



Identity Track

Track Chairs:

- Dr Ali Rostron, University of Liverpool
- Dr Anastasia Naranova-Nassauer, EU Business School

Track description:

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 organizations. 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-categorization, are as welcome as those which 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-organizational Relations, Knowledge and Learning track and Critical Management. In encouraging such collaboration and diversity, what we as track chairs are keen to promote is a sense of the BAM conference being an exciting and 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 is identity defined and understood in organizational settings?
- How are identities created and re-created, but also constrained and regulated within and through organisations?

- Where divergent identities come into contact with each other, how can we understand the processes of interaction and meaning-making?
- What possibilities for action are enabled and constrained through identity processes?
- How can we better understand issues such as the operation of power, agency and meaning through a lens of identity?
- What are the issues that arise for managers and other groups from the research of identity processes?

The focus of this year's conference – **'Reimagining business and management as a force for good'**– invites us to especially attend to how 'identity' might inform, reflect and/or explicate issues of sustainability, inequality, social justice, wellbeing and 'good work'. The identity field can offer a rich set of theoretical tools with which to examine our experiences of organisations, management, work, teaching and research, as well as our relationships with communities and the environment. As identity scholars we are especially well placed to examine and explore tensions between economic growth, competition, organisational performance, ambition and prosperity, and human experience, justice, diversity, care and sustainability. For example, submissions might wish to consider, amongst other things:

- The lasting effects of Covid-19 on identities e.g. the impact of sudden and wrenching loss, disruption and change, and how identities are being threatened, revised and/or strengthened;
- The consequences of such effects for self-concepts, relationships with others, organisations and communities of practice;
- The role of organisations for supporting, challenging or threatening our identity and role development;
- How organisations and their members understand and construct themselves in relation to conflicting identities e.g. the professional working at home; professional and parent/carer; manager and employee; producer and consumer; critical academic and organisational member;
- How identities, including collective identities, impact organisational choices, decision making and change, and vice versa;
- What 'good work' might look like, and for whom.