IDENTITY TRACK

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The Identity stream at BAM comprises an inclusive community of scholars drawn from across the breadth of the discipline who are interested in exploring and contributing to the development of ideas surrounding the place of identity in organisations. We encourage papers from those who are considering engaging in 'identity' research and those who are already active within the field. Although taking a broadly social constructionist, processual, and interpersonal approach to identity, we do not limit ourselves to one particular school of identity scholarship. Contributions that consider the processes associated with social identity, such as identification or self-categorisation, are as welcome as those that examine the processes through which identity is constructed and regulated through language, materiality, and discourse. As a consequence, past sessions have featured fruitful debate on research 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, amongst others, Gender in Management, Cultural and Creative Industries, Leadership, the Inter-organisational Relations, Knowledge and Learning track, and Critical Management. In encouraging such collaboration and diversity, what we are keen to promote is a sense of the BAM conference being an exciting yet safe and supportive place to explore current debates with your peers, to hone your own work through the review and presentation process, and also to contribute to developing the ideas of others.

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 digitalisation, power, 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 '*Thriving Together: Impact, Innovation, and Inclusion in Business and Management*'. With this theme in mind, we envision that submissions to the identity track might wish to consider, amongst other things:

1. Thriving identities: Inclusion and organisational life
- How are the boundaries between inclusion and diversity defined and managed from an identity perspective?
- How do diversity and inclusion practices influence individuals' identities and organisational identification?
- In what ways do organisational structures and cultures enable or constrain thriving through identity affirmation?
- In what ways do language, narrative, and discourse regulate or enable identity construction and belonging in relation to diversity and inclusion?

2. Innovation and identity work in changing worlds
- How do technological advances (AI, automation, digital platforms, etc.) reshape professional and organisational identities and promote innovation and creativity?
- What are the mechanisms through which identity work translates into tangible transformation efforts and social or institutional impact?
- How can leaders at all levels support identity development and continuity to promote wellbeing and flourishing amid digital transformation?
- How can individual and collective identities shape and drive social movements for sustainability and societal change?

3. Navigating intersectional identities and resilience
- How do intersectional identities (e.g., gender, race, class, sexuality, ability, etc.) interact during times of change (e.g., pandemics, climate change, AI transformations)?
- How can identity work practices contribute to resilience, adaptation, and transformations (at individual, group, and organisational levels), and help professionals navigate shifting expectations of performance and legitimacy?
- What is the role of leader(ship) in enabling individuals with multiple marginalised identities to thrive in professional spaces?
- How can novel methodologies (visual, digital, participatory, autoethnographic, etc.) capture the complexity and dynamism of identity processes?

4. Identity scholarship in dialogue: Integration, tension, and renewal

- How might identity research and teaching cultivate reflexivity, empathy, and ethical awareness in future managers and scholars?
- How can other paradigms be integrated into identity studies to productively engage and renew its relevance?
- How do scholars' own identities, positions, and institutional contexts shape the production and interpretation of identity research?
- What does it mean to do "impactful" identity scholarship in a world increasingly sceptical of identity politics?