

OXFORD UNIVERSITY BUSINESS ECONOMICS PROGRAMME

THE ECONOMICS OF INTERSECTIONALITY

27TH MARCH 2023



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Our identities overlap. How should organisations deal with complex patterns of discrimination and harassment that emerge as a result? How are our economic lives impacted by belonging to multiple social groups?

We all have many social and political identities. The interactions between these identities result in rich tapestries of communities, evolving power dynamics, and complex patterns of discrimination. While economics has focused on single dimensions of identity (such as gender, race, or sexuality) and their effect on economic outcomes in isolation, it has so far failed to capture the multidimensional nature of identity and the interactions between identity dimensions such as race and gender. A more holistic approach to identity in economics leads us to the concept of intersectionality.

This unique workshop will bring together ideas from economics and the broader social, political, and organisational sciences to understand how overlapping identities shape our economic lives. The workshop will feature talks and discussions by academics as well as business leaders.



TIMETABLE OF THE DAY

9:00 - 9:45	Breakfast reception - <i>Robin Geffan Cafeteria</i>
9:45 - 9:50	Welcome - Lecture Theatre <i>Alex Teytelboym, Associate Professor of Economics & Director of OUBEP</i>
9:50 - 10:15	Economics and Intersectionality <i>Jean Paul Carvalho</i>
10:15 - 11:30	Intersectional Approaches to Identity, Inclusion, and Allyship <i>15 minute talks followed by discussion and Q&A</i> <ul style="list-style-type: none">• Felix Danbold• Liz Johnson• Ezgi Ozgumus
11:30 - 11:45	Tea and Coffee break - <i>Robin Geffan Cafeteria</i>
11:45 - 1:00	Intersectional Approaches to Systems, Organisations, and Markets - Lecture Theatre <i>15 minute talks followed by discussion and Q&A</i> <ul style="list-style-type: none">• Sanaz Mobasseri• Megan Tobias Neely• Alicia Sheares
1:00 - 2:00	Buffet Lunch and Networking - <i>Robin Geffan Cafeteria</i>
2:00 - 3:00	Exploring the Implications of Intersectionality for Business and Social Science - Lecture Theatre <i>A panel discussion facilitated by Kate Tojeiro</i> <ul style="list-style-type: none">• Laura Adler• Rachael Bartels• Tsitsi Matekaire• Aneeta Rattan
3:00 - 3:45	Breakout Session: Exploring the Intersections of Identity - Glen Callater Room Led by: Rachael Bartels & Stephanie Fox
3:45 - 4:00	Tea and Coffee Break - <i>Robin Geffan Cafeteria</i>
4:00 - 4:45	Keynote - Not Just Identity: How Intersectional Approaches Help Understand Organizations, Workplaces, and More - Lecture Theatre <i>Adia Wingfield</i>
4:45 - 6:00	Drinks Reception - <i>Robin Geffan Cafeteria</i>

INTERSECTIONAL APPROACHES TO IDENTITY, INCLUSION, AND ALLYSHIP

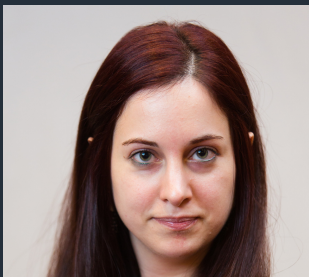


Construal Level Stereotypes: Perceived
Differences Groups' Abstract versus
Concrete Cognitive Style

Felix Danbold

Workplace Allyship

Liz Johnson



Identity masking: How organizational data
analysis practices conceal racialized
gender differences in sense of inclusion
and belonging

Ezgi Ozgumus

10:15 - 11:30

INTERSECTIONAL APPROACHES TO SYSTEMS, ORGANISATIONS, AND MARKETS



Defending White Hegemonic Masculinity
Sanaz Mobasseri

The Wager: Race, Gender, and Value in
Elite Firms
Megan Tobias Neely



Navigating Constraint: Regional Racial
Capitalism and the Experiences of Black
Tech Entrepreneurs in Silicon Valley and
Atlanta
Alicia Sheares

11:45 - 1:00

PANEL DISCUSSION

EXPLORING THE IMPLICATIONS OF INTERSECTIONALITY FOR BUSINESS AND SOCIAL SCIENCE



Laura Adler



Rachael Bartels



Tsitsi Matekaire



Aneeta Rattan



Facilitated By: Kate Tojeiro

2:00 - 3:00

BREAKOUT SESSION

EXPLORING THE INTERSECTIONS OF IDENTITY

Facilitated By:



