

# DIVERSITY AND AFFIRMATIVE ACTION IN PUBLIC SERVICE

Edited by  
Walter D. Broadnax

*The ASPA Classics Volume*



# Diversity And Affirmative Action In Public Service

**Steijn, Bram,Knies, Eva**



## **Diversity And Affirmative Action In Public Service:**

*Diversity And Affirmative Action In Public Service* Walter Broadnax, 2018-03-14 In 1968 a theory of social equity was developed and put forward as the third pillar for public administration with the same status as economy and efficiency as values or principles to which public administration should adhere Considerable progress has been made in social equity in the past 20 years Theoretically the works of Rawls and Rae and associates provide a language and a road map for understanding the complexity of the subject The courts were especially supportive of principles of social equity in the later years of Chief Justice Earl Warren and during the years of Chief Justice Warren Burger The present period marked by the leadership of William Rehnquist evidences a significant drawing back from the earlier commitment to equity The decisions of state courts based upon state constitutions and the common law hold considerable promise for advancing social equity principles Scholarly research demonstrates the belief of the American people in fairness justice and equality and their recognition of the complexity of the subject and their ambivalence toward competing claims for equality Research on public administration finds that bureaucratic decision rules and the processes of policy implementation tend to favor principles of social equity

*Managing Diversity In Public Sector Workforces* Norma Riccucci, 2018-03-08 Addresses increased diversity in government work forces and management strategies appropriate for managing diversity Today public employers are poised to create productive work forces that are representative of the global population As we enter the twenty first century Americas workforce looks markedly different than it ever has before Compared with even twenty years ago more white women people of color disabled persons new and recent immigrants gays and lesbians and intergenerational mixes now work in America The way in which government employers embrace this opportunity of diversity will clearly distinguish effective and efficient organizations from those which are unproductive and unable to meet the demands and necessities of the American people in the new century This book addresses the demographic changes to the labor force and workplace and the ways in which government employers are managing the imminently diverse populations that now fill public sector jobs It addresses the specific management strategies and initiatives relied upon by public sector employers as well as the implications of effectively managing variegated workforces for the overall governance of American society

*Diversity And Affirmative Action In Public Service* Walter Broadnax, 2000-01-11 Diversity and affirmative action are subjects that tend to elicit some form of emotion either strongly supportive or strongly opposed In *Diversity and Affirmative Action in Public Service* Walter Broadnax has drawn together a collection of essays that provides the reader with a historical overview of the evolution of these concepts within a public service context The book opens with a discussion of representative bureaucracy and using that material as a backdrop proceeds to provide highly useful snapshots of the evolution of these concepts over the last several decades The reader will be able to see clearly how the debate regarding this important topic has changed and matured over the last thirty years The introduction and the individual chapter introductions bring together the perspectives

of the practitioner and the academician Many of the selected pieces have strong practical applications and a substantial number of them were written by practitioners themselves

Managing Diversity In Public Sector Workforces Norma M. Riccucci, 2021-06-28 Public and private sector workforces in the U S look very different today than they did even 25 years ago The changes are having a significant effect on how organizations manage their workforces The old styles of managing heterogeneous workforces are proving to be ineffectual and so management strategies aimed at embracing diversity and inclusion are essential These strategies can have positive implications for worker satisfaction morale and ultimately the delivery of public services to the American people Managing Diversity in Public Sector Workforces Second Edition examines demographic changes to the U S labor force and workplace and the ways in which government employers are managing the diverse populations that now fill public sector jobs Addressing specific management strategies and initiatives relied on by public sector employers as well as the implications of effectively managing variegated workforces for the overall governance of American society this book demonstrates the importance of ensuring that programs to promote inclusiveness and diversity that appear on paper are carried through to practice through implementation The book begins with a review of equal employment opportunity and affirmative action and the extent to which EEO and AA are still relied upon in the workplace It then examines law and other public policy issues surrounding EEO AA and diversity management The remainder of the book focuses on the core of managing diversity in the public sector exploring the initiatives strategies and programs that government employers either do or might rely on to ensure that the demographic mosaic embodied by their workforces is prepared to meet the needs and interests of the American citizenry of the 21st century Data are provided on the demographics of the federal state and local government workforces Separate chapters address each of the following aspects of diversity race ethnicity gender LGBTQ employment physical ability and the intersection of these constructs Managing Diversity in Public Sector Workforces Second Edition will be of interest to students of public administration and public personnel management and it is essential reading for all those involved in managing public organizations

