

Guidelines and Criteria for the Submission of Short Papers at EGOS Colloquia

Short papers should focus on the main ideas of the later full paper, i.e. they should explain the purpose of the paper, theoretical background, the research gap that is addressed, the approach taken, the methods of analysis (in empirical papers), main findings and contributions. In addition, it is useful to indicate clearly how the paper links with the sub-theme and the overall theme of the Colloquium, although not all papers need to focus on the overall theme. Creativity, innovativeness, theoretical grounding and critical thinking are typical characteristics of EGOS papers.

Your short paper should comprise **around 3,000 words** (inc. references, appendices, and other material).

Submission deadline for short papers for the (main) 42nd EGOS online Colloquium hosted by the University of Bergamo, July 9–11, 2026:

- Tuesday, January 7, 2026, **12:00 CET**

The deadline is unchangeable and therefore **extensions can not be granted!**

Formatting your short paper

Your short paper should comprise **around 3,000 words**, according to the following format:

- Font: 12 pt, Arial or Times New Roman
- Margin left/right: 2.5 cm
- Line spacing: 1.5
- Use APA style for your citations

Do not use capital letters in your paper's title, unless they are proper nouns (e.g. "London", "Thomas"), quoted titles, or if it is the first word after a colon or hyphen. For example: *Mark Twain's "The Adventures of Huckleberry Finn": Summary, analyses, and quotations*. Do not write your title in ALL CAPS.

Please **state your name** (and that of your co-author/s, if applicable) + affiliation + email at the top of your short paper (because no [single/double blind] peer review).

Short papers should be submitted as a **pdf or docx file**. Please do not upload txt files!



Steps prior to uploading your short paper

- To upload a short paper, you must be a **registered user** on the EGOS website.
If you have never been an EGOS member, never uploaded a short paper for one of the previous EGOS Colloquia, or never attended an EGOS Colloquium before, you need to **register on the EGOS website**. Click [here](#) and follow the instructions. Once you have an EGOS member number and password, please **log in to the member area “MyEGOS”** and follow the instructions for uploading your short paper listed below.
- If you are an active (or former) EGOS member, **log in to “MyEGOS”** using your email [or your EGOS member number] and your password.

Uploading your short paper

You can **only upload one short paper** with your EGOS member number! If your short paper is co-authored and you have already submitted a (single-authored) short paper to another sub-theme, then your co-author (one of your co-authors, respectively) has to upload this co-authored short paper by using their EGOS member number. Please note: You may only appear as **co-author in a maximum of TWO further short papers!**

- In the MyEGOS section of the website, click on **Submit your short paper**.
- Fill in the form.

Do not use ALL CAPS for your paper title.

As the uploader, you are the main author. Add all co-authors (can also be added when submitting your full paper).

Upload your paper as pdf or docx.

- If you want to re-upload your short paper because you submitted it to the wrong sub-theme or have an updated version, you can do so until the deadline:

In MyEGOS, you will see Status: Edit your short paper

Click delete your short paper application.

Submit your short paper again.

If you have any further questions, please contact the [EGOS Executive Secretariat](#).



Sub-theme 02: [SWG] Reframing for a More Just, Equitable, and Inclusive World: The Role of Social Movements, Activists, and Change Agents within and around Organizations



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Call for Papers

The 2020s have so far been characterized by increasing turmoil, disruptions, and violence – the Covid-19 pandemic highlighting entrenched social inequalities (Peredo et al., 2022), the wars in Darfur, Gaza, and Ukraine, the repression of the Iranian Women’s Life Freedom uprising-- being some of the most chilling examples. Social justice movements like Black Lives Matter gained global momentum, highlighting how anti-black violence is disrupting the lives of Black and Brown people in the USA, showcasing the pernicious and deadly consequences of structural racism in the reproduction of Whiteness (Nkomo et al., 2019; Muzanenhamo & Chowdhuri, 2023). AI is becoming ubiquitous, taking over more and more decisions, raising questions on algorithm justice, responsibility, and equity including countering persisting



covert racial and gender biases (Benjamin, 2019; Hoffman et al., 2024). In addition, a growing climate movement (e.g., Fridays for Future, Extinction Rebellion) calls for massive disruptions of our extraction-based globalized economy and the need for organizing socio-ecological transitions that take climate justice and social justice issues equally into account.

