

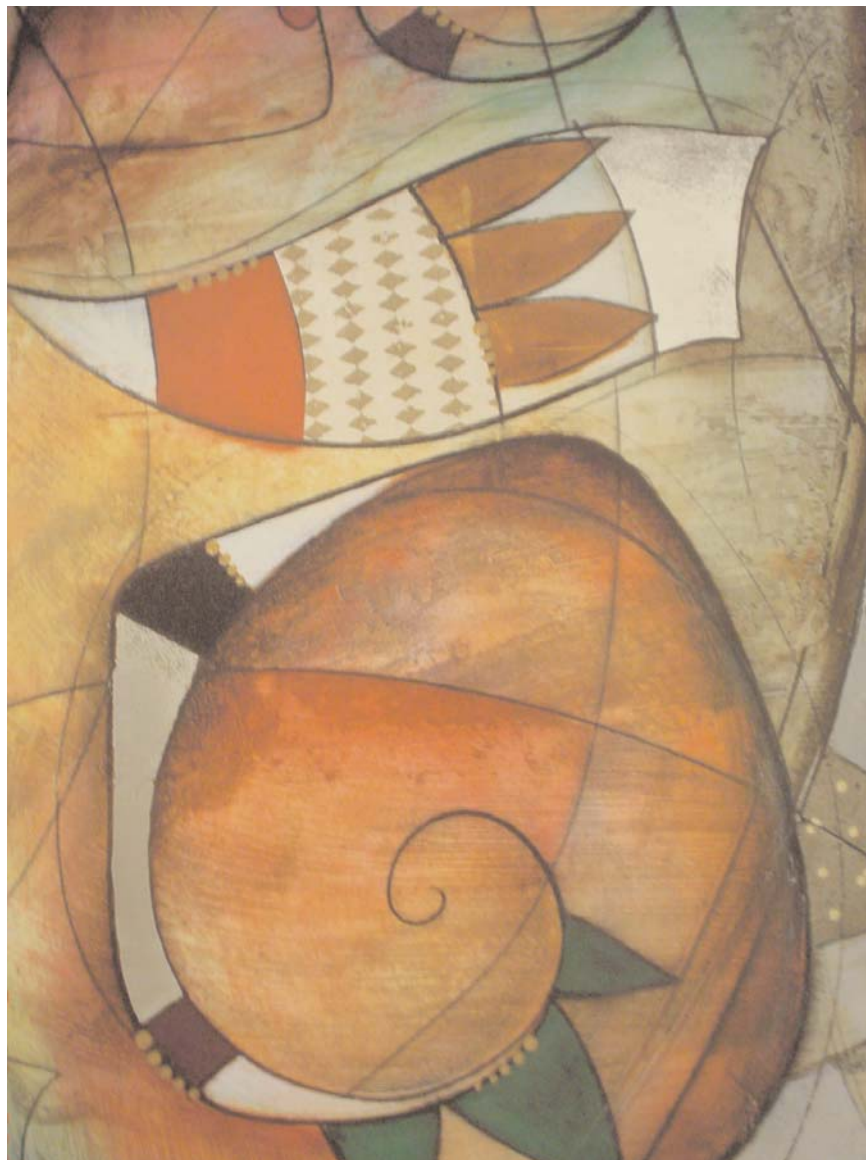
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# EURODIV Newsletter

Second Issue, November 2006

The first channel of  
communication on  
cultural diversity in Europe!





Dear researcher

Welcome to the second issue of the EURODIV Newsletter. This issue focuses on the second Conference on "Qualitative diversity research: Looking ahead" that was organised by Katholieke Universiteit Leuven on 19-20 September 2006 in Leuven, Belgium.

The EURODIV Newsletter is dedicated to all those that over the last few years have shown interest in research on cultural diversity in Europe. You may have been involved in ENGIME, the Network on "Economic Growth and Innovation in Multicultural Environments" that in 2001 launched research on cultural diversity from a multidisciplinary viewpoint. You may have joined the EURODIV community by participating in its first two Conferences, or by simply having contacted us to seek more information on them.

