



CAMBRIDGE STUDIES IN LAW AND SOCIETY

Diversity in Practice

Race, Gender, and Class in
Legal and Professional Careers

EDITED BY SPENCER HEADWORTH,
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AND DAVID B. WILKINS

Nice Diversity Practice Professional Careers Cambridge

**Lize A.E. Booysen, Regine Bendl, Judith
K. Pringle**

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Gender, Age and Inequality in the Professions Marta Choroszewicz, Tracey L. Adams, 2019-03-13 The literature on gender and professions shows that professional careers continue to be impacted by gender albeit with important differences among professions and countries Much less researched is the issue of the significance of gender and age cohort or generation to professional work Gender Age and Inequality in the Professions explores men's and women's experiences of professional work and careers through an intersectional lens by focusing on the intersection of gender and age The chapters explore different professions including Medicine Nursing Law Academia Information Technology and Engineering in different Western countries in the present and over time Through original research and critical re-analysis of existing research each of the chapters explores the significance of gender and age cohort or generation to professional work with particular attention to professionals just entering professional careers those building professional careers and comparisons of men and women in professions across generational cohorts The book contributes to literature on inequalities in the professions by demonstrating the ways in which gender and age converge to confer privilege and produce disadvantage and the ways in which gender inequality is reproduced and disrupted through the activities of professionals on the job The book constitutes a departure point for future research in terms of theoretical perspectives and empirical findings on how gendered and age-related processes are produced and reproduced in particular organisational professional and socio-cultural contexts To enhance generational understanding relationships and collaboration in educational institutions organisations and professions the book ends with a section on policy recommendations for educators professionals professional organisations as well as policy and decision makers This book will also appeal to students and researchers in the fields of Sociology Gender Studies Organisational and Management Studies Law Medicine Engineering and Information Technology as well as related disciplines

Impact of Diversity on Organization and Career Development Hughes, Claretha, 2014-11-30 Today's workforce represents individuals of various backgrounds and experiences The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company Impact of Diversity on Organization and Career Development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today's workforce By examining both old and new strategies the research included in this publication will present a unique approach for future company enhancement and employee success This publication is an essential reference source for researchers practitioners managers and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement

Research Handbook of Diversity and Careers Adelina M. Broadbridge, Sandra L. Fielden, 2018 This unique Research Handbook covers a wide range of issues that affect the careers of those in diverse groups age disability gender race religion sexuality and transgender

as well as appearance International experts from a variety of backgrounds contribute chapters in their given fields reviewing current thinking practices initiatives and developments within the field as well as presenting a wide ranging and holistic coverage of the topic

Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources, 2021-07-16 The recent COVID 19 pandemic has emphasized the importance of safety and ergonomics in the workplace From work life balance and mental health to risk prevention maintaining a healthy and happy workforce has become essential for the progress of every company Moreover ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace These concepts are necessary for global workplaces to remain safe efficient and inclusive Covering topics such as employee equity human resources practices and worker wellbeing this anthology provides an excellent resource for researchers human resources personnel managers safety officers policymakers CEOs students professors and academicians

Gender and Careers in the Legal Academy Ulrike Schultz, Gisela Shaw, Margaret Thornton, Rosemary Auchmuty, 2021-02-25 In the past fifteen years there has been a marked increase in the international scholarship relating to women in law The lives and careers of women in legal practice and the judiciary have been extensively documented and critiqued but the central conundrum remains Does the presence of women make a difference What has been largely overlooked in the literature is the position of women in the legal academy although central to the changing culture To remedy the oversight an international network of scholars embarked on a comparative study which resulted in this path breaking book The contributors uncover fascinating accounts of the careers of the academic pioneers as well as exploring broader theoretical issues relating to gender and culture The provocative question as to whether the presence of women makes a difference informs each contribution

