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**EQUALITY, DIVERSITY AND INCLUSION AT WORK**

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**A RESEARCH COMPANION**

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*Edward Elgar Publishing* *Equality, Diversity and Inclusion at Work* is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field. . . Practitioners, whether directly involved with diversity management or not, can also use this volume to gain significant insight into the variety of perspectives on diversity management and training. Florence Villesèche, *Management This collection can serve as a mirror for all of us who spend much of our lives in work organizations. From diverse vantage points, the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others. For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness, support, and cooperation, this book is a must-read. Jay Coakley, University of Colorado, Colorado Springs, US* *Equality, Diversity and Inclusion at Work*, edited by Mustafa F. Özbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic. Theoretical issues and policy problems, equal opportunity and diversity management, sociological and psychological approaches, history and present management and trade union efforts, and much more are all covered. I particularly appreciated the inclusion of several articles on men, masculinities, equality and diversity, a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts. Although the collection covers the UK in the most detail, chapters on the US, Germany, South Africa, and Japan provide a multinational perspective. It s the kind of book I d like

to have at hand when I m writing about organizations, gender, equality and diversity. Joan Acker, University of Oregon, US With over thirty chapters, this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality, diversity and inclusion at work. Many chapters in the book offer comparative perspectives through cross-national and multi-level analyses. The volume adopts a critical perspective as it focuses on relations of power in exploring equality, diversity and inclusion at work. Specifically, the authors examine areas such as cultural conflict, gender inequity and politics, work life balance, affirmative action, trade unions and diversity and diversity interventions and change. This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers, policy makers and students in this field.

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## **INVESTING IN CULTURAL DIVERSITY AND INTERCULTURAL DIALOGUE**

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UNESCO This report analyses all aspects of cultural diversity, which has emerged as a key concern of the international community in recent decades, and maps out new approaches to monitoring and shaping the changes that are taking place. It highlights, in particular, the interrelated challenges of cultural diversity and intercultural dialogue and the way in which strong homogenizing forces are matched by persistent diversifying trends. The report proposes a series of ten policy-oriented recommendations, to the attention of States, intergovernmental and non-governmental organizations, international and regional bodies, national institutions and the private sector on how to invest in cultural diversity. Emphasizing the importance of cultural diversity in different areas (languages, education, communication and new media development, and creativity and the marketplace) based on data and examples collected from around the world, the report is also intended for the general public. It proposes a coherent vision of cultural diversity and clarifies how, far from being a threat, it can become beneficial to the action of the international community.

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## **FOUNDATIONS OF EDUCATION**

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SAGE Publications Now published by SAGE! A modern and comprehensive introduction to the field, Foundations of Education makes core topics in education accessible and personally meaningful to students pursuing a career within the education profession. In a clear and direct prose, authors Leslie S. Kaplan and William A. Owings offer readers the breadth of coverage, scholarly depth, and conceptual analysis of contemporary issues that will help them gain a realistic and insightful perspective of the field. In addition to classic coverage of foundational topics such as educational philosophy, history, reform, law, and finance, the newly-revised Third Edition features a special emphasis on social justice issues, considers key debates around today's education trends, and underscores the theory and practice behind meeting the needs of all learners. This title is accompanied by a complete teaching and learning

package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch this video to learn about the Progressive Education movement and its key figures and philosophies. LMS Cartridge: Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

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## **HANDBOOK OF RESEARCH ON CULTIVATING LITERACY IN DIVERSE AND MULTILINGUAL CLASSROOMS**

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IGI Global Literacy has traditionally been associated with the linguistic and functional ability to read and write. Although literacy, as a fundamental issue in education, has received abundant attention in the last few decades, most publications to date have focused on monolingual classrooms. Language teacher educators have a responsibility to prepare teachers to be culturally responsive and flexible so they can adapt to the range of settings and variety of learners they will encounter in their careers while also bravely questioning the assumptions they are encountering about multilingual literacy development and instruction. The *Handbook of Research on Cultivating Literacy in Diverse and Multilingual Classrooms* is an essential scholarly publication that explores the multifaceted nature of literacy development across the lifespan in a range of multilingual contexts. Recognizing that literacy instruction in contemporary language classrooms serving diverse student populations must go beyond developing reading and writing abilities, this book sets out to explore a wide range of literacy dimensions. It offers unique perspectives through a critical reflection on issues related to power, ownership, identity, and the social construction of literacy in multilingual societies. As a resource for use in language teacher preparation programs globally, this book will provide a range of theoretical and practical perspectives while creating space for pre- and in-service teachers to grapple with the ideas in light of their respective contexts. The book will also provide valuable insights to instructional designers, curriculum developers, linguists, professionals, academicians, administrators, researchers, and students.

