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Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education Scott, Chaunda L. 2016-05-16 Workforce diversity refers to a strategy that promotes and supports the integration of human diversity at all levels and uses focused diversity and inclusion policies and practices to guide this approach in work environments. While this concept is not new, publications outlining the programming, curriculum, and degree demands that should exist in universities to promote workforce diversity skill development are missing. Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education presents conceptual and research-based perspectives on course, program, and degree developments that emphasize workforce diversity skill development and prepare next-generation leaders for the modern and emerging workforce. Highlighting crucial topics relating to career development, human resources management, organizational leadership, and business education, this edited volume is a ground-breaking resource for business professionals, scholars, researchers, entrepreneurs, educators, and upper-level students working, studying, and seeking to advance workforce diversity learning across a variety of sectors.

The Diversity of Modern Capitalism Bruno Amable 2003-12-04 This book considers why institutional forms of modern capitalist economies differ internationally, and proposes a typology of capitalism based on the theory of institutional complementarity. Different economic models are not simply characterized by different institutional forms, but also by particular patterns of interaction between complementary institutions which are the core characteristics of these models. Institutions are not just simply devices which would be chosen by 'social engineers' in order to perform a function as efficiently as possible; they are the outcome of a political economy process. Therefore, institutional change should be envisaged not as a move towards a hypothetical 'one best way', but as a result of socio-political compromises. Based on a theory of institutions and comparative capitalism, the book proposes an analysis of the diversity of modern economies - from America to Korea - and identifies five different models: the market-based Anglo-Saxon model; Asian capitalism; the Continental European model; the social democratic economies; and the Mediterranean model. Each of these types of capitalism is characterized by specific institutional complementarities. The question of the stability of the Continental European model of capitalism has been open since the beginning of the 1990s: inferior macroeconomic performance compared to Anglo-Saxon economies, alleged unsustainability of its welfare systems, too rigid markets, etc. The book examines the institutional transformations that have taken place within Continental European economies and analyses the political project behind the attempts at transforming the Continental model. It argues that Continental European economies will most likely stay very different from the market-based economies, and cast political strategies promoting institutional change aiming at convergence with the Anglo-Saxon model are bound to meet considerable opposition.

Diversity, Equity, and Inclusivity in Contemporary Higher Education Jeffries, Rhonda 2018-10-05 One of the most important issues academic organizations face is how the administration and faculty handle cultural and varied differences in higher education. High racial tensions as well as the ever-increasing need for equality suggest that changes at the highest level are essential to move forward. Diversity, Equity, and Inclusivity in Contemporary Higher Education is an essential reference source that discusses the need for academic organizations to establish policy that is current, alive, and fluid by design, thereby supporting an ongoing examination of best practices with an overt commitment to continued improvement, as well as an influence for future leaders who will emerge from the ranks. Featuring research on topics such as campus climate, university administration, and academic policy, this book is ideally designed for educators, department chairs, guidance professionals, career counselors, administrators, and policymakers who are seeking coverage on designing curricula that impact college and university admissions readiness and success.

Southern Electrician 1912

The Benefits of Diversity Kimberly Wylie 2006-06-23 Seminar paper from the year 2004 in the subject Business economics - Business Management, Corporate Governance, University of Phoenix, 6 entries in the bibliography, language: English, abstract: Diversity has become one of the most frequently used buzzwords in organizations in the last few decades. Corporations all over the globe espouse diversity with mission statements and corporate policies all geared to diversify their team. Minorities have broken many a glass ceiling, creating diversity in leadership across a plethora of industries. Yet, the question still remains, is diversity as valuable as these organizations seem to believe it is? Do organizations with a diverse leadership team have a competitive advantage over those who do not? This paper will review recent literature in support of this concept that indeed there is value in diversity, including diversity amongst organization leaders.

Sharing Diversity in Missiological Research and Education International Association of Catholic Missiologists. General Assembly 2006 Contributed papers presented at 2nd General Assembly of the International Association of Catholic Missiologists (IACM), held in Cochabamba, Bolivia, from 30th Sept. to 3rd Oct., 2004.

Handbook of Workplace Diversity Alison M Konrad 2006-01-10 Showcases the scope of international perspectives that exist on workplace diversity and defines this field. This book is a useful resource for students and academics of human resource management, organisational behaviour, organisational psychology and organisation studies.

