

Managing Diversity In Organisations

[View Online](#)

'Acas Advice: Equality and Discrimination'. N.p., n.d. Web.
<<http://www.acas.org.uk/index.aspx?articleid=1363>>.

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

Barnes, C. 'Disability, Work, and Welfare: Challenging the Social Exclusion of Disabled People'. *Work, Employment & Society* 19.3 (2005): 527–545. Web.

Belle Rose Ragins. 'Disclosure Disconnects: Antecedents and Consequences of Disclosing Invisible Stigmas across Life Domains'. *The Academy of Management Review* 33.1 (2008): 194–215. Web.
<<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/20159383>>.

Bolton, S. C., and D. Muzio. 'Can't Live with 'Em; Can't Live without 'Em: Gendered Segmentation in the Legal Profession'. *Sociology* 41.1 (2007): 47–64. Web.

Brynin, M., and F. Perales. 'Gender Wage Inequality: The De-Gendering of the Occupational Structure'. *European Sociological Review* (2015): n. pag. Web.

Charles, Maria. 'A World of Difference: International Trends in Women's Economic Status'. *Annual Review of Sociology* 37.1 (2011): 355–371. Web.

Collins, Patricia Hill. 'Intersectionality's Definitional Dilemmas'. *Annual Review of Sociology* 41.1 (2015): 1–20. Web.

Daniels, Kathy, and Lynda A. C. Macdonald. *Equality, Diversity and Discrimination: A Student Text*. London: Chartered Institute of Personnel and Development, 2005. Print.

Danowitz, Mary Ann, Edeltraud Hanappi-Egger, and Heike Mensi-Klarbach. *Diversity in Organizations: Concepts and Practices*. New York, N.Y.: Palgrave Macmillan, 2012. Print.

Davidson, Marilyn, and Ronald J. Burke. *Women in Management Worldwide: Progress and Prospects*. 2nd ed. Gower applied research. Farnham, Surrey: Gower, 2011. Print.

Day, Nancy E., and Patricia Schoenrade. 'The Relationship among Reported Disclosure of Sexual Orientation, Anti-discrimination Policies, Top Management Support and Work Attitudes of Gay and Lesbian Employees'. *Personnel Review* 29.3 (2000): 346–363. Web.

Deitch, Elizabeth A. et al. 'Subtle Yet Significant: The Existence and Impact of Everyday Racial Discrimination in the Workplace'. *Human Relations* 56.11 (2003): 1299–1324. Web.

Dickens, Linda. 'Beyond the Business Case: A Three-Pronged Approach to Equality Action'. *Human Resource Management Journal* 9.1 (1999): 9–19. Web.

---. 'The Road Is Long: Thirty Years of Equality Legislation in Britain'. *British Journal of Industrial Relations* 45.3 (2007): 463–494. Web.

Doris Weichselbaumer,. 'Sexual Orientation Discrimination in Hiring'. *Sexual orientation discrimination in hiring*Download PDFs 10.6 629–642. Web.
<<http://ezproxy.lib.gla.ac.uk/login?url=http://www.sciencedirect.com/science/article/pii/S0927537103000745>>.

Duncan, Colin, and Wendy Loretto. 'Never the Right Age? Gender and Age-Based Discrimination in Employment'. *Gender, Work and Organization* 11.1 (2004): 95–115. Web.

England, Paula. 'The Gender Revolution: Uneven and Stalled'. *Gender and Society* 24.2 (2010): 149–166. Web.
<<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/27809263>>.

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

'Equality and Human Rights Commission | Creating a Fairer Britain'. N.p., n.d. Web.
<<http://www.equalityhumanrights.com/>>.

Fevre, R. et al. 'The Ill-Treatment of Employees with Disabilities in British Workplaces'. *Work, Employment & Society* 27.2 (2013): 288–307. Web.

Fujimoto, Yuka et al. 'Lessons Learned from Community Organizations: Inclusion of People with Disabilities and Others'. *British Journal of Management* 25.3 (2014): 518–537. Web.

Gatrell, Caroline, and Elaine Swan. *Gender and Diversity in Management: A Concise Introduction*. Los Angeles, [Calif.]: SAGE, 2008. Web.
<<https://ezproxy.lib.gla.ac.uk/login?url=https://sk.sagepub.com/books/gender-and-diversity-in-management>>.

Gilbert, Kay et al. 'New Initiative, Old Problem: Classroom Assistants and the under-Valuation of Women's Work'. *Industrial Relations Journal* 43.1 (2012): 22–37. Web.
Grimshaw, D., and J. Rubery. 'Undervaluing Women's Work'. 2007. Web.
<http://www.njl.nu/uploads/Paper_2007_Jill_Rubery.pdf>.

Healy, Geraldine, Mike Noon, and Gill Kirton. *Equality, Inequalities and Diversity: Contemporary Challenges and Strategies*. Management, work and organisations. Basingstoke: Palgrave Macmillan, 2011. Print.

Hepple, B. A. *Equality: The Legal Framework*. Second edition. Oxford: Hart Publishing, 2014. Web.
<<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.5040/9781474201056>>.

---. 'The New Single Equality Act in Britain'. *The Equal Rights Review* 5 (2010): 11–24. Web. <<http://www.equalrightstrust.org/ertdocumentbank/bob%20hepple.pdf>>.

Hoque, K. 'Equal Opportunities Policy and Practice in Britain:: Evaluating the "Empty Shell" Hypothesis'. *Work, Employment & Society* 18.3 (2004): 481–506. Web.

