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Nota di contenuto	Part I: Historical Foundations of Racism -- 1. De-silencing Anti-Black Racism and Countering the Master Narrative in Human Resource Development and Beyond. By Marilyn Y. Byrd -- 2. Foundational Concepts of Racism and Anti-Black Racism in the United States for HRD Practitioners and Scholars. By Abbie Salcedo -- 3. Historical Foundations of Racism in the U.S. Society and its Impact on Human Resources and Human Potential. By Lisa Bass, Angela gae audre, Jennifer Jarrett -- 4. Original Sins: Indigenous America and U.S. Systemic Racism. By Ried E. Mackay and Joe Feagin -- 5. The Troubling

Case of Richard Swanson's Legacy: Racial, Gendered, and Ableist Discourse and Antipathy to Diversity in the Foundations of Human Resource Development. By Jeremy W. Bohonos, Juanita Johnson-Bailey, Lauren Gerken -- 6. From Racism to Racial Terror. By Marilyn Y. Byrd -- Part II: Lived Experiences of Racism -- 7. The Lived Racial Experience of One Black Man in the USA: Nomad Racial Syndrome, a Dilemma of Duality and Difference. By Robert A. Martin -- 8. Survival Skills: Surviving and Thriving When Academic White Spaces Fail at Anti-Racism. By Tina M. Harris Rockia Harris, Kyle Stanley -- 9. Telling My Story of Racism: Through The Lens of a Black Woman Leader. By Marilyn Y. Byrd -- Part III Anti-Racism Research and Theory -- 10. Workplace Socialization: Reproducing Racism? Or Challenging Discriminatory Standards?. By Jasmine T. Austin and Jeremy W. Bohonos -- 11. Theoretical, Philosophical, and Paradigmatic Foundations for Countering Racism: A Systems View. By Marilyn Y. Byrd -- Part IV: Anti-racism in Educational and Practical Settings -- 12. It Starts in Elementary School: Working to Dismantle Inequitable and Racist Practices in Formal Educational Spaces. By Danielle T. Ligoeki -- 13. Racial Caste and Black Bodies in Higher Education Informing Antiracism Practices. By Thandi Sulé -- 14. Workplace Policy, Practices, & Procedures: Moving from a select "Anti-ism" framework towards a Collective Approach. By Michael R. Williams -- 15. Taking a Public Stance OUT LOUD Against Racism: The #BlackLivesMatter Movement. By Chaunda L. Scott -- 16. Atmospheric and Seismic Turbulence in HRD. By Michael Baugh -- 17. White Women's Work: Decentering Whiteness, Confronting Complicity, and Taking Action to Become More Inclusive Colleagues. By Holly Hutchins, Laura Bierema Julia Storberg-Walker, Julie Gedro, Carole Elliott -- Part V: Next Steps: Emerging Work in Anti-racism -- 18. Emerging Work in Anti-Asian Racism on a University Campus. By Tomoko Wakabayashi, Ambika Bhargava, Chaturi Edrisinha, & Ji-Eun Lee -- 19. HRD Scholar and Practitioner Anti-Racist Identity: Working Through and Beyond Challenges and Hesitations. By Julie A. Gedro -- 20. Challenges and Opportunities Facing Anti-Racist Educators in Higher Education. By A. Martin, Danielle Ligoeki, Chaunda L. Scott, Jon Margerum-Leys -- 21. Racial Equality and Inclusivity in Academia: Perspectives and Strategies for Anti-Racism Outcomes. By Tribe Mkwabu -- Concluding Thoughts: Advancing Anti-racism Work in Human Resource Development and Beyond. By Marilyn Y. Byrd.

Sommario/riassunto

This handbook examines the development of antiracism, the antithesis of racism, in the field of Human Resource Development (HRD) and discusses its relevance to the workplace and higher education. Contributing authors from HRD and HRD-related fields present their perspectives on anti-racism and explain how their framing of anti-racism makes a contribution to HRD research, theory, and practice. Though antiracism is a critical, emerging topic, it has received limited attention in the literature. Its focus is the eradication of racism while delivering justice and emancipation. This collection advances the concept by highlighting ways that research, theory, and practice are shifting the conversation to dismantling and eliminating racism. It shows how racism has traumatized marginalized individuals, limited their participation in the workforce and society, and hindered their psychological well-being. This Handbook is divided into 4 sections: the historical foundations of racism; knowledge derived from research, theory, and lived experiences; practical application of antiracism in educational and workplace settings; and the future of antiracism research. Coming at a time of racial unrest and much discourse on race, this work provides scholars, professionals, and students with a body of research and practical examples that introduces and informs

them on the concept of antiracism in HRD. Though the focus is on the US, the arguments put forth in this handbook are not localized, they are universal and can be applied in multiple contexts. Marilyn Y. Byrd is Associate Professor in the Department of Human Relations at the University of Oklahoma, USA. She is currently in the 2nd term as Editor-in-Chief of *Advances in Developing Human Resources* (2018–2024), one of the four journals sponsored by the Academy of Human Resource Development. In addition to her research on matters of social justice, Dr. Byrd's research focuses on theorizing the leadership experiences of Black American women. In 2020, she received the Academy of Human Resource Development's Critical HRD Scholar award. Chaunda L. Scott is Professor of Human Resource Development and Graduate Coordinator of the Human Diversity Inclusion and Social Justice Graduate Certificate Program in the Department of Organizational Leadership at Oakland University, USA. She is also a recognized workforce diversity expert. Her scholarly research and teaching interests are in human resource development, workforce diversity policies and practices, adult diversity education, eradicating societal racism and social justice practices. Dr. Scott is a recipient of the Academy of Human Resource Development's prominent R. Wayne Pace Book of the Year Award in 2020.
