Discrimination at Work-Robert L. Dipboye 2013-06-17 This volume brings together top scholars in industrial and organizational psychology with social psychologists to explore the research and theory relating to various areas of workplace discrimination. Many of the contributors to this book participated in a conference on workplace discrimination held at Rice University in May 2000. The idea came from the realization that there had been no attempt to bring together the various literatures on the topic. Discrimination and issues of employment diversity are significant topics today in IO psychology, business, and human resource management. This edited volume examines the following components of this important discussion: how to explain discrimination in organizations; understanding discrimination against specific groups; and implications for practical efforts to reduce discrimination. This book brings together, in one volume, a review of the research on discrimination based on race, age, sexual orientation, gender, physical appearance, disability, and personality. In addition, it explores the multilevel antecedents and potential bases for a general model of discrimination in the workplace. While social psychological research and theory have provided invaluable insights, an understanding of discrimination in the workplace and solutions will require incorporating factors at the organizational level in addition to factors at the individual and group levels. Although a definitive model is not reached, the aim of this text is to facilitate future research and theory.

Hollow Promise-Susan Stefan 2002 Annotation Stefan (an attorney with the Center for Public Representation) demonstrates the failure of the Americans with Disabilities Act in regard to the employment rights of people with mental disabilities, and examines the reasons for this failure. She then considers future possibilities, highlighting the roles of the courts, the government, and employers. Case studies are used to support the legal analysis. Annotation c. Book News, Inc., Portland, OR (booknews.com). The Oxford Handbook of Workplace Discrimination-Adrienne J. Colella 2018 Increasing workplace diversity has given rise to growing intergroup challenges that persistently manifest in discrimination. An emerging science in psychology, sociology, and management has yielded useful evidence to be brought to bear on the important problem of discrimination, but current literature is either focused on social (rather than work) settings, on legal (rather than interpersonal) issues, or on the general phenomenon of diversity instead of the social problem of discrimination in action. Edited by Adrienne J. Colella and Eden B. King, The Oxford Handbook of Workplace Discrimination provides readers with a broad and interdisciplinary review of state-of-the-art research on discrimination in the workplace. In this volume, Colella, King, and their contributing authors tackle the unique experiences of people from diverse perspectives and communities (including religious minorities, gay and lesbian workers, and people with disabilities); the myriad of ways in which discrimination can manifest and its overall consequences; explanations for discrimination; and strategies for reduction. This Handbook will propel future scholarship by clearly outlining the substantive questions, methods, and issues for the future ahead. Disability and Aging Discrimination-Richard L. Wiener 2010-11-08 Two things are certain in the contemporary workplace: the aging of employees, and negative attitudes toward them - especially those with disabilities—by younger colleagues and supervisors. Yet related phenomena seem less clear: how do negative stereotypes contribute to discrimination on the job? And how are these stereotypes perceived in legal proceedings? Bringing theoretical organization to an often unfocused literature, Disability and Aging Discrimination offers research in these areas at the same level of rigor as research into racial and gender discrimination. The book applies Social Analytic Jurisprudence, a framework for testing legal assumptions regarding behavior, and identifies controversies and knowledge gaps in age-discrimination and disability law. Chapters provide historical background or present-day context for the prevalence of age and disability prejudices, and shed light on the psychosocial concepts that must be understood, in addition to medical considerations, to make improvements in legal standards and workplace policy. Among the topics covered: • Applying Social Analytic Jurisprudence to age and disability discrimination. • The psychological origins and social pervasiveness of ageism. • Growing older, working more: the boomer generation on the job. • Limitations of the Americans with Disabilities Act. • Disability and procedural fairness in the workplace. • Cross-cultural perspectives on stigma. The first volume of its kind, Disability and Aging Discrimination is essential reading for researchers, forensic and rehabilitation psychologists/psychiatrists, and those involved in the well-being of older and disabled workers.