In analogy to climate tipping points, scholars are discussing the concept of 'social tipping dynamics' (Stadelmann-Steffen et al. 2021) to describe how a momentary instability characterized by countering forces can tip into a new equilibrium. The question of the 2020s seems to be in which direction social relations will tip and what agential dynamics and processes might play a significant role. Many democratic countries witness shifts to populist, far-right, and authoritarian politics, and more and more members of the majority are opting to go back and want to withdraw some of the equalities gained by marginalized groups – a phenomenon that King et al. (2007) conceptualize as 'White power'. Organizations are both embedded in and co-shaping these complex environments (Amis et al., 2020; Ray, 2019) and see both external activists and internal change agents advocating for – but also against – these causes (DeJordy et al., 2023).

First, organizations are arenas where these stances are taken by internal activism, such as LGBTQ+, anti-racism and anti-disablism, that aims to advance more just, equitable and inclusive organizations (Naya et al., 2024). Such activities can generate anxieties (Creary, 2024; Leigh & Melwani, 2019). Indeed, like advocates of DEI, also those who resist changes to exclusionary practices, values and policies act as internal activists and change agents - sometimes without appearing to do so - with the intention of maintaining organizations and societies as inequitable arrangements (King et al., 2007).

Second, while business organizations have a long history of lobbying for causes that directly impact their market position (such as taxation, regulation, etc.), ever more are taking public positions to support DEI as a form of 'corporate sociopolitical activism (CSA)', but also as gestures that maintain and cover over structural socio-economic inequities (McKean & King, 2024; Pasirayi et al., 2023; Rhodes, 2023). Change agents for social tipping points can, thus, also be 'traditional' organizations where management may engage in 'CEO activism' or 'corporate activism'. At the same time, commentators denounce DEI efforts as 'woke' propaganda – a debate that also takes place in our academic field (Prasad & Śliwa, 2024) – and major corporations publicly announce the withdrawal of DEI initiatives (Ray & Melaku, 2023).

Third, disruption and transformation can also be contained – or at least signalled – in 'alternative' forms of organizing, such as cooperatives, social enterprises, feminist or anarchist organizations. We know less about how disruption is organized in such alternative



organizations, or what role DEI plays in them – often resting on the assumption that they fight the neoliberal order and thus by definition act successfully for the common good and DEI (Bendl et al., 2025).

And, *fourth*, social movements as organizations also play a crucial role in both contesting and reproducing inequalities. They organize activism in civil society to disrupt prevalent inequality regimes based on exploiting the colonized, feminized, racialized 'Other'. However, civil society organizing also encompasses organizing for maintaining the status quo or going back to more inequality. When looking at the alt-right, we can think about the racist-nationalist agenda of French or Austrian 'identitary' organizations or the Heritage Foundation (a meta-organization of conservative activists), which drafted Project 2025, including a policy overhaul program toward Trump's re-election. Moreover, also within social movements and activist circles, inequality can be (re)produced along various intersecting lines.

This sub-theme aims bringing together scholarship that explores this assemblage of internal and external activists and change agents advocating for and against causes of inclusion, equity, and social, economic, epistemic and environmental justice focusing on organizations as both contested sites and change agents. We want to explore how the disruptions we witness might contribute to social tipping dynamics – in whichever direction – and what role organizing and organizations play in it. We welcome local, regional, cross-cultural and transnational perspectives that focus either on one type of activists/change agent or that explore them in their interaction. We welcome theoretical as well as empirical papers, qualitative, quantitative, and mixed-methods which address, but are not limited to, the following topics:

- What is the role of social movements, internal activists and other change agents in shaping organizational agendas around issues of equity, diversity, inclusion and justice?
- What are the internal dynamics of social movements and alternative organizations in deepening and/or countering equity, diversity, inclusion and justice in their practices, values, and policies? What impact does this have on organizing for disruption?
- What kind of organizational work is taking place at the intersection of social and environmental sustainability (inclusion, equity and justice in relation to the climate emergency and developing adaptation and mitigation strategies as well as radical design change)?
- What does disruption and transformation that emerges from within conventional organizations look like? How do cases of corporate socio-political activism evolve over time?



- What are the dynamics at the current ‘tipping point’ in relation to a rising ‘backlash’ against mainstream forms of DEI? How does polarization play out within organizations?
- What impact can alternative forms of organizing have on building better worlds?
- How do different kinds of change agents and organizations collaborate or compete in solving grand challenges? What coalitions can be built, how, and to what ends?
- How do anti-democratic, alt-right or other conservative organizations and movements advance their agendas compared to more progressive ones?

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