

Gastvortrag



Prof. dr. M.C.L.
Marieke
van den Brink



Radboud Universiteit Nijmegen

Montag, 3. Juni 2024
17:30 Uhr

**im Thomas-Ellwein-Saal
und per Livestream**

Es laden herzlich ein:
Präsidialabteilung, Zentrale Aufgaben &
Prof. Dr. Barbara Sieben, Professur für Personalpolitik

Mentoring and sponsorship: re-thinking possibilities for career support

In this interactive lecture, Prof. dr. Marieke van den Brink delves into contemporary insights surrounding gender (in)equality within organizations, shedding light on the pivotal role that informal networking and sponsorship play in shaping (academic) careers. Specifically, the discussion centers around sponsorship practices—an active form of support emanating from influential academics who champion, safeguard, and actively advocate for the career progression of individuals. We will explore the differences between mentoring and sponsorship more in-depth. The focus extends to understanding how we, as (female) academics, supervisors and (future) HR specialists, can become more aware and deal with this inequality mechanism.

Anmeldung für Livestream oder Get-together (ab 17 Uhr vor dem Thomas-Ellwein-Saal) an: DEI_E@hsu-hh.de



Prof. dr. M.C.L. Marieke van den Brink

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Marieke van den Brink is Professor of Gender & Diversity at the Radboud University Nijmegen, the Netherlands. Her main research interest focuses on ways how bundles of interacting organization processes produce intersectional inequalities in organizations. She is especially interested in the politics of doing diversity work, including dynamics between individual and collective change agency, resistance and the challenges in intersectional policy making. She is a member of the Dutch National Committee for Diversity and Inclusion in Higher Education and was elected as member of the Young Academy of the Royal Netherlands Academy for Arts and Sciences (KNAW). Her work has been published in the *Journal of Management Studies*, *Organization Studies*, *Organization*, *Human Relations*, *Gender, Work & Organization*, and *Social Science & Medicine*.

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Publications

van Eck, D., Dobusch, L., & van den Brink, M. (2024). Creating inclusivity through boundary work? Zooming in on low-wage service sector work. *Human Relations*, 77(2), 233-264. <https://doi.org/10.1177/00187267221145390>

van der Harst, M., D-J. Koch & M. van den Brink (2023). A review of the unintended gender effects of international development efforts. *Public Administration and Development*, 43 (4), 280–292.

Balan, C., van den Brink, M., & Benschop, Y. (2023). New fathers, ideal workers? New players in the field of father-friendly work organizations. *Gender, Work & Organization*, 30 (3), 957–981.

van Douwen, N., Van den Brink, M. & Y. Benschop (2022). Badass marines. Resistance practices against the introduction of women in the Dutch military. *Gender, Work & Organization*, 29 (5), 1443–1462.

Woods, D.R., Benschop, Y. & M. van den Brink (2022). What is intersectional equality? A definition and goal of equality for organizations. *Gender, Work & Organization*, 29 (1), 92-109. <https://doi.org/10.1111/gwao.12760>

O'Connor, P., Hodgins, M., Woods, D.R., Wallwaey, E., Palmen, R., Van den Brink, M. & E. Kalpazidou Schmidt (2021). Organisational characteristics that facilitate Gender-based Violence and Harassment in Higher Education, *Administrative Sciences*. 11(4), 138. <https://doi.org/10.3390/admsci11040138>

van Eck, D., Dobusch, L., & Van den Brink, M. (2021). The organizational inclusion turn and its exclusion of low-wage labor. *Organization*, 28, (2), 289–310.

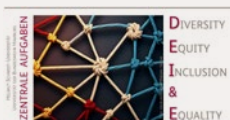
van Eck, D., Van Amsterdam, N., & Van den Brink, M. (2021). Unsanitized writing practices: Attending to affect and embodiment throughout the research process. *Gender, Work & Organization*, 28 (3), 1098–1114.

Blommaert, L. & M. van den Brink (2020). Gender equality in appointments of board members: The role of multiple actors and their dynamics, *European Management Review*. 17 (3), 633–647.

Brink, van den M. (2020). “Reinventing the wheel over and over again” Organizational learning, memory and forgetting in doing diversity work, *Equality, Diversity and Inclusion*. 39, 4, 379–393.

Dennissen, M., Benschop, Y. & M. van den Brink (2020). Rethinking diversity management: an intersectional analysis of diversity networks. *Organization Studies*, 41,2, 219–240.

Leenders, M., Bleijenbergh, I. & M. van den Brink (2020). Myriad potential for mentoring: Understanding the process of transformational change through a gender equality intervention. *Gender, Work & Organization*, 27, (3), 379–394.



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