

---

# Contents

---

<i>About the editors</i>	ix
<i>List of contributors</i>	x
<i>Acknowledgements</i>	xviii

Introduction: expanding equality, diversity and inclusion research through diverse methodologies	1
<i>Lize A.E. Booyesen, Judith K. Pringle and Regine Bendl</i>	

## PART I RESEARCH DILEMMAS IN EDI

1 Contextualising the EDI research agenda in the larger social sciences research landscape	19
<i>Judith K. Pringle and Lize A.E. Booyesen</i>	
2 Finding the right design for EDI research	36
<i>Jon F. Wergin</i>	
3 Evaluation research in the EDI field	60
<i>Kelly M. Hannum and Holly A. Downs</i>	
4 Negotiating, gaining and maintaining access: what can we learn about diversity?	85
<i>Jonna Louvrier</i>	
5 Queered methodologies for equality, diversity and inclusion researchers	103
<i>Nick Rumens</i>	
6 Comparative and multi-country research in equality, diversity and inclusion	122
<i>Eddy S. Ng and Alain Klarsfeld</i>	

## PART II METHODOLOGY AND METHODS FOR COLLECTING EDI MATERIAL

7 Intersectionality as a methodological tool in qualitative equality, diversity and inclusion research	149
<i>Doyin Atewologun and Ramaswami Mahalingam</i>	

vi	<i>Handbook of research methods in diversity management</i>	
8	Theorizing diversity and (in)equality through the lens of critical discourse analysis <i>Patrizia Zanoni and Maddy Janssens</i>	171
9	Feminist methods and the study of gendering of organizations over time <i>Albert J. Mills and Jean Helms Mills</i>	192
10	Indigenous research: ontologies, axiologies, epistemologies and methodologies <i>Ella Henry and Dennis Foley</i>	212
11	Autoethnography: adding our stories to EDI research <i>Irene Ryan and Shelagh Mooney</i>	228
12	Participants as collaborators: coordinated management of meaning (CMM) as collaborative research method <i>Ilene C. Wasserman</i>	247
13	Chameleons change colour: studying academic careers in gendering contexts – a case for multilevel analysis <i>Johanna Hofbauer, Katharina Kreissl, Birgit Sauer and Angelika Striedinger</i>	270
<b>PART III METHODS AND TECHNIQUES FOR EDI DATA ANALYSIS</b>		
14	Surveys and scales in EDI research <i>Carol Baron</i>	295
15	Meta-analytic research in the field of EDI: a review of some current findings and identification of opportunities for future research <i>Kevin B. Lowe and E. Holly Buttner</i>	332
16	Queering quantitative research: dealing with processes of categorization in EDI research <i>Roswitha Hofmann</i>	372
17	Participatory action research to support diversity and inclusion <i>Inge Bleijenbergh, Pleun van Arensbergen and Monic Lansu</i>	390
18	Routinized practices: using the documentary method to research incorporated knowledge <i>Helga Eberherr</i>	413

19	Deconstructing and challenging gender orders in organizations through narratives <i>Barbara Poggio</i>	430
20	Diversity trouble: feminist Foucauldian discourse analysis <i>Deborah Jones</i>	450
21	Mixed methods and the scientific study of Māori identity: the story behind the multidimensional model of Māori identity and cultural engagement <i>Carla A. Houkamau and Chris G. Sibley</i>	470
22	Drawing from the margins: grounded theory research design and EDI studies <i>Elizabeth L. Holloway and Harriet L. Schwartz</i>	497
	<i>Index</i>	529