The EURODIV Newsletter is a unique channel of communication for all researchers, stakeholders, interested parties and policy-makers with an interest in cultural diversity. It has a threefold objective:

/// To spread information about EURODIV, its Conferences and outputs



- /// To stimulate the debate on cultural diversity and related topics
- /// To create a virtual community of researchers and relevant stakeholders from different disciplines and backgrounds that come together to share their experiences in a process on reciprocal teaching and learning

The format of the EURODIV Newsletter is reader-friendly. As part of the EURODIV's intent of getting everybody directly involved in its initiatives, we welcome any comments and suggestions that you may have to make it more attractive and to add content to it. The Newsletter is also available on the project official web site at [www.ebos.com.cy/susdiv](http://www.ebos.com.cy/susdiv).



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## What is EURODIV?

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All you want to know about cultural diversity in Europe!

### Rationale and objectives

EURODIV (Cultural Diversity in Europe: A series of Conferences, contract no. MSCF-CT-2004-516670) is an FP6 project co-financed by the Marie Curie Actions Programme of the European Community. The project started on 1 January 2006 and will last 4 years.

EURODIV is a flagship European network on cultural diversity. It aims to organise a Series of five Conferences on the understanding of cultural diversity in Europe and on the ways of dealing with diversity and its dynamics in the globalisation era. Its main objective is to fill the gap in current research on this topic by providing an interdisciplinary and multidimensional approach to the many issues of cultural diversity.

The springboard of EURODIV is the Universal Declaration on Cultural Diversity adopted by UNESCO in 2001. The UNESCO Declaration states that “cultural diversity is as necessary for humankind as biodiversity is for nature” (Art 1) and that it is “one of the roots of development understood not simply in terms of economic growth, but also as a means to achieve a more satisfactory intellectual, emotional, moral and spiritual existence (Art 3)”.

EURODIV’s approach to cultural diversity is unique. It interprets cultural diversity as a dynamic asset rooted in our diverse



heritage, an asset that needs to be valorised rather than merely protected. It sees cultural diversity as a concept that it is embedded in specific social, economic and political frameworks reflecting power relations within European society.

Five themes have been identified to design a training and research path with a view to improve the understanding of cultural diversity and the ability of dealing with it:

- /// Understanding diversity
- /// Diversity in organisations: delineating processes and management practices
- /// Diversity in cities: visible and invisible walls
- /// Diversity in cities: new models of governance
- /// Dynamics of diversity in the globalisation era

### Who is behind EURODIV?

EURODIV is co-ordinated by Fondazione Eni Enrico Mattei, FEEM, Italy, in the person of Valeria Papponetti, [valeria.papponetti@feem.it](mailto:valeria.papponetti@feem.it).

Three outstanding European Institutes with reckoned research experience in cultural diversity are involved in the project:

/// Katholieke Universiteit Leuven, K.U. Leuven, Belgium, scientific leader: Prof. Maddy Janssens, [Maddy.Janssens@econ.kuleuven.be](mailto:Maddy.Janssens@econ.kuleuven.be).

/// University College London, UCL, UK, scientific leader: Prof. Sandra Wallman, [sandrawallman@waitrose.com](mailto:sandrawallman@waitrose.com) and Prof. Susanne Kuechler, [s.kuechler@ucl.ac.uk](mailto:s.kuechler@ucl.ac.uk).



/// Istituto Psicoanalitico per le Ricerche Sociali, IPRS, Italy, scientific leader: Dr Raffaele Bracalenti, [iprs.it@ipris.it](mailto:iprs.it@ipris.it).

The questions raised by cultural diversity are multidimensional and require an interdisciplinary effort. This is why the EURODIV partnership holds different expertise in the macro area of cultural diversity: economics, psychology, social sciences, bioethics, anthropology, and organisation studies.

The EURODIV partnership can count on a long-standing collaboration. All EURODIV partners were in fact involved in ENGIME, the thematic network on "Economic Growth and Innovation in Multicultural Environments" that in 2001 launched research on cultural diversity from a multidisciplinary viewpoint. For more information on ENGIME, please visit the project web site at [www.feem.it/engine](http://www.feem.it/engine).

### **Marie Curie sponsorship**

EURODIV is supported by the FP6 Marie Curie Actions Programme of the European Community.

For more information on the Marie Curie Programme and eligibility criteria, please visit the web site <http://cordis.europa.eu/mariecurie-actions/>.

For more information on Marie Curie opportunities, please visit the Marie Curie funding opportunities search tool at <http://mc-opportunities.cordis.lu>.



