DIVERSITY AT WORK: The Business Case for Equity By: Trevor Wilson
Publisher: John Wiley & Sons

Mahesh Gorsia

Want more papers like this?

Download a PDF Pack of related papers

Search Academia's catalog of 22 million free papers
While organizational interest in diversity continues to grow, many programs that support diversity initiatives are faltering. As a consequence, the valuing diversity movement now stands at an important crossroads. To say that today's choices and the actions taken will determine the ultimate success or failure of this vitally important initiative is no exaggeration. This book shares the strategies and tactics used by organizations committed to implementing diversity from the top down.

For anyone struggling to manage a work force with different ways of working, talking, and thinking, "Generations at Work” both explains the gulf that separates the generations and offers insightful solutions for creating workplace harmony. This book is intended to bridge the gap between people of different ages who work at your company. What's so vexing about the workplace is that four different groups are vying for roles and recognition. There are the veterans, boomers, Xers, and the nexters. The people in each cohort, the book argues, have more in common than just their age. They share memories of the same world shaping events, the same childhood heroes, the same early work experiences. Learning about may be fun. But learning cooperation is useful. And it's here that 'Generations at Work” becomes a valuable tool.

Diversity Success Strategies is about gender ethnicity and ethnocentricity in the workplace. It fosters an understanding of diversity and as such is a blueprint for business success in a rapidly changing and increasingly diverse work environment. The book provides a success for employers and employees alike, to develop more productive and satisfying work alliances.

The 43 million people with disabilities form this country's largest minority group, yet they are markedly under employed as educators. Enhancing Diversity, paves the way for correcting this costly omission. The authors have called upon the knowledge of 19 renowned contributors to address the important issues raised in Enhancing Diversity including the place of disability in discussions of diversity in education.

First, Break All The Rules: What the World's Greatest Managers Do Differently
By: Marcus Buckingham, Curt Coffman
MANAGING DIVERSITY: The Case of Janis
By: Anastasia Cusulos
Publisher: Intercultural Press Inc., 1999

WORK FORCE 2020 - WORK AND WORKERS IN THE 21st CENTURY
By: Richard W. Judy and Carol D'Amico
Publisher: Hudson Institute, Indiana, 1999. 5th Printing

Work Force 2020 is the sequel to Work force 2000, on the American work force, and which has had a great deal of influence since its release in the late 1980s. The experts at the Hudson Institute in economics, education and policy prepared this vision of the future of the American work force. This are the best ideas of what lies ahead and what Americans all over the country should do to prepare themselves to meet the challenges ahead. It is a must read for everyone.

A GUIDE TO CULTURE AUDITS: Analyzing Organizational Culture for Managing Diversity
By: John Hucheson, Jr. and Terri W. Kruzan
Publisher: St. Bart Printing, May 1998

AMERICA: The Politics of Diversity
By: David Lawrence
Publisher: International Thomson Publishing, December 1998

MANAGING DIVERSITY: A Complete Desk Reference and Planning Guide
By: Lee Gardenswartz and Anita Rowe
Publisher: McGraw-Hill, 1998

By the year 2000, 70 percent of new entrants to the workforce will be women and minorities, and only 30 percent will be white, American-born males. Managing Diversity guides readers in their journey to solve diversity's challenges in the workplace. The authors know how to recruit, retain, mentor, and promote diverse employees to eliminate high turnover rates and build cohesive, productive, cross-cultural work teams.

MANAGING DIVERSITY: Skill Builder
By: Norma Carr-Ruffino
Publisher: Simon and Schuster Trade, 1998

MANAGING DIVERSITY IN HEALTH CARE MANUAL: Proven Tools and Activities for Leaders and Trainers
By: Lee Gardenswartz and Anita Rowe
Publisher: Jossey-Bass Inc., 1999

This unique toolkit reinforces the important concepts presented in Managing Health Care, a practical handbook by the same authors, and provides the hands-on resources to turn strategy into immediate action. Focused on meeting the needs of trainers, managers, and in-service or consulting educators, these ready to use tools include over 50 activities and are ideal for creating customized training agendas.

