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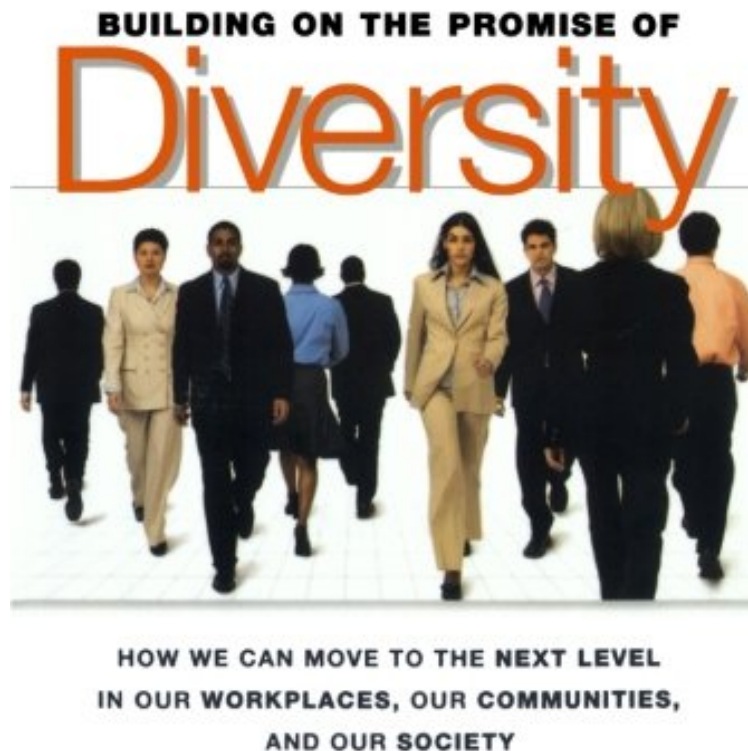
# Building on the Promise of Diversity: How We Can Move to the Next Level in Our Workplaces, Our Communities, and Our Society

*R. Roosevelt Thomas Jr.*

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**R. Roosevelt Thomas, Jr.**

*Author of Beyond Race and Gender and Building a House for Diversity*



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#92331 in Books Thomas Jr R Roosevelt Thomas R Roosevelt Jr 2005-10-24 2005-10-24Original language:EnglishPDF # 1 8.80 x .58 x 5.90l, .77 #File Name: 0814417051256 pagesISBN13: 9780814417058Condition: NewNotes: BRAND NEW FROM PUBLISHER! 100% Satisfaction Guarantee. Tracking provided on most orders. Buy with Confidence! Millions of books sold! | File size: 32.Mb

**R. Roosevelt Thomas Jr. : Building on the Promise of Diversity: How We Can Move to the Next Level in Our Workplaces, Our Communities, and Our Society** before purchasing it in order to gage whether or not it would be worth my time, and all praised Building on the Promise of Diversity: How We Can Move to the Next Level in Our

## Workplaces, Our Communities, and Our Society:

0 of 0 people found the following review helpful. Five Stars  
By Hannah Easy read and informative for a class I was taking. Would recommend.  
0 of 5 people found the following review helpful. Review  
By Karl Voigt This book arrived quickly and in the condition that was advertised at the time of purchase; it was also packaged well.  
12 of 13 people found the following review helpful. Searching for the next level of diversity  
By Barbara That Dr. Roosevelt Thomas, Jr. is searching for the next level of diversity is not unusual considering his stature as a respected guru in the field. But when Dr. Thomas says diversity has become a politicized "code word for affirmative action," and we - meaning organizations and society - are going to have a hard time getting to any next level because we're stuck in muddle-headed thinking about diversity, well, that is unusual! (He defines affirmative action as "the recruitment, promotion and retention of members of 'protected classes'" in the United States.) Thomas believes most organizational leaders, as well as society, have accepted the politicized definition of diversity, which positions it as a win/lose power struggle. We understand diversity through the lens of struggle because that's how we understand differences. The power struggle is a legacy of the Civil Rights Movement and of affirmative action, and we would argue it is also a legacy of other institutions which the United States has used to approach differences, such as Indian reservations, slavery, segregation and Jim Crow laws, Japanese internment, to name a few). If you are looking for a book to clarify your thinking about diversity, the legacies of Civil Rights and affirmative action, and how to improve people's ability to manage diversity, this book is essential reading. If you are looking for a thorough description of what the next level of diversity is, you won't find it. If we understand Dr. Thomas correctly, we have to master the craft of diversity management in order to discover what the next level is. Care to join us?  
By Kyla Meyers and Barbara Deane, editors at DiveristyCentral.com

The ""numbers"" were achieved. The workshops attended. Most people in your organization have gotten their ""isms"" under control. But here you are again, recycling yet another round of costly diversity programs -- and still unable to overcome the problems and reap the benefits of your diverse workforce. That's because most organizations, despite good intentions and hard work, are stuck in their diversity efforts, says R. Roosevelt Thomas, Jr., a leading diversity expert who has continually raised the bar on how we think and act on a complex array of diversity issues. In our communities as well as in our workplaces, a feeling of frustration has emerged as the promise of the Civil Rights Movement and affirmative action has become overly politicized and polarizing. But managing diversity is not a new issue. In fact, it is both a hallmark and core challenge that organizations and society have confronted since the founding of America, ""an experiment in diversity."" Building on the Promise of Diversity is Thomas's impassioned wake-up call to bring diversity management to a wholly new level -- beyond finger-pointing and well-meaning "initiatives" and toward the shared goal of building robust organizations and thriving communities. This original, thoughtful, yet action-oriented book will help leaders in any setting -- business, religious, educational, governmental, community groups, and more -- break out of the status quo and reinvigorate the can-do spirit of making things better. The book includes a deeply felt analysis of the sometimes tangled intersections between diversity management and the Civil Rights Movement and affirmative action agendas . . . a personal narrative that charts Thomas's own evolution in diversity thinking . . . and a roadmap for mastering the powerful craft of Strategic Diversity Management, a structured process that helps you:

