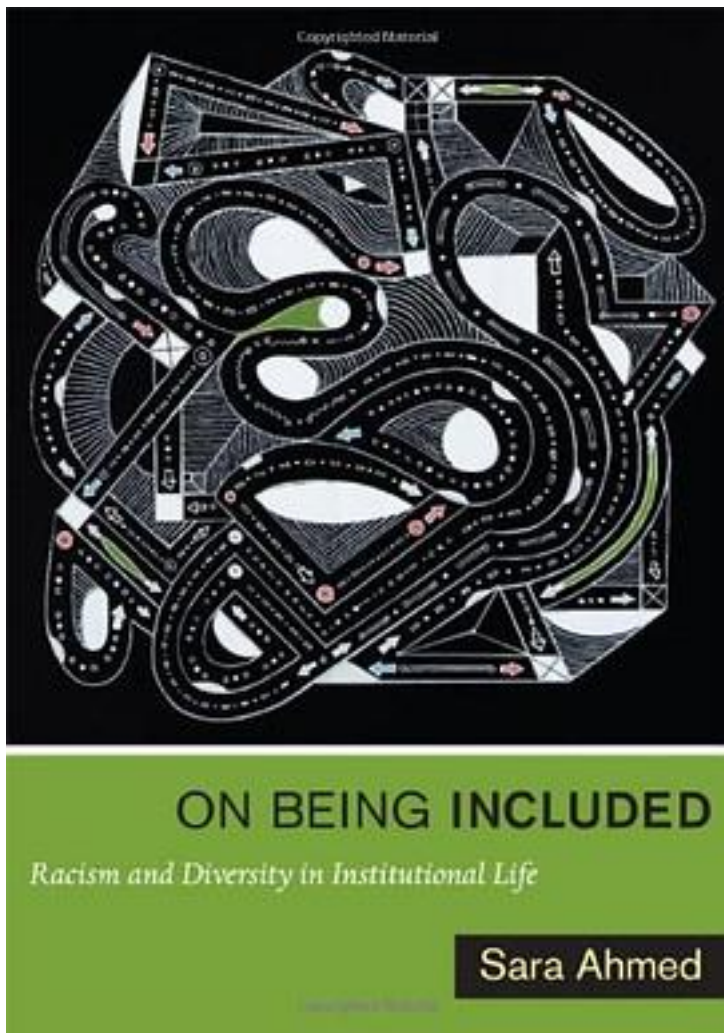


# On Being Included



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What does diversity do? What are we doing when we use the language of diversity?

Sara Ahmed offers an account of the diversity world based on interviews with diversity practitioners in higher education, as well as her own experience of doing diversity work. Diversity is an ordinary even unremarkable feature of institutional life. And yet, diversity practitioners often experience institutions as resistant to their work, which they describe as hitting against a "brick wall." *On Being Included* offers an explanation of this apparent paradox. It explores the gap between symbolic commitments to diversity and the experience of those who embody diversity. Commitments to diversity are understood as "non-performatives" that do not bring about what they name. The book provides an account of institutional whiteness and shows how racism can be obscured by the institutionalization of diversity. Diversity is used as evidence that institutions do not have a problem with racism. *On Being Included* offers a critique of what happens when diversity is offered as a solution. It also shows how diversity workers generate knowledge of institutions in attempting to transform them.

作者介绍:

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## 标签

高等教育

Feminism

女权主义

女性

On

Institution

Included

Being

## 评论

采访英国和澳大利亚大学中的diversity工作者，对于歧视和官僚机构的关系分析得非常细致，机构的运作、文件的流通、“多元”的表象，我们平时发的“写了文件也没有用”的牢骚在这里有细致的分析，砖墙、管道工的比喻也很有效。虽然是empirical研究，但写法也很独特，所用的理论并不是社会学或者政治理论，反而是从Ryle到Austin的各种语言学概念，来理解“多元”和文件究竟在做什么。

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## 书评

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