

**The 12th International Conference in Critical Management Studies
Diversalising and Intern(ation)alising CMS: Places, Spaces, Bodies and
Praxistical Theories**

BML Munjal University, India

16-18th December 2021

A Virtual Conference

Call for Submissions for Sub-theme 6

**Recapturing, restructuring, reframing, or reformulating? The future of
feminist gender and diversity scholarship to address and tackle inequalities
in management and organizations**

Convenors

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This sub-theme is interested in discussing the future of feminist gender and diversity scholarship in addressing and tackling inequalities in management and organisations. For decades now, management and organisation studies (MOS) scholars have argued the importance of bringing gender and diversity to the fore of the field, with many developing non-complacent, critical discussions that call out gender neutrality in organizations (Ely & Meyerson, 2000), how organizations reproduce gendered inequalities (Acker, 1990), and the need to develop understandings of diversity that are more critical, broader and more inclusive (Nkomo, 1992; Zanoni, Janssens, Benschop & Nkomo, 2010; Pullen, Vachhani, Gagnon & Cornelius, 2017).

Despite these ground-breaking contributions, the persistent unresolved problem of inequality remains a central feature of MOS scholarship. Furthermore, scholarship about inequality and how to overcome it still faces resistance and devaluation; for instance, some have even suggested that it is time to consider inequalities as a relic of the past. These arguments are being reinforced using post-moments (e.g., post-feminism, post-gender, post-racialism, or post-intersectionality) to refer to present times and argue that we simply need to “move on”.

The actual moment in time has transformed into the most poignant reminder of how these discussions must be brought to the fore. The ongoing unrest, uncertainty, social changes and challenges we face at present, which appear to some as new and to others as reconfigured, have taken us back at an unprecedentedly fast pace. In a matter of months, the covid-19 pandemic has

not just led to a global public health crisis but also brought labour markets to its knees and both exacerbated existing inequalities and created new forms of inequality (Hu, 2020). For example, ongoing transformations have further accentuated forms of exclusion, first through algorithmic exclusion or datafication of social practices and more recently through the economic implications of lockdowns and social distancing (Lambrecht & Tucker, 2019; Jaim, 2020; Powell, 2020). Despite this, ostensibly neutral narratives (e.g., the pandemic is affecting everybody, data is objective) obscure the brutal, lethal inequalities. By neglecting the centrality of gender and diversity to understand ongoing practices and dynamics societal, systematic, and structural discrimination is created, enhanced, reconfigured, and reified.

Against this backdrop, important questions emerge about how we shift the narrative of “move on” to recapture, rethink, reframe and perhaps reformulate the role of feminist gender and diversity scholarship in MOS. More specifically, a time like this calls for critical and generative discussions that engage with diverse ideological, theoretical, conceptual, empirical, and methodological forms of feminist gender and diversity approaches to make sense of the world around us and identify ways to transform it. In view of this, what should we be moving on from and where should we be moving on to?

This iteration of the ICMS conference invites us to engage with ideas about places, spaces, bodies and praxistical theories. These ideas sit at the heart of feminist gender and diversity scholarship. In the spirit of this invitation, this sub-theme welcomes contributions that engage with the following questions -- please, note that this list is not exhaustive:

- What should future discussions about gender and diversity focus on, in order to regain centrality in the study of inequalities in management and organizations?
- What are the opportunities and challenges of bringing together feminist discussions (e.g., techno-feminism, ecofeminism, decolonial feminism) to discussions of gender and diversity for the study of new forms of inequalities in management and organizations?
- Is there a need to reformulate feminist gender and diversity to understand, study and tackle the inequalities in management and organizations resulting from turbulence and change --e.g., changes to the ways we work as a result of the pandemic, changes emerging from the increasing use of technology, etc?
- How could we re-think gender and diversity methodologically through a feminist lens to research and tackle inequalities in management and organizations?
- What would it mean and involve --conceptually, theoretically, methodologically and/or empirically--to reframe feminist gender and

diversity to study and tackle inequalities in management and organizations?

- Amidst narratives that adopt a gender and diversity-neutral approach, what alternative or new frameworks are needed to re-gender and diversilise discussions about inequalities emerging from different work experiences (e.g., teleworking, remote working, etc) across spatial and temporal locations across the globe?
- What are the spillover effects of the pandemic as organizational, social, and individual issues intersect and how can or should we negotiate these tensions in practice?

Abstract submission

The sub-theme accepts and encourages submissions that engage in conceptual, theoretical, methodological, empirical discussion relevant to the sub-theme. These can take the form of full or developmental papers, shorter position papers and/or debate pieces where two or more authors engage in dialogue over a topic or question. In the spirit of the conference and our own commitment to equality, diversity and inclusivity, we are committed to a constructive approach that welcomes and supports developmental pieces.

Submissions should be in the form of extended abstracts of 1000 words (including references). As part of the extended abstract, please devote 100 words (or so) to explain how your submission is suitable for the sub-theme. Please, send your submission to Elisabeth Anna Guenther at elisabeth.guenther@univie.ac.at. **Extended deadline for abstract submission is Sunday 31 October 2021. Decisions will be communicated no later than middle of November 2021.**

Whilst full papers are not required by the conference, authors wishing to receive feedback can submit their work by Sunday, 31 October 2021.

If you have any queries or wish to discuss a potential submission, feel free to reach out to sub-theme convenors (individually or collectively):

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Registration

The ICMS conference of 2021 will take place online. The registration fee for the virtual conference is INR 6,500.00 or GBP 70 per participant. **Link to register**

is: https://maitri.bmu.edu.in/asd_EventPublicUserMaster.htm?eventID=3.

If you have any questions or queries, please contact Dr Payal Kumar at: payalk1@gmail.com.

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