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## **VOICES AND VISIONS FROM ETHNOCULTURALLY DIVERSE YOUNG PEOPLE WITH DISABILITIES**

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### **DIVERSE YOUNG PEOPLE WITH DISABILITIES**

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Springer Many Canadian children from minority status groups experience long-term academic complexities, influencing their sense of school belonging and engagement. Research demonstrates children with intersecting differences of race, ethnicity, language, and

*disability, and those in their middle years (10–13 years old), undergo heightened academic challenges. Yet, what are children with disabilities' personal schooling experiences, and how may these insights support inclusive learning, teaching, and sense of belonging? Within Toronto, one of the most diverse Canadian cities, this book explores the stories and experiences of six middle years children with intersecting differences of race, ethnicity, language, and disabilities (particularly autism). Through narrative and critical discourse analysis research methods the children's views were accessed via a mosaic multi-method data collection approach, including their own photography, drawings, journal writings, imaginative story games, and interview texts. The children's narratives illustrate their understandings of differences, learning, and inclusion. This book presents innovative insights highlighting the voices of children with disabilities as they navigate through complex issues of diversity and share how these impact their understandings and experiences of school inclusion and exclusion. The author advocates inviting the voices of children with intersecting differences into educational conversations and research processes, as they may adeptly advance areas of inclusion and diversity.*

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## **MANAGING ETHNIC DIVERSITY AFTER 9/11**

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## **INTEGRATION, SECURITY, AND CIVIL LIBERTIES IN TRANSATLANTIC PERSPECTIVE**

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*Rutgers University Press America's approach to terrorism has focused on traditional national security methods, under the assumption that terrorism's roots are foreign and the solution to greater security lies in conventional practices. Europe offers a different model, with its response to internal terrorism relying on police procedures. *Managing Ethnic Diversity after 9/11* compares these two strategies and considers that both may have engendered greater radicalization--and a greater chance of home-grown terrorism. Essays address how transatlantic countries, including the United Kingdom, the United States, France, Germany, Spain, Italy, and the Netherlands have integrated ethnic minorities, especially Arabs and Muslims, since 9/11. Discussing the "securitization of integration," contributors argue that the neglect of civil integration has challenged the rights of these minorities and has made greater security more remote.*

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## **HUMANIZING LIS EDUCATION AND PRACTICE**

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## **DIVERSITY BY DESIGN**

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*Routledge Humanizing LIS Education and Practice: Diversity by Design demonstrates that diversity concerns are relevant to all and need to be approached in a systematic way. Developing the Diversity by Design concept articulated by Dali and Caidi in 2017, the book promotes the notion of the diversity mindset. Grouped into three parts, the chapters within this volume have been written by an*

*international team of seasoned academics and practitioners who make diversity integral to their professional and scholarly activities. Building on the Diversity by Design approach, the book presents case studies with practice models for two primary audiences: LIS educators and LIS practitioners. Chapters cover a range of issues, including, but not limited to, academic promotion and tenure; the decolonization of LIS education; engaging Indigenous and multicultural communities; librarians' professional development in diversity and social justice; and the decolonization of library access practices and policies. As a collection, the book illustrates a systems-thinking approach to fostering diversity and inclusion in LIS, integrating it by design into the LIS curriculum and professional practice. Calling on individuals, organizations, policymakers, and LIS educators to make diversity integral to their daily activities and curriculum, *Humanizing LIS Education and Practice: Diversity by Design* will be of interest to anyone engaged in research and professional practice in Library and Information Science.*

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## **LEADING GLOBAL DIVERSITY, EQUITY, AND INCLUSION**

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### **A GUIDE FOR SYSTEMIC CHANGE IN MULTINATIONAL ORGANIZATIONS**

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*Berrett-Koehler Publishers This book offers five proven principles so multinational companies can advance diversity, equity, and inclusion with a nuanced understanding of local contexts across countries and cultures. It's easy to fall into the trap of using a single-culture worldview when implementing global DEI in organizations. But what makes DEI change efforts successful in one country may have opposite, unintended consequences in another. How do companies find the right balance between anchoring their efforts locally while pushing for change that may disrupt existing power dynamics? This is the question at the heart of global DEI work. Along with practical advice and examples, Rohini Anand offers five overarching principles derived from her own experience leading global DEI transformation and interviews with more than sixty-five leaders to provide a through line for leading global DEI transformation in divergent cultures. Local relevance—understanding markets and acknowledging local beliefs, regulations, and history—is essential for global success. This groundbreaking book explicitly details how to take local histories, laws, and practices into account in DEI transformation work while promoting social justice worldwide.*

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## **HANDBOOK OF RESEARCH ON TEACHING DIVERSE YOUTH LITERATURE TO PRE-SERVICE PROFESSIONALS**

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*IGI Global Perspectives and identity are typically reinforced at a young age, giving teachers the responsibility of selecting reading material that could potentially change how the child sees the world. This is the importance of sharing diverse literature with today's children and young adults, which introduces them to texts that deal with religion, gender identities, racial identities, socioeconomic conditions, etc. Teachers and librarians play significant roles in placing diverse books in the hands of young readers. However, to*

achieve the goal of increasing young people's access to diverse books, educators and librarians must receive quality instruction on this topic within their university preparation programs. *The Handbook of Research on Teaching Diverse Youth Literature to Pre-Service Professionals* is a comprehensive reference source that curates promising practices that teachers and librarians are currently applying to prepare aspiring teachers and librarians for sharing and teaching diverse youth literature. Given the importance of sharing diverse books with today's young people, university educators must be aware of engaging and effective methods for teaching diverse literature to pre-service teachers and librarians. Covering topics such as syllabus development, diversity, social justice, and activity planning, this text is essential for university-level teacher educators, library educators who prepare pre-service teachers and librarians, university educators, faculty, adjunct instructors, researchers, and students.

