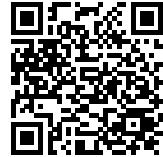


Managing Diversity In Organisations

[View Online](#)

-
1. Kumra S, Manfredi S. Managing Equality and Diversity: Theory and Practice. Oxford University Press; 2012.

 2. Gatrell C, Swan E. Gender and Diversity in Management: A Concise Introduction. SAGE; 2008.
[https://ezproxy.lib.gla.ac.uk/login?url=https://sk.sagepub.com/books/gender-and-diversity-i
n-management](https://ezproxy.lib.gla.ac.uk/login?url=https://sk.sagepub.com/books/gender-and-diversity-in-management)

 3. Kirton G, Greene AM, Taylor & Francis Group. The Dynamics of Managing Diversity: A Critical Approach. Butterworth-Heinemann; 2013.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.taylorfrancis.com/books/9780080504841>

 4. Mor-Barak ME. Managing Diversity: Toward a Globally Inclusive Workplace. 3rd ed. SAGE; 2014.

 5. Daniels K, Macdonald LAC. Equality, Diversity and Discrimination: A Student Text. Chartered Institute of Personnel and Development; 2005.

6.

Danowitz MA, Hanappi-Egger E, Mensi-Klarbach H. Diversity in Organizations: Concepts and Practices. Palgrave Macmillan; 2012.

7.

Healy G, Noon M, Kirton G. Equality, Inequalities and Diversity: Contemporary Challenges and Strategies. Vol Management, work and organisations. Palgrave Macmillan; 2011.

8.

Konrad AM. Cases in Gender and Diversity in Organizations. Vol The Ivey casebook series. SAGE Publications; 2006.

9.

Noon M, Blyton P, Morrell K. The Realities of Work: Experiencing Work and Employment in Contemporary Society. 4th ed. Palgrave Macmillan; 2013.

10.

Özbilgin M, Tatli A. Global Diversity Management: An Evidence-Based Approach. Palgrave Macmillan; 2008.

11.

Özbilgin M. Equality, Diversity and Inclusion at Work: A Research Companion. Edward Elgar; 2009.

12.

Joan Acker. Inequality Regimes Gender, Class, and Race in Organizations. *Gender and Society*. 2006;20(4):441-464.

<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/27640904>

13.

Dickens L. Beyond the business case: a three-pronged approach to equality action. *Human Resource Management Journal*. 1999;9(1):9-19. doi:10.1111/j.1748-8583.1999.tb00185.x

14.

Hoque K. Equal Opportunities Policy and Practice in Britain:: Evaluating the 'Empty Shell' Hypothesis. *Work, Employment & Society*. 2004;18(3):481-506.
doi:10.1177/0950017004045547

15.

Liff S. Diversity and equal opportunities: room for a constructive compromise? *Human Resource Management Journal*. 1999;9(1):65-75. doi:10.1111/j.1748-8583.1999.tb00190.x

16.

Lorbiecki A, Jack G. Critical Turns in the Evolution of Diversity Management. *British Journal of Management*. 2000;11(s1):S17-S31. doi:10.1111/1467-8551.11.s1.3

17.

Noon M. The fatal flaws of diversity and the business case for ethnic minorities. *Work, Employment & Society*. 2007;21(4):773-784. doi:10.1177/0950017007082886

18.

Collins PH. Intersectionality's Definitional Dilemmas. *Annual Review of Sociology*. 2015;41(1):1-20. doi:10.1146/annurev-soc-073014-112142

19.

Noon M, Blyton P, Morrell K. *The Realities of Work: Experiencing Work and Employment in Contemporary Society*. 4th ed. Palgrave Macmillan; 2013.

20.

Belle Rose Ragins. Disclosure Disconnects: Antecedents and Consequences of Disclosing Invisible Stigmas across Life Domains. *The Academy of Management Review*. 2008;33(1):194-215.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/20159383>

21.

Acas advice: Equality and discrimination.
<http://www.acas.org.uk/index.aspx?articleid=1363>

22.

Equality and Discrimination: Understand the basics. Published online 2015.
<http://www.acas.org.uk/media/pdf/d/8/Equality-and-discrimination-understand-the-basics.pdf>

23.

Dickens L. The Road is Long: Thirty Years of Equality Legislation in Britain. *British Journal of Industrial Relations*. 2007;45(3):463-494. doi:10.1111/j.1467-8543.2007.00624.x

24.

Hepple BA. Equality: The Legal Framework. Second edition. Hart Publishing; 2014.
<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.5040/9781474201056>

25.

Hepple BA. The New Single Equality Act in Britain. *The Equal Rights Review*. 2010;5:11-24.
<http://www.equalrightstrust.org/ertdocumentbank/bob%20hepple.pdf>

26.

Wadham J. Blackstone's Guide to the Equality Act 2010. 2nd ed. Oxford University Press; 2012.

27.

Bolton SC, Muzio D. Can't Live with 'Em; Can't Live without 'Em: Gendered Segmentation in the Legal Profession. *Sociology*. 2007;41(1):47-64. doi:10.1177/0038038507072283

28.

Brynin M, Perales F. Gender Wage Inequality: The De-gendering of the Occupational Structure. *European Sociological Review*. Published online 13 November 2015. doi:10.1093/esr/jcv092

29.

Charles M. A World of Difference: International Trends in Women's Economic Status. *Annual Review of Sociology*. 2011;37(1):355-371. doi:10.1146/annurev.soc.012809.102548

30.

Maria Charles and Karen Bradley. Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries. *American Journal of Sociology*. 2009;114(4):924-976.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/10.1086/595942>

31.

Davidson M, Burke RJ. Women in Management Worldwide: Progress and Prospects. Vol Gower applied research. 2nd ed. Gower; 2011.

