



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

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

T05_03 - Diversity / identity / power: An intersectional approach to international and cross-cultural management

Proponents:

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Short description:

This track investigates how power, identity and diversity come together in contemporary international and cross-cultural management (ICCM). Our focus lies on how exactly power-effects impacts current ICCM, and on how some ICCM actors are (dis-)advantaged. We wish to widen traditional ICCM foci to include, e.g., migration and mobility, privilege and marginalization, and categories and discourses of difference and otherness, and we seek to develop methods and theories for doing so. To this end, we invite you to submit interdisciplinary and novel research at the intersections of ICCM and GRDO/workplace diversity. We are happy to discuss ideas in advance (contact proponent1).

Long description:

This track challenges international and cross-cultural management (ICCM) studies from three intersecting angles, namely diversity, power and identity. As diversity research informs us, the perceptions and realities of difference are not power-free, and markers such as race, gender, ethnicity and religion and others contribute to inequalities in management, organizations and beyond. This is not yet acknowledged by ICCM, and traditional ICCM focus groups and themes might have lost their relevance for the societal, organizational and managerial challenges ahead. For overcoming this limitation, ICCM needs to acknowledge diversity, power and identity as part of the ICCM responsibility, to focus on contemporary issues such as migration, religion, and to consider intersections of culture/identity, power and diversity. This might mean to focus on refugee movements instead of professional expatriation, to learn from diversity at home instead of describing cultural differences abroad, and to challenge commonplace cultural explanations as a power-mechanism by which some groups affirm their interest over others. For instance, it might be that migrant individuals are underestimated knowledge resources for corporate practice; it could be that headquarters' perceptions of low performance at offshore sites are not to be explained with local culture



but with disabling structural hierarchies instead, and it might well be true that intercultural training activities result in less authentic intercultural interactions and higher dominance over others. Such a power-sensitive and identity/diversity-conscious ICCM also requires us to question taken-for-granted ICCM knowledge from multiple angles and to explicate our own standpoint when doing so: Whom do we serve when developing ICCM knowledge and how can we be sure that we are changing things to the better? To these ends, we invite empirical, methodological and theoretical papers that help us break down the borders between disciplines, e.g. between ICCM, HRM and diversity studies, to come to a more critical and power-sensitive understanding of what creates and constitutes 'cultural difference'. Papers might focus, on but are not limited to the following topics: power-effects in ICCM, migration and its ICCM implications, intersectionality of culture and identities, interdisciplinary approaches to ICCM and diversity, ICCM beyond traditional contexts and focus groups, religion and perceived religiousness, gender and race as related to ICCM challenges, reflexivity in relation to our theme, and current ICCM blindspots and how to overcome them. Ideally, these contributions come from scholars locating themselves within AND outside the interrelated fields of ICCM/GRDO, so that we can have a stimulating and enriching debate.

Keywords:

diversity
identity
power
intersectionality
cross-cultural management
critical

Publication Outlet:

International Journal of Cross-Cultural Management (both editors there)
Sage (proponent has 1 book published, on current book projekt there)
Routledge (proponent published 1 book there, both proponents have a current book projekt there together)

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AUTHORS GUIDELINES

<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>