## From FP6 to FP7: new training opportunities for career development

New opportunities for trans-national and inter-sectoral mobility will soon be available after the launch of the FP7 Specific Programme "People". The Specific Programme "People" will aim to improve the quality of the human potential in European R&D and increase the number of researchers working in the R&D sector. The activities of FP7 will be based on the long and successful experience of the FP6 Marie Curie actions. They will cover all stages of a researcher's professional life, from initial research training to life long learning and career development. An increased focus will be on three aspects.

**1) Better structuring.** FP7 will aim to overcome fragmentation among regional, national and international (non-Community) programmes, which are often limited in their European dimension. European co-funding for these programmes (based on open calls) could bring a better structure.

**2) Industrial participation.** FP7 will introduce a stronger focus on training and career development, especially in the private sector. There will be a stronger emphasis on developing the complementary skills needed to better understand research in enterprises and on an active role for industrial actors, especially SMEs.

**3) Stronger international dimension.** FP7 will reinforce cooperation with researchers from third countries and introduce new dimensions for collaboration with the EU's neighbouring countries. "Scientific diasporas" of European researchers abroad



and foreign researchers in Europe will also be supported.

The Specific Programme "People" will cover:

- /// Initial training via Marie Curie Networks, to improve career perspectives by strengthening the initial training and career development of researchers at the European level
- /// Life-long training and career development, to support the career development of experienced researchers through individual fellowships awarded directly at Community level and by co-financing of regional, national or international programmes
- /// Industry-academia pathways and partnerships, supporting long-term cooperation programmes between academia and industrial entities, in particular SMEs, through staff secondments and workshops
- /// Marie-Curie International Fellowships, to support exchanges and work-stays for non-European researchers. The introduction of reintegration grants and the new 'scientific visa' Directive also aims to facilitate these exchanges

The first Calls for Proposals will be published in early 2007. More information on the Specific Programme "People" is available on the CORDIS web site: <http://cordis.europa.eu/fp7/people.htm>.

### **Training capacity**

As a Marie Curie series of Conferences, EURODIV's main objective is to train young researchers on the many different facets of cultural diversity. EURODIV thus offers a highly valuable opportunity for young researchers and leading scientists to communicate in a spirit of mutual learning and reciprocal



understanding. The international breadth of its Conferences allows for the exchange of views and backgrounds from many Countries around Europe and beyond.

EURODIV provides an organised and formal training at the frontiers of current research. This is achieved by:

- /// Providing a better understanding of cultural assets and of how their diversity contributes to human welfare
- /// Exploring cultural dialogue as a key mechanism through which cultural differences can be expressed and interact in a positive manner
- /// Providing a better understanding of the dynamics of cultural diversity in Europe and the world in relation to the process of globalisation

Each Conference is designed as to achieve a clear training objective. Multiple sessions, round tables, introductory speeches by renowned keynote speakers, "knowledge-building" session and final round tables are all designed to maximise interactions between young and senior researchers.



## Are you eligible for funding? Find out!

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EURODIV is mainly targeted to researchers in the first years of their research career. There are three categories of researchers eligible for funding.

### Young researchers

Young researchers are researchers attending the event for training purposes, who have, at the time of their attendance, no more than 4 years (full-time equivalent) research experience since obtaining the diploma that gives them direct access to doctoral studies in the country in which the diploma was obtained and who do not have a doctoral degree.

### Middle career researchers

Middle career researchers are researchers attending the event for training purposes, who have, at the time of their attendance, a doctoral degree or 4-10 years of (full-time equivalent) research experience since obtaining the diploma that gives them direct access to doctoral studies in the country in which the diploma was obtained.

### European researchers active outside the Union

This category refers to researchers attending the event for training purposes, who have, at the time of their attendance, more than 10 years of (full-time equivalent) research experience since obtaining the diploma that gives them direct access to doctoral studies in the country in which the diploma was



obtained, who are nationals of Member States or Associated Member States and who are active in research outside the Member States and Associated Member States at the time of the event.

Only researchers complying with the EC definitions above can apply for a grant to participate in EURODIV Conferences.

See for a reference the Handbook for Marie Curie Conferences and Training Courses available on the Europa server at [http://ec.europa.eu/research/fp6/mariecurie-actions/information/publications\\_en.html](http://ec.europa.eu/research/fp6/mariecurie-actions/information/publications_en.html).