Research Paper INT. 1983

Facing Diversity in Child Foreign Language Education Joanna Rokita-Jaśkow 2021-04-29 This edited book uses the concept of diversity in child foreign language education as a major organizing principle. Since a foreign language, most typically English, is taught globally to an increasing number of children, the variability in the process and varied learning outcomes are inescapable phenomena. This book has been constructed on the premise that heterogeneity, first, concerns young language learners, who due to the disparity in the pace of development need appropriately tailored educational solutions, and, second, it refers to a diversity of contexts in which learning takes place. The contexts can be defined on a macroscale (e.g. different countries), mesoscale (e.g. different institutions), and microscale (e.g. specific learner groups). The book consists of four thematic strands. In Part One the learner-internal causes of heterogeneity of young language learners are clarified. Part Two presents a sample of classroom studies in which learner variables, such as gender, learner preferences, and special needs are taken into account. Part Three looks at teaching materials and how they meet learners' needs. Finally, Part Four highlights diversity issues that teachers should be prepared to face.

A Guide to Undertaking Biodiversity Legal and Institutional Profiles Lyle Glowka 1998 Biodiversity-related laws and institutions will be key mechanisms for attaining the objectives of the Convention on biological diversity. As part of the national biodiversity planning process, legal and institutional profiles should be undertaken to ascertain which laws apply to and affect biodiversity and which institutions oversee legislation and portfolios which intersect with biodiversity conservation, sustainable use and benefit-sharing of genetic resources. Drawing on lessons learned in Bangladesh, Cuba and the Gambia, this will provide legal practitioners with background information and a suggested analytical road map for reviewing their country's particular legal and institutional situation.

Re-thinking Diversity Cordula Braedel-Kühner 2015-12-01 This volume entails a collection of new ideas, themes and questions towards a phenomenon which we are used to refer to with the key term "diversity". The aim of the book is to offer a cultural sciences perspective on "diversity", to advance knowledge about it and enrich the dialogue between academics and practitioners in related domains of action. Today, changes in the demographic structures of the population, the migration flux, multiculturalism, the rising awareness concerning minorities' rights, gender studies and so on lead to a complex picture of what "diversity" means. The narrative of a society and of most organizations is constituted by multiple layers of social categorization, segregation and identity. Therefore, "diversity" defies simple definition. The contributions in this volume approach the phenomenon from different angles and reveal new theoretical, methodological and practical perspectives on it.

Conducting an Institutional Diversity Audit in Higher Education Edna Chun 2019-05-31 Implementing systematic diversity transformation requires embracing all aspects of diversity—gender, sexual orientation, disability, gender identification, and other salient characteristics of difference—as well as race and ethnicity. This book lays out a framework for systematic and sustained diversity process that first recognizes that too many diversity initiatives have generated more statements of intent than actual change, and that audits conducted by outside bodies frequently fail to achieve buy-in or long-term impact, and are costly endeavors. The authors' framework identifies nine dimensions that need to be addressed to achieve a comprehensive audit that leads to action, describes the underlying research-based practices, and offers guidance on ensuring that all relevant voices are heard. The process is designed to be implemented by and within the institution, saving the considerable expense of outside consulting and design. In addition, it offers flexibility in the timing and sequence of implementation, and provides the means for each institution to interrogate its unique circumstances, context, and practices. This book provides a concrete process for data gathering, analysis, and evaluation of institution-wide diversity efforts through a progressive, modular approach to diversity transformation. It provides campuses with the ability to audit, evaluate, and analyze diversity progress on the nine dimensions and prioritize areas of focus. Its systematic, research-based approach supports continuous improvement and proactively addresses accreditation criteria. The book is designed as a collaborative tool that will enable every constituency on campus—from boards of trustees, presidents, provosts, executive officers, diversity officers, deans, department heads and chairs, administrators, HR officers, faculty senates and staff councils, diversity taskforces, multicultural centers, faculty, and researchers—to identify processes and relationships that need to change and implement practices that value and support the diversity on their campuses, and undertake the transformation necessary for institutional success in a changing world. The questions and guidelines set out in this book will enable all stakeholders to: • Audit the progress on each diversity dimension • Identify gaps between research-based practices and current approaches • Tie diversity benchmarks to accreditation frameworks and strategic plans • Chart the organization's overall progress in the development of comprehensive diversity initiatives leading toward Inclusive Excellence • Prioritize institutional diversity initiatives based upon a comparison of the current state and the desired state, availability of resources, and the importance of each dimension in relation to institutional diversity goals • Create a long-term strategy for diversity transformation that provides a concrete, research-based method for auditing progress and future planning

Quantifying Diversity in Archaeology Robert D. Leonard 1989-04-25 Quantifying Diversity in Archaeology aims to examine what we mean by diversity.

