38 ans CHAIRE de coopération Desjardins – Guy Bernier ESG UQÀM

Saint Mary's University
Centre of Excellence in Accounting and Reporting for Co-operatives

CIRIEC CANADA

MULTIDISCIPLINARY CONFERENCE
EDI: LOOKING BEYOND THE FIGURES
PRESENTED IN THE SALLE DES BOISERIES - J-2805

Thursday, November 20th

Welcome & Registration 8:00 to 8:30 am	Desjardins-Guy Bernier Cooperative Chair Team
Opening Remarks 8:30 to 9:00 am	• Ms. Hanen Khemakhem, Chairholder of the Desjardins-Guy Bernier Cooperative Chair • Ms. Estelle Theng, Head of EDI et Respect de la personne, Desjardins Group • Mr. Gulliver Lux, Director of the PhD Program in Administration
Morning Session for Doctoral Students	
9:00 to 10:00 am	**Presentation: "The Odyssey of a PhD: Perseverance and Tolerance for Uncertainty"** Ms. France Landry, Associate Professor, Services à la vie étudiante, UQAM
10:00 to 11:00 am	**Presentation: "Persevering with Purpose: Finding your Path and Your Voice in the PhD Journey"** Ms. Marie-Soleil Tremblay, Professor at ÉNAP
11:00 to 11:15 am	Coffee Break
11:15 am to 12:15 pm	**Graduate Students in Quebec: Current Situation and Job Market Prospects** Mr. Lassad Damak, Economist, ministère de l'Emploi du Québec

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12:15 to 1:30 pm	Lunch & Networking
Session 1 1:30 to 2:45 pm "The Future of Research and EDI"	The Effect of EDI Policies on Organizational Performance: A Theoretical and Configurational Multiplicity Perspective **Amadou Thierno Diallo, School of Industrial Relations - Université de Montréal** The Link Between Women's Representation on Boards of Directors and Investment Policy Effectiveness: The Case of Canadian Companies **Saoussen Fakhfakh, ESG UQAM** From Citizen Participation to Organizational EDI: Cross-Cutting Approaches for Inclusive and Sustainable Governance **Elie Nguekam Wambe, UQAM**
2:45 to 3:00 pm	Coffee Break
Discussion panel 3:00 to 5:00 pm	• Opening remarks by Ms. Bochra Manai, Director of the Bureau des commissaires, City of Montreal • Panel of Practitioners and Academics on the Issue of EDI • Closing remarks by Ms. Guylaine Landry, Vice-Rector of Human and Organizational Development, UQAM
Celebratory cocktail reception 5:00 to 7:00 pm	• Reception for Students, Practitioners, and Researchers • Celebration of the Anniversary of the Cooperative Chair and of the Retirement of Michel Séguin, Former Chairholder

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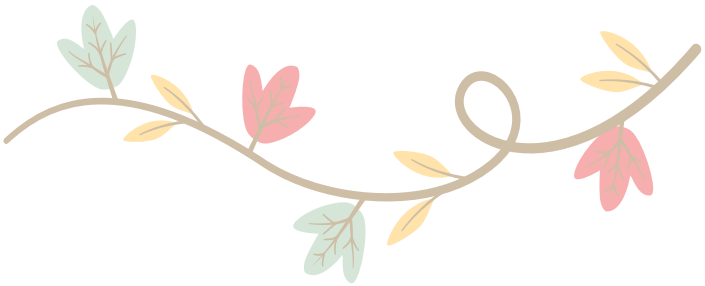
Friday, November 21st

Welcome & Registration 8:00 to 8:30 am	Desjardins-Guy Bernier Cooperative Chair Team
Opening Remarks 8:30 to 9:00 am	• Mr. Komlan Sedzro, Dean of ESG UQAM. • Mr. Marc Picard, CIRIEC-Canada • Ms. Daphne Rixon, directrice du Centre of Excellence in Accounting and Reporting for Co-operatives
Session 2 9:00 to 10:30 am "EDI in Practice"	Does Implementing an EDIA Action Plan Increase the Representation of Targeted Groups Within an Organization? The Example of the City of Montreal **Sanni Yaya Mouhamadou and Moïse Berthod Kakpo, UQAR** EDI in Diverse Contexts: Knowledge and Practice Sharing and Challenges of Impact **Marie-Andrée Mbengue-Reiver, Coline Camier and Sebastián Vielmas, Mission inclusion** EDI Beyond the Figures: Towards Organizational Consistency as a Strategic Lever **Céline Morellon, Leaders de valeur Groupe Conseils inc.** Rethinking EDI Through the Lens of Epistemic Injustice: An Intersectional Analysis of Underrepresentation in Strategic Positions **Suzie Mondésir, ESG UQAM (online)**
10:30 to 11:00 am	Coffee Break



Session 3 11:00 am to 12:00 pm “EDI and its Influence on Society”	EDI Beyond the Figures: Cognitive Justice and Participatory Democracy in Social Centers in France **André Decamp, University of Montréal (online)** Equity, Diversity, and Inclusion in Banking Compliance: Issues and Challenges in the Fight Against Money Laundering and Terrorist Financing **Ikram Rabani and Said Mbardi, LAREMO-ESTC** Gender Inclusion and Managerial Innovation in Public Transportation: An Ethnography of Women's Trajectories in a Male-Dominated Workplace **Hoda Nainia, LAREGO, ENCG-Cadi Ayyad University (online)**
12:00 to 1:30 pm	Lunch & Networking
Session 4 1:30 to 3:00 pm	Gender Diversity and Credit Ratings: An Analysis of Companies Under Negative Credit Surveillance **Karima Naciri, ESG UQAM** The Diversity of Key Players' Skills and Knowledge: Necessity and Mobilization Following the Evolution of ESG Standards in Canada **Salma Kartout et Hanen Khemakhem, ESG UQAM** Measuring Board Diversity: Combining Variables Through Indices **Gokhan Turgut, ESG UQAM** Designing for All? Fashion Designers’ Perspectives on Equity, Diversity & Inclusion (EDI) **Richard Fontaine, Mélissa Fortin et Jocelyn Bellemare, ESG UQAM**
Conclusion and closing remarks 3:00 pm	Ms. Hanen Khemakhem, Chairholder of the Desjardins-Guy Bernier Cooperative Chair