

# GiMSIG Newsletter

## 2022/01

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## Message from the GiMSIG chair

Dear GIMSIG Members,

Almost a year and several lockdowns later, we are now renewing our efforts to deliver the GIMSIG newsletter! Whilst the pandemic is not over, we are looking into 2022 with hope and wish that your year has had a positive start.

Perhaps the most momentous announcement is that after two virtual conferences, the BAM conference is going ahead in a face-to-face format. The conference will be hosted at Alliance Manchester Business School (AMBS) at the University of Manchester.

I am very excited about this not least because it will give us the opportunity to come together after these challenging past two years. As a member of AMBS, it will be great to see and meet some of you “in my hood”. Plus, as those of you who live in the UK know, Sunny Manchester is where it’s at!

There are many things to share as the GIMSIG has been very active. Thank you to colleagues who have enthusiastically taken part in our conversations as presenters, panel discussants and chairs of GIMSIG events. Also, thank you to colleagues who have supported our activities by attending and participating in the events. We look forward to continuing these efforts and welcome your ideas and expressions of interest so that we can collectively build our community.

Please, have a read as there are many exciting things that have happened and opportunities for colleagues to become more involved with the GIMSIG and help to support and develop it.

Best,

Jenny K Rodriguez

Chair of the Gender in Management Special Interest Group

## What has the GiMSIG been up to? (since our last newsletter!)

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### Interrogating allyship: Tensions and contradictions

The webinar took place on 3 February 2022. The speakers in this event were Prof Mustafa Özbilgin (Brunel University), Ila Gupta Sinha (Indian Institute of Management Indore) and Dr Elaine Swan (University of Sussex). The event was chaired by Dr Jenny K Rodriguez (University of Manchester) and Dr Elisabeth Anna Guenther (University of Vienna).

Speakers interrogated the concept of allyship and reflected on their understanding of allyship, its merits and its tensions, based on their positionalities, research, and experiences. The starting point of the discussion was the problematisation of the meaning and scope of

allyship. Generally speaking, allyship is seen as central to fostering structures of support and solidarity to inform actions to challenge, resist and dismantle structures that (re)produce inequalities.

It is considered an important approach to achieve transformational change as it calls for people to recognise their privilege and use it to challenge patterns of domination and injustice. However, whilst there is agreement about the importance of allyship to challenge and tackle racism, sexism, trans/bi/homophobia, classism, ableism, and any form of oppression, disadvantage and inequality, less is problematised in relation to the tensions and contradictions inherent to allyship.

Take-outs from the presentation and discussion were:

- *Professor Mustafa Özbilgin* noted that we need to place attention to the claims of allyship that are made in relation to what is actually delivered. He highlighted that there is a focus on moral support that overlooks the importance of structural change. Key points to consider in order to move forward include: the negative impact of deficit thinking in the understanding of the need for allyship, the limitations of focusing on a single category, the need to improve allyship, the importance of allies moving from being supporters to being sponsors, aim for institutional change instead of individual change, develop intersectional solidarity and prioritise the co-design of transformative actions.
- *Ila Gupta Sinha* noted the importance of allyship as a lifelong process that is both situated and fluid. The process is lifelong in that single actions cannot be expected to have the immediate strength to solve inequalities. Aligned to this is the importance of trust, consistency and accountability. She noted the importance of understanding different forms of allyship and the importance of engaging with motivation to appreciate what drives allyship efforts.
- *Dr Elaine Swan* problematised the tensions with allyship. She discussed the role of white feminism in the creation of narratives of allyship and solidarity that are not self-reflexive, inclusive or, more importantly, action driven. An important point highlighted by Dr Swan was how dominant forms of allyship are built on epistemologies of ignorance that lack reflexivity and support ideas of innocence and complicity that need to be interrogated as part of more critical engagement with intent and dynamics of white saviorism. The understanding of allyship as part of systemic structures of knowledge production is a good way to interrogate it in a non-accommodating way.

