

BAM 2023 CONFERENCE



BUSINESS
SCHOOL

Identity Track

Track Chairs

- Dr Evelyn Lanka, Cranfield University
- Dr Katy Marsh-Davies, Sheffield Hallam University

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 – **‘Towards Disruptive Sustainability: New Business Opportunities and Challenges’**– invites us to especially attend to how 'identity' might inform, reflect and/or explicate issues of sustainability, radical change and innovation. 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 impact of digitization, including AI (Artificial Intelligence), upon identities
- The role of identity in processes of innovation
- How identity interacts with ideas of radical transformation and disruption, uncertainty and risk, for example in processes of resistance
- Identity and the development of capabilities required for disruptive sustainability, such as resilience and adaptability
- Identity in relation to new knowledge and behaviours associated with ‘Green’ organisation and business practices
- Impacts of disruptive events (such as pandemics, conflict, economic and ecological events) upon identity
- Identity work and implications with regard to changes to Global Value Chains and new geographies of business