



Diversity in the Workforce: Current Issues and Emerging Trends

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Diversity in the Workforce: Current Issues and Emerging Trends From Routledge

Diversity in the Workforce is a comprehensive, integrated teaching resource providing students with the tools and methodologies they need to negotiate effectively the multicultural workplace, and to counter issues of discrimination and privilege.

Written from an American perspective, the book not only covers the traditional topics of race, gender, ethnicity and social class, but moves beyond this to explore emerging trends around 'isms' (racism, sexism), as well as transgender issues, spirituality, intergenerational workforce tensions, cross-cultural teams, physical appearance stigmatizing, visible and invisible disabilities, and racial harassment. The book:

- Presents theoretical models to help students think critically about the issues that emerge from workforce diversity
- Includes a historical perspective that explains the roots of the issues in the workplace today
- Covers potential legal and ethical issues
- Introduces a social justice paradigm to encourage social action
- Illustrates strategies organizations are using to leverage diversity effectively

With end of chapter questions encouraging students to engage in difficult conversations, and case studies to stimulate students' awareness of the real problems and issues that emerge from diversity, this book will help students develop the critical, analytical, problem solving and decision making skills they need to mediate or resolve diversity issues as future professionals.



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Editorial Review

Review

'Intended to be used as an integrated, comprehensive teaching resource, this book explores a wide range of diversity issues and emerging trends written from a multidisciplinary, US perspective.

Editors Byrd (Univ. of Mary

Hardin-Baylor) and Scott (Oakland Univ.) divide the book into three parts and 16 chapters. It features a set of

end-of-chapter questions and case studies designed to help students better understand the complex nature of diversity issues and to develop the analytical, problem-solving skills required to resolve workplace diversity issues as future professionals. The three chapters in part 1 encompass historical perspectives of workforce diversity, offer theories, models, and frameworks to address issues of workforce diversity, and explore the relationship between organizational culture and workforce diversity. Part 2 addresses race, gender, ethnicity, sexual orientation/transgender, and social class aspects of diversity. Part 3 encompasses spirituality, intergenerational tensions, linguistic profiling, physical appearance stigmatizing, visible/invisible disabilities and discrimination, racial harassment and hate symbols,

cross-cultural opportunities and challenges, and revisioning of social justice in today's workforce. All in all, this volume is a comprehensive resource for a college course on diversity, but it can also serve as a practical, understandable update for organizations and their employees on today's diversity challenges in the workplace.

Summing Up: Highly recommended. Lower-division undergraduates through practitioners.' -- T. Gutteridge, Interim Dean, College of Social Justice and Human Service, University of Toledo, USA

One of the most significant places where identity is forged, and where we create meaning in our lives, is the workplace. It is also a microcosm of all the oppression and inequities that exist in any society. In this cutting-edge volume, Drs Scott and Byrd radicalize our understanding of the much-quoted notion of diversity, and provide numerous helpful case studies to help students think through the real-life dilemmas and problems posed by creating a truly diverse workplace.-- Stephen Brookfield, Distinguished University Professor, University of St. Thomas

As the pace of change has accelerated with new information and communication technologies in a globalized world, the issue of diversity in the workplace and in our institutions of learning is more relevant than ever before. We must have managerial leaders who truly embrace, respect, value and support all forms of diversity. This book is an invaluable toolkit for anyone who seeks to understand the challenges, benefits and opportunities created by diversity in the workplace.

Fredrick Muyia Nafukho, Professor of Human Resource Development and Head, Texas A&M University, USA

About the Author

Marilyn Y. Byrd is an assistant professor at the University of Mary Hardin-Baylor, USA. She is also on the steering committee for the Culture and Diversity Special Interest Group at the Academy of Human Resource Development.

Chaunda L. Scott is an associate professor and the Coordinator of the Master of Training and Development Program at Oakland University, USA. She received a Cutting Edge Research Award from the Academy of Human Resource Development in 2009 and in 2013 she was named one of the top 25 Education Professors in Michigan by Online Schools Michigan.

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