



Equality, Diversity and Inclusion at Work

A Research Companion

Edited by Mustafa F. Özbilgin, Professor of Organisational Behaviour, Brunel University, UK

With over thirty chapters, this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality, diversity and inclusion at work.

'This is a very inspiring volume that aims at taking EDI research a step further. . . Özbilgin's endeavor succeeds in conveying the value of interdisciplinarity and the importance of acknowledging intersectionality, even when one's own research focuses on a specific aspect of EDI. Equality, Diversity and Inclusion at Work – A Research Companion is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field, but we would also encourage researchers from other fields at least to visit the chapters discussing masculinities and the assumed gender-neutrality/scientific nature of other approaches and areas of study. Practitioners, whether directly involved with diversity management or not, can also use this volume to gain significant insight into the variety of perspectives on diversity management and training.'

– M@n@gement Journal

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– Florence Villesèche, Management

'This collection can serve as a mirror for all of us who spend much of our lives in work organizations. From diverse vantage points, the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others. For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness, support, and cooperation, this book is a must-read.'

– Jay Coakley, University of Colorado, Colorado Springs, US

'Equality, Diversity and Inclusion at Work, edited by Mustafa F. Özbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic. Theoretical issues and policy problems, equal opportunity and diversity management, sociological and psychological approaches, history and present management and trade union efforts, and much more are all covered. I particularly appreciated the inclusion of several articles on men, masculinities, equality and diversity, a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts. Although the collection covers the UK in the most detail, chapters on the US, Germany, South Africa, and Japan provide a multinational perspective. It's the kind of book I'd like to have at hand when I'm writing about organizations, gender, equality and diversity.'

– Joan Acker, University of Oregon, US



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EDITED BY
Mustafa F. Özbilgin

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