

The Intersection of Diversity and Inclusion in the Workplace

Literature Search

October, 2017

- Aghazadeh, S-M. (2004). [Managing workforce diversity as an essential resource for improving organizational performance](#). *Journal of Productivity and Performance Management*, 53(6).
- Albert, R.T. (2017). [Cultural Diversity in the Workplace, Part 1](#). Diversity Resources.
- Ashikali, T. & Groeneveld, S. (2015). [Diversity management in public organizations and its effect of employees' affective commitment: The role of transformational leadership and the inclusiveness of the organizational culture](#). *Review of Public Personnel Administration*, 35(2), 146-168.
- Austin, L. (2010). [Framing Diversity: A qualitative content analysis of public relations industry publications](#). *Public Relations Review*, 36(3), 298-301.
- Babcock, P. (2009). [Diversity Accountability Requires More Than Numbers](#). SHRM.
- Berry, P. (2013). [Four Ways to Reinvigo](#). Diversity Executive.
- Bersin, J. (2015). [Why Diversity and Inclusion Will Be a Top Priority for 2016](#). Forbes
- Birkett, H., Duberley, J. (2017). [Britain and Beyond: Why Diversity and Inclusion at Work Matters](#). Birmingham Business Blog.
- Bourke, J., Garr, S., van Berkel, A., Wong, J. (2017). [Diversity and inclusion: The reality](#). Deloitte Insights.
- Bourke, J. Smith, C., Stockton, H., Wakefield, N. (2014). [From diversity to inclusion. Move from compliance to diversity as a business strategy](#). Deloitte Insights.
- Brenman, M. (2014). [Diversity Metrics, Measurement, and Evaluation](#). Workforce Diversity Network.
- Brooks, K. (2017). [At the Intersection: Discrimination and Diversity in the Modern Workplace](#). DS News.
- Carter, E. (2017). [Workforce Diversity – A Journey Through Inclusion and Diversity in the Workforce](#). American Water Works Association.
- Carter-Hicks, G. (2015). [The Intersection of Diversity, Inclusion, Maslow's Theory & Engagement](#). LinkedIn.

Chesler, N.C., Barabino, G., Bhatia, S.N., & Richards-Kortum, R. (2010). [The pipeline still leaks and more than you think: A status report on gender diversity in biomedical engineering](#). *Annals of Biomedical Engineering*, 38, 1928-1935.

Church, A.H., & Rotolo, C.T. (2013). [Leading diversity and inclusion efforts in organizations: Should we be standing behind our data or our values \(or both\)?](#) *Industrial Psychology*, 6(3), 245-248.

Clark, L. (2015). [FAST FACTS: Diversity and Inclusion Around the World](#). Diversity Best Practices.

Cunningham, D.D., Green, D.D. (2007). [Diversity as a Competitive Strategy in the Workplace](#). *Journal of Practical Consulting*, Vol. 1, Iss. 2, pp. 51-55.

Curry, M. (2016). [Diversity: No Longer Just Black and White](#). Business Training Media.

Deane, B.R., Ferdman, B.M. (2013). [Diversity at Work: The Practice of Inclusion](#). Jossey-Bass.

Derven, M. (2016). [The Intersection of Innovation, Inclusion, and Diversity](#). Human Capital Blog.

Derven, M. (2013). [Diversity & Inclusion: Making the Business Case](#). Human Capital Blog.

Derven, M. (2013). [Measure Diversity & Inclusion for Maximum Impact](#). Human Capital Blog.

Derven, M. (2013). [Leverage D & I to Deliver to the Marketplace and Improve the Workplace](#). Human Capital Blog.

Dickey, M.R. (2016). [A look back on tech diversity and inclusion in 2016](#). Tech Crunch

Dishman, L. (2015). [Millennials Have a Different Definition of Diversity and Inclusion](#). FastCompany

Dizikes, P. (2014). [Study: Workplace diversity can help the bottom line](#). MIT News

Donius, B. (2009). [The Workplace: Culture of Inclusion vs. Culture of Exclusion: What is the Impact?](#) The Blog.

Donnelly, G. (2017). [Survey Confirms What Diversity Professionals Have Long Suspected: People Think Inclusion in the Workplace Hurts White Me](#). Fortune.

