

FREE ADMISSION

Tuesday, March 25
2:00 PM
LLC Conference Room
Sherman Hall, Room 422

CRITICAL DIVERSITY

A New Case for Inclusion and Equal Opportunity

A Research Talk Followed by a Discussion with Students

Dr. Cedric Herring, Professor of Sociology and Public Policy in the Department of Sociology and in the Institute of Government and Public Affairs at the University of Illinois at Chicago

This presentation introduces the “critical diversity” perspective. Critical diversity can be defined as the equal inclusion of people from varied backgrounds on a parity basis throughout all ranks and divisions of the organization. It especially refers to inclusion of those who are considered to be different from traditional members because of exclusionary practices.

This perspective argues that as organizations become more diverse, they tend to benefit relative to their competitors. This is in contrast to other perspectives that view diversity as either inconsequential or detrimental to success. Using examples from business organizations and institutions of higher education, the presentation examines whether racial and gender diversity “pay.” It also raises questions about how to make diversity a more critical concept and not just an elusive one. Finally, it raises questions about what our approach to diversity should be.



Cedric Herring is currently Professor of Sociology and Public Policy in the Department of Sociology and in the Institute of Government and Public Affairs at the University of Illinois at Chicago. He is also the former Director of the Race and Public Policy Program at the University of Illinois and former Interim Head of the Department of Sociology at UIC. Dr. Herring is former national President of the Association of Black Sociologists.

He publishes on topics such as race and public policy, stratification and inequality, workplace diversity, and jobs and economic development. He has published two books, six edited volumes, and more than 70 scholarly articles and chapters. His most recent book is *Reinventing Race, Reinventing Racism*. His forthcoming book is entitled *Diversity in Organizations: A Critical Examination*.

He has received support for his research from the National Science Foundation, the Ford Foundation, the MacArthur Foundation, the Joyce Foundation, and others. In addition, he has shared his findings in community forums, in newspapers and magazines, on radio and television, before government officials, and at the United Nations.

For more information about this talk, please contact Dr. Craig Saper, csaper@umbc.edu.