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## The complexity of managing diversity

Diversity is a highly popular topic among academics and practitioners alike. Research on diversity illuminates that the effective management of diversity requires complex solutions that move beyond one-size-fits-all approaches. Using a variety of methodological approaches (e.g., experiments, field studies), we have studied how organizations can stimulate and manage diversity, through interventions at the individual, team, and organizational level. In my talk, I will focus on how to make members with different backgrounds feel included in organizations and how to foster effective collaboration among members with different backgrounds. More specifically, I will discuss the pros and cons of diversity initiatives in stimulating feelings of inclusion of members of underrepresented groups as well as illuminate how, once you have a diverse workforce, this diversity can be managed effectively given the different processes that this diversity can instigate within teams.