Dupree, D. (2017). [Diversity & Inclusion Activities](#). Career Trend.

Dyson, M.A. (2017). [The Values of Workplace Diversity and Inclusion](#). The Voice of Job Seekers.

Egan, M.E. (2016). [Fostering Innovation Through a Diverse Workforce](#). Forbes Insights.

Ely, R.J., Thomas, D.A. (2001). [Cultural Diversity at Work: The Effects of Diversity Perspectives on Work Group Processes and Outcomes](#). *Administrative Science Quarterly*, Vol. 46, No. 2, pp. 229-273.

Espinoza-Madrigo, I. (2012). [Sexual Orientation, Gender Identity, and Diversity in the Workplace](#). The Practical Lawyer.

Ewoh, A.I.E. (2013). [Managing and valuing diversity: Challenges to public managers in the 21st Century](#). *Public Personnel Management*, 42, 2, 107-122.

Fallon, N. (2017). [A Culture of Inclusion: Promoting Workplace Diversity and Belonging](#). Business News Daily.

Farndale, E., Biron, M., Briscoe, D.R., & Raghuram, S. (2015). [A global perspective on diversity and inclusion in work organizations](#). *The International Journal of Human Resource Management*. Volume 26, Issue 6.

Felleke, H. (2014). [The Intersection of Diversity and Innovation – What’s Your Story](#). U.S. Chamber of Commerce Foundation.

Frierson, W. (2015). [What’s the Difference Between Diversity and Inclusion?](#) College Recruiter.

Gallicano, T.D. (2013). [Millennials’ perceptions about diversity in their PR agencies](#). *Public Relations Journal*, 7(2), 37-70.

Gaudio, P., Hunt, E. (2017). [Nine leadership lessons from ‘Hidden Figures’ about workplace diversity and inclusion](#). Bloomberg.

Gerstandt, J. (2017). [Considering the intersection of inclusion and talent: Being Competitive for Talent Means Being Serious about Inclusion](#). Future of Talent Institute.

Green, K., Lopez, M., Wysocki, A., Kepner, K., Farnsworth, D., and Clark, J.L. (2017). [Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tools](#). University of Florida.

Greenberg, J. (2017). [Diversity in the Workplace: Benefits, Challenges and Solutions](#). Monster.

Haug, J. (2013). [The ‘Diversity’ Movement: Defeating Itself, Destroying Society](#). American Thinker.

Hicks-Clarke, D., & Iles, P. (2000). [Climate for diversity and its effects on career and organizational attitudes and perceptions](#). *Personnel Review*, 29(3), 324-345.

Hudson Jordan, T. (2016). [Moving from Diversity to Inclusion](#). *Diversity Journal*.

Irwin, E. (2017). [Diversity and inclusion: Stop talking and do your homework](#). Open Source.

Johansson, A. (2017). [How Millennials Separate Diversity from Inclusion – And Why That Matters](#). Forbes.

Johansson, A. (2017). [Why Workplace Diversity Diminishes Groupthink and How Millennials Are Helping](#). Forbes.

Kelly, W.S., Smith, C. (2013). [What if the road to inclusion were really an intersection](#). Deloitte University Press.

Kenely, N. (2013). [The importance of training in diversity management](#). Times of Malta

Johnsen, J., Gallivan, White & Boyd, P.A. (2015). [5 Strategies for Promoting Diversity in the Workplace](#). GWB Law Firm.

McCord, K. (2016). [Equity, Diversity, and Inclusion in the Arts: It is Possible](#). AlternateRoots.

McCormick, K. (2007). [The Evolution of Workplace Diversity](#). State Bar of Texas.

McDowell, J. (2017). [Corporate Diversity Should Mirror Both Population and Customer](#). Recruiter Today.

McDowell, J. (2017). [Cultivating Innovation in the Workforce Through Diversity](#). Recruiter Today.

McDowell, J. (2017). [Today's Students Are Counting on Tomorrow's Workplace Diversity](#). Recruiter Today.

Medina, S. (2014). [Why You Should Do More Than Just Talk About Workplace Diversity](#). FastCompany.

Moulesong, B. (2012). [The success of diversity and inclusion in the workplace starts with the top management](#). Times.

Nally, D. (2015). [Five reasons why diversity and inclusion matter to every business – and every employee](#). CEO Insights.