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## Conceptualising and researching gender: A methods workshop

In this workshop, participants discussed different ways on how to conceptualise and examine gender. The objectives of the workshop were:

- To discover a range of research methods available to gender and management scholars.
- To better understand gender as a complex, dynamic and socially constructed phenomenon.
- To better understand how and where to apply particular research methods when examining gender and social injustice issues within the field of management and organisation studies

- To identify areas of gender and management research that could benefit from the application of diverse research methods
- To identify the potential for further gender and management research methods workshops

**Speakers:**

- Professor Anne Laure Humbert
- Dr Elisabeth Anna Guenther
- Dr Mark Gatto
- Professor Jamie Callahan
- Prof Juanita Johnson-Bailey

**The Workshop was organised and chaired by:**

- Professor Valerie Stead
- Professor Carole Elliott
- Professor Sharon Mavin

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## Gender, Activism and Feminist Movements

This panel discussion took place on 5th November 2021. The panel members were Dr Nela Smolović Jones (Open University), Dr Sara C. Motta (University of Newcastle) and Professor Alison Pullen (Macquarie University). The event was chaired by Amal Abdellatif (Northumbria University) and Prof Alessia Contu (University of Massachusetts Boston).

The discussion engaged with ideas related to gender, activism and feminist solidarities, exploring diverse experiences and forms of engagement that speak to the importance of building communities that recognise positionality and situatedness.

Pre-existing intersectional inequalities have been exacerbated by the Covid-19 pandemic, revealing the full extent of gendered, raced, and classed hierarchies and oppressions of labour and work. Within political discourse, political economy, workplaces, and neoliberal universities, hetero-patriarchal capitalist colonial logics and (ir)rationalities reinforce intersectional women and feminised subjects as 'othered'.

Our bodies are often devalued, voices silenced, struggles discounted, and wisdoms and knowledges elided. To make invisible these feminised, affective knowledges, stories, and wisdoms, this roundtable conversation (re)imagines a post-COVID world of imaginaries, materialities and futurities which centre knowledges of women and feminised subjects.

Strategies, pedagogies and processes already at work in feminist and feminised movements are discussed to unlearn dynamics of hetero-patriarchal capitalist coloniality to create spaces for women and feminised peoples' solidarity and kinship building, and activism and action for alternative futures.

A recording of the event is available on the BAM website.

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## Two webinar series on Gender and Technology

### Panel discussion 1: Gender and AI, Implications for diversity and equality at work

This panel discussion took place on 17th May 2021. The panel members were Professor Anja Lambrecht (London Business School), Julian Posada (University of Toronto), Dr Mayra Ruiz Castro (University of Roehampton) and Professor Judy Wajcman (London School of Economics and Political Science). The discussion was chaired by Dr Jenny Rodriguez (University of Manchester) and Dr Elisabeth Anna Guenther (University of Vienna).

This event explored the relationship between gender and artificial intelligence. Fast advances in artificial intelligence have, on the one hand, been welcomed as they signify one of the most transformational advances in technology that extends the human-machine relationship. On the other hand, many questions continue to be raised about the implications in the widespread use of AI. In particular, we have seen reports about algorithmic bias that reproduce and exacerbate gender and intersectional inequalities. It has been said that AI is a mirror of ourselves and against the backdrop, this panel discussion reflected on the relationship between gender and AI and its implications and the challenges it poses for diversity and equality issues at work.

### Panel discussion 2: What to do about gender, race and class in robots and AI?

This panel discussion took place on 17th June 2021. The panel members were Dr Long Bui (University of California at Irvine), Professor Elisabeth Kelan (University of Essex) and Professor Sabine Köszegi (Vienna University of Technology). The discussion was chaired by Dr Elisabeth Anna Guenther (University of Vienna) and Dr Jenny Rodriguez (University of Manchester).

