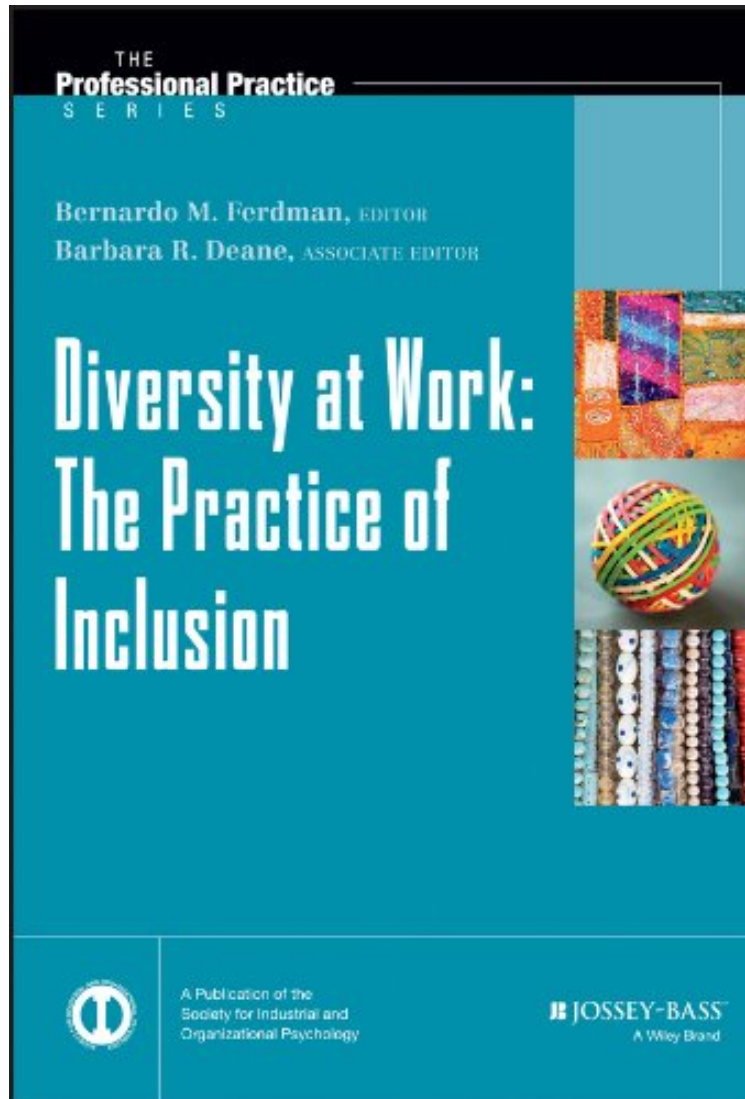


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## Diversity at Work: The Practice of Inclusion (J-B SIOP Professional Practice Series)

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**From Jossey-Bass : Diversity at Work: The Practice of Inclusion (J-B SIOP Professional Practice Series)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Diversity at Work: The Practice of Inclusion (J-B SIOP Professional Practice Series):

1 of 1 people found the following review helpful. The leadership development resource that just keeps giving...By TerriI have had the pleasure of learning from B. Ferdman on at least two occasions, during both of those sessions I learned many aspects of leadership, which is also the case with this resource. The credibility of this leader is

expansive, and that shows up clearly throughout this must-have resource for leaders everywhere. As a certified executive coach, I rely on great research from thought leaders in many human and leadership development areas of study. This book brings many of those thought leaders together to share the essence and the details of how to practice the inter workings of inclusion on a daily basis, in any workspace. 1 of 1 people found the following review helpful. A quick and easy way to gain an understanding of today's literature and thinking about inclusion By Michael Brazzel, PhD, CPCC, PCCI have read 4 chapters and scanned through the rest of this book. I like it! It's a quick and easy way to gain an understanding of today's literature and thinking about inclusion in organizations. Thank you Bernardo and Barbara! Best wishes and be well, Michael Brazzel, PhD, CPCC, PCCThe Leadership and Diversity Coach trade; 0 of 0 people found the following review helpful. One Star By Customer Another book that was hard to follow

