

# Australian Journal of Management

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Special issue call for papers  
**Australian Journal of Management**

## **ANTI-RACISM AS AN ORGANISING PRINCIPLE: RACIAL INEQUALITY IN AND AROUND ORGANISATIONS**

Expression of Interest deadline: 1 April 2021

Full papers submission deadline: 1 October 2021

### **Guest editors:**

A/Prof. Michelle Evans, *University of Melbourne*

A/Prof. Mariano (Pitòsh) Heyden, *Monash University*

Dr. Victor Sojo Monzon, *University of Melbourne*

Dr Helena Liu, *University of Technology Sydney*

### **Background, aims, and scope**

Racism pervades our organisations, our organising efforts and practices. Visible not just in violent 'acts of intent', racism is evident in the 'casual, unreflective, taken for granted, everyday acceptance of the status quo' (Coram 2011, 182). In 2020, racism has become more difficult to ignore in flash points of police brutality, access to care during the global pandemic, political elections across the world, and climate justice. While it is easy to treat these issues as foreign, thorny racial issues are prevailing on the home front as well. Indigenous Australians remain the most incarcerated people per capita in the world, recognition of Indigenous Australians in the constitution continues to be unresolved centuries on from invasion of sovereign lands, the knowledge wars between Western and Indigenous knowledges continue framing even Acknowledgment of Country as a political act. Racism remains a major cemented organising principle of our societies across Australia, New Zealand and the Pacific. Black, Indigenous, People of Colour (BIPOC) and their allies in and around organisations across the Australia, New Zealand and the Pacific have the opportunity to do different, be different, to challenge racism as an organising principle.

This special issue provides a focused platform for organisational and management scholars to engage in racially conscious/aware social debates, particularly with their manifestations in and around organisations. It seeks to go beyond White-washed diversity and inclusion conversations and initiatives, to situate anti-racism as a core societal obligation and a grand challenge for organisations and scholars.

The special issue is motivated by the fact that the heterogeneity of racialised lived experiences remain poorly examined in mainstream management research, despite its pervasiveness in and around organisations in Australia, New Zealand and the Pacific. Given that racism manifests itself in specific, localised ways in and around organisations across the world, evidence-based anti-racism conversations require contextualised treatments to

deliver impactful solutions for managers, organisations, and policymakers. Whilst management scholarship has seemingly seen itself on the periphery of these discussions, neoliberal and neocolonial ways of organising such as the diversity and inclusion turn, have resulted in organisational contexts becoming spaces of contest and assimilation. This Special Issue proposes that our disciplines are required to investigate, examine, analyse, and theorise anti-racism.

In doing so, this special issue aims to raise uncomfortable conversations around race, racism, and racial inequality, by contextualising racial discrimination pertaining to BIPOC experiences in organisations, organising, and organisational practises in Australia, New Zealand and across the Pacific. We invite scholars who are thinking and researching around structural inequality, racial hierarchies, neo-colonialism, white supremacy and whiteness, and racism in our organisations, our institutions and our businesses. We ask not to simply report on these phenomena, but rather challenge organisational and management scholars to advance radical, unconventional, and uncomfortable approaches to anti-racism.

### ***Representative Topics and Questions***

We anticipate considered examinations of anti-racism to be cross-disciplinary in nature. To align with the mission of Australian Journal of Management (AJM), we expect to particularly pique the interest of scholars across critical management, strategic management, entrepreneurship, accounting & finance, human resources and diversity management, and organizational behaviour fields, each contributing a complementary body of work, focal units of analyses, methodological approaches, and theoretical perspectives.

The topics below provide an indicative, but non-exhaustive, questions that can be tackled through conceptual, quantitative, qualitative, phenomenological/descriptive, and/or mixed method approaches, drawing on a variety of theoretical lenses and paradigms.

