

THE EGOS MANIFESTO FOR FEMINIST REPAIR

WRITTEN COLLECTIVELY BY 126
EGOS DELEGATES — VIENNA, JULY
6TH, 2022

BACKGROUND FOR THE MANIFESTO

The established agenda of diversity and inclusion with its concomitant discussions of means and ends has been revived as the Covid-19 pandemic, the resurgence of Black Lives Matter protests, and the second wave of #MeToo have all continued to alert us to persistent structural discrimination and systemic inequalities, particularly foregrounding the intersectionalities of gender, race, and class. Current movements, then, question the assumed progress of mainstream diversity and inclusion initiatives. While such initiatives are, undoubtedly, relevant, necessary, and needed, they also carry with them problems, complications, and backlash. The narrative of success and the sole emphasis on individual performances, in particular, enables backlash to current movements as marked by, for example, #NotAllMen and #AllLivesMatter, complicating the struggle for recognition and equality.

Critique, therefore, continues to be a condition of possibility for feminist progress, as we must reflect upon the pervasive injustices of society as well as the inadequacies of our own response. Upholding a critical stance, however, can be tough and draining, and we need spaces for hope and

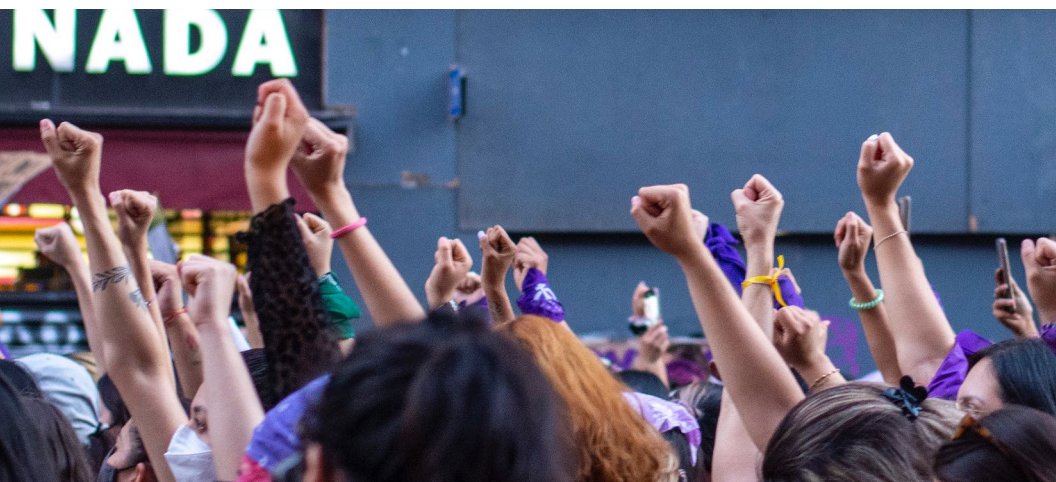


care, spaces of feminist repair, that may fortify the continued push forward. At EGOS 2022, we met to discuss the development of such a space, addressing the following questions: Who do we include and who do we privilege in our current organization? Who is a woman and what is a network? Might these terms risk reproducing problematic ideas of neoliberal empowerment? How might we envision alternatives? How can we do things differently to initiate change? What are our hopes for the future? And how do we plan to get there?

Using the above as a backdrop, 126 EGOS delegates engaged in a collaborative writing session and produced the following EGOS Manifesto of Feminist Repair. The manifesto is both a promise to ourselves to change how we acts and a plea to the entire EGOS community to do the same.

WE WILL ENGAGE ACTIVELY IN FEMINIST REPAIR BY...

- 1) Unlearning organized numbness
- 2) Refusing productivity as a measure of value
- 3) Resisting exclusionary spaces that universalize the experiences of “women”
- 4) Fighting sexist / misogynistic spatio-temporalities
- 5) Reclaiming our intellectual and bodily existence
- 6) Strengthening each other across our differences
- 7) Creating sustainable change in collaboration with EGOS and other organizations
- 8) Extending sustainable change in collaboration with journals



1. WE WILL UNLEARN ORGANIZED NUMBNESS BY...

- * Critiquing norms and consistently asking questions
- * Encouraging underrepresented scholars to claim their own space and voices in the community and actively supporting this environment
- * Claiming a legitimate place for the expression of embodied bodily experiences in knowledge creation and diffusion in journals
- * Relearning the sensations of our body through art, literature, and reflexivity
- * Fostering new inclusive leadership skills in our institutions
- * Valuing emotional labour as part of academic work
- * Giving priority to ourselves, being aware of how valuable we are, and emboldening our rights to challenge unfair conditions

2. WE WILL REFUSE PRODUCTIVITY AS A MEASURE OF VALUE BY...

- * Prioritizing self-care as a work practice
- * Practicing “no” as a full sentence
- * Changing parameters to evaluate productivity: not quantity, but quality, using broadly defined and inclusive parameters/criteria
- * Encouraging different forms of academic papers and creating feminist guidelines for their review
- * Changing the way we measure work and questioning what counts as work
- * Creating geographically pre-defined “mental break spaces” where you can sit/lie down, grab a coffee, and take time for yourself during conferences – thus, creating flexible conferences
- * Establishing collaborations with care by actively including early career fellows, new parents, etc.