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### **CASES ON ELECTRONIC RECORDS AND RESOURCE MANAGEMENT IMPLEMENTATION IN DIVERSE ENVIRONMENTS**

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IGI Global While web-based accessible materials have offered academic libraries an effective approach to managing electronic records and resources for its service population, a cross-discipline approach has not yet been executed. *Cases on Electronic Records and Resource Management Implementation in Diverse Environments* brings together real-life examples of how electronic records and resource management have been implemented across disciplines. Offering theories amid legal and ethical concerns of electronic records and resource management, this publication is essential for professionals involved in the education of library and information science and the training of individuals responsible for electronic records management in various disciplines.

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### **DIVERSITY TEACHER (SURVIVAL GUIDE FOR TEACHING IN A DIVERSE CLASSROOM)**

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Lulu.com

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### **HOW GLOBAL MIGRATION CHANGES THE WORKFORCE DIVERSITY EQUATION**

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Cambridge Scholars Publishing This volume explores some of the ways that a dialogue between diversity researchers and migration researchers can deepen the understanding of both. It moves across economics, sociology, political science, labour relations, and legal studies, demonstrating that the value of this dialogue cuts across disciplines. The book particularly underlines the challenges faced in host societies, including exclusion to the point of "hyper-precarity," anti-migrant attitudes, and the widespread organizationa ...

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## **CULTURALLY DIVERSE COUNSELING**

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### **THEORY AND PRACTICE**

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*SAGE Publications* *Culturally Diverse Counseling: Theory and Practice* by Elsie Jones-Smith adopts a unique strengths-based approach in teaching students to focus on the positive attributes of individual clients and incorporate those strengths, along with other essential cultural considerations, into their diagnosis and treatment. With an emphasis on strengths as recommended in the 2017 multicultural guidelines set forth by the American Psychological Association (APA), this comprehensive text includes considerations for clinical practice with twelve groups, including older adults, immigrants and refugees, clients with disabilities, and multiracial clients. Each chapter includes practical guidelines for counselors, including opportunities for students to identify and curb their own implicit and explicit biases. A final chapter on social class, social justice, intersectionality, and privilege reminds readers of the various factors they must consider when working with clients of all backgrounds.

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### **MUSLIM ACTIVE CITIZENSHIP IN THE WEST**

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*Routledge* *Muslim Active Citizenship in the West* investigates the emergence and nature of Muslims' struggle for recognition as full members of society in Australia, Great Britain and Germany. What actions have been taken by Muslims to achieve equal civic standing? How do socio-political and socio-economic factors impact on these processes? And how do Muslims negotiate their place in a society that is often regarded as sceptical – if not hostile – towards Muslims' desire to belong? This book sheds new light on Muslims' path towards citizenship in Australia, Great Britain and Germany. Existing research and statistics on Muslims' socio-economic status, community formation, claim-making and political responses, and the public portrayal of Islam are systematically examined. These insights are tested 'through the eyes of Muslims', based on in-depth interviews with Muslim community leaders and other experts in all three countries. The findings offer unique perspectives on Muslim resilience to be recognised as equal citizens of Islamic faith in very different socio-political national settings. Pursuing an interdisciplinary and comparative approach, this book examines the country-specific interplay of historical, institutional, political, and identity dimensions of Muslims' active citizenship and will be invaluable for students and researchers with an interest in Sociology, Religious Studies and Political Science.

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### **DIVERSITY, EQUITY, AND INCLUSIVITY IN CONTEMPORARY HIGHER EDUCATION**

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*IGI Global* One of the most important issues academic organizations face is how the administration and faculty handle cultural and varied differences in higher education. High racial tensions as well as the ever-increasing need for equality suggest that changes at

*the highest level are essential to move forward. Diversity, Equity, and Inclusivity in Contemporary Higher Education is an essential reference source that discusses the need for academic organizations to establish policy that is current, alive, and fluid by design, thereby supporting an ongoing examination of best practices with an overt commitment to continued improvement, as well as an influence for future leaders who will emerge from the ranks. Featuring research on topics such as campus climate, university administration, and academic policy, this book is ideally designed for educators, department chairs, guidance professionals, career counselors, administrators, and policymakers who are seeking coverage on designing curricula that impact college and university admissions readiness and success.*

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## **GENDER AND DIVERSITY: CONCEPTS, METHODOLOGIES, TOOLS, AND APPLICATIONS**

