



## **Editorial: The journal and its ethos**

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Interdisciplinary perspectives on equality and diversity: an International Journal (IPED) is a new fully open access, multilingual, peer-reviewed journal in the field of equality and diversity. Equality, diversity and social justice scholarship has grown exponentially over the last fifty years with a range of legislative and policy initiatives evident in different national contexts. This research, pedagogical and policy work transcends societal and work boundaries meaning that the field is truly both international and interdisciplinary and so we welcome material from any discipline and geographical location. Future issues of the journal will incorporate research from a range of disciplines or sectors whether it comes from educationalists teaching students, equality and diversity practitioners or academic scholars, for example political and development researchers or social scientists. We invite submissions which explore (in)equality, diversity and social justice in occupational, educational and societal contexts. Submissions may explore the outcomes of diversity in organisational contexts, equality policy outcomes in different nation states or the cultural boundaries of home and work, for example. We also welcome new ideas including innovative research into equality and diversity issues such as the use of space to outline differences in equity through pictures as well as papers that introduce new material from equality practitioners such as the tension between reconciling political ambitions and community ambitions as well as work ones. Submissions which critique Western theoretical paradigms are particularly welcomed. We hope this journal will be a home to critical research which transcends the traditional boundaries between academic research and practice, which will challenge the dominant academic paradigms. In accordance with the ethos of the journal, content is freely accessible to all who are interested in this topic around the globe.

The management of the journal is not hierarchical; instead we follow a more open and collegiate approach which allows all members of the board to contribute equally. A crucial element of the journal is respect for different research cultures and different ways of reporting and analysing data that may go beyond the more conventional approach of much of scientific data. An example may include using an auto-biographical or auto-ethnographic approach to interpreting equality and diversity issues. Nevertheless the aim of the open access journal is to bring together high quality papers, developmental papers and original contributions from academics at all stages of their career (including students). In addition the journal welcomes contributions from practitioners working in the field.

In the spirit of inclusion all reviewers will be asked to supply developmental reviews and will not be asked to indicate whether the submission should be accepted or rejected. This will boost interaction between different academic disciplines as well as opening up discussion among practitioners and commentators around the globe. The expectation is that this will increase the richness of data and knowledge and ultimately discussion in the field of equality and diversity, thereby facilitating new and different approaches within the field.

The benefits of IPED's approach will allow the authors' research or comments to be disseminated widely. We accept submissions in different languages subject to the editorial board finding reviewers in those languages. If you intend to make a submission in a language other than English, we ask you to contact the editorial board in advance to ensure they will be

able to find appropriate reviewers. An abstract in English will also need to be provided. This will increase both the visibility of authors in the field of equality and diversity but also the potential impact of the work. There will be two volumes per year, with occasional special issues focussed around a particular theme within the broad spectrum of equality and diversity.

The commitment to being an international journal includes composition of the editorial board, which spans the globe and includes representatives from Europe, North America, South America, Australasia and Asia. We would also welcome more representatives from African academics and practitioners researching or dealing with equality and diversity issues. Further, the editorial board includes scholars and practitioners from a range of disciplines including sociology, education, critical disability studies, construction management, critical race theory, intersectional theory, management, social policy and medical sociology. We are all at different stages of our academic careers and each of us is fully committed to pursuing social justice across our areas of expertise.

The editors would like to encourage authors to submit original research papers to position pieces, theoretically informed empirical work or systematic literature reviews. We also welcome case studies that discuss equality and diversity interventions in any sector. In order to encourage debate letters that outline responses to previously published studies are also welcome. Reports from conferences or training sessions that have an equality, diversity or social justice focus, as well as insight into how to teach the subject of equality and diversity in different contexts or teaching resources may also be submitted. All contributions will be valued and the focus will be on developing contributions to reach their ultimate potential.

If you wish to become more involved with the journal, for example, through joining our team of reviewers or proposing a special issue please contact the editorial team at [k.sang@hw.ac.uk](mailto:k.sang@hw.ac.uk)