

Racism And Sexism In Corporate Life Changing Values In American Business

Blacks in the White Elite -

Richard L. Zweigenhaft

2003-08-01

This extensively revised edition of *Blacks in the White Establishment?* adds fifteen years to the life stories of the African Americans whose opportunities were dramatically changed by a nationally prominent educational opportunity program that provided scholarships for disadvantaged people of color to attend the same elite boarding schools that educate the children of wealthy white Americans. Beyond tracing the individuals into middle age, and expanding coverage of their careers, with special attention to experiences in the corporate world, a new chapter on their

children's education and early careers gives the new edition a poignant and unusual intergenerational perspective. *Blacks in the White Elite* shows why America is at a crucial juncture in relations between blacks and whites, when advances made since the Civil Rights Movement could either continue or retrench, depending on the decisions made by our governments, communities, and schools. The voices of African Americans heard in this book bring home for the reader the everyday impact of national policy issues and debates on race and class in America.

Mentoring Dilemmas -

Audrey J. Murrell 1999-03

The world is continually changing. As organizations

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become more diverse, the need to recognize and develop talent within others becomes more critical and more complex.

Herein lies the fundamental dilemma that parties to these important relationships face. Based on a recent gathering in Amherst, the contributors of this volume attempted to help each other better understand the issues that they were facing in their own diversified mentoring relationships as mentors, protégés, or both. This volume is the result of their efforts. Organized into three sections, the book focuses on the different types of mentoring perspectives--theoretical, empirical, and experiential. It addresses the following issues:

*Developmental relationships--the emerging themes and theoretical models that discuss the experiences of various ethnic populations, *Empirical evidence--qualitative and quantitative research that examines the impact of diverse mentoring relationships, *First-hand accounts--experiences that recount key lessons

learned in various situations including breaking the glass ceiling, among others.

Successful Initiatives for Breaking - 1993

Theoretical and Cultural Perspectives on Organizational Justice -

Stephen W. Gilliland
2001-02-01

At the 1998 annual conference of the Society for Industrial and Organizational Psychology, we organized a roundtable discussion session titled "Innovating organizational justice: Cultural, value, and stakeholders' perspectives." We were impressed by the high level of discussion that this session generated and decided to try to continue the discussion in a conference devoted to these issues. In the summer of 1999, approximately 20 scholars from seven nations met for two days in Nice, France. The theme of the "International Roundtable" on organizational justice was "Innovating research on organizational justice." The format of the meeting allowed

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for extensive discussion of each of the papers that were presented. A strong feeling that emerged from this meeting was that organizational justice research has much to contribute to our understanding of people at work. Further, our current research on organizational justice and the application of justice to managerial issues has in some ways been limited by the confines of our academic journals. The papers presented and discussed at the Nice roundtable clearly extended scholarly thinking in new and exciting directions. We invited a subset of the authors who presented their research at this meeting to submit their papers for review for the first volume of our newly developed series **Research in Social Issues in Management**. All papers were reviewed independently by organizational justice scholars. **Leading in a Diverse & Conflicted World** - Dr. John P. Fernandez 2014-03-21
In today's diverse and constantly changing world,

Business
~~daily news stories about~~
greedy, selfish, and shortsighted leaders, it seems many of our organizations and societies lack the proper guidance to move forward. **Leading in a Diverse & Conflicted World** looks at the reasons for this lack of quality leadership and provides solutions that balance our natural, innate desires around leadership with the rapid changes occurring in populations, communications, business models, and employment practices. Dr. John P. Fernandez shows how organizations that hire and value diverse employees will gain a competitive advantage in our interconnected world. This book equips readers with solid steps to lead their organizations, and their societies, toward better futures. [Rethinking the American Race Problem](#) - Roy L. Brooks 1992-01-30
"A path-breaking analysis of the advent and consequences of deep class stratification in