## Schedule of Conferences

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The schedule of EURODIV Conferences is as follows:

/// *First Conference "Understanding diversity: Mapping and measuring", FEEM, Milan, Italy, 26-27 January 2006.*

/// *Second Conference "Qualitative diversity research: Looking ahead", K.U.Leuven, Leuven, Belgium, 19-20 September 2006.*

/// *Third Conference "Diversity in cities: visible and invisible walls", UCL, London, UK, 11-12 September 2007.*

/// *Fourth Conference "Diversity in cities: New models of governance", IPRS, Rome, Italy, 16-18 September 2008.*

/// *Fifth Conference "Dynamics of diversity in the globalisation era", FEEM, Milan, 15-17 September 2009.*



## What links EURODIV to SUS.DIV?

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EURODIV was launched on 1 January 2006 in parallel with SUS.DIV, the Network of Excellence on "Sustainable Development in a Diverse World" (2005-2010). All EURODIV partners are involved in SUS.DIV.

### Two projects, one aim

As EURODIV, SUS.DIV deals with cultural diversity from a multidisciplinary viewpoint.

It gathers 33 partners from all around Europe and beyond to integrate research capabilities across disciplines and Countries. Such integration aims to provide society and polity with the instruments required to manage cultural diversity as a key element of a new strategy towards sustainable development. The partnership has a multidisciplinary expertise and its ultimate objective is to find compatibility of actions rather than commonality of views.

In a sense, EURODIV may be thought of as the SUS.DIV's counterpart that focuses specifically on the training of researchers dealing with cultural diversity.

### Do you want to know more about SUS.DIV?

EURODIV and SUS.DIV are deeply interlinked, so you cannot know the first project without being familiar with the second one! The official web site of both projects is [www.ebos.com.cy/susdiv](http://www.ebos.com.cy/susdiv). The web site provides information on the research activities carried out, contact details, main outputs, and link to supporting



documents or downloadable papers. The web site also allows users to be an actively involved in its diverse activities through participation in the Cultural Diversity Forum. Its main aim is to boost integration between EURODIV and SUS.DIV and to take advantage of this unique opportunity to truly advance research and to enhance networking contacts.



## EURODIV second Conference

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The second Conference on "Qualitative diversity research: Looking ahead" was held on 19-20 September 2006 in Leuven, Belgium. It was organised by Prof. Maddy Janssens, Research Centre for Organisation Studies of the Faculty of Economic and Applied Economic Sciences, Katholieke Universiteit Leuven, Belgium, and Dr. Patrizia Zanoni, Department of Organisation Studies of the Faculty of Social and Behavioural Sciences, Tilburg University, the Netherlands.

### Synopses

The general purpose of the Conference was to develop stronger concepts to think diversity and appropriate methodologies to research it. It intended to provide an opportunity for diversity scholars to discuss the state-of-the-art of diversity research, and to envisage the future of diversity research specifically within European context.

In total, 40 participants attended the Conference: 15 early-stage researchers, 18 mid-career researchers, 1 European researcher active outside the EU, and 6 non-eligible researchers, 4 of which were keynote speakers. Researchers were also widely international: 8 participants came from the UK, 8 from Belgium, 7 from Finland, 7 from Sweden, 2 from Hungary, 1 from Germany, 1 from Poland, 1 from the Netherlands, and 1 from Australia. The four keynote speakers were invited for their



qualitative research on diversity. They were all coming from the USA.

### The scientific profile

The first section of the Conference was oriented towards **theorizing diversity**. Generally, diversity studies define diversity by referring to one or more socio-demographic traits such as gender, race, ethnicity, age, sexuality, (dis)ability etc. This approach is in recent years increasingly being questioned as the use of socio-demographic traits has de facto led to an understanding of diversity as a given, fixed individual or group essence. In this section, participants reflected on the problems of current conceptualization of diversity. Some papers introduced new concepts to study diversity.

Prof. Deborah Litvin from Merrimack College, MA, USA opened this section on theorizing diversity with a keynote talk on "Theorizing diversity: D'où venons-nous? Que sommes-nous? Où allons-nous?" Prof. Litvin has analysed critically images and representations of diversity currently used in management.

Two parallel sessions followed: a session on "Constructing diversity" and a session on "Constructing diversity management".