Managing Diversity in the Civil Service 2001 Those who wish to read other papers and follow the debate between the participants, can visit the DPEPA website.

Discourses on Religious Diversity Martin D. Stringer 2016-05-23 Religious diversity is an ever present, and increasingly visible, reality in cities across the world. It is an issue of immediate concern to city leaders and members of religious communities but do we really know what ordinary members of the public, the people who live in the city, really think about it? Major news items, inter-religious violence and notorious public events often lead to negative views being expressed, especially among those who would not consider themselves to have a religious identity of their own. Martin Stringer explores the highly complex series of discourses around religion and religious diversity that are held by ordinary members of the city; discourses that are often contradictory in themselves and discourses that show that attitudes to religion vary considerably depending on context and wider local or national narratives. Drawing on examples from UK (particularly Birmingham, one of the UK's most diverse cities), Europe and the United States, Stringer offers some practical suggestions for ways in which discourses of religious diversity can be managed in the future. Students in the fields of religious studies, sociology, anthropology and urban studies; practitioners involved in inter-religious debates; and church and other faith leaders and politicians should all find this book an invaluable addition to ongoing debates.

College Essay Essentials Ethan Sawyer 2016-07-01 Writing an amazing college admission essay is easier than you think! So you're a high school senior given the task of writing a 650-word personal statement for your college application. Do you tell the story of your life, or a story from your life? Do you choose a single moment? If so, which one? The options seem endless. Lucky for you, they're not. College counselor Ethan Sawyer (aka The College Essay Guy) will show you that there are only four (really, four!) types of college admission essays. And all you have to do to figure out which type is best for you is answer two simple questions: 1. Have you experienced significant challenges in your life? 2. Do you know what you want to be or do in the future? With these questions providing the building blocks for your essay, Sawyer guides you through the rest of the process, from choosing a structure to revising your essay, and answers the big questions that have probably been keeping you up at night: How do I brag in a way that doesn't sound like bragging? and How do I make my essay, like, deep? Packed with tips, tricks, exercises, and sample essays from real students who got into their dream schools, College Essay Essentials is the only college essay guide to make this complicated process logical, simple, and (dare we say it?) a little bit fun.

Challenges Facing Contemporary Didactics. Diversity of Students and the Role of New Media in Teaching and Learning Stefanie Hillen 2011 This anthology raises the issue on current empirical and theoretical research approaches in the field of didactics, in respect to diversity, gender and new media. The intention is to show the related contemporary use and the reflections on didactic approaches based on the tradition of Allgemeine Didaktik. The brainchild to use English as publication language pursues the idea to make the concept of didactics accessible for the English speaking world. The attempt is to mirror differences of provisions incurrent societal phenomena: new media, gender, and diversity which educational institutions are facing. It will reveal and demonstrate that this is a common issue which is to be addressed for satisfying the demands and necessities in today's schooling out of the national educational perspectives given through the different educational systems. This anthology follows the idea to present approaches with their theoretical or empirical results. Thus, the reader will find a bunch of procedures, suggestions, and methods as well as critical questions shaped by the empirical and theoretical reflective work of the Norwegian, Austrian, US-American, and German authors, who contributed to the book.

Cultural and Ethnic Diversity Thomas, Alexander 2017-08-31 Culture and diversity are both challenge and opportunity. This volume looks at what psychologists are and can be doing to help society meet the challenges and grasp the opportunities in education, at work, and in clinical practice. The increasingly international and globalized nature of modern societies means that psychologists in particular face new challenges and have new opportunities in all areas of practice and research. The contributions from leading European and experts cover relevant intercultural issues and topics in areas as diverse as personality, education and training, work and organizational psychology, clinical and counselling psychology, migration, and international youth exchanges. As well as looking at the new challenges and opportunities that psychologists face in dealing with people from increasingly varied cultural backgrounds, perhaps more importantly they also explain and discuss how psychologists can deepen and acquire the intercultural competencies that are now needed in our professional lives.

