Annotated Bibliography

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Crosby, F. J., & Konrad, A. M. (2002, Winter). *Affirmative action in employment.* Diversity Factor, 10, 5-9. Retrieved from: <http://search.proquest.com/docview/213071802?accountid=28644>

This source is from a magazine article in the subject area of Affirmative Action and employment policies. The article gave some key points and good thoughts, titled “Affirmative Action in Employment” which is a feature document. The biggest takeaway I got is that the implementation of Affirmative Action plan to promote fairness and equality was in-fact was the opposite and promoted unfair practices and had reverse discrimination agenda to give jobs to minorities over other that may be more qualified or more experienced. This was cited 6 times and holds a good amount of info that I can use to support my social justice issue found in the workplace.

Dias, L. (2011). *Human resource management*. Saylor.org/books.

ISBN 13: 978-1-4533194-3-7.  Downloaded from: <https://open.umn.edu/opentextbooks/BookDetail.aspx?bookId=71>

This source is a course textbook that was a shared download version of the textbook. This will be my primary source in which I apply the many principals shown to establish my thoughts on hiring people equally for reasons of being qualified, having a good work history, are strong communicators that have sound morals and ethics. Not forcing diversity for the sake of being diverse, maintaining equality and not giving preferential treatment to anyone base on race, sex, religion, age or any other reason beyond being the best person fit for the job. The principals and strategies discussed in this textbook are the basis for creating a strong, qualified and productive workforce.

Gilbert, J. A., Stead, B. A., & Ivancevich, J. M. (1999). Diversity management: A new organizational paradigm.*Journal of Business Ethics, 21*(1), 61-76. Retrieved from: <http://search.proquest.com/docview/198196754?accountid=28644>

In source is from a scholarly journal in the subject area of business ethics. This article gives examples of business that have had experienced definite positive results from diversity management strategies. It highlights the benefits of diversity management and the positives that are derived if managed effectively. It talks about the perceptions that plagued Affirmative Action and the misconceptions that are attributed to diversity management. This source was cited 95 times and is source that has an opposition point of view to some affect that shows some of the positives that came from diversity management.

Kelly, E., & Dobbin, F. (1998). How affirmative action became diversity management.*The American Behavioral Scientist, 41*(7), 960-984. Retrieved from: <http://search.proquest.com/docview/214748868?accountid=28644>

This source is a scholarly journal written in the Social Sciences: Comprehensive Works, Psychology field. The authors touch on the diversity movement in the corporate world reworked the Affirmative Action laws and retheorized the antidiscrimination practices in return for professional returns in efficiency. This article points to many of the reverse discrimination issues that were brought upon the Affirmative Action movement. Since the inception of AA and Equal Opportunity Employer programs there was a large effort to stop the practices and cried foul with the pleading of it still being discrimination. I see this a quality source that is peer reviewed which I can use to emphasize my point of view that forced diversity in the workplace doesn’t belong and is still discrimination. It was cited 52 times and was published in 1998.

Leonhardt, D. (2012, October 13). Rethinking Affirmative Action. New York Times. Retrieved from: http://www.nytimes.com/2012/10/14/sunday-review/rethinking-affirmative-action.html

This is an article out of the New York times that gives the story about a young white girl that was denied acceptance to the University of Texas and underqualified students of color were accepted over her by the University. The article sheds lights on the legal proceeding that black or Latino students were given preferential treatment during the application process with extra points for being a minority and possibly overcoming obstacles that the student may have been faced with. I am not sure how many times that the article was cited. This is a strong source to help show the inequalities that were present during Affirmative Action era and are still present as business attempt to diversify the workforce.

Outtz, J. L. (2004). Review of the psychology and management of workplace diversity.*Personnel Psychology, 57*(4), 1041-1044. Retrieved from: <http://search.proquest.com/docview/620596686?accountid=28644>

In this peer re-viewed journal the author reviews of the book *Psychology and Management of Workplace* Diversity. The book gives strong specifics to the effects of diversity and a few of the misconception often associated with workplace diversity. This is a book review that is in the Management and Psychology subject area and is a scholarly journal. This source was cited twice and is a peer review

Riccucci, N. M., & Saldivar, K. (2014). The status of employment discrimination suits in police and fire departments across the united states.*Review of Public Personnel Administration, 34*(3), 263. Retrieved from: <http://search.proquest.com/docview/1781337040?accountid=28644>

This source is a scholarly journal in the subject area of discrimination in the public sector, specifically in police and fire departments. With the history of discrimination against women and people of color, it was thought that they would make up most of discrimination cases. The study by this source had quite the opposite findings, with majority of cases coming from white males claiming reverse discrimination. This specifically applies to my experience of being passed on a hiring list by a minority that scored lower on the test had less qualifications and no previous experience. This source was cited one time and will be used to show the trend that was present among the public sector when hiring the public-sector jobs.

Wentling, R. M., & Palma-Rivas, N. (1998). Current status and future trends of diversity initiatives in the workplace: Diversity experts' perspective.*Human Resource Development Quarterly, 9*(3), 235-253. Retrieved from: <http://search.proquest.com/docview/619371487?accountid=28644>

In this peer reviewed journal that took the top 12 experts in the field of diversity and posed a series of 10 questions to find out the reasons behind diversity in the work place. What the author came away with was that diversity strengthens the relationship between employees, help the business remain competitive, increases productivity, to enhance social responsibility and address legal concerns. This is a strong source that also gives strategies to an effective diversity-training program and touches on the future trends on diversity in the workplace. This source was cited 65 time and is in the classification of organizational behavior subject area. This source will help support my ideas and thoughts on businesses to not discriminate to diversify their workforce.