Ending Discrimination Against People with Mental and Substance Use Disorders-National Academies of Sciences, Engineering, and Medicine 2016-09-03 Estimates indicate that as many as 1 in 4 Americans will experience a mental health problem or will misuse alcohol or drugs in their lifetimes. These disorders are among the most highly stigmatized health conditions in the United States, and they remain barriers to full participation in society in areas as basic as education, housing, and employment. Improving the lives of people with mental health and substance abuse disorders has been a priority in the United States for more than 50 years. The Community Mental Health Act of 1963 is considered a major turning point in America’s efforts to improve behavioral healthcare. It ushered in an era of optimism and hope and laid the groundwork for the consumer movement and new models of recovery. The consumer movement gave voice to people with mental and substance use disorders and brought their perspectives and experience into national discussions about mental health. However over the same 50-year period, positive change in American public attitudes and beliefs about mental and substance use disorders has lagged behind these advances. Stigma is a complex social phenomenon based on a relationship between an attribute and a stereotype that assigns undesirable labels, qualities, and behaviors to a person with that attribute. Labeled individuals are then socially devalued, which leads to inequality and discrimination. This report contributes to national efforts to understand and change attitudes, beliefs and behaviors that can lead to stigma and discrimination. Changing stigma in a lasting way will require coordinated efforts, which are based on the best possible evidence, supported at the national level with multiyear funding, and planned and implemented by an effective coalition of representative stakeholders. Ending Discrimination Against People with Mental and Substance Use Disorders: The Evidence for Stigma Change explores stigma and discrimination faced by individuals with mental or substance use disorders and recommends effective strategies for reducing stigma and encouraging people to seek treatment and other supportive services. It offers a set of conclusions and recommendations about successful stigma change strategies and the research needed to inform and evaluate these efforts in the United States. The Cost of Racism for People of Color-Alvin N. Alvarez 2016 Introduction -- Theoretical and methodological foundations -- A theoretical overview of the impact of racism on people of color / Alex Pires Ceré and Shantell Powell -- Applying intersectionality theory to research on perceived racism / Jonia N. Lewis and Patrick R. Grzanka -- Improving the measurement of perceived racial discrimination : challenges and opportunities / David R. Williams -- Moderators and mediators of the experience of perceived racism / Alvin Alvarez, Christopher T.H. Liang, Carin Molenaar, and David Nguyen -- Context and costs -- Racism and mental health : examining the link between racism and depression from a social-cognitive perspective / Elizabeth Brondolo, Wan Ng, Kirsty-Lee J. Pierre, and

Concluding theme is the reduction of prejudice. An ideal core text for junior and senior college students who have had a course in introductory psychology, it is written in a style that is accessible to students in other fields including education, social work, business, communication studies, ethnic studies, and education policy. Adapts research on courses of prejudice/ed, this book presents courses that cover topics in racism and diversity. For additional resources, consult the website BreakingPrejudice.org, which focuses on pedagogical materials that can be used to address both cultural awareness and self-awareness of prejudice and to increase students' multicultural competence. Specifically, the site includes: Original teaching activities (ready to use with minimal preparation, including discussion questions) An annotated list of podcasts (categorized by seasons) An annotated list of videos and films (categorized by topic) A set of social justice songs (categorized by topic) Four original public service announcements 16 video diaries about people's personal experience with prejudice Interviews with 13 social justice activists

Measuring Racial Discrimination-National Research Council 2004-07-24 Many racial and ethnic groups in the United States, including blacks, Hispanics, Asians, American Indians, and others, have historically faced severe discrimination—pervasive and open denial of civil, social, political, educational, and economic opportunities. Today, large differences among racial and ethnic groups continue to exist in employment, income and wealth, housing, education, criminal justice, health, and other areas. While many factors may contribute to such differences, their size and extent suggest that various forms of discriminatory treatment persist in U.S. society and serve to undercuts the achievement of equal opportunity. Measuring Racial Discrimination considers the definition of race and racial discrimination, reviews the existing techniques used to measure racial discrimination, and identifies new tools and areas for future research. The book conducts a thorough evaluation of current methodologies for a wide range of circumstances in which racial discrimination may occur, and makes recommendations on how to better assess the presence and effects of discrimination. Reducing Prejudice and Discrimination-Stuart Oskamp 2013-05-13 Finding ways to reduce prejudice and discrimination is the central issue in attacking racism in our society. Yet this book is almost unique among scientific volumes in its focus on that goal. This important book combines critical analysis of theories about how to reduce or minimize prejudice with a review of the evidence for specific interventions, as well as in controlled laboratory situations. This book's outstanding contributors focus on a common set of questions about ways to reduce intergroup conflict, prejudice, and stereotyping. They summarize their own research, as well as others, interpret the conclusions, and suggest implications concerning the practical methods that have been, or could be, used in programs aimed at reducing intergroup conflict. The chapters present solidly based, empirical, and practical evidence. This book had its origin in the Sixth Annual Claremont Symposium on Applied Social Psychology. Each Symposium in the series concentrates on a single area in which social psychological knowledge is being applied to the resolution of a current social problem.

