

MN2133 Managing Diversity

[View Online](#)

Ambady, Nalini (2001) 'Stereotype Susceptibility in Children: Effects of Identity Activation on Quantitative Performance.', *Psychological Science* (Wiley-Blackwell), 12(5). Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5408340&site=ehost-live>.

'An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel.' (no date a). London: Government Equalities Office. Available at: <http://sta.geo.useconnect.co.uk/pdf/Findings%20final.pdf>.

'An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel.' (no date b). London: Government Equalities Office. Available at: <http://sta.geo.useconnect.co.uk/pdf/Findings%20final.pdf>.

'Annual Survey of Hours and Earnings, 2012 Provisional Results' (2012a). ONS. Available at: http://www.ons.gov.uk/ons/dcp171778_286243.pdf.

'Annual Survey of Hours and Earnings, 2012 Provisional Results' (2012b). ONS. Available at: http://www.ons.gov.uk/ons/dcp171778_286243.pdf.

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), pp. 263-271. Available at: <https://doi.org/10.1002/cjas.167>.

Buddel, N. (2011) 'Queering the Workplace', *Journal of Gay & Lesbian Social Services*, 23(1), pp. 131-146. Available at: <https://doi.org/10.1080/10538720.2010.530176>.

Catherine Hakim (1991) 'Grateful Slaves and Self-Made Women: Fact and Fantasy in Women's Work Orientations', *European Sociological Review*, 7(2), pp. 101-121. Available at: http://www.jstor.org/stable/522653?seq=1#page_scan_tab_contents.

Correll, J. et al. (2010) 'Measuring Prejudice, Stereotypes and Discrimination', in *The SAGE handbook of prejudice, stereotyping and discrimination*. London: SAGE.

Crenshaw, K. (1989) 'Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics', pp. 139-167. Available at: <http://philpapers.org/rec/CREDTI>.

Davidio, J.F. et al. (2010) 'Prejudice, Stereotyping and Discrimination: Theoretical and Empirical Overview', in *The SAGE handbook of prejudice, stereotyping and discrimination*. London: SAGE.

- Dickens, L. (1998) 'What HRM means for gender equality', *Human Resource Management Journal*, 8(1), pp. 23–40. Available at: <https://doi.org/10.1111/j.1748-8583.1998.tb00157.x>.
- Embrick, D.G., Walther, C.S. and Wickens, C.M. (2007) 'Working Class Masculinity: Keeping Gay Men and Lesbians out of the Workplace', *Sex Roles*, 56(11–12), pp. 757–766. Available at: <https://doi.org/10.1007/s11199-007-9234-0>.
- 'Equality Act 2010' (no date) Equality Act 2010 [Preprint]. Available at: <http://www.legislation.gov.uk/ukpga/2010/15>.
- Full report and evidence downloads | Equality and Human Rights Commission (no date). Available at: <http://www.equalityhumanrights.com/about-us/our-work/key-projects/how-fair-britain/full-report-and-evidence-downloads>.
- Glen G. Cain (1976) 'The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey', *Journal of Economic Literature*, 14(4), pp. 1215–1257. Available at: http://www.jstor.org/stable/2722547?seq=1#page_scan_tab_contents.
- Hakim, C. (2006) 'Women, careers, and work-life preferences', *British Journal of Guidance & Counselling*, 34(3), pp. 279–294. Available at: <https://doi.org/10.1080/03069880600769118>.
- Hebl, M.R., Law, C.L. and King, E. (2010) 'Heterosexism', in *The SAGE handbook of prejudice, stereotyping and discrimination*. London: SAGE.
- 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), pp. 37–53. Available at: <https://doi.org/10.1177/1523422308328128>.
- Janis, I.L. (1972) *Victims of groupthink: a psychological study of foreign-policy decisions and fiascos*. Boston: Houghton, Mifflin.
- Joan Acker (2006) 'Inequality Regimes Gender, Class, and Race in Organizations', *Gender and Society*, 20(4), pp. 441–464. Available at: http://www.jstor.org/stable/27640904?seq=1#page_scan_tab_contents.
- Johnston, D. and Malina, M.A. (2008) 'Managing Sexual Orientation Diversity: The Impact on Firm Value', *Group & Organization Management*, 33(5), pp. 602–625. Available at: <https://doi.org/10.1177/1059601108321833>.
- Kirton, G. and Greene, A.M. (2010) *The dynamics of managing diversity: a critical approach*. 3rd ed. Oxford: Elsevier. Available at: <http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=254080>.
- Levin, J., Levin, W.C. and Levin, J. (1982) *The functions of discrimination and prejudice*. 2nd ed. New York: Harper & Row.
- Liff, S. (1997) 'Two routes to managing diversity: individual differences or social group characteristics', *Employee Relations*, 19(1), pp. 11–26. Available at:

<https://doi.org/10.1108/01425459710163552>.

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

M.P., B. and M.E., M. (2006) 'Outcomes of Appearance and Obesity in Organisations', in *The handbook of workplace diversity*. London: Sage Publications.

Ogbor, J.O. (2001) 'Critical theory and the hegemony of corporate culture', *Journal of Organizational Change Management*, 14(6), pp. 590–608. Available at: <https://doi.org/10.1108/09534810110408015>.

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), pp. 797–811. Available at: <https://doi.org/10.1037/0022-3514.69.5.797>.

'Transgender Experiences in Scotland: Research Summary.' (2008). Scottish Transgender Alliance. Available at: <http://www.scottishtrans.org/wp-content/uploads/2013/03/staexperiencessummary03082.pdf>.

Turner, L., Whittle, S. and Combs, R. (2009) 'Transphobic Crime in the European Union'. London: Press for Change. Available at: http://www.ucu.org.uk/media/pdf/r/6/transphobic_hate_crime_in_eu.pdf.

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection (2011a). UNHCR. Available at: <http://www.unhcr.org/4e7757449.html>.

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection (2011b). UNHCR. Available at: <http://www.unhcr.org/4e7757449.html>.

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). Available at: <http://go.galegroup.com/ps/i.do?p=EAIM&u=leicester&id=GALE|A110802874&v=2.1&it=r&sid=summon&userGroup=leicester&authCount=1>.

Woodhams, C., Lupton, B. and Cowling, M. (2015) 'The Snowballing Penalty Effect: Multiple Disadvantage and Pay', *British Journal of Management*, 26(1), pp. 63–77. Available at: <https://doi.org/10.1111/1467-8551.12032>.

Zajonc, R.B. (1965) 'Social Facilitation', *Science*, 149(3681), pp. 269–274. Available at: <https://doi.org/10.1126/science.149.3681.269>.