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### **CONCEPTS, METHODOLOGIES, TOOLS, AND APPLICATIONS**

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*[GI Global] Today, gender inequality and diversity are at the forefront of discussion, as the issue has become an international concern for politicians, government agencies, social activists, and the general public. Consequently, the need to foster and sustain diversity and inclusiveness in the interactions among various groups of people is relevant today more than ever. Gender and Diversity: Concepts, Methodologies, Tools, and Applications provides a critical look at gender and modern-day discrimination and solutions to creating sustainable diversity across numerous contexts and fields. Highlighting a range of topics such as anti-discrimination measures, workforce diversity, and gender inequality, this multi-volume book is designed for legislators and policy makers, practitioners, academicians, gender studies researchers, and graduate-level students interested in all aspects of gender and diversity studies.*

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### **THE DIVERSITY STYLE GUIDE**

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*Wiley-Blackwell New diversity style guide helps journalists write with authority and accuracy about a complex, multicultural world A companion to the online resource of the same name, The Diversity Style Guide raises the consciousness of journalists who strive to be accurate. Based on studies, news reports and style guides, as well as interviews with more than 50 journalists and experts, it offers the best, most up-to-date advice on writing about underrepresented and often misrepresented groups. Addressing such thorny questions as whether the words Black and White should be capitalized when referring to race and which pronouns to use for people who don't identify as male or female, the book helps readers navigate the minefield of names, terms, labels and colloquialisms that come with living in a diverse society. The Diversity Style Guide comes in two parts. Part One offers enlightening chapters on Why is Diversity So Important; Implicit Bias; Black Americans; Native People; Hispanics and Latinos; Asian Americans and Pacific Islanders;*

*Arab Americans and Muslim Americans; Immigrants and Immigration; Gender Identity and Sexual Orientation; People with Disabilities; Gender Equality in the News Media; Mental Illness, Substance Abuse and Suicide; and Diversity and Inclusion in a Changing Industry. Part Two includes Diversity and Inclusion Activities and an A-Z Guide with more than 500 terms. This guide: Helps journalists, journalism students, and other media writers better understand the context behind hot-button words so they can report with confidence and sensitivity Explores the subtle and not-so-subtle ways that certain words can alienate a source or infuriate a reader Provides writers with an understanding that diversity in journalism is about accuracy and truth, not "political correctness." Brings together guidance from more than 20 organizations and style guides into a single handy reference book The Diversity Style Guide is first and foremost a guide for journalists, but it is also an important resource for journalism and writing instructors, as well as other media professionals. In addition, it will appeal to those in other fields looking to make informed choices in their word usage and their personal interactions.*

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## **THEM AND US**

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### **HOW IMMIGRANTS AND LOCALS CAN THRIVE TOGETHER**

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*Simon and Schuster Winner of the Diversity, Inclusion and Equality Award at the Business Book Awards 2021 'Underpinned by scholarship...entertaining...Legrain's book fizzes with practical ideas.' The Economist 'The beauty of diversity is that innovation often comes about by serendipity. As Scott Page observed, one day in 1904, at the World Fair in St Louis, the ice cream vendor ran out of cups. Ernest Hami, a Syrian waffle vendor in the booth next door, rolled up some waffles to make cones - and the rest is history.' Filled with data, anecdotes and optimism, Them and Us is an endorsement of cultural differences at a time of acute national introspection. By every measure, from productivity to new perspectives, immigrants bring something beneficial to society. If patriotism means wanting the best for your country, we should be welcoming immigrants with open arms.*

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## **PSYCHOLOGICAL ASSESSMENT OF CULTURALLY AND LINGUISTICALLY DIVERSE CHILDREN AND ADOLESCENTS**

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### **A PRACTITIONER'S GUIDE**

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*Springer Publishing Company This is the only text for school and clinical psychologists and other mental health professionals to provide a systematic developmental framework for assessment, diagnosis, and consultation of children and adolescents from diverse linguistic and cultural backgrounds. Reflecting the most current research and grounded in the authors' extensive experience as clinicians and educators, it provides much-needed, practical strategies for helping students who require adaptations beyond*

*traditional psychological assessment methods. The authors describe the linguistic and cultural issues to consider when assessing students from diverse backgrounds, with a particular focus on children who are from immigrant and refugee families in addition to emerging bilingual learners and children of indigenous peoples. Specific assessment strategies are grounded in new research on the typical developmental trajectories of children who are learning a second language, how second language learning and learning disabilities affect students' academic achievement, the impact of culture and immigration experiences on cognitive, social, and emotional development, and culturally sensitive practice with children, adolescents, and families. The authors also provide a discussion of DSM-5 criteria as they relate to culturally and linguistically diverse children and adolescents. International in scope, the book provides a roadmap for assessment that includes critical elements of decision-making in diagnosis and consultation with families and school staff. Replete with case studies, the book reflects a wide range of languages and cultures. It includes checklists and rating scales, lists of questions to be used in clinical decision-making, lists of "Do's" and "Don'ts" for quick reference, and "Myth vs. Fact" features. The book also features informal instruments developed by the authors that can be accessed online. Key Features: Provides a systematic developmental framework for assessment and diagnosis of students from diverse linguistic and cultural backgrounds Offers strategies for assessment in native language and acquired language Guides practitioners in reporting on assessments and consulting with families and school staff Integrates current research on development of language and literacy of second language-learning children with discussions of key issues of interpreting assessment data Covers the academic, language learning, and social-emotional needs of immigrant and refugee children throughout the world Includes "Myth vs. Fact" features that discusses and refutes commonly held beliefs about development and assessment of this population*