Toronto Mel Lastman 1998*

Gender and Diversity in the European Public Sphere Birte Siim 2009

Managing Diversity in the Military Daniel P. McDonald 2013-07-23 This edited book examines the management of diversity and inclusion in the military. Owing to the rise of asymmetric warfare, a shift in demographics and labor shortfalls, the US Department of Defense (DoD) has prioritized diversity and inclusion in its workforce management philosophy. In pursuing this objective, it must ensure the attractiveness of a military career by providing an inclusive environment for all personnel (active and reserve military, civilian, and contractors) to reach their potential and maximize their contributions to the organization. Research and practice alike provide substantial evidence of the benefits associated with diversity and inclusion in the workplace. Diversity and inclusion programs are more strategic in focus than equal opportunity programs and strive to capitalize on the strengths of the workforce, while minimizing the weaknesses that inhibit optimal organizational performance. This new book provides vital clarification on these distinct concepts, in addition to offering concrete best practices for the successful management of diversity and inclusion in the workplace. Diversity and inclusion programs are more strategic in focus than equal opportunity programs and strive to capitalize on the strengths of the workforce, while minimizing the weaknesses that inhibit optimal organizational performance. This new book provides vital clarification on these distinct concepts, in addition to offering concrete best practices for the successful management of diversity and inclusion in the workplace. The book will be of great interest to students of military studies, war and conflict studies, business management/HRM, psychology and politics in general, as well as to military professionals and leaders.

Diversity and Inclusion in Organizations Dianna L. Stone 2020-03-01 It is evident that organizations are becoming increasingly diverse because of the growing numbers of ethnic minorities in the U. S. and the rise in immigration around the world (U. S. Bureau of Census, 2019). Some estimates indicate that by 2060 ethnic minorities in the U. S. will actually make up the majority of the population (U. S. Bureau of Census, 2019), and national minority group members will constitute over 14% of the 770 million people in the European Union (Worldwide Population Estimates, 2017). Thus, organizations around the world are faced with numerous challenges associated with attracting, motivating, and retaining employees who are culturally diverse, and we need a better understanding of how to increase the inclusion of diverse group members in organizations. This edited book includes twelve cutting edge articles written by subject matter experts on an array of topics including: (a) the influence of multiculturalism on HR practices, (b) factors affecting the success of corporate women, (c) stereotypes of racial minorities, (d) effect sizes in diversity research, (e) true identities of stigmatized persons, (f) diversity training, (g) LGBTQ issues, (h) age, (I) strategies for creating inclusive climates, (j) the development of measure of reactions to perceived discrimination, (k) racial harassment, and (l) unfair discrimination against immigrants. This timely book provides a critical resource for undergraduate and graduate classes in diversity and inclusion in organizations, human resource management, organizational behavior, organizational psychology, and industrial and organizational psychology. Apart from theories and research on diversity and inclusion, the book also considers implications for designing HR policies and processes in organizations. Therefore, the book is especially relevant for practitioners and human resource professionals because it provides guidance on HR practices that can help organizations attract and retain these new organizational members.

Diversity, equity and inclusion in sport and leisure Katherine Dashper 2016-01-08 Despite the mythology of sport bringing people together and encouraging everyone to work collectively to success, modern sport remains a site of exclusionary practices that operate on a number of levels. Although sports participation is, in some cases at least, becoming more open and meritocratic, at the management level it remains very homogenous: dominated by western, white, middle-aged, able-bodied men. This has implications both for how sport develops and how it is experienced by different participant groups, across all levels. Critical studies of sport have revealed that, rather than being a passive mechanism and merely reflecting inequality, sport, via social agents' interactions with sporting spaces, is actively involved in producing, reproducing, sustaining and indeed, resisting, various manifestations of inequality. The experiences of marginalised groups can act as a resource for explaining contemporary political struggles over what sport means, how it should be played (and by whom), and its place within wider society. Central to this collection is the argument that the dynamics of cultural identities are contextually contingent; influenced heavily by time and place and the extent to which they are embedded in the culture of their geographic location. They also come to function differently within certain sites and institutions; be it in one's everyday routine or leisure pursuits, such as sport. Among the themes and issues explored by the contributors to this volume are: social inclusion and exclusion in relation to class, 'race' and ethnicity, gender and sexuality; social identities and authenticity; social policy, deviance and fandom. This book was published as a special issue of Sport in Society.