Ideal for teachers, social workers, administrators, managers, and other social practitioners who are concerned about prejudice and discrimination, this book will also serve as a valuable foundation of knowledge in courses that examine this topic.

Migration in Post-Colonial Hong Kong-Susanne Y.P. Choi 2007-08-17 Since 1955 most mainland migrants to Hong Kong have been the wives or non-adult children of Hong Kong men of lower socio-economic status. The majority of immigrants are women, who throughout the past two decades have accounted for more than 60% of immigration. The profile of immigrants has been changing and they are significantly more educated than was the case in the past. Despite the improvement in the educational level of mainland Chinese migrants since 1991, and the increased emphasis on self-reliance and prosperity, this pattern of migration has continued.

This book, which is based on fieldwork conducted between 1995 and 2000, concerns the experiences of mainland Chinese women who have migrated to Hong Kong during this period. It is one of the first in a series of sociological studies of mainland Chinese women who are in Hong Kong, and it fills a gap in the research literature. This book contributes to our understanding of the social processes of migration and identification, and the ways in which these are influenced by, and influence, the social and cultural processes of identity and belonging in Hong Kong. This book's focus on social processes rather than on individual experiences means that the analysis provided here is not limited to the experiences of individual women. Instead, it takes into account the ways in which the experiences of women are shaped by, and in turn shape, the social processes of identity and belonging in Hong Kong. It is hoped that this book will be of interest to a wide audience of students, researchers, and practitioners.
consequences of health disparities requires a multi-level analysis that considers structural forces, psychological processes, and biological mechanisms. This volume's unique multidisciplinary approach brings together social and health psychologists, public health scholars, public health practitioners, and advocates to explore various aspects of stigma's impact on health. It goes beyond the common practice of studying one stigmatized group at a time to examine the stigma-health link across multiple stigmatized groups. This broad, multidisciplinary framework not only illuminates the significant effects stigma has when aggregated across the health of many groups but also increases understanding of which stigma processes are general across groups and which are particular to specific groups. Hence, a compendium of leading international researchers toward potential policy responses and possibilities for intervention as well as to the large gaps in understanding that remain. This book is the definitive source of scholarship on stigma and physical health for established and emerging scholars, practitioners, and students in psychology, sociology, public health, medicine, law, political science, geography, and the allied disciplines.

The Oxford Handbook of Job Loss and Job Search-Ute-Christine Klehe PhD 2018-05-08 Job search is and always has been an integral part of people's working lives. Whether one is brand new to the labor market or considered a mature, experienced worker, job seekers are regularly met with new challenges in a variety of organizational settings. Edited by Ute-Christine Klehe and Edwin A.J. van Hooft, The Oxford Handbook of Job Loss and Job Search provides readers with one of the first comprehensive overviews of the latest research and empirical knowledge in the areas of job loss and job search. Multidisciplinary in nature, Klehe, van Hooft, and their contributing authors offer fascinating insight into the diverse theoretical and methodological perspectives from which job loss and job search have been studied, such as psychology, sociology, labor studies, and economics. Discussing the antecedents and consequences of job loss, as well as outside circumstances that may necessitate a more rigorous job hunt, this Handbook presents in-depth and up-to-date knowledge on the methods and processes of this important time in one's life. Further, it examines the unique circumstances faced by different populations during their job search, such as those working job-to-job, the unemployed, mature job seekers, international job seekers, and those undergoing work loss and unemployment. It also highlights how Conodon can encounter during their lifetimes. As a result, this Handbook concludes with a discussion of the various types of interventions developed to aid the unemployed. Further, it offers readers important insights and identifies best practices for both scholars and practitioners working in the areas of job loss, unemployment, career transitions, outplacement, and job search. Psychology and Field Research by Frank H. Lahey 2020-04-22

Work in the 21st Century-Frank J. Landy 2010 The workplace in the 21st-century is technological and multi-cultural. Work is often accomplished in teams. This work provides students with an up-to-date knowledge based that will enable them to apply the principles of I-O psychology to themselves, supervisors, subordinates and fellow workers.

