



# Diversity in Organizations: A Critical Examination

By Cedric Herring, Loren Henderson

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**Diversity in Organizations: A Critical Examination** By Cedric Herring, Loren Henderson

*Diversity in Organizations* argues that ensuring a diverse workforce composition has tangible benefits for organizations. Rather than relying on touchy-feely arguments, Herring and Henderson present compelling evidence that directly links diversity to the bottom line.

Readers will learn:

- How and why diversity is related to business performance
- The impact of diversity training programs on productivity, business performance and promotions
- The biggest mistakes in diversity management, and how to avoid them
- What can be done to make diversity initiatives more effective and politically palatable
- How to measure success in diversity initiatives in rigorous, non-technical ways to achieve desired results

Presented accessibly, without shying away from the contentious aspects of diversity, the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations, and to make their companies more competitive. Students taking classes in diversity, human resource management, sociology of work, and organizational psychology will find this a comprehensive, helpful resource.

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#### Review

**"This logical, well-structured, and timely book provides an insightful and fresh approach to understanding the cultural and gender diversity issues essential for more effective workplace management. Its in-depth explorations of important issues, and engaging organizational illustrations make it an invaluable resource for academics and practitioners."** - *Kajal Sharma, Senior Lecturer, University of Portsmouth, UK*

**"This groundbreaking book provides a clear, concise, and critical review of debates about racial, gender, and class diversity in organizations. Herring and Henderson's critical examination is not only theoretically informed, but also bridges research with concrete strategies useful for practitioners, managers and policy-makers."** - *Phillip J. Bowman, Professor, University of Michigan, US*

**"Herring and Henderson persuasively explain the need for a very sophisticated approach to workplace diversity. Acknowledging the need for evidence-based information, these authors carefully link their conclusions to highly rigorous studies. I highly recommend this book."** - *Alison M. Konrad, Professor, Ivey Business School, Western University, Canada*

**"Diversity in Organizations succeeds at striking a rare balance between discussing diversity in theory and in practice. Herring and Henderson use the latest research to provide cutting edge, practical strategies for achieving diversity and creating equitable and inclusive organizations. This is a must-read book for any serious student, scholar, or practitioner interested in issues of diversity."** - *Joyce M. Bell, Assistant Professor, University of Pittsburgh, US*

#### About the Author

**Cedric Herring** is a Professor in the Language, Literacy, and Culture PhD Program at the University of Maryland, Baltimore County and a former Professor of Sociology and Public Policy at the University of Illinois at Chicago. He has published 8 books and more than 70 journal articles on such topics as diversity, social policy, labor force issues and policy, and stratification and inequality

**Loren Henderson** is an Assistant Professor in the Department of Sociology and Anthropology at the University of Maryland, Baltimore County. Her research has focused on racial and gender disparities in health outcomes, race, class, gender, sexuality, and the changing meanings and controversies surrounding diversity

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### **Paul Herbert:**

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