MN2133 Managing Diversity

[1]

Ambady, Nalini 2001. Stereotype Susceptibility in Children: Effects of Identity Activation on Quantitative Performance. Psychological Science (Wiley-Blackwell). 12, 5 (2001).

[2]

Bagilhole, B. 2010. Applying the lens of intersectionality to UK equal opportunities and diversity policies. Canadian Journal of Administrative Sciences / Revue Canadienne des Sciences de l'Administration. 27, 3 (Sep. 2010), 263–271. DOI:https://doi.org/10.1002/cjas.167.

[3]

Buddel, N. 2011. Queering the Workplace. Journal of Gay & Lesbian Social Services. 23, 1 (Feb. 2011), 131–146. DOI:https://doi.org/10.1080/10538720.2010.530176.

[4]

Catherine Hakim 1991. Grateful Slaves and Self-Made Women: Fact and Fantasy in Women's Work Orientations. European Sociological Review. 7, 2 (1991), 101–121.

[5]

Correll, J. et al. 2010. Measuring Prejudice, Stereotypes and Discrimination. The SAGE handbook of prejudice, stereotyping and discrimination. SAGE.

[6]

Crenshaw, K. 1989. Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. (1989), 139–167.

[7]

Davidio, J.F. et al. 2010. Prejudice, Stereotyping and Discrimination: Theoretical and Empirical Overview. The SAGE handbook of prejudice, stereotyping and discrimination. SAGE.

[8]

Dickens, L. 1998. What HRM means for gender equality. Human Resource Management Journal. 8, 1 (Jan. 1998), 23–40. DOI:https://doi.org/10.1111/j.1748-8583.1998.tb00157.x.

[9]

Embrick, D.G. et al. 2007. Working Class Masculinity: Keeping Gay Men and Lesbians out of the Workplace. Sex Roles. 56, 11–12 (Jun. 2007), 757–766. DOI:https://doi.org/10.1007/s11199-007-9234-0.

[10]

Full report and evidence downloads | Equality and Human Rights Commission: http://www.equalityhumanrights.com/about-us/our-work/key-projects/how-fair-britain/full-report-and-evidence-downloads.

[11]

Glen G. Cain 1976. The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey. Journal of Economic Literature. 14, 4 (1976), 1215–1257.

[12]

Hakim, C. 2006. Women, careers, and work-life preferences. British Journal of Guidance & Counselling. 34, 3 (Aug. 2006), 279–294. DOI:https://doi.org/10.1080/03069880600769118.

[13]

Hebl, M.R. et al. 2010. Heterosexism. The SAGE handbook of prejudice, stereotyping and discrimination. SAGE.

[14]

Hill, R.J. 2009. Incorporating Queers: Blowback, Backlash, and Other Forms of Resistance to Workplace Diversity Initiatives That Support Sexual Minorities. Advances in Developing Human Resources. 11, 1 (Jan. 2009), 37–53. DOI:https://doi.org/10.1177/1523422308328128.

[15]

Janis, I.L. 1972. Victims of groupthink: a psychological study of foreign-policy decisions and fiascoes. Houghton, Mifflin.

[16]

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

[17]

Johnston, D. and Malina, M.A. 2008. Managing Sexual Orientation Diversity: The Impact on Firm Value. Group & Organization Management. 33, 5 (Oct. 2008), 602–625. DOI:https://doi.org/10.1177/1059601108321833.

[18]

Kirton, G. and Greene, A.M. 2010. The dynamics of managing diversity: a critical approach. Elsevier.

[19]

Levin, J. et al. 1982. The functions of discrimination and prejudice. Harper & Row.

[20]

Liff, S. 1997. Two routes to managing diversity: individual differences or social group characteristics. Employee Relations. 19, 1 (Feb. 1997), 11–26. DOI:https://doi.org/10.1108/01425459710163552.

[21]

Mik-Meyer, N. 2015. Gender and Disability: Feminizing Male Employees with Visible Impairments in Danish Work Organizations. Gender, Work & Organization. 22, 6 (Nov. 2015), 579–595. DOI:https://doi.org/10.1111/gwao.12107.

[22]

M.P., B. and M.E., M. 2006. Outcomes of Appearance and Obesity in Organisations. The handbook of workplace diversity. Sage Publications.

[23]

Ogbor, J.O. 2001. Critical theory and the hegemony of corporate culture. Journal of Organizational Change Management. 14, 6 (Dec. 2001), 590–608. DOI:https://doi.org/10.1108/09534810110408015.

[24]

Steele, C.M. and Aronson, J. 1995. Stereotype threat and the intellectual test performance of African Americans. Journal of Personality and Social Psychology. 69, 5 (1995), 797–811. DOI:https://doi.org/10.1037/0022-3514.69.5.797.

[25]

Turner, L. et al. 2009. Transphobic Crime in the European Union. Press for Change.

[26]

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection: 2011. http://www.unhcr.org/4e7757449.html.

[27]

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection: 2011. http://www.unhcr.org/4e7757449.html.

[28]

Veronica Pearson,Nelson Yip,Eva Lo 2003. To tell or not to tell; disability disclosure and job application outcomes. The Journal of Rehabilitation. 69, 4 (2003).

[29]

Woodhams, C. et al. 2015. The Snowballing Penalty Effect: Multiple Disadvantage and Pay. British Journal of Management. 26, 1 (Jan. 2015), 63–77. DOI:https://doi.org/10.1111/1467-8551.12032.

[30]

Zajonc, R.B. 1965. Social Facilitation. Science. 149, 3681 (Jul. 1965), 269–274. DOI:https://doi.org/10.1126/science.149.3681.269.

[31]

An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel. Government Equalities Office.

[32]

An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel. Government Equalities Office.

[33]

2012. Annual Survey of Hours and Earnings, 2012 Provisional Results. ONS.

[34]

2012. Annual Survey of Hours and Earnings, 2012 Provisional Results. ONS.

[35]

Equality Act 2010. Equality Act 2010.

[36]

2008. Transgender Experiences in Scotland: Research Summary. Scottish Transgender Alliance.