

BAM 2025 CONFERENCE

Kent
Business School

Identity Track

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Summary:

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 are 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 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 identity is defined and understood in organizational settings
- How identities are created and re-created, but also constrained and regulated within and through organisations
- How to understand the processes of interaction and meaning-making where divergent identities come into contact with each other
- The possibilities for action enabled and constrained through identity processes
- Organizational body work and themes of embodiment

- How to better understand issues such as the operation of power, agency and meaning through a lens of identity
- The issues that arise for managers and other groups from the research of identity processes

The focus of this year's conference is '*On the Border: Management Challenges, Business Opportunities and Disrupted Institutional Contexts*'. With this theme in mind, we envision that submissions to the identity track might wish to consider, amongst other things:

- What does the emergence of working from home (WFH) and the growth of virtual working mean for identities?
- In what way does the increased blurring of work-life boundaries impact on identities?
- What can contemporary leaders at all levels of organisations do to ease the experience of everyday border crossing at an individual and organisational level?
- How does the intensification and extension of work influence identities?
- Diversity and Inclusion: Examining the role of identity in promoting diversity and inclusion.
- Identity and Resistance: Analyzing how personal and collective identities can be a source of resistance to change and the strategies to overcome such resistance.
- Identity and Social Movements: Studying how collective identities shape and drive social movements for societal change.
- Identity and Technology: Exploring the role of digital identities and online communities in shaping societal and organizational change for the greater good.
- Intersectionality: Analyzing how the intersection of multiple identities (race, gender, age, etc.) impacts transformation efforts and identifying strategies for promoting inclusivity.
- Identity in Conflict Resolution: Exploring how identity-related factors contribute to conflicts and how they can be harnessed for peacebuilding and transformation.
- Identity and Environmental Sustainability: Examining the role of identity in promoting environmentally responsible behaviors and sustainable practices.
- Identity and Innovation: Exploring how individual and organizational identities can foster innovation and creativity.
- Identity and Political Movements: Analyzing how political identities and affiliations influence and are influenced by societal and organizational transformation efforts.
- Identity and Globalization: Exploring the effects of globalization on personal, organizational, and societal identities and their role in promoting global cooperation and well-being.