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Nota di contenuto	Front Matter -- Copyright Page -- Dedication -- Acknowledgments -- Introduction -- Diversity: Good for Maintaining the Status Quo, Not So Much for Real Progressive Change / David G. Embrick -- Policy, Politics, and Practice -- Diversity and Affirmative Action: A Closer Look at Concepts and Goals / Sharon M. Collins -- Is Diversity Racial Justice? Affirmative Action in Admissions and the Promises and Perils of Law / Ellen Berrey -- Disfavored Subjects: How Liberalist Diversity Fails Racial Equity in Higher Education / Joyce M. Bell and Wendy Leo Moore -- "Boatloads of Money" in the Great Equalizer: How Diversity Furthers Inequality at the Neoliberal University / Michael Kreiter and Arthur Scarritt -- Pedagogy and Transformation in Higher Education -- Teaching in Black and White: Reflections of Teaching the Social Construction of Race / Tiffany Davis , Wendy Leo Moore and Joyce M. Bell -- "Formed, Transformed, Destroyed, and Re-formed": Diversity Formation at a Majority-Minority University / Shan Mukhtar -- Diversity and stem -- Diversity in stem: How Gendered Structures Affect Women's Participation in Science / Marie des Neiges Léonard -- Equal Opportunity in Science: Diversity as an Economic and Social Justice Imperative / Enobong Hannah Branch and Sharla Alegria -- Diversity and Communities -- Diversity in the Church: A Comparative Analysis of

Multiracial, White, and Black Congregations / Michelle S. Dodson -- "Not in My Backyard": How Abstract Liberalism and Colorblind Diversity Undermines Racial Justice / Laurie Cooper Stoll and Megan Klein -- Sympathetic Racism: Color-Blind Discourse's Liberal Flair in Three Diverse Communities / Meghan A. Burke -- Diversity and Complex Organizations -- When a Lack of Diversity Matters: How Juvenile Justice Professionals See Non-White Juveniles / Paul R. Ketchum -- Critical Diversity in the U.S. Military: From Diversity to Racialized Organizations / Victor Erik Ray -- Undermining Prisoner Re-entry Initiatives: Neoliberalism, Race and Profits / Edward Orozco Flores -- Meanings, Discourse, and Identity -- On-Demand Diversity? The Meanings of Racial Diversity in Netflix Productions / Bianca Gonzalez-Sobrino , Emma González-Lesser and Matthew W. Hughey -- From Capital to Credit: On the Contingent Value of Difference within Diversity Discourse / Antonia Randolph -- The Spectacle of Volunteerism: Aid, Africa, and the Western Helper / Michele C. Deramo -- Back Matter -- Index.

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Sommario/riassunto

In *Challenging the Status Quo: Diversity, Democracy, and Equality in the 21st Century*, David G. Embrick, Sharon M. Collins, and Michelle Dodson have compiled the latest ideas and scholarship in the area of diversity and inclusion. The contributors in this edited book offer critical analyses on many aspects of diversity as it pertains to institutional policies, practices, discourse, and beliefs. The book is broken down into 19 chapters over 7 sections that cover: policies and politics; pedagogy and higher education; STEM; religion; communities; complex organizations; and discourse and identity. Collectively, these chapters contribute to answering three main questions: 1) what, ultimately, does diversity mean; 2) what are the various mechanisms by which institutions understand and use diversity; and 3) and why is it important for us to rethink diversity? Contributors: Sharla Alegria, Joyce M. Bell, Sharon M. Collins, Ellen Berrey, Enobong Hannah Branch, Meghan A. Burke, Tiffany Davis, Michele C. Deramo, Michelle Dodson, David G. Embrick, Edward Orozco Flores, Emma González-Lesser, Bianca Gonzalez-Sobrino, Matthew W. Hughey, Paul R. Ketchum, Megan Klein, Michael Kreiter, Marie des Neiges Léonard, Wendy Leo Moore, Shan Mukhtar, Antonia Randolph, Victor Erik Ray, Arthur Scarritt, Laurie Cooper Stoll.

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