- \* Realize why multiple activities and good intentions are not enough for achieving sustainable progress.
- \* Recast the meaning of diversity as more than just race and gender, but as any set of differences, similarities, and tensions -- such as workplace functions, product lines, acquisitions and mergers, customers and markets, blended families, community diversity, and more.
- \* Accept that a realistic goal is not to eliminate diversity tension but to use it as a catalyst to address key issues.
- \* Recognize diversity mixtures, analyze them accurately, and make quality decisions in the midst of differences, similarities, and tensions.
- \* Build an essential set of diversity skills and develop your "diversity maturity" -- the wisdom, judgment, and experience to use those skills effectively.
- \* Reflect on the ways you might be "diversity challenged" yourself. Diversity is the reality of America today. Whether you let diversity be a drain on your organization or a dynamic contributor to your mission, vision, and strategy is both a choice and a challenge. Building on the Promise of Diversity gives you the insights and skills you need to navigate through simmering tensions -- and find creative solutions for achieving cohesiveness, connectedness, and common goals.

"Minority MBA: ""Does the business world really need yet another book about diversity? If the book is in question is Building on the Promise of Diversity, then the answer is an emphatic yes. Frank, often controversial, always entertaining, this book is a must-read for all business leaders."" Gulfshore Business: ""[a] must-read book...The book is a wake-up call that rings true...It [Roosevelts Strategic Diversity Management Process] is a critical necessity -- a necessity that can help us use diversity management to find creative solutions for achieving our organizations mission and making its vision a reality. Like Dr. King, it makes a difference in lives."" [a] must-read book. The book is a wake-up call that rings true -Gulfshore Business ""As he has done in his past publications, Beyond Race and Gender

and Building a House for Diversity, in Building on the Promise of Diversity, Dr. Roosevelt Thomas has again asked us to expand our discourse and practice on diversity beyond limited conceptual models that prevent the realization of the richness and vitality inherent in our communities, our workplaces, and the greater society. 'Making quality decisions in the midst of differences and similarities (Diversity Management)', the author informs us, has powerful implications for organizations as well as for the leaders who are courageous and skillful enough to accept the challenges of a new era.'" -- Dr. Walter Fluker, PH.D., Executive Director, The Leadership Center at Morehouse College ""At last, a clearly written guide by a leading expert that tells how to jump off the conventional diversity track and move yourself and your organization to a higher level of performance.'" -- John Alexander, President, Center for Creative Leadership ""If you could read only one book about diversity, this is it! Roosevelt Thomas analyzes what we have been, describes what we are, and is helping to create what we can be.'" -- Marshall Goldsmith, world-renowned executive coach and thought leader; co-editor or author of 19 books, including Coaching for Leadership and The Leader of the Future ""Frank and provocative, Building on the Promise of Diversity will enormously enhance the quality of thinking about and the effective management of diversity. Avoiding the trap of pointing fingers at who is right or wrong and disappointed expectations of the past, Dr. Thomas offers a practical, experience-based framework within which leaders in public and private institutions can raise the game of diversity management to the level needed in our modern society.'" -- Dick Sibbersen, VP Human Resources, BellSouth Corporation ""R. Roosevelt Thomas has provided a vital service in offering a detailed prescription for advancing the dynamic of diversity in American society. Even more important, he has reanimated the great vision of our greatest national treasure: the American Dream itself.'" -- Marc H. Morial, President and Chief Executive Officer, National Urban League ""Americas history is distinguished by its adventurous spirit, never satisfied with the status quo, always believing it can be better. Roosevelt takes us through the evolution of diversity, his personal journey, and many of the institutions that make us who we are as a nation. He challenges our contentment with being stuck in our current diversity paradigm and provides fresh thinking for using diversity management to harness the talents of all Americans, which is essential for competing effectively in a global economy.'" -- Thurmond Woodard, VP, Global Diversity, Dell ""The remarkable Dr. Roosevelt Thomas, whose name has been synonymous with diversity leadership, has done it again in this splendid new book.'" -- Sheila Wellington, Clinical Professor of Management, Stern/NYU School of Business; former President of Catalyst ""At last, a clearly written guide by a leading expert that tells how to jump off the conventional diversity track and move yourself and your organization to a higher level of performance.'" -- John Alexander, President, Center for Creative Leadership ""A robust and thoughtful work. Readers will gain the benefit of Roosevelts years of experience, his clarity, and his ability to provide a lens from the viewpoint of both the manager and the employee. This is a great book for any organizational leader stuck in knowing but not yet able to move into doing.'" -- Beverly Kaye, Founder/CEO, Career Systems International, co-author of Love It, Don't Leave It: 26 Ways to Get What You Want at Work and Love 'Em or Lose 'Em: Getting Good People to Stay" About the Author R. Roosevelt Thomas, Jr. is one of the worlds leading experts on diversity management and has been called "one of the most effective consultants in the United States" by The Wall Street Journal. Dr. Thomas is CEO of Roosevelt Thomas Consulting Training, Inc., and founder of The American Institute for Managing Diversity, both based in Atlanta. A Fellow of the prestigious National Academy of Human Resources, he is also the recipient of the American Society for Training and Development (ASTD) Award for Distinguished Contribution to Human Resource Development and the Bennett College Trailblazer in Diversity Award. He also serves on the Board of Directors of the Society for Human Resource Management (SHRM). His books include Beyond Race and Gender and Building a House for Diversity. Dr. Thomas lives in Decatur, Georgia.