Napolitano, A. (2017). [Workplace Diversity Doesn't Happen by Accident](#). Recruiter Today.

Nilson, K. (2015). [Dispelling 4 myths that shroud diversity and inclusion](#). Journal of Accountancy.

O'Brien, J. (2014). [The Diversity Equation: How Inclusiveness is Driving Workplace Engagement](#). American Express

Oliha, H., & Collier, M.J. (2010). Bridging diverse standpoints and ideologies : Organizational initiatives and training. The International Journal of Diversity in Organizations, Communities and Nations. 10(4), 61-74.

Ozbilgin, M.F. (Editor) (2009). [Equality, Diversity and Inclusion at Work. A Research Companion](#). Elgar.

Peckham Nordquist, E. (2014). [Diversity and Inclusion: An Analysis of the Best Companies to Work for and Fortune 100 Companies' Websites](#). All Theses and Dissertations. 4017.

Perez, K. (2015). [3 Ways to Empower Employees to Promote Diversity in the Workplace](#). Wilson HCG.

Pless, N.M., and Maak, T. (2004). [Building an Inclusive Diversity Culture: Principles, Processes and Practice](#). *Journal of Business Ethics*, Vol. 54, No. 2, pp. 129-147.

Ponciano, L., Shabazian, A. (2012). [Interculturalism: Addressing Diversity in Early Childhood](#). *Dimensions of Early Childhood*. Vol. 40, No. 1.

Robertson, Q.M. (2004). [Disentangling the Meanings of Diversity and Inclusion](#). Cornell University.

Ruggs, E., Hebl, M., (2012). [Literature Overview: Diversity, Inclusion, and Cultural Awareness for Classroom and Outreach Education](#). AWE.

Sha, B-L. (2013). [Diversity in public relations](#). *PR Journal*, 7(2), 1-7.

Shahriari, S., & Eisterhold, C. (2015). [Intersection – Inclusion and Diversity at MU](#). KBIA.

Shen, J., Chanda, A., D’Netto, B., and Monga, M. (2009). [Managing diversity through human resource management: an international perspective and conceptual framework](#). *The International Journal of Human Resource Management*, Vol. 20. No. 2, 235-251.

Shin, H.Y., Park, H.J. (2013). [What are the Key Factors in Managing Diversity and Inclusion Successfully in Large International Organizations?](#) Cornell University.

Sidberry, T. (2015). [Achieving Diversity in the Nonprofit Workplace: A Step-by-Step Guide](#). TSNE MissionWorks.

Smedley, T. (2014). [Equality in workplace. The Evidence is growing – there really is a business case for diversity](#). Financial Times.

Srinivasan, L. (2011). [5 steps to gender inclusivity at workplace](#). My bangalore.

Stevens, F.G., Plaut, V.C., Sanchez-Burks, J. (2008). [Unlocking the Benefits of Diversity](#). *The Journal of Applied Behavioral Science*, Vol. 44 No. 1`, 116-133.

Stokes, L. (2012). [Animals, Salads, Orchestras, Houses – oh my!](#) Diversity Executive.

Thompson, S. (2017). [Equality & Diversity in the Workplace](#). Chron.

Turner, T. (2014). [Winning at the Intersection of Equity, Diversity & Inclusion](#). Turner Consulting Group.

Vardeman-Winter, J., Place, K. (2017). [Still a lily-white field of women: The state of workforce diversity in public relations practice and research](#). *Public Relations Review*, 43, 326-336.

Weaver, V.J. (2016). [Is There a Downside to Inclusion](#). Diversity Best Practices.

Wedgwood, C. (2017). [Making the Case for Diversity, Equality and Inclusion](#). New Schools Venture Fund.

Welsh, S. (2017). [Leadership summit to discuss diversity, inclusion in the workplace](#). Crain's Detroit Business.

Wentling, R.M. (2014). [Diversity Initiatives in the Workplace. Work in Progress at the University of Illinois](#). University of Illinois.

Williams, C. (2017). [Tim Cook discusses diversity, inclusion with students](#). Auburn, Ala.

Yang, Y., & Konrad, A.M. (2011). [Diversity and organizational innovation: The role of employee involvement](#). *Journal of Organizational Behavior*. 32(8). 1062-1083.