The discussion focused on gender, race and class in the area of robotics, automation and artificial intelligence. Robots and automation may appear ostensibly as pure technical developments. However, reports have shown that gendered as well as racialised stereotypes influence the design and utilization of both. As a consequence, these technological developments run the risk to enhance inequalities. This panel explored what is needed to counteract such risks. We wanted to know what is needed to ensure that digital transformation will contribute to an inclusive workplace and a social justice agenda.

Recordings of this series are available on the BAM website.

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## Webinar Publishing Gender and Diversity Scholarship

This panel discussion took place on 10 June 2021. It focused on publishing gender and diversity scholarship. Panel members were: Dr Adelina Broadbridge, Editor of Gender in Management, Professor Barbara Risman, Editor of Gender & Society and Professor Eddy Ng, Editor-in-Chief of Equality, Diversity & Inclusion. The event was chaired by Dr Jenny K Rodriguez (University of Manchester) and Dr Elisabeth Anna Guenther (University of Vienna).

The panel addressed questions about what makes publishable work in gender and diversity, the most common challenges to publishing gender and diversity scholarship and they key points that authors should consider in order to maximise the chances of success of their efforts to publish their work in the field.

A recording of the event is available on the BAM website.

## New publications by GiMSIG members

Stead, Valerie; Elliot, Carole and Mavin, Sharon (Ed.). 2021. Handbook of Research Methods on Gender and Management. Edward Elgar Publishing. [link to the publisher](#)

## Call for Papers/Submissions

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## BAM2022 - Gender in Management Track

Paper submission closes: 25th February 2022

Conference takes place: 31st August - 2nd September 2022, Alliance Manchester Business School, University of Manchester.

### Track Chairs

- Dr Andrie Michaelides, University of Cyprus
- Dr Adelina Broadbridge, University of Stirling

### Track Description:

Women and men experience the workplace differently. Despite legislation and equal numbers of women and men in the workforce, gender inequality persists and is further exacerbated as COVID-19 continues to affect lives on a global scale. Women are more likely

than men to experience greater tensions between the work and family domains as they bear the brunt of caregiving, home schooling and household work all of which have significantly increased with lockdowns around the world, household members working from home and children attending online schooling. Furthermore, research has shown that women's jobs are more vulnerable to this crisis than men's jobs. This track focuses on research into the comparative experiences of women and men, or studies which focus on women or men because of the specific issues they encounter. We welcome full and developmental papers, and symposium proposals, that cover any issues directly related to gender and management, including, but not limited by the following themes:

- COVID-19 and gender perspectives;
- Cross Cultural Research - International issues in gender and management;
- Management and Leadership - style and implications;
- Entrepreneurship - factors of success and failure;
- Work/Life Balance and issues of flexibility - policy and practice;
- The intersections of work and the family;
- Diversity and the construction of difference - impact and implications;
- Organizational Culture - discrimination and effects;
- Formal and Informal Organizational Policies - impact and practice;
- Organisational Behaviour - Discrimination and industry specific features;
- Career issues: career sustainability, advancement, development and intersection with broader life.
- Managerial Identity - definitions and discourse.
- Gender and emotions - discourse and practice.
- Sexual politics, harassment and discrimination.
- Intersectionality issues
- Theoretical developments
- Feminist research methodologies

New and young scholars with 'work in progress' papers are welcomed as are papers of a cross cultural, transnational and interdisciplinary nature. Authors of selected refereed papers will be invited to submit their papers for publication in a special issue of Gender in Management: An International Journal. Further, more general information:

<https://www.bam.ac.uk/events-landing/conference/call-for-papers.html>

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## **SI: From Intent to Action: New Directions in Women and Leadership Research**

### **JOURNAL: GENDER IN MANAGEMENT**

Guest Editors

- Marlene Janzen Le Ber
- Rita A. Gardiner
- Liza Howe-Walsh

***Deadline for submissions: 25 Mar 2022***

Further details: <https://www.emeraldgrouppublishing.com/calls-for-papers/intent-action-new-directions-women-and-leadership-research>

