL Award for Sustainable Development & Ecosystem Management
- ISOL Women Empowerment Award
- ISOL Community Program Award for Indigenous Knowledge, Culture & Heritage

Deadline for ISOL Award Applications/ Nominations: September 15, 2023

# Organizing Committee

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## Chief Patron:

**Professor B.J. Rao, Hon. Vice-Chancellor, University of Hyderabad**

## Patrons:

**Chairman, ISOL Foundation**

**Dean, School of Management Studies, University of Hyderabad**

**Dean, School of Management Studies, Pondicherry University**

## Conference Chair:

**Dr. Sunita Singh Sengupta, Founder, ISOL Foundation & Professor, FMS, University of Delhi.**

**E-mail: [sunita.isolfoundation@gmail.com](mailto:sunita.isolfoundation@gmail.com), [sunita.singhsengupta@gmail.com](mailto:sunita.singhsengupta@gmail.com)**

## Conference Conveners:

- **Dr. Suresh Kalagnanam, Associate Professor, Edwards School of Business, University of Saskatchewan**
- **Dr. P. Jyothi, Professor, School of Management Studies, University of Hyderabad**
- **Dr. B. Charumathi, Professor & Head, Department of Management Studies, Pondicherry University**

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**Email : [isol.uoh2024@gmail.com](mailto:isol.uoh2024@gmail.com)**

# Post Conference Attractions

## Statue of Equality

The Statue of Equality, also referred to as the Ramanuja statue, is a statue of the 11th-century Vaishnavite Ramanuja and is the second tallest sitting statue in the world.



## Chowmahalla Palace

It is the palace of the Nizams of Hyderabad State in Hyderabad, Telangana, India. It was the seat of the Asaf Jahi dynasty and was the official residence of the Nizams of Hyderabad while they ruled the state.



## Jagannath Temple

It is a modern temple built by the Odia community of the city of Hyderabad dedicated to the Hindu God Vishnu. The temple is made of sandstone bought from the state of Odisha to replicate the original Jagannath Temple of Puri (Odisha) in context of design.



## Ramoji Film City

Spread over 1,666 acres (674 ha), it is the largest film studio complex in the world and as such has been certified by the Guinness World Records.



## Shilparamam

An arts and crafts village located in Madhapur, Hyderabad, Telangana, India. The village was conceived with an idea to create an environment for the preservation of traditional crafts. The village promotes and preserves Indian arts and crafts giving a scenic ambience of tradition and cultural heritage.



## Hyderabad famous Pearl shopping

Hyderabad is often referred to as the “ City of Pearls ”. At almost every market in the city, you will find shops selling gorgeous varieties of pearl jewellery.

