**The 11th International Conference in Critical Management Studies**

**PRECARIOUS PRESENTS, OPEN FUTURES**

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**Opening up the gender continuum**

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Many organizations nowadays talk about inclusion, which is identified as a core value in strategic plans and corporate objectives. Organizations compete in national and international rankings of inclusion-related charters like Athena SWAN, the Race Equality Charter and Stonewall Top 100 Employers – but are we looking for box ticking exercises, awards or true inclusion (Ahmed, 2007)? Are these frameworks reinforcing rather than fighting discriminatory practices (Ahmed, 2017)?

In most cases, practices and understanding in terms of gender identity are still dictated by a heteronormative mind frame translated into a binary system of gender (male vs female) that reinforces discriminating perspectives of people within and outside of organizations (Schilt and Westbrook, 2009). When the gender binary is recognized as a limitation to the understanding of gender identity in more ‘progressive’ institutions, in most cases gender is still understood as a linear continuum of transitioning between these two gender identities. How can we shed light on these discriminatory practices at the organizational and individual level to bring the margins to the center of the organizational stage (Scheman, 1997)? What of those who live lives beyond that margin?

We argue that the continuum of gender identity needs to be opened up in non-linear ways to understand and value all people in the workplace, including those who identify with transgender and gender non-conforming identities. We recognize the need to open up the gender matrix to account for gender non-conforming identities in their own right – including fluid, non-binary, agender – rather than as in-becoming gender forms suspended in a liminal space of frustrated self-actualization.

In writing this call we are concerned with how both hetero- and homo- normativity (Berlant and Warner, 1998) may operate as a form of strategic essentialism (Spivak, 1985) to reduce, marginalize and exclude identities. We ask how we may work to keep the issue of identity open and inclusive.

Methodologically, we seek understandings of how we may research the marginalized so that silenced voices are heard, recognized and accepted in the academy (Barker and Langdrige, 2007). We ask if recent calls for ‘*ecriture feminine*’ and/or ‘new ethnography’ and/or ‘writing differently’ are sufficient for voices already silenced or do they also represent doxas where the academic speaks (Beasley, Holmes and Brook, 2015). Just where are subalterns in these methods of playful academic writing? Is academic jouissance another oppression that excludes whilst flying a banner of inclusion?

We welcome contributions including, but not limited to

* Understanding (or lack thereof) gender identity in organizations
* Policies, procedures and support for gender non-conforming identities
* Discrimination in the workplace (including *inter alia* social discrimination; recruitment and promotion; pathologizing non-binary gender identities; barriers to personal development etc.)
* Gender identity frameworks
* Gender as a constellation of identities rather than a linear spectrum
* Methodologies for and of the silenced and marginalised
* Heterodoxic rather than orthodoxic voices, methods and methodologies.

*Please submit a 500 word abstract (excluding references, one page, Word document NOT PDF, single spaced, no header, footers or track changes) together with your contact information to* *CMS19inclusion@gmail.com* *. The deadline for submission of abstracts is January 31st 2019, and we will notify you of our decision by the end of February.*

## **References**

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