MANAGING DIVERSITY IN HEALTH CARE: How To Create and Manage Environments for Everyone
By: Lee Gardenswartz, Anita Rowe
Publisher: Jossey-Bass, Inc., 1998

This essential handbook offers health care professionals the knowledge and tools needed to become more responsive to cultural diversity. As reflected in new cultural competence requirements for health care organizations, sensitivity and understanding of cultural diversity has become mandatory for health care professionals. However, most health care professionals have little or no training on how to deal with the challenges of cultural diversity. Managing diversity in health care offers the knowledge and tools health care professionals need to become more responsive to increasingly culturally diverse patient and staff populations. The authors show how to build diverse teams, deal with the thorny issues of prejudice and bias, and communicate effectively within a diverse health care setting.
THE DIVERSITY TOOLKIT: How You Can Build and Benefit from a Diverse Workforce
By: William Sonnerschein, Lee Gardenswartz, Anita Rowe
Publisher: NTC Publishing Group, December 1998

THE ORIGINS OF CULTURAL DIFFERENCES AND THEIR IMPACT ON MANAGEMENT
By: Jack Scarborough
Publisher: Quorum Books, 1998

WORKING TOGETHER: Producing Synergy by Honoring Diversity
By: Angeles Arrien, Mikhail Gorbachev, Jacqueline Haessly
Publisher: New Leaders Press, September 1998

A book that looks at diversity as an advantage to be utilized, not a problem to be solved. Boasting an incredible array of contributing authors, this groundbreaking anthology examines the subject of diversity from a holistic perspective as a context for creating synergy in our projects, our organizations, and our lives.

CONFLICT AND DIVERSITY
By: Claire Damken Brown
Publisher: Hampton Press, 1997

This book examines ethical issues in diversity and how to approach them. It starts by developing a conceptual framework for the organization. It also examines how communication occurs and is influenced by organizational perceptions.

CUSTOMER CENTERED GROWTH: Five Proven Strategies for Building Competitive Advantage
By: Richard Whiteley, With Diane Hessan
Publisher: Perseus Publishing, March 1997

DEVELOPING COMPETENCY FOR MANAGING DIVERSITY: Readings, Cases, and Activities
By: Taylor Cox and Ruby L. Beale
Publisher: Berrett-Koehler, 1997

Develop a critical competency for today's organizations-the ability to successfully manage diversity. Builds on the author's acclaimed volume, Cultural Diversity in Organizations; organizes learning and skill building for diversity around thirty-one activities that can change behavior, addresses a wide range of diversity issues through twenty-three timely readings; integrates ideas from the academic world with real-life experience in six detailed case studies; and provides managers with tools they need to successfully manage a diverse workforce.

ETHICAL DIMENSIONS OF DIVERSITY
By: Willie E. Hopkins
Publisher: Sage Publications, 1997

MANAGING DIVERSITY IN THE NEW REALITY: A Handbook for Diversity Managers
By: Fred Soto
Publisher: FPMI Communications Inc., 1997

MANAGING DIVERSITY BASED CONFLICTS AMONG CHILDREN
By: Charles C. Scott
Publisher: Phi-Delta Kappa Educational Foundation, 1997

MASTERING THE DIVERSITY CHALLENGE
By: Fern Lebo
Publisher: St. Lucie Press, 1997

PROVERSITY: Getting Past Face Value and Finding The Soul of People - a Managers Journey
By: Lawrence Otis Graham
Publisher: John Wiley and Sons, Inc., 1997

SUCCESSFUL DIVERSITY MANAGEMENT INITIATIVES: A Blueprint for Planning and Implementation
COMMUNICATING IN A DIVERSE WORKPLACE: Successful Workplace Communication Techniques
By: Lilian A. Kup
Publisher: Richard Chang Associates, 1996

Many factors can hinder effective workplace communication—including authority levels, department structures, and unclear objectives. A diverse workplace can either add another complication, or if managed well, can overcome other organizational obstacles.

CULTURAL DIVERSITY FIELD BOOK: Fresh Visions and Breakthrough Strategies for Revitalizing the Workplace
By: George F. Simmons
Publisher: Peterson's, 1996

Cultural Diversity Field book brings together examples of the leading thoughts and best practices on one of the most-talked-about business topics: Diversity in the workplace. More than ISO articles, interviews, essays and activities are combined with hundreds of resource reviews to provide a rich picture of the complex and diverse culture in which business is conducted. Cultural Diversity Field book is a gold mine of opinions and information. The current realities of this subject are played out within these pages by commentators from across the political and social spectra.

