**Paper Proposal**

**Equality, Diversity, Inclusion 2013 Conference, 1─3 July 2013, Athens Greece**

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The author is M.Sc. (Econ.), Helsinki School of Economics, and a first-year doctoral candidate at the Aalto University School of Business. Her academic interests include gender, academic work, management, organizational development and emotions. In her ongoing doctoral research she examines diversity in academic work from a cultural perspective.

**Inclusive Practices in Academic Work and Identity of a Researcher**

I tackle the question ‘*Through what kind of practices and processes are scholars constructing their identity at Aalto University School of Business?’*. I present preliminary findings of my ongoing research on diversity (gender, age, social status, etc.) in academic work from a cultural viewpoint: diversity as different kinds of values and attitudesembedded in organizational practices.

Currently in universities academic work is under pressure and individualistic and normative values seem to dominate. This environment is conducive to exclusive and marginalizing practices in organizational political processes, and encourages homosociality and even hegemonic masculinity. My paper suggests that to make organizational practices more diverse, the social and political nature of organizational dynamics of silence in the academia has to be dismantled.

My theoretical framework is (*un)doing diversity*:I investigate academic practices as *empirical experienced objects*, as a locus of actors’ various activities such as learning, knowing and doing. I focus on what researchers actually do in their everyday work and how they experience these doings as exclusive or inclusive practices. A practice understood as *‘a way of seeing a context’* enables the examination of practices understanding them as emotions. I will explore how certain social, institutional, organizational, and cultural settings and practices frame how diversity is (un)done and how the identity work of a researcher is reflectively carried out.

I combine an autoethnographic approach with individual and group narrative interviews. From interviewees I have learned how they are constructing their professional identities in the research community’s daily practices. However, they participate in the practices in different ways. Many interviewees call for more sensitivity and support, and an ‘ethos of publishing’ seems to cause feelings of lonelyness and even shame and fear.

Key sources (in the field of identity and identity work): Snow & Anderson 1987, Sveningsson & Alvesson 2003, Alvesson ym. 2008, Giddens 1991, Alvesson 2010, Räsänen 2008, Henttonen & LaPointe 2010 , LaPointe 2011, Learmonth and Humphreys 2012.