

**Stream proposal for the Equal Opportunities International (EOI) conference,
15-17 July 2009, Istanbul, Turkey**

Title for our proposed stream: Understanding the dynamics of careers and identities through multiple strands of equality

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- **Stream outline (rationale and key themes)**

Inequalities based on gender, age, ethnicity, disability or sexuality is still persistent in organizational practices while a dominant perception and heightened awareness of equality exist at the same time. This proposed stream will address career experiences and related identity development of individuals in organizations by taking into account multiple strands of equality and diversity including gender, age, disability, ethnicity, sexuality, and religion. We are particularly interested in the intersectionality of factors which might affect the nature of career experiences, opportunities and constraints that face individuals. Gendered practices of career making and power-based gendering processes underpinning the career and identity development are relevant themes of the stream. Triggers for and impediments to developing a career trajectory by ethnic minority men and women, young people, disabled people, and gay men and lesbian women will be explored in this proposed stream. Organisational commitment to equality and diversity, policy initiatives and interventions, dealing with stereotypical perceptions of themselves, and choosing alternative career options such as self-employment and entrepreneurial careers pertain to this stream as key areas to explore in tackling inequalities. Multi-level examination of the subject (i.e. national effects, discourse effects, sectoral effects, organizational effects, and individual effects, Ozbilgin and Tatli, 2008) and different theoretical and methodological approaches are welcome in this stream.

Stream questions:

1. What are the key issues that pertain to career and identity development experiences of ethnic minority men and women, young people, disabled people, and gay men and lesbian women?
2. What are the main triggers for, and impediments to, career and identity making of these individuals? How does an intersectionality of factors including gender, age, disability, ethnicity, sexuality, and religion impact on their career development and identity formation?
3. How do the policy interventions and diversity management discourses and practices affect the career and identity experiences of these people? Are there any contextual differences (i.e. national, regional, sectoral, organisational)?
4. Do alternative routes of career and identity making such as self-employment and entrepreneurial careers present viable opportunities for career progress? Are there different challenges involved?

Stream keywords: career, identity, multiple strand, equality, diversity