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## SI: Chasing Truth and (Re)Conciliation: Navigating Contexts, Tensions, Limits and Possibilities

### JOURNAL: EQUALITY, DIVERSITY AND INCLUSION

Guest Editors:

- Rick Colbourne, Carleton University, Canada
- Ana Maria Peredo, University of Ottawa and University of Victoria, Canada

*Submissions open 1st April 2022*

Further information: <https://www.emeraldgrouppublishing.com/calls-for-papers/chasing-truth-and-reconciliation-navigating-contexts-tensions-limits-and>

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## SI: Motherhood, Work and the Politics of Care

### JOURNAL: EQUALITY, DIVERSITY AND INCLUSION

Guest Editors:

- Isabella Krysa, Fairleigh Dickinson University, Vancouver, Canada
- Mariana I. Paludi, Universidad Mayor, Santiago, Chile
- Liela A. Jamjoom, Dar Al-Hekma University, Saudi Arabia
- Marke Kivijärvi, University of Jyväskylä, Finland

*Submission Deadline: August 15th, 2022*

Further information: <https://www.emeraldgrouppublishing.com/calls-for-papers/motherhood-work-and-politics-care>

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## SI: Effecting Systemic Change: Critical Strategic Approaches to Social Inclusion

### JOURNAL: SOCIAL INCLUSION

**Editor(s):** Nick J. Mulé (York University) and Luann Good Gingrich (York University)

**Submission of Abstracts:** 1-15 June 2022

**Submission of Full Papers:** 15-30 October 2022

**Publication of the Issue:** April/May 2023

Social Inclusion, peer-reviewed journal indexed in the Social Sciences Citation Index (Web of Science; Impact Factor: 1.333) and Scopus (CiteScore: 2.4), welcomes new and exciting research papers for its upcoming issue "Effecting Systemic Change: Critical Strategic



Approaches to Social Inclusion," edited by Nick J. Mulé and Luann Good Gingrich (York University).

This thematic issue will focus on critical, insightful, and innovative strategic approaches to social inclusion through change in social systems. Authors are challenged to offer effective and responsive approaches, principles, practices, and/or models for impactful systemic change, whether internally and/or externally, towards meaningful and practical social inclusion in our institutions, communities, and societies.

Those interested in submitting a paper for this issue are encouraged to read the full call for papers [here](#).

(<https://www.cogitatiopress.com/socialinclusion/pages/view/nextissues#SystemicChange>)

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## SI Frontiers in Sociology – Work, Employment and Organisations Intersectional inequalities in work and employment: Advances, challenges and renewed possibilities

### Topic Editors

- Jenny K. Rodriguez (University of Manchester)
- Elisabeth Anna Guenther (University of Vienna)
- Stella Nkomo (University of Pretoria)
- Marcela Mandiola (Alberto Hurtado University)

*Submission of manuscripts: 30 March 2022*

Further information following this link: <https://www.frontiersin.org/research-topics/21238/intersectional-inequalities-in-work-and-employment-advances-challenges-and-renewed-possibilities>

## Vacancies

The British Academy of Management's Gender in Management Special Interest Group (GiMSIG) is looking to appoint two Doctoral Student Representatives.

### Background

The Gender in Management Special Interest Group (GiMSIG) was formed in 2003. Its purpose is to act as a leading international and interdisciplinary network for academics to keep up to date and shape current and future discussions and debates in the area of gender

and diversity management. We currently have members covering 16 countries from a wide number of disciplines. Members include a range of academics, researchers and practitioners interested in the broad area of gender and diversity management. The group is an inclusive forum and we welcome anyone with an interest in advancing thinking and understanding in the area of gender and diversity management.