The Cambridge Handbook of the Psychology of Prejudice-Fiona Kate Barlow 2018-10-11 This concise student edition of The Cambridge Handbook of the Psychology of Prejudice includes new pedagogical features and instructor resources.

Sexual Harassment of Women-National Academies of Sciences, Engineering, and Medicine 2018-09-01 The workplace in the 21st-century is technological and multi-cultural. Work is often accomplished in teams. This work provides students with an up-to-date knowledge based that will enable them to apply the principles of I-O psychology to themselves, supervisors, subordinates and fellow workers.

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and transgender issues. Thus the predominance of lesbian and gay issues in LGBT research (and practice), will be constrained by an explicit consideration of the unique experiences, stressors and related needs of bisexual and transgender employees. Contributions provide deeper insights and differing experiences the whole spectrum of LGBT employees make in the workplace in different national and occupational contexts. Furthermore, the collection offers contextualized insights for evaluating and conceptualizing organizational initiatives aiming at a higher level of inclusion for LGBT employees.

Measuring the Effects of Racism- Robert T. Carter 2020-07-21 A large body of research has established a causal relationship between experiences of racial discrimination and adverse health outcomes. But the mechanisms by which race-based stress and discrimination affect health remain incompletely understood. In Measuring the Effects of Racism, Robert T. Carter and Alex L. Pieterse offer a manual for mental health professionals on how to understand, assess, and treat the effects of racism as a psychological injury. Carter and Pieterse provide guidance on how to recognize the psychological effects of racism and racial discrimination. They propose an approach to understanding racism that connects particular experiences and incidents with a person's individual psychological and emotional response. They detail how to evaluate the specific effects of race-based encounters that produce psychological distress and possibly impaired health outcomes. They outline therapeutic interventions for use with individuals and groups who have experienced racial trauma, and they draw attention to the importance of racial awareness for practitioners. The book features a racial-trauma assessment toolkit, including a race-based traumatic-stress symptoms scale and interview schedule. Useful for both scholars and practitioners, including social workers, educators, and counselors, Measuring the Effects of Racism offers a new framework of race-based traumatic stress that helps legitimize psychological reactions to experiences of racism.

The Hidden Brain—Shankar Vedantam 2010-01-19 The hidden brain is the voice in our ear when we make the most important decisions in our lives—but we’re never aware of it. The hidden brain decides whom we fall in love with and whom we hate. It tells us to vote for the white candidate and convict the dark-skinned defendant, to hire the thin woman but pay her less than the man doing the same job. It can direct us to safety when disaster strikes and move us to violence when we are outraged. It can manipulate us into turning an ordinary person into a suicide terrorist or a group of bystanders into a mob. In a series of compulsively readable narratives, Shankar Vedantam journeys through the latest discoveries in neuroscience, psychology, and behavioral science to uncover the darkest corner of our minds and its decisive impact on the choices we make as individuals and as a society. Filled with fascinating characters, dramatic storytelling, and cutting-edge science, this is an engrossing exploration of the hidden brain—and how they are revealed.

Diversity at Work—Arthur P. Brief 2008-04-24 What effects do racism, sexism and other forms of discrimination have on the functioning of organizations? Is there a way of managing organizations such that we can benefit both the members of traditionally disadvantaged groups and the organizations in which they work? Discrimination on the basis of race or gender, whether implicit or explicit, is still commonplace in many organizations. Organizational scholars have long been aware that diversity leads to dysfunctional individual, group, and organizational outcomes. What is not well understood is precisely when and why such negative outcomes occur. In Diversity at Work, leading scholars in psychology, sociology, and management address these issues by presenting innovative theoretical ways of thinking about diversity in organizations. With each contribution challenging existing approaches to the study of organizational diversity, the book sets a demanding agenda for those seeking to create equality in the workplace.

