



Diversity Awareness and Management: A Bibliography

Prepared by the staff of the *Merrett R. Stierheim Urban Affairs Department*

The Diversity Awareness and Management competency involves understanding, respecting and appreciating the differences in ideas, perspectives, backgrounds, culture, and approaches that people bring to the work environment. This competency involves complying faithfully with civil rights laws and regulations, and ensuring fair and equitable treatment of all.

Books & Manuals

- Blank, R. (2000). [*From the outside in: seven strategies for success when you're not a member of the dominant group in your workplace.*](#) New York: AMACOM.
Call Number: 650.1 BLAN
- Graham, S. (2006). [*Diversity: leaders not labels.*](#) New York: Free Press.
Call Number: 658.3008 GRAH
- Hankins, G. (2000). [*Diversity blues: how to shake'em.*](#) Cincinnati, Ohio: Telvic Press: Distributed by Seven Hills.
Call Number: 331.133 HANK
- Hyter, M., and Turnock, J. (2005). [*The power of inclusion: unlock the potential and productivity of your workforce.*](#) Mississauga, Ont.: J. Wiley & Sons.
Call Number: 658.3008 HYTE
- Kao, P., and Tien, S. (2003). [*Vault guide to conquering corporate America for women and minorities.*](#) New York, NY: Vault Inc.
Call Number: 650.108 KAO
- Lancaster, L., and Stillman, D. (2002). [*When generations collide: traditionalists, baby boomers, generation Xers, millennials: who they are. why they clash. how to solve the generational puzzle at work.*](#) New York: Harper Business.
Call Number: 658.3008 LANC
- Miller, F., and Katz, J. (2002). [*The inclusion breakthrough: unleashing the real power of diversity.*](#) San Francisco, CA: Berrett-Koehler.
Call Number: 658.3008 MILL
- Raines, C., and Hunt, J. (2000). [*The Xers & the boomers: from adversaries to allies—a diplomat's guide: a hundred ways to help them out.*](#) CA: Crisp Publications.
Call Number: 658.3008 RAIN
- Rice, M. (2005). [*Diversity and public administration: theory, issues, and perspectives.*](#) Armonk, N.Y.: M.E. Sharpe.
Call Number: 352.608 DIVE UA
- Scarborough, J. (2001). [*The origins of cultural differences and their impact on management.*](#) Westport, Conn.: Quorum Books.
Call Number: 658.3008 SCAR
- Sonnenschein, W. (1999). [*The diversity toolkit: how you can build and benefit from a diverse workforce.*](#) Lincolnwood, Chicago, Ill.: Contemporary Books.
Call Number: 658.3008 SONN

- Thomas, R. (2006). [*Building on the promise of diversity: how we can move to the next level in our workplaces, our communities, and our society.*](#) New York: AMACOM, American Management Association.
Call Number: 658.3008 THOM
- Watson, J. (2006). [*Without excuses: unleash the power of diversity to build your business.*](#) New York: St. Martin's Press.
Call Number: 658.3 WATS
- Williams, M. (2001). [*The 10 lenses: your guide to living & working in a multicultural world.*](#) Sterling, Va.: Capital Books.
Call Number: 658.3008 WILL
- Winfeld, L. (2005). [*Straight talk about gays in the workplace: creating an inclusive, productive environment for everyone in your organization.*](#) New York: Harrington Park Press.
Call Number: 658.30 WINF
- Zemke, R., Raines, C., and Filipczak, B. (2000). [*Generations at work: managing the clash of veterans, boomers, xers, and nexters in your workplace.*](#) New York: AMACOM.
Call Number: 658.3008 ZEMK

Electronic Journal & Newspaper Articles

- (2007). Workplace diversity. *HR Magazine*, 52.7: S34.
- (2006). Diversity awareness a hot topic for nonprofits; With population shifting, Clinic, Metro, UH among those incorporating more training. *Crain's Cleveland Business*, 27.36.
- Bachmann, A. (2006). Melting pot or tossed salad? Implications for designing effective multicultural workgroups. *Management International Review*, 46.6: 721.
- Bell, N., and Narz, M. (2007). Meeting the challenges of age diversity in the workplace. *The CPA Journal*, 77.2: 56.
- Buttner, E., Lowe, K., and Billings-Harris, L. (2006). The influence of organizational diversity orientation and leader attitude on diversity activities. *Journal of Managerial Issues*, 18.3: 356.
- Dreachslin, J. (2007). The role of leadership in creating a diversity-sensitive organization. *Journal of Healthcare Management*, 52.3: 151.
- Dreachslin, J. (2007). Diversity management and cultural competence: research, practice, and the business case. *Journal of Healthcare Management*, 52.2: 79.
- Espinoza, M. (2007). Turning diversity into a competitive advantage: the CEO of a Latino finance and accounting group talks about why diversity is important and what it takes to achieve it and leverage it for success. *Financial Executive*, 23.3: 43.
- Mortland, S. (2006). Diversity awareness a hot topic for nonprofits; With population shifting, Clinic, Metro, UH among those incorporating more training. *Crain's Cleveland Business*, 27.36: 8.
- Oliver, D. (2005). Achieving results through diversity: a strategy for success. *Ivey Business Journal Online*.
- Pacheco, L. (2007). Diversity Benefits. *Training Media Review*.
- Pendry, L., Driscoll, D. and Field, S. (2007). Diversity training: putting theory into practice. *Journal of Occupational and Organizational Psychology*, 80.1: 27

Taggart, A. (2007). Beyond diversity: becoming a culturally competent organization.
Ivey Business Journal Online.

Vallario, C. (2006). Creating an environment for global diversity: global diversity in the workplace is not just a human resources issue, but a business strategy that embraces many elements. Here's how 10 multinationals are successfully managing the process.
Financial Executive, 22.3: 50.