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## **ACCELERATING LITERACY FOR DIVERSE LEARNERS**

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### **CLASSROOM STRATEGIES THAT INTEGRATE SOCIAL/EMOTIONAL ENGAGEMENT AND ACADEMIC ACHIEVEMENT, K-8**

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*Teachers College Press Research indicates that the culturally responsive teaching strategies outlined in this book accelerate literacy, language development, and academic growth for students in grades K-8, particularly for English language learners. Completely revised and updated, this bestselling resource speaks to the social-emotional needs of learners and helps teachers support each child's development of a positive self-concept. The authors present best practices, aligned with reading and content standards, and tools for developing academic talk and instructional conversations in the classroom. Special emphasis is placed on using student culture and language as a means for promoting meaningful relationships among communities of learners. The text includes tips for using the strategies for parental involvement, gathering knowledge of the student's background, and promoting social-emotional*

*learning. A companion website provides new video of the strategies being used in classrooms. "Accelerating Literacy for Diverse Learners provides teachers a powerful framework to guide their decisionmaking processes in support of their students' sociocultural, linguistic, cognitive, and academic biographies. The book presents a varied set of strategies that actively engage students in communicating, displaying, sharing, analyzing, reflecting on, and using their own understandings to develop new understandings and gain access to a high-quality curriculum." —Ester J. de Jong, EdD, professor, University of Florida, and 2017-18 President of TESOL*

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## **HERITAGE, CULTURE AND RIGHTS**

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### **CHALLENGING LEGAL DISCOURSES**

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*Bloomsbury Publishing Cultural heritage law and its response to human rights principles and practice has gained renewed prominence on the international agenda. The recent conflicts in Syria and Mali, China's use of shipwreck sites and underwater cultural heritage to make territorial claims, and the cultural identities of nations post-conflict highlight this field as an emerging global focus. In addition, it has become a forum for the configuration and contestation of cultural heritage, rights and the broader politics of international law. The manifestation of tensions between heritage and human rights are explored in this volume, in particular in relation to heritage and rights in collaboration and in conflict, and heritage as a tool for rights advocacy. This volume also explores these issues from a distinctively legal standpoint, considering the extent to which the legal tools of international human rights law facilitate or hinder heritage protection. Covering a range of issues across Africa, Asia, Europe, Latin America and Australia, this volume will be of interest to people working in human rights, heritage studies, cultural heritage management and identity politics around the world. 'This book fills an important gap in the literature on heritage and rights and, in particular, human rights law. With articles from leading experts addressing the legal human rights dimensions of cultural heritage protection, it makes a significant contribution to debates over issues such as 'Why should we safeguard heritage and for whom?' and 'What is the relationship between heritage safeguarding and protecting human rights?'. These are deep questions of profound significance to individuals, communities and even nations around the world and are of increasing urgency today. It critically analyses the relationship between heritage and human rights that can be potentially pernicious as well as mutually reinforcing, placing this analysis within the wider context and with a broad geographical scope with examinations of the heritage/rights relationship in Southeast Asia (Cambodia), China and sub-Saharan Africa.' Dr Janet Blake, Associate Professor in Law, Shahid Beheshti University, Tehran 'Traversing the destruction of mausoleums in Timbuktu to war crimes trial by the International Criminal Court, Heritage, Culture and Rights explores the crucial links between human rights and the protection of cultural heritage. The essays are accessible to all viewing the destruction of cultural heritage as a breach of human dignity and identity. Unputdownable.' Professor Gillian Triggs, President of the Australian Human Rights Commission 'This collection of*

*essays by leading scholars, though primarily Australian in origin, is universal in orientation. Ranging from a broad survey of the applicable laws of armed conflict to a detailed consideration of urban design in Southeast Asia, the essays offer significant insights into the relationship between the protection and use of cultural heritage, on one hand, and fundamental human rights, on the other. Ultimately, the mutual reinforcement of the two disciplines of law prevails over carefully-acknowledged tensions between them. Readers at all levels of expertise will find the book of great interest.'* Professor James Nafziger, Thomas B Stoel Professor of Law and Director of International Programs at the Willamette University College of Law

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## **HOW TO MAKE BOARDS WORK**

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### **AN INTERNATIONAL OVERVIEW**

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Springer *How to Make Boards Work* offers a unique view of the thinking and doing of governance. The outside-in perspective offers a holistic framework highlighting how global cultural, social and political diversity impact boards of directors. The inside-out perspective emphasizes how governance and boards can effectively realize sustainable value creation.

