**LGBT Research in Management and Institutions: Broadening the Lens**

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***There will be a special issue under the same topic of the stream in the Journal of Organizational Change Management, Edited by Dr Erhan Aydin and Dr Fiona Colgan. The selected papers will be published in the special issue.***

Historically, LGBT movements in the world encompass legitimisation as a process whereby a movement or an organisation substantiates to a peer and legal systems regarding its right to exist (Maurer, 1971; Suchman, 1995). Thus, the historical progress of LGBT people and their movement(s) demonstrate how they fight to gain legal rights by adopting the goal of legitimisation of being LGBT in society. The history of the LGBT movement illustrates the legitimising process in three phases. In the first phase, individual reactions against an authority turn to a movement through becoming small groups (Vincent, 2016; Ataman, 2011). In the second phase, a movement requires becoming a community organised to proceed to have legitimacy in a state (Vincent, 2016). In the third phase, the organised community completes the legitimising process via gaining rights to establish Non- Governmental Organisations (NGOs) (Yılmaz and Göçmen, 2016). Then, the organisations aim to protect LGBT rights against any unethical and unjust implementation of a state and society’s laws and practices and set out to gain more LGBT rights as they become legitimately institutionalised (Ozeren and Aydin, 2016). As Rumens et al. (2016) state, LGBT movements have adopted some mainly shared political and civil goals such as challenging heteronormative constructionist of femininity and masculinity, homophobia, heterosexism, the decriminalisation of homosexuality and securing legal protection and rights. In order to achieve these goals, the LGBT movement established NGOs where legitimate, and worked to affirm LGBT identit(ies) within institutions such as the family, work and education.

Institutions are a critical component of the social environment that shapes organisational structures, the orders of social relationships and sovereignty, which indicate who has power and gets access to beneficial resources (DiMaggio and Powel, 1983; Fligstein 2001; Yang and Konrad, 2011). In this regard, the power of these institutional structures comes from self- reinforcement through reproducing power positions and eliciting dominant elites to protect these structures so creating a continual position of authority (Greenwood and Hinings, 1996). In this context, we believe that LGBT research must be relocated in institutional settings that require multi- level analysis and a variety of different organisational contexts such as non-profit organisations (NGOs) for example. This argument comes from current LGBT research that mostly considers the experiences and social relation of LGBTs in a workplace context and adoptsan individual level of analysis rather than organisational / national level of analysis (e.g. Yılmaz and Göçmen, 2016; Colgan, 2016; Colgan et al., 2007; Rumens, 2016; Rumens, 2011; Wright et al., 2011; Colgan and Mckearney, 2012; Creed, 2003; Creed et al., 2010; Ozturk and Ozbilgin, 2015; Colgan, 2011; Rumens and Broomfield, 2014). On the other hand, different theoretical and ontological approaches such as institutional theory and critical approach should also underpin the LGBT studies in addition to the current theoretical and ontological trends such as queer theory, intersectional and interpretive approaches. For this reason, the content of the conference papers submitted to this conference stream could include but is not restricted to:

* Legitimising LGBT organisations and their work- cross-national research,
* The role of NGOs in promoting and securing LGBT rights at work and in society,
* The role of National/ International/ Supranational LGBT organisations regarding institutional entrepreneurship, employment and activism,
* Methodological issues in conducting LGBT research,
* Contribution of digital media (the internet and social platforms) in legitimising creating and opposing homonormative institutions in heteronormative structures,
* Migration, LGBT organisations and political institutions,
* Dirty work within and/or against LGBT organisations,
* Discrimination, harassment and violence against LGBT people
* Intersectionality, diversity and activism: LGBT organisations
* Cross- cultural studies on institutionalisation of LGBT people at work,
* LGBT employees at work and their roles in organisations through friendship, corporate networks/support and trade union groups.
* Power and organisation: LGBT movements challenging and reframing constructions of sexuality and gender
* Austerity, crisis, war and LGBT organisations
* Exploring romantic relationships and well-being and career implications of LGBT employees.

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**Stream Leaders’ Information**

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**Fiona Colgan:** Fiona Colgan has been a member of the Teaching and Scholarship Staff Group in the Department of Management at Birkbeck College, University of London since January 2016. Prior to that she was a Senior Research Fellow and Director of the Centre for Diversity, Corporate Responsibility and HRM (CRDHRM) at London Metropolitan University. She earned her PhD at the Guildhall Faculty of Business and Law at London Metropolitan University and her M.A. at McGill University, Montreal, Canada. Her research focuses on sexual politics, lesbian, gay, bisexual, transgendered (LGBT) issues and inclusion within the workplace; employee relations, engagement and the diverse workforce; and the tensions between corporate social responsibility, equality, diversity and international HRM. She has published articles on these topics in journals such as *Equality, Diversity and Inclusion, Employee Relations, Gender, Work and Organisation*, *Human Resource Management Journal* and *Organization Studies*. Co-authored books include *Sexual Orientation at Work* (Routledge, 2015); *Gender, Diversity and Trade Unions* (Routledge, 2002) and *Women in Organisations* (Macmillan, 1996).

**Oscar Holmes IV:**  Oscar Holmes IV is an Assistant Professor of Management and Director of Access and Outreach in Business Education at Rutgers University School of Business where he teaches executive education, graduate, and undergraduate courses in Leadership, Organizational Behavior, and Crisis Management.  He earned his Ph.D. and M.A. in Management at the Culverhouse College of Commerce at The University of Alabama. His research investigates how leaders can maximize productivity and well-being by fostering inclusive environments and has been published in several top-tier academic journals and books including *The Academy of Management Annals, Journal of Applied Psychology, Journal of Organizational Behavior, Equality, Diversity and Inclusion:  An International Journal,*and the *Oxford Handbook on Workplace Discrimination*to name a few.  In fall 2016, he was a Visiting Research Professor of Management at the LeBow College of Business at Drexel University and a Research Fellow at the University of Pretoria (South Africa).