The objectives of the GiMSIG can be summarised in three key areas:

### *1. Promoting gender and diversity scholarship*

The GiMSIG promotes gender and diversity scholarship within the academy by sustaining and raising the quality of international, interdisciplinary and cross-cultural research produced in the field. In addition, it acts as a forum for the development and dissemination of an integrated body of management knowledge and serve the interests of policy makers, practitioners and scholars in the field. The GiMSIG aims to improve the present and future position of gender and diversity management through scholarly activity and policy recommendations.

### *2. Building collegiality and encouraging collaboration*

The GiMSIG strives to provide a supportive environment where both new and established academics share and develop ideas (e.g. through mentoring, hosting dedicated events and peer reviewing). It also provides networking opportunities for academics teaching and researching in the area. The GiMSIG aims to make working in academia a more enjoyable and fulfilling experience!

### *3. Supporting personal and professional development*

The GiMSIG aims to provide developmental opportunities for members both in career and personal terms. It has an active agenda of activities that include a stream in the BAM conference as well as dedicated events and activities that reflect the diverse interests of our members. The GiMSIG aims to act as a forum where members exchange ideas and information around topics related to gender and diversity management to support their personal and professional development.

Details of the roles are included below. If you are interested in more information about the roles, you may wish to contact Dr Jenny Rodriguez, Chair of the GiMSIG or Dr Laura Radcliffe, Doctoral Student Support Officer, to discuss informally the nature of the responsibilities. You can contact Dr Rodriguez at [jenny.rodriguez@manchester.ac.uk](mailto:jenny.rodriguez@manchester.ac.uk) and Dr Radcliffe at [L.Radcliffe@liverpool.ac.uk](mailto:L.Radcliffe@liverpool.ac.uk).

**Application:** Submit a 500-word statement of interest outlining how you would contribute to support and strengthen the objectives of the GiMSIG and a copy of your CV. Please send your statement and CV via email to Dr Jenny K Rodriguez at [jenny.rodriguez@manchester.ac.uk](mailto:jenny.rodriguez@manchester.ac.uk). **Deadline is Tuesday 31<sup>st</sup> of May, 2022.** Appointment for the roles will be decided by a panel comprising BAM Fellows with specialist interest and expertise in gender and management, and members of the GiMSIG Committee. The panel will be chaired by Dr Rodriguez in her role as Chair of the GiMSIG.

## Role description

- The responsibilities of the GiMSIG Doctoral Student Representative are:
- To represent the GiMSIG's doctoral community in meetings, events and conferences.
- To be part of the GIMSIG Committee and participate in meetings and contribute to discussions about the running and development of the SIG.
- To seek the views of doctoral student members in relation to developmental needs or support from the GiMSIG.
- To develop plans jointly with the Doctoral Student Support Officer for SIG activities tailored to the GiMSIG doctoral student members.
- To report to the Doctoral Student Support Officer on issues raised by doctoral student members.
- The term of service for this role is dependent on the doctoral status of the person who undertakes the role. This to say, the role has the restriction that the person undertaking must be a doctoral student.
- We welcome applications from any BAM member who is a doctoral student and has an interest and commitment to enrich, support and develop the GIMSIG doctoral community and engage with the membership of the GIMSIG and BAM.

## Contributions to the next GiMSIG Newsletter

Please submit your news for the next newsletter until 30 July 2022 to [gimsig.news@protonmail.com](mailto:gimsig.news@protonmail.com). The next newsletter will be published by the end of August 2022.

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### Share your news

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We welcome your contributions and invite you to submit a short story/article/ announcement related to your recent activities and accomplishments. A potential rubric for contribution is given below (the list is not exhaustive).

- awards or other accomplishments
- call for action, strategies to intervene, examples of (fun/creative) interventions
- call for papers, call for contributions
- forthcoming events
- grant application success
- innovation in teaching methods
- new appointments
- new research centres
- new / interesting publications (papers, books, podcasts, blog-entries)
- progress on ongoing and newly launched research projects
- vacancies
- any other news that you wish to share with the GiMSIG community.

If you have any news you would like to share, please email us at [gimsig.news@protonmail.com](mailto:gimsig.news@protonmail.com).