

Diversity and Organizational Development

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Diversity and Organizational Development: Impacts and Opportunities

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INVESTOR IN PEOPLE

For Alex, Jenna, Paige, and Teigan

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Table of Contents

List of Tables and Figures	<i>ix</i>
List of Abbreviations	<i>xi</i>
Acknowledgments	<i>xiii</i>
Chapter 1 Introduction	<i>1</i>
Chapter 2 Diversity in Context	<i>11</i>
Chapter 3 Defining Diversity	<i>27</i>
Chapter 4 Cultural Diversity	<i>37</i>
Chapter 5 Cognitive Diversity	<i>51</i>
Chapter 6 Social Exclusion	<i>63</i>
Chapter 7 Embracing Diversity	<i>77</i>
Chapter 8 Inclusive Organizational Development	<i>87</i>
Chapter 9 Inclusion and Organizational Culture	<i>103</i>
Chapter 10 Conclusion	<i>113</i>
References	<i>123</i>
Index	<i>139</i>

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List of Tables and Figures

Figure 2.1.	Average Number of Labor Migrants Entering Select Countries, 2007–2017.	15
Figure 3.1.	The Diversity Tree and Sample Attributes.	33
Figure 3.2.	Single-Dimensional Versus Multi-Dimensional Diversity Frameworks.	35
Figure 4.1.	Hofstede’s Dimensions of National Culture and Sample Country Rankings.	39
Figure 4.2.	Three of the Most Common Hand Gestures.	48
Figure 5.1.	Flow of Time: Monochronic Versus Polychronic Time Orientation.	59
Figure 7.1.	Pyramid of Corporate Social Responsibility (CSR).	83
Figure 8.1.	Stages of Diversity and Inclusion Organizational Development (D&IOD).	94
Figure 10.1.	Equality versus Equity.	117
Table 2.1.	Median Age in Select Countries 1950–2100 (Projected).	18
Table 2.2.	Countries With Largest Percentage Change in Female Board Seats, 2010–2017.	21
Table 5.1.	Summary of Relational Models Primary Characteristics.	57

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List of Abbreviations

AA	Affirmative action
AR	Authority ranking
CS	Communal sharing
CSR	Corporate social responsibility
CVS	Chinese Value Survey
D&I	Diversity and inclusion
D&IOD	Diversity and inclusion organizational development
EAP	Employee assistance plan
EEOC	Equal Employment Opportunity Commission
EM	Equality matching
ESG	Environmental, social, and governance
EU	European Union
HR	Human Resources
IDV	Individualism
ILO	International Labour Organization
IRIC	Institute for Research on Intercultural Cooperation
IVR	Indulgence versus restraint
LTO	Long-term orientation
MAS	Masculinity
MCOD	Multicultural organizational development
MP	Market pricing
OD	Organizational development
OECD	Organization for Economic Cooperation and Development
PDI	Power distance
PRI	Protestant Relational Ideology

xii List of Abbreviations

SRI	Socially responsible investment
STEM	Science, technology, engineering, and mathematics
UAI	Uncertainty avoidance
UN	United Nations
US	United States
USSR	Union of Soviet Socialist Republics
WHO	World Health Organization
YEN	Young Employee Network

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