

Engaged Gendered Research Workshop
25th April 2024
Durham University Business School

Join us for a one-day workshop on engaged gendered research, hosted by Durham's Centre for Organisations and Society, and featuring keynote speaker **Professor Lynne Segal**.

While significant strides have been made towards attaining gender equality within organisations, there is little room for complacency. History and experience show that gender injustices adapt, circulate and (re)grow alongside economic, political, social and cultural change. Climate change, escalating violence, the rise of far-right populism and acute economic inequalities all threaten to erode progress made and present evolving challenges for those who seek just societies and organisations. It is therefore essential that our research engages in meaningful ways, so that it may shape and respond to contemporary needs.

Being engaged through research evokes a range of potential stances, strategies and values: sharing in the pain, challenges, breakthroughs and joys of research participants; engaging readers by writing in ways that are real and relatable; bringing solidarity and care to the heart of academic praxis; being open to emergent forms of injustice and inequality, but also to innovative forms of organising; and designing and communicating our research so that it makes the richest possible impact in the worlds of policy and practice.

At the event, Lynne Segal will discuss key themes from her new book, *Lean on Me: A Politics of Radical Care*, helping us think through how a politics of care can be embedded in our research and practice as scholars. Not to mention how our academic work can enhance capacities for joy and radical happiness. Lynne will be joined by practitioners doing innovative work, but also leading gender scholars from Durham and beyond.

Time	Activity	Speakers
9:30-10:00	Tea and coffee	
10:00-10:15	Welcome to Durham University Business School	Cathy Cassell, Executive Dean, Durham University Business School Martyna Śliwa, Associate Dean for Ethics, Responsibility and Sustainability, Durham University Business School
10:15-11:30	A politics of radical care	Lynne Segal, Birkbeck College Facilitated by Owain Smolović Jones (online questions) and Nela Smolović Jones (questions in the room).
11:30-11:45	Comfort break	
11:45-12:15	Gendering 'the hidden injuries of class': In-work poverty, precarity, and working women using food banks	Cat Spellman (Durham University) and Jo McBride (Durham University) (20 mins presentation, 10 for discussion)
12.15-13.15	Lunch	
Session 1	Political and caring work (Facilitated by Martyna Śliwa)	
13:15-13:35	Radical feminist-activist ethnography	Nela Smolović Jones (The Open University)
13:35-13:55	Organising hospitality workers through solidarity	Claire Trevor (Unite Hospitality)
13:55-14:15	Vulnerability and knowledge production	Mrinalini Greedharry (University of Essex) and Marjana Johansson (University of Glasgow)
14:15-14:45	Discussion	
14:45-15.00	Tea and coffee	

Session 2	Identifying gender and gendered needs (Facilitated by Gretchen Larsen)	
15:00-15:20	Embodiment, engagement and menopause at work research	Jo Brewis (The Open University)
15:20-15:40	Establishing a charity for refugees: Possibilities and challenges	Fran Wood (Darlington Assistance for Refugees)
15:40-16:00	"NAME" it: Visualising gender identity	Jamie Callahan (Durham University) and Mark Gatto (Northumbria University)
16:00-16:30	Q&A	Gretchen Larsen (Durham University)
16:30-17:00	Concluding discussion 30 min Facilitated by Gretchen Larsen and Owain Smolović Jones	

Speaker and facilitator biographies

Lynne Segal has been an essential voice in global feminism, scholarship and activism since the 1970s and continues to contribute in essential ways – through her books, activism and journalistic writing. She is Anniversary Professor of Psychology and Gender Studies in the Department of Psychosocial Studies at Birkbeck College. Lynne’s latest book, *Lean on Me: A Politics of Radical Care* is out now through Verso. Lynne’s other books include *Radical Happiness: Moments of Collective Joy*; *Making Trouble: Life and Politics*; *Out of Time: The Pleasures and Perils of Ageing*; *Is the Future Female? Troubled Thoughts on Contemporary Feminism*; *Slow Motion: Changing Masculinities, Changing Men*; and *Straight Sex: Rethinking the Politics of Pleasure*. She co-wrote *Beyond the Fragments: Feminism and the Making of Socialism* with Sheila Rowbotham and Hilary Wainwright. Lynne is also a member of the Care Collective, which co-authored *The Care Manifesto: The Politics of Interdependence*.

