



## European Association of Work and Organizational Psychology Small Group Meeting

### “Fair and inclusive workplaces in times of changing societal climates”

#### Call for papers

September 24-26, 2026

University of Lausanne, Switzerland

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Financed by the European Association of Work and Organizational Psychology (EAWOP) and the Swiss National Science Foundation (SNSF)

<https://sites.google.com/view/sgmlausanne2026/home>

#### Conference theme and scope

This Small Group Meeting (SGM) aims to bring together work and organizational psychology researchers examining the psychological foundations of fairness and inclusion in workplaces. Across Europe and beyond, organizations operate in a rapidly changing and often unstable societal climate. While many organizations seek to foster fair treatment and inclusive work environments, these efforts increasingly coexist with social, political, and economic forces that question, constrain, or resist such initiatives. Understanding how fairness and inclusion can be meaningfully achieved requires theoretically grounded and empirically informed research that accounts for societal context, organizational practice, and individual experience.

Organizations introduce a wide range of policies and practices intended to promote fairness, often grouped under the label of diversity, equity and inclusion (DEI). However, such initiatives are not always systematically evaluated, nor are they consistently informed by scientific insights regarding their psychological impact and effectiveness. Two recurring challenges are particularly salient: (1) resistance, backlash, or ambivalence toward fairness-oriented initiatives, and (2) uncertainty regarding whether these initiatives lead to sustained changes in employee experiences and organizational behavior. Addressing these challenges is essential for advancing research and informing practice.

The SGM focuses on three interrelated themes:

### *1) Societal change and organizational norms.*

Social norms define expectations about work, leadership, and interaction, shaping access to resources, status, and opportunities. Changing societal expectations regarding work–life balance, leadership roles, and interpersonal conduct increasingly challenge traditional organizational models and notions of merit. Progressive and traditional norms often coexist, creating tensions and ambiguity around what constitutes fair treatment and inclusive behavior at work. We invite contributions examining how evolving societal contexts influence leadership, decision-making, and perceptions of fairness and inclusion in organizations.

### *2) From resistance to impact.*

Fairness or DEI-oriented initiatives frequently elicit heterogeneous reactions. While some employees experience greater psychological safety and belonging, others express skepticism, fatigue, or perceive such efforts as ineffective or unfair. Rather than viewing resistance as failure, this SGM encourages contributions that conceptualize resistance and fatigue as informative signals that existing DEI approaches may require reconsideration. We particularly welcome research focusing on the actual psychological and behavioral impact of such initiatives, beyond symbolic or formal implementation.

### *3) Individual reactions to unfair workplaces.*

Experiences of unfairness are often subtle and embedded in everyday interactions, such as exclusion, devaluation, or inconsistent rule application. Individuals differ in how they interpret these experiences, assess their legitimacy, and respond through speaking up, silence, disengagement, or resistance. Contributions are invited that examine cognitive, emotional, and behavioral responses to perceived unfairness across organizational contexts.

## **Format and outcome of the meeting**

The meeting will start on Sept 24 with a welcome reception in the late afternoon. On Sept 25 and 26, we will have two full days of presentations and discussions, two keynotes, and a conference dinner on Sept 25. The meeting format will give participants ample opportunities to discuss their research and to network. A key goal is to foster collaboration between early-career and senior scholars and to encourage international exchange among researchers working in diverse societal contexts. Planned outcomes include the development of collaborative research projects, joint funding applications, and a special issue proposal.

## **Keynote speakers**

Prof. Oana Fodor, Work & Organizational Psychology Research Center, Babeş-Bolyai University, Romania

Prof. Janine Bosak, Business School, Dublin City University, Ireland

## **Location**

The meeting will be held in Lausanne, Switzerland, on the campus of the University of Lausanne. The campus is beautifully located, right on the shores of Lake Geneva, and easily accessible from Lausanne central station (15 min metro) and Geneva airport (50 min train). Also, its location offers a great variety of accommodations and is ideal for further travel and leisure activities.

## **Costs**

We are very happy that we received funding from EAWOP and the SNSF which allows to cover the welcome reception, conference dinner, lunches, and coffee breaks during the two session days, as well as accommodation. If you are interested in staying in one of the accommodations covered by this budget, please let us know, whether you are happy to share a room, and how many nights you would need. Priority will be given to early career scholars. Travel costs are not included. Albeit we

have a small budget to cover travel expenses for early career scholars in need (from disadvantaged countries or facing difficult financial situations).

**Submission of abstracts**

Participants are invited to submit their abstracts (max 500 words; without references; max 2 additional pages of tables or figures) by email to [sgm.lausanne2026@gmail.com](mailto:sgm.lausanne2026@gmail.com), by **June 5, 2026**.

The abstract should clearly outline how the project contributes to the SMG theme and describe: the purpose/theoretical background, design/methodology, main findings, limitations, and implications. Please indicate in the submission whether the presenting author is a member of EAWOP. Please also note your preference regarding presentation format (about 15 min oral presentation vs about 5 min poster presentation vs no preference). We will respect preferences as much as possible when finalizing the program.

Applicants will be notified about the acceptance of their paper by **June 22, 2026**.

For any questions about the event, please contact us by email through [sgm.lausanne2026@gmail.com](mailto:sgm.lausanne2026@gmail.com).