



DIVERSITY MANAGEMENT AND HUMAN CAPITAL

Edited by

Roberta Ricucci & Stella Pinna Pintor

(Department of Cultures, Politics and Society, University of Turin)

The issue of managing cultural diversity, as an outcome of migration processes and dynamics, has long been the subject of reflection in various spheres of society. Elected as a characterizing feature of several programs aimed at promoting and supporting it and, in some cases, of policies (aimed at justifying it), it has more rarely been intertwined with the issue of enhancing human capital, which results from international mobility. The two themes (cultural diversity and human capital) are entangled in the peculiar scenario of organizational dynamics (public, private, third sector). The representation of diversity - gender, ethnic, religious, cultural, etc. - in organizational contexts is currently an element of great concern for the various political, institutional and entrepreneurial actors involved in its management, at national level and in a transnational perspective.

Taking into account the social and demographic changes reflected in the diversified composition of organizations, it is therefore necessary to put in place interventions for the management of cultural diversity in the various and articulated realities in which diversity is encountered - from the workplace to the educational and training sector, as well as lifelong learning; from associative, increasingly intercultural and intergenerational environments, to sports contexts. These are significant settings for building relationships and strengthening social cohesion processes.

From the literature on Diversity Management (DM) it is possible to draw some useful guidelines for the implementation of effective interventions, first of all working on the benefits of good diversity management in organizations.

This monographic issue aims to explore the nexus between Diversity Management and human capital.

Starting from the acknowledgement of the emerging challenges for economic, educational and societal actors, there is an urgent need for an operational discussion

on which tools and competences are needed to cope with conflicts and to better manage the cultural diversity of human resources, valorizing it as potentially valuable.

First of all, it is necessary to consider the managerial needs of organizations: increasing internal diversity must necessarily be managed in order to prevent it from negatively affecting work processes and to release its potential value. In addition, with globalization and the consequent internationalization of markets, the business needs to respond to increasingly diversified consumer demands are growing. Finally, there are the social needs for labor integration and improvement of working conditions, with an impact on organizational well-being.

In this direction, it is meant to explore, on the one hand, the nexus between DM and human capital, with an eye to the intergenerational and gender dimensions: in an intersectional perspective, issues related to age management and gender differences must be taken into account for a comprehensive analysis, capable of considering the intertwining of these dimensions with cultural, ethnic and religious diversity.

On the other hand, it would be possible to investigate and discuss the effects and repercussions on organizational contexts, and on the training needs to overcome practices and visions shaped on a reference population (students, workers, users, consumers) no longer heterogeneous in terms of origin and cultural, linguistic and religious traits.

Deadline

Essays must be submitted by **January 30, 2023**

How to submit contributions

Texts must be submitted via Mondì Migranti's page on Franco Angeli editor website: <http://www.francoangeli.it/riviste/sommario.asp?idRivista=149> ; you will have to follow the procedure shown after clicking on 'propose an article'. Each essay, including notes and bibliographical references, must not exceed **35,000 characters (including spaces)** and may be written in Italian, English, French or Spanish.

Only texts that comply with the editorial standards available at this address will be accepted: https://francoangeli.azureedge.net/fa-contenuti/riviste/nr/mm-norme_en.pdf

For information

Roberta Ricucci – roberta.ricucci@unito.it

Stella Pinna Pintor – stella.pinnapintor@unito.it