The Diversity Bonus Scott E. Page 2019-03-26 What if workforce diversity is more than simply the right thing to do in order to make society more integrated and just? What if diversity can also improve the bottom line of businesses and other organizations facing complex challenges in the knowledge economy? It can. And The Diversity Bonus shows how and why. Scott Page, a leading thinker, writer, and speaker whose ideas and advice are sought after by corporations, nonprofits, universities, and governments around the world, makes a clear and compellingly pragmatic case for diversity and inclusion. He presents overwhelming evidence that teams that include different kinds of thinkers outperform homogenous groups on complex tasks, producing what he calls "diversity bonuses." These bonuses include improved problem solving, increased innovation, and more accurate predictions--all of which lead to better performance and results. Page shows that various types of cognitive diversity--differences in how people perceive, encode, analyze, and organize the same information and experiences--are linked to better outcomes. He then describes how these cognitive differences are influenced by other kinds of diversity, including racial and gender differences--in other words, identity diversity. Identity diversity, therefore, can also produce bonuses. Drawing on research in economics, psychology, computer science, and many other fields, The Diversity Bonus also tells the stories of people and organizations that have tapped the power of diversity to solve complex problems. And the book includes a challenging response from Katherine Phillips of the Columbia Business School. The result changes the way we think about diversity in the workplace--and far beyond it.

Diversity in African languages Doris L. Payne 2016-12-31 Diversity in African Languages contains a selection of revised papers from the 46th Annual Conference on African Linguistics, held at the University of Oregon. Most chapters focus on single languages, addressing diverse aspects of their phonology, morphology, semantics, syntax, information structure, or historical development. These chapters represent nine different genera: Mande, Gur, Kwa, Edoid, Bantu, Nilotic, Gumuzic, Cushitic, and Omotic. Other chapters investigate a mix of languages and families, moving from typological issues to sociolinguistic and inter-ethnic factors that affect language and accent switching. Some chapters are primarily descriptive, while others push forward the theoretical understanding of tone, semantic problems, discourse related structures, and other linguistic systems. The papers on Bantu languages reflect something of the internal richness and continued fascination of the family for linguists, as well as maturation of research on the family. The distribution of other papers highlights the need for intensified research into all the language families of Africa, including basic documentation, in order to comprehend linguistic diversities and convergences across the continent. In this regard, the chapter on Daats'íin (Gumuzic) stands out as the first-ever published article on this hitherto unknown and endangered language found in the Ethiopian-Sudanese border lands.

Connecting Welfare Diversity Within the European Social Model Theodōros D. Sakellaropoulos 2004 This volume is the revised Report, which an international team of experts have prepared for the Greek Ministry of Labour and Social Security in the context of the Greek Presidency of the European Union and presented in the international conference "The Modernisation of the European Social Model. EU Policies and Practices" on 24-25 May 2003, at Ioannina, Greece. This book focuses on the Open Method of Coordination (OMC), its relation to other policy tools used in the European Social Policy and its significance for the formation of a new European Social Model. The chapters follow the emergence, the evolution and analyze the constituent elements of the OMC in the fields of Social Inclusion and Pensions since the Lisbon Summit. During the Portuguese Presidency OMC encountered a cautious response. The OMC idea made substantial progress during the Belgian Presidency. In the Ioannina conference the OMC had full recognition as a tool for the implementation of European Social Policy. Everyone agreed that important social issues were dealt with more effectively through the OMC, especially when the latter is consolidated after the inclusion of the Charter of the fundamental Rights in the new European Treaty. This progress is sufficiently reflected in the present volume, where it is concluded that through OMC the European Social Model gained a new momentum in terms of effectiveness and legitimacy

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources 2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions. With the ubiquity of these practices, there is now an increasingly urgent need to close this divide. Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications provides a critical look at race, gender, and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields. Including innovative studies on anti-discrimination measures, gender discrimination, and tolerance, this multi-volume book is an ideal source for professionals, practitioners, graduate students, academics, and researchers working in equality, as well as managers and those in leadership roles.

