



## Examining “diversity management” through critical lenses

### Track Chair

**Dr. Vedran Omanović**, Göteborg University, Sweden

[Vedran.Omanovic@handels.qv.se](mailto:Vedran.Omanovic@handels.qv.se)

### Co-Organisers

**Dr. Regine Bendl**, Wirtschaftsuniversität Wien, Austria

**Dr. Deborah R. Litvin**, Merrimack College, USA

**Professor Mustafa Özbilgin**, Norwich Business School, University of East Anglia, UK

This track will provide a forum for research from a wide range of critical perspectives into aspects of “diversity” and its “management” within particular national or international contexts. Such critical perspectives could originate in Marxism, neo-Marxism, Critical Theory of the Frankfurt School, Labor Process Theory, Saussure, Bourdieu, Feminist theories (e.g. radical, socialist, poststructuralist and post colonial), or Postmodern perspectives (such as poststructuralism a la Foucault or Derrida, or aspects of Cultural Studies).

Through the track presentations and discussions, we wish, first, to *contrast* “critical” and more “traditional” approaches to studying and understanding “diversity” and its “management”, and, second, to highlight the *limitations* of each approach. We wish to highlight new theoretical positions from which to conceptualize and study “diversity in organizations,” positions other than an ontological and epistemological stance that regards diversity as a universal, ahistorical, objective, immutable phenomenon, and its management as linked tightly to economics/business interests. By providing a space for research shaped by a range of analytical and critical perspectives, we intend to stimulate a renaissance and renewal of work focusing on “diversity in organizations” within a variety of national and global contexts.

We would, therefore, particularly welcome critical contributions which address issues of power relations, relations of asymmetry, domination (of particular sectional interests), ideological conceptualizations, aspects of discursive closure (e.g. naturalization and universalization), contradictions, reification, struggles, and emancipating organizational praxes (in regard to diversity), as well as equality, unemployment, poverty, segregation and discrimination against disadvantaged groups.

Key words: *diversity, diversity management, critical perspectives, international perspectives*