3. WE WILL RESIST EXCLUSIONARY SPACES THAT UNIVERSALIZE THE EXPERIENCES OF “WOMEN” BY...

- * Maintaining a protective space for under-represented groups and a supportive environment for women at EGOS but also creating an inclusive space for feminist allies to join in and contribute to collective struggles
- * Recognising the diversity within the category of “women”
- * Inviting allies to our EGOS meetings. We will seek out and collaborate with allies
- * Using our privilege and representing those who have less power when they are not able to represent themselves
- * Creating space for absent voices
- * Making space for challenging each other on our perspectives on feminism and which struggles matter – being open to critique and daring to voice it



- * Allowing ourselves to change our minds, contradict ourselves as we need this to develop
- * Not being content with “white feminism” and opening our spaces to marginalized scholars and scholarship



4. WE WILL FIGHT SEXIST/MISOGYNISTIC SPATIO-TEMPORALITIES BY...

- * Demanding transparency for appointment decisions and questioning the criteria used
- * Cultivating localised monthly feminist meetings
- * Making a more family-friendly academia: e.g. better nursery and childcare within the context of universities
- * Continuing to use and proliferate feminist theory/studies in our field, not only as theoretical resources but as a way of fostering embodied ethical values of fairness and equality
- * Expressing our emotions as they rise without worrying about being seen as unprofessional or weak
- * Making invisible work visible
- * Closing institutional pay-gaps
- * Expanding this valuable conversation within our Feminist EGOS Network and engaging others in conversations that include those currently in power

5. WE WILL RECLAIM OUR INTELLECTUAL AND BODILY EXISTENCE BY...

- * Being more honest and vocal about our experiences and feelings – and not being embarrassed in doing so
- * Working to reduce the stigma of experiences of menstruation and menopause, for example, by collectively talking about it – normalizing our bodies and becoming attuned to them
- * Showing more bodily diversity to our students and peers
- * Creating spaces for being jointly and publicly honest, even if it puts us in vulnerable positions, and protecting individuals in these spaces
- * Working towards better provision for care leave and exploring how the culture of academia can better serve those who return after, for example, pregnancy



6. WE WILL STRENGTHEN EACH OTHER ACROSS OUR DIFFERENCES BY...

- * Having meta-conversations about how and what we value as a community – as an inclusive conversation with all genders
- * Using the powers and privileges we have, or achieve, to support women and other marginalized people
- * Inviting everyone to our discussions who is willing to think about new ideas on how to tackle feminist repair, seeking common ground and avoiding hardened positions
- * Strongly encouraging EGOS to recognise its power and use it to support and sanction institutional moments of inequality
- * Sharing easy to communicate support (posters, memos, etc.) about gender inequality to increase awareness in all our institutions in order to encourage reform in those institutions/countries, which currently have or are adopting regressive equality practices
- * Making employers accountable for integrating new parents who return from parental leave into the workplace

7. WE WILL CREATE SUSTAINABLE CHANGE IN COLLABORATION WITH EGOS (ETC.) BY...

- * Offering well-organized hybrid formats
- * Providing childcare during the conference
- * Asking EGOS to spend as much money and resources to support childcare at the conference as they do on alcohol and receptions
- * Adding pronouns to name tags
- * Creating a process to report sexual and other forms of harassment (nominate a harassment contact and actively promote a code of conduct, for instance)
- * Providing funding to underrepresented scholars to attend EGOS



The future is female.

8. WE WILL EXTEND SUSTAINABLE CHANGE IN COLLABORATION WITH JOURNALS BY...

- * Requesting more accountability and transparency: Journals should report on percentage of representation across diverse authors, reviewers, editors, etc. and act on this in meaningful ways
- * Making diversity in academic work visible and exposing who puts in the work, and who has the merit
- * Being more active submitting papers with non-traditional writing, methodologies, approaches etc. to mainstream journals including *Organization Studies* and *Organization Theory*
- * Creating feminist guidelines for reviewing
- * Demanding a feminist section in every journal
- * Rotating editorships and quotas to promote diversity, in meaningful ways