32.

England P. The Gender Revolution: Uneven and Stalled. *Gender and Society*. 2010;24(2):149-166.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/27809263>

33.

S. Alexander Haslam, , Michelle K. Ryan. The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations. *The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations*. 19(5):530-546.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.sciencedirect.com/science/article/pii/S1048984308000957>

34.

Perrons D. 'Global' Financial Crisis, Earnings Inequalities and Gender: Towards a More Sustainable Model of Development. Comparative Sociology. 2012;11(2):202-226.
doi:10.1163/156913312X631298

35.

Schein VE. Women in management: reflections and projections. Women in Management Review. 2007;22(1):6-18. doi:10.1108/09649420710726193

36.

Paula England. Emerging Theories of Care Work. Annual Review of Sociology. 2005;31:381-399.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/29737725>

37.

Nickson DP, Warhurst C, Gilbert K, Calder I. Valuable Assets: A general formal investigation into the role and status of classroom assistants in Scottish Schools. Published online 2006. <https://pure.strath.ac.uk/portal/files/235645/strathprints007715.pdf>

38.

Gilbert K, Warhurst C, Nickson D, Hurrell S, Commander J. New initiative, old problem: classroom assistants and the under-valuation of women's work. Industrial Relations Journal. 2012;43(1):22-37. doi:10.1111/j.1468-2338.2011.00653.x

39.

Grimshaw D, Rubery J. Undervaluing women's work. Published online 2007.
http://www.njl.nu/uploads/Paper_2007_Jill_Rubery.pdf

40.

STEINBERG RJ. Social Construction of Skill: Gender, Power, and Comparable Worth. Work and Occupations. 1990;17(4):449-482. doi:10.1177/0730888490017004004

41.

Day NE, Schoenrade P. The relationship among reported disclosure of sexual orientation, anti-discrimination policies, top management support and work attitudes of gay and lesbian employees. *Personnel Review*. 2000;29(3):346-363.
doi:10.1108/00483480010324706

42.

Losert A. Coping with Workplace Heteronormativity Among Lesbian Employees. *Journal of Lesbian Studies*. 2008;12(1):47-58. doi:10.1300/10894160802174300

43.

Ozeren E. Sexual Orientation Discrimination in the Workplace: A Systematic Review of Literature. *Procedia - Social and Behavioral Sciences*. 2014;109:1203-1215.
doi:10.1016/j.sbspro.2013.12.613

44.

Ragins, Belle Rose. U Wisconsin, School of Business Administration, Milwaukee, WI, US, ragins@uwm.edu Cornwell, John M. Pink triangles: Antecedents and consequences of perceived workplace discrimination against gay and lesbian employees. *Journal of Applied Psychology*. 2001;(6).
<http://ezproxy.lib.gla.ac.uk/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=pbh&AN=2001-05650-016&site=ehost-live>

45.

Doris Weichselbaumer,. Sexual orientation discrimination in hiring. Sexual orientation discrimination in hiringDownload PDFs. 10(6):629-642.
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.sciencedirect.com/science/article/pii/S0927537103000745>

46.

Deitch EA, Barsky A, Butz RM, Chan S, Brief AP, Bradley JC. Subtle Yet Significant: The Existence and Impact of Everyday Racial Discrimination in the Workplace. *Human Relations*. 2003;56(11):1299-1324. doi:10.1177/00187267035611002

47.

King EB, Ahmad AS. An experimental field study of interpersonal discrimination toward Muslim job applicants. *Personnel Psychology*. 2010;63(4):881-906.
doi:10.1111/j.1744-6570.2010.01199.x

48.

Duncan C, Loretto W. Never the Right Age? Gender and Age-Based Discrimination in Employment. *Gender, Work and Organization*. 2004;11(1):95-115.
doi:10.1111/j.1468-0432.2004.00222.x

49.

Loretto W, Vickerstaff S. Gender, age and flexible working in later life. *Work, Employment & Society*. 2015;29(2):233-249. doi:10.1177/0950017014545267

50.

Barnes C. Disability, work, and welfare: challenging the social exclusion of disabled people. *Work, Employment & Society*. 2005;19(3):527-545. doi:10.1177/0950017005055669

51.

Fevre R, Robinson A, Lewis D, Jones T. The ill-treatment of employees with disabilities in British workplaces. *Work, Employment & Society*. 2013;27(2):288-307.
doi:10.1177/0950017012460311

52.

Fujimoto Y, Rentschler R, Le H, Edwards D, Härtel CEJ. Lessons Learned from Community Organizations: Inclusion of People with Disabilities and Others. *British Journal of Management*. 2014;25(3):518-537. doi:10.1111/1467-8551.12034

53.

Hoque K, Bacon N, Parr D. Employer disability practice in Britain: assessing the impact of the Positive About Disabled People 'Two Ticks' symbol. *Work, Employment & Society*.

2014;28(3):430-451. doi:10.1177/0950017012472757

54.

Wilson E. Inclusion, exclusion and ambiguity – The role of organisational culture. *Personnel Review*. 2000;29(3):274-303. doi:10.1108/00483480010324652

55.

Advisory, Conciliation and Arbitration Service (ACAS).
<http://www.acas.org.uk/index.aspx?articleid=1461>

56.

Equality and Human Rights Commission | Creating a fairer Britain.
<http://www.equalityhumanrights.com/>

57.

Office for National Statistics (ONS) Labour Market Statistics.
<http://ons.gov.uk/ons/taxonomy/index.html?nscl=Labour+Market>

58.

The Fawcett Society. <http://www.fawcettsociety.org.uk>

59.

The Work Foundation | Home. <http://www.theworkfoundation.com/>

60.

Trades Union Congress - Equality Issues. <https://www.tuc.org.uk/equality-issues>