Identity Track

Track Chairs:

Dr Lara Carminati, University of Twente, The Netherlands
Dr Hector Viveros Tapia, Macquarie University, Australia

The Identity stream at BAM comprises an inclusive community of scholars drawn from across the discipline who are interested in exploring and contributing to the development of ideas about the place of identity in organisations. We encourage papers from those considering engaging in 'identity' research and those already active in the field. Although we take a broadly social-constructionist, processual, and interpersonal approach to identity, we do not limit ourselves to these approaches. Consequently, past sessions have featured fruitful debates on research that implements both qualitative and quantitative designs, ranging from micro-level studies of identity work performed in conversation and interactions with others, through to macro-level studies considering issues such as gender or ethnicity.

In this vein, the track has a record of undertaking joint sessions and workshops with other tracks, including Gender in Management, Cultural and Creative Industries, Leadership, Inter-organisational Relations, Knowledge and Learning, and Critical Management. In encouraging such collaboration and diversity, we are keen to promote a sense of the BAM conference as an exciting yet safe and supportive place to explore current debates with your peers, hone your own work through the review and presentation process, and contribute to the development of others' ideas.

As a track we have always been interested in, but not restricted to, the following themes:

- How identities are created and re-created, but also constrained and regulated, within and through organisations
- How to understand the processes of interaction and sensemaking when divergent, clashing, or conflicting identities come into contact with each other
- The possibilities for actions, which are enabled and constrained through identity processes
- How to better understand current phenomena, such as sustainability, Artificial Intelligence, digitalisation, agency, and meaning, through an identity lens

- The consequences on well-being, mental health, and other psychological and behavioural outcomes that arise for professionals (e.g., doctors, managers, engineers, academics) vis-á-vis identity processes

The focus of this year's conference is '***Leading Sustainable Futures***'. With this theme in mind, we envision that submissions to the identity track might wish to consider, amongst other things:

1. Identity as a Driver of Sustainable Transformation

- How do actors (e.g., climate-conscious employees, responsible leaders) across levels (individuals, teams, organisations, and communities) construct future-oriented identities that support long-term stewardship and sustainability transitions?
- What identity tensions emerge when economic, social, and environmental goals compete, and how are these tensions managed?
- How do identity narratives enable organisations and collectives to move beyond symbolic commitments toward sustainable transformation?
- How do "identity entrepreneurs and leaders" shape collective identities to mobilise people towards sustainable futures?

2. Identity, Inclusion, and Responsible Futures

- How do diverse and intersecting identities influence engagement with sustainability and social responsibility initiatives?
- How can organisations and communities create a sense of belonging while valuing identity differences?
- When do identity-based inclusion efforts strengthen or undermine the credibility of sustainability agendas?
- How do identity processes foster or hinder collaboration across demographic, professional, cultural, and stakeholder boundaries?
- Who is being excluded by the deployment of identity categories in organisations and scholarship, and can alternative approaches (e.g. queer theory, intersectionality) facilitate wider inclusion?

3. Identity Across Levels and Ecosystems

- How do identities align or clash across individuals, groups, organisations, and ecosystems when pursuing sustainable futures?
- What identity mechanisms foster trust, cooperation, and collective action among stakeholders with competing interests?
- How do organisations negotiate their identities within broader societal and institutional movements toward sustainability?
- How can multi-level identity dynamics contribute to the resilience, responsibility, and prosperity of organisations, communities, and societies?