Hoque, K., N. Bacon, and D. Parr. 'Employer Disability Practice in Britain: Assessing the Impact of the Positive About Disabled People "Two Ticks" Symbol'. *Work, Employment & Society* 28.3 (2014): 430–451. Web.

Joan Acker. 'Inequality Regimes Gender, Class, and Race in Organizations'. *Gender and Society* 20.4 (2006): 441–464. Web. <<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/27640904>>.

King, Eden B., and Afra S. Ahmad. 'An Experimental Field Study of Interpersonal Discrimination toward Muslim Job Applicants'. *Personnel Psychology* 63.4 (2010): 881–906. Web.

Kirton, Gill, Anne Marie Greene, and Taylor & Francis Group. *The Dynamics of Managing Diversity: A Critical Approach*. Oxford: Butterworth-Heinemann, 2013. Web. <<http://ezproxy.lib.gla.ac.uk/login?url=http://www.taylorfrancis.com/books/9780080504841>>.

Konrad, Alison M. *Cases in Gender and Diversity in Organizations*. The Ivey casebook series. Thousand Oaks, Calif: SAGE Publications, 2006. Print.

Kumra, Savita, and Simonetta Manfredi. *Managing Equality and Diversity: Theory and Practice*. Oxford: Oxford University Press, 2012. Print.

Liff, Sonia. 'Diversity and Equal Opportunities: Room for a Constructive Compromise?' *Human Resource Management Journal* 9.1 (1999): 65–75. Web.

Lorbiecki, Anna, and Gavin Jack. 'Critical Turns in the Evolution of Diversity Management'. *British Journal of Management* 11.s1 (2000): S17–S31. Web.

Loretto, W., and S. Vickerstaff. 'Gender, Age and Flexible Working in Later Life'. *Work, Employment & Society* 29.2 (2015): 233–249. Web.

Losert, Annett. 'Coping with Workplace Heteronormativity Among Lesbian Employees'. *Journal of Lesbian Studies* 12.1 (2008): 47–58. Web.

Maria Charles and Karen Bradley. 'Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries'. *American Journal of Sociology* 114.4 (2009): 924–976. Web. <<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/10.1086/595942>>.

Mor-Barak, Michàlle E. *Managing Diversity: Toward a Globally Inclusive Workplace*. 3rd ed. Thousand Oaks, CA: SAGE, 2014. Print.

Nickson, D.P. et al. 'Valuable Assets: A General Formal Investigation into the Role and Status of Classroom Assistants in Scottish Schools'. 2006. Web. <<https://pure.strath.ac.uk/portal/files/235645/strathprints007715.pdf>>.

Noon, M. 'The Fatal Flaws of Diversity and the Business Case for Ethnic Minorities'. *Work, Employment & Society* 21.4 (2007): 773–784. Web.

Noon, Mike, Paul Blyton, and Kevin Morrell. *The Realities of Work: Experiencing Work and Employment in Contemporary Society*. 4th ed. Basingstoke: Palgrave Macmillan, 2013. Print.

---. *The Realities of Work: Experiencing Work and Employment in Contemporary Society*. 4th ed. Basingstoke: Palgrave Macmillan, 2013. Print.

'Office for National Statistics (ONS) Labour Market Statistics'. N.p., n.d. Web. <<http://ons.gov.uk/ons/taxonomy/index.html?nscl=Labour+Market>>.

Özbilgin, Mustafa. *Equality, Diversity and Inclusion at Work: A Research Companion*. Cheltenham, Glos: Edward Elgar, 2009. Print.

Özbilgin, Mustafa, and Ahu Tatli. *Global Diversity Management: An Evidence-Based Approach*. Basingstoke, Hampshire: Palgrave Macmillan, 2008. Print.

Ozeren, Emir. 'Sexual Orientation Discrimination in the Workplace: A Systematic Review of Literature'. *Procedia - Social and Behavioral Sciences* 109 (2014): 1203–1215. Web.

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

Perrons, Diane. "'Global" Financial Crisis, Earnings Inequalities and Gender: Towards a More Sustainable Model of Development'. *Comparative Sociology* 11.2 (2012): 202–226. Web.

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* 6 (2001): n. pag. Web. <<http://ezproxy.lib.gla.ac.uk/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2001-05650-016&site=ehost-live>>.

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. Web. <<http://ezproxy.lib.gla.ac.uk/login?url=http://www.sciencedirect.com/science/article/pii/S1048984308000957>>.

Schein, Virginia E. 'Women in Management: Reflections and Projections'. *Women in Management Review* 22.1 (2007): 6–18. Web.

STEINBERG, R. J. 'Social Construction of Skill: Gender, Power, and Comparable Worth'. *Work and Occupations* 17.4 (1990): 449–482. Web.

'The Fawcett Society'. N.p., n.d. Web. <<http://www.fawcettsociety.org.uk>>.

'The Work Foundation | Home'. N.p., n.d. Web. <<http://www.theworkfoundation.com/>>.

'Trades Union Congress - Equality Issues'. N.p., n.d. Web.
<<https://www.tuc.org.uk/equality-issues>>.

Wadham, John. Blackstone's Guide to the Equality Act 2010. 2nd ed. Oxford: Oxford University Press, 2012. Print.

Wilson, Elisabeth. 'Inclusion, Exclusion and Ambiguity – The Role of Organisational Culture'. Personnel Review 29.3 (2000): 274–303. Web.