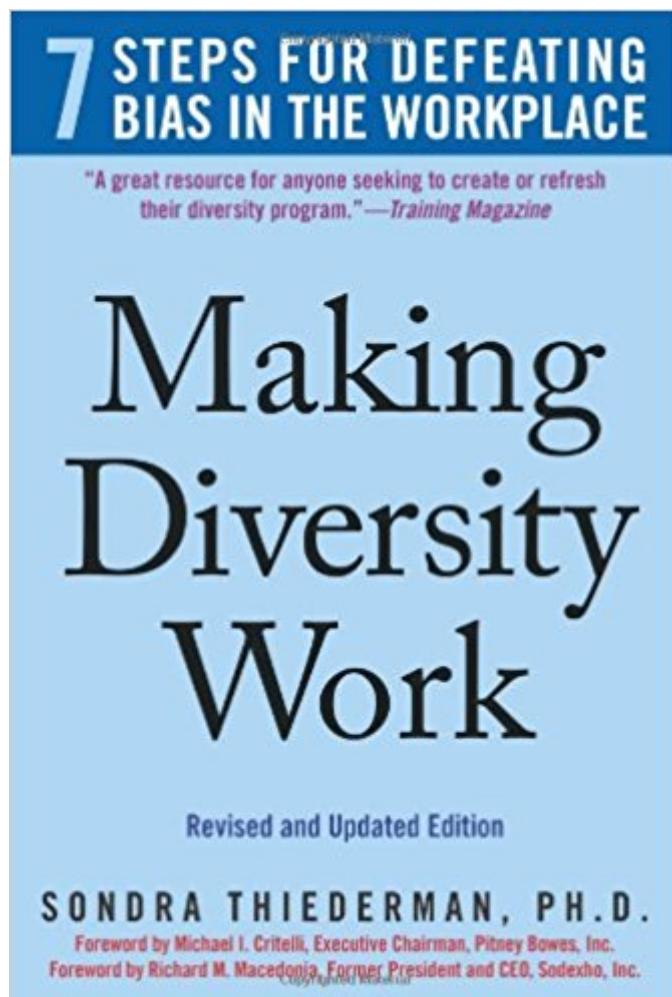


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# Making Diversity Work: 7 Steps For Defeating Bias In The Workplace



## **Synopsis**

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.

## **Book Information**

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## **Customer Reviews**

It is difficult to count the gains and address the challenges both met and remaining in the diversity story of the USA over the past decades. Diversity started as the "right thing to do" and ended up as a "business case" for corporate success. Supported by three core US values equality, law, and market capitalism, the diversity venture goes forward, unfortunately, with mixed success. Thiederman's revision of her already highly successful book attempts to bolster some of the weaker areas of the diversity endeavor, namely in fresh chapters substantiating the power of

reason and conscious decisions to reduce bias in both word and behavior. This is done in a context that admits to the natural functions of bias that affect us all. In other words we all have built in mechanisms that can produce bias and it is in recognizing and managing these mechanisms that we can reduce their effects on our working together. Diversity experts such as Thiederman have long recognized that the management of bias and the effects of bias is a key element in the ability to offer equal opportunity and guarantee the productivity of a mixed workforce. It is the "how to" that interests us and is the focus of her book. In the US context of psychologized personal responsibility, this "how to" forms the core of what is in fact a self-help process. The seven steps for defeating bias outlined in the book are individual behavioral modifications. These include one of seeking out kinship groups, as it were finding or founding voluntary support groups, which are not unlike those constructed by psychologists and gurus for other forms of coping and self-development. Lest the reader think I am trying to be cynical here, this is not the case.

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