Vocational Psychological and Organisational Perspectives on Career, 2009-01-01 It has long been lamented that although several disciplines contribute to career scholarship they work in isolation from one another thus denying career theory research and practice the benefits that multidisciplinary collaboration would bring This constitutes a lost opportunity at a time when new understandings and approaches are needed in order to respond effectively to global changes in society and work This book takes a major step towards remedying this situation by bringing together two key perspectives on career the vocational psychological and the organisational interpreted broadly to include organisation behaviour and human resource management Written by international experts the book opens by identifying some of the tributaries that flow into the great delta of careers scholarship and noting the need to link what are at present separate islands of scholarship It is structured to allow

comparison between the ways in which the two perspectives address career development and career management theory research and interventions. It concludes by pointing to the possibilities for dialogue and even collaboration between these perspectives and suggesting ways in which these could be brought about. The book will be essential reading for career scholars because with its potential to stimulate new thinking and developments in theory and research and also importantly in practice with beneficial spin offs for policy makers this dialogue could open a new phase in career scholarship. With its overviews of the history, theory, research and practice of both perspectives the book will also be a valuable resource for students of both perspectives. Contemporary Theories of Career Development Nancy Arthur, Mary McMahon, 2018-11-12

In response to the complexities of social change that have become evident in the 21st century there is a need for innovation in career theory that takes into account new perspectives and the fluctuating contexts of people's lives. Contemporary Theories of Career Development: International Perspectives brings together the contributions of theorists from around the globe whose work represents current cutting edge international approaches to career development theory. Emphasizing the new perspectives that are needed for this field to be relevant in a contemporary era, this book considers the cultural applications of theory in a diverse range of populations. Structured in three parts with chapters written by internationally renowned leaders in the field, this collection features a critical examination of the current history of the field, thirteen theory chapters each enhanced by a case study, and a final chapter that draws the previous chapters together through key themes broadening the reader's knowledge of theoretical perspectives and their interrelations. Each theory chapter author comments on and critiques his or her own theory, inviting readers to engage with these theories at both a practical and theoretical level through the case studies. Detailed with reader friendly descriptions and supplemented by international research case examples and discussion questions, Contemporary Theories of Career Development: International Perspectives is the ideal reference work for students studying the topic as well as a stimulus for researchers and practitioners looking to implement the theories in their work. **Changing Age and Career Concepts in the Austrian Banking Industry** Barbara Marina

Covarrubias Venegas, 2019-07-10. Demographic change is affecting societies and organizations alike. Although ageing is relevant to all, there is still a tendency for more negative stereotypes to be attributed to older individuals while positive stereotypes are mainly associated with younger individuals. Further, there are indications of gendered ageism showing that age prejudices are more likely to affect women. This book argues that through holistic measures human resources management is of fundamental importance to an age friendly and non age discriminatory culture. It can be assumed that awareness raising on age issues also takes into account the gender issue. Drawing on qualitative interviews with employees in the Austrian banking industry and using an analytical framework, the author provides suggestions and implications for organizations to address this situation. **Queer Career** Margot Canaday, 2025-05-27. Historians have noted that gay identity is central to the history of capitalism but because of an assumption that workplaces were straight spaces in which

queer people passed historians of sexuality have had almost nothing to say about work instead directing their attention to the street and to the bar This book presents employment and the accompanying fear of job loss as one of the most salient features of queer life for most of the twentieth century and looks at the political and legal developments of gay labor in the workplace alongside the histories of women s minorities and immigrants labor Starting midcentury with the Lavender Scare the federal government s massive purge of gay people from the Civil Service the book traces how workplaces opened to gay workers albeit unevenly over the second half of the twentieth century Drawing on a number of archival sources and interviews this is a history of the workplace that shows larger structural change while also giving voice to many underrepresented individuals Throughout Margot Canaday emphasizes the concept of precariousness a commonly deployed category within labor studies to designate that expanding category of workers in industrial societies who are detached from permanent standardized secure and protected employment While women and racial minorities also share this longer history of precarious work the LGBT experience was a particularly powerful precedent for the changing character of economic life at the end of the 20th century Despite that the book shows that workplaces were surprisingly responsive to demands from gay employees for protection and benefits Canaday shows that business was out ahead of both the government and labor unions in offering antidiscrimination protection and domestic partner benefits to gay workers The final part of the book traces how gay rights came to be the most marketized privatized civil rights social movement and how we should consider the gay experience in the workplace not as marginal or atypical but as central and predictive for all workers

