

Title of the Sub-theme	Innovating Intersectionality: Creative Frontiers for Epistemological and Methodological Perspectives	
Convenor Names	Affiliation	Email
Jenny K. Rodriguez EGOS #70506	The University of Manchester (UK)	jenny.rodriquez@manchester.ac.uk
Amanda Peticca-Harris EGOS #81049	Grenoble École de Management (France)	amanda.peticca-harris@grenoble-em.com
Annalisa Murgia EGOS #37022	University of Milan (Italy)	annalisa.murgia@unimi.it

Call for Papers

This sub-theme is interested in the creative possibilities offered by feminist and intersectional research practices, with the aim of providing management and organizational scholars with novel and useful epistemological and methodological approaches to help make sense of, theorize, and confront labour and workplace inequalities. Discussions about intersectionality continue to problematise method (Rodriguez, 2018; Misra et al., 2021). Christoffersen and Emejulu (2023: 631) note that what intersectionality is understood to mean relates to how it is applied. In this respect, whilst there is general agreement from intersectionality scholars that multiple identities are implicated in unequal positioning within systems of domination, the functioning of their intersection and the overall way this implication operates remains a methodological challenge.

As we continue to grapple with how to empirically capture intersectional complexity, as well as its resulting positions of privilege and disadvantage in their situatedness and shifting nature, two points need methodological attention. First, the understanding of the purpose of intersectionality in terms of what it gives us, and second, how to translate that understanding methodologically. Collins (2019) argues that methodological practices are “vehicles” for intersectional theorizing (p. 142) yet, to date, discussions of how to study intersectionality and the ontological and epistemological consequences related to methodological choices have been sluggish to keep pace (McCall, 2005; Rodriguez, 2018). This sub-theme is interested in addressing this gap, encouraging creative perspectives to methodology that enliven and embody intersectional theories and practice (see Collins, 2019; Davis, 2014; Rebughini, 2021).

As calls continue to engage with the ontological imagination of intersectionality to achieve socially just and diverse futures (Watson-Singleton et al., 2023), we seek to leverage curiosity, novelty, and usefulness to explore new and creative avenues in intersectional research that help us deliver on its transformational potential. We welcome submissions focused on intersectional approaches that unite the imaginative exploration of methodology to theory, bringing innovative creative insights to analyse the production and reproduction of labour and workplace inequalities.

Submissions might consider addressing questions such as:

- How does the relationship between intersectional theorising, epistemology, and researchers' methodological choices shape research on labour and workplace inequalities?
- What innovative methods can be employed for collecting and analysing intersectional data?
- What innovative methods can be employed for collecting and analysing data *intersectionally*?
- How could a focus on intersectionality allow us to explore the agency of both researchers and research participants and grasp it in its situatedness in time and space?
- How might creativity be used in research methodologically to explore intersectionality?
- How might researchers navigate ethical considerations when using intersectionally-sensitive methodologies?
- How can researchers methodologically tackle the co-optation and whitewashing of intersectionality?
- How are advancements in big data technology and AI influencing the way researchers approach intersectionality?

To support inclusivity, we propose a hybrid sub-theme. To ensure active participation and engagement, sessions would aim to mix both onsite and remote participants. We would look for opportunities to pair onsite participants with remote discussants and vice versa to connect sub-theme participants through ideas and rich discussion.

References

- Christoffersen, A., & Emejulu, A. (2023). "Diversity Within": The Problems with "Intersectional" White Feminism in Practice. *Social Politics: International Studies in Gender, State & Society*, 30(2), 630-653.
- Collins, P. H. (2019). *Intersectionality as Critical Social Theory*. Durham, NC: Duke University Press.
- Crenshaw, K. (1989). Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *u. Chi. Legal f.*, 139.
- Davis, K. (2014). Intersectionality as Critical Methodology. In N. Lykke (ed.) *Writing Academic Texts Differently: Intersectional Feminist Methodologies and the Playful Art of Writing*. Routledge
- McCall, L. (2005). The complexity of intersectionality. *Signs: Journal of Women in Culture and Society*, 30(3), 1771-1800.
- Misra, J., Curington, C. V., & Green, V. M. (2021). Methods of intersectional research. *Sociological Spectrum*, 41(1), 9-28.
- Rebughini, P. (2021). Agency in intersectionality. Towards a method for studying the situatedness of action. *Socio. La nouvelle revue des sciences sociales*, (15), 189-205.
- Rodriguez, J. K. (2018). Intersectionality and qualitative research. In Cassell, Cunliffe, Grandy (eds.) *The Sage Handbook of Qualitative Business and Management Research Methods* Sage.
- Watson-Singleton, N. N., Lewis, J. A., & Dworkin, E. R. (2023). Toward a socially just diversity science: Using intersectional mixed methods research to center multiply marginalized Black, Indigenous, and People of Color (BIPOC). *Cultural Diversity and Ethnic Minority Psychology*, 29(1), 34.

