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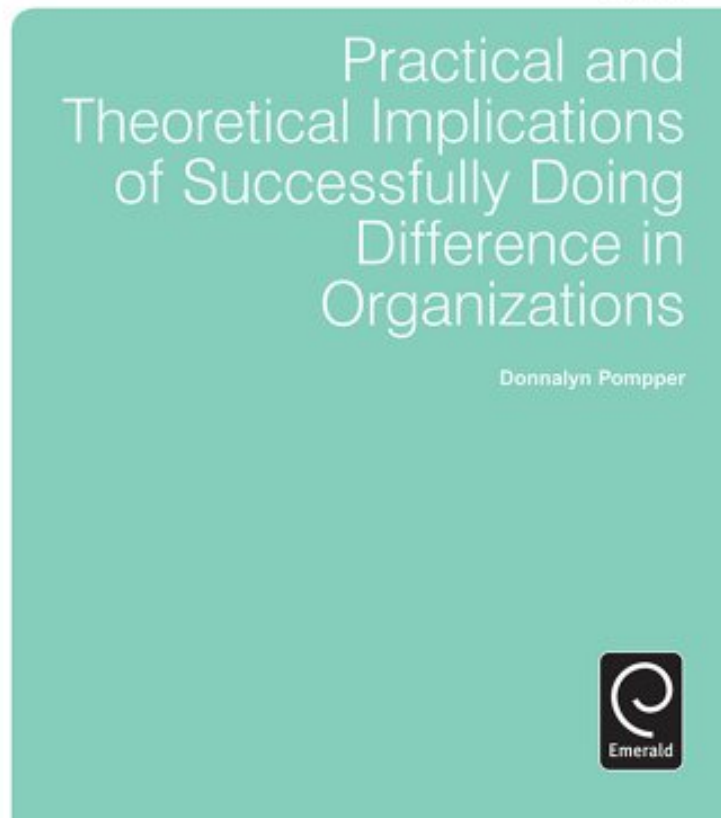
Practical and Theoretical Implications of Successfully Doing Difference in Organizations: 1 (International Perspectives on Equality, Diversity and Inclusion)

Donnalyn Pompper

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 Emerald Books

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Volume 1



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Donnalyn Pompper : Practical and Theoretical Implications of Successfully Doing Difference in Organizations: 1 (International Perspectives on Equality, Diversity and Inclusion) before purchasing it in order to gage whether or not it would be worth my time, and all praised Practical and Theoretical Implications of Successfully Doing Difference in Organizations: 1 (International Perspectives on Equality, Diversity and Inclusion):

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Important book about diversity in the workplace. It discusses groups usually forgotten when diversity is discussed. I was very impressed with the extensive section on the disability community and ableism.
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How can a professor write on diversity when many international students she has taught has felt that she is culturally insensitive?

Organizations need not sacrifice workplace diversity in the quest for positive global reputation and profit. On the contrary, attention to social identity "difference" in the workplace drives organizations in deep, far reaching and measurable ways. Practical and Theoretical Implications of Successfully Doing Difference in Organizations critically interrogates power and meanings of ""difference,"" suggests avenues for building theory about ""difference,"" and offers reasons why real commitment to diversity is needed; an endeavor that requires conscious and sustained effort. Donnalyn Pompper has spent over a decade teaching, researching, and publishing about social identity dimensions in the workplace and in media representations. She offers a multidisciplinary approach to considering social identity intersectionalities at work. This is a core stand-alone book for organizational communication, business/management, research methods, classes of advanced undergraduate and graduate students, as well as a font of practical advice for organizations' managers. User-friendly chapters include applied sidebars, key term definitions, and questions for critical thinking and personal reflection.

Emphasizing that workplace diversity and profit do not have to be mutually exclusive, this guide for social identity researchers argues for organizational commitment to diversity and describes frameworks for recognizing, respecting, and appreciating difference in organizations. Part 1 defines social identity in terms of systems of hegemonic forces, while Part 2 offers chapter-length perspectives of specific social identity dimensions: ethnicity, gender, sexual identities, age, social class, physical and mental ability, and religious diversity. With chapter key terms, real-life cases, and self-reflection and discussion questions, the book can be used as a text for advanced students in organizational communication, business management, public relations, and research methods. It is distributed in North America by Turpin Distribution. --Ringgold Inc. Portland, OR (protoview.com)
From the Back Cover
Practical and Theoretical Implications of Successfully Doing Difference in Organizations makes a bold statement concerning organizational diversity approaches of the past--they have failed us. This critically insightful work draws from research and theory to challenge organizational managers to step up their game with respect to building a diverse work force from top to bottom. Pompper offers practical and theoretical suggestions for implementing change and conducting future research into the phenomenon of intersectionalities. The book is exquisitely written, well-researched and driven by passion to make the world a better place for all. nbsp; -Dr. Robin Patric Clair, author of Organizing Silence: A World of Possibilities (1998, SUNY); Why Work (2008, Purdue University Press) and Zombie Seed and the Butterfly Blues: A Case of Social Justice (2013, Sense Publishers), Diversity Fellow and Fellow to the Center for Creative Endeavors, Purdue University, USA nbsp; Through the lens of difference, Donnalyn Pompper offers an original take on relationships in organizations and their ethical, political and social consequences. This will fascinate scholars and advanced students from a range of disciplines, including public relations, because the book illuminates how communication and power intertwine to construct both cohesive and fragmented social identities. nbsp; -Christine Daymon, Associate Professor of Communication Management, Murdoch University, Perth, Australia nbsp; nbsp; nbsp; Pompper's book places the diversity of social identities at the heart of her argument for a substantial rethinking of what organizations should strive to become. Her book is not simply a celebration of diversity, however, but offers a path for how to value, foreground and benefit from it. The book is a well-written analysis of how to transform the workplace. nbsp; -Thomas K. Nakayama, Professor, Northeastern University, USA
About the Author
Donnalyn Pompper (Ph.D., Mass Media Communication, Temple University) is a tenured associate professor working in the Department of Strategic Communication at Temple University where she teaches and researches about power as it plays out in social identity - in organizations and in media representations. Prior to becoming a professor, Pompper worked in corporate public affairs management and as a journalist. She is accredited by the Public Relations Society of America (PRSA). Pompper nbsp; is an internationally recognized scholar who has written Practical and Theoretical Implications of Successfully Doing Difference in Organizations (2014, Emerald Publishing) and co-edited Representing Resistance: Media, Civil Disobedience the Global Justice Movement (2003, Praeger) with Andy Opel. In press is Corporate Social Responsibility and Public Relations: Negotiating Multiple Complex Challenges (2015, Routledge). Pompper also has published extensively in academic journals such as Sex Roles: A Journal of Research, Mass Communication Society, Journal of Applied Communication Research, Journal of Public Relations Research, Public Relations , Journal of Organizational Change Management, Journalism Mass Communication Quarterly, The Journal of Popular Culture, Mass Communication Society, The Howard Journal of Communications, and International Journal of Strategic Communication. She may be contacted at dpompper@temple.edu.