Envisioning Inclusive Organizations: Theory-Building and Corporate Practice

Special issue call for papers from Equality, Diversity and Inclusion

Call for papers

Special issue of EDI (Journal on Equality, Diversity and Inclusion) on "Envisioning Inclusive Organizations: Theory-Building and Corporate Practice"

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Diversity studies have traditionally been centered upon practices and structures that produce social or cultural distinctions (e.g. with regard to ethnic or national origin, gender, age) which underlie exclusion and social inequality. Their aim has been to understand how and when in the history of modern society those distinctions were shaped, why they mattered for the generation of institutions, such as organization-building and restructuring (e.g. Konrad et al 2006, McCa1 2005). Furthermore, research has focused on the ways social distinctions have entered into organizational decision-making, how new categories of distinction have emerged to become sources of discrimination, and what could be done to combat direct and indirect forms of discrimination in organizations (e.g. Epstein 1992, Özligin/Talli 2008, Ridgeway 2009). In this regard, much valuable knowledge has added to our understanding of exclusionary mechanisms on the level of social interaction, group processes and organizational policy. However, with this focus on organizational exclusion, the conditions for inclusion and the idea of inclusiveness has tended to be disregarded. The goal of this special issue of EDI is to elicit new perspectives and gain fresh ideas in the field of diversity studies by stimulating reflection upon inclusion and inclusiveness. How are we to envision inclusive organizations, after all?

The buzzword of inclusive organization has been circulating in the world of corporate practice and diversity training for a few years already. For example, it occurs in the context of managing change through visualizing the goals of change. Management and employees are encouraged to consider their organization, workplace, team-processes, etc., in terms of inclusiveness, and focus upon the benefits of change, its positive impact on cooperation, organizational culture and individual well-being.

From a scholarly point of view, however, we argue for the need to conceive of inclusive organization from a broader and more theory-based perspective while referring to the interdisciplinarity of diversity studies. We are therefore here addressing scholars in the field of work and organizations informed by sociological and psychological perspectives. We encourage conceptual, theoretical and empirical papers that contribute to a better understanding of inclusive organizations by linking those different perspectives.

We welcome papers which may focus on the following questions:

- How should we conceive of inclusive organizations on the level of groups and group-dynamics?
- How should we conceive of the relationship between inclusiveness and equal opportunity?
- How do the institutional environments of organizations contribute to inclusiveness (e.g. with regard to labor market, education system)?
- How should we conceive of inclusive organizations on the level of groups and dynamics?
- How can theories on the relationship between inclusion and exclusion add to our understanding of inclusive organizations?
- How do the institutional environments of organizations contribute to inclusiveness (e.g. with regard to labor market, education system)?
- How should we conceive of inclusive organizations on the level of groups and dynamics?

The making of inclusion, in fact, needs to be regarded as a collective effort by various change agents, in a situated context. In terms of methodology, a multi-level analysis needs to be applied, allowing for investigations of identity politics and the negotiations of values on micro-level, while moving on to the meso-level of organizational culture as well as to macro-influences in terms of top management decisions and societal discourses of equality and inclusion.

The special issue focuses on an interdisciplinary and cross-level approach to address cultural, institutional, interactional [or short: structural] and personal (or: relational) mechanisms of change agency. Therefore, we want to invite both theoretical and empirical contributions to increase our understanding on what makes organizations more inclusive.

Prospective contributors are welcome to liaise with the guest editors before the submission date to discuss the suitability of their work for this publication. Please note that the submissions should be made through the Manuscript Central. Papers to be considered for this special issue should be submitted online via http://msscript.potcentral.com/ed (selecting "Special Issue Paper" (Envisioning Inclusive organizations) as the Manuscript Type).

Envisaged timetable:
- Call for papers issued: November 1, 2011
- Submission of full papers: April 1, 2012
- Editorial Decision: July 1, 2012
- Anticipated Publication of the special issue: January 2013

Literature

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