

Diversity Resistance in Organizations (Applied Psychology Series)

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Diversity in organizations: Where are we now and where are we going?

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ABSTRACT

A great deal of research has focused on workforce diversity. Despite an increasing number of studies, few consistent conclusions have yet to be reached about the antecedents and outcomes of diversity. Likewise, research on different dimensions of diversity (e.g., age, race, gender, sexual orientation, disability, and culture) has mostly evolved independently. Therefore, the purpose of this review is to examine each of these dimensions of diversity to describe common themes across dimensions and to develop an integrative model of diversity.
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While the term “workforce diversity” is commonly used in scholarly articles as well as in the popular press, the focus and scope of the research is both varied and broad. Until recently, most studies have focused on a single dimension of diversity (e.g., age, sex, race) in a domestic, typically U.S., context. In a world of globalization populated by boundaryless and virtual organizations, it is time to revisit the old theories of diversity and to create a new set of paradigms. Therefore, in this article we examine multiple dimensions of diversity to assess the current status of the literature, and to make some suggestions going forward. As a starting point, we examine six dimensions of diversity (race, gender, age, disability, sexual orientation, and national origin) to determine how these literatures have evolved. The purpose of this review is to provide a basis on which to focus on similarities and differences in these separate literatures, in order to determine the extent to which an integrative framework of diversity is meaningful and appropriate. To move toward identifying areas of similarity as a basis for integration, for each diversity dimension included in this article we first briefly review theoretical paradigms and the extent to which associated predictions for the diversity dimensions are positive, negative, or neutral. Since theories guide our research streams, we deem it important to evaluate the extent to which present-day theories adequately represent the potential array of outcomes from negative to positive that may exist for individuals, groups, and organizations. We also review literature on antecedents and outcomes studied within each diversity dimension. Subsequently, we examine themes by reviewing current theoretical paradigms and then limitations across different dimensions of diversity, with the goal of identifying points of integration and needed development for moving the literature forward. Finally, we present a broad model of diversity that integrates key variables and suggestions for the diversity literature going forward.

1. Race and ethnicity diversity

A number of theories have been used for studying race/ethnicity as a central variable of interest.¹ Most of these theories come from a micro-theoretical perspective and attempt to explain behavior from an individual, or within work group perspective.

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¹ Some of the more frequently cited theories include social identity theory (Tajfel, 1981), racial identity theory (Phinney, 1992), intergroup theory (Alderfer, 1986; Tajfel & Turner, 1985), social- and self-categorization theories (Oreignon, 1986; Tajfel, 1981), the similarity-attraction paradigm (Byrne, 1971), relational demography (Tsui, Egan, & O'Reilly, 1992), aversive racism theory (Dovidio & Gaertner, 1986), rational bias theory (Larwood, Gutek, & Gattiker, 1984), homophily (Lazarsfeld & Merton, 1954), tokenism and proportionality theories (Kanter, 1977), and stereotype and prototype theories (Davis & Watson, 1982; Schein, 1973).

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This is a groundbreaking volume that provides informed, balanced yet frank discussion of US workplace diversity and diversity resistance issues. The chapters in Applied Psychology Series Ethics and Values in Industrial-Organizational Psychology, Second Edition .. Diversity Resistance in Organizations book cover .Further, the majority of the chapters innovatively link existing psychological and organizational factors such management, sociology of work, organizational change, and cultural diversity within organizations. Series in applied psychology.Further, the majority of the chapters innovatively link existing psychological and organizational factors and organizational psychology, human resources management, diversity management, Series in applied psychology, ISSN Diversity Resistance in Organizations. Front Cover. Kecia M. Thomas. Taylor & Francis, Dec 7, - Psychology - pages Applied Psychology Series.Series in applied psychology. Diversity resistance in organizations. balanced and yet frank discussion of U.S. workplace diversity and ongoing resistance to it.The many faces of diversity resistance in the workplace. In K. M. Thomas (Ed.), Series in applied psychology. Diversity resistance in organizations (pp.), English, Book, Illustrated edition: Diversity resistance in organizations / edited by Kecia M. Thomas. Get this Series in applied psychology. Subjects.Library of Congress Cataloging?in?Publication Data Diversity resistance in organizations / editor, Kecia M. Thomas. p. cm. ?? (Applied psychology series).Diversity Resistance in Organizations Kecia M. Thomas, Ph.D., Editor [Applied Psychology Series, Lawrence Erlbaum and Associates] Chapter 1 The Many Faces of Diversity Resistance in the Workplace? Kecia M. Thomas & Victoria Plaut.Final reflections: resisting the resistors / Laura L. Bierema and Kecia M. Thomas. Series Title: Series in applied psychology. Responsibility: edited by Kecia M.Diversity Resistance in Organizations - Kecia M. Thomas Kecia M. Thomas. Del pa.. ? SERIE: Applied Psychology Series. VURDERING. Gi vurdering.Diversity Ideologies in Organizations [Applied Psychology Series] (pp). NYC: .. Diversity Resistance Expert for online radio show Diversity Matters.Professor of Psychology, University of Georgia. Verified email at mydietdigest.com The many faces of diversity resistance in the workplace. KM Thomas, VC Plaut.Kjop billige boker om Okonomi, n?ringsliv og jus + series in applied psychology i Adlibris Bokhandel. For deg som Diversity Resistance in Organizations.Diversity change in organizations is described as a systemic, multilevel, and nonlinear process. Its systemic nature highlights the role of the environment and. .

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