America's Changing Neighborhoods: An Exploration of Diversity through Places [3 volumes] Reed Ueda Ph.D. 2017-09-21 A unique panoramic survey of ethnic groups throughout the United States that explores the diverse communities in every region, state, and big city. • Provides educators and researchers with a useful guide to the diverse ethnic and racial minorities of the United States that describes their geographic location and their local community life • Serves journalists and scholars needing quick, convenient access to accurate information for research on places like San Francisco's Chinatown or Little Italy in Manhattan • Presents statistics based on the U. S. Census of ethnic and racial diversity in each state

Diversity in the Power Elite Richard L. Zweigenhaft 2006-04-07 This book looks systematically at the extent to which Jews, women, African Americans, Latinos, Asians and gay men and lesbians have entered the higher circles of power that constituted what sociologist C. Wright Mills called 'the power elite.' Using a deft combination of academic research and telling anecdotes, the book examines the backgrounds and careers of such well-known members of the power elite as attorney general Alberto Gonzales, secretary of state Condoleezza Rice, former secretary of state Colin Powell, and former CEO of Hewlett-Packard Carly Fiorina to explain why and how the power elite has diversified and the effect this diversification has had on the way power works in the United States.

Accommodating Diversity Irwin Deutscher 2002 Part social policy analysis and part intellectual autobiography, Accommodating Diversity mines the world's most troubling incidences of racial and ethnic conflict in order to find national policies that defuse the strains of cohabitation and encourage true reconciliation. Debunking the notion that conflict is inevitable when dominant and minority communities cohabit, Irwin Deutscher looks at five successful policies, from Swedish legislation dealing with immigrant education to the Chieftaincy act in Ghana, as he examines the possibilities for successful and harmonious intergroup relations. Deutscher concludes that the pursuit of a benign pluralist policy leads ultimately to assimilation, providing a political solution which satisfies the champions of both diversity and unity. With its problem solving focus, study questions, and introductory essays to each section that place the material within sociological theory, this book is an ideal supplement for courses in race, ethnicity, and social problems.

Diversity K. April 2006-11-28 This unique collection of papers, from authors whose experience and nationalities are themselves diverse, captures intellectual and personal reflections on diversity. The authors offer unique perspectives into diversity on an individual level, as well as the experiential challenges of implementing diversity programs at the country, public sector, company and civil society levels. In doing so, the book identifies a variety of elements that define 'a multi-faceted reality' that is at once contradictory, deeply personal, artistic, emotionally evocative and intellectually stimulating.

Diversity Management in the UK Anne-marie Greene 2010-02-25 A comprehensive and critical review of the global scholarly literature on diversity, this book presents findings from original UK-based research involving in-depth organizational case studies, interviews, observation and documentary data from over fifty organizations. Analyzing the findings from the perspective of key stakeholder groups - diversity practitioners, line-managers, trade union equality officers, workplace trade union representatives and employees, it addresses a range of questions, including: How is the diversity concept developing in the UK? Has the UK deconstructed and reconstructed the diversity concept to fit with the legal, social and economic context of UK organizations? How are organizations in the public and private sectors responding in practical terms to the diversity concept? What is the legacy of the traditional equal opportunity concept? What are the experiences of different organizational stakeholders of diversity management? Whose interests does diversity management serve? Looking at many of the weaknesses associated with more traditional equal opportunity policy approaches, this book is excellent reading for all students of international business, entrepreneurship and small businesses.

Diversity, Divergence, Dialogue Katharina Toeppe 2021-03-19 This two-volume set LNCS 12645-12646 constitutes the refereed proceedings of the 16th International Conference on Diversity, Divergence, Dialogue, iConference 2021, held in Beijing, China, in March 2021. The 32 full papers and the 59 short papers presented in this two-volume set were carefully reviewed and selected from 225 submissions. They cover topics such as: AI and machine learning; data science; human-computer interaction; social media; digital humanities; digital literacy; information behavior; information governance and ethics; archives and records; research methods; and institutional management.