Rachael Bartels



Stephanie Fox

3:00 - 3:45

KEYNOTE

NOT JUST IDENTITY: HOW INTERSECTIONAL APPROACHES HELP UNDERSTAND ORGANIZATIONS, WORKPLACES, AND MORE

Intersectionality theory has become more mainstream since its creation in the 1980s by legal scholar Kimberle Williams Crenshaw. Initially coined to highlight the ways race and gender overlap to create distinct identities and outcomes for Black women, the framework has become both more accepted and more controversial in recent years, leading to misunderstandings and misapplications. In this presentation, I discuss how intersectional applications in research do not just highlight identities, but provide a more nuanced view of workplaces, organizations, and economics. I conclude with a call for researchers and business leaders to return to intersectionality's core principles, and to consider using the theory to broaden how we think about work and employment.

4:00 - 4:45

KEYNOTE SPEAKER: ADIA WINGFIELD



Adia is the Mary Tileston Hemenway Professor of Arts & Sciences and Vice Dean for Faculty Development and Diversity at Washington University in St. Louis. Her research examines how and why racial and gender inequality persists in professional occupations. She has lectured internationally on her research in this area, and her work has been published in numerous peer-reviewed journals including *Annual Review of Sociology*, *Gender & Society*, and *American Sociological Review*.

She has served as President of both Sociologists for Women in Society (SWS) and the Southern Sociological Society (SSS), and is an elected member of the Sociological Research Association.

PANELLIST: LAURA ADLER



Laura Adler is an Assistant Professor of Organizational Behavior at the Yale School of Management. Her research addresses topics at the intersection of organizations, gender, and cultural sociology with a focus on the future of work. Recent work explores how the interaction between organizations and pay equity laws has shaped employers' pay-setting practices, using multiple methods including in-depth interviews, archival research, and survey experiments.

Other projects explore the world of work from the perspectives of workers, employers, and regulatory authorities. Her work has been published in *Socio-Economic Review*, *Nature Human Behaviour*, *Annual Review of Sociology*, and other publications.

FACILITATOR & PANELLIST: RACHAEL BARTELS



Rachael joined Accenture in 1988 and became a managing director in 2009. Rachael Bartels is a client account lead, responsible for helping the world's leading companies embrace change to create value for people, communities and shareholders. Rachael has over 30 years of experience in consulting, having led projects addressing sustainability, supply chain, business and operations strategy, and customer relationship management.

A dedicated advocate for inclusion and diversity, Rachael sponsors Accenture's Women's Executive Leadership program in Europe and has been a sponsor of the company's Pride initiatives. Rachael is passionate about harnessing new technologies and process innovations to drive sustainability and business growth. She has been instrumental in developing new business areas for Accenture.

SPEAKER:

JEAN-PAUL CARVALHO



Jean-Paul Carvalho is Associate Professor of Economics at the University of Oxford and Fellow of New College. His research lies in the fields of Political Economy, Social Dynamics, and the Economics of Identity and Culture.

He is a board member of the Association for the Study of Economics, Religion, and Culture (ASREC) and the Association for Analytic Learning about Islam & Muslim Societies (AALIMS), core member of the Network for Economic Research on Identity, Norms, and Narratives (ERINN), associate of Theoretical Research in Development Economics (ThReD), and Editorial advisory board member of the Oxford University Press book series on Philosophy, Politics, & Economics.

SPEAKER:

FELIX DANBOLD



Felix is an Assistant Professor in the Organisations and Innovation Group at University College London School of Management. His research explores how we define what it means to be a member of an organization or profession, and how this shapes resistance to diversity in these contexts.

Felix's work has been awarded the Dorothy Harlow Best Paper Award from the Academy of Management Gender and Diversity in Organizations Division and has received press in outlets such as Harvard Business Review, New York Magazine, Democracy Journal, and Jezebel.

FACILITATOR: STEPHANIE FOX



Stephanie is a Managing Director in Accenture's Strategy & Consulting Practice where she advises clients towards higher organizational performance through talent strategies, analytics, transformation, and integrated research and thought leadership.

