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C.T.E. de Aquino, R.W. Robertson (Eds.)

Diversity and Inclusion in the Global Workplace

Aligning Initiatives with Strategic Business Goals

- ▶ **Offers the readers a substantially different approach to Diversity and Inclusion in the workplace, not restricting the discussion to the traditional approach based solely on Gender, Race and Ethnicity in the Workplace**
- ▶ **Adds a tool that can help the implementation of practical applications**
- ▶ **Illustrates the contents by using real world examples**

This edited collection offers a nontraditional approach to diversity management, going beyond gender, race, and ethnicity. Examining ageism, disability, and spirituality, the book provides a discussion of different D&I applications and introduces a framework consisting of a diagnostic phase, gap analysis, and an action plan, which can be modified to attend to specific needs of organizations. Researchers and practitioners will learn a viable way to address diversity in global organizations.