Abstract for consideration for participation in:

**Doctoral Colloquium**

*Equality, Diversity and Inclusion International Conference, Athens, Greece*

July, 2013

**A CRITICAL ANALYSIS OF ORGANISATIONAL LEADERSHIP FROM A GENDER AND RACE PERSPECTIVE**

By: Clifford P. Lewis

Application date: 29 January 2013

**Introduction**

The research currently underway is concerned with equality and diversity issues in organisational leadership. In recent years, major advances in terms of equality, diversity and inclusion (EDI) in the workplace has been made. However, despite these advances, women and racial minorities remain significantly underrepresented in top leadership positions (Eagly, 2007; Eagly & Carli, 2003; Healy, Bradley, & Forson, 2011; Kirton & Healy, 2012; Ospina & Su, 2009).

**Key literature, paradigms, conceptual framework and theoretical argument**

For the purpose of this paper, I will draw on various feminist works on organisation, race studies, as well as classic and more contemporary works on organisational leadership. I will work from the assumption that different dimensions of identity (race, gender, class) are intertwined, serve as bases for various forms of organisational inequality and that these inequalities are produced, reproduced and legitimised in the way modern organisations are structured and operate (Acker, 2006). The paper will therefore offer comment on leadership as a socially constructed process (Bryman, Collinson, Grint, Jackson, & Uhl-Bien, 2011; Ladkin, 2010; Nohria & Khurana, 2010) from a gender and race perspective.

**Methodology**

The doctoral study is adopting an intersectional approach in assuming that gender and race factors compound and have a joint impact on social experience (Acker, 2006; Booysen & Nkomo, 2010; Collinson, 2003; Healy et al., 2011; Jean-Marie, Williams, & Sherman, 2009; McCall, 2005). This paper (which is essentially a literature review) will comment on organisational leadership from this perspective.

**Findings**

No findings are available for this project yet.

**Original contribution**

The goal of the overall research project is to gain understanding of how the social construction of leadership affects EDI in organisations. Specifically EDI related to gender and race.

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