



# Diversity in Organizations: A Critical Examination

*Cedric Herring, Loren Henderson*

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*Diversity in Organizations* argues that ensuring a diverse workforce composition has tangible benefits for organizations. Rather than relying on touchy-feely arguments, Herring and Henderson present compelling evidence that directly links diversity to the bottom line.

Readers will learn:

- How and why diversity is related to business performance
- The impact of diversity training programs on productivity, business performance and promotions
- The biggest mistakes in diversity management, and how to avoid them
- What can be done to make diversity initiatives more effective and politically palatable
- How to measure success in diversity initiatives in rigorous, non-technical ways to achieve desired results

Presented accessibly, without shying away from the contentious aspects of diversity, the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations, and to make their companies more competitive. Students taking classes in diversity, human resource management, sociology of work, and organizational psychology will find this a comprehensive, helpful resource.

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