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Diversity, Multiculturalism, and Pluralism: A James White Library Bibliography

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DIVERSITY, MULTICULTURALISM, AND PLURALISM

A JAMES WHITE LIBRARY BIBLIOGRAPHY

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Contents

Business (30)	2
Education (79)	4
Gender (4)	10
Politics (19)	10
Religion (88)	12
Sociology (72)	18

Working Definition of Diversity:

“Diversity” is a social ontology that is used to classify groups of people, including but not limited to, race, ethnicity, culture, religion, language, gender, ability/disability, age, economic status, education level, personality type, learning style, body shape, etc.

A desired outcome for “diversity training” or “diversity awareness” is to foster human flourishing for all persons regardless of classifications. It is needed because intentional, learned social skills are required to navigate these differences by both sides in any given contextual interaction. The absence of these skills, or even the absence of civility whether through ignorance or thoughtlessness, results in injustice and the dampening of the human spirit. This is equally valid for both the perceived “perpetrator” and the perceived “victim.”

Those who engage in vocations that are focused on fostering human flourishing, i.e. education, religious service, social services, business, government, and the like, must become diversity literate--able to work for and with those who are different in a civil manner that effectively achieves their flourishing within a framework that is grounded, intentional, and savvy. This includes achieving an awareness and understanding of history, culture, sensitivities, and contexts of both oneself and those for whom the vocation serves. It also includes a foundational

disposition of good-will towards others. The training for this diversity literacy needs to be fully engaging all domains of learning--the cognitive, the conative, and the affective.

The bibliography engages in this conversation within the standard social contexts common to academic and professional pursuits.

Keywords: Diversity, multicultural, cross-cultural, pluralism

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