Convenor Names	Short Bios
Jenny K. Rodriguez	<p>Jenny K Rodriguez is Senior Lecturer in Employment Studies at Alliance Manchester Business School, and Theme Lead for the Equality, Diversity and Inclusion at the University of Manchester’s Work & Equalities Institute. Her research focuses on intersectional inequality in work and organisations, the interplay between identity, work, and regulation, with particular reference to the transnational experiences of skilled migrant women, and strategies and practices of decolonizing in academia. She is Associate Editor of <i>Employee Relations and Qualitative Research in Organizations and Management</i> and member of the editorial boards of <i>Gender in Management</i> and <i>Human Relations</i>. She is the Chair of the Gender in Management Special Interest Group of the British Academy of Management (BAM), and the founding convenor of the Equality and Diversity in Work and Employment of the British Universities Industrial Relations Association (BUIRA).</p> <p>EGOS experience: Dr Rodriguez has presented her work at the EGOS conference throughout the last 5 years and in 2023, she convened Sub-theme 42: Imagined Futures for Gender, Diversity, and Intersectionality: Legacies and Opportunities of Theory and Research on Inequalities in Organizations [with Nasima Carrim (Pretoria) and Regine Bendl (WU Vienna)]. She is an experienced convenor at international conferences.</p>
Amanda Peticca-Harris	<p>Amanda Peticca-Harris is an Associate Professor at Grenoble Ecole de Management. Her research explores new forms of work and contemporary careers, with a strong focus on themes such as precariousness, changing work practices and relationships and work-life tensions for marginalized groups. Amanda has published in <i>Organization, Human Relations, Organizational Research Methods, and the Journal of Business Ethics</i>. She currently serves as an Associate Editor for <i>Group & Organization Management, Career Development International</i> and <i>Qualitative Research in Organizations and Management</i> and is an active member of the Editorial Board for <i>Organization</i> and <i>New Technology, Work and Employment</i>.</p> <p>EGOS experience: Amanda attended the conference with papers in 2023, 2018, 2017, 2016, 2013, 2012. In 2023, she was a convenor of the Sub-theme 32: Embodying Precarious Work: Intersectional Precariousness and Organizing for a Good Life, with Annalisa Murgia (University of Milan) and M.N. Ravishankar (Queen’s University Belfast). She is an experienced convenor at international conferences.</p>
Annalisa Murgia	<p>Annalisa Murgia is an Associate Professor at the University of Milan, where she is also the Scientific Coordinator of the Research Centre Genders and the PI of the ERC project SHARE ‘Seizing the Hybrid Areas of Work by Re-presenting self-Employment’. Her main research interests lie in qualitative sociological and ethnographic studies, with a focus on precarious labour and its implications for workers’ agency, emerging forms of collective organising, and the social construction of gender in organisations. Her work appears in such outlets as <i>Organization, Research in the Sociology of Organizations, Gender, Work and Organization, Qualitative Research in Organizations and Management</i>, as well as in edited scholarly books. She is an active member of the editorial boards of <i>Organization</i> and <i>Studi Organizzativi</i>.</p> <p>EGOS experience: Annalisa attended the conference with papers in 2021, 2020, 2019, 2018, 2016, 2015, 2013, 2012, 2009, 2008, 2007. In 2020, she was convenor of the Sub-theme 51: Precarity, Solidarity and Conflict at Work, with Andreas Pekarek (University of Melbourne) and Markus Helfen (University of Innsbruck). In 2023, she was a convenor of the Sub-theme 32: Embodying Precarious Work: Intersectional Precariousness and Organizing for a Good Life, with Amanda M. Peticca-Harris (Grenoble Ecole de Management) and M.N. Ravishankar (Queens University Belfast). She is an experienced convenor at international conferences.</p>