Title of the Stream: Change agency in the field of equality and diversity

Stream organiser:
Dr Ahu Tatli
Queen Mary University of London
School of Business and Management
Email: a.tatli@qmul.ac.uk

Stream outline
Successful diversity management and equal opportunities programmes require a change in the formal and informal organisational structures as well as a cultural change. The change in the fabric of an organisation towards greater equality and inclusiveness operates at multiple layers of macro-structural, meso-organisational and micro-individual levels. This stream will address one of the important levels of organisational change: the actors, who implement, affect and carry out change in their organisations. The change agency in organisations may take many forms and may be formal and informal. Organisational change agents include not only the visible and formal agents of change such as diversity managers and equal opportunities officers, or diversity and equality champions, but also the trade unions, senior or line managers and the individual workers themselves. Within that context, the stream aims to explore the nature of and dynamics pertaining to change agency that promotes diversity, equality and inclusiveness, true to its complexity and contextuality. In that sense, the submissions are expected to deal with the dynamics of power and domination as well as opportunities and constrains that frame change agency. Different theoretical and methodological approaches are welcome in this stream.

The **stream questions** may include but are not exclusive of the following:

1. In what ways we can theorise change agency in the field of diversity and equality?
2. Given that change agency is realised in multiple ways, who are the key organisational change agents that promote equality, diversity and inclusiveness?
3. What kinds of dynamics do exist between different organisational actors in terms of promoting or resisting change within the scope of equality and diversity initiatives?
4. What are the opportunities and constraints that frame organisational change agency? What are the resources at the disposal of equality and diversity change agents?
5. In what ways is the change agency of organisational actors affected by macro- and meso-level dynamics? How do the organisational structures of power and resources impact on change agency? What are the structural social, economic and political factors that shape the agency of actors who promote diversity and equality?
6. What is the role of and scope for 'tempered radicalism' (Meyerson, 2001) in changing organisations towards achieving greater inclusiveness, diversity, equality and fairness? Who are tempered radicals?

7. What is the role and power of diversity managers and equality officers in creating sustainable and effective change to the structures, procedures and culture of their organisations?

Stream keywords: change agency, equality, diversity, opportunities and constraints, power and resources