



Call for Research

Seen@Work is calling for research papers and project proposals from graduate and undergraduate students exploring practices that advance diversity, equity, and inclusion (DEI) in the workplace.

About Seen@Work: Seen@Work is a management consulting firm that specializes in providing coaching, training, and insights to individuals and organizations to level up their DEI efforts. Seen@Work is committed to sharing best practices to drive and further DEI in the workplace and seeks to create a world in which all employees feel seen, valued, and respected at work.

Call for Research: As part of this mission, Seen@Work is supporting graduate, undergraduate students, and recent graduates (graduated 2020 or later) exploring workplace DEI. The goal of this call for research is to share evidence-based practices and facilitate the translation of research to practice in the DEI space.

Advancing DEI in the workplace: Practice that fosters true change

Seen@Work is calling for research papers and proposals centered on the theme of advancing DEI in the workplace through practice that fosters true change. Society has awakened to the increased need for more equitable practices that enhance inclusion and representation of marginalized communities. While the business case for diversity has been long acknowledged, the bare minimum or expressed commitment to diversity is not enough to realize the benefits of inclusion for individuals, organizations, and communities. This call for research acknowledges the growing importance and need for research-based DEI practices.

There are two separate components of Seen@Work's call for research: research paper summaries and research study proposals.

Research Papers	Study Proposals
<ul style="list-style-type: none">+ Summary of a completed research study related to advanced DEI in the workplace.+ This summary is intended for DEI practitioners to apply the research in their practice.+ Approximately 5 submissions will be selected to be featured in the inaugural Seen@Work publication.+ Selected papers will also receive other opportunities to be shared through the Seen@Work community.+ Authors of selected papers will receive a cash prize to recognize their contribution to the DEI field.	<ul style="list-style-type: none">+ Proposal of DEI related research projects that are at the early stages of development with an expected completion of Spring 2022.+ There should be a clear focus of practical application of DEI practices, processes, and outcomes in the workplace.+ Approximately 3 submissions will be selected for support in the form of funding of \$1000 and coaching/guidance from Seen@Work consultants.+ Selected projects will also receive other opportunities to be shared with the Seen@Work community.

Questions? Contact us at info@seenatwork.com



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Submission Objectives: Research should be accessible and have clear practical components for employers that are reflected in research questions and purpose of the study. All types of methods are welcome and encouraged, but methods should be replicable and recognized as a strong research practice. Additionally, submissions should offer a unique contribution that advances the existing literature about DEI in the workplace. Finally, submissions should have opportunities to apply across industries and organizations while holding to the nuances in studying DEI and contexts that influence DEI practices.

List of examples topics/Areas of interest:

- DEI and remote work
- Redesigning workplaces with an equity lens for the 21st century (pay equity, flexible work arrangements, etc.)
- Case studies about DEI efforts that highlight successes and obstacles
- People analytics techniques with consideration for DEI
- Impact and business outcomes of DEI interventions (i.e. ERGs, Diversity Councils, equitable evaluation rubrics, reverse mentoring programs, DEI workshops and training etc.)
- DEI practices as applied to dimensions of diversity outside of Race/Gender (i.e. fatness/size, disability, etc.)
- Effective measures of inclusion
- Effective DEI in a global context

Submission guidelines:

To submit a [research paper](#), please provide the following in the form link below:

**Word counts exclude in-text citations and reference lists; Please format citations in APA or Chicago style*

- Overview of study, including research purpose and research questions (up to 200 words)
- Research methods, including sample, data collection, and data analysis (up to 600 words)
- Summary of the results and findings of the research (up to 800 words)
- Application of the study for DEI practice (up to 800 words)

[Submit research paper summary](#)

To submit a [study proposal](#), please provide the following in the form linked below:

**Word counts exclude in-text citations and reference lists; Please format citations in APA or Chicago style*

- Overview of study, including research purpose and research questions (up to 300 words)
 - o Include what has already happened and what is left to be completed (up to 200 words)
- Brief literature review and how this study addresses an existing gap (up to 600 words)
- Research methods, including sample, data collection, and data analysis (up to 600 words)
- Application of the study for DEI practice (up to 800 words)

[Submit study proposal](#)

Important dates:

Research paper	Study proposal
- Submission deadline: September 14, 2021	- Submission deadline: September 14, 2021
- Decisions communicated: October 4, 2021	- Decisions communicated: October 4, 2021
- Publication expected: November 5, 2021	- Project completion expected: May 31, 2022

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