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## **HUMAN RESOURCE STRATEGY**

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### **FORMULATION, IMPLEMENTATION, AND IMPACT**

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Routledge *What is human resource strategy? How are human resources strategies formulated and how can we explain the variance between what is espoused and what is actually implemented? What impact - if any - does human resource strategy have on the organization's "bottom line," and how can this impact be explained? Is there one best HR strategy for all firms, or is the impact of HR strategy on performance contingent on some set of organizational, technological or environmental factors? Human Resource Strategy, 2nd edition, provides an overview of the academic and practitioner responses to these and other questions. Applying an integrative framework, the authors review 30 years' worth of empirical and theoretical research in an attempt to reconcile often-conflicting conceptual models and competing empirical results. Complex theoretical models and scientific findings are presented in an accessible and relevant way, in the context of the strategic decisions that executives are forced to make on a regular basis. This new edition features an updated literature review, coverage of the latest challenges to HR strategy, new mini-cases, discussion questions, additional examples, and an emphasis on the strategic implications of the research, making it an ideal resource for students and practitioners alike.*

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## **DIVERSITY RESISTANCE IN ORGANIZATIONS**

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*Routledge* This new volume revisits diversity resistance ten years later, examining the fluidity of diversity resistance in workplaces. Top-notch contributors provide insight about the motivations to resist diversity and inclusion as well as offer strategies for preventing and derailing diversity resistance and enhancing inclusion in organizations. The current edition broadens the conversation about diversity resistance by demonstrating methods of counter-resistance and how diversity resistance manifests in everyday lives, as well as how it presents itself and limits the careers and lives of various stigmatized groups. Chapters also consider why, despite the often expressed value for diversity and inclusion, diversity resistance continues to persist. Contributors demonstrate the persistence of diversity resistance across time, context, and for a variety of targets. For example, this volume addresses topics as well as marginalized groups not previously discussed in the first edition such as intersectionality, workers living with mental illness, gender identity, trans workers, and the systemic resistance experienced by gay couples. This volume will be of interest to scholars and practitioners as well as minoritized workers. It will function as a framework for understanding the continuum of exclusion, harassment and discrimination that occurs within organizational settings and the impact upon individual and organizational performance. Practitioners will find examples and cases for how diversity resistance manifests, but more importantly strategies and recommendations for derailing diversity resistance and enhancing inclusion.

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## **TEACHER PREPARATION FOR LINGUISTICALLY DIVERSE CLASSROOMS**

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### **A RESOURCE FOR TEACHER EDUCATORS**

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*Routledge* Teacher educators today need knowledge and practical ideas about how to prepare all pre-service and in-service teachers (not just bilingual or ESL specialists) to teach the growing number of students in K-12 classrooms in the United States who speak native languages other than English. This book is at the forefront in focusing exclusively on the preparation of mainstream classroom teachers for this population of students. Part one provides the conceptual and contextual framework for the book, including a comprehensive discussion of relevant demographic trends and an analysis of national and state policies. Part two presents examples of initiatives in different institutional and geographic settings, highlighting three essential elements of teacher preparation: curriculum content, program design, and program coherence. Meeting a pressing need among teacher educators left to figure out, largely by trial and error, how best to prepare non-specialist classroom teachers to work with ELLs, this book both contributes to the research base and provides practical information to help readers envision possibilities they can apply in their own settings.

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**HANDBOOK OF RESEARCH ON EFFECTIVE COMMUNICATION IN CULTURALLY DIVERSE CLASSROOMS**

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*IGI Global* Meaningful interaction between teachers and students is crucial to any educational environment, and particularly so in intercultural settings. When educators take steps to incorporate culturally responsive teaching into their classrooms, student learning is enriched and improved. *The Handbook of Research on Effective Communication in Culturally Diverse Classrooms* focuses on the significance of cultural sensitivity toward diverse students and the importance of communication to increase the overall educational experience. Highlighting key concepts relating to curriculum design, teaching models, and critical pedagogies in transcultural classrooms, this book is a pivotal reference source for teachers, teacher educators, and researchers interested in the impact of intercultural communication in learning environments.

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**INTERNATIONAL MIGRATION**

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**THE WELL-BEING OF MIGRANTS**

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*Dunedin Academic Press Ltd* Migration has been a widely discussed and debated issue in recent years while events in Africa and the Arab world have caused migration on a huge scale and pushed the subject close to the top of the political agenda. Globalisation, climate change and demographic developments in the West provide a backdrop to the current discourses and policies on migration. There is a conflict between humanitarian impulses and protectionism. Recent decades have seen an increase in research and writing, in the UK and internationally, on the different aspects of migration. The increase in numbers and diversity of migrants is recognised as posing significant challenges and opportunities for social and public policies. Simultaneously the policy landscape on migrants entitlements to public services, as well as notions of social protection, are in a state of flux in the context of the adoption of austerity policies across the European Union and beyond. These trends have significant implications on access to services generally, including health and social care services. *Philomena de Lima* provides a contemporary understanding of migrants and migration processes and trends. She reviews the conceptual and theoretical discourses on integration and citizenship rights with a particular focus on issues related to migrants access to services, including health and social care services. The book will inform and educate social science students, policy-makers and those wrestling on a practical level with the implications of migration.

