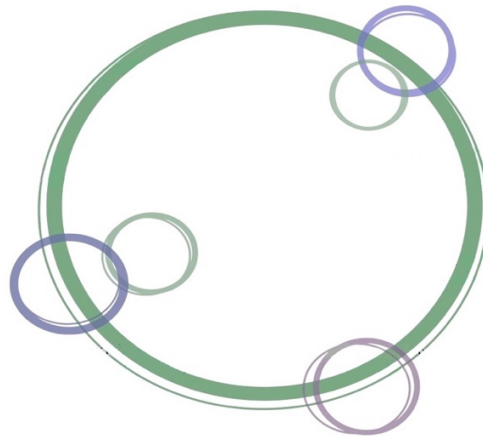


Conference theme:
Imagining Decolonising Knowledge Exchanges:
Embracing the Justice, Equity, Diversity and Decolonisation, Inclusion
and Indigenisation (JEDDII) Way



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Stream Theme:

The geopolitics of Canada and the Indigenous Nations of this country are complicated by colonial histories and legacies of colonisation. Yet, Canadians, Indigenous peoples, and newcomers to this place strive to work together in the spirit of reconciliation. We believe by gathering in this co-learning environment that we will all be contributing to the Canadian Truth and Reconciliation Commission's (TRC) calls to action and be responsive to the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) and calls to justice. Note that this stream will be held onsite.

The Canadian Truth and Reconciliation Commission

The TRC, based out of Winnipeg, Manitoba, Canada, was created in response to the cultural genocide of Indigenous peoples who were forcibly placed into residential schools starting in the 1800s. These residential schools were products of both churches and the Canadian government to eradicate Indigenous language and culture. To date, there are 4,118 children documented as dying at residential schools; however, with recent discoveries of unmarked burial sites, the expectation is that this number will increase significantly (CBC News 2021). The TRC had the mandate to address the legacy of this cultural genocide, and from 2008 until 2014, the TRC listened to thousands of individuals who survived these residential schools.

The TRC released their report in 2015, titled “Truth and Reconciliation Commission of Canada: Calls to Action”, which made 94 calls grouped as follows: child welfare (1-5); education (6-12); language and culture (13-17); health (18-24); justice (25-42); and reconciliation (43-94). Also, policy directives toward achieving economic development clearly support First Nation’s rights to self-determination and self-government. There are education calls to work with the full participation and informed consent of Aboriginal peoples to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians (status: projects underway (CBC News 2022), and to end the backlog of First Nations students seeking a post-secondary education (status: projects proposed (CBC News 2022)). From a business perspective, there is a call made to the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but is not limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism (status: not started (CBC News 2022)).

The Canadian Calls for Justice

The TRC has acknowledged that a key weakness in their call to action is that they did not explicitly address women, girls, and Two-Spirit people. The National Inquiry into MMIWG was mandated to investigate and report the systemic causes of all forms of violence against Indigenous women and girls, including 2SLGBTQQIA+ individuals (National Inquiry into MMIWG, 2019a). While the TRC's calls to action embrace a pan-Indigenous approach, the National Inquiry into MMIWG specifically recognises the different communities with their own political, legal, social, cultural and economic systems. The final report and the concurrent calls to justice from the National Inquiry are important calls to activism and resistance that also inform this theme.

Justice, Equity, Diversity and Decolonisation, Inclusion and Indigeneity

If the choice is to do nothing concerning these calls to action and calls to justice, then the costs associated with maintaining the status quo will continue to "rise without limit" (McCallum 1997, 34). The mistreatment of Indigenous populations has had a significant and far-reaching impact; illness due to lack of proper health care, mental anguish due to multiple cultural genocides, poverty and social dysfunction of Indigenous peoples are extensively documented (Royal Commission on Aboriginal Peoples 1996). Furthermore, continuing NOT to provide labour development needs, such as training, education and access to regional, national and international conferences, will negatively impact Indigenous populations.

The GWO 2024 organisational committee invites abstracts that respond to this conference theme, reflecting the Canadian TRC and the National Inquiry into MMIWG, along with addressing Indigenous concerns that the United Nations Declaration reflects on the Rights of Indigenous Peoples. We believe that the JEDDII theme encourages the reimagination of the status quo and taken-for-granted aspects of gender, work and organisations. We seek to provide a forum for transdisciplinary research in GWO areas that will resonate with the international and national gender and feminist network of colleagues in such a way as to contribute to the following (not exhaustive):

1. decolonising feminisms and gender studies in management and organisation studies
2. exploring Two-Spirit people's perspectives of circulating around gender, sexuality and spirituality, and employment policies
3. exploring oral traditions and organisational histories for gender and feminist knowledge development
4. exploring Indigenous ways of knowing and research methodologies for organisational research, including culturally relevant gender-based analysis (CRGBA) (Native Women's Association of Canada [NWAC] 2022)

5. exploring accessibility and applications of land-based and place-based pedagogies in management and organisational studies
6. creating and supporting collaborative networks among women and girls and 2SLGBTQQIA+ communities within organisations and management programs
7. intersectionality scholarship and creating a healing culture in organisational research
8. reaching within the communities we work in and with, notably within Indigenous communities, to build important relationships that assist in developing gender and feminist studies in work and organisations
9. broaden our collective understanding of systems of knowledge in organisational research beyond arguments of validity, reliability, etc.
10. changing workforce dynamics and exploring the roles of youth and elders in organisations
11. create links between diverse perspectives, including critical Indigenous/decolonial knowledges with gender and feminist literatures in the workplace

Abstracts of approximately 500 words (excluding references) must be submitted to the GWO 2024 submission system hosted by FourWaves. The link is available on the [GWO conference 2024](#) website as of November 6th, 2023. No independent abstract submissions (i.e., an abstract submitted to someone's personal email) will be considered for acceptance or presentation at the conference. Stream convenors will be conducting a blind review process and redirecting abstracts to the GWO organising committee for consideration in the open stream if and when appropriate. The abstract itself should then not have any author details to ensure this blind review process. Abstract formatting specifics are available in the submission system. Abstracts are due by December 22nd, 2023, with decisions on acceptance to be made by stream convenors by the end of January 2024. No extensions to this deadline will be possible as some participants will need time and justification documents to secure visas to attend the conference onsite.

References

- CBC News. 2021. "Why It's Difficult to Put a Number on How Many Children Died at Residential Schools." <https://www.cbc.ca/news/indigenous/residential-school-children-deaths-numbers-1.6182456>.
- CBC News. 2022. "Beyond 94: Truth and Reconciliation in Canada." <https://newsinteractives.cbc.ca/longform-single/beyond-94?&cta=1>.
- McCallum, J. 1997. "Aboriginal Economic Development." Royal Bank of Canada. https://www.rbc.com/indigenous/_assets-custom/pdfs/The-Cost-of-Doing-Nothing.pdf.

Native Women's Association of Canada [NWAC]. 2022. "SPARK-NWAC-CRGBA: Native Women's Association of Canada Research Toolkit:"

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