Contributors

Edwin Obilo Achola is currently an Assistant Professor of Special Education at California State University Long Beach, USA. He earned his PhD in Special Education and Disability Policy from Virginia Commonwealth University, USA. In the last 10 years, Edwin has worked as a classroom teacher, teacher educator and researcher, focusing primarily on culturally diverse students with disabilities in the United States and Kenya. His research and teaching activities have focused on culturally responsive transition planning and higher education for students with disabilities. He has co-authored a number of book chapters and published research articles on various topics in the field of transition planning and diversity. His research themes include meaningful involvement of culturally diverse families in transition planning, transition assessments, development of culturally responsive transition plans, as well as post-secondary education success for traditionally under-represented youths and families.

Tanuja Agarwala is Professor of Human Resource Management (HRM) and Organizational Behaviour (OB) at Faculty of Management Studies, University of Delhi, India from where she received her PhD. She has postgraduate and MPhil degrees in Psychology with specialization in organizational behaviour from the University of Delhi. Her research interests focus on organizational commitment, human resource innovations, career management, work–life integration, performance and reward management, gender issues, and corporate social and environmental responsibility. With almost 26 years of teaching and research experience, she has received national and international awards for her research, notably the ASTD Research-to-Practice Citation (2004), Best Paper Award in the 1st International Conference of AHRD-USA and India (2002) and the 3rd Asian Conference of the AHRD-USA and Korean AHRD (2004). She is also the recipient of the All India Council for Technical Education (AICTE) Career Award for Young Teachers (2001) and UGC Fellowship. She has authored book chapters, research and conference papers at national and international level and a book titled Strategic Human Resource Management published by Oxford University Press. She was a member of the editorial advisory board of Equality, Diversity and Inclusion and is on the editorial board of Gender in
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Naheed Arshad-Mather is currently a Cabinet Member for Housing and Enforcement Management at Kirklees Council, UK. Local government is undergoing transformational change in the way it delivers council services during an era of swinging budget reductions imposed by national government. Naheed was a principal lecturer in higher education for 20 years, in social policy and criminology. Naheed is a former director of Mather Excel, an organization which provided oversight in governance, performance management, economic development and community sustainability. She provides a unique voluntary and community sector perspective combined with practical experience of innovation and leading successful not-for-profit organization. Prior to being an academic, she worked in local government, as a management consultant in training and development, non-executive chair of a regional infrastructure body, housing association, and member of numerous management committees. Naheed is an Employment Tribunal member and provides executive coaching and leadership mentoring.

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Gemma L. Bend is researching into diversity in organizations, looking specifically at exploring the intersection of gender and disability in organizations. She is currently completing her PhD at the Open University Business School, UK, looking at the intersection of social minority
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Thomas Calvard is a Lecturer in Organization Studies and Human Resource Management at the University of Edinburgh Business School in the UK. At a general level, his research aims to understand how individuals and teams make sense of and attend to various viewpoints, perspectives and boundaries in organizational environments. More specifically, he is interested in and has written about sensemaking, big data, violence, diversity and boundary-spanning in organizations.

Shawn M. Carraher received his PhD from the University of Oklahoma, USA and was awarded the Oxford Journal Distinguished Research Professorship at the University of Cambridge, UK. He has served as Division Chair of the Management History and Technology & Innovation Management (TIM) Divisions, Academy of Management (AOM), as well as past President of the Small Business Institute and the SouthWest Academy of Management as well as Dean of the Counsel of Endowed Chairs and Past Division Chairs within the AOM TIM Division. He is
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**Shafaq Chaudhry** completed her PhD at Aston University, UK in 2016. Her PhD thesis explores the ways in which gendered working practices are constructed and experienced in the service sector in Pakistan. Shafaq’s main research interests include gender, work-based identities and religion in organizations. She is interested in ethnographic techniques to gain an in-depth insight into the work arena.

**Fiona Colgan** has been a member of the Teaching and Scholarship Staff Group in the Department of Management at Birkbeck College, University of London, UK since January 2016. Prior to that she was a Senior Research Fellow and Director of the Centre for Diversity, Corporate Responsibility and HRM (CRDHRM) at the Guildhall Faculty of Business and Law at London Metropolitan University, UK. Her research focuses on sexual politics, lesbian, gay, bisexual, transgendered (LGBT) issues and inclusion within the workplace; employee relations, engagement and the diverse workforce; and an exploration of the tensions between corporate social responsibility, equality, diversity and international human resource management (HRM). She has published articles on these topics in journals such as *Equality, Diversity and Inclusion, Gender, Work and Organisation, Human Resource Management Journal* and *Organization Studies*. Co-authored books include *Sexual Orientation at Work* (with N. Rumens, Routledge, 2015), *Gender, Diversity and Trade Unions* (with S. Ledwith, Routledge, 2002) and *Women in Organisations* (with S. Ledwith, Macmillan, 1996). A recent publication is her chapter on ‘LGBT company network groups in the UK: Tackling opportunities and complexities in the Workplace’ (2016) in *Sexual Orientation and Transgender Issues in Organizations: Global Perspectives on LGBT Workforce Diversity*, edited by Thomas Köllen (Springer, New York).
Austin Elluru received his BA in Psychology from Hope College, USA. As an undergraduate he was involved in research in the areas of weight discrimination and the physiological effects of worry. He also participated in the track and cross-country teams. He is currently enrolled in a master’s programme in clinical psychology.

