

International Critical Management Studies Conference 2025
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Call for Papers

Stream: Feminist reclamations for emancipatory futures in life and work

Convenor Team

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Description

This stream engages with the idea of regeneration, adopting feminist perspectives with the aim of interrogating, problematizing and critiquing its dynamics and implications for life and work.

Regeneration has become the central narrative in the exploration of future possibilities of being and living. Terms like renewal, recovery, reinvigoration and reinvention have been associated with regeneration; implicit to these terms is moving away from the past and present as moments that have failed to deliver sustainable ways of existence, and the importance of embracing a future that is crafted with a view to pioneer new forms of existence. However, important questions remain regarding why regeneration is needed, what kind of regeneration is expected, what is the agenda for regeneration and whose interests it serves.

The performativity of regeneration has relied on its positioning as a “new” avenue, with very limited interrogation of its function as a device that obscures unresolved/able issues for which there is no longer impetus. Different forms of regeneration traverse life and work; for instance, environmental recovery has involved the displacement of populations and reinvigoration of urban spaces has relied on gentrification. At the organizational level, organizational renewal regularly involves restructuring resulting in job losses for some and redistribution of resources that perpetuate and recreate inequalities in organizations. In a similar vein, narratives of inclusion have been regenerated from affirmative action and equal employment opportunity initiatives. Quite often, this has reinforced the co-optation of social struggles under the rhetoric of diversity management that promises to make organizations more inclusive.

This kind of regeneration has shifted the focus from social justice to different forms of whitewashing and performativities of diversity, which in the end have continued to sustain systems of oppression and the matrix of domination (Collins, 2000). In this respect, the question remains about the aim and purpose of regeneration, and how to ensure that it indeed advances social justice instead of re-generating established forms of domination. The violent nature of these encounters with regeneration calls for tactical acts of resistance and reclamation.

There is potential in a critical engagement with the notion of regeneration. For instance, in her *Manifesto for Cyborgs*, Haraway (1994) addresses how technological advancements enable different forms of regeneration, pointing out the potential for overcoming binary concepts, such as the dichotomy of organisms and machine, reality and fiction. However, as ample research on algorithms, robotics or artificial intelligence show, all too often these potential remains unfulfilled. Furthermore, there is recognition of the possibility to re-generate by “maintaining elements of past and present and reconstructing these with emerging and useful elements” (Handlarsky, 2010: 97).

Against this backdrop, reclamations become important political acts (see Haraway, 2013) that center ‘the unaddressed’, ‘the unresolved’, ‘the neglected’, ‘the othered’, ‘the neglected’; and ‘the obscured’, and support more concretely the creation of emancipatory futures. With this focus, this stream contributes an important critical voice of feminist killjoy dissent, challenging the performativity and co-optation that has characterized critical management studies.

Indicative themes

This stream is interested in feminist contributions with a theoretical, methodological or empirical orientation that engage with the notion of regeneration of life and work. Themes of interest are outlined below. Please note that this list is not exhaustive, and we welcome contributions that speak to the overall theme of the stream:

- Feminist reclamations as regeneration
- Feminist critiques of facts and fictions of regeneration
- Regenerative oppressions (e.g., regeneration as a system of oppression)
- Discursive, performative and rhetorical regenerations
- Feminist critique of the artifactuality of regeneration
- Regeneration as apologist praxis
- Regeneration as domination
- Regeneration as reproduction
- Regeneration as interference
- Feminist methodologies for/against regeneration

The stream invites submissions that take the form of:

- Paper presentations
- Opinion pieces
- Short stories
- Piece of art (e.g. collages, poems)
- Journals (e.g., photo-journal, diaries)
- Short documentaries (e.g., photo-/video-/audio format)
- Games

Please, reach out to convenors if you wish to discuss a potential contribution to the stream.

Submissions

Send abstracts, summaries or synopses of approximately 500 words to feminist.reclamations@proton.me by Friday, 31st of January 2025. Please note this stream will run in person.

References

Collins, P.H. (2000). *Black Feminist Thought: Knowledge, Consciousness, and the Politics of Empowerment*. New York: Routledge.

Handlarsky, D. (2010). Pro-creation: Haraway's "regeneration" and the postcolonial cyborg body. *Women's Studies*, 39, 73-99

Haraway, D. (1994). A manifesto for cyborgs: Science, technology, and socialist feminism in the 1980s. In S. Seidman, ed. *The Postmodern Turn*. Cambridge University Press, pp. 82–116.

Haraway, D. (2013). The promises of monsters: A regenerative politics for inappropriate/d others. In *Cultural studies* (pp. 295-337). Routledge.