Jo Brewis is Professor of People and Organisations at The Open University. Her research focuses on the connections between gender, the body, identity and organising. Hence the presentation for this event, as well as a sister project on early pregnancy endings as a workplace issue.

Jamie L. Callahan is Professor of Organisation and Ethics at Durham University. A USAF veteran, she served as a personnel officer and member of the Pentagon Air Staff Total Quality consultancy team. Taking a critical theory approach, her research addresses issues of power and privilege in organised contexts, leading her to explore marginalised groups’ experiences of leadership, learning, and organisational transformation. Her particular passion is championing gender equity.

Mark Gatto is a Lecturer in Critical Organisation Studies at Newcastle Business School, Northumbria University. His main research interest is the gender inequity experienced by working parents (in paid employment). He explores the influence of patriarchal discourse on individuals in organisational contexts, particularly the motherhood penalty and patriarchal dividend.

Mrinalini Greedharry is a Senior Lecturer at Essex Business School. Her main research interest is in the ways that the study of literature is theorized, practiced, and organized from its origins in the Anglophone empire as a means of colonizing Brown and Black subjects to its contemporary transformation into a means of decolonizing both former colonial and metropolitan citizens. She is currently working on a book about the past and future of postcolonial literary studies.

Marjana Johansson is a Senior Lecturer in Organizational Behaviour at the Adam Smith Business School, University of Glasgow. Her research interests include identities and differences in organisations, organisational power and inequalities, and language-sensitive research. Her current and recent research includes examining gender and knowledge production; gender and class in academia and in elite businesswomen's autobiographies; and linguistic diversity in organisations.

Gretchen Larsen is Professor of Marketing at Durham University. She has an expertise in interpretive and critical consumer research, particularly in the relationship between consumption, marketplace cultures, and arts and culture. Much of her work focuses on identity and its relationship to consumption, and more recently it has begun to address affective and embodied responses to sonic phenomena. An increasingly important motivation for her work is to examine those consumers and areas of consumption that have been marginalised, stigmatised and/or excluded in consumer society and in consumer research.

Jo McBride is Professor of Work and Employment Relations at Durham University Business School. Her research interests centre around low-paid, low-skilled workers in multi-precarious employment and social perceptions of the value of jobs. She critically evaluates low-paid multiple employment and in-work poverty and examines the value of work and the politics of representation.

Martyna Śliwa is Professor of Business Ethics and Organisation Studies, and Associate Dean for Ethics, Responsibility and Sustainability at Durham University Business School. Her research addresses diversity, inclusivity and intersectionality in organisations, and especially the ways in which gender and linguistic diversity influences people's work experiences and careers, as well as organisational power relations and hierarchies. Martyna currently serves as Vice-Chair of the British Academy of Management for Equality, Diversity, Inclusivity and Respect, and as Co-Editor-in-Chief of *Management Learning*.

Nela Smolović Jones is the Director of the Gendered Organisational Practice research cluster at the Open University, where she is also a Senior Lecturer in Organisation Studies. Her research focuses on advancing gender equality within organisations and society. She studies how feminist solidarity and democratic forms of organising are achieved in practice, particularly against corruption. She is also interested in the experiences of women in precarious work, how their gender is exploited for profit and how they organise against this.

Owain Smolović Jones is Professor of Organisational Studies at Durham University Business School. His research focuses on power and resistance within leadership practice. He explores the geographical dynamics of leadership, particularly in relation to gender, climate change, housing and workers.

Cat Spellman is an Assistant Professor in HRM at Durham University Business School. Her research interests include working lives, in-work poverty, gender, and precarious work. She is also interested in the voluntary sector having conducted her PhD research with a local food bank where she remains involved as a Trustee.

Claire Trevor has been a hospitality worker since 2007 and got involved in organising during the TGI Fridays strikes in 2018. Since then she has helped launch the East Midlands Hospitality Branch of Unite, where she now acts as Secretary. She is also Secretary of the National Hospitality Combine for Unite. Claire is the President of the Youth Committee for the European Federation of Food, Agriculture and Tourism Trade Unions, and still has an active role in the hospitality industry.

Fran Wood established the Darlington Assistance for Refugees charity with a group of colleagues in 2015. The acronym DAR means 'home' in Arabic. DAR offers a safe and friendly environment, with support to help refugees rebuild their lives. The charity has a base of 100 volunteers and the organisation continues to grow in strength and influence.