Sandra L. Fielden is an Honorary Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester, UK, a Chartered Occupational Psychologist, and an Associate Fellow of the British Psychological Society. Over the last 15 years she has been involved in applied diversity research within the public and private sector, and in several areas including gender and ethnic entrepreneurship, gender in management, coaching and mentoring, sexual harassment and evaluation studies. She was involved in the Cabinet Office’s campaign for the promotion of diversity on public boards and is well known globally for her work in gender and management. Sandra is well published, with numerous journal papers and book chapters and has co-authored or co-edited ten books.

Dennis Foley is a Professor of Entrepreneurship in the Faculty of Business, Government and Law at the University of Canberra, Australia. He is of Aboriginal descent (Gai-mariagal/Wiradjuri), researching primarily in the fields of Aboriginal entrepreneurship: enterprise, history and education. A Fulbright Scholar and Endeavour Fellow, he is a leader in research in the space of Indigenous entrepreneurship and enterprise development in Australia, working closely with Indigenous colleagues in Aotearoa and Canada. This has led to numerous editorial roles on both mainstream and Indigenous journals; successful research projects in Australia, New Zealand and Canada; appointments to prestigious research funding bodies in Australia, New Zealand and Canada; and he has advised several state and federal ministers on Indigenous issues. He has undertaken qualitative case study research on Aboriginal entrepreneurs in Australia, Bhutan, Denmark, Canada, Fiji, Ireland, South Korea, Taiwan, Thailand, New Zealand and the USA.

Fiona Gavin is a Chartered Occupational Psychologist and is currently employed at the University of Nottingham, UK, where she is the Course Director for the MSc in Management Psychology and a Lecturer in Occupational Psychology. Prior to this appointment, Fiona was employed as an organizational psychologist within the civil service and was an independent consultant to a wide range of client-companies. An experienced researcher with a specialism in workplace diversity, collaborators include public sector, private sector and charitable organizations, including those with national and international profiles; recent work includes a
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**Kara Hirano** is a Postdoctoral Research Fellow in the Secondary Special Education and Transition Research Program at the University of Oregon, USA. More than a decade working with children, youth and families in community mental health programmes, and most recently with students under-represented in higher education, has influenced her interest in issues of access, equity and opportunity. She is particularly interested in secondary special education, and planning for the transition from high school to adult roles. Her recent research focuses on the role of families in these processes and factors that influence their decision to become involved.

**Lana L. Huberty** joined Concordia University, St Paul, USA in 2013. Lana began her career in health and wellness in 1989 with group and individualized fitness training. Her specialized training includes certifications from such professional organizations as National Exercise Trainers Association (NETA), YogaFit, Les Mills International (LMI), and MOSSA. Within the sport and recreation industry, Lana has served as an administrator, assisting in the start-up of several multi-million-dollar projects. Research interests and publications focus on sport marketing and sponsorship, diversity within sport management, sustainability, and general health and wellness.

**Melissa Hynd** completed her undergraduate degree at the University of Stirling, USA, graduating with a first class honours in Business Studies and Human Resource Management. She was awarded the prize of undergraduate human resource management (HRM) dissertation of the year. During her final year of university, she worked within the university’s Management School as a student research assistant with Adelina Broadbridge. Melissa currently works for Entrepreneurial Scotland, an organization that is at the forefront of a movement to make Scotland the most entrepreneurial society in the world. Her current role as Membership Executive sees her working on both mentoring programmes and talent matching initiatives.

