EURAM 20 25th YEAR
Managing with Purpose

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University of Florence
Italy

European Academy of Management EURAM

UNIVERSITÀ DEGLI STUDI FIRENZE

# SIG 05 - GRDO - Gender, Race, and Diversity in Organisations

We invite you to submit your research to explore the theme of

## MANAGING WITH PURPOSE

for the EURAM 25th Conference.

We look forward to receiving your submissions

# ST05_02 - Diversity issues in cultural context

**Proponents:**
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**Short description:**
This standing track, sponsored by Gender, Race, and Diversity in Organization's (GRDO) SIG, focuses on diversity, inclusion/exclusion and (in)equalities in management and organizations within and across different countries, socio-economic contexts and cultures. We invite submissions that address these topics by adopting a variety of perspectives, using different methodologies, and focusing on various contexts. By bringing together research from different national, social and cultural settings, this track advances conversations about the different approaches to the management of diversity that have emerged in different contexts and about the way the broader surroundings in which organizations are embedded affect diversity-related processes.

**Long description:**
This standing track, sponsored by Gender, Race, and Diversity in Organization's (GRDO) SIG, focuses on diversity, inclusion/exclusion and (in)equalities in management and organizations within and across different countries, socio-economic contexts and cultures. The context in which organizations are embedded, whether it be the political context, societal intergroup relations, legislation, or socio-economic disparities, affect the way groups are perceived and treated in the labour market and in workplaces. In recent years, political events, wars and social changes challenged our understanding of justice and (in)equality. DEI (diversity, equality/equity, inclusion) scholarship was always concerned about supporting vulnerable people in order to reach their best potential. While some of these developments affect the entire globe, they nevertheless occur and operate in different ways and to different extents in various historical, political, and cultural contexts. This might result in important differences across different countries, socio-economic contexts and cultures in the way inequalities manifest themselves, in the salience and construction of different social identities, in the organizational experiences of different historically disadvantaged groups, and in the way different dimensions of diversity are managed.

The goal of this track is to stimulate debates about diversity across different countries, socio-economic contexts and cultures, in which we aim to exchange insights on diversity (management) from different contexts, while acknowledging the way diversity-related processes are shaped by these contexts. We invite empirical, theoretical and conceptual papers drawing on different methodologies offering context-rich discussions of diversity, inclusion/exclusion and (in)equalities in management and organizations. We invite papers that focus on the (intersections of) gender, gender identity, race, ethnicity, migration background, language, religion, age, disability and/or sexual

orientation. We are open to research from different countries, socio-economic contexts and cultures, drawing on different theoretical traditions and coming from different disciplines. To enrich debates on diversity, which have been strongly shaped by a limited number of contexts and theoretical traditions, we particularly encourage submissions from post-socialist contexts and the Global South and submissions that draw on alternative theoretical lenses, including Postcolonial Theory, Critical Race Theory, Queer Theory, or Critical Disability Studies.

## Keywords:
- inclusion/exclusion
- (in)equalities in management and organizations
- cultural context
- Critical Race Theory
- Queer Theory
- Critical Disability Studies

## UN Sustainable Development Goals (SDG):
Goal 1: No poverty; Goal 3: Good health and well-being for people; Goal 4: Quality education; Goal 5: Gender equality; Goal 8: Decent work and economic growth; Goal 10: Reducing inequalities; Goal 11: Sustainable cities and communities; Goal 12: Responsible consumption and production; Goal 16: Peace, justice and strong institutions; Goal 17: Partnerships for the goals

## Publication Outlet:
- International Journal of Cross Cultural Management
- Journal of Organizational Change Management
- Qualitative Research in Organizations and Management

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