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## Director's Update

CPOW members have had multiple successes with external grants, international collaborations and quality peer reviewed publications to report since our last Newsletter—congratulations to all!

Importantly, members have been actively engaging with industry and the community which is testament to their expertise and the impact of their research. Dr Meagan Tyler appeared as an expert witness before the Parliamentary Joint Committee on Law Enforcement, as part of their inquiry into trafficking in persons to Australia. Professor Sara Charlesworth has been appointed by the Victorian Minister of Industrial Relations to the Equal Workplaces Advisory Council, which forms a key action of the Victorian Government's Gender Equality Strategy. Members have also appeared in the media. For example, Dr Raymond Trau, who recently published an article in *The Conversation* on why **homophobia is harmful to workers and businesses**, and was interviewed on ABC Radio Brisbane on the International Day Against Homophobia, Transphobia and Biphobia.



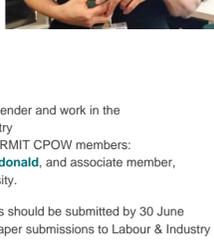
We have welcomed a number of visiting schools in the last few weeks. Associate Professor Nattavud Pimpa hosted 15 scholars from Burapha's University's Graduate School of Commerce who presented their research on contemporary management issues in Southeast Asia. Our researchers are also taking their research to the international academic community. Dr Stan Karanasios will Chair a workshop on Developing Activity Theory in Information Studies (DATIS), at the 25th European Conference on Information Systems (ECIS) Guimarães, Portugal. He will also provide a keynote "Toward a dialogue between activity theory and critical realism" at the European Group on Organisation Studies (EGOS) conference, track on Activity Theory and Organisations in Copenhagen.

With so much to celebrate members enjoyed an informal networking and celebration at the end of May!

Vanessa Cooper, Director, CPOW

## Book Launch

The launch of the book **Gender Equality and Responsible Business: Expanding CSR Horizons** was a great success. The audience heard from Kate and Annie Delaney of RMIT, Nina Collins who is Oxfam's Mining Advocacy Coordinator and Jane Gronow, who has extensive experience in the development and humanitarian sector. Here is Dr Kate Grosser with a copy of the book at the launch.



## Call for Papers

Call for papers on: Informality, gender and work in the Special issue of *Labour & Industry*

This special edition is edited by RMIT CPOW members: **Annie Delaney** and **Fiona Macdonald**, and associate member, **Amanda Coles**, Deakin University.

ABSTRACTS of up to 800 words should be submitted by 30 June 2017. The closing date for full paper submissions to *Labour & Industry* is 10 November 2017. For more information about the Issue and the associated symposium on 13 October 2017 please contact **Annie Delaney** or **Fiona Macdonald**.

## Researcher Profile: Shea Fan



Dr. Shea Xuejiao Fan has extensive multicultural experience through living and working in China, the Netherlands, the USA and Australia. Before joining RMIT as a lecturer in February 2017, she was an A/ Prof. at Nottingham University, Ningbo China. She received her PhD from the University of Melbourne, and her research areas include cross-cultural management and identity in the context of international management.

In recent research, she investigated the double-edged sword of ethnic similarity based on the experience of expatriates and their local colleagues in the overseas subsidiaries of multinational companies. Her work proposes the concept of ethnic identity confirmation, defined as the level of agreement between how one person views the importance of his/her own ethnic identity and how this identity is viewed by others, as a conditional factor for ethnic similarity to generate positive consequences among ethnically similar expatriates and local employees. She is also interested in research on work-integrated learning and international education.

Shea has published in academic journals including *Human Resource Management* and the *Journal of World Business* and media outlets such as the *Conversation* and *Australia China Quarterly*.

Her dissertation was nominated for the International Theme Committee-Emerald Best International dissertation at the 2015 Academy of Management Annual Conference. She also won the Best Paper Award of the Expatriate Management track at the 2016 European Academy of Management Annual Conference.

## Research Project Profiles

### • Institutional Experimentation for Better Work

CPOW members Sara Charlesworth, Pauline Stanton and Peter Fairbrother are CIs on an exciting new project called Institutional Experimentation for Better Work. This project comprises an international partnership award which includes 18 research centres across Australia, Belgium, Canada, China, France, Mexico, UK and USA. The program of research lead by the CPOW members builds on expertise around challenging contemporary problems for work and employment. The project will run from 2017 to 2024 and is funded by Social Sciences and Humanities Research Council (Canada).

The RMIT contingent is the largest single research grouping outside Canada, and includes: Dr Ruth Barton, A/Professor Vanessa Cooper, Dr Cameron Duff, Dr Annie Delaney, Dr Kate Grosser, Dr Fiona Macdonald A/Professor Mike Rafferty and Dr Meagan Tyler.

### • Gender Equity Toolkit

Margaret Heffernan has been successful in gaining a RMIT research project that will work with the RMIT Gender Equality Action Plan Committee and RMIT HR to develop a Gender Equity Toolkit (**GEAP Action1.9**) for decision makers that contains a range of strategies on integrating gender equity measures into workplace policy, processes, procedures and practices.

## Membership Moves

Welcome to Wendy Taylor who is supporting Sara Charlesworth's research. Wendy is also finishing her Masters by research on job quality in a disability market.

Welcome to Dr Elizabeth Shi, who is a lecturer in the Graduate School of Business and Law. Elizabeth's research interests are in the area of employment security and the law.

Welcome to Diane Holland. Diane is supporting Peter Fairbrother's research and working on the set up of the Australian and New Zealand Academy of Management (ANZAM) Annual Conference to be held at RMIT 6-8 December 2017.

Goodbye to Kerrie Mould, who has left to pursue her artistic and business ambitions. Thanks to Kerrie for all the work that she put in to supporting research within CPOW.

Goodbye to Jane Mullett who has taken up a position as a Relationship Manager within the **UN Global Compact Cities Programme**, housed within RMIT. Thanks to Jane for all her work.

## Contact

If you would like to join CPOW please email [CPOW](mailto:CPOW@rmit.edu.au)

CPOW acknowledges that economic and social inequalities are defining features of the world we live in. The Centre's research focuses on economic inequality, gender inequality and diversity to advance positive social change. Find out more at: [CPOW](#)