- Anti-racism and organisational outcomes
- Anti-racist training programs/initiatives
- Anti-racist policy interventions
- Indigenous business and economic self-determination
- Intersectionality of race, indigeneity, and other axes of power
- Decolonising organisations and their management
- Macro comparative analyses in the BIPOC experience across the region
- Neo- and Post-colonial perspectives on race
- Racial disparity and hierarchy in organisations
- Racial identity
- Replication studies on BIPOC samples (i.e., non-WEIRD)
- Technology and racism (e.g., digital exclusion)
- Tokenism and the myth of meritocracy (?)
- Whiteness and organisational identity

Studies and scholars that draw attention to contextual implications for the Australia-Pacific region are especially encouraged to submit their work, although studies situated in other settings may be considered if the implications for Australia, New Zealand, and the Pacific region are evidenced and applicable. This is not an issue on generalized diversity and inclusion, but focused on racism, anti-racism, racial inequity, and racial inequality. Please feel free to contact the guest editors to discuss your submission.

### **Submission format**

Authors are invited to submit an extended 5-page abstract for consideration. Proposals will be screened by the guest editor team. Main criteria will be fit with the scope of the special issue, potential impact on theory, practice, and/or policy, stage of development of the study, feasibility of completing the study within the timeline of the special issue. Invited contributing author/s will have the option to be paired with a mentor to work alongside offering peer review before proceeding to full peer review in accordance with the journal policy and standards.

5-page abstracts on this subject can be submitted by April 1<sup>st</sup> 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: “Anti-Racism”.

### **Timeline/Key Dates**

November 30, 2020: Call for papers announced

April 1, 2021: Deadline for abstract submissions

May 1, 2021: Notification of initial decision on abstracts

October 1, 2021: Full paper submission for full consideration

Publication date: 2022 (tentative)

### **Developmental Author Mentorship by Editorial Board Member**

Authors invited to submit a full paper will be provided with an opportunity to have a mentor from the editorial board assigned to advise them on the development of the paper. This mentoring scheme will be in the spirit of encouraging and supporting authors from underrepresented groups, regions, identities, and/or institutions to develop a manuscript in line with the expected standards of AJM.

### **Special Conference and Manuscript Development Workshop**

A special conference is intended to be organized for authors invited to the next round, where authors present their work and receive feedback. Participation is no guarantee for ultimate acceptance.

### **Follow-up special issue 2025**

To encourage continuity in research topic and tracking impact, AJM will host a follow up special issue opportunity tentatively scheduled for 2025. Authors accepted for the initial special issue will be invited to provide an updated piece on the impact and subsequent developments on the back of the initial work.

### **Guest editor team**

**A/Prof. Michelle Evans** ([michelle.evans@unimelb.edu.au](mailto:michelle.evans@unimelb.edu.au)) holds an Associate Professorship in Leadership at the Faculty of Business and Economics at the University of Melbourne, specialising in the areas of Indigenous leadership and entrepreneurship. She is also co-Founder and Program Director of the award winning MURRA Indigenous Business Masterclass Program, based at Melbourne Business School where she completed her PhD. Dr Evans has been awarded three Australian Research Council competitive grants and a Fulbright Scholarship

and is widely published in this space. She teaches predominantly at senior executive and postgraduate levels. Prior to academia, Dr Evans was Founder of the Wilin Centre for Indigenous Arts and Cultural Development at the Victorian College of Arts. Together with her research, this provides a unique combination of professional experience in management, community engagement and facilitation in Indigenous leadership and policy development. She has been consulted by the Department of Prime Minister and Cabinet, OECD and other public institutions as well as leading Australian organisations in development of their Reconciliation Action Plans. Dr Evans believes that the path to Indigenous self-determination is economic independence. In addition to establishing MURRA, Dr Evans has also established other initiatives designed to support Indigenous entrepreneurship including Walan Mayingu Indigenous entrepreneurship pop-up Hub, Indigenous Business Month and collaborated on the Native Title Operations and Management Training Program with the National Native Title Council.