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African American society since the civil rights movement of the 1960s. Characterized by breadth of vision and reflective realism, Rethinking the American Race Problem is a worthy and welcome successor to Gunnar Myrdal's seminal work, The American Dilemma: The Negro Problem and Modern Democracy, published almost half a century ago."—Boris I. Bittker, Yale University "Insightful, tightly argued, and deeply felt. . . . This brilliant book will affect the thinking of all who read it."—William A. Fletcher, University of California "Rethinking the American Race Problem challenges the conventional understanding of the problem of race relations in the United States."—Gerrald Torres, University of Minnesota "Offers a fresh and intellectually provocative perspective on the relationship between race and public policy in today's America."—Martin Kilson, Harvard University

Managing Social and Economic Change with Information Technology -

Information Resources **Business Management Association.**

International Conference
1994-01-01

Many experts believe that through the utilization of information technology, organizations can better manage social and economic change. This book investigates the challenges involved in the use of information technologies in managing these changes.

White Supremacy and Racism in the Post-civil Rights Era - Eduardo Bonilla-Silva 2001

Is a racial structure still firmly in place in the United States? White Supremacy and Racism answers that question with an unequivocal yes, describing a contemporary system that operates in a covert, subtle, institutional, and superficially nonracial fashion. Assessing the major perspectives that social analysts have relied on to explain race and racial relations, Bonilla-Silva labels the post-civil rights ideology as color-blind racism: a system of social arrangements that maintain white privilege at all

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levels. His analysis of racial politics in the United States makes a compelling argument for a new civil rights movement rooted in the race-class needs of minority masses, multiracial in character - and focused on attaining substantive rather than formal equality.

Ensuring Minority Success in Corporate Management -

Donna E. Thompson

2012-12-06

To be a corporate executive in America is to achieve a universally recognized measure of personal and professional success. The high income, privilege, prestige, and authority enjoyed by most corporate executives all attest to "making it." That is why the advancement of racial and ethnic minorities into the executive suite is one of the key barometers of the nation's progress toward full equality of opportunity. But the quest for equal opportunity in corporate management has been difficult and frustrating. Black, Hispanic, and Asian men and women are rarely found among those who run or significantly

influence the direction of ^{Business} American corporations. The wide gap between the expectation and the reality is a continuing topic of interest to business leaders and racial and ethnic minorities, as well as to scholars of the business scene. This book edited by Thompson and DiTomaso contributes significantly to our understanding of this problem, and, most importantly, provides useful guidelines on what to do about it. Interest in the diversity of corporate management comes at a time of unprecedented challenge to United States success in the world economy. American business must now compete against aggressive producers and financiers in Western Europe and Japan. More competition also has emerged from some of the rapidly developing countries in Latin America and the Pacific Rim. Our ability to design, manufacture, sell, and export goods and services in a global marketplace will increasingly determine our standard of living and prominence on the

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world stage.

Handbook of Organizational

Behavior, Second Edition,
Revised and Expanded - Robert

T. Golembiewski 2000-10-24

Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior (OB), the Second Edition of this groundbreaking reference/ text analyzes OB from a business marketing perspective-offering a thorough treatment of central, soon-to-be central, contiguous, and emerging topics of OB to facilitate greater viability and demand of OB practice. New edition incorporates more comparative perspectives throughout!

Contributing to the dynamic, interdisciplinary state of OB theory and practice, the *Handbook of Organizational Behavior, Second Edition* comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational

design, structure, culture, ^{Business} leadership theory, and risk

taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross-cultural approaches to examine recent issues concerning race, ethnicity, and gender reevaluates value standards and paradigms of change in OB investigates cross-national examples of OB development, including case studies from the United States and India and much more! Written by 45 worldwide specialists and containing over 3500 references, tables, drawings, and equations, the *Handbook of Organizational Behavior, Second Edition* is a definitive reference for public administrators, consultants, organizational behavior specialists, behavioral psychologists, political scientists, and sociologists, as well as a necessary and worthwhile text for upper-level

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undergraduate and graduate students taking organizational behavior courses in the departments of public administration, psychology, management, education, and sociology.

Perspectives - 1982

Black Enterprise - 1982-02

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Every month, BLACK ENTERPRISE delivers timely, useful information on careers, small business and personal finance.

