



Diversity at Work: The Practice of Inclusion

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Praise for *Diversity at Work: The Practice of Inclusion*

"Ferdman & Deane have done a masterful job of organizing into a coherent whole the various practices, philosophies, and frameworks of the diversity and inclusion field. This book is a timely must-read for anyone interested in this important organizational and global challenge."

Price M. Cobbs, M.D., founder, Diversity Collegium, and author, *Cracking the Corporate Code*

"This exceptional volume is an invaluable, thought-provoking resource for anyone involved in designing, managing, and learning from initiatives to develop competencies that support individual, group, and organizational inclusiveness."

Susan E. Jackson, Ph.D., distinguished professor, Rutgers University, and former president, Academy of Management

"*Diversity at Work* is the most thorough treatment of what is required to create a diverse and inclusive workforce for the 21st century that I have read. This book is must reading for CEOs and general managers who truly want to leverage diversity as a resource for learning, innovation, and high performance."

David A. Thomas, Ph.D., dean and William R. Berkley Chair, McDonough School of Business, Georgetown University and co-author, *Breaking Through: The Making of Minority Executives in Corporate America*

"This scholarly-based, practically-minded volume speaks to the challenges of organization leaders, HR managers, change specialists, and coaches who aspire to create unity in diversity."

Philip H. Mirvis, Ph.D., co-author, *Beyond Good Company*

"Ferdman & Deane have assembled a group of renowned experts who, in beautifully crafted chapters, provide guidelines for creating diverse organizations that truly matter."

Peter Salovey, Ph.D., president and Chris Argyris Professor of Psychology, Yale University

"A powerful collection of insights into inclusion today. This book adds greatly to the body of knowledge and thinking about inclusion in the workplace—which has been our life work for over 30 years."

Frederick A. Miller & Judith H. Katz, Ed.D., co-authors, *The Inclusion Breakthrough* and *Opening Doors to Teamwork and Collaboration*

"Whether you are working to build systems that support inclusion, to enhance an organization's collective ability to collaborate across diverse groups, or to lead in a more authentic and inclusive way, you will benefit from the deep knowledge, cutting-edge applications, and inspiration found in the pages of this remarkable volume."

Cynthia McCauley, Ph.D., senior fellow, Center for Creative Leadership

"*Diversity at Work* provides a practical roadmap for all types of organizations seeking research-based information and guidance on leadership, organization development, and change management focused on diversity and inclusion."

Joseph A. Cordero, director, Office of Ethics and Compliance, County of San Diego

"This most-needed study of the inherent linkage between diversity and inclusion and the organization

development fields is a must read. If OD and D&I are to truly flourish and fulfill their promise, the silos between them must come down. This book will help break down those walls!"

Steve Humerickhouse, executive director, The Forum on Workplace Inclusion

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