**Sammar Javed** is completing her PhD thesis on ‘Knowledge management in Pakistani think tanks’ at the University of Huddersfield, UK. Her research interests mainly include knowledge management, organizational strategy, organizational performance, think tanks, and diversity and
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Hannah Jepson is a qualified occupational psychologist and graduated from Manchester Business School. Hannah is currently the Director of Assessment and Selection at Ambition School Leadership, a successful UK education charity whose mission is to eradicate educational disadvantage by developing outstanding leaders for challenging schools nationwide. In this role, Hannah has successfully created and fine-tuned the processes that identify and position these leaders. Prior to this she worked for Teach First, another education charity; and before that a successful independent business psychology consultancy. Hannah is also on the board of trustees for a lesbian, gay, bisexual, transgendered (LGBT) youth charity in the North West of England, The Proud Trust and the co-founder of LGBTed, a grassroots movement that aims to support and empower LGBT teachers and leaders to be authentic in schools.

Stefanie K. Johnson is an Assistant Professor of Management at the Leeds School of Business, University of Colorado Boulder, USA. She did her PhD at Rice University, USA and is particularly interested in the effects of unconscious biases in the evaluation of women and minorities, with the goal of finding ways to mitigate those biases. Stefanie has published 40 journal articles and book chapters in outlets such as the Harvard Business Review, Journal of Applied Psychology and Academy of Management Journal. She has presented her work at more than 50 meetings around the world, including at the US White House for a 2016 summit on diversity in corporate America on National Equal Pay Day, and the 2016 Harvard Negotiation and Leadership Conference, USA.
Jackie Jones is Professor of Feminist Legal Studies at the University of the West of England, UK and a human rights activist. She specialises in women’s human rights and equality more generally. She has written about transgender issues for a number of years, as well as sexualities, dignity at work, human dignity as a legal theory, trafficking for the purposes of sexual exploitation, and equality in Wales. She is currently President of European Women Lawyers Association, Chair of Wales Assembly of Women, and trustee of two non-governmental organizations. She is often asked to consultation events as expert at international institutions (including the United Nations, European Union Institute for Gender Equality (EIGE), European Commission, Council of Europe, EU Fundamental Rights Agency (EU FRA)) and governments (giving evidence in the UK Parliament and the National Assembly for Wales). She speaks internationally at many events/ and conferences on equality and is a trainer on human rights.

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Laurie Gutmann Kahn is an Associate Research Professor at the University of Oregon, USA. She holds a Doctorate in Special Education from the University of Oregon with an emphasis in secondary special education and transition. Before pursuing her doctoral degree, Laurie was a special education high school teacher in the Bronx, New York, where she focused on career development education for students with disabilities. Her research and practice interests include the intersection of culture and disability in educational research, the use of disability studies in special education practices, and the education of teachers working with students with disabilities.

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**Robert Kilpatrick** has visited 70 countries and supervised development programme evaluations in a number of them. He has been founding chief executive officer or chairperson of a number of businesses, development and advocacy organizations, and charities, while helping initiate businesses in the slums of Kolkata (India), in Xiangzhou (China), in Lae (Papua New Guinea), and the black states of Myanmar. His PhD at Auckland University of Technology, New Zealand, was on ‘The business of peace-building: Redeeming the entrepreneurial spirit for reconciliation’. In previous incarnations he has been a teacher of physics and maths, a minister of religion, a college principal and a lecturer in social anthropology.

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**Lauren Lindstrom** is a Professor and Dean of the School of Education at the University of California, Davis, USA. Dr Lindstrom has focused her career on developing innovative career development programmes and improving post-school employment outcomes for young adults with disabilities. Her research examines the interplay of individual factors such as gender, socio-economic status, disability and family expectations, with system-level factors such as school services, educational policies and barriers in the workplace. She has developed school and community-based interventions and disseminated findings through publications, products and conference presentations. Dr Lindstrom has also provided training to career and education professionals from multiple countries including Micronesia, Jamaica, Russia, Saudi Arabia and South Africa. In 2013, she received the European Association of Service Providers for Persons with Disabilities ‘Employment for All Award’ in recognition of
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Judy McGregor, (Professor), CNZM, is Head of the School of Social Sciences and Public Policy at Auckland University of Technology, New Zealand, and Associate Dean Postgraduate. Judy was the first Equal Employment Opportunities Commissioner with the New Zealand Human Rights Commission between 2002 and 2012, and has wide expertise in human rights and social justice issues, and specific interests in discrimination issues, women’s rights, gender equality in governance, and professional and public life. Her report on equal employment opportunities issues in aged care, Caring Counts, was the catalyst for equal pay claims currently in the New Zealand courts. She has researched the nexus between human rights of older people and those who care for them, with a focus on equal pay. She is a former newspaper editor with a particular interest in freedom of expression; a trained lawyer; and author or editor of eight books, including four journalism texts and a book exploring the employment of older workers. Her latest co-authored book is Human Rights in New Zealand: Emerging Faultlines (with M. Wilson and S. Bell, Bridget Williams Books). She has held fellowships at Cambridge and Edinburgh universities in the UK, and in 2016 was the NZ–UK Link Foundation Visiting Professor at the University of London’s School of Advanced Studies, UK.