### Parallel session 1A: "Constructing diversity"

/// Notions of immigrants as new customers - Ethnic identity as a discourse (Riikka Norrbacka Landsberg, University of Linköping, Sweden)



/// Intersectionality: Religion, ethnicity and class in UK higher education (Jody Mellor, University of York, United Kingdom)

/// Embedding diversity within the productive context: A case study on the factory shop floor (Patrizia Zanoni & Maddy Janssens, Catholic University of Leuven, Belgium)

/// Almost-equals: Transnationality in a Finnish ICT-company (Marja-Liisa Trux, Helsinki School of Economics, Finland)

#### Parallel session 1B: "Constructing diversity management"

/// Diversity as a strategy for narrowing normality? What is the next step? (Gill Widell, Gothenburg University, Sweden)

/// Diversity in theory and practice (Angela Nilsson, Stockholm University, Sweden)

/// The diversity that wasn't there? Theorizing diversity management as aspect of organizational identity (Viktorija Kalonaityte, Lund University, Sweden)

The second section of the Conference was oriented towards **qualitative methodologies in diversity research**. As most diversity research has been conducted using quantitative methods, diversity has been conceptualized in ways that allow for measurability. As leading diversity scholars have remarked,



the predominance of these methods has hampered a full theorization of diversity. While identity is today often understood in dynamic, context-bound ways, diversity is still often reduced to socio-demographic traits. In this section, researchers discussed appropriate ways to research diversity in the field, including the pro's and con's of specific approaches.

Prof. Pushkala Prasad, Skidmore College, NY, USA launched the debate on qualitative methodologies in diversity research with a presentation on "Capturing local and structural elements of workplace diversity with qualitative research: Using narrative, discourse and institutional analysis". Prof. Prasad's speech presented the different scholarly traditions of qualitative research.

Two parallel sessions followed: a session on "Data collection" and a session on "Data analysis".

#### Parallel session 2A "Data collection"

/// Eco-cultural theory in the research of trans-national families and their daily life (Hille Janhonen-Abreuquah, University of Helsinki, Finland)

/// Canned diversity: Trans-cultural cooperation in an EU project (Pasi Ahonen & Janne Tienari, Lappeenranta University of Technology, Finland)

/// Achieving equality of health service response: An



action-research approach to tackling institutional racism (David Woodger & Jim Cowan, University of London, United Kingdom)

### Parallel session 2B "Data analysis"

/// Diversity as interactive practice: Theoretical and methodological contributions from a discursive psychological approach to issue framing (Art Dewulf, Greet François, René Bouwen & Tharsi Taillieu, Catholic University of Leuven, Belgium)

/// Against diversity, for discrimination: How diversity is being questioned in Polish media when it comes to LGBT rights (Tomasz Drabowicz, University of Lodz, Poland)

/// Diversity and differences in organizations between normalization, marginalization, and alterisation - a discourse psychological approach (Anja Ostendorp & Chris Steyaert, University of St. Gallen, Switzerland)

The third section of the Conference was oriented towards **reframing diversity within organisation studies**. The focus was on examining how diversity can be linked to other contemporary topics of organisation studies. Traditional diversity research has focused on job-related aspects such as job satisfaction, promotion opportunities and networking, and on interpersonal relations such as inter-group conflict. However, much still needs to be done to understand the structural relationship between diversity and, for instance, productive



processes, organizational identity, customer relations, emotional labour, business ethics, or employee resistance.

Prof. Marta Calas, Professor of management at the University of Massachusetts, Amherst, USA opened this section on reframing diversity with a keynote presentation on "From the diverse to the transmigrant: Reframing diversity in organization studies". Prof. Calas reflected on the dynamic nature of diversity in a global context.

Two parallel sessions followed: a session on "Reframing diversity" and a session on "Reframing diversity management".

#### Parallel session 1C "Reframing diversity"

/// The multi-dimensional nature of careers in the 'diversity industry' (Gill Kirton, Anne-Marie Greene, Deborah Dean & Chris Creegan, University of London, United Kingdom)

/// Diversity: Between fashionability and institutionalization (Kifle Hamde, Umeå University, Sweden)

/// An anthropological account of ephemeral relationships on public transport: Diversity as a tool and perspective in ethnographic research (Ruth Soenen, Catholic University of Leuven, Belgium)

/// Diversity and ethnic communal places: Qualitative research and measurements of the outcome of fragmented immigrant



collective actions (Walter Lalich, Macquarie University, Australia)

#### Parallel session 2C "Reframing diversity management"

/// Multicultural diversity through organizational culture lenses: multiparadigm approach (Andrea Toárniczky and Henriett Primecz, Corvinus University of Budapest, Hungary)

/// Developing and managing proactively culturally diverse organizations (Aulikki Sippola, University of Vaasa, Finland)

/// Accountability for diversity: Best practice private sector reporting on gender equality in the UK (Kate Grosser & Jeremy Moon, University of Nottingham, United Kingdom)

#### Poster session

In the fourth and final section of the Conference, poster sessions were held in which the remaining papers were presented.