- More information: <https://findanexpert.unimelb.edu.au/profile/21479-michelle-evans>

**A/Prof Mariano (Pitòsh) Heyden** ([pitosh.heyden@monash.edu](mailto:pitosh.heyden@monash.edu)) is Associate Professor of Strategy & International Business at the Monash Business School in Australia. He holds a PhD in strategy from the Rotterdam School of Management and his research interests are at the intersection of strategic leadership, corporate governance, and strategic renewal. His peer-reviewed research appears in leading international outlets such as: *Journal of Management*, *Organization Studies*, *Journal of Management Studies*, *Human Resource Management*, *Leadership Quarterly*, *Regional Studies*, *Industrial Marketing Management*, *MIT Sloan Management Review*, *Long Range Planning*, *Global Strategy Journal*, *Industrial & Corporate Change*, *International Journal of Human Resource Management*, and *Journal of Business Ethics*; as well as book chapters in volumes published by Palgrave Macmillan, Routledge, and Springer. His research-informed perspectives on topical issues can be found in media outlets such as ABC News, The Australian, Business Insider, The Conversation, Sydney Morning Herald, Manage Magazine, Monash Lens, and the World Economic Forum's Agenda. He is a former recipient of the Australian Research Council's Discovery Early Career Research Award (DECRA-17).

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**Dr. Victor Sojo** ([vesojo@unimelb.edu.au](mailto:vesojo@unimelb.edu.au)) is a Senior Lecturer in Leadership in the Department of Management and Marketing at the University of Melbourne. His research focusses on factors that facilitate and hinder workplace equity (e.g., gender, racial), diversity management, workplace abuse, and leadership development / emergence. He does multidisciplinary engaged research, working closely with government and private sector organisations to find solutions to organisational behaviour and human resources management problems, and to develop evidence-based policies and practices. His research has been funded by the ARC, government departments and private sector organisations in Australia and overseas. His latest research and insights have been published in *The Leadership Quarterly*, *Social Issues and Policy Review*, *Psychology of Women Quarterly*, *Journal of Research in Personality*, *The Lancet*, *British Journal of Sport Medicine*, *Sport Management Review* and several industry and government reports. His research-based insights are regularly featured in local and international news outlets (e.g., ABC, SBS, AFR, The Age, NPR, The Conversation, Crikey, The Mandarin, the Times UK, The Guardian). He is also an Associate Editor of the *Australian Journal of Social Issues* and the organiser of *Gender and Sexuality at Work: A Research and Engagement Conference 2020*.

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**Dr. Helena Liu** ([helena.liu@uts.edu.au](mailto:helena.liu@uts.edu.au)) is a Senior Lecturer in the Management Discipline at the University of Technology Sydney. Her research critiques the gendered, racialised and classed nature of our enduring romance with leadership. She is co-Chief Investigator of an ARC Discovery grant exploring leadership and intersectionality. Helena's first book, *Redeeming Leadership: An Anti-Racist Feminist Intervention*, was published with Bristol University Press in 2020. Her research has also been published in journals including *Human Relations*, *Organization*, *Management Learning*, *Leadership*, and *Journal of Business Ethics*. She currently serves as an Associate Editor of *Human Relations*, *Management Learning*, and *Equality, Diversity*

and *Inclusion*, and has co-edited two Special Issues at *Equality, Diversity and Inclusion* and *Organization*. Helena is one-quarter of the scholar-activist collective Building the Anti-Racist Classroom (BARC) and blogs at *Disorient* in her spare time: <https://disorient.co/>.

· More information: <https://www.uts.edu.au/staff/helena.liu>

#### Reference

Coram, S. 2011. "Official" discourses of race and racism: Inclusion, intent and inversion mediated within journalistic communiques vis-a-vis the Australian Indigenous athlete." *Social Identities: Journal for the Study of Race, Nation and Culture* 17 (2):169-182.

