

Contents

<i>List of figures</i>	<i>page</i>	ix
<i>List of tables</i>		x
<i>List of contributors</i>		xi
<i>Foreword</i>		xix
<i>Preface</i>		xxi
1 Introduction: Where the sweet spot is: Studying diversity in organizations		
DOLLY CHUGH AND ARTHUR P. BRIEF		1
Part I Conceptual foundations		
2 Stereotypes and prejudice create workplace discrimination		
SUSAN T. FISKE AND TIANE L. LEE		13
3 Promoting racial diversity at work: Challenges and solutions		
WILLIAM T. BIELBY		53
Part II Emerging theoretical approaches		
4 Identity negotiation processes amidst diversity		
JEFFREY T. POLZER AND HEATHER M. CARUSO		89
5 Diversity, conflict, and their consequences		
KAREN A. JEHN, LINDRED L. GREER, AND JOYCE RUPERT		127
6 Shifting frames in team-diversity research: From difference to relationships		
ROBIN J. ELY AND LAURA MORGAN ROBERTS		175
7 Putting your own down: How members of disadvantaged groups unwittingly perpetuate or exacerbate their disadvantage		
NAOMI ELLEMERS AND MANUELA BARRETO		202

Part III Moving ahead: Agendas for practice and research

- 8 Diversity initiative effectiveness: What organizations can (and cannot) expect from diversity recruitment, diversity training, and formal mentoring programs
CAROL T. KULIK AND LORIANN ROBERSON 265
- 9 1964 was not that long ago: A story of gateways and pathways
DOLLY CHUGH AND ARTHUR P. BRIEF 318

Index 341