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Public Lecture:

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State category-making for ‘race-ethnic’ groups—the case of Netherlands’ migrant policies

Date: Monday, 08. July, 2013

Time: 16:30-18:00

Place: Institute for Advanced Studies, seminar room for Sociology, 1st floor

Short summary

Enumerating its population for various purposes, among them social justice goals such as ending discrimination, is a mark of the modern state. To develop indicators that measure policy outcomes (e.g., educational attainment, employment, housing) across time, the groups being counted need to be named and defined—i.e., states need to create categories. Category-making and -use construct and sustain shared identity within definitional borders, but in doing so, they commonly lump together, at a high level of aggregation, people who otherwise do not see themselves as sharing an identity. When such lumpy categories do not treat all of the state’s residents equivalently, they convey a sense of difference that can leave some feeling that they do not belong. The categories thereby create and reinforce the inequalities they were meant to remedy. This conundrum often lies at the heart of such category-making, between intended social justice goals and policies’ unintended, and at times perverse, impacts: state-created categories can end up institutionalizing the very discrimination they were intended to eradicate.

This talk explores this conundrum in the case of The Netherlands' creation and use of categories concerning "newcomers" [allochthons] and "oldcomers" [autochthons], as seen in the sorts of everyday registration forms the average resident is asked to fill out. The state has argued that migrants need to adopt its common norms and values, and various programs give voice to an image of "Dutch-ness" which articulates these values. The ethnicity-related categories used in these registration forms, however, work against this desired ideal of integration—of migrants' adopting "Dutch" norms and values. Analysis further shows that, despite Constitutional restrictions on the use of the word race, the forms, in asking explicitly about ethnicity and nationality and in their operational definitions of those terms, are also carrying on a race discourse, albeit largely without using that word. The detailed analysis enables a rare view of the unfolding processes of the social construction of the ideas of Dutch-ness, ethnicity, and race, with clear implications for policy-making.

Short biographical note

Dvora Yanow, Visiting Professor in Wageningen University's Faculty of Social Sciences, Communication, Philosophy, and Technology Department, is a policy/political and organizational ethnographer and interpretive methodologist whose research and teaching are shaped by an overall interest in questions of the generation and communication of knowing and meaning in organizational and policy settings. Research topics include state-created categories for race-ethnic identity, immigrant integration policies and citizen-making practices, research regulation (ethics board) policies, practice studies, science/technology museums and the idea of science, and built space/place analysis. Her most recent book, *Interpretive Research Design: Concepts and Processes* (Routledge 2012), with Peregrine Schwartz-Shea, is the first volume in their co-edited Routledge Series on Interpretive Methods. The second edition of their co-edited *Interpretation and Method: Empirical Research Methods and the Interpretive Turn* (ME Sharpe) is due out in April 2013.

Research and teaching interests

Ways of knowing and doing: methods and meaning (interpretive philosophies and methodologies/methods); organizational and political/policy ethnography; metaphor, category, framing, and built space analyses; comparative analysis; the meaning of evidence in policies and practices; science museums and the meaning of 'science'

Practice studies: reflective practice; collective organizational learning; organizational culture, identity, image; organizational metaphors

Interpretive policy analysis: the communication of public policy meanings and social change; policy implementation; research regulatory policies; immigrant integration policies and

practices; state creation and use of race-ethnic and nationality categories; 'science' and 'racial' differences

Books ([co-]authored and co-edited)

How does a policy mean? Interpreting policy and organizational actions. Washington, DC: Georgetown University Press, 1996.

Conducting interpretive policy analysis. Newbury Park, CA: Sage, 2000.

Constructing American "race" and "ethnicity": Category-making in public policy and administration. Armonk, NY: M E Sharpe, 2003.

Interpretive research design: Concepts and processes. New York: Routledge, 2012 (with Peregrine Schwartz-Shea).

Knowing in organizations: A practice-based approach. Armonk, NY: M E Sharpe, 2003, co-edited with Davide Nicolini and Silvia Gherardi.

Interpretation and method: Empirical research methods and the interpretive turn. Armonk, NY: M E Sharpe, 2006, 2nd edition 2013, co-edited with Peregrine Schwartz-Shea.

Organizational ethnography: Studying the complexities of everyday life. London: Sage, 2009, co-edited with Sierk Ybema, Harry Wels, Frans Kamsteeg.

Organizational spaces: Rematerializing the workaday world. Cheltenham, UK: Edward Elgar, 2010, co-edited with Alfons van Marrewijk.

Organizational culture, 2 volumes. Cheltenham, UK: Edward Elgar, 2011, co-edited with Sierk Ybema and Ida Sabelis.

Book series and edited special issues

Founding co-director/editor, *Routledge Series on Interpretive Methods* (with Peregrine Schwartz-Shea; 2009—).

Symposium on Nancy C. Morey and Fred Luthans, "Anthropology: The Forgotten Behavioral Science in Management History" (reprinted from *Academy of Management Proceedings*, 1987). *Journal of Organizational Ethnography* 2:1 (April 2013).

