Contents

	Table and Figures	VII
	Foreword by Jim Noel	ix
	Preface	xi
1	The Search for Inclusion on the College Campus (Bridge-Building: A Tool for Managing Diversity) ROBERT L. HEWITT	1
2	Diversity, Learning, and Good Conversation ANN BAKER AND DAVID A. KOLB	17
3	Managing Cultural Diversity Toward True Multiculturalism: Some Knowledge from the Black Perspective HOWARD BOWENS, JARROW MERENIVITCH, L. PATRICIA JOHNSON, ANTHONY R. JAMES, AND DEBRA J. MCFADDEN-BRYANT	33
4	Leadership and Diversity: Organizational Strategies for Success ROBERTO P. HARO	47
5	Learning to Love "Weird": Creating an Infrastructure for Diversity	63

vi Contents

6	Diversity and Difference Training in the United States SERBRENIA J. SIMS AND RONALD R. SIMS	73
7	Work/Family Balance: An Essay on Gender, Difference, and Advocacy KAREN LOCKE	93
8	International Diversity and Expatriate Acculturation JOYCE S. OSLAND	107
9	Popular Culture in the Global Economy: Antithesis or Reconciliation? IRENE FINEL-HONIGMAN	123
10	A Case Study of Cross-Cultural Interaction in a Japanese Multinational Corporation Operating in the United States: Decision-Making Processes and Practices NORIYA SUMIHARA	135
11	Understanding and Appreciating Diversity: The Experiences of a Diversity Educator SUSAN M. SCHOR	149
12	A Review and Discussion of Future Issues on Diversity and Differences ROBERT F. DENNEHY AND RONALD R. SIMS	165
	Selected Bibliography	173
	Index	1 7 5
	About the Contributors	179

Table and Figures

TABLE				
2.1	The Dual Knowledge Theory of Experiential Learning	2		
	FIGURES			
3.1	Affirmative Action: First and Second Generations	3		
3.2	Stages of Diversity Management	3		
10.1	Ringi Decision-Making Model in Japan	13		
10.2	Decision-Making Model in TSDAL	14		