/// Is it all about acculturation? Methodological experiments in the field of immigrant research (Sirkku Varjonen, University of Helsinki, Finland)

/// Brutal images or delicate shades of life? Conceptualising 'the Other' and the multiple interpretations of visualised silence (Eeva Puumala, Tampere Peace Research Institute, Finland)

/// From physics to social sciences: The use of tracing notion and method into studying current migration phenomena (Roberto Alzetta, University College London, United Kingdom)



The Conference was concluded with a keynote speech by Robin Ely, Professor of organizational behaviour at Harvard Business School, USA on "Shifting paradigms in diversity research: from a difference to a relationship framing". Prof. Ely pointed to the need to consider societal power disparities and intra-group dynamics to understand the meaning and effects of diversity.

### **Main achievements in terms of...**

#### **... networking:**

/// The Conference allowed bringing together among 40 scholars from 8 different European countries, the United States and Australia, in different stages of their professional career

/// The Conference allowed the establishment of an international virtual network on diversity, by means of a shared e-mail list, through which scholars can address colleagues for questions and information

/// The Conference allowed establishing individual contacts with renowned scholars, which can be activated by junior scholars to receive in-depth feedback to improve their scientific work

#### **... sharing of information:**

/// The Conference allowed European researchers to be exposed to key theoretical insights from USA renowned diversity scholars



and to empirical data from other European countries

∕ The Conference contributed to making renowned USA diversity scholars more familiar with the specificities of diversity within European national contexts. This is crucial to open doors for publication of empirical research based on European data in international scientific journals

... and development of professional competences:

∕ The Conference allowed junior scholars to present their work to an international, experienced audience with whom they share their research interests

∕ The small size of the Conference allowed providing more in-depth feedback to junior scholars on their work

**Publications: Download now!**

14 papers presented at the second Conference have been selected for publication in FEEM Working Papers Series. The Working Papers are now available free of charge on EURODIV official web site at [www.ebos.com.cy/susdiv](http://www.ebos.com.cy/susdiv) and on FEEM web site at

<http://www.feem.it/Feem/Pub/Publications/WPapers/default.htm>.

They will shortly be circulated widely and published in the Economics Research Network of SSRN, EconLit, and RePEc, and in Berkeley University Press.



## Coming soon!

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Two EURODIV Conferences have already been held but more is coming!

### **Find out about EURODIV third Conference!**

EURODIV third Conference "Diversity in cities: Visible and invisible walls" deals with cultural diversity in cities. The Conference is organised by University College London (UCL) and will be held on 11-12 September 2007 in London, UK.

The local organisers are Prof. Sandra Wallman, [sandrawallman@waitrose.com](mailto:sandrawallman@waitrose.com) and Prof. Susanne Kuechler, [s.kuechler@ucl.ac.uk](mailto:s.kuechler@ucl.ac.uk). The Call for Papers will be published soon on the web site and circulated electronically.

For further information visit our web site or contact Valeria Papponetti, [valeria.papponetti@feem.it](mailto:valeria.papponetti@feem.it).

The Conference addresses the following topics:

- /// Spaces between diversities. Public places, buffer zones, negotiable spaces, non places
- /// Boundaries between diverse groups. Context/conditions affecting outcome of interaction between those groups
- /// Methods for mapping/analysing networks of interaction/ relationship between diverse groups
- /// Material/symbolic manifestations of diversity

The third EURODIV Conference will be followed by SUS.DIV third Annual Meeting, taking place on 20-21 September 2007 in Athens, Greece.



### Join the Cultural Diversity Forum!

The Cultural Diversity Forum is one of SUS.DIV's core activities but has been created with the purpose to extend it to the EURODIV community, as well.

The Cultural Diversity Forum aims at creating enduring dialogue between actors interested in cultural diversity at different levels. The Cultural Diversity Forum is open to all those dealing with cultural diversity research. It offers room for:

- /// Publication of vacancies, announcements, conferences, calls for proposals in the Notice Board Forum
- /// Discussing what cultural diversity means in real life in the Forum called Give the floor to your thoughts!
- /// Debating cultural diversity research topics in dedicated virtual spaces called "E-Conferences". Each e-Conference is issue-specific and is designed to create room for lively interaction on a topic linked to sustainable development in a diverse world. The topic of the e-Conferences is decided horizontally through open calls. The first E-Conference has been launched on the web site. It addresses our understanding of diversity and its importance for human welfare. The focus is on the notion of social capital.

