Diversity in the Workforce
Current Issues and Emerging Trends

Second Edition

Edited by Marilyn Y. Byrd and Chaunda L. Scott
Contents

Contributors viii
Foreword by George Henderson, PhD xiii
Preface xvi
Acknowledgments xx

PART I
Establishing Foundations of Diversity in the Workforce 1

1 Historical Perspectives for Studying Diversity in the Workforce 3
CHAUNDA L. SCOTT

2 Suggested Theories, Models, and Frameworks Used to Address Emerging Diversity Issues in the Workforce 28
CHAUNDA L. SCOTT

3 Exploring the Relationship between the Organizational Culture and Diversity in the Workforce 49
Marilyn Y. Byrd

PART II
Diversity in the Workforce: Current Issues 63

4 Race and Diversity in the Workforce 65
Marilyn Y. Byrd

5 Gender and Diversity in the Workforce 81
Brenda Lloyd-Jones, Lisa Bass, and Gaëtane Jean-Marie
Contents

6 Ethnicity and Diversity in the Workforce  
CHAUNDA L. SCOTT AND TERRANCE R. MCCLAIN

7 Developing Human Resource Development Competencies to Manage Sexual Orientation and Transgender Diversity Issues in the Workforce  
MICHAEL P. CHANEY AND LISA HAWLEY

8 Social Class and Diversity in the Workforce  
MARILYN Y. BYRD, JOSE MARTINEZ, AND CHAUNDA L. SCOTT

PART III
Diversity in the Workforce: Emerging Trends  
171

9 Spirituality and Diversity in the Workforce  
MARILYN Y. BYRD

10 Intergenerational Tensions in the Workforce  
BRENDA LLOYD-JONES AND JODY A. WORLEY

11 Linguistic Profiling in the Workforce  
CLARETHA HUGHES AND KETEVAN MAMISEISHVILI

12 Personal/Physical Appearance Stigmatizing in the Workforce  
CYNTHIA SIMS

13 Visible and Invisible Disabilities in the Workforce: Exclusion and Discrimination  
CHAUNDA L. SCOTT AND MARILYN Y. BYRD

14 Re-Emergence of Racial Harassment and Racial Hate Symbols in the Workforce  
MARILYN Y. BYRD AND CHAUNDA L. SCOTT

15 Cross-Cultural Teams: Workforce Opportunities and Challenges  
TRAMMELL BRISTOL AND CHAUNDA L. SCOTT
16 Under-Representation of Diversity in the Scientific, Technical, and Film Workforce 278
CHAUNDA L. SCOTT

17 Social Identity Diversity and Leadership in the Workforce 289
MARILYN Y. BYRD

18 Re-Conceptualizing and Re-Visioning Diversity in the Workforce: Toward a Social Justice Paradigm 307
MARILYN Y. BYRD

Index 322