

BROADEN YOUR FRAME INCLUSION WEEK SEMINARS 10-17 NOVEMBER 2023



This Broaden Your Frame Seminar Series falls into a wider Bocconi University initiative: **INCLUSION WEEK 2023**. The programme of the entire week can be found at www.unibocconi.eu/inclusionweek

ASSESSMENT

To earn 2 credits for Enhancing Experience students have to:

- participate in at least 5 out of 7 seminars of the series
- complete a “triple-tweet” assignment on BBoard (maximum 840 characters) at the end of each attended seminar
- submit the final assignment to be completed in the classroom at the end of the seminar 6 on 16 November.

FOR INFORMATION

Bocconi University
Graduate School
tel. +39 02 5836 2592

10 NOVEMBER 2023 | 1:00-2:30PM | Aula Franceschi Via Sarfatti 25
SEMINAR ONE

OPENING WORKSHOP
INTRODUCTION TO INCLUSION WEEK AND BROADEN YOUR FRAME

WELCOME ADDRESSES
FRANCESCO BILLARI Rector
CARLO SALVATO Dean, Graduate School

GENDER EQUALITY AND GENDER GAPS
SPEAKER: **PAOLA PROFETA** Dean for Diversity, Inclusion and Sustainability

13 NOVEMBER 2023 | 6:15-7:45PM | Aula Franceschi Via Sarfatti 25
SEMINAR TWO

LGBTQ+ INCLUSION IN ECONOMICS AND BEYOND: THE ROLE OF UNIVERSITIES AND PROFESSIONAL ASSOCIATIONS
SPEAKER: **CHRISTOPHER CARPENTER** Vanderbilt University
MODERATOR: **MASSIMO MORELLI** Bocconi University

14 NOVEMBER 2023 | 1:00-2:30PM | Aula Franceschi Via Sarfatti 25
SEMINAR THREE

SOCIAL ASPECTS OF NEURODIVERSITY
SPEAKERS: **MILENA MILANI** Bocconi Counseling Service; **THEO SMITH** Neurodiversity activist
MODERATOR: **NICOLETTA BALBO** Bocconi University

14 NOVEMBER 2023 | 6:15-7:45PM | Aula Franceschi Via Sarfatti 25
SEMINAR FOUR

BIASES IN A MULTICULTURAL ENVIRONMENT
SPEAKERS: **ALA' ALRABABAH** Bocconi University; **BENOÎT HAMON** CEO SINGA Global, former Member of the European Parliament
MODERATOR: **CATHERINE DE VRIES** Bocconi University

15 NOVEMBER 2023 | 6:15-7:45PM | Aula Franceschi Via Sarfatti 25
SEMINAR FIVE

EVIDENCE BASED COEXISTENCE OF DIFFERENCES: REFLECTIONS ON MEANING AND IMPORTANCE OF THE UNIVERSAL/INCLUSIVE LANGUAGE
SPEAKER: **VERA GHENO** University of Florence
MODERATOR: **SILVIA CINQUE** SDA Bocconi School of Management

16 NOVEMBER 2023 | 6:15-7:45PM | Aula Franceschi Via Sarfatti 25
SEMINAR SIX

THE LABOR MARKET EFFECTS OF DISABILITY HIRING QUOTAS and FINAL ASSESSMENT
SPEAKER: **CHRISTIANE SZERMAN** University College London
MODERATOR: **GIULIA GIUPPONI** Bocconi University

17 NOVEMBER 2023 | 1:00-2:30PM | Aula Franceschi Via Sarfatti 25
SEMINAR SEVEN

THE INCLUSION OF LGBTI+ PERSONS AND RACIAL/ETHNIC MINORITIES IN OECD COUNTRIES: CHALLENGES, ACHIEVEMENTS, AND WAY FORWARD

SPEAKER: **MARIE-ANNE VALFORT** OECD
MODERATOR: **PAOLO PINOTTI** Bocconi University

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ABSTRACTS

10 NOVEMBER 2023 SEMINAR ONE

GENDER EQUALITY AND GENDER GAPS PAOLA PROFETA

No country in the world has achieved gender equality. According to the last Global Gender Gap Index of the World Economy Forum (2023) gender equality will not be reached before 130 years from today! What are the main obstacles to gender equality? Why we should care? We will discuss why gender equality is a strategic goal. It is beneficial for companies, organizations, the society and the overall economy. It produces outputs, growth, development and performance, it improves the quality of decision-makers, it enriches the agenda. These beneficial consequences are for all.