Diversity in Visualization Ron Metoyer 2019-03-28 At the 2016 IEEE VIS Conference in Baltimore, Maryland, a panel of experts from the Scientific Visualization (SciVis) community gathered to discuss why the SciVis component of the conference had been shrinking significantly for over a decade. As the panelists concluded and opened the session to questions from the audience, Annie Preston, a Ph.D. student at the University of California, Davis, asked whether the panelists thought diversity or, more specifically, the lack of diversity was a factor. This comment ignited a lively discussion of diversity: not only its impact on Scientific Visualization, but also its role in the visualization community at large. The goal of this book is to expand and organize the conversation. In particular, this book seeks to frame the diversity and inclusion topic within the Visualization community, illuminate the issues, and serve as a starting point to address how to make this community more diverse and inclusive. This book acknowledges that diversity is a broad topic with many possible meanings. Expanded definitions of diversity that are relevant to the Visualization community and to computing at large are considered. The broader conversation of inclusion and diversity is framed within the broader sociological context in which it must be considered. Solutions to recruit and retain a diverse research community and strategies for supporting inclusion efforts are presented. Additionally, community members present short stories detailing their "non-inclusive" experiences in an effort to facilitate a community-wide conversation surrounding very difficult situations.

In the Nation's Compelling Interest Institute of Medicine 2004-06-29 The United States is rapidly transforming into one of the most racially and ethnically diverse nations in the world. Groups commonly referred to as minorities-including Asian Americans, Pacific Islanders, African Americans, Hispanics, American Indians, and Alaska Natives-are the fastest growing segments of the population and emerging as the nation's majority. Despite the rapid growth of racial and ethnic minority groups, their representation among the nation's health professionals has grown only modestly in the past 25 years. This alarming disparity has prompted the recent creation of initiatives to increase diversity in health professions. In the Nation's Compelling Interest considers the benefits of greater racial and ethnic diversity, and identifies institutional and policy-level mechanisms to garner broad support among health professions leaders, community members, and other key stakeholders to implement these strategies. Assessing the potential benefits of greater racial and ethnic diversity among health professionals will improve the access to and quality of healthcare for all Americans.

Celebrating Pluralism F. Graeme Chalmers 1996-01-01 "Educational trends will change and research agendas will shift, but art teachers in public institutions will still need to educate all students for multicultural purposes," argues Chalmers in this fifth volume in the Occasional Papers series. Chalmers describes how art education programs promote cross-cultural understanding, recognize racial and cultural diversity, enhance self-esteem in students' cultural heritage, and address issues of ethnocentrism, stereotyping, discrimination, and racism. After providing the context for multicultural art education, Chalmers examines the implications for art education of the broad themes found in art across cultures. Using discipline-based art education as a framework, he suggests ways to design and implement a curriculum for multicultural art education that will help students find a place for art in their lives. Art educators will find Celebrating Pluralism invaluable in negotiating the approach to multicultural art education that makes the most sense to their students and their communities.

Racial Diversity and Social Progress Julius Drachsler 1922

Seed systems and crop genetic diversity on-farm : proceedings of a workshop, 16 - 20 September 2003, Pucallpa, Peru

Diversity in Economic Growth Gary McMahon 2014-05-14 Drawing on the knowledge and understanding of the local circumstances of researchers from the case-study countries, this text outlines the value of diversity in economic growth.

The Diversity Machine Frederick R. Lynch 2017-07-05 "Diversity" has become the turn-of-the-century buzzword. Republican and Democratic leaders ritually chant "diversity is our strength" and corporate CEOs talk about the need to create a "workforce that looks like America." Most corporate mission statements now contain a clause on "valuing differences" and millions of employees have completed-or soon will undergo-some sort of "diversity training." Where did all this come from -and why? Who created diversity programs? How do they differ? How effective are these policies? Can they do more harm than good in organizations and in the wider society?During the past decade, sociologist Frederick R. Lynch studied the rise of a social policy movement that has successfully moved multiculturalism from universities and foundations into the courts, mass media, and the American workplace. The new diversity policies are future-oriented and market-driven, eclipsing "old" affirmative action debates about overcoming past discrimination against blacks.Based on more than six years of field research and hundreds of interviews, Lynch tracks the development and impact of different forms of diversity policies at dozens of consultant gatherings, in the business and professional literature and through in-depth case studies such as the Los Angeles Sheriff's Department and the University of Michigan, Ann Arbor. He profiles the major consultants who have powered the diversity machine, analyzes the benefits and drawbacks of various approaches to workplace diversity and provides numerous "you-are-there" samples of workshops, seminars, and conferences.The book is written for the general reader interested in public-policy issues, social scientists, and others interested in the origins and consequences of workplace diversity policies.

Devra I. Jarvis 2005