

Proposal for GDO Domain Name and Domain Statement Change  
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Submitted on behalf of the GDO Division by:

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The GDO division leadership hereby submits this proposal for changing our domain name and statement, following the guidelines set forth in the AOM Guidelines for Revising DIG Names and/or Domain Statements (revised October 15).

This action is derived from our most recent five-year review of the division which was completed in 2020, covering the period of 2014-2019. Refreshing our domain statement was the first priority in that report because the language around inclusion and diversity has evolved since GDO's domain statement was last revised in 2007. The self-report states that revising our domain statement is an opportunity for us to evolve and meet our members' needs to retain and grow our membership. The AOM Guidelines note that DIG names and domain statements allow DIGs to manage their identity and orient newcomers, and that accurate names and statements help members find their "homes" within AOM.

**Our new proposed division name is Diversity, Equity, and Inclusion in Organizations (DEIO). The revised domain statement acknowledges the division's historical connection to women and gender. We have consciously decentered gender because the division encourages investigation of a broad range of identities. Additions explicitly incorporate critical perspectives and colonialism. The division's core focus remains the same. We consider these changes as a refining of our existing focus that incorporates the significant conceptual development of the diversity field.**

The current domain statement and proposed revision are shown on pages 4 and 5, and page 6 shows a tracked comparison version to highlight additions in the revision.

The focal topics of the GDO division currently overlap with the:

- OB division: demographic attributes; group/team diversity; national culture
- Careers division: race, culture, and gender effects on careers; cross-cultural careers; work-family interface
- HR division: HR policies and practices related to DEI

With the revised division name and domain statement, we anticipate that overlap will continue with the OB, Careers, and HR divisions. Additionally, we may increase some overlap with:

- CMS: interrogating relations of power and control; giving voice to marginal and oppressed voices
- SIM: ethical values and systems of business

While topical overlap can be a competitive concern for all divisions, we note that some overlap can be helpful for the divisions to highlight areas for inter-disciplinary research.

The next sections outline the steps taken to draft the revised statements and receive feedback from members.

### *AOM Guidelines*

The AOM Guidelines state that "a DIG's name should be a combination of words widely recognized as descriptors for the topic(s) covered in the domain". Further, "a domain statement provides more detail and specificity in support of the name, setting boundaries around the subject

domain, defining professional identity, and exploring opportunities and challenges for what constitutes a contribution in the given field." We understand that DIG names should be unique and represent a unique core domain.

#### *Drafting New Language and Soliciting Feedback*

The GDO Executive Committee drafted a revised name and domain statement to get the process started. GDO membership was surveyed in July 2021 for their opinions on the proposed revision. Members were asked to what extent the proposed division name and domain name reflect the current GDO division members, and to offer comments on the positive and negative aspects of the proposal.

The survey received 108 responses. About 75% had a favorable view of the proposed name and domain statement (answering 4 or 5 on the 5-point scale) and about 12% had an unfavorable view (answering 1 or 2 on the 5-point scale). Some common positive sentiments were that the revision is more expansive, inclusive, contemporary, and has a broader scope. It has the potential to increase membership. Some common themes in the negative comments were that removing "gender" from the name removed the core of the division; word choice concerns around "equality" versus "equity"; and concerns of whether the revised language is too trendy and will soon go out of style.

In an effort to gain more member feedback and consensus, the division held two video Town Hall meetings on March 2 and 3, 2022. The prompts in these meetings focused on equity vs. equality, and retaining vs. removing "gender". The revised domain statement was shown and discussed for possible edits. The Town Halls were attended by 17 members, and included doctoral students as well as long-time division members. The comments we received were especially helpful in refining the themes listed in the domain statement related to critical theories and colonialism. The revised statement shown on page 4 reflects the comments and suggestions from the Town Hall participants.

## CURRENT DIVISION NAME AND DOMAIN STATEMENT (from 2007 revision)

### The Gender and Diversity in Organizations (GDO) Division

The domain statement of the Gender and Diversity Division of the Academy of Management covers “content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and worldwide levels, and to the influence of group relations on the structuring of societies and the production of knowledge.”

Major topics include theory and research on:

- Gender and its intersections with race, class, and other institutionalized systems of power
- The impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis
- The impact of occupational and organizational structures on marginalized and dominant groups
- Experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age
- The impact of organizational policies, practices, and discourses on dominant and marginalized groups, including critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups
- The intersection of work, family, and community in relation to one’s social position
- Institutional and structural barriers to equality and equity across social groups
- Processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations
- The impact of cultural, societal, and national diversity on workers and the workplace
- Diversity in academia, in general, and in the field of organization studies in particular
- Cross-national comparative approaches to all of the above.

## PROPOSED REVISED DIVISION NAME AND DOMAIN STATEMENT

### **Diversity, Equity, and Inclusion in Organizations (DEIO) Division**

DEIO, grounded in a foundation of scholarship of women in management and gender diversity in organizations, focuses on diversity and inclusion in the context of society, organizations, and work. The division embraces diverse perspectives in organizational research and education, enables equal treatment and equitable outcomes, and supports social justice through the inclusion of marginalized voices in members' research, teaching, and practice.

Major topics include the theory and research on:

- experiences of members of different social identity groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, family responsibilities and age; as well as the intersectionality of these social identities;
- institutionalized systems of power based upon gender, race, and class and how they manifest in organizations;
- institutional and structural barriers to equity and equality across social groups;
- postcolonialism, contemporary experiences and structural exclusion of indigenous peoples and cultures in organizations;
- decolonial theory and pluriversal approaches to inclusion in organizations (e.g., effects of modern-day slavery practices such as bonded labor, slave labor, human trafficking, and forced labor);
- the impact of occupational and organizational policies, practices, and discourses on dominant and marginalized groups that may lead to differential impact;
- critical perspectives related to diversity (e.g., critical race theory, feminist pedagogy) which acknowledge the power across different socio-political contexts, and problematize taken-for-granted DEI concepts;
- the impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis;
- processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations;
- the impact of cultural, societal, and national diversity on workers and the workplace.

We welcome research from the full range of research traditions/perspectives, across disciplinary and interdisciplinary boundaries.