13 NOVEMBER 2023 SEMINAR TWO

LGBTQ+ INCLUSION IN ECONOMICS AND BEYOND: THE ROLE OF UNIVERSITIES AND PROFESSIONAL ASSOCIATIONS CHRISTOPHER CARPENTER

Why is LGBTQ+ inclusion in economics important? I will describe the history of the American Economic Association's progress on LGBTQ+ Issues that led to the creation of the Committee on the Status of LGBTQ+ Individuals in the Economics Profession (CSQIEP), and I will discuss CSQIEP's core activities in several key areas: increasing visibility, building community, mentoring, and promoting LGBTQ+ economics research. Lessons from cross-institution, cross-country, cross-association, and cross-disciplinary comparisons will be identified, and I will discuss key remaining barriers to progress toward full LGBTQ+ inclusion in economics and beyond.

14 NOVEMBER 2023 SEMINAR THREE

SOCIAL ASPECTS OF NEURODIVERSITY MILENA MILANI; THEO SMITH

The seminar covers the theme of neurodiversity in three different areas: in the educational context, at work and in the family. Besides presenting definitions of different neurological developmental disorders, the speech will address the topic of how neurodivergent people can create an added value inside the professional world. Finally, a research which describe how the presence of people with disabilities and disorders can affect the family and society will be presented.

14 NOVEMBER 2023 SEMINAR FOUR

BIASES IN A MULTICULTURAL ENVIRONMENT ALA' ALRABABAH; BENOÎT HAMON

Ala' Alrababah, whose research focuses on immigration and refugees, authoritarian media, and political violence, will delve into what social science research reveals about the conditions that either enhance or diminish prejudice through interactions with outgroup members. Additionally, he will discuss various experimental and observational studies that demonstrate the impact of such interactions on the development of tolerance.

Benoît Hamon's speech will focus on the global realities of the change in scale of international migration. Public perceptions of migration are at odds with reality everywhere. Changing the migration narrative means first and foremost becoming aware of biases and distortions of perception. The words used by the media to comment on the realities of migration borrow from the lexicon of war and conflict. Changing the narrative of migration also means waging a cultural battle to rehumanize the vocabulary used to talk about people forced into exile.

The session is organized in collaboration with L'Oréal Groupe.

15 NOVEMBER 2023 SEMINAR FIVE

EVIDENCE BASED COEXISTENCE OF DIFFERENCES: REFLECTIONS ON MEANING AND IMPORTANCE OF THE UNIVERSAL/INCLUSIVE LANGUAGE VERA GHENO

Vera Gheno, who has collaborated with Accademia della Crusca for 20 years, in her speech will address the use of "proper words" and the idea of a language which evolves in parallel with reality. The meeting with the expert of the so called "linguaggio ampio", broad language, will be an unmissable chance to spread awareness on cultural biases and increase our individual and collective commitment towards inclusive communication.

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ABSTRACTS

16 NOVEMBER 2023 SEMINAR SIX

THE LABOR MARKET EFFECTS OF DISABILITY HIRING QUOTAS CHRISTIANE SZERMAN

People with disabilities are underemployed across the world. With the goal of increasing their representation, more than 100 countries have established quota regulations requiring firms to hire people with disabilities. We will talk about the implications of enforcing modest disability hiring quotas for workers and firms. Using the introduction of a reform in Brazil that enhanced enforcement of a new hiring quota regulation, market-level analysis finds that people with disabilities in local labor markets more exposed to the reform experienced larger increases in employment and earnings. Using the compliance decision of firms to the quota, it is estimated that the marginal worker with disabilities hired under the quota has a marginal revenue product close to their wage. Through the lens of a model of enforcement of hiring quotas with imperfect compliance, we will see that the policy generates aggregate welfare gains. My findings demonstrate that, in labor markets under imperfect competition, mandating modest increases in employment for the disadvantaged can promote redistribution and improve welfare.

17 NOVEMBER 2023 SEMINAR SEVEN

THE INCLUSION OF LGBTI+ PERSONS AND RACIAL/ETHNIC MINORITIES IN OECD COUNTRIES: CHALLENGES, ACHIEVEMENTS, AND WAY FORWARD MARIE-ANNE VALFORT

This presentation will provide an overview of the OECD's work on the inclusion of LGBTI+ persons and racial/ethnic minorities. It will first investigate the life situation of these minorities by discussing recent estimates of their size, exploring the extent to which these populations face disadvantages in the labor market, and assessing how they fare in other areas, including in terms of well-being as well as mental and physical health. The presentation will then examine the laws and policies that are viewed as critical to achieve equality for LGBTI+ persons and racial/ethnic minorities, while also analyzing their implementation across OECD countries. The presentation will conclude by presenting promising avenues for future research to foster the inclusion of LGBTI+ persons and racial/ethnic minorities, in OECD countries and beyond.