

GiMSIG Newsletter 2021/01

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NEWS FORM THE GIMSIG

Message from the GiMSIG Chair

Dear GIMSIG Members,

It's been more than a year since our last newsletter, and we are happy to deliver this new issue!

It has been hard to keep positive during these difficult times, which have tested our personal and professional lives.

We recognise that pandemic realities are diverse and fragmented. As someone based in the UK, an ongoing vaccination process, alongside easing of lockdown, has marked a new stage in this period of global turbulence. For some, this is a time for joy, and rightfully so. For others, both in the UK and in other parts of the world, there is still fear, risk and uncertainty.

A fundamental role for many of us now is to support others in the best way we can and continue building communities through solidarity and action. And in that spirit, we thought it was appropriate to continue our efforts to engage with the GIMSIG community.

Best,

Jenny K Rodriguez

Chair of the Gender in Management Special Interest Group

News from the Community

Shout out to GIMSIG member, Dr Janet Astley, who after 40 years, has retired. Janet worked as Principal Lecturer at Leeds Beckett University and before that as Senior Lecturer in HRM at York St John University. Prior to this, Janet worked in HRM and Training within the primary health care sector and police service. Janet is a Fellow of the CIPD with a longstanding interest in diversity, HRD and the public sector. Her research focused on diversity in disciplines within public sector services, in particular the police force. Her last publication before retirement was “Power Relationships within the UK Police Service: Towards Enhanced Female Career Progression” in the International Journal of HRD Practice, Policy and Research (2019, Vol. 4, No. 1, pp. 59-70), which you can read here: <https://www.ijhrdppr.com/wp-content/uploads/2019/03/5-IJHRDPPR-Vol-4-No-1-Astley-4.104.pdf>. We wish Janet all the best in this new stage of her life, pottering around growing veggies and taking care of her ducks and chickens!

UPCOMING WEBINARS

Two webinar series on Gender and Technology

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

17 May 2021, 2pm – 3.30pm

This is the first event in a two-part series that engages with the relationship between gender and technology. This event explores 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 will reflect on the relationship between gender and AI and its implications and the challenges it poses for diversity and equality issues at work.

Speakers

- Professor Anja Lambrecht, London Business School
- Julian Posada, University of Toronto
- Dr Mayra Ruiz Castro, University of Roehampton
- Professor Judy Wajcman, London School of Economics and Political Science

Chairs

- Dr Jenny Rodriguez, University of Manchester
- Dr Elisabeth Anna Guenther, University of Vienna

Registration: <https://www.bam.ac.uk/events-landing/ems-event-calendar/two-webinar-series-on-gender-and-technology-panel-discussion-1-gender-and-ai-implications-for-diversity-and-equality-at-work.html>

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

17 June 202, 4:00 PM to 5:30 PM

The second panel addresses 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. In this panel we aim to explore what is needed to counteract such risks. We want to know what is needed to ensure that digital transformation will contribute to an inclusive workplace and a social justice agenda.

Speakers

- Dr Long Bui, University of California at Irvine
- Professor Elisabeth Kelan, University of Essex
- Professor Sabine Köszegi, Vienna University of Technology

Chairs

- Dr Elisabeth Anna Guenther, University of Vienna
- Dr Jenny K. Rodriguez, University of Manchester

Registration will be available on <https://www.bam.ac.uk/> in due time.

Webinar Publishing Gender and Diversity Scholarship

10 June 2021, 3pm – 4.30pm

This panel discussion focuses on publishing gender and diversity scholarship. The panel will address questions, such as:

- What makes publishable work in gender and diversity?
- What are the most common challenges to publishing gender and diversity scholarship?
- What are the key points that authors should consider in order to maximise the chances of success of their efforts to publish their work in this area?

