

ACCELERATING GENDER AND SEXUALITY INCLUSION IN ORGANISATIONS

Short paper submission deadline: 15 October 2021

Full paper submission deadline: 31 March 2022

Guest Editors

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Aim

Gender and sexuality are two critical dimensions of human life and greatly influence the way people connect with work and organisations, and the way organisations connect with employees. However, not all individuals are provided with the same opportunities to fully access, participate, and benefit from organisational life. These disparities often fall along gender and sexuality lines. The current pandemic has exacerbated these inequalities by disproportionately affecting female workers and those in precarious jobs, disproportionately held by members of minority groups.

The aim of this special issue is to provide an interdisciplinary and intersectional showcase of cutting-edge research and case studies that examine the factors that facilitate and hinder equal workplace participation of groups based on sexual characteristics, gender identity, and sexual orientation.

This special issue will contribute directly to scholarship in organisational behaviour, human resource management, diversity management, social issues in management, and other areas of management studies, such as organisation and management theory, careers, leadership, and conflict management.

Background

The theories, methodologies, and applications of research on sexual characteristics, gender identity, and sexual orientation at work have become increasingly sophisticated.

Yet, many challenges remain. In academia, there is a stronger need for cross-disciplinary and intersectional approaches. In the public and private sectors, stakeholders want to enhance their responsiveness and have a strategic approach to sexual characteristics, gender identity, and sexual orientation at work. Across sectors, more efforts are required to build bridges between the academy, private, and public sectors to guarantee that what we learn from each other is effectively translated into better theories, methods, and applications.

Joining the dots between the many factors that facilitate and hinder equal workplace participation of individuals based on sexual characteristics, gender identity, and sexual orientation will help accelerate efforts towards authentic inclusion.

Scope, Representative Topics, and Questions

This special issue will comprise research questions such as (but not limited to) the following:

- What individual, family, organisational, industry-specific, and legal factors hinder or facilitate authentic gender and sexuality inclusion at work or the implementation of inclusion strategies?
 - Do we need an integrated model to approach gender and sexuality inclusion at work, or is it more effective to focus on separate approaches for gender identity, sexual characteristics, and sexual orientation?
 - What is the most effective and appropriate way to apply an intersectional approach to gender and sexuality research and inclusion practice at work?
 - What approaches, strategies or principles work better to guarantee specific gender and sexuality minority groups experience authentic inclusion at work?
 - How can we better understand, prevent, and manage workplace abuse, based on gender and sexuality attributes?
 - What are the links and synergies between gender and sexuality inclusion and other socially-relevant organisational processes (e.g., corporate social responsibility, client relations)?
 - What kind of strategies (e.g., equal opportunity, demand-side, supply-side) could be implemented to accelerate gender and sexuality inclusion?
 - What gender and sexuality inclusion approaches have caused unintentional harm and why? How can we develop intervention principles to maximise benefits and minimise harms and wastage?
 - How can we improve the quality of design and evaluation efforts for gender and sexuality inclusion interventions? What lenses need to be applied?
- The Special Issue will also comprise invited peer-reviewed case studies showcasing evidence-based inclusive workplace practices (if you are interested in writing a case study, please email the Guest Editors for the Special Issue with your idea) and an invited discussion to the whole special issue.

Submission format

The three guest editors are hosting the 2022 Gender and Sexuality at Work Conference (see the conference website [here](#)). This research and engagement conference will be hosted both online and at the University of Melbourne, on 15 February 2022.

The conference invites academic papers and presentations of evidence-based applications about gender and sexuality workplace inclusion from across the Asia Pacific region, made possible by the online presence of the event. This conference will be one of the conduits to identify suitable original research, case studies, and the invited response to the special issue.

Authors are invited to submit a four-page short paper for initial review and consideration to be included in the conference program (from 1 September 2021 to 15 October 2021). These short papers will be peer-reviewed by academics for developmental feedback and assessment. We will provide this feedback to authors no later than 30 November 2021. Based on peer assessment, some authors will be invited to present their work at the 2022 Gender and Sexuality at Work Conference. You can submit your short-paper for peer-review and consideration for the conference [here](#).

All authors will be encouraged to respond to the initial feedback on their short paper and submit a full paper for blind peer review for the special issue in the Journal (31 March 2022, deadline).

Authors who do not participate in the conference can also submit an original full paper directly to the special issue for blind peer review (from 1 September 2021). Peer-review will start as soon as we have full submissions, and we will aim to have the full special issue ready for publication in 2022.

Full papers on this subject can be submitted from 1 September 2021 through the ScholarOne system – see instructions below:

- If you do not yet have an account in the ScholarOne system, please use the following link: <http://mc.manuscriptcentral.com/ajm> and click “Create Account New Users”.
- Once registered, you should be able to login and enter the “author dashboard”. To submit a manuscript, click on the icon “click here to submit a new manuscript”.
- Please indicate in the appropriate drop-down menu that your paper is a candidate for the special issue and select as special issue: “Accelerating Gender and Sexuality Inclusion in Organisations”.

Timeline/Key Dates

September 1, 2021: Call for papers announced

October 15, 2021: Deadline for short paper submission

November 30, 2021: Initial feedback on short paper provided

March 31, 2022: Full paper submission for blind peer review

Publication date: 2022 (expected).

