



The Way to Triumph: Embodied Ethical Voice and Disruptive Race Talk

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Ethical Voice

“Employees communicating concerns about violations of societal ethical standards (e.g., honesty, fairness, care, and respect) and/or suggestions about upholding ethical standards, to people who might be able to effect changes (e.g., managers or coworkers).”

Chen & Treviño (2023)

A Lived Legacy of Race Conflict

- Methodology: Field-study, semi-structured interviews
- Research Context:
 - Corporatized and highly racialized school district
 - Entrenched history of overt marginalizing & racializing behavior
 - Organizational social movement embedded in a civil rights legacy in racially segregated city
- Focus of Study: Equity leaders' ethical voice *practice*



*Little Rock Central High School, 1957
One of the Little Rock Nine*

The Embodied Voice

- Enacted through practice
(A Practice-based Theory of Diversity: Respecifying In-Equality in Organizations, *AMR*, Janssen & Staeyart, 2019)
- Entwined within a place/sociomaterial experience
(Grasping the Logic of Practice, *AMR*, Sandberg & Tsoukas, 2011)
- Emergent from a specific (relational) context
(Introducing perspectives on process organizational studies, *Process, Sensemaking & Organizing*, Langley & Tsoukas, 2010)

Trouble the waters, Triumph over adversity...

Dr. Cheryl Kirk-Duggan

Womanist Scholar

(2018, in memoriam of Katie Geneva Canon, PhD)