Contributors

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Philip Crehan is a consultant and researcher, promoting the empowerment of excluded groups with a focus on measuring the socioeconomic impact of homophobia/transphobia. He has collaborated with the World Bank, the Inter-American Development Bank, UNDP, and the OAS, and has received awards from the World Bank’s President, V.P., and Senior Directors. He has written for the WEF, the Journal of Research in Gender Studies, Atlantic Council, and Slate. He holds a Master’s degree from American University’s School of International Service.

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Luke Fletcher is an Associate Professor in the School of Management at the University of Bath, UK. His work has traditionally focused on employee engagement and related psychological states at work. More recently, he has started to apply this psychological understanding to examining the inclusion of LGBT workers. Luke has written and presented work for both academic and practitioner audiences, and currently serves as an Associate Editor for the *International Journal of Human Resource Management* and as an editorial board member for *Journal of Occupational and Organizational Psychology*. He regularly communicates with UK professional bodies and membership associations on LGBT research and practice.

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Joe Hoang is a Ph.D. student in the psychology department at the University of Toronto and a recipient of the Canadian Graduate Scholarship. He graduated with his Bachelor of Science (Honours) degree at the University of Toronto, with a double major in psychology and sociology. His research focuses on how social class and political ideology influence implicit beliefs and how our everyday use of language can reflect gender and race biases.

Agnès Hubert is an experienced policy-maker and a recognized author on EU gender equality policy and social innovation in the EU. She is currently the President of the European Feminist think tank: Gender5+, Associate Researcher with Science Po Paris, Visiting Professor at the College of Europe in Bruges. An economist by training, she was a journalist before joining the European Commission where she held senior functions dealing with gender equality and social innovation.

Anne Laure Humbert, Ph.D., is a Reader in Gender and Diversity and Director of the Centre for Diversity Policy Research and Practice at Oxford Brookes University. Anne is very experienced in gender equality research at national and EU level, policy analysis and assessment as well as gender statistics. She specializes in applying advanced quantitative methods to comparative social and economic analysis, particularly in relation to work and organizations. Anne is a regular public speaker on gender equality and has developed several international composite indicators.

David M. Kaplan, Ph.D., is Department Chair and a Professor of Management at Saint Louis University. He conducts research in diversity and how it intersects with individual and organizational careers and politics. His scholarship has been published in numerous respected journals including Career Development International, Employee Responsibilities and Rights Journal, Human Resource Management, Human Resource Management Review, and the Journal of Management Education. He has also recently published a textbook titled Strategic Training and Development (Sage, 2019, with Robyn A. Berkley).

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Emma Kerr is a labour relations professional and advocate for gender equity in the workplace. She is a recent graduate of the Master of Industrial Relations program at Queen’s University, and previously completed an Honours Bachelor of Arts in Critical Development Studies at the University of Toronto Scarborough. She was a Queen Elizabeth II Diamond Jubilee Scholar and taught communication and soft skills at the University of Vocational Technology in Sri Lanka. She is interested in improving women’s representation in traditionally male-dominated professional spaces.

Alain Klarsfeld is Professor at TBS (Toulouse Business School). He is the co-founder of the diversity-equality-discrimination special interest group and of the competence special interest group within AGRH, the French-speaking academic society on Human Resource Management. He wrote numerous journal articles and book chapters on diversity management, corporate social responsibility, international human resource management, talent management, the management of competence, and compensation.

Thomas Köllen is Senior Lecturer at the IOP at Universität Bern, and conference chair of the 2021 EDI Conference. His research interests include business ethics; issues of gender, gender identity and sexual orientation in management and organizations; and national identities and nationalism in the workplace. Thomas is also a Divisional Officer (moving on to Division Chair in 2024) of the Gender, Race, and Diversity in Organizations (GRDO) SIG at EURAM. He is an Associate Editor of Equality, Diversity and Inclusion.

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Andrew Lam is a Master’s student in the Department of Sociology and Social Anthropology at Dalhousie University. His research focuses on the impact political satire on social media networks affects young people’s civic engagement. His research interests extend towards areas of migration, diversity management and inclusion. He is the Program Coordinator for the Family Wellness and Community Enhancement Program at Catholic Social Services.
Handbook on diversity and inclusion indices

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**Yasmin Marshall** joined the Centre for Diversity Policy Research and Practice at Oxford Brookes University after completing her Master’s in International Relations, which examined the gender discrimination that women political leaders face when running for office. Her role as Research Assistant developed her interests in intersectionality, gender discrimination and equality in the workplace whilst also drawing upon her marketing expertise. As a consolidation of these interests and experiences, Yasmin is currently working as an analyst for the civil service.

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His research focuses on managing diversity for organizational competitiveness, the changing nature of work and organizations, and managing across generations. His work has been funded by the Social Sciences and Humanities Research Council of Canada grants. He is the Editor-in-Chief of *Equality, Diversity and Inclusion* and an Associate Editor of *Personnel Review*.

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