

Advancements in gender, diversity and management theorising Special Issue of the International Journal of Management Reviews

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‘We are caught in an inescapable network of mutuality, tied in a single garment of destiny. All life is interrelated (Nobel Peace Prize Lecture, Norway, December 11th 1964)’, Martin Luther King

Martin Luther King reminds us that social and organization relations are multi-layered and multi-faceted and that difference and diversity are woven together in a mosaic. Increasingly diverse workforce demographics and a growing global economy are requiring organisations to rethink models of business success and how they will ensure organisational development for effectively aligning business strategies with current and future demographic and market realities. Globalization has helped to expose unequal patterns of development and inequalities in organisations and societies. The impetus to address issues of inequity in employment has elicited concern about how leaders and managers will respond. Global social movements, labour migration, the rise of religiosity and the recognition of interrelated difference dimensions such as age, sex, ethnicity and disability requires academics to critically review current scholarship on gender and diversity within the management field.

This special issue seeks to advance theoretical understandings of gender, diversity and management theorising. Our aim is to provide a key reference point for how gender, race, sexuality and disability knowledge about organization, organizing and managements is silenced in contemporary management writings. This special issue will bring together leading international scholars of gender and diversity and open out intellectual inquiry of diversity through interrogation of management and organization from a number of diversity perspectives. Within the issue the focus will be shifted from empirical accounts that explain discriminatory and exclusionary practices toward debate and critique in broader social theory; e.g. feminist sociology, feminist geography, gender and development, critical race studies, whiteness studies or disability studies. Acknowledging the multiple and intersecting dimensions of diversity we want to unravel new insights into the myriad of ways in which different and marginal identities are constructed and reconstructed in organizations; how managerial behaviours create and sustain discriminatory and exclusionary organization practices; how gendered and racialised relations are constructed in MNCs and how religious movements and affiliations have shaped managerial philosophies and ideologies.

Examples of topic areas include, but are not limited to:

- Gender, globalization and organization.
- Diversity, multi-culturalism and MNC's.
- Theorising diversity in management and organization.
- Religion, difference and organization/management.
- Femininities, masculinities and organizations.
- Disability, management and organization.
- Political and socio-cultural dimensions of managing difference and diversity.
- Whiteness and organization/management

Criteria for reviews of literature are available at <http://www.wiley.com/bw/journal.asp?ref=1460-8545&site=1>. We also welcome review papers that utilise previous published works to advance a conceptual or theoretical perspective.

The deadline for papers is **30 Sep 10** and they should be submitted electronically at: <http://mc.manuscriptcentral.com/ijmr>