Praise for *Diversity at Work: The Practice of Inclusion* "Ferdman Deane have done a masterful job of organizing into a coherent whole the various practices, philosophies, and frameworks of the diversity and inclusion field. This book is a timely must-read for anyone interested in this important organizational and global challenge." Price M. Cobbs, M.D., founder, Diversity Collegium, and author, *Cracking the Corporate Code* "This exceptional volume is an invaluable, thought-provoking resource for anyone involved in designing, managing, and learning from initiatives to develop competencies that support individual, group, and organizational inclusiveness." Susan E. Jackson, Ph.D., distinguished professor, Rutgers University, and former president, Academy of Management "Diversity at Work is the most thorough treatment of what is required to create a diverse and inclusive workforce for the 21st century that I have read. This book is must reading for CEOs and general managers who truly want to leverage diversity as a resource for learning, innovation, and high performance." David A. Thomas, Ph.D., dean and William R. Berkley Chair, McDonough School of Business, Georgetown University and co-author, *Breaking Through: The Making of Minority Executives in Corporate America* "This scholarly-based, practically-minded volume speaks to the challenges of organization leaders, HR managers, change specialists, and coaches who aspire to create unity in diversity." Philip H. Mirvis, Ph.D., co-author, *Beyond Good Company* "Ferdman Deane have assembled a group of renowned experts who, in beautifully crafted chapters, provide guidelines for creating diverse organizations that truly matter." Peter Salovey, Ph.D., president and Chris Argyris Professor of Psychology, Yale University "A powerful collection of insights into inclusion today. This book adds greatly to the body of knowledge and thinking about inclusion in the workplace; which has been our life work for over 30 years." Frederick A. Miller Judith H. Katz, Ed.D., co-authors, *The Inclusion Breakthrough and Opening Doors to Teamwork and Collaboration* "Whether you are working to build systems that support inclusion, to enhance an organization's collective ability to collaborate across diverse groups, or to lead in a more authentic and inclusive way, you will benefit from the deep knowledge, cutting-edge applications, and inspiration found in the pages of this remarkable volume." Cynthia McCauley, Ph.D., senior fellow, Center for Creative Leadership "Diversity at Work provides a practical roadmap for all types of organizations seeking research-based information and guidance on leadership, organization development, and change management focused on diversity and inclusion." Joseph A. Cordero, director, Office of Ethics and Compliance, County of San Diego "This most-needed study of the inherent linkage between diversity and inclusion and the organization development fields is a must read. If OD and DI are to truly flourish and fulfill their promise, the silos between them must come down. This book will help break down those walls!" Steve Humerickhouse, executive director, The Forum on Workplace Inclusion

From the Inside Flap How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. *Diversity at Work: The Practice of Inclusion* (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion; how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors; all topic experts ranging from internal and external change agents to academics; effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors' diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: Explains how to conceptualize, operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, DI practitioners, and those in related fields; as well as anyone interested in enhancing the workplace; with a one-stop resource on the latest knowledge regarding diversity and the

practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. From the Back Cover Praise for "Diversity at Work: The Practice of Inclusion" "Ferdman Deane have done a masterful job of organizing into a coherent whole the various practices, philosophies, and frameworks of the diversity and inclusion field. This book is a timely must-read for anyone interested in this important organizational and global challenge." Price M. Cobbs, M.D., founder, Diversity Collegium, and author, "Cracking the Corporate Code" "This exceptional volume is an invaluable, thought-provoking resource for anyone involved in designing, managing, and learning from initiatives to develop competencies that support individual, group, and organizational inclusiveness." Susan E. Jackson, Ph.D., distinguished professor, Rutgers University, and former president, Academy of Management "Diversity at Work" is the most thorough treatment of what is required to create a diverse and inclusive workforce for the 21st century that I have read. This book is must reading for CEOs and general managers who truly want to leverage diversity as a resource for learning, innovation, and high performance." David A. Thomas, Ph.D., dean and William R. Berkley Chair, McDonough School of Business, Georgetown University and co-author, "Breaking Through: The Making of Minority Executives in Corporate America" "This scholarly-based, practically-minded volume speaks to the challenges of organization leaders, HR managers, change specialists, and coaches who aspire to create unity in diversity." Philip H. Mirvis, Ph.D., co-author, "Beyond Good Company" "Ferdman Deane have assembled a group of renowned experts who, in beautifully crafted chapters, provide guidelines for creating diverse organizations that truly matter." Peter Salovey, Ph.D., president and Chris Argyris Professor of Psychology, Yale University "A powerful collection of insights into inclusion today. This book adds greatly to the body of knowledge and thinking about inclusion in the workplace--which has been our life work for over 30 years." Frederick A. Miller Judith H. Katz, Ed.D., co-authors, "The Inclusion Breakthrough "and" Opening Doors to Teamwork and Collaboration" "Whether you are working to build systems that support inclusion, to enhance an organization's collective ability to collaborate across diverse groups, or to lead in a more authentic and inclusive way, you will benefit from the deep knowledge, cutting-edge applications, and inspiration found in the pages of this remarkable volume." Cynthia McCauley, Ph.D., senior fellow, Center for Creative Leadership "Diversity at Work" provides a practical roadmap for all types of organizations seeking research-based information and guidance on leadership, organization development, and change management focused on diversity and inclusion." Joseph A. Cordero, director, Office of Ethics and Compliance, County of San Diego "This most-needed study of the inherent linkage between diversity and inclusion and the organization development fields is a must read. If OD and DI are to truly flourish and fulfill their promise, the silos between them must come down. This book will help break down those walls!" Steve Humerickhouse, executive director, The Forum on Workplace Inclusion

About the Author Bernardo M. Ferdman, Ph.D. (Editor) is professor of organizational psychology at Alliant International University in San Diego and a leadership and organization development consultant. He is a SIOP Fellow and consults, writes, speaks, teaches, and conducts research on diversity and inclusion, multicultural leadership, Latinos Latinas in the workplace, and bringing one's whole self to work. Barbara R. Deane (Associate Editor) is editor-in-chief for DiversityCentral.com and the Cultural Diversity at Work Archive and vice-president of The GilDeane Group, Inc. She writes, edits, consults, and speaks on diversity and inclusion and cross-cultural business issues. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.