Call for papers – Special Issue

Innovation, Entrepreneurship and Diversity: Beyond gender, are there new perspectives?

Guest Editors: V. De Beaufort¹, S. Belghithi-Mahut², A. L. Lafont³ and O. Yousfi⁴

There has been many local, national and European programs promoting gender diversity in innovation and entrepreneurship (Europe 2020, 2013 Plan of feminine entrepreneurship development, Women 2020, …). For instance the European Commission has been committed to promote gender equality in Research and Innovation (R&I). This is part of the Commission’s Strategic engagement for Gender Equality in all EU policies for the period 2016-2019. This commitment is driven by the need to rethink the current economic model displaying several limits. Many organizations and associations are looking for a more inclusive approach of actors in the economy (f-entrepreneurs.com, Women 2020, Femmes Chefs d’Entreprises Mondiales FCEM …).

Despite the large body of work on diversity in other areas, in economics and management sciences, women role is not yet fully explored. For instance, Innovation literature is supposed to be gender-blind as there are no studies on innovations implemented by man and woman. When it comes to empirical evidence all studies are conducted on male-controlled industries and male-implemented innovations, however.

In general the role of minorities is still marginalized in economics and management and studies on the individual characteristics of actors and how they could influence businesses are rare.

The intuition behind promoting diversity is to set up a more sustainable and socially responsible economic model where performance encompasses also social expectations of all actors. This commitment is attempting to change current norms, attitudes and behaviours that

¹ Professor at ESSEC Business School, Public and Private Policy Department Head of Department Public and Private Policy Co-director of the ESSEC “Law Track” - Co-Director of the European Center for Law and Economics - Academic Director of the Program “Women Entrepreneurship”
² Associate Professor of human resources at University of Paul Valery.
³ Assistant Professor of Finance at University of Montpellier.
⁴ Associate Professor of Finance at University of Montpellier.
are based on stereotypes marginalizing actors and leading to the exclusion of some actors based on the color of their skin, gender, culture, religion, etc. The involvement of minorities is seen as a source of more creative ideas that help to create employment and favor economic growth (Le Loarne-Lemaire, 2014).

When it comes to practice, the European commission has focused on programs and policies that encourage diversity in entrepreneurship. In fact, it has funded several studies to analyze the effects of minority diversity on firm performance and innovation (CE, 2002, 2008).

In this special issue, we aim to assess different approaches and perspectives on the effect of norms and stereotypes in entrepreneurship and innovation. Most often, this norm is unconscious and creates direct and indirect discriminations regarding promotion and innovation and minority businesses’ enhancement. This special issue should allow to question on this norm and open our mind on the analysis of approaches and speeches related on innovation and entrepreneurship.

Innovation literature should consider new perspectives and rethink innovation regarding the innovator’s profile. In fact most studies have focused only on several types of innovation like for instance technological and product innovations. Their measures are mainly R&D expenditures and/or number of patents. However, the OCDE\(^5\) statistics show that more than 50% of innovations are managerial, organizational, marketing, social, etc.

This more inclusive innovation approach has led to consider investigation and research field by focusing more on the actor’s characteristics and rules bearing these innovations and their environment (Bridгstock et al. 2010). So a large number of studies seems to highlight the role of variety and gender diversity in innovation (Galia et Zenou, 2012, Grenier, 2015) and entrepreneurship.

This special issue invites the authors to submit proposals mobilizing diverse and transverse approaches where methodologies so quantitative and qualitative are welcome.

We are currently seeking articles on any topic related to the following issues:

- Is diversity value-enhancing in enterprises and organizations?
- Does diversity lead to specific forms of innovation and entrepreneurship?
- Diversity and access to innovation and entrepreneurship resources (funding, competencies, technical support, partnerships, etc.).
- What are the effects of individual characteristics on innovation?
- Does the innovator’s environment shape the innovator profile?
- Does the innovator profile change according businesses?
- Innovations and innovative behavior: differences across sectors and innovator origin?
- Relation between paucity of women and the minorities in the top management and the innovation or the entrepreneurship: links? Causalities?
- Policies and public actions: innovation supports from a perspective of diversity?
- ……

\(^{5}\) www.oecd.org/innovation/strategie
Timetable for submission and acceptance of papers:

- **March 30, 2017**: Deadline for complete manuscripts through online paper submission: http://www.editorialmanager.com/innovations/default.aspx

Guideline for authors: http://www.cairn.info/docs/Instructions_for_authorsGB110816.pdf

- **December 20, 2017**: Final notification for acceptance:

Submit abstracts or questions to:

- Viviane De Beaufort: beaufort@essec.fr
- Sophia Belghiti-Mahut: sofia.belghiti-mahut@univ-montp3.fr
- Anne-Laurence Lafont: anne-laurence.lafont@umontpellier.fr
- Ouidad Yousfi: ouidad.yousfi@umontpellier.fr

References
Grenier C., (2015), Construire la diversité des acteurs pour innover. le cas d'un réseau de santé, *RIHME*, 16, p. 66-84
CE (2002), Diversity and Innovation (Europa.eu), www.oecd.org/innovation/strategie