

# 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).
  3.  

Kirton, G., Greene, A. M., & Taylor & Francis Group. The dynamics of managing diversity: a critical approach. (Butterworth-Heinemann, 2013).
  4.  

Mor-Barak, M. E. Managing diversity: toward a globally inclusive workplace. (SAGE, 2014).
  5.  

Daniels, K. & Macdonald, L. A. C. Equality, diversity and discrimination: a student text. (Chartered Institute of Personnel and Development, 2005).
  6.  

Danowitz, M. A., 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, A. M. 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. (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 **20**, 441–464 (2006).

13.

Dickens, L. Beyond the business case: a three-pronged approach to equality action. Human Resource Management Journal **9**, 9–19 (1999).

14.

Hoque, K. Equal Opportunities Policy and Practice in Britain:: Evaluating the 'Empty Shell' Hypothesis. *Work, Employment & Society* **18**, 481–506 (2004).

15.

Liff, S. Diversity and equal opportunities: room for a constructive compromise? *Human Resource Management Journal* **9**, 65–75 (1999).

16.

Lorbiecki, A. & Jack, G. Critical Turns in the Evolution of Diversity Management. *British Journal of Management* **11**, S17–S31 (2000).

17.

Noon, M. The fatal flaws of diversity and the business case for ethnic minorities. *Work, Employment & Society* **21**, 773–784 (2007).

18.

Collins, P. H. Intersectionality's Definitional Dilemmas. *Annual Review of Sociology* **41**, 1–20 (2015).

19.

Noon, M., Blyton, P. & Morrell, K. *The realities of work: experiencing work and employment in contemporary society.* (Palgrave Macmillan, 2013).

20.

Belle Rose Ragins. Disclosure Disconnects: Antecedents and Consequences of Disclosing Invisible Stigmas across Life Domains. *The Academy of Management Review* **33**, 194–215 (2008).

21.

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

22.

Equality and Discrimination: Understand the basics. (2015).

23.

Dickens, L. The Road is Long: Thirty Years of Equality Legislation in Britain. *British Journal of Industrial Relations* **45**, 463–494 (2007).

24.

Hepple, B. A. *Equality: the legal framework*. (Hart Publishing, 2014).

25.

Hepple, B. A. The New Single Equality Act in Britain. *The Equal Rights Review* **5**, 11–24 (2010).

26.

Wadham, J. *Blackstone's guide to the Equality Act 2010*. (Oxford University Press, 2012).

27.

Bolton, S. C. & Muzio, D. Can't Live with 'Em; Can't Live without 'Em: Gendered Segmentation in the Legal Profession. *Sociology* **41**, 47–64 (2007).

28.

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

29.

Charles, M. A World of Difference: International Trends in Women's Economic Status. *Annual Review of Sociology* **37**, 355–371 (2011).

30.

Maria Charles and Karen Bradley. Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries. *American Journal of Sociology* **114**, 924–976 (2009).

31.

Davidson, M. & Burke, R. J. Women in management worldwide: progress and prospects. vol. Gower applied research (Gower, 2011).

32.

England, P. The Gender Revolution: Uneven and Stalled. *Gender and Society* **24**, 149–166 (2010).

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**, 530–546.

34.

Perrons, D. 'Global' Financial Crisis, Earnings Inequalities and Gender: Towards a More Sustainable Model of Development. *Comparative Sociology* **11**, 202–226 (2012).

35.

Schein, V. E. Women in management: reflections and projections. *Women in Management Review* **22**, 6–18 (2007).

36.

Paula England. Emerging Theories of Care Work. *Annual Review of Sociology* **31**, 381–399 (2005).

37.

Nickson, D. P., Warhurst, C., Gilbert, K. & Calder, I. Valuable Assets: A general formal investigation into the role and status of classroom assistants in Scottish Schools. (2006).

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* **43**, 22–37 (2012).

39.

Grimshaw, D. & Rubery, J. Undervaluing women's work. (2007).

40.

STEINBERG, R. J. Social Construction of Skill: Gender, Power, and Comparable Worth. *Work and Occupations* **17**, 449–482 (1990).

41.

Day, N. E. & 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* **29**, 346–363 (2000).

42.

Losert, A. Coping with Workplace Heteronormativity Among Lesbian Employees. *Journal of Lesbian Studies* **12**, 47–58 (2008).

43.

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

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).

45.

Doris Weichselbaumer,. Sexual orientation discrimination in hiring. *Sexual orientation discrimination in hiringDownload PDFs* **10**, 629–642.

46.

Deitch, E. A. et al. Subtle Yet Significant: The Existence and Impact of Everyday Racial Discrimination in the Workplace. *Human Relations* **56**, 1299–1324 (2003).

47.

King, E. B. & Ahmad, A. S. An experimental field study of interpersonal discrimination toward Muslim job applicants. *Personnel Psychology* **63**, 881–906 (2010).

48.

Duncan, C. & Loretto, W. Never the Right Age? Gender and Age-Based Discrimination in Employment. *Gender, Work and Organization* **11**, 95–115 (2004).

49.

Loretto, W. & Vickerstaff, S. Gender, age and flexible working in later life. *Work, Employment & Society* **29**, 233–249 (2015).

50.

Barnes, C. Disability, work, and welfare: challenging the social exclusion of disabled

people. *Work, Employment & Society* **19**, 527–545 (2005).

51.

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

52.

Fujimoto, Y., Rentschler, R., Le, H., Edwards, D. & Härtel, C. E. J. Lessons Learned from Community Organizations: Inclusion of People with Disabilities and Others. *British Journal of Management* **25**, 518–537 (2014).

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* **28**, 430–451 (2014).

54.

Wilson, E. Inclusion, exclusion and ambiguity – The role of organisational culture. *Personnel Review* **29**, 274–303 (2000).

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>.