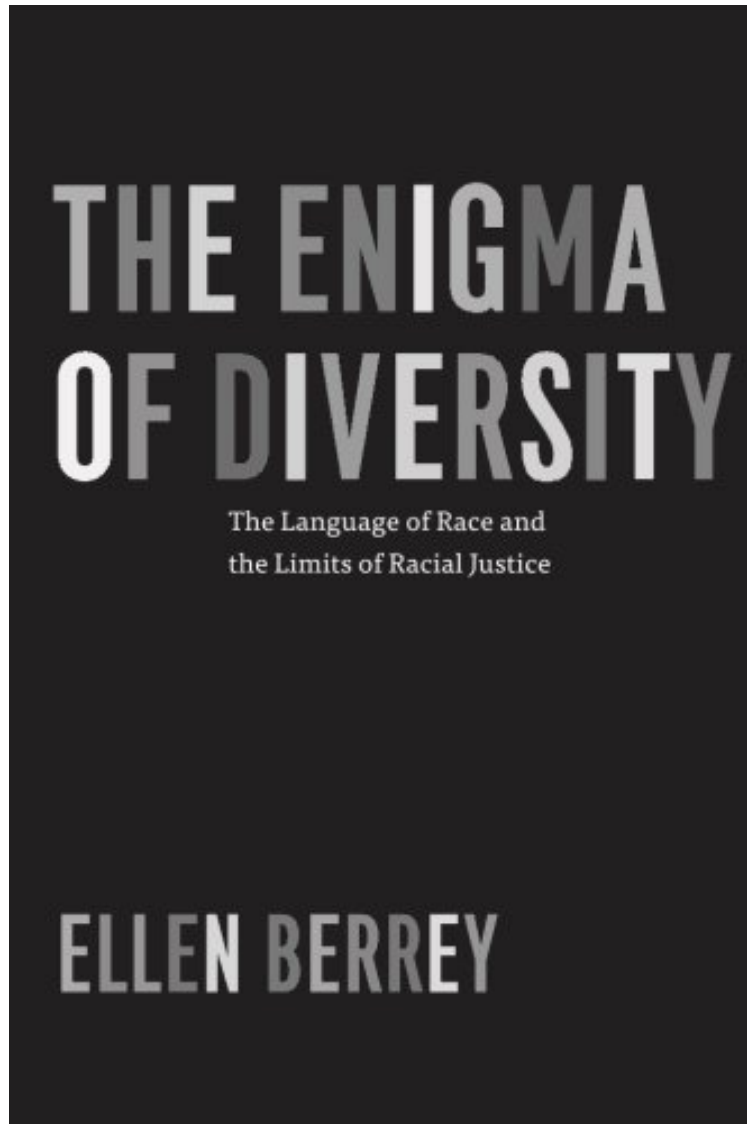


The Enigma of Diversity: The Language of Race and the Limits of Racial Justice

Ellen Berrey

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Ellen Berrey : The Enigma of Diversity: The Language of Race and the Limits of Racial Justice before purchasing it in order to gage whether or not it would be worth my time, and all praised The Enigma of Diversity: The Language of Race and the Limits of Racial Justice:

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Arby39This is a thoughtful and stimulating analysis of what we are doing as we deal with issues of race, based upon the author's penetrating empirical field studies of these issues in community relations, business management and academic admissions cases. 1 of 1 people found the following review helpful. Many thanks to @ellenberrey for this: "It is unusual ...By njengMany thanks to @ellenberrey for this : "It is unusual to call for #Diversity in prisons or underfunded schools... "#TheEnigmaofDiversity#integration #inclusion1 of 2 people found the following review helpful. diversity or inequality?By Hung-Tak LeeOne might as well recommend one get familiar with Michel Foucault's *The Archeology of Knowledge* in order to understand what the author attempts to deliver on the cultural sociology of diversity and inequality, whether it be on race, organizational structure, social stratification, and whatnot. If one is not familiar with the so-called post-modern Foucauldian discourse analysis, it would be well nigh impossible for him or her to digest what Ellen says on how "the diversity movement proactively delegitimizes stratification by questioning privilege." (p. 270). It must have taken the author much patience in collecting so much ethnographic data on her shoe-leather fieldwork. A good textbook over controversies on diversity vs. inequality for graduate students with some knowledge on Michel Foucault and Pierre Bourdieu.

Diversity these days is a hallowed American value, widely shared and honored. That's a remarkable change from the Civil Rights era but does this public commitment to diversity constitute a civil rights victory? What does diversity mean in contemporary America, and what are the effects of efforts to support it? Ellen Berrey digs deep into those questions in *The Enigma of Diversity*. Drawing on six years of fieldwork and historical sources dating back to the 1950s and making extensive use of three case studies from widely varying arenas—housing redevelopment in Chicago's Rogers Park neighborhood, affirmative action in the University of Michigan's admissions program, and the workings of the human resources department at a Fortune 500 company—Berrey explores the complicated, contradictory, and even troubling meanings and uses of diversity as it is invoked by different groups for different, often symbolic ends. In each case, diversity affirms inclusiveness, especially in the most coveted jobs and colleges, yet it resists fundamental change in the practices and cultures that are the foundation of social inequality. Berrey shows how this has led racial progress itself to be reimagined, transformed from a legal fight for fundamental rights to a celebration of the competitive advantages afforded by cultural differences. Powerfully argued and surprising in its conclusions, *The Enigma of Diversity* reveals the true cost of the public embrace of diversity: the taming of demands for racial justice.

From the language of Supreme Court opinions to conversations held in private and public, we have disconnected the idea of diversity from our nation's history of slavery and racial discrimination and obscured its profound importance to American society. In her in-depth study, Berrey explains the urgency of rejecting this distortion. Her investigation of the term, who employs it, and to what end underscores the need for uninhibited discourse about racial hierarchies and inequality. Berrey adds a vibrant, vital, and incisive voice to the discussion.