

Stream Title: Speaking for Whom? Diversity, voice and visibility in an organisational context

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Stream Organisers

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Stream Outline

The concepts of voice and visibility have been used to help explore inequality and exclusion from organisational research. It has been used to help uncover the gendered and racist processes within organisational settings. Authors such as Acker (2006) and Gheradi (1995) have re-examined organisational practices and processes from a gender and race perspective to challenge the invisibility of women and ethnic minorities' voices in organisational and institutional settings. This literature has prioritised less powerful voices to include their experience and values within organisational theorising. Consequently, differences in leadership styles, career orientation and the barriers that different groupings may face at work have all been explored.

The direction of this research has changed as indicated by the recent discussion on silence and invisibility. The way dominant masculine groupings discourse can erase other voices and experiences setting organisational norms within discourse (Simpson and Lewis 2007), a discourse that shapes the reality of every-day experiences socially reproducing and reshaping work identities and interests in line with the dominant discourse.

Stream Questions

- How do different strands of feminist thinking conceptualise voice and difference?
- Diversity and decision-making; in times of crisis is the management and masculinity hegemony in discourse reaffirmed or deconstructed?
- New voices in representation and industrial relations, how viable are they for challenging established organisational voices and discourses?

- Social exclusion/inclusion. There have been many new initiatives in challenging organisational barriers to attract excluded groupings and people. What have we learnt from this process?
- New rhetoric same reality. Are we at a crossroads in relation to understanding diversity and organisational discourse?
- Communicating inequalities: how effective are institutional organisations in communicating with all their constituents?

Key words: organisations, power, inequalities, voice, discourse, communication