"Linguistic approaches to analysing policies and the political." *Journal of International Relations and Development* 16/2 (2013): 167-310 (co-edited with Alan Cienki).

"Re-turn to practice." *Organization Studies* 30/12 (2009): 1309-1493 (co-edited with Reijo Miettinen and Dalvir Samra-Fredericks).

"Public administration in 'translation': Non-Western and other administrative practices." *Administrative Theory & Praxis* 27 (2005), 81 ff.

"Policy interpretations." *Policy Sciences* 28 (1995), 111 ff.

Journal articles and book chapters

In “Interpretive policy analysis and comparative research.” In Isabelle Engeli and Christine Rothmayr, eds., *Comparative policy studies: Conceptual and methodological challenges*, chapter 7. Palgrave (Spring 2013).

“Methodological ways of seeing and knowing.” In Emma Bell, Samantha Warren, and Jonathan Schroeder, eds., *The Routledge Companion to Visual Organization*, Part 3, chapter 11 (Summer 2013).

2013 “People out of place: Allochthony and autochthony in Netherlands identity discourse—metaphors and categories in action.” *Journal of International Relations and Development* 16/2: 227-61.

2012 “Practicing organizational ethnography.” In Catherine Cassell and Gillian Symon, eds., *The practice of qualitative organizational research: Core methods and current challenges*. London: Sage, 331-50 (with Sierk Ybema and Merlijn van Hulst).

“A hitchhiker’s guide to the public administration research universe: Surviving conversations on methodologies and methods.” *Public Administration Review* 72/3: 401-8 (with Markus Haverland).

2011 “Studying culture and symbolism in organizations.” In Sierk Ybema, Dvora Yanow, and Ida Sabelis, eds., *Organizational culture*. Cheltenham, UK: Edward Elgar (with Sierk Ybema).

“Allochtoon als metafoor en categorie. Over de handelingsimplicaties van beleidstaal” [“Allochtoon” as metaphor and category: On the action implications of policy language]. *Beleid en Maatschappij* 38/2: 160-78 (with Marleen van der Haar).

“The political/process promise of policy framing,” transl. Ksenia Tkacheva, ed. Victor Vakhshayn. *Sociologicheskoe obozrenie/Социологическое Обозрение* [Sociological Review] 10 (1-2), 87–113 (with Merlijn van Hulst).

2010 “Hoe overleef ik discussies over bestuurskundig onderzoek?” [How do I survive discussions about administrative research?] *Bestuurskunde* 4: 87-95 (with Markus Haverland).

"Giving voice to space: Academic practices and the material world." In Alfons van Marrewijk and Dvora Yanow, eds., *Organizational spaces: Rematerializing the workaday world*. Cheltenham, UK: Edward Elgar.

2009 "Re-turn to practice: An introductory essay." *Organization Studies* 30/12: 1309-27 (with Reijo Miettinen and Dalvir Samra-Fredericks).

"What is reflection-in-action? A phenomenological account." *Journal of Management Studies* 46/8, 1339-64 (with Haridimos Tsoukas).

"Ways of knowing: Passionate humility and reflective practice in research and management." Invited essay, *American Review of Public Administration* 39/6, 579-601.

"Dear author, dear reader: The third hermeneutic in writing and reviewing ethnography." In Edward Schatz, ed., *Political ethnography: What immersion brings to the study of power*, 275-302. Chicago: University of Chicago Press.

"Organizational ethnography and methodological angst: Myths and challenges in the field." *Qualitative Research in Organizations and Management* 4/2, 186-99.

"Interpretive research: Characteristics and criteria." In Martine Hlady Rispal and Marie José Avenier, eds., *La quête d'un point de vue fondé: Interprétations et méthodes qualitatives* [The search for a grounded point of view: Interpretation and qualitative methods]. *Revue Internationale de Psychosociologie* 15/35 (Summer), 31-38. Paris: Editions ESKA (with Peregrine Schwartz-Shea).

"Interpretive ways of knowing in the study of politics." In Susanne Pickel, Gert Pickel, Hans-Joachim Lauth, Detlef Jahn, eds., *Methoden der vergleichenden Politik- und Sozialwissenschaft: Neue Entwicklungen und Anwendungen* [Methods of comparative political and social science: New developments and applications], 429-40. Wiesbaden: VS Verlag für Sozialwissenschaften.

"Reading and writing as method: In search of trustworthy texts." In Sierk Ybema, Dvora Yanow, Harry Wels, Frans Kamsteeg, eds., *Organizational ethnography: Studying the complexities of everyday life*, 56-82. London: Sage, 2009 (with Peregrine Schwartz-Shea).