Speakers

- Adelina Broadbridge, Editor of Gender in Management
- Barbara Risman, Editor of Gender & Society
- Eddy Ng, Editor-in-Chief of Equality, Diversity & Inclusion

Chairs

- Jenny Rodriguez, University of Manchester
- Elisabeth Anna Guenther, University of Vienna

Registration: <https://www.bam.ac.uk/events-landing/ems-event-calendar/publishing-gender-and-diversity-scholarship.html>

PAST WEBINARS

Webinar: Ethics of care in times of crisis

On Thursday, 25 June 2020, Dr Jenny K. Rodriguez and Dr Elisabeth Anna Guenther chaired a webinar with the title Ethics of care in times of crisis. [Professor Yvonne Benschop](#) (Radboud University, NL), [Professor Carol Gilligan](#) (New York University, USA), [Professor Marianna Fotaki](#) (Warwick University, UK), and [Professor Stella Nkomo](#) (University of Pretoria, ZA) addressed the ongoing covid-19 pandemic and the profound gendered and racialised impact. The focus was on what can we learn and do with an ethics of care approach in mind, to navigate these challenging times. What kind of questions do we need to ask and what strategies do we need to develop to mitigate existing inequalities?

The webinar was recorded and can be watched following the link:

<https://www.youtube.com/watch?v=1xXMqN5H9eM&feature=youtu.be>

Joint Session BAM Conference “Equality, diversity and inclusion in a post-Covid world: Challenges and opportunities for HRM”

The Gender in Management Special Interest Group and the HRM Special Interest Group organised a joint session during the of BAM2020 Conference in the Cloud, which took place on Thursday 3 September 2020.

[Professor Nelarine Cornelius](#) (Queen Mary, University of London, UK), [Professor Gary Powell](#) (University of Connecticut in Storrs, USA), [Professor Martyna Sliwa](#) (Essex Business School, UK), and [Professor Fiona Wilson](#) (University of Glasgow, UK) elaborated on potential challenges and opportunities for HRM in a post-Covid world. The focus was on equality, diversity and inclusion (EDI) aspects, more specifically on the following questions: What are the key EDI challenges facing organisations following the Covid19 pandemic? What EDI actions could or should be taken from an HRM perspective to address these challenges?

This session was chaired by Dr Jenny K Rodriguez and Dr Elisabeth A. Guenther. A record of this session should be available within the conference app, for those who attended BAM2020.

Two webinar series: Women and Leadership

In collaboration with the Leadership and Leadership Development SIG the GIMSIG organised two webinars.

On Tuesday, 27 October 2020, it was time to discuss “**Taking Stock and Challenges**” to explore, why women are still underrepresented in elite leadership positions.

[Professor Valerie Stead](#) (Lancaster University Management School, UK) and [Anne-Marie McTavish](#) (University of Worcester, UK) shared their expertise and insights on the relationship between gender and leadership, with a specific focus on women and leadership. Challenges and thoughts to set theory and practice agendas for the new decade have been the focus of the day. This webinar was chaired by Jenny K. Rodriguez and Christian Harrison.

The second webinar, focussing “**Equitable and Sustainable Futures for Women**” in Leadership took place on Tuesday, 17 November 2020.

[Lara Williams](#) (Co-founder of Momentum4, UK), [Professor Carole Elliott](#) (Sheffield University Management School, UK), [Professor Jackie Ford](#) (Durham University Business

School, UK), and [Professor Ruth Sealy](#) (University of Exeter Business School, UK) reflected on what is needed to provide equitable and sustainable futures for women in leadership. This event provided academics, practitioners, researchers, and policy makers with insights to transform practices, which hinder women to obtain top leadership positions.

This session was chaired by Dr Jenny K. Rodriguez and Dr Elisabeth Guenther, Dr Christian Harrison co-organised the webinar.

Webinar: The gendered impact of Covid-19 pandemic on work and employment

The webinar “The gendered impact of Covid-19 pandemic on work and employment” took place on 20 January 2021. Professor Gary Powell (University of Connecticut, USA), Dr Carolyn Axtell (University of Sheffield, UK), and Amal Abdellatif (Northumbria University, UK) unpacked the complexities of gender dynamics and inequalities that are emerging from the pandemic. Key issues referred to gendered consequences of work during the Covid19 pandemic and what policies would be needed to mitigate this. This webinar was organised by Dr Elisabeth Anna Guenther, Dr Sandy MacDonald, Dr Jenny K Rodriguez, and Dr Huiping Xian. Dr Xian chaired the webinar.