The Cultural Diversity Forum is open to actors from varying geographical locations and professional backgrounds. Find out more on the website!



**First E-Conference:  
"Towards sustainable diversity:  
New perspectives on social capital in a diverse world"**

The last decade has seen a growing interest from practitioners and the academia in the notion of social capital. Robert Putnam's contributions on Italian regional administrations and on North-American associational life have sparked new interest in a theme dating back as far as Adam Smith.

The debate over social capital acknowledges the contribution that norms, beliefs and values put into societal life in terms of network creation, social inclusion and, through an increased economic performance, to human well-being. The fundamental benchmark is hereby the level of trust in a society and its correlation with dimensions such as wealth, inequality or ethnicity.

In this context, cultural diversity is perceived as an element affecting trust. The question addressed is whether and to which extent a culturally diverse environment is conducive of a generalised distrust and accompanied by a withdrawal from social intercourse, the very generator of social capital. Proxy for cultural diversity is thereby a measure of heterogeneity, generally supported by statistical records on religious or ethnical diversity within given populations.

Hereby, we call for a richer, more positive but diametrically



opposed approach to cultural diversity: on a global scale, phenomena such as globalization, urbanization, competition among world cities, migration, job and education mobility have brought about an enormous potential for the exchange of ideas, skills, knowledge and life-styles. Benefits for innovation are generally acknowledged, whereas this very same exchange represents a challenge for the social fabric necessary to host, carry and support this potential.

Considering cultural diversity as a potentially positive asset for societies in general, we suggest the idea that this can only be sustainable if in harmony with social capital.

The question is therefore: which elements or aspects of social capital are conducive of a suitable environment in which cultural diversity can be stimulated and exploited? In other words, which social experiences have produced a fruitful approach to cultural diversity and which ones have shown resistance and/or hostility? Can newcomers be proactive in the creation of social capital? How can bridging social capital be created, strengthened and maintained?

Mobility seems to be at the very core of the European Union: we wonder if cultural diversity is the rationale for it or whether it represents a hindrance, calling for a more homogeneous environment among member states.



## How can I contribute to EURODIV?

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EURODIV aims to enhance communication and interactions between researchers interested in cultural diversity. We therefore welcome your direct involvement in the shape of the next issues of EURODIV Newsletter. If you are interested in participating actively, you have three options.

### **Stimulate the debate on cultural diversity!**

Do you want to stimulate the debate on a specific research topic on cultural diversity that deserves more attention? Submit an abstract!

Send an email to Valeria Papponetti, [valeria.papponetti@feem.it](mailto:valeria.papponetti@feem.it), indicating in the subject of your e-mail "my contribution to cultural diversity". The recommended length of your abstract is 200 words.

EURODIV Scientific Committee will select the more interesting abstract, also in view of stimulating the scientific debate within the EURODIV community. The author of the selected abstract will have the opportunity to write a short article on cultural diversity for publication in the next issue of EURODIV Newsletter, scheduled for end 2007.

### **Spread the news about other initiatives on cultural diversity!**

You may take advantage of this Newsletter to let your colleagues know about other initiatives in cultural diversity in Europe and outside. Amongst others, we welcome news about:

/// A forthcoming event or Conference on cultural diversity



- /// Information on other research projects that deal with cultural diversity
- /// Fund raising opportunities in the field and
- /// Vacancies

Send all information and request of publication to Valeria Papponetti at [valeria.papponetti@feem.it](mailto:valeria.papponetti@feem.it) . All contributions will be considered for inclusion in the next issue of EURODIV Newsletter.

**Submit a paper for publication!**

Do you want to submit a paper for publication in FEEM Working Papers Series? Log on FEEM web site and upload your paper through FEEM web submission form

(<http://www.feem.it/Feem/Pub/Publications/WPapers/default.htm>).

Your paper will be stored in our archives and reviewed by FEEM WPs Series Editor for inclusion in FEEM prestigious publication series.



## Join the EURODIV community!

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Do you want to have a colleague or a friend added to the EURO-DIV mailing list? Send an e-mail to Elena Bellini at [elena.bellini@feem.it](mailto:elena.bellini@feem.it) indicating in the subject of your e-mail "I want to join the EURODIV community".