- “Interpretivism in organizational research: On elephants and blind researchers.” In David Buchanan and Alan Bryman, eds., *Handbook of organizational research methods*, chapter 3. London: Sage, 2009 (with Sierk Ybema).
- 2008 “Reforming Institutional Review Board policy: Issues in implementation and field research.” *PS: Political Science & Politics* 401, 483-94 (with Peregrine Schwartz-Shea).
- “Cognition meets action: Metaphors as models *of* and models *for*.” In Terrell Carver and Jernej Pikalo, eds., *Political language and metaphor*, 225-238. London: Routledge.
- “Methodology by metaphor: Ways of seeing in painting and research.” *Organization Studies* 29, 23-44 (with Mary Jo Hatch).
- 2007 “Interpretation in policy analysis: On methods and practice.” *Critical Policy Analysis* 1, 109-121.
- “Qualitative-interpretive methods in policy research.” In Frank Fischer, Gerald J. Miller, and Mara S. Sidney, eds., *Handbook of public policy analysis*, 405-15. NY: Taylor & Francis.
- 2006 “Thinking interpretively: Philosophical presuppositions and the human sciences.” In Dvora Yanow and Peregrine Schwartz-Shea, eds., *Interpretation and method: Empirical research methods and the interpretive turn*, 5-26. Armonk, NY: M E Sharpe.
- “Neither rigorous nor objective? Interrogating criteria for knowledge claims in interpretive science.” In Dvora Yanow and Peregrine Schwartz-Shea, eds., *Interpretation and method: Empirical research methods and the interpretive turn*, 67-88. Armonk, NY: M E Sharpe.
- “How built spaces mean: A semiotics of space.” In Dvora Yanow and Peregrine Schwartz-Shea, eds., *Interpretation and method: Empirical research methods and the interpretive turn*, 349-66. Armonk, NY: M E Sharpe.
- “Doing social science in a humanistic manner.” In Dvora Yanow and Peregrine

- Schwartz-Shea, eds., *Interpretation and method: Empirical research methods and the interpretive turn*, 380-94. Armonk, NY: M E Sharpe (with Peregrine Schwartz-Shea).
- "Studying physical artifacts: An interpretive approach." In Anat Rafaeli and Michael Pratt, eds., *Artifacts and organizations*, 41-60. Mahwah, NJ: Lawrence Erlbaum.
- 2005 "In the house of 'science,' there are many rooms: Perestroika and the 'science studies' turn." In Kristen Renwick Monroe, ed., *Perestroika! The raucous rebellion in political science*, 200-17. New Haven: Yale University Press.
- "Jewish administrative practice and a philosophy of public administration." *Administrative Theory & Praxis* 27, 134-158.
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- 2003 "Accessing local knowledge: Policy analysis and communities of meaning." In Maarten A. Hajer and Hendrik Wagenaar, eds., *Deliberative policy analysis*, 228-46. NY: Cambridge University Press.
- "Organizational studies as an interpretive science." In Christian Knudsen and Haridimos Tsoukas, eds., *The Oxford handbook of organization theory: Meta-theoretical perspectives*, 63-87. NY: Oxford University Press (with Mary Jo Hatch).
- 2002 "'Reading' 'methods' 'texts': How research methods texts construct political science." *Political Research Quarterly* 55, 457-486 (with Peregrine Schwartz-Shea).
- "Passionate humility: Toward a philosophy of ethical will." In Jong S. Jun, ed., *Rethinking administrative theory*, 131-40. Westport, CT: Praeger (with Hugh Willmott).
- 2000 "Seeing organizational learning: A 'cultural' view." *Organization* 7, 247-268. **Reprinted in Davide Nicolini, Silvia Gherardi, Dvora Yanow, eds., *Knowing in organizations: A practice-based approach*, 32-52. Armonk, NY: M E Sharpe, 2003.**

- 1999 "Public policies as identity stories: American race-ethnic discourse." In Tineke Abma, ed., *Telling tales: On narrative and evaluation*, 29-52. Stamford, CT: JAI Press.
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- "From what *edah* are you? Israeli and American meanings of 'race/ethnicity' in social policy practices." *Israel Affairs* 5/2-3, 183-199. **Reprinted in David Levi-Faur, Gabriel Sheffer, and David Vogel, eds. *Israel: The dynamics of change and continuity*. London: Frank Cass, 1999.**
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- "Can you see an organization learn?" *Comportamento Organizacional e Gestao* 5/2, 55-67.
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- "Ecologies of technological metaphors and the theme of control." In Larry Hickman and Elizabeth Porter, eds., *Technology and ecology*, 356-83. Proceedings of the 7th Biennial International Conference, Society for Philosophy and Technology (Valencia, Spain). Carbondale, Illinois: Southern Illinois University.
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- "Reading policy meanings in organization-scapes." *Journal of Architectural and Planning Research* 10, 308-327.
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- "Supermarkets and culture clash: The epistemological role of metaphors in administrative practice." *American Review of Public Administration* 22, 89-109. **Reprinted in Albert J. Mills and Gabriel Durepos, eds., *Case Study Methods in Business Research* v. 3, 123-42 (London: Sage, 2012).**
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1987 "Toward a policy culture approach to implementation analysis." *Policy Studies Review* 7, 103-115.

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