## Contents

List of Illustrations List of Contributors	xi xiii
Introduction: Mapping the Field of Diversity in Organizations Regine Bendl, Inge Bleijenbergh, Elina Henttonen, and Albert J. Mills	1
PART I PLURALISMS OF THEORIZING, ORGANIZING, AND MANAGING DIVERSITY	
1. The Politics of Equality and Diversity: History, Society, and Biography Geraldine Healy	15
2. Duelling Dualisms: A History of Diversity Management JUDITH K. PRINGLE AND GLENDA STRACHAN	39
3. Theories of Difference, Diversity, and Intersectionality: What Do They Bring to Diversity Management? JEFF HEARN AND JONNA LOUVRIER	62
4. Rethinking Diversity in Organizations and Society DAVID KNIGHTS AND VEDRAN OMANOVIĆ	83
5. Reflections on Diversity and Inclusion Practices at the Organizational, Group, and Individual Levels RUTH SESSLER BERNSTEIN, MARCY CRARY, DIANA BILIMORIA, AND DONNA MARIA BLANCERO	109
6. Reframing Diversity Management ALEX FARIA	127

	PART II EPISTEMOLOGICAL PLURALITY			
<i>7</i> .	Advancing Postcolonial Approaches in Critical Diversity Studies GAVIN JACK	153		
8.	A Postcolonial Deconstruction of Diversity Management and Multiculturalism Anna-Liisa Kaasila-Pakanen	175		
9.	Queer Perspectives Fuelling Diversity Management Discourse: Theoretical and Empirical-Based Reflections REGINE BENDL AND ROSWITHA HOFMANN	195		
10.	Ambiguous Diversities: Practices and Perceptions of Diversity Management Annette Risberg and Sine Nørholm Just	218		
11.	Individuals, Teams, and Organizational Benefits of Managing Diversity: An Evidence-Based Perspective EDDY S. NG AND JACQUELINE STEPHENSON	235		
12.	Organizational Benefits through Diversity Management: Theoretical Perspectives on the Business Case Kelly Dye and Golnaz Golnaraghi	255		
F	PART III DIVERSITY OF EMPIRICAL METHODS			
13.	Explaining Diversity Management Outcomes: What Can Be Learned from Quantitative Survey Research?  SANDRA GROENEVELD	281		
14.	Challenges and Opportunities: Contextual Approaches to Diversity Research and Practice JANET PORTER AND ROSALIE HILDE	298		
15.	In Search of the 'Real': The Subversive Potential of Ethnography in the Field of Diversity Management PAUL MUTSAERS AND MARJA-LIISA TRUX	317		
16.	Collecting Narratives and Writing Stories of Diversity: Reflecting on Power and Identity in Our Professional Practice PATRIZIA ZANONI AND KOEN VAN LAER	337		

## PART IV DIVERSITY OF CONTEXTS AND PRACTICES

1 <i>7</i> .	Rethinking Higher Education Diversity Studies through a Diversity Management Frame Mary Ann Danowitz	357
18.	Global Diversity Management: Breaking the Local Impasse Mustafa Bilgehan Öztürk, Ahu Tatli, and Mustafa F. Özbilgin	370
19.	Entrepreneurship and Diversity Deirdre Tedmanson and Caroline Essers	388
20.	Practices of Organizing and Managing Diversity in Emerging Countries: Comparisons between India, Pakistan, and South Africa Anita Bosch, Stella M. Nkomo, Nasima M. H. Carrim, Rana Haq, Jawad Syed, and Faiza Ali	408
	PART V INTERSECTIONS OF DIVERSITY	
21.	Intersectionality at the Intersection: Paradigms, Methods, and Application—A Review  Danielle Mercer, Mariana Ines Paludi, Jean Helms Mills, and Albert J. Mills	435
22.	The Intersectionalities of Age, Ethnicity, and Class in Organizations EDELTRAUD HANAPPI-EGGER AND RENATE ORTLIEB	454
23.	People with Disabilities: Identity, Stigmatization, Accommodation, and Intersection with Gender and Ageing in Effects on Employment Outcomes  DAVID C. BALDRIDGE, JOY E. BEATTY, ALISON M. KONRAD, AND MARK E. MOORE	469
24.	Of Race and Religion: Understanding the Roots of Anti-Muslim Prejudice in the United States ALI MIR, SAADIA TOOR, AND RAZA MIR	499
25.	Intersectionality, Social Identity Theory, and Explorations of Hybridity: A Critical Review of Diverse Approaches to Diversity GLEN POWELL, LAKNATH JAYASINGHE, AND LUCY TAKSA	518

## PART VI WHERE TO GO FROM HERE?

26.	Examining Diversity in Organizations from Critical Perspectives: The Validity of the Research Process INGE BLEIJENBERGH AND SANDRA L. FIELDEN	539
27.	Future Challenges for Practices of Diversity Management in Organizations YVONNE BENSCHOP, CHARLOTTE HOLGERSSON, MARIEKE VAN DEN BRINK, AND ANNA WAHL	553
28.	From Here to There and Back Again: Transnational Perspectives on Diversity in Organizations BANU ÖZKAZANÇ-PAN AND MARTA B. CALÁS	575
Ind	lex	603