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Call for Papers Special Issue 1/2022  
Zeitschrift für Diversitätsforschung und -management:

**Digitalization of work:  
Barriers and benefits for equality, diversity and inclusion**

Special issue editors:

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Digitalization is omnipresent and fundamentally challenges the way we work and organize (Brougham/Haar 2018; Hagel et al. 2017). Whereas digitization refers to the mere technical process of converting analogue into digital information, organizational digitalization includes the view on ‘the socio-technical process of exploiting digitization potentials for operational and/or strategic purposes’ (Strohmeier 2020: 349). The related digital transformation touches upon all aspects of organizational life and permeates organizational practices including human resource management (HRM) (Bondarouk/Brewster 2016; Bondarouk et al. 2019; Strohmeier 2020) and forms of communication (Martin et al. 2015). For instance, HR managers have started using artificial intelligence, algorithms (e.g. Duggan et al. 2020) or gaming (e.g. Ellison et al. 2020) in processes of personnel recruitment, appraisal and development. Social media platforms substitute or complement face-to-face communication (Martin et al. 2015; Mennie 2015) and teamwork is increasingly organized virtually (Kremer/Janneck 2013). These dynamics are further fuelled by COVID-19 pandemic that caused many people across the globe to work from home (World Economic Forum 2020) resulting in virtual work becoming the ‘new normal’ (Hofmann et al. 2020).

Recently, there has been a growing interest in better understanding how the digitalization of organizations impacts inequalities at work (cf. Georgiadou et al. 2020). On the one hand, exclusion may result from the unequal access to digital technologies (DiMaggio et al. 2004), from technological tools that perpetuate stereotypes through ‘algorithmic bias’ (Rastetter 2020: 164) instead of eliminating them (see also Daugherty et al. 2019; Meyer 2018), or the neglect of diverse voices in the development of such tools (Büchel 2018; Simonite 2018; see also Kutzner/Schnier 2017). On the other hand, digitalization may offer potential in enhancing equality, diversity and inclusion in organizations under certain conditions (Rastetter 2020), e.g. by creating more direct, decentralized and flexible opportunities to collaborate and participate in decision making (Bernauer/Kornau 2020; Carstensen 2020; Kutzner/Schnier 2017).

In this special issue, we would like to stimulate a discussion about barriers and potential benefits of digitalization for workplace equality, diversity and inclusion. Contributions from various countries, organizational settings and disciplines are welcome. The following topics and questions are indicative, but not exhaustive:

- In what ways do electronic or digital HRM practices (re)produce (in)equalities? How do e.g., electronic recruitment or appraisal processes, affect inequalities in terms of gender, race/ethnicity, disability and other dimensions? In which ways can digital tools help to overcome human biases?
- What role do intersections of gender, race/ethnicity, disability and other dimensions play in the use of digital tools? E.g., what is needed and can be done to avoid multiple discrimination based on gender and race in terms of facial recognition algorithms in recruiting processes?
- How does an understanding of leadership changed by digitization (e.g. shared leadership in virtual teams) affect the inclusion and participation of different (marginalized) employee groups? What benefits and barriers can be identified?

- How does digitalized communication in a broader sense (e.g. social media, virtual team meetings, conferences, teaching) affect inclusion and participation of various groups? What are its limits and opportunities?
- How does the implementation of digitalized practices and related implications for inequalities vary across organizational settings? Are certain organizational forms better suited to use the potentials of digitalization to enhance equality, diversity and inclusion (e.g., start-ups, internet collectives)? If so, why and how?
- What variations do we see in different country contexts? In what ways do discourses on digitalization address political action and resistance against potentially discriminatory effects?
- What innovative ideas exist in research and practice to enhance proactively awareness and competences around equality, diversity and inclusion through digital technologies (e.g., Apps, Gaming)?

For the scientific part of this special issue, we invite both theoretical and conceptional as well as empirical contributions, ranging from 35,000 to a maximum of 45,000 characters (including spaces). For the 'research outlines and positions' category, we are looking for ideas and drafts for research projects as well as trenchant – even provocative– positions can be submitted. Such contributions should be between 12,000 and 15,000 characters (including spaces). We explicitly welcome practice-based contributions on this topic, also in the range of 12,000 to max. 15,000 characters (incl. spaces).

You will find further information regarding submission guidelines on the website [zdfm.budrich-journals.de](http://zdfm.budrich-journals.de). Please submit all contributions online: <https://www.jdrm.de/>. The deadline for the submission of full scientific papers on this topic is **July 1, 2021**. Research outlines and positions as well as practice-based contributions can be submitted until **September 1, 2021**.

Please address any questions in advance to [daniela.rastetter@uni-hamburg.de](mailto:daniela.rastetter@uni-hamburg.de)

We look forward to your submission!

The special issue editors

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