MANAGING DIVERSITY - Human Resource Strategies for Transforming the Workplace
By: Ellen Ernst Kossek, Sharon A. Lobel
Publisher: Blackwell Publishers, 1996

REDEFINING DIVERSITY
By: Roosevelt Thomas Jr.
Publisher: American Management Association, New York, 1996

SELECTED RESEARCH ON WORK TEAM DIVERSITY
By: Marian Ruderman and Susan Jackson
Publisher: American Psychological Association, January 1995

Much research has focused on the implications of changing workforce demographics for organizations and on characteristics of organizational settings; relatively few studies have been conducted on diversity within work teams. The book expands the current state of knowledge on diverse teams and provides implications for further research and practice.

THE DIVERSITY FACTOR: Capturing the Competitive Advantage of a Changing Workforce
By: Elsie Y. Cross and Margaret B. White
Publisher: McGraw Hill, April 1996

This is a collection of the most requested articles from the quarterly journal, The Diversity Factor, many of them written by the managers who lived the experience, reflect the complexity of the diversity challenges in today's corporations and offer suggestions for beginning to deal with these complicated issues. The focus of this volume is on true cultural change, not merely communications and training. The essay writers provide strategies and methods for launching and living with culture change. Their eyes are on the future, not the past. The Diversity Factor takes a hard look at the realities of today and offers strategies that will help you lead your organization into tomorrow's new world.

DIVERSITY IN ORGANIZATIONS
By: Martin M. Chemers
Publisher: Sage Publications, 1995

DIVERSITY IN WORK TEAMS: Research Paradigms for a Changing Workplace
By: Susan Jackson and Marian Ruderman
Publisher: American Psychological Association, January 1995
This book explores how diversity affects one of the most popular management strategies used in business today: The formation of employee work teams. Work teams ideally operate to maximize flexibility, creativity and productivity in a business environment. Frustrating this effort is the increasing level of diversity found in the American workplace.

**DIVERSE TEAMS AT WORK: Capitalizing on the Power of Diversity**  
By: Lee Gardenswartz, Anita Rowe  
Publisher: McGraw-Hill Companies, May 1995

**MANAGING DIVERSITY AND CHANGE, Vol. 12.**  
By: Deborah Ancona, Sculley, Kochan  
Publisher: South Western Publishing Co., 1995

**MANAGING DIVERSITY IN ORGANIZATIONS**  
By: Robert Golembiewski  
Publisher: University of Alabama and McGraw-Hill, 1995

Golembiewski identifies the many forces and factors propelling us into the age of diversity in organizations - ethical, political, philosophical, demographic, and so on- and details both the historical and contemporary approaches. Most practice has focused on a "level playing field" or equal opportunity and "tilting the playing field " or equal outcomes. This volume focuses on diversity as a strategic device rather than as a nicety rooted in behavioral and organizational research. Managing diversity in organizations requires a through understanding of management infrastructure that is consistent with diversity - especially structures of work, policies and procedures that institutionalize and build diversity.

**MANAGING DIVERSITY IN THE GLOBAL WORKPLACE**  
By: Drake Beam Morin  
Publisher: DBM Publishing, 1995

**WORKPLACE DIVERSITY: A Manager's Guide to Solving Problems and Turning Diversity into a Competitive Advantage**  
By: Katherine Esty, Richard Griffin, Marcie Schon Hirsch  
Publisher: Adams Media Corporation, June 1995

Workplace Diversity provides business managers with the creative and effective solutions they need to succeed in today's multifaceted and ever-changing workplace. With insights into the most difficult and sensitive issues managers encounter, Workplace Diversity offers timely, practical and invaluable guidance.

**STRAIGHT TALK ABOUT GAYS IN THE WORKPLACE: Creating an Inclusive, Productive Environment for Everyone in your Organization**  
By. Liz Winfield and Susan Spielman  
Publisher: AMACOM, 1995

Straight talk about gays in the workplace is also a very personal book, filled with stories interviews with real people working at real companies. These tales illustrate the frustrations of being gay at an indifferent or hostile company and the energizing effects of working for an inclusive one. The book provides insights and practical advice for everyone in your company, and it has specific help for managers and human resource professionals.

**DIVERSITY: THE ASTD TRAINER'S SOURCEBOOK**  
By: Tina Rasmussen  
Publisher: McGraw-Hill, 1995

The ASTD Trainer's Sourcebook Series present complete toolkits and instructions for creating effective, personalized training programs.