Individual Diversity and Psychology in Organizations Marilyn J. Davidson, Sandra L. Fielden, 2004-02-06 Workplace initiatives to manage diversity seek to fully develop the potential of each employee and turn their unique skills into a business advantage Such fostering of difference enhances team creativity innovation and problem solving and is therefore an essential strategy for today s employers Individual Diversity and Psychology in Organizations is an indispensable handbook for all those involved in managing diversity Its academic and practice oriented perspective is unique as it presents practical strategies and case studies alongside academic reviews giving the reader a balanced overview of each topic The team of expert authors examine international issues in diversity such as Strategies for managing organizational effectiveness Legal and psychological implications Diversity training and its effectiveness Disability racial equality age and gender diversity Affirmative action Recognizing stereotypes and bias Business ethics The Future of diversity This much needed handbook will be welcomed by

researchers academics and students in organizational psychology management and business It will also be of great use to professionals in human resources equal opportunities management and management consultancy

**The Promise of Representative Bureaucracy: Diversity and Responsiveness in a Government Agency** Sally Coleman

Selden, 2015-02-24 This text on representative bureaucracy covers topics such as bureaucracy as a representative institution bureaucratic power and the dilemma of administrative responsibility and representative bureaucracy and the potential for reconciling bureaucracy and democracy

*Research Handbook on HRM in the Public Sector* Steijn, Bram, Knies, Eva, 2021-12-10 Bringing together over fifty leading global experts this Research Handbook provides a state of the art overview of research findings regarding Human Resource Management HRM in the public sector Original chapters provide useful insights from two different disciplines public administration and HRM They illustrate that the public context of organisations matters and discuss research findings detailing how this plays out in practice

**Handbook on Diversity, Equity, and Inclusion in Public Administration** Meghna Sabharwal, Sean A. McCandless, Shilpa Viswanath, 2024-08-06

Providing a comprehensive overview of diversity equity and inclusion DEI within individual organizational and societal contexts this Handbook explores the multidimensional nature of DEI in public administration It addresses the considerable influence that governing institutions have on societal norms and acts as an important resource to inspire inclusion

**Women, Government and Policy Making in OECD Countries Fostering Diversity for Inclusive Growth**

OECD, 2014-04-03 This book provides comparative data and policy benchmarks on women's access to public leadership and inclusive gender responsive policy making across OECD countries

*Trailblazing African American Public Administrators*

Beverly Edmond, Ron Finnell, 2016-11-03 The field of public administration holds social equity and inclusiveness as a core administrative value but African American voices in the discourse about the theory and practice of public administration have been ignored all too often This book is the first to formally chronicle the evolution of the field of public administration in the United States through desegregation equal opportunity affirmative action diversity multiculturalism and presumptions about a post racial society incorporating African American contributions to public policy making and implementation at every stage As long as the post racial America myth continues to influence the design development and implementation of public policies African American perspectives need to be reconsidered as a legitimate and important focus of public administration's theoretical and practical framework Focusing on the lives and profound contributions of several unsung but seminal African American public administrators accompanied by personal accounts of perseverance and detailed descriptions of unique approaches used for social change this book demonstrates the intellectual academic and pragmatic evolution of these leaders as they built careers in their discipline and blazed the trail for those to come Authors Beverly C Edmond and Ron W Finnell demonstrate how these pioneers extended the very definition of the enterprise of public administration through their movements between the intersecting worlds of academia practice social movements and community activism Trailblazing