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**STRATEGIC TENDERING FOR PROFESSIONAL SERVICES**

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## **WIN MORE, LOSE LESS**

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*Kogan Page Publishers WINNER: Business Book Awards 2018 - 'Selling The Dream' category (1st edition) In an increasingly competitive professional services sector, it is vital that firms have an effective tendering strategy. The advantages gained from winning and retaining clients can be transformative, and the cost of losing key tenders can be catastrophic. Strategic Tendering for Professional Services provides end-to-end best practice guidance, from the crucial decision of which request-for-proposals to respond to, right through to the all important face-to-face presentation and post-pitch follow-up. Now in its second edition, this practical book captures insights from both sides of the market through interviews with both proposal professionals and decision makers from the client side. Focusing on key considerations, including the need for diversity and inclusion, providing evidence of global citizenship and how public sector pitching differs from the private sector, this book is packed with features and tools to help professionals turn guidance into practice. Strategic Tendering for Professional Services is the essential guide to improving your pitches, honing your tendering skills and boosting your win rate.*

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## **SEARCHING FOR EXCELLENCE AND DIVERSITY**

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### **A GUIDE FOR SEARCH COMMITTEES -- NATIONAL EDITION**

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*Wiseli Recruiting, hiring, and retaining an excellent and diverse faculty is a top priority for colleges and universities nationwide. Yet faculty serving on search committees (or hiring committees) receive little or no education about the search process. Relying on both research and experience presenting hiring workshops to search committee members, the authors of this guidebook provide advice and recommendations for conducting an effective faculty search. The book includes practical suggestions for managing all stages of a faculty search as well as recommendations for ensuring that search committee members recruit women and members of underrepresented groups into their applicant pools and consciously avoid the influence of bias and assumptions in their evaluation of job candidates.*

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### **1993/03 BACCALAUREATE AND BEYOND LONGITUDINAL STUDY (B & B: 93/03)**

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#### **METHODOLOGY REPORT**

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## **SYSTEMATICS AND DIVERSITY OF ANNELIDS**

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*MDPI* In this Special Issue, we address the state of the art of the systematics of the main annelid groups and the improvements in the diversity they hold, with special emphasis on the latest discoveries in well-studied areas, expeditions to unsurveyed areas or environments, or the use of novel techniques that allow for the improvement of biodiversity knowledge. We are hoping that this Special Issue will provide a platform facilitating a review of current knowledge on the subject, identifying current research problems, as well as indicating directions and research trends for the future.

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## **BECOMING A DIVERSITY LEADER ON CAMPUS**

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### **NAVIGATING IDENTITY AND SITUATIONAL PRESSURES**

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*Routledge* Illuminating the emerging importance of the diversity leader on college campuses, this book offers perspectives and narratives from diversity leaders at institutions of higher education. *Becoming a Diversity Leader on Campus* unpacks the tension of how diversity leadership is shaped by external factors and pressures that confront colleges and universities, as well as by the unique experiences and identities of the individuals appointed to diversity leadership positions. This book offers a better understanding of how diversity leaders make meaning and sense of their roles, desire, and passion for promoting diversity within their institutions. Chapter authors offer narratives that represent their realities regarding the concept of diversity leadership, how they came to be in their roles, and how diversity leaders do diversity work. This important resource provides practical strategies and guides faculty and higher education professionals in navigating the situational, contextual, and relational constructs within the social and cultural contexts of college and university campuses.

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## **FAMILY, RELIGION AND LAW**

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### **CULTURAL ENCOUNTERS IN EUROPE**

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*Ashgate Publishing, Ltd.* This collection discusses how official legal systems do and should respond to the reality of a plurality of family types and origins within their jurisdictions. It further examines the challenges that arise for practitioners, including lawyers and judges, when faced with such plurality. Focussing on empirical research, the volume presents legal and sociological data of unprecedented comparative depth. It also includes a discussion of how members of minority families respond to the need to organise their legal relationships, and to resolve their disputes in the shadow of official legal systems which differ from those of their familial and

communal traditions. The work invites reflection, and demonstrates the urgency and complexity of the questions regarding the search for justice in the field of family life in Europe today.

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## **DIVERSITY, SPECIAL NEEDS AND INCLUSION IN EARLY YEARS EDUCATION**

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*SAGE Publishing India* *Instead of segregating children with special needs from the rest, Diversity, Special Needs, and Inclusion in Early Years Education argues for inclusiveness in educational institutions, through changes in curriculum and teaching methods. The book presents case studies from various countries as well as theoretical frameworks, models, approaches and projects on diversity and inclusion to effective implementation of programmes and practices for young children. Each chapter of the book has a unique contribution to understanding the aspects of inclusive education taken from international experience. This edited volume is for professionals and researchers in the field of special education, policy makers, parents and teachers, and school management. It would be of interest to people working on diversity and inclusive education as well as in early childhood education organisations. NGOs working in the area of special education will find this particularly useful.*

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## **A COMPANION READER FOR MULTICULTURAL AND DIVERSE EDUCATION COURSES**

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### **THIS BOOK IS A STRONG SUPPORT FOR ANYONE--TEACHERS, PROFESSORS, ADMINISTRATORS WHO ARE WORKING TO MAKE THEIR COURSES MORE CULTURALLY RELEVANT**