**CULTURAL DIVERSITY IN ORGANIZATIONS: Theory, Research and Practice**  
By: Taylor Cox  
Publisher: Berrett-Koehler Publishers, February 1994
CULTURAL DIVERSITY IN THE WORKPLACE: ISSUES AND STRATEGIES
By: George Henderson
Publisher: Greenwood Publishing, 1994

All CEOs, managers, supervisors, training professionals, and educators must be able to effectively recruit, train, manage, and promote a culturally diverse workforce. Few of them have been adequately trained to do so. Effective management of diversity is good business. It takes effective communication, conflict resolution and the creation of an inclusive organizational culture to succeed. This comprehensive book helps administrators better understand the problems they face and how to deal with them by dispelling the myths and facing the realities of cultural diversity.

By: Lee Gardenswartz, Anita Rowe
Publisher: McGraw Hill, 1994

THE MANAGING DIVERSITY SURVIVAL GUIDE: A Complete Collection of Checklists, Activities, and Steps
By: Lee Gardenswartz and Anita Rowe
Publisher: McGraw-Hill, 1994

Today's organizations continue to invest heavily in diversity training. Packed with over 80 activities, work sheets, charts, surveys, checklists, and transparency masters that cover everything from interviewing to communicating to coaching employees in a diverse workplace. This is a very useful guide.

THE PROMISE OF DIVERSITY: Over 40 Voices discuss strategies for evaluating discrimination in Organizations
By: Judith H. Katz and Frederick A. Miller
Publisher: McGraw-Hill, 1994

Workplace diversity is one of the most critical issues facing organizations today. This book is a contemporary, future-focused business anthology that helps readers understand and address the often controversial, always-complex issues surrounding diversity, discrimination, and change management.

VALUING DIVERSITY: New Tools for a New Reality
By: Lewis B. Griggs
Publisher: McGraw-Hill, 1994

Learning to manage diversity in today's workplace is critical -because of the productivity gains that inevitably result when individuals in a well-managed, heterogeneous work team call their differing insights, values, and experiences to tackle tough business challenges. This breakthrough book provides just such an easy-to-follow training map.

50 ACTIVITIES FOR DIVERSITY TRAINING
By: Jonaway Lambert and Selma Myers
Publisher: Amherst. Mass: Human Resources Development Press, 1994

DIFFERENCES DO MAKE A DIFFERENCE
By: R. Roosevelt Thomas
Publisher: American Management Association, New York, 1992

BEYOND RACE AND GENDER: Unleashing the Power of Your Total Workforce by Managing Diversity
By: R. Roosevelt Thomas Jr.
Publisher: American Management Association, New York, 1991

MANAGING A DIVERSE WORK FORCE: Regaining the Competitive Edge
By: John P. Fernandez
Publisher: Lexington Books, 1991

TEACHING DIVERSITY
By: Joan V. Gallos
Publisher: Jossey-Bass Publisher, 1991
WORK FORCE AMERICA: Managing Employee Diversity as a Vital Resource
By: Marilyn Loden
Publisher: Business One Irwin, 1991

MANAGING DIVERSITY IN AN EQUAL OPPORTUNITY WORKPLACE: A Primer for Today's Manager
By: Lorence L. Kessler
Publisher: Employment Policy Foundation, 1990

EXCELLENCE – Can We Be Equal and Excellent too?
By: John William Gardner
Publisher: Norton, February 1987
Diversity and inclusion in the workplace (D&I) has surpassed being a corporate trend, and is now considered a business imperative for global organizations. The concept has continued to gain traction in the corporate world as its benefits have become increasingly clear as many employees have made it an deciding factor for choosing their employer. Josh Bersin, leading industry analyst and researcher, calls diversity and inclusion one of the hottest topics of these few years. Diversity has been an important discussion in the last couple of years especially when it comes to women. Things have improved a bit but still, we are far behind. There are hardly women at the top.

Diversity has been an important discussion in the last couple of years especially when it comes to women. Things have improved a bit but still, we are far behind. There are hardly women at the top and in the boardroom. How do you implement diversity and inclusion programs? Ad by Blissy. This pillowcase is quickly becoming the must-have gift of 2020. You start diversity and inclusion by extending yourself to think about the Other. You abandon your selfishness, just for a while, and put yourself in their shoes. Your question is a great one, and topical.