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The following review will appear in the May 2012 issue of CHOICE. The review is for your internal use only until our publication date of 01 May 2012

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Davidson, Martin N. **The end of diversity as we know it: why diversity efforts fail and how leveraging difference can succeed.** Berrett-Koehler, 2011. 228p bibl index afp ISBN 9781605093437, \$34.95

Finally, a diversity book that dares to tell the truth about the limitations of the "managing diversity" paradigm. Davidson (Darden Graduate School of Business, Univ. of Virginia) offers evidence-based arguments that call for a new way to see and engage diversity in organizations, using his "Leveraging Difference" model. He is quick to point out that the stark contrast between the two diversity approaches he describes is magnified for effect, but he does not exaggerate the frustrations felt by practitioners tasked with implementing quick-fix diversity initiatives, which usually end up an extension of the HR department and an add-on to core organizational strategies. The author discusses how an emphasis on comfort-focused versus purpose-focused diversity programs has ensured that past efforts resulted in only short-term gains, which were not necessarily tied to the bottom line. Some striking examples of leveraging differences come from Davidson's clients, and the insights gained through the more strategic approach presented in this book give hope to practitioners of diversity training like this reviewer. **Summing Up:** Highly recommended. All levels of undergraduate and graduate students, researchers/faculty, and practitioners. -- *G. E. Leaf, independent scholar*