Prior to Accenture, Stephanie was a Director at Apple, building and leading the global I&D function, integrating strategic analytics and measurement practices, and enabling transformational People practices for the company. Stephanie has her Ph.D. in Industrial/Organizational Psychology, with a concentration in diversity, inclusion, and organizational development.

SPEAKER: LIZ JOHNSON



Liz is a doctoral candidate in the Organizational Behavior program at Harvard Business School. Her research explores how gender, race, and social class, and their intersections, shape workplace experiences. She received a B.A. in Psychology with minors in Education and Creative Writing from Skidmore College.

PANELLIST: TSITSI MATEKAIRE



Tsitsi Matekaire is the Global Lead, End Sexual Exploitation. She provides leadership to a global team campaigning to end sex trafficking and sexual exploitation across the world. Tsitsi is a recognized legal expert on women's rights, sex trafficking, sexual exploitation, access to justice, women's political participation, violence against women and girls.

SPEAKER: SANAZ MOBASSERI



Sanaz is an Assistant Professor of Management and Organizations at Boston University's Questrom School of Business and the Faculty Lead for the Antiracist Tech Initiative at the Center for Antiracist Research. Her research investigates how organizational and social network processes shape race and gender differences at work. She does this by examining the roles of culture, cognition, and emotion in organizations using field experimental, longitudinal, and computational research methodologies.

SPEAKER: MEGAN TOBIAS NEELY



Megan Tobias Neely is an Assistant Professor in the Department of Organization at Copenhagen Business School and a faculty affiliate of Stanford University's Women's Leadership Innovation Lab. She studies rising economic inequality in the United States through the lens of gender, race, and class.

Her current research investigates how social inequality influences access to earnings and capital in some of the wealthiest industries, including the hedge fund, venture capital, and high tech fields. Her latest book, *Hedged Out: Inequality and Insecurity on Wall Street*, examines why the notoriously rich and secretive hedge fund industry garners extreme wealth, why mostly white men benefit, and how reforming Wall Street could create a more equal society.

SPEAKER: EZGI OZGUMUS



Ezgi Ozgumus is a PhD candidate in London Business School's Organisational Behaviour PhD Programme. Her research examines gender inequality in organizations, with a particular focus on disparities across domains of responsibilities (e.g., unpaid labor within the home) and underrepresentation of minoritized individuals in professional settings (e.g., intersectional invisibility).

PANELLIST: ANEETA RATTAN



Dr. Aneeta Rattan is an Associate Professor of Organisational Behaviour at London Business School. Dr Rattan is an expert on diversity in organizations. On one side of her research, she identifies organizational and leadership messages that foster greater belonging among members of underrepresented groups (e.g., racial minorities, women, LGBTQ+ individuals).

In another program of work, she studies how the growth mindset can be leveraged by both individuals and organizations to navigate acutely difficult diversity moments. Dr. Rattan publishes in top academic journals and translates her work to the public in media outlets such as HBR and the FT. She sits on the Diversity, Equity, and Inclusion Advisory Board of Sage, a FTSE 100 company.

SPEAKER: ALICIA SHEARES



Alicia M. Sheares, Ph.D., is currently a University of California President's Postdoctoral Fellow at UCLA and an incoming Assistant Professor in the Management Science and Engineering department at Stanford University. Her research sits at the intersection of race and organizations with a specific focus on how Black professionals fare in the United States. Her current project examines the experiences of Black tech entrepreneurs, investors, and community builders in Silicon Valley and Atlanta.

Her research has been supported by the National Science Foundation, the American Sociological Association, and numerous institutes at Berkeley like the Center for Race and Gender and the Institute for Research on Labor and Employment. Alicia received her Ph.D. in sociology from UC Berkeley, an M.Sc. in Migration Studies from the University of Oxford, and her B.A from Spelman College.

MODERATOR: KATE TOJEIRO



Kate Tojeiro is an Executive Coach, author and media contributor with over 15 years experience working with FTSE 100, Fortune 500 and cutting-edge start-ups. In her coaching practice, both one-on-one and in groups, she mixes conventional and unconventional approaches, underpinned by latest in neuroscience.

It's her mission to help the leaders of today, and tomorrow, overcome fear, embrace their humanity and live to their fullest potential. A regular fixture on BBC radio and a respected voice across the media, Kate works with leaders, teams and the next generation of rising stars. She is an associate faculty member of the Cambridge University Judge Business School and also a Fellow of the RSA.

NOTES:

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