



Capability Statement

Centre for Organisations and Social Change

2023



Overview

The Centre for Organisations and Social Change (COSC) conducts research into the ways private, public, and not-for-profit organisations can develop and drive business agendas that promote transformative social change for the inclusion and wellbeing of all. Our applied research agenda seeks to help organisations become better employers whilst more meaningfully serving their customers and external stakeholders.

COSC is an interdisciplinary research centre based in the College of Business and Law at RMIT University. Our researchers examine contemporary business, policy and social challenges to find evidence-based solutions to create inclusive, equitable and thriving organisations. Our work is grounded in academic theory and rigour with relevance for business, Government, not for profit and community organisations.

Our collaborative and impactful research spans efforts to develop diverse and healthy workplaces, promote equity-centred stakeholder engagement and action; and build purpose-driven organisations. Our four research themes focus specifically on driving social change within and through organisations to advance gender equality, multicultural inclusion, health and wellbeing and positive ageing.

We currently have over 60 academic members who examine core areas of academic research across organisations, including the fields of management, human resource management, industrial relations, international business, economics, finance, marketing, information systems, accounting and entrepreneurship. The Centre promotes a vibrant research environment that spans early career, mid-career and established researchers whilst supporting higher degree by research students.

Research undertaken by COSC members responds to the United Nation's Global Challenges agenda and is directly aligned with six key UN Sustainable Development goals including 3, 5, 6, 8, 10 and 12.





Research Focus Areas

Our current research is organised within and across four themes, providing a collaborative research environment to support cross-disciplinary research.

Gender equity and organisations

This theme examines gendered power relations and identities as related to organisations and organisational life and how gender equality can be advanced through policy and practice change

- Influence of gendered norms and barriers in organisations, especially in male-dominated sectors and contexts
- Gender-based discrimination and harassment in the workplace
- Women's under-representation in leadership and boards
- Industry practice and policy changes to progress gender equity and inclusion in workplaces and organisations
- Women's entrepreneurship and female-owned businesses
- Advancing gender equality with and for external organisational stakeholders

Health, wellbeing and organisations

This theme explores how organisations can promote and improve health and wellbeing as well as organisational responses to health and social problems

- Improving employees' wellbeing through leadership and organisational design
- Design of healthcare systems and practices for better service delivery
- Promote health, wellbeing and quality of life for consumers
- Design of financial service system to improve financial wellbeing
- Design of social and economic policies in uplifting population health
- Supporting individuals with disability and mental health challenges in employment and careers
- Social innovations and organisational responses to health and social problems
- Management of occupational health and safety issues

Positive ageing and organisations

This theme considers how older people can be supported within and through organisations to be connected and contribute to society and the economy

- Ageing consumers and the grey economy
- Stigma and inequalities
- Longevity markets and the 100-year life
- Social isolation, connectedness, and digital inclusion.
- Digital health innovations and ageing
- Superannuation and retirement savings
- Managing multi-generational teams and organisations
- Older workers, support and employment participation

Multicultural inclusion and organisations

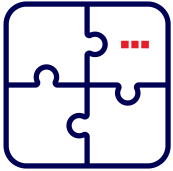
This theme explores issues of inclusion and exclusion for culturally and linguistically diverse people, migrants, refugees and indigenous communities in workplaces and for organisations

- Managing people and teams in culturally and linguistically diverse (CALD) workplaces
- International business and managing multinational corporations
- Facilitating the integration of migrants, refugees and international students through employment
- How globalisation of markets and cultures shapes consumption, consumer behaviours and marketing practices
- Governance and management of businesses (including SMEs) in emerging economies
- Sustainable business collaborations with indigenous communities
- Adoption and use of inclusive technologies and innovations for multicultural groups



Recent Projects

- Theme: Gender equity and organisations; Project title: Gender inclusion in PIARC; Funding body: PIARC (World Road Association); Value: \$109,129; Research Team: Associate Professor Lena Wang, Associate Professor Lauren Gurrieri, Professor Victor Gekara, Dr Leonora Risse, Dr Pradeepa Jayaratne.
- Theme: Health, wellbeing and organisations; Project title: Peer (lived experience) workforce development guidelines/ frameworks; Funding body: National & QLD Mental Health Commissions; Value: \$242,757; Research Team: Dr Louise Byrne, Associate Professor Lena Wang.
- Theme: Positive ageing and organisations; Project title: Co-designing Participatory Strategies with Older Adults to Reduce Perceived Risk and Promote Digital Inclusion; Funding body: Australian Communications Consumer Action Network (ACCAN); Value: \$98,637; Project Team: Professor Mike Reid, Associate Professor Bernardo Figueiredo, Dr Torgeir Aleti.
- Theme: Multicultural inclusion and organisations; Project title: Australia-Japan local government collaboration: Building sustainable and resilient communities; Funding body: Australia-Japan Foundation, Department of Foreign Affairs and Trade; Value: \$38,208; Project Team: Dr Shea Fan, Professor Timothy Bartram.

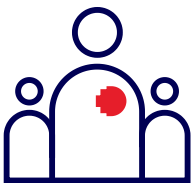


Industry Partnership

COSC researchers work with a diverse range of partners, both on external research projects as well as on broader engagement and impact activities. Some of our recent partners include:

- National Mental Health Commission
- Fair Work Commission
- Department of Defence
- Department of Industry, Science, and Resources
- Mind Australia
- Victorian Department of Families, Fairness and Housing
- Commission for Gender Equality in the Public Sector
- Department of Health and Human Services
- NSW Health
- Worksafe Victoria
- Women's Health Victoria
- University of the Third Age
- City of Melbourne
- City of Whittlesea

Please contact us if you are interested in partnering (see contact details below).



Contact Us

Contacts

- General Enquiries: email cosc@mit.edu.au

Social Media



<https://twitter.com/RMITCOSC>



<https://www.linkedin.com/company/rmit-cosc/>

Location

Swanston Academic Building, Level 9 445 Swanston Street, Melbourne, 3000, Victoria, Australia