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*Dorrance Publishing* *A COMPANION READER FOR MULTICULTURAL AND DIVERSE EDUCATION COURSES* *This book is a strong support for anyone--teachers, professors, administrators who are working to make their courses more CULTURALLY RELEVANT* By: Dr. Wm. Patric Leedom *How does an educator—teacher, professor, administrator in their courses—provide a positive learning environment where every student strives to attend because they receive exciting and worthwhile experiences; they feel welcomed, safe, and respected; each student feels a positive connection between themselves and the educator, who has their best interests in mind? Dr. Wm. Patric Leedom, professor of teacher education for twenty-five years, was teaching a course in the School of Education, University of Cincinnati, Teaching and Learning in a Diverse Classroom. The required readings were based upon forty-plus book chapters and journal articles that provided comprehensive information on how to welcome and support a variety of pre-K-12 students. Taking these lessons learned, each teacher-candidate then chose four or five of the topics and utilizing elucidation and exposition developed their individual essays. Thirteen students wrote outstanding papers, and their work as well as the literature behind it are provided in this companion reader to aid in imparting crucial knowledge and skillsets to the next generation of teachers.*

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## **A NAMASTE CARE ACTIVITY BOOK**

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### **SENSORY STORIES AND ACTIVITIES FOR PEOPLE LIVING WITH ADVANCED DEMENTIA**

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Jessica Kingsley Publishers "I open the garden gate, which creaks on old, worn hinges. The rose garden is peaceful but not silent. Bird song and the buzz of bees provide nature's melody. Somewhere in the distance, gentle music is playing and it relaxes me." *Namaste Care* offers compassionate care to people with advanced dementia through sensory input, comfort and pleasure, combining music, therapeutic touch, colour, food and scents. With ready-to-use structured sensory stories that are specially designed for people with advanced dementia, *A Namaste Care Activity Book* invites you to enhance your care through storytelling and sensory stimuli. Early chapters give an overview of the approach, exploring the effects of sensory stimulation in improving quality of life. With contributions from professionals across the field, chapters describe ways to engage the different senses, including aromatherapy, food and memory and therapeutic use of lighting. These are followed by a selection of themed stories, with ideas for sensory activities to support each one. In addition to guides for *Namaste Care* sessions, the book provides a starting point for writing your own stories tailored to the person for whom you are caring. Inspiring creativity and confidence in delivering *Namaste Care*, the activities provide valuable guidance in caring for and improving the lives of people with advanced dementia.

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## **DIVERSITY AND LEADERSHIP**

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SAGE Publications Although leadership theories have evolved to reflect changing social contexts, many remain silent on issues of equity, diversity, and social justice. *Diversity and Leadership*, by Jean Lau Chin and Joseph E. Trimble, offers a new paradigm for examining leadership by bringing together two domains—research on leadership and research on diversity—to challenge existing notions of leadership and move toward a diverse and global view of society and its institutions. This compelling book delivers an approach to leadership that is inclusive, promotes access for diverse leaders, and addresses barriers that narrowly confine our perceptions and expectations of leaders. Redefining leadership as global and diverse, the authors impart new understanding of who our leaders are, the process of communication, exchange between leaders and their members, criteria for selecting, training, and evaluating leaders in the 21st century, and the organizational and societal contexts in which leadership is exercised.

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## **ECONOMIC INSTRUMENTS IN BIODIVERSITY-RELATED MULTILATERAL ENVIRONMENTAL AGREEMENTS**

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UNEP/Earthprint

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## **CULTURE AND DIVERSITY IN THE UNITED STATES**

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### **SO MANY WAYS TO BE AMERICAN**

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*Routledge Knowledge of and sensitivity toward diversity is an essential skill in the contemporary United States and the wider world. This book addresses the standard topics of race, ethnicity, class and gender but goes much further by engaging seriously with issues of language, religion, age, health and disability, and region and geography. It also considers the intersections between and the diversities within these categories. Eller presents students with an unprecedented combination of history, conceptual analysis, discussion of academic literature, and up-to-date statistics. The book includes a range of illustrations, figures and tables, text boxes, a glossary of key terms, and a comprehensive bibliography. Additional resources are provided via a companion website.*

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### **DIVERSE VOICES OF DISABLED SEXUALITIES IN THE GLOBAL SOUTH**

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*Springer This volume aims to critically engage with constructs and experiences of disabled sexualities through Africa, Asia, Latin America and the Caribbean. In doing so, it is hoped that the questions raised, reflections, analyses and arguments will provide readers with a catalyst through which to (re)think disabled sexualities from the perspective of the Global South. What makes this edited volume unique is besides chapters from emerging academics and disability activists who either live or work in the Global South, it also includes personal contributions from disabled people across the Global South. This volume takes a broad perspective on disabled sexualities addressing such areas as gender, race, culture, colonialism, body image, sexual pleasure, sexuality education, sexual access, sexual and reproductive health services, queer sexualities, and sexual rights and justice. The volume will be of interest to international and national organisations for people with disabilities, gender and sexuality researchers, health professionals, social workers, academics and students at all higher education and training institutions interested in disability, gender queer and sexuality studies.*