Webinar: Women and Global Entrepreneurship: Contextualising Everyday Experiences

This webinar took place on 28 April 2021. It was co-organised by BAM Gender in Management and BAM Entrepreneurship Special Interest Groups. Professor Lois Shelton, (California State University, Northridge), Professor Friederike Welter (University of Siegen), Dr Maria V. Lugo (Bridgewater College), Dr Sylvia Gavigan (IMC Global, Technological University Dublin) and Dr Susan Clark Muntean (University of North Carolina Asheville) discussed future avenues of research, methodological approaches as well as policy and practice considerations. The webinar was chaired by Professor James Cunningham (Northumbria University) and Professor Maura McAdam (Dublin City University).

Recordings of the different webinars might be available within the member’s area of <https://www.bam.ac.uk/>.

NEW PUBLICATIONS

Publications by GiMSIG Members

Davies, J, Yarrow, E, Syed, J. (2020) The curious under-representation of women impact case leaders: Can we disengage inequality regimes? *Gender Work Organ.* 27: 129– 148.
<https://doi.org/10.1111/gwao.12409>

Powell, Gary (2020) *Gender and leadership*. London: Sage.

CALL FOR PAPERS / SUBMISSIONS

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

The 12th International Conference in Critical Management Studies Diversalising and Intern(ation)alising CMS: Places, Spaces, Bodies and Praxistical Theories, which is hosted by BML Munjal University, India, will take place as a virtual conference from 16-18th December, 2021.

There are several subthemes explicitly addressing gender (see bellow), but also other subthemes might be of interest.

Sub-theme 6: Recapturing, Restructuring, Reframing or Reformulating? The Future of Feminist Gender and Diversity Scholarship to address and tackle Inequalities in Management and Organisations

Sub-theme 8: Critical perspectives on Gender Equity in the Upper Echelons in management

Sub theme 12: Feminist And Gender Perspectives On Asian Workplaces In Times Of (Pandemic) Disruption: Challenges And Means Of Pursuing Business Responsibly

Submissions are open up until November (be aware some subthemes have earlier submission dates). You find a full list of subthemes and contact details following this link:

<https://internationalecms.org/2021/03/26/call-for-submissions-12th-icms-conference/>

SI in Culture & Organisation

The politics of difference: Critical investigations across time and space

Guest Editors

- Jasmin Mahadevan, Pforzheim University, Germany
- Henriett Primecz, Corvinus University of Budapest, Hungary
- Albert J. Mills, Saint Mary's University, Halifax, Canada

Manuscripts are to be submitted by 13 September 2021

Further information following this link: https://think-taylorandfrancis-com.uaccess.univie.ac.at/culture-and-organization-special-issue-politics-of-difference/?utm_source=CPB_think&utm_medium=cms&utm_campaign=JOF10214

SI in Equality, Diversity and Inclusion
(In)equalities in Hospitality & Tourism – Exploring Diversity and Equity
Issues

Guest Editors:

Vanessa Bernauer, Helmut Schmidt University, Germany v.bernauer@hsu-hh.de
Prof. Abhishek Bhati, James Cook University, Singapore abhishek.bhati@jcu.edu.au
Dr. K Thirumaran, James Cook University, Singapore k.thirumaran@jcu.edu.au

Manuscripts should be submitted online by **September, 30th 2021**

Further information following this link:

<https://www.emeraldgrouppublishing.com/journal/edi/inequalities-hospitality-tourism-exploring-diversity-and-equity-issues>

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 abstracts: 31 July 2021

Submission of manuscripts: 31 October 2021

Further information following this link:

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

CONTRIBUTIONS TO NEXT GIMSIG NEWSLETTER

Please submit your news for the next newsletter until 30 June 2021 to gimsig.news@protonmail.com.

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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.