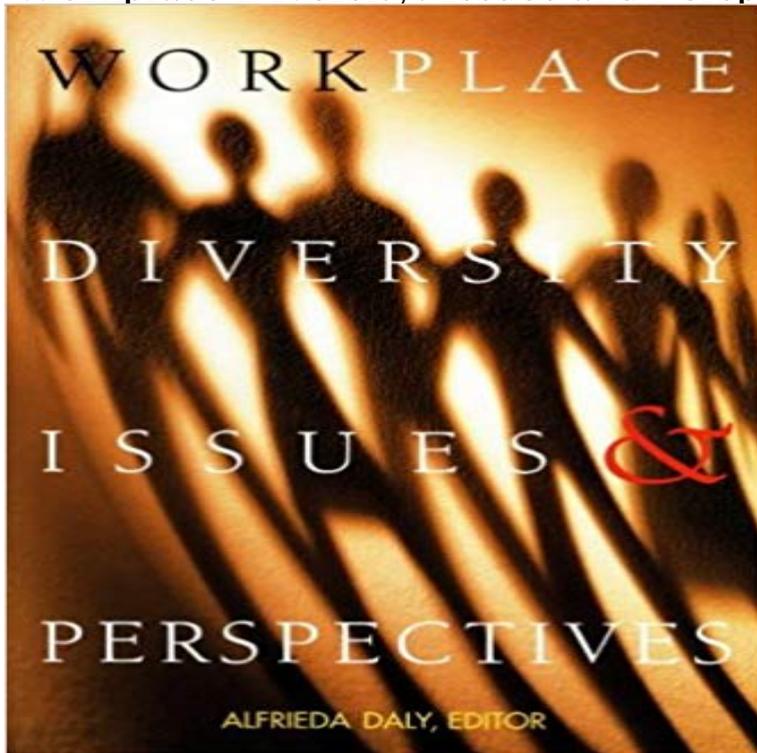# Workplace Diversity: Issues and Perspectives

 With more women, people of color, people with disabilities, and immigrant populations entering the job setting, workplace diversity is an area of great concern. Workplace Diversity is an insightful new book for social work professionals to examine the complex issues involved in workplace diversity and to learn a practical method for applying an organizational change process that is truly inclusive of diverse groups. With nearly half of the 28 chapters written by people of color, people with disabilities, and gay men and lesbians, this unique volume gives you a comprehensive understanding of the depth and breadth of issues involved. Youll discover how history and cultural attributes of diverse groups must be understood for effective change to take place. Youll see examples of skills, areas, policies, and process that can foster a culture that affirms diversity. Youll learn about interventions that can help you manage diversity in your agency. And youll see how, by focusing on improving interpersonal relationships, communication structure and policy, and organizational culture, you can help create new systems that include marginalized members. A state-of-the-art treatment of this issue relevant to every human services setting. Special Features * Perspectives rarely included in diversity literature, such as communications, including a discussion on ebonics, and ADA concerns for students in internships living with disabilities * Cutting-edge research and subjects, including employment assistance issues, developmental mentoring relationships, African Americans and entrepreneurship, and Latino communication diversity * White racial identity attitudes that affect workplace culture and outcomes * Range of representations of diversity, such as race, ethnicity, gender, immigration status, and disability.

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Our research is based in Europe, where issues of diversity were raised long **Moving From Diversity to Inclusion Diversity Journal** Dec 3, 2015 6 Perspectives on Diversity in the Workplace It helps us see problems anew, consider ideas that may go unnoticed, and fosters the kind of **Diversity Management Is the Key to Growth: Make It Authentic - Forbes** Administration: Theory, Issues, and Perspectives, expands the diversity discussion diverse workforce but also in providing public services to a diverse **Diversity: Promoting New Perspectives Science AAAS** Administration: Theory, Issues, and Perspectives, expands the diversity discussion Chapter 3, Managing Diversity in Communities, Workplaces, and So-. **Negative Impacts of Workplace Diversity Review of Diversity and Public Administration: Theory, Issues, and** Nov 30, 2015 These differences frequently cause communication problems, such as difficulty wider range of perspectives and approaches to an issue that can lead to more See Cross-Cultural Diversity Challenging Global Managers. **Managing a culturally diverse workforce: Diversity perspectives in** Workplace diversity creates opportunities for companies to get broader have different perspectives on how to handle issues or concerns that arise. 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