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**Reimagining love at work:
Insights and future directions for EDI**

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Love shapes relationships, leadership practices, employee engagement, and intergroup dynamics in organizations. To more fully understand workplace social relations, we argue that perspectives on love should be more explicitly integrated into Equality, Diversity, and Inclusion (EDI) scholarship. Although love has been widely examined in philosophy (e.g., Strawser, 2007), psychology (e.g., Berscheid, 2010), and critical social science (e.g., Hochschild, 2019), its role in organizational contexts—particularly in relation to systemic inequalities, power relations, and culturally diverse workplaces—has received limited scholarly attention (Wilson, 2015). Cross-cultural perspectives reveal that love can be experienced and expressed in myriad ways. The ancient Greeks had a rich vocabulary for love, using terms like *agápē*, *érōs*, *philia*, *philautía*, *storgē*, and *xenia*. In his book *The Art of Loving*, Fromm (2006) presents a similar typology, and in the global South, love manifests as communal, duty-bound, accountable, spiritual, divine and flourishing constructs (Arunima et al., 2021). These cultural variations are reflected in the diverse lexicons developed by different societies, each offering unique forms and depths of understanding love (Karandashev, 2019).

This stream seeks to explore the role of love in the workplace and to study the different kinds, manifestations, and outcomes of love at work relevant for the field of EDI. Specifically, it aims to assess existing knowledge about love at work while also establishing a new research agenda on the subject. By advancing an interdisciplinary approach to love in organizations, this stream seeks to deepen understanding, cross disciplinary boundaries and

levels of analysis, and open new avenues and contexts for research on this underexplored yet consequential dimension of EDI in organizations.

We see a comprehensive and complex set of trends that are relevant for love at work and the conference theme more broadly that may frame the submissions to the stream:

I. Conceptualizing Love at Work

- What are the structural and cultural conditions shaping love in organizational contexts?
- How can theories from other disciplines help reconceptualize love at work in management studies and human relations?
- How do people in different societal and organizational cultures conceptualize love at work?
- How different and similar are the experiences and expressions of love at work?

II. Love, Leadership, and Power

- How does leading with love and care influence social relations and EDI at work?
- What is the role of self-love in leadership, and how may self-compassion inform current leadership theorizing in and beyond EDI scholarship?
- How can a focus on love inform research on power and inequalities at work?
- How do power asymmetries influence love at work?
- How and when is love used as a tool for exploitation at work?

III. Love Across Contexts and Cultures

- How do experiences of love, loss, or hatred in private life intersect with workplace emotions such as empathy or resentment in intergroup relations at work?
- How do migration, displacement, and transnational ties influence understandings of love and belonging, and how do these dynamics shape intergroup relations in organizations?
- How do culturally grounded conceptions of love, loyalty, and moral responsibility contribute to either the escalation or mitigation of intergroup conflict, discrimination, and hostility in diverse workplaces?
- How do broader societal conflicts (e.g., fragmentation, political polarization, war) enter organizations and affect expressions of love, care, fear, or animosity between groups at work?

IV. Methodological and Practical Implications

- What innovative methodological approaches would be suitable to study love at work, and how can love be measured?

- How can organizations nurture a form of love and self-love that balances compassion with accountability?
- How can people promote love in contexts surrounded by violence and hatred?
- Is love at work equally distributed, appreciated, and effective across different social groups?

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