

BREAKING BARRIERS: PAVING NEW PATHS IN I/O PSYCHOLOGY

As an Industrial Organizational (I/O) Psychologist, your role in the workplace is more vital than ever to breaking barriers. Your expertise and insights into employee well-being and organizational behavior can significantly impact a company's success. However, we understand that navigating this field as a Black professional can come with its unique challenges as well.

BIOP's mission is to uplift Black voices and experiences within the I/O psychology industry. We've created this conference to help support this mission. Throughout the conference, you'll have the opportunity to connect with like-minded individuals and experts in the field to exchange knowledge and learn from each other.

When: Thursday, February 29th - Friday, March 1st, 2024

Where: Florida International University

Our two-day conference will feature inspiring keynote speakers, thought-provoking panel discussions, and engaging workshops from a diverse array of speakers. You'll leave the conference equipped with actionable strategies to implement in your work and empowered to advocate for yourself and the value you bring to the workplace.

In addition to bringing together students, academics, and practitioners in the field of I/O psychology of all backgrounds, this conference is aimed to highlight the achievements and experiences of Black psychologists and researchers in the field, and to foster an inclusive environment where attendees can ask questions and share their knowledge, ideas, and perspectives. It will conclude with a gala to honor and celebrate the contributions of our community, including members, allies, volunteers, and donors who have been instrumental in the field of I/O psychology. This celebration will recognize their efforts and achievements in advancing the field and shaping its future.

BIOP invites proposals for presentations, workshops, and panel discussions that align with our mission of empowering Black professionals to step into their identity as Industrial Organizational Psychologists confidently.

We are seeking proposals that cover a range of topics related to industrial organizational psychology and its intersection with race, diversity, equity, and inclusion in the workplace. Proposals should be designed to provide practical strategies and actionable insights for attendees to implement in their work.

POTENTIAL TOPICS FOR THE CALL FOR PROPOSAL OVERVIEW BASED ON THE 2024 WORK TRENDS:

- ◇ The Future of Work: Exploring the Impact of Artificial Intelligence and Automation on Diversity and Inclusion
- ◇ The Role of Black Industrial Organizational Psychologists in Building and Sustaining Inclusive Company Cultures
- ◇ Burnout and Mental Health: Addressing the Challenges Faced by Black Industrial Organizational Psychologists
- ◇ Workplace Diversity and Inclusion Metrics: Best Practices for Collecting, Analyzing, and Reporting Data
- ◇ Mitigating Unconscious Bias in Hiring and Performance Management: Insights from Industrial Organizational Psychology
- ◇ The Impact of Race and Intersectionality on Leadership Styles and Effectiveness in Diverse Organizations
- ◇ Building and Sustaining Employee Resource Groups (ERGs) for Black Professionals: Strategies for Success
- ◇ Redefining Employee Engagement and Retention in a Hybrid Work Environment: Implications for Black Industrial Organizational Psychologists
- ◇ Creating a Culture of Feedback and Continuous Learning: Tips and Tools for Industrial Organizational Psychologists to Drive Growth and Development
- ◇ The Future of Diversity, Equity, and Inclusion in the Workplace: Insights from Black Industrial Organizational Psychologists.

ACTIONABLE STRATEGIES AND INSIGHTS PRESENTERS CAN INCLUDE IN THEIR PROPOSAL:

1. Provide case studies, scenarios, and examples of real-world situations that attendees may encounter in their work and demonstrate practical solutions for addressing them.
2. Offer hands-on workshops that provide attendees with practical tools and techniques to implement in their work, such as assessments, surveys, and other measurement tools.
3. Share data, research, and evidence-based practices that demonstrate the effectiveness of various strategies related to industrial organizational psychology and diversity, equity, and inclusion.
4. Encourage attendees to collaborate and exchange knowledge with one another through networking sessions, roundtable discussions, or other interactive activities.
5. Highlight success stories and best practices from other organizations, industries, or fields that can inspire attendees to try new approaches in their own work.
6. Offer post-conference resources such as follow-up webinars, articles, or other materials that can help attendees continue their learning and development after the conference.
7. Emphasize the importance of self-care, mindfulness, and resilience for Black Industrial Organizational Psychologists, and provide practical tips and tools for managing stress, burnout, and other challenges in the workplace.
8. Encourage attendees to take action and be advocates for diversity, equity, and inclusion in their workplaces, and provide practical strategies for influencing change and driving progress.

RATING CRITERIA

(Total Point: 40)

- ◇ **Relevance:** The extent to which the proposal aligns with the conference theme and addresses relevant and current issues related to industrial organizational psychology and diversity, equity, and inclusion in the workplace. (5 points)
- ◇ **Practicality:** The extent to which the proposal offers practical strategies, tools, and insights that attendees can apply in their work and make a tangible impact in their organizations. (5 points)
- ◇ **Innovation:** The extent to which the proposal offers new and innovative ideas, approaches, or solutions to challenges related to industrial organizational psychology and diversity, equity, and inclusion in the workplace. (5 points)
- ◇ **Clarity:** The extent to which the proposal is clear, concise, and well-organized, with a clear structure and presentation of ideas. (5 points)
- ◇ **Research:** The extent to which the proposal is grounded in relevant and rigorous research and draws from a variety of credible sources to support its arguments and recommendations. (5 points)
- ◇ **Interactivity:** The extent to which the proposal includes interactive and engaging activities, such as case studies, group discussions, or hands-on workshops, that facilitate learning and knowledge-sharing among attendees. (5 points)
- ◇ **Diversity, Equity, and Inclusion (DEI):** The extent to which the proposal demonstrates a strong commitment to DEI principles and practices, including a focus on issues related to race, ethnicity, gender, sexual orientation, disability, and other aspects of diversity. (5 points)
- ◇ **Impact:** The extent to which the proposal has the potential to make a significant impact in the field of industrial organizational psychology and contribute to advancing DEI in the workplace. (5 points)

[CLICK HERE TO SUBMIT YOUR PROPOSAL](#)

Proposal submissions deadline: **June 30, 2023 by 11:59 PM EST.**

Decisions will be made by **August 31, 2023.**

Please email l.ellison315@gmail.com with any questions or inquiries.