

MN2133 Managing Diversity

[View Online](#)

1.

Kirton G, Greene AM. The dynamics of managing diversity: a critical approach [Internet]. 3rd ed. Oxford: Elsevier; 2010. Available from: <http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=254080>

2.

Annual Survey of Hours and Earnings, 2012 Provisional Results [Internet]. ONS; 2012. Available from: http://www.ons.gov.uk/ons/dcp171778_286243.pdf

3.

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection [Internet]. UNHCR; 2011. Available from: <http://www.unhcr.org/4e7757449.html>

4.

An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel. [Internet]. London: Government Equalities Office; Available from: <http://sta.geo.useconnect.co.uk/pdf/Findings%20final.pdf>

5.

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

6.

Joan Acker. Inequality Regimes Gender, Class, and Race in Organizations. *Gender and Society* [Internet]. 2006;20(4):441–464. Available from: http://www.jstor.org/stable/27640904?seq=1#page_scan_tab_contents

7.

Liff S. Two routes to managing diversity: individual differences or social group characteristics. *Employee Relations*. 1997 Feb;19(1):11–26.

8.

Hakim C. Women, careers, and work-life preferences. *British Journal of Guidance & Counselling*. 2006 Aug;34(3):279–294.

9.

Hill RJ. Incorporating Queers: Blowback, Backlash, and Other Forms of Resistance to Workplace Diversity Initiatives That Support Sexual Minorities. *Advances in Developing Human Resources*. 2009 Jan 5;11(1):37–53.

10.

Veronica Pearson, Nelson Yip, Eva Lo. To tell or not to tell; disability disclosure and job application outcomes. *The Journal of Rehabilitation* [Internet]. 2003;69(4). Available from: <http://go.galegroup.com/ps/i.do?p=EAİM&u=leicester&id=GALE|A110802874&v=2.1&it=r&sid=summon&userGroup=leicester&authCount=1>

11.

Equality Act 2010. Equality Act 2010 [Internet]. Statute Law Database; Available from: <http://www.legislation.gov.uk/ukpga/2010/15>

12.

Dickens L. What HRM means for gender equality. *Human Resource Management Journal*. 1998 Jan;8(1):23–40.

13.

Janis IL. Victims of groupthink: a psychological study of foreign-policy decisions and fiascos. Boston: Houghton, Mifflin; 1972.

14.

Davidio JF, Hewstone M, Glick P, Esses VM. Prejudice, Stereotyping and Discrimination: Theoretical and Empirical Overview. The SAGE handbook of prejudice, stereotyping and discrimination. London: SAGE; 2010.

15.

Levin J, Levin WC, Levin J. The functions of discrimination and prejudice. 2nd ed. New York: Harper & Row; 1982.

16.

Correll J, Judd CM, Park B, Wittenbrink B. Measuring Prejudice, Stereotypes and Discrimination. The SAGE handbook of prejudice, stereotyping and discrimination. London: SAGE; 2010.

17.

Zajonc RB. Social Facilitation. Science. 1965 Jul 16;149(3681):269-274.

18.

Steele CM, Aronson J. Stereotype threat and the intellectual test performance of African Americans. Journal of Personality and Social Psychology. 1995;69(5):797-811.

19.

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

20.

UNHCR - UNHCR Age, Gender and Diversity Policy: Working with people and communities for equality and protection [Internet]. UNHCR; 2011. Available from: <http://www.unhcr.org/4e7757449.html>

21.

Mik-Meyer N. Gender and Disability: Feminizing Male Employees with Visible Impairments in Danish Work Organizations. *Gender, Work & Organization*. 2015 Nov;22(6):579–595.

22.

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

23.

Turner L, Whittle S, Combs R. Transphobic Crime in the European Union [Internet]. London: Press for Change; 2009. Available from: http://www.ucu.org.uk/media/pdf/r/6/transphobic_hate_crime_in_eu.pdf

24.

Transgender Experiences in Scotland: Research Summary. [Internet]. Scottish Transgender Alliance; 2008. Available from: <http://www.scottishtrans.org/wp-content/uploads/2013/03/staexperiencessummary03082.pdf>

25.

Hebl MR, Law CL, King E. Heterosexism. *The SAGE handbook of prejudice, stereotyping and discrimination*. London: SAGE; 2010.

26.

Embrick DG, Walther CS, Wickens CM. Working Class Masculinity: Keeping Gay Men and Lesbians out of the Workplace. *Sex Roles*. 2007 Jun 26;56(11–12):757–766.

27.

Johnston D, Malina MA. Managing Sexual Orientation Diversity: The Impact on Firm Value. *Group & Organization Management*. 2008 Oct 1;33(5):602–625.

28.

Buddel N. Queering the Workplace. *Journal of Gay & Lesbian Social Services*. 2011 Feb 7;23(1):131–146.

29.

Woodhams C, Lupton B, Cowling M. The Snowballing Penalty Effect: Multiple Disadvantage and Pay. *British Journal of Management*. 2015 Jan;26(1):63–77.

30.

Crenshaw K. Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. *University of Chicago Legal Forum*; 1989;139–167. Available from: <http://philpapers.org/rec/CREDTI>

31.

Bagilhole B. Applying the lens of intersectionality to UK equal opportunities and diversity policies. *Canadian Journal of Administrative Sciences / Revue Canadienne des Sciences de l'Administration*. 2010 Sep 19;27(3):263–271.

32.

Annual Survey of Hours and Earnings, 2012 Provisional Results [Internet]. ONS; 2012. Available from: http://www.ons.gov.uk/ons/dcp171778_286243.pdf

33.

Glen G. Cain. The Challenge of Segmented Labor Market Theories to Orthodox Theory: A Survey. *Journal of Economic Literature* [Internet]. 1976;14(4):1215–1257. Available from: http://www.jstor.org/stable/2722547?seq=1#page_scan_tab_contents

34.

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

35.

Ogbor JO. Critical theory and the hegemony of corporate culture. Journal of Organizational Change Management. 2001 Dec;14(6):590–608.

36.

An Anatomy of Economic Inequality in the UK. Report of the National Equality Panel. [Internet]. London: Government Equalities Office; Available from: <http://sta.geo.useconnect.co.uk/pdf/Findings%20final.pdf>