African American Public Administrators serves as a timely practical social and historical teaching text for graduate and undergraduate courses in Public Administration Public Management Public Affairs and Human Resource Management

*Abstracts of Public Administration, Development, and Environment*, 1999      *Diversity in America* Peter H. Schuck, 2003

America is the first society in history to make ethno racial diversity an affirmative social ideal rather than viewing it as a fearful menace as almost all other societies still do Since the 1960s America has pursued this ideal in many forms not only to remedy past discrimination against minorities but also to increase diversity for its own sake It is high time for an accounting How diverse are we now and what can we expect in the future Why do we unlike the rest of the world think that diversity is desirable and that more of it is better What risks does diversity pose What are the roles of law politics and informal social controls in promoting diversity How can we manage diversity better In this magisterial book Peter H Schuck explains how Americans have understood diversity how we came to embrace it how the government regulates it now and how we can do better He mobilizes a wealth of conceptual historical legal political and sociological analysis to argue that diversity is best managed not by the government but by families ethnic groups religious communities employers voluntary organizations and other civil society institutions Analyzing some of the most controversial policy arenas where politics and diversity intersect immigration multiculturalism language affirmative action residential neighborhoods religious practices faith based social services and school choice Schuck reveals the conflicts trade offs and ironies entailed by our commitment to the diversity ideal He concludes with recommendations to help us manage the challenge of diversity in the future      *A Conceptual Framework for Affirmative Action and the Management of Diversity in the Public Service* South Africa. Department of Public Service & Administration, 1997      **Understanding Affirmative Action** J. Edward Kellough, 2006 For some time the United States has been engaged in a national debate over affirmative action policy A policy that began with the idea of creating a level playing field for minorities has sparked controversy in the workplace in higher education and elsewhere After forty years the debate still continues and the issues are as complex as ever While most Americans are familiar with the term they may not fully understand what affirmative action is and why it has become such a divisive issue With this concise and up to date introduction J Edward Kellough brings together historical philosophical and legal analyses to fully inform participants and observers of this debate Aiming to promote a more thorough knowledge of the issues involved this book covers the history legal status controversies and impact of affirmative action in both the private and public sectors and in education as well as employment In addition Kellough shows how the development and implementation of affirmative action policies have been significantly influenced by the nature and operation of our political institutions Highlighting key landmarks in legislation and court decisions he explains such concepts as disparate impact diversity management strict scrutiny and representative bureaucracy Understanding Affirmative Action probes the rationale for affirmative action the different arguments against it and the known impact it has had Kellough concludes with a consideration of whether or not affirmative

action will remain a useful tool for combating discrimination in the years to come Not just for students in public administration and public policy this handy volume will be a valuable resource for public administrators human resource managers and ordinary citizens looking for a balanced treatment of a controversial policy Diversity, Affirmative Action, and Law Enforcement George T. Felkenes, Peter C. Unsinger, 1992 Focusing on issues that have implications for every law enforcement agency in the United States these seven papers examine the impact of a 1980 Federal district court consent decree concerning affirmative action on police recruitment selection training and employment in the Los Angeles Police Department LAPD and the City of Los Angeles In 1973 a female sergeant in the LAPD filed a complaint alleging that the city of Los Angeles engaged in employment discrimination based on sex Subsequently a complaint was filed by the U S Attorney in Federal court alleging also that the City and the LAPD had practiced employment discrimination on the basis of sex race and national origin The Blake Consent Decree included within its requirements the essence of affirmative action and diversity in law enforcement Individual papers in this volume focus on the characteristics of police academy training classes models of police demographics before and after the decree the evaluation of the positive and negative effects of the decree legal rights of minorities and women resulting from their political emergence in American society and police attitudes Tables figure name and subject indexes list of court cases and appended survey form *Legal Issues in Redefining the Public Sector Work Force*, 1994 **Review of Public Personnel Administration**, 2008 *World Public Sector Report*, 2005 **Politeia**, 2008 English and Afrikaans with abstracts in English **The Indian Journal of Public Administration**, 2002

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