Career Assessment

Mary McMahon, Mark Watson, 2015-07-21 Career Assessment Qualitative Approaches will assume a seminal place in the field of career development as the first book to focus solely on qualitative approaches to career assessment This book represents a timely and important contribution to career development as it seeks to meet the needs of increasingly diverse client groups Part 1 Foundations strongly positions qualitative career assessment in its historical philosophical theoretical and research contexts The book is innovative by considering qualitative career assessment through the lens of learning Part 2 Instruments presents the first collation of chapters on a comprehensive range of qualitative career assessment instruments and processes written to a standard format to enable readers to compare contrast and evaluate approaches Part 3 Using quantitative career assessment qualitatively mitigates against depicting an unnecessary divide in the field between quantitative and qualitative career assessment by considering their complementarities Part 4 Diverse Contexts considers qualitative approaches to career assessment in contexts other than able western middle class settings Part 5 Future Directions reflects on the chapters and poses suggestions for the future With high profile authors from nine different countries the book represents a truly international contribution to the field of career development In its focus on qualitative career assessment this book holds a unique position as the only such text and will therefore assume an important place in the libraries of researchers academics and career practitioners

AI and Diversity in a Datafied World of Work Joana Vassilopoulou, Olivia

Kyriakidou,2025-04-24 Artificial intelligence AI is rapidly transforming the world of work but how does it impact diversity equity and inclusion DEI AI and Diversity in a Datafied World of Work addresses the critical question of whether AI will create more inclusive workplaces or exacerbate existing inequalities **The Holistic Career Coaching Handbook** Rob Nathan,2025-04-08 Exclusion from the workplace not only has devastating effects on individual well being and public health but also limits organisational development and social cohesion This book promotes an understanding of the strengths of people with diverse attributes transforming a sense of being overlooked by employers to being a valued asset This handbook provides tools for people to respond respectfully to the way employees experience their working lives It guides the reader to realise the potential strengths of employees regardless of their background life situation mental health or neurological condition and appreciate the impact of emotions on their contribution to and experience of work Other books look at organisational reasons for motivation this book addresses the emotional effect of significant change outside the workplace that has an impact on motivation at work Chapters cover neurodiversity parental coaching Career Returners menopause and the impact of different life stages This practical book uses cases and summaries throughout and has chapters on creating a successful programme of career support together with 15 original Career Tools It is particularly relevant to Human Resources Learning and Development and line managers and anyone wanting to develop effective in house career coaching for employees **The Making of Lawyers' Careers** Robert L. Nelson,Ronit Dinovitzer,Bryant G. Garth,Joyce S. Sterling,David B. Wilkins,Meghan Dawe,Ethan Michelson,2023-10-03 An unprecedented account of social stratification within the US legal profession How do race class gender and law school status condition the career trajectories of lawyers And how do professionals then navigate these parameters The Making of Lawyers Careers provides an unprecedented account of the last two decades of the legal profession in the US offering a data backed look at the structure of the profession and the inequalities that early career lawyers face across race gender and class distinctions Starting in 2000 the authors collected over 10 000 survey responses from more than 5 000 lawyers following these lawyers through the first twenty years of their careers They also interviewed more than two hundred lawyers and drew insights from their individual stories contextualizing data with theory and close attention to the features of a market driven legal profession Their findings show that lawyers careers both reflect and reproduce inequalities within society writ large They also reveal how individuals exercise agency despite these constraints **Strategies for Increasing Diversity in Engineering Majors and Careers** Gray, Monica,Thomas, Ken D.,2017-01-10 Underrepresentation of minorities is present in the field of engineering both in education and practice As in every profession diversity and inclusion needs to be incorporated in order to provide the same opportunities for all people Strategies for Increasing Diversity in Engineering Majors and Careers is an essential reference work for the latest research on the need for diversity and inclusion within the engineering workforce and provides approaches to restructure engineering education to achieve this goal Featuring expansive coverage on a broad range of

topics including minority recruitment experiential education systems and study abroad programs this book is ideally designed for students professionals academic advisors and recruitment officers seeking current research on ways to diversify engineering education and careers

You Don't Look Like a Lawyer Tsedale M. Melaku, 2019-04-18 Now available in paperback with a new foreword from Victor Ray

