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deliver impactful solutions for managers, organisations, and policymakers. Whilst management scholarship has seemingly seen itself on the periphery of these discussions, neoliberal and neocolonial ways of organising such as the diversity and inclusion turn, have resulted in organisational contexts becoming spaces of contest and assimilation. This Special Issue proposes that our disciplines are required to investigate, examine, analyse, and theorise anti-racism.

In doing so, this special issue aims to raise uncomfortable conversations around race, racism, and racial inequality, by contextualising racial discrimination pertaining to BIPOC experiences in organisations, organising, and organisational practises in Australia, New Zealand and across the Pacific. We invite scholars who are thinking and researching around structural inequality, racial hierarchies, neo-colonialism, white supremacy and whiteness, and

Submission format

Authors are invited to submit an extended 5-page abstract for consideration. Proposals will be screened by the guest editor team. Main criteria will be fit with the scope of the special issue, potential impact on theory, practice, and/or policy, stage of development of the study, feasibility of completing the study within the timeline of the special issue. Invited contributing author/s will have the option to be paired with a mentor to work alongside offering peer review before proceeding to full peer review in accordance with the journal policy and standards.

5-page abstracts on this subject can be submitted by April 1st 2021 through the ScholarOne system – see instructions below:

If you do not yet have an account in the ScholarOne system, please use the following link: <http://mc.manuscriptcentral.com/ajm> and click “Create Account New Users”.

Once registered, you should be able to login and enter the “author dashboard”. To submit a manuscript, click on the icon “click here to submit a new manuscript”.

Please indicate in the appropriate drop-down menu that your paper is a candidate for the special issue and select as special issue: “Anti-Racism”.

Timeline/Key Dates

November 30, 2020: Call for papers announced

April 1, 2021: Deadline for abstract submissions

May 1, 2021: Notification of initial decision on abstracts

October 1, 2021: Full paper submission for full consideration

Publication date: 2022 (tentative)

Developmental Author Mentorship by Editorial Board Member

Authors invited to submit a full paper will be provided with an opportunity to have a mentor from the editorial board assigned to advise them on the development of the paper. This mentoring scheme will be in the spirit of encouraging and supporting authors from underrepresented groups, regions, identities, and/or institutions to develop a manuscript in line with the expected standards of AJM.

Special Conference and Manuscript Development Workshop

A special conference is intended to be organized for authors invited to the next round, where authors present their work and receive feedback. Participation is no guarantee for ultimate acceptance.

Follow-up special issue 2025

To encourage continuity in research topic and tracking impact, AJM will host a follow up special issue opportunity tentatively scheduled for 2025. Authors accepted for the initial special issue will be invited to provide an updated piece on the impact and subsequent developments on the back of the initial work.

Guest editor team

A/Prof. Michelle Evans (michelle.evans@unimelb.edu.au) holds an Associate Professorship in Leadership at the Faculty of Business and Economics at the University of Melbourne, specialising in the areas of Indigenous leadership and entrepreneurship. She is also co-Founder and Program Director of the award winning MURRA Indigenous Business Masterclass Program, based at Melbourne Business School where she completed her PhD. Dr Evans has been awarded three Australian Research Council competitive grants and a Fulbright Scholarship

and is widely published in this space. She teaches predominantly at senior executive and postgraduate levels. Prior to academia, Dr Evans was Founder of the Wilin Centre for Indigenous Arts and Cultural Development at the Victorian College of Arts. Together with her research, this provides a unique combination of professional experience in management, community engagement and facilitation in Indigenous leadership and policy development. She has been consulted by the Department of Prime Minister and Cabinet, OECD and other public institutions as well as leading Australian organisations in development of their Reconciliation Action Plans. Dr Evans believes that the path to Indigenous self



, and has co-edited two Special Issues at _____ and _____.
Helena is one-quarter of the scholar-activist collective Building the Anti-Racist Classroom (BARC) and blogs
at _____ in her spare time: <https://disorient.co/>.
! More information: <https://www.uts.edu.au/staff/helena.liu>

Reference

Coram, S. 2011. "'Official' discourses of race and racism: Inclusion, intent and inversion mediated within