Black Corporate Executives -

Sharon M. Collins 1997

Against the backdrop of increasing ambivalence in the federal government commitment to race-based employment policies, this book reveals how African-Americans first broke into professional and managerial jobs in corporations during the sixties and offers in-depth profiles of their subsequent career experiences. Two sets of

interviews with the most ^{Business} successful Black executives in Chicago's major corporations are used to demonstrate how the creation of the Black business elite is connected to federal government pressures and black social unrest that characterized the civil Rights movement in the sixties. Black Corporate Executives presents, first hand, the dilemmas and contradictions that face this first wave of Black managers and reveals a subtle new employment discrimination. Corporations hired these executives in response to race-conscious political pressures and shifted them into "racialized" positions directing affirmative action programs or serving "special" markets of minority clients, customers, or urban affairs. Many executives became, as one man said, "the head Black in charge of Black people." These positions gave upper-middle-class lifestyles to those who held them but also siphoned these executives out of mainstream paths to corporate power typically leading through planning and

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production areas. As the political climate has become more conservative and the economy undergoes restructuring, these Black executives believe that the importance of recruiting Blacks has waned and that the jobs Blacks hold are vulnerable. Collins-Lowry's analysis challenges arguments that justify dismantling affirmative action. She argues that it is a myth to believe that Black occupational attainments are evidence that race no longer matters in the middle-class employment arena. On the contrary, Blacks' progress and well-being are tied to politics and employment practices that are sensitive to race. Author note: Sharon M. Collins teaches Sociology at the University of Illinois, in Chicago.

The New Leaders - Ann M. Morrison 1996-01-18
By the year 2000, white males will represent less than one third of the American workforce. In this universally praised work, Ann Morrison, co-author of Breaking The

Glass Ceiling, becomes the first to offer companies practical strategies for moving tomorrow's new leaders -- white women and people of color -- into the executive ranks. Using personal interviews with nearly 200 managers in organizations noted for their model diversity programs, Morrison presents a very definite, step-by-step action plan that will prove invaluable to leaders looking to guide their businesses into the next century.

Black Enterprise - 1982-02
BLACK ENTERPRISE is the ultimate source for wealth creation for African American professionals, entrepreneurs and corporate executives. Every month, BLACK ENTERPRISE delivers timely, useful information on careers, small business and personal finance.

Racism and Sexism in Corporate Life - John P. Fernandez 1982

The Myth of Black Corporate Mobility - Ulwyn L. Pierre 2021-11-18

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First Published in 1999. This book addresses one such needed change in the corporate arena—the continuing inequality of opportunities for success that blacks experience relative to their similarly qualified white peers in the U.S. Through interviews and research, the author tries to find the answers that still need explanation due to the the stereotypes of blacks and other minorities that were kept alive through various media.

Racism - Albert J. Wheeler
2005

Of all mankind's vices, racism is one of the most pervasive and stubborn. Success in overcoming racism has been achieved from time to time, but victories have been limited thus far because mankind has focused on personal economic gain or power grabs ignoring generosity of the soul. This bibliography brings together the literature.

Issues, Theory, and Research in Industrial/Organizational Psychology - Louise Kelley

1992-03-13

~~Industrial/Organizational~~

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psychologists are a rather diverse group of people with a common interest in applying psychology to work settings. This is the conclusion reached by George Alliger in the opening chapter of this volume, setting the tone for the rest of the book, which attempts to expand our view of what can be considered as I/O psychology. The authors of the individual chapters are from a variety of backgrounds, not all of them directly associated with I/O psychology, and they discuss topics such as managerial success and training, as well as topics much more on the edge of I/O such as team-building and organizational theory. Thus, this volume makes an important statement about the potential diversity of our field. At the same time, it will help move us towards that diversity by providing insights and information in areas that should be, and are becoming part of the realm of I/O psychology. These insights into non-traditional topics, as well

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as particularly interesting approaches to more traditional areas, make this volume worthwhile and useful to almost anyone concerned with I/O psychology.

Middle-Class Blacks in Britain - Sharon J. Daye
2016-07-27

This book examines the relationship between race and class and considers how these two concepts articulate to determine class relationships

in British society. Daye argues that race in the form of structural racism, plays a significant role at two levels. Firstly, it serves to determine the class position of black labour and secondly, determines the type of race, class and political consciousness generated by black labour in Britain. Using empirical data this volume provides an important contribution to the race/class debate.

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