



**OBTC 2018**  
**Coastal Carolina University**

Submission Template

**SUBMISSION GUIDANCE**

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**Submission Template for the  
2018 OBTC Teaching Conference for Management Educators**

## Title, Abstract & Keywords

*In your abstract, please include a brief session description (not to exceed 100 words), and three to four keywords. If your proposal is accepted, this description will be printed in the conference program.*

**Title:** Who are we? Where are we from? From Self-Identity to Social Identity to Organizational Identity

### Abstract:

This session will challenge participants to more critically think about and better understand their perceptions and attitudes related to matters of identity, diversity and inclusion. We will examine self-identity and social identity and their impact on interpersonal dynamics. Through a series of experiential exercises and scenarios, participants will engage, analyze and discuss the impact of demographic characteristics across various settings.

**Keywords:** diversity, inclusion, self-identity, social identity,

### 1) Teaching Implications:

*What is the contribution of your session to management pedagogy/andragogy (teaching of adults)? Specifically, please include your learning objectives, and describe what management and/or teaching topics are relevant to your session, and why. Also, include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.*

Our aim is to increase participants ability to recognize the multiple and intersecting identities of others, as well as gain a greater sense of social boundaries and individuals' vulnerabilities related to identity. The session will also provide an opportunity to gain a greater appreciation of differences and similarities across persons through three exercises offering three distinct learning experiences with respect to diversity, inclusion and identity.

Learning Objectives: Participants will be able to:

- I. Increase their understanding the concepts of self-identity and social identity
- II. Increase their awareness of the impact of diversity and inclusion efforts on interpersonal relationships in the workplace.
- III. Better apply principles related to social identity and social categorization theories. Reflect on and challenge their personal assumptions around diversity and identity issues.



Discussion 10 mins.

Session Details:

Proposed audience: Management and Business Faculty

Special requirements: PC/PowerPoint

Desired session length: 60 minutes

Application to Conference theme:

How does your session fit with the overall OBTC theme of *Reflective Reinvention: Harnessing our Heritage to Reshape Management Education?*

This session provides an opportunity for participants to self-reflect as well as to challenge their own intellectual, social and cultural boundaries with respect to matters of diversity and inclusion. A potential positive outcome of the session is that participants will integrate the knowledge gained in this session with their previous knowledge and experience regarding diversity and inclusion. Social Identity Theory, Social Categorization Theory and the business case for diversity provide the theoretical underpinning for this session. The business case for diversity basically states that over the long-term the benefits of diversity and inclusion outweigh the costs

Thereby, the session is highly consistent OBTC's history of offering interdisciplinary sessions. Instructors may also choose to conduct similar exercises and scenarios in their courses thereby increasing the impact of the lessons beyond the OBTC.

2) Unique Contribution to OBTC:

*Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?*

The session will include a series of non-published experiential exercises designed to position participants in identity-related situations and scenarios. Participants will be able to be engage in critical thinking as they evaluate their own attitudes and reflect on the overall experience. The exercises have the potential to be published as revisions are made based on feedback from OBTC members as well as others.