Mark E. Moore is a faculty member in the Department of Kinesiology at East Carolina University, Greenville, North Carolina, USA. His research interests relate to the examination of organizational and marketing theories as they apply to sport organizations. His work has been published in such journals as Vocational Behavior, Gender in Management, Equality, Diversity and Inclusion: An International Journal, Sport
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**Sherry E. Sullivan** earned her PhD from the Ohio State University, USA, and is a Fellow of the Southern Management Association. She has published in peer-reviewed journals including the *Journal of Applied Psychology, Journal of Management, Journal of International Business Studies, Group and Organization Management and Career Development International*. She is the co-author of *The Opt-Out Revolt: Why People are Leaving Companies to Create Kaleidoscope Careers* (with L.A. Mainiero, Davis-Black Publishing) and an editor of the book *Winning Reviews: A Guide for Evaluating Scholarly Writing* (with Y. Baruch and H. Schepmyer, Palgrave). Sherry is a former chair of the Academy of Management’s (AOM) Career Division and a former board member of AOM’s Gender and Diversity in Organizations Division. She has been honored with the Southwest Academy of Management’s Distinguished Educator Award and was named an Oxford Journal Distinguished Research Professor.

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Contributors


Ahu Tatlı is Professor of International Human Resource Management and the Director of the Centre for Research in Equality and Diversity in the School of Business and Management at Queen Mary University of London, UK. Her research explores intersectionality of disadvantage and privilege at work; inequality and discrimination in recruitment and employment; diversity management, agency and change in organizations. Ahu’s research made distinguished contributions to the advancement of knowledge on equality, diversity and inclusion at work both nationally and internationally, culminating in more than 100 journal and conference papers. She has been widely published in edited collections, practitioner and policy outlets, and international peer-reviewed journals such as Academy of Management Review, British Journal of Management, Canadian Journal of Administrative Sciences, European Journal of Industrial Relations, Entrepreneurship and Regional Development, Human Relations, Human Resource Management, International Business Review, International Journal of Human Resource Management and International Journal of Management Reviews. Her recent books include Global Diversity Management: An Evidence-Based Approach (2015, Palgrave) and Pierre Bourdieu, Organisation and Management (2015, Routledge).

Richie Thomas is a doctoral student in Special Education at the University of Oregon, USA. His career has focused on the design and implementation of career development strategies for transition-age youth in under-resourced communities and in relation to constructs of human difference-gender, class, disability designation, and so on. His experiences have lead him to conjecture that ecological system activities are a response to environmental, economic, and cultural trends and are therefore important in understanding the relationships between ecological health, economic well-being and civic participation. His current research focuses on the design and implementation of educational and career pathway innovation, inequity of opportunities in under-resourced communities, and the relation of research and practice.

Frances Tomlinson is a partially retired Senior Lecturer in the Guildhall School of Business and Law, London Metropolitan University, UK. Her interests lie at the intersection of organizing, difference and identity:
projects include studies of inter-organizational partnerships, equality and diversity practice in voluntary sector organizations; the employment trajectories of refugee women; and the self-employment trajectories of older women. Journals in which her work appears include *Organization, Organization Studies* and *Gender, Work and Organization*.

**Royce Turner** is a researcher at Huddersfield Business School, UK. His research has focused on economic modernization, and on examining and devising policies to enhance the labour market position of marginalized groups, including Muslim women in the UK. Royce Turner has acted as advisor to the Coalfields Regeneration Trust, and has provided consultancy and policy advice to numerous UK central government departments and agencies, including the Department for Work and Pensions, Jobcentre Plus, and the Learning and Skills Council; also to local authorities, various National Health Service (NHS) bodies, and major organizations in the voluntary and community sector, including Age UK. He is joint author of the Good Relations Measurement Framework, commissioned by the Equalities and Human Rights Commission.

**Helen Woodruffe-Burton** is Professor of Marketing and Director of the Business School at Edge Hill University, UK. Previously, she was Professor of Marketing at Newcastle Business School, UK and also worked at Lancaster University Management School, UK for ten years. Her academic career spans 27 years in higher education prior to which she worked in sales and marketing within the computing and financial services sectors. Her main area of research is marketing and consumer behaviour, and she has published many conference papers, articles in refereed journals and book chapters, as well as a book on *Services Marketing* (London: Pearson). Helen has also written a number of articles and book chapters in the area of gender, sexuality and identity in the wider field of management and employment, and has a particular interest in diversity and equality. Outside academia, Helen is active within her profession as a Chartered Marketer and a Liveryman of the Worshipful Company of Marketors, a City of London Livery Company.