

1. Record Nr.	UNINA9911007480703321
Titolo	Championing Diversity, Equity, and Inclusion, Volume 1 : Effective Strategies for Organizations // edited by Oscar Holmes IV
Pubbl/distr/stampa	Cham : , : Springer Nature Switzerland : , : Imprint : Palgrave Macmillan, , 2025
ISBN	3-031-89380-8
Edizione	[1st ed. 2025.]
Descrizione fisica	1 online resource (XXIII, 188 p. 2 illus.)
Collana	Palgrave Studies in Equity, Diversity, Inclusion, and Indigenization in Business, , 2731-7315
Disciplina	658.3008
Soggetti	Diversity in the workplace Personnel management Management Diversity Management and Women in Business Human Resource Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	How to Deliver Effective Programs to Employees on Diversity, Equity, and Inclusion -- How to Do Legally Defensible DEI Work -- Five Strategies for Improving the Effectiveness of Diversity Training -- Is the Issue Impostor Phenomenon or Impostorization? -- Building Capacity in Organizations and Individuals to Leverage Marginalized Identities at Work -- The Impact of Remote Work on DEI in Organizations -- Unlocking the Power of Inclusion Coaching -- Applying the IMB Diversity Model to Facilitate Diversity Management Competency Development.
Sommario/riassunto	Though there has been an exponential increase in interest in diversity, equity, and inclusion (DEI), particularly as it relates to workplace environments and higher education teaching, recently, there has been a wave of DEI resistance posing challenges for leaders and educators alike. This two-volume set offers theoretical and practical knowledge about how to effectively implement DEI in organizations and into management curriculum. Volume 1 focuses on the challenges of managing DEI in organizations, such as creating effective and legally defensible DEI policies and practices, maintaining positive DEI

organizational climates, and leveraging identities to create synergies and competitive advantages. The book covers topics ranging from the effectiveness of DEI training and programs, impostorization, DEI coaching, and leadership considerations with respect to DEI and remote work. Creating a diverse, equitable, and inclusive workplace requires a long-term commitment and a cultural shift that can be challenging to achieve. This book offers researchers and practitioners evidence-based research and strategies for developing and implementing effective DEI policies, practices, and programs. Oscar Holmes IV is an Associate Professor of Management, the Rutgers University Student Executive (RUSE) Director, and former Associate Dean of Undergraduate Programs at Rutgers School of Business-Camden where he has taught executive education, graduate, and undergraduate courses in Leadership, Organizational Behavior, Conflict Management and Negotiation, DEI Management, and Crisis Management. His research examines how leaders can maximize productivity and well-being through fostering more inclusive environments and has been published in several top-tier management journals and books.
