



SIG 02 - COGO - Corporate Governance

We invite you to submit your research to explore the theme of *The Business of Now: the future starts here* for the EURAM 20th Conference.

We look forward to receiving your submissions.

ST02_03 - Corporate Governance and Diversity

Proponents:

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Short description:

Diversity is gaining momentum. Seeing women nominated to Brussels' most important jobs and top CEOs of the largest global companies, the researchers of now are requested to advocate to enhance diversity in broader scope in the firms ensuing more substantial than symbolic change. Gender diversity on boards could serve as a snowball for other types of diversity giving the platform for more innovative and out of the box solutions for overcoming the future challenges in the ESG areas. We are interested in understanding the mechanisms of diverse boards and top management teams from a multidisciplinary point of view, combining theoretical and methodological perspectives.

Long description:

The importance of diversity in upper echelons has been discussed since Hambrick and Mason's (1984) seminal work, and it is subsequently a major focus in extant scholarly work. This ever-growing body of research concerns why upper echelons are in fact rather homogenous, at least in terms of demographics (gender, age, ethnicity, ability), with only a few studies addressing how diverse profiles in terms of gender, race, ethnicity can be enhanced. A parallel literature is concerned with different corporate governance regimes in various countries, such as mandatory gender quotas versus voluntary commitments to increase the gender diversity on boards (see Seierstad, Gabaldon, and Mensi-Klarbach, 2017 and Terjesen and Sealy, 2016, for an overview).

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To contribute to the ongoing rather broad discourse on diversity in upper echelons, we encourage submissions coming from different points of view such as the antecedents, processes, dynamics and consequences of the growing presence of diversity in boards and top management teams, trying



to create a view that moves away from merely proving potential impacts of diversity on financial performance. These are to be understood from the individual, organizational or societal level, or with a multi-level approach and/or cross-cultural view. We are interested in understanding the mechanisms of diverse boards and top management teams from a multidisciplinary point of view, combining theoretical and methodological perspectives. We invite papers aiming at enhancing our understanding of the following themes at the level of individuals, boards, firms, industries, regions and countries (but not limited to):

Diversity impacts on board dynamics

The role of diversity as moderator or mediator of board outcomes

The business case for gender, race or ethnic diversity on boards

Different types of diversity and their differential effects on boards

Country experiences under specific affirmative actions.

Keywords:

Corporate Governance
Diversity
top management teams
women on boards

UN Sustainable Development Goals (SDG):

Goal 5: Gender equality, Goal 10: Reducing inequalities.

Publication Outlet:

Corporate Governance: An International Review
European Management Review
Journal of Business Ethics

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AUTHORS GUIDELINES

<http://www.euramonline.org/submissions-guidelines-2020/authors-chairs-discussants-guidelines.html>