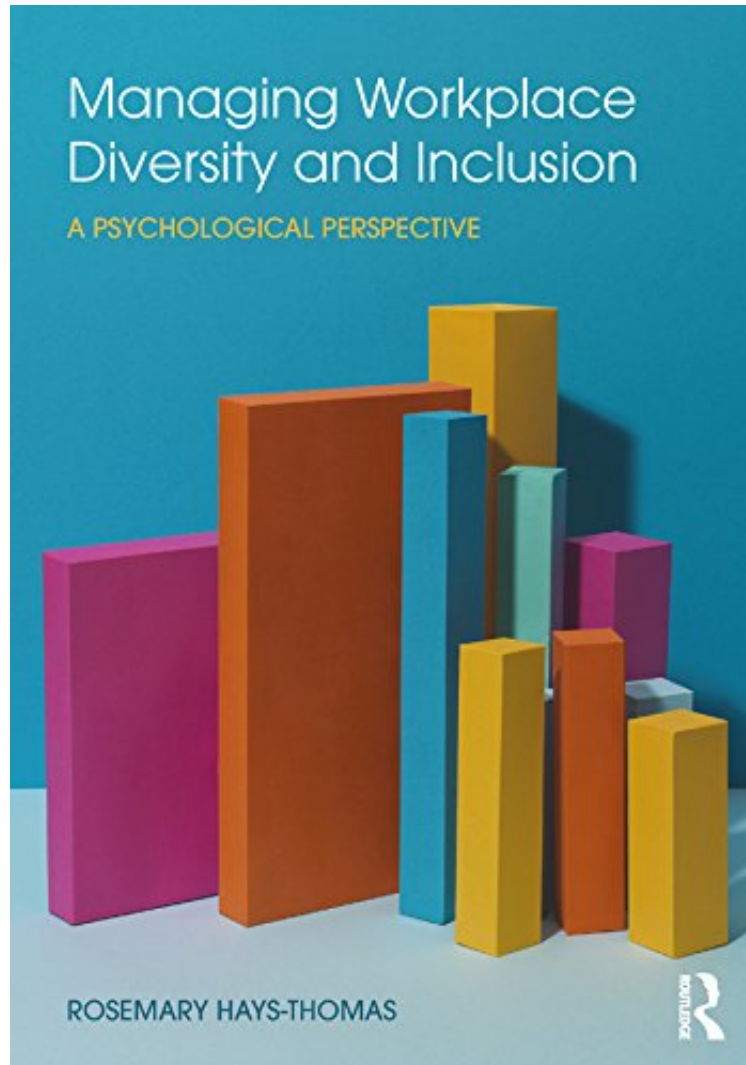


# Managing Workplace Diversity and Inclusion: A Psychological Perspective

*Rosemary Hays-Thomas*

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**Rosemary Hays-Thomas : Managing Workplace Diversity and Inclusion: A Psychological Perspective** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Managing Workplace Diversity and Inclusion: A Psychological Perspective:

0 of 0 people found the following review helpful. Great book! Very insightful  
By Nicole M Dickson  
Great book! Very insightful. Dr. Hays-Thomas teaches you how to manage your workplace with a greater understanding of how relationships work and this book will help make your workplace a great place to be!

Managing Workplace Diversity and Inclusion bridges the gap between social science theory and research and the

practical concerns of those working in diversity and inclusion by presenting an applied psychological perspective. Using foundational ideas in the field of diversity and inclusion as well as concepts in the social sciences, this book provides a set of cognitive tools for dealing with situations related to workplace diversity and applies both classic theories and new ideas to topics such as United States employment law, teamwork, gender, race and ethnicity, sexual orientation, and other areas. Each chapter includes engaging scenarios and real-world applications to stimulate learning and help students conceptualize and contextualize diversity in the workplace. Intended for upper-level undergraduates as well as graduate students, this textbook brings together foundational theories with practical, real-world applications to build a strong understanding of managing diversity and inclusion in the workplace.

'As a scholar and teacher in DI for nearly 20 years, this book covers all the key concepts, theories, and issues I try to cover in my courses. It is the book I wish I had time to write! I will definitely be adopting this text for my next course.'

— Donna Chrobot-Mason, Ph.D., Associate Professor of Psychology, University of Cincinnati 'Hays-Thomas's *Managing Workplace Diversity and Inclusion* is a comprehensive and essential resource for researchers and practitioners alike. To have relevant professional and legal concepts packaged with social/organizational psychology research on diversity, inclusion, and their promotion in organizations is a true treasure. This text is a must for business and psychology students, as well as those professionals and executives working toward building inclusive environments in both the public and private sector.'

— Deborah E. Rupp, Professor and William C. Byham Chair in Industrial-Organizational Psychology, Purdue University 'Dr. Hays-Thomas has authored a comprehensive and authoritative text on workplace diversity that honors the trailblazers who developed the early scholarship and practice of diversity management, and moves the intellectual and practical inquiry forward. She cogently tackles the basic concepts, processes, theories and legal frameworks that lay the groundwork for critical thinking about the major dimensions of diversity. Finally, Hays-Thomas provides readers with a thorough analysis of the practices, strategies and programs that have been tried and tested for developing skills and competencies, managerial practices, and for building organizational cultures in order to realize the full value of diversity and inclusiveness.'

— Margaret S. Stockdale, Professor and Chair, Department of Psychology, Indiana University-Purdue University Indianapolis 'Many like the idea of diversity in the abstract but have difficulty behaving in ways to support it. Hays-Thomas's diversity science text, *Managing Workplace Diversity and Inclusion*, supports emerging scientists-practitioners in bridging the gap between the idea of diversity and inclusive practice.'

— Kecia M. Thomas, Ph.D., Professor of Psychology and Sr. Associate Dean, Franklin College of Arts and Sciences, University of Georgia About the Author Rosemary (Lowe) Hays-Thomas is Professor Emerita at the University of West Florida in Pensacola, where she developed the university's first course in Workforce Diversity and was psychology department chair. She has published widely, consulted, and held elected office and fellow status in several psychology organizations. She also holds a lifetime certification as a Senior Professional in Human Resources and for many years was a licensed psychologist.