Don’t Call Me Nuts!—Patrick W. Corrigan 2001-01-01 Understanding Racial and Ethnic Differences in Health in Late Life-National Research Council 2004-09-08 As the population of older Americans grows, it is becoming more racially and ethnically diverse. Differences in health by racial and ethnic status could be increasingly consequential for health policy and programs. Such differences are not simply a matter of education or ability to pay for health care. For instance, African Americans and Hispanics appear to be in better health, on a number of indicators, than White Americans, despite, on average, lower socioeconomic status. Several factors are complex, including possible roles for such factors as selective migration, risk behaviors, exposure to various stressors, patient attitudes, and geographic variation in health care. This volume, produced by a multidisciplinary panel, considers such possible explanations for racial and ethnic health differentials within an integrated framework. It provides a concise summary of available research and lays out a research agenda to address the many uncertainties in current knowledge. It recommends, for instance, looking at health in the life course, decoupling the links between factors presumably producing differentials and biopsychosocial mechanisms that lead to impaired health. Measuring Stress—Sheldon Cohen 1997 Measuring Stress is the definitive resource for health and social scientists interested in assessing stress in humans. With contributions from leading experts, this work provides for the first time a unified conceptual overview of the intricate relationship between stress and a variety of disorders. Measuring Stress provides integrative, incisive guidelines that will prove invaluable to students, clinicians, and researchers interested in health and social psychology, medicine, nursing, epidemiology, sociology, and psychiatry.

The Oxford Handbook of the Psychology of Working—David L. Blustein 2013-07-11 Researchers and practitioners interested in the role of work in people's lives are faced with the need for new perspectives to support clients, communities, and organizations. This handbook is designed to fill this gap in the literature by focusing on the full spectrum of people who work and who want to work across the diverse contexts that frame working in the 21st century. Shaping Inclusive Workplaces Through Social Dialogue—Alicia Arenas 2017-10-14 This book presents Social Dialogue as a social innovation strategy for managing diversity at any step of the human resource circle. It showcases empirical research on how to improve open dialogue and constructive negotiations between management, trade unions and employee representatives using multi-disciplinary perspectives from psychology, business, law, gender studies, sociology and management. This book delivers the latest research to promote a change of attitudes, behaviors and competences on diversity and social inclusion, and develop effective organizational responses in terms of policies and procedural aspects to improve inclusion of vulnerable groups at work. The authors and editors explain effective development tools for an inclusive workplace through Social Dialogue, showing that it is possible to achieve this by integrating values, policies and practices at organizational level. The diversity of contributions from different organizational contexts, countries and cultures results in this being a valuable book for a wide range of scientists, researchers, students and human resource managers as they seek to shape inclusive workplaces through Social Dialogue.

Liberation Psychology—Lillian Comas-Díaz 2020-07-28 Liberation Psychology: Theory, Method, Practice, and Social Justice guides readers through the history, theory, methods, and clinical practice of liberation psychology and its relation to social justice activism and movements. Blindspot—Mahzarin R. Banaji 2016-08-16 A pair of leading psychologists argue that prejudice toward others is often an unconscious part of the human psyche, providing an analysis of the science behind biased feelings while sharing guidelines for identifying and learning from hidden prejudices. 15,000 first printing.

African American Family Life—Vonnie C. McLoyd 2005-09-26 This volume brings together leading experts from a range of disciplines to cover all aspects of African American family life. According to the editors, the book provides an up-to-date framework for culturally competent mental health practice.

Gender Ambiguity in the Workplace: Transgender and Gender-Diverse Discrimination—Alison Ash Fogarty Ph.D. 2018-04-02 A delicate exploration of the discrimination that gender-diverse people face, this book analyzes the relationship between gender identity and performance in the workplace while considering the emotional and economic survival of those who identify as transgender. • Discusses long-ignored nuances of transgender identity through narratives of non-binary, gender-fluid, and genderless experiences, in the context of workplace discrimination • Extends existing theoretical literature on masculinity in the workplace, gender discrimination, and gender performance • Identifies factors that may preclude and minimize discrimination • Proposes a pragmatic set of policy recommendations for employers, community leaders, and others • Provides best practices around such policy items as bathroom access, workplace transition, hiring practices, and inclusive workplace culture

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