



Managing Diversity in Corporate America: An Exploratory Analysis (Occasional Paper)

Jefferson P. Marquis, Nelson Lim, Margaret C. Harrell, Jennifer Kavanagh, Lynn Scott

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Develops a factbased approach to modeling diversity management in U.S. corporations, analyzes the strategies pursued by 14 large U.S. companies recognized for their diversity or human resource achievements, and compares a number of company characteristics. Firms recognized for diversity are distinguished by a core set of motives and practices, but best practices per se may not enable a company to achieve a high level of diversity.

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