

Making Diversity Work

7 STEPS FOR DEFEATING BIAS IN THE WORKPLACE

"A great resource for anyone seeking to create or refresh their diversity program." —*Training Magazine*

Making Diversity Work

Revised and Updated Edition

SONDRA THIEDERMAN, PH.D.

Foreword by Michael I. Critelli, Executive Chairman, Pitney Bowes, Inc.

Foreword by Richard M. Macedonia, Former President and CEO, Sodexo, Inc.

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Drawing from research and 25 years of experience in the field, diversity expert Dr. Sondra Thiederman dissects the problems surrounding diversity in the workplace and offers specific, straightforward strategies focused on creating individual change. Using real-life examples, practical tips, and exercises, she guides readers on a journey of self-discovery, intellectual awareness, and healing. In this fully updated and revised edition, learn to: Function more effectively and feel more comfortable in a diverse workplace. Identify and defeat biased attitudes. Confront and minimize the fears that underlie biases. Overcome diversity-related conflict. Women or men, black or white, gay or straight, immigrant or native-born--everyone has prejudices. Making Diversity Work shifts the dialogue from blame to emphasis on the responsibility everyone shares to rid the workplace of bias. Dr. Thiederman delivers the prescription to defeat bias in the workplace in this definitive book for executives, managers, human resources professionals, and diversity practitioners.

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