You Don't Look Like a Lawyer Black Women and Systemic Gendered Racism highlights how race and gender create barriers to recruitment professional development and advancement to partnership for black women in elite corporate law firms Utilizing narratives of black female lawyers this book offers a blend of accessible theory to benefit any reader willing to learn about the underlying challenges that lead to their high attrition rates Drawing from narratives of black female lawyers their experiences center around gendered racism and are embedded within institutional practices at the hands of predominantly white men In particular the book covers topics such as appearance white narratives of affirmative action differences and similarities with white women and black men exclusion from social and professional networking opportunities and lack of mentors sponsors and substantive training This book highlights the often hidden mechanisms elite law firms utilize to perpetuate and maintain a dominant white male system Weaving the narratives with a critical race analysis and accessible writing the reader is exposed to this exclusive elite environment demonstrating the rawness and reality of black women's experiences in white spaces Finally we get to hear the voices of black female lawyers as they tell their stories and perspectives on working in a highly competitive racialized and gendered environment and the impact it has on their advancement and beyond

Generational Diversity at Work Emma Parry, 2017-09-29 Over the past decade much attention has been paid to the apparent differences in consumption preferences or workplace attitudes and behaviours across generations Within Western economies such as the USA UK and Australia it is commonly assumed that that there are now four generations in the workplace namely Veterans born 1925 1942 Baby Boomers 1943 1960 Generation X 1961 1981 and Generation Y 1982 2000 The concept of generational differences at work is one that has recently been adopted by practitioners as a basis on which to design human resource management and career management practices However there has been some concern in academic circles about the validity of the notion of generations and the evidence base that supports it There is therefore a need for new perspectives and methodological approaches to investigating generational differences at work in order to establish the validity and value of generations as an axis of diversity

Generational Diversity at Work New Research Perspectives will address this need by presenting and discussing research into generational diversity that adopts a range of new theoretical perspectives or methodological approaches This book is designed as a first step in addressing the need to critically examine the theoretical and empirical basis for generational differences and to provide some new empirical data in this area

Diversity in Harmony IUPsyS, Kazuo Shigemasa, Sonoko Kuwano, Takao Sato, Tetsuro Matsuzawa, 2018-08-10 Highlights from one of the most successful international psychology conferences since the beginning of this century Diversity in Harmony distills the Proceedings of the 31st International

Congress of Psychology into selected readings that highlight the Congress's theme. The text includes research that offers recent insights gained from multidisciplinary perspectives and methodologies. The volume also contains chapters that put psychology at the center of our understanding and ability to address the many problems facing groups and individuals in modern society. As the contributors clearly show, the social problems often require multidisciplinary approaches. With contributions from experts from around the globe, the book explores a wealth of topics that examine new synergies such as artificial empathy, prosocial primates, and understanding about others' actions in chimpanzees and humans. The volume also contains readings on psychology confronting societal challenges with topics including Culturally relevant personality assessment, Emotion-related self-regulation, and Children's social psychological and academic functioning. This vital resource presents readings from presentations that were highlighted at the 31st International Congress of Psychology. Includes contributions from an international panel of renowned experts. Offers information that compares the minds of primates and contemporary humans and examines human cognitive capability. Contains 24 chapters that explore a wide range of topics presented at the Congress. Written for professionals and students in the field. Diversity in Harmony is filled with contributions from noted experts and offers a reflection of the state of psychology in the second decade of the 21st century. **The**

^AOxford Handbook of Career Development, 2021-06-11 The Oxford Handbook of Career Development provides a comprehensive overview of the career development field. It features contributions from 42 leading scholars addressing the context, theory, and practice of career development in the contemporary world. **Discrimination and Diversity:**

Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions. With the ubiquity of these practices, there is now an increasingly urgent need to close this divide. **Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications** provides a critical look at race, gender, and modern-day discrimination and solutions to creating sustainable diversity across numerous contexts and fields. Including innovative studies on anti-discrimination measures, gender discrimination, and tolerance, this multi-volume book is an ideal source for professionals, practitioners, graduate students, academics, and researchers working in equality, as well as managers and those in leadership roles.

Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work Lize A.E. Booysen, Regine Bendl, Judith K. Pringle, 2018-08-31 Equality, diversity, and inclusion (EDI) have become features of organizations as a result of both legal and societal advances, as well as neoliberal economic reasoning and considerations. Current research approaches frequently fall short of addressing the challenges faced in EDI research, and this benchmark Handbook brings up-to-date coverage of research methods in EDI and advances the development of research in the field.

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