Principles

This special issue will encourage work that is underpinned by six core principles:

- **Respect:** Approaches to gender and sexuality at work can be contested and polarising. This special issue will be a respectful and professional space for members of the community to present authoritative, robust research, and discussions of theories, methods, and their applications.
- **Engagement:** Research is enhanced when done in collaboration with the community being studied. We will showcase academics’ capacity to work with the public and private sectors (both for-profit and not-for-profit) and with members of the community in general.
- **Intersectionality:** Sexual characteristics, gender identity, and sexual orientation at work intersect with other life dimensions (e.g., age, ethnicity, language, disability status, location, socio-economic status, occupation), sometimes in paradoxical ways. Intersectional life experiences are inherently valuable, and we want to understand them.
- **Crossdisciplinarity:** Gender and Sexuality are complex, multilayer topics. Multidisciplinarity, interdisciplinarity, and transdisciplinarity are the present and future of scientific research. From its beginnings, management scholarship has been crossdisciplinary, this special issue will be no exception.
- **Inclusion:** We will welcome relevant research and case studies from all world regions. Cross-cultural research is of particular interest.

Guest editor team

Dr Victor Sojo (vesojo@unimelb.edu.au) is a Senior Lecturer in Leadership at the University of Melbourne, a Visiting Senior Research Fellow at the Global Institute for Women's Leadership, King's College London, an Associate Editor of the Australian Journal of Social Issues, and a Non-Executive Director on Our Watch's Board of Directors. In his research, Victor uses a multidisciplinary and intersectional approach and focuses on four areas: (i) factors that facilitate and hinder gender and sexual identity equality in occupational and sport contexts, such as incivility, gender and sexual harassment, work-family conflict, and unconscious bias in talent management; (ii) the design, implementation, and impact of diversity management/social and economic inclusion strategies, for example, anonymous applicant procedures and Indigenous preferential procurement; (iii) leadership development in the public sector; and (iv) the impact of gender inequality on public health outcomes. Victor's research and insights have been published in top-tier journals, such as the Leadership Quarterly, Psychology of Women Quarterly, Social Issues and Policy Review, Sport Management Review, British Journal of Sport Medicine, and The Lancet, as well as several government and industry reports. His research has also been featured in several media outlets such as Australian Financial Review, NPR, The Guardian, International HR Adviser, SBS, ABC News, The Times UK, The Conversation, Women's Agenda, The SMH, and The Age, among others.

- More information: <https://findanexpert.unimelb.edu.au/profile/219639-victor-sojo-monzon>

Dr Melissa Wheeler (mwheeler@swin.edu.au) is a Senior Lecturer at the Swinburne Business School. Melissa has a PhD in social psychology from the University of Melbourne, where she explored how people persuade others to agree with their moral beliefs. She has an ongoing interest in the field of moral psychology and applied ethics, including workplace diversity, moral voice behaviour, and ethical leadership. Her research has been published in top tier journals, including Leadership Quarterly, Journal of Business Ethics, Personality and Social Psychology Bulletin, Cities, European Review of Social Psychology, and Organizational Behavior and Human Decision Processes. Melissa teaches in the areas of applied ethics, foundations of research, and change management, and she is the Major Discipline Coordinator for the Management Major. She is a Leader in the Career Development Program within the Swinburne Women's Academic Network, a member of the Human Ethics Committee and a Research Ethics Advisor, founder of the Gender and Intersectional Research Community, Theme Lead of the Social Psychology of Innovation Group (Ethics of Innovation), and Co-creator of the Australian Leadership Index at the Swinburne Business School.

Prof Michelle Ryan (michelle.ryan@anu.edu.au) is the incoming inaugural Director of the Global Institute of Women's Leadership at the Australian National University. She currently holds a European Research Council Consolidator Grant to investigate how context constrains women's careers choices. She is involved in a number of other research projects. With Alex Haslam, she has uncovered the phenomenon of the glass cliff, whereby women (and members of other minority groups) are more likely to be placed in leadership positions that are risky or precarious. Research into the glass cliff was named by the New York Times as one of the top 100 ideas that shaped 2008, and in 2016 the term "the glass cliff" was shortlisted as Word of the Year by the Oxford English Dictionary. Michelle is also involved in projects examining (a) gender trouble and the gender binary (with Thekla Morgenroth); (b) the complexity of diversity initiatives (with Teri Kirby, Edwina Wong, Seval Gundemir); (c) the role of identity in understanding work-life balance and sacrifice (with Thekla Morgenroth, Loes Meeussen, Kim Peters, Floor Rink, Janka Stoker); (d) the intersection of gender and class within higher education (with Daniela Fernandez, Chris Begeny); (e) gender differences in risk taking (with Thekla Morgenroth, Cordelia Fine); (f) understanding feminism (with Thekla Morgenroth, Teri Kirby, Miriam Zehnter); (g) workplace intersectionality (with Victoria Opara, Ruth Sealy, Edwina Wong, Teri Kirby); (h) the gendered nature of ambition (with Sabrina Spangsdorf, Teri Kirby, Chris Begeny, Kim

Peters); (i) gender stereotypes (with Renata Bongiorno, Colin Leach); (j) large scale cross cultural examination of gendered stereotypes of political leaders (with Kim Peters, Alice Eagly, and the Psychological Science Accelerator); (k) gendered status and distinctive treatment in the workplace (with Chris Begeny), (l) impostor syndrome (with Chris Begeny, Sanne Feenstra); and (m) the implications of a lack of fit (with Madeline Heilman, Thekla Morgenroth, Kim Peters).