

ERCOMER Seminar on February 7, 2011

Van Unnik-building 311, 15h15

Does diversity work? Predictors and consequences of inclusion and exclusion experiences in culturally diverse work environments.

Sabine Otten

Due to globalization and migration is the workforce in Dutch organizations getting increasingly culturally diverse. Diversity at the workplace is in many organizations a given, but nonetheless there is still a lot of uncertainty about the questions: When does (cultural) diversity work? In this domain of research, I will report finding on the role of a positive diversity climate and of diversity perspectives that acknowledge the added value of diversifying. Moreover, looking at possible risks to successful integration at work, I will focus on both the content and the probability of experiences of exclusion and injustice at the workplace. The data for this analysis mainly stem from a larger online survey among employed and unemployed people with either a Dutch or a Non-Dutch cultural background. I will differentiate this analysis for minority members, on the one hand, and majority members, on the other hand.

Short Biography Sabine Otten

Sabine Otten received her Ph.D. in Psychology at the University of Münster (Germany). Afterwards, she continued her career at the Social Psychology Departments at University of Münster, and later at the University of Jena; moreover, she spent a year as a visiting researcher in the United States (at Princeton University and at the University of Amherst at Massachusetts). In 2002, she accepted a position at the University of Groningen, where she is now a Professor for Intergroup Relations and Social Integration. In her research, she is especially interested in social identification, ingroup favoritism and intergroup discrimination, and in the role of categorization in intergroup conflict. Since 2009, she is involved in a research program that aims at investigating the boundary conditions of successful integration of cultural majority and minority members at work.