

Third Edition

Difference Matters

Communicating Social Identity



Brenda J. Allen

Difference Matters Communicating Social Identity

Jacquelyn W. White



Difference Matters Communicating Social Identity:

Difference Matters Brenda J. Allen, 2023-01-25 This captivating book analyzes six salient categories of social identity gender race social class disability sexuality and age and why difference within and between those categories matter Brenda J Allen provides overviews of sociohistorical developments and their impact on how people perceive and treat one another She explains how communication constitutes social identity and explores relationships among social identity discourse and power dynamics Allen s book has motivated thousands of individuals in university classes programs and a variety of other organizations She offers life changing guidance in harnessing the potential of diverse perspectives whether to improve interpersonal relationships and workplace communication or to build a more just society *Difference Matters Communicating Social Identity* invites and induces readers to value and appreciate difference Allen covers complex and sensitive topics with an ease that inspires others to approach potentially threatening situations with an open mind and heart Her frank discussions of the effects of dominant belief systems on her own behaviors encourage and reassure the audience to engage in self reflection *Difference matters to everyone* Establishing meaningful dialogue begins with curiosity about differing perspectives empathy for others and cultural humility Allen addresses the uncertainty and anxiety too often connected with difference advises mindfulness to reveal the hidden associations connected with stereotypes and urges proactivity to challenge and change mainstream meanings of difference She also provides tools and techniques to help readers apply lessons learned

Difference Matters Brenda J. Allen, 2011 This eye opening vibrant text suitable for use in a variety of disciplines motivates readers to think about valuing difference as a positive enriching feature of society Interactive elements such as Spotlights on Media I D Checks Tool Kits and Reflection Matters questions awaken interest awareness and creative insights for change
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connected with difference advises mindfulness to reveal the hidden associations connected with stereotypes and urges proactivity to challenge and change mainstream meanings of difference She also provides tools and techniques to help readers apply lessons learned *Difference Matters* Brenda J. Allen, 2004 Aimed at students of organizational communications this text separates the concept of socially constructed identity from its theoretical underpinnings to discuss communications between different categories of identity Allen U of Colorado Denver takes categories of difference gender race class sexuality age and ability in turn to remind her students that each matters despite the traditions of prejudice Each chapter includes questions for reflection Annotation 2004 Book News Inc Portland OR booknews com

Communicated Stereotypes at Work Yifeng Hu, Anastacia Kurylo, 2024-05-15 In *Communicated Stereotypes at Work* the editors and contributors posit that stereotypes communicated in the workplace remain a pervasive issue due to the dichotomy between the discriminatory and functional roles that these stereotypes can play in a range of professional settings Contributors demonstrate that while the use of stereotypes in the workplace is distasteful and exclusionary communicating these stereotypes can also appear on the surface to provide a pathway toward bonding with others giving advice and reducing uncertainty The result of this dichotomy is that those who communicate stereotypes in the workplace may not view this communication from themselves or others as being problematic With an emphasis on qualitative methods and analyses contributors deconstruct stereotypes by exploring the theoretical empirical and pragmatic roles they play in communication In doing so authors expose the underpinnings of stereotypes and why they are communicated focus on the role all of us play in perpetuating stereotypes and suggest alternative modes of productive discourse Scholars of interpersonal and organizational communication cultural studies and sociology as well as practitioners of various professions will find this book particularly useful

Critical Autoethnography Robin M. Boylorn, Mark P. Orbe, 2016-06-16 This volume uses autoethnography cultural analysis through personal narrative to explore the tangled relationships between culture and communication Using an intersectional approach to the many aspects of identity at play in everyday life a diverse group of authors reveals the complex nature of lived experiences They situate interpersonal experiences of gender race ethnicity ability and orientation within larger systems of power oppression and social privilege An excellent resource for undergraduates graduate students educators and scholars in the fields of intercultural and interpersonal communication and qualitative methodology

Building an Organizational Coaching Culture Behnam Bakhshandeh, William J. Rothwell, 2023-12-29 *Building an Organizational Coaching Culture* is a comprehensive collection of expert pieces examining the models methods and approaches to establish a sustainable coaching culture in organizations The different perspectives highlight how coaching skills can be used to positively influence workforces in the areas of critical thinking communication creativity and collaboration and how they can have a direct impact on performance and productivity Contributors from a range of professional contexts include theoretical grounding and application to practice across topics including talent

management implementing coaching programs developing leadership qualities using positive psychology self evaluations and standards and ethics This is a great resource for both students and professionals wanting to engage more with coaching cultures Foreword by Dr Foojan Zeine PsyD Reframing Difference in Organizational Communication Studies Dennis K. Mumby,2011 Given the increasingly diverse terrain of 21st century organizational life researchers and students are exploring theoretical frameworks and analytic tools that attempt to understand organizing processes in all of their richness and complexity As such there is widespread recognition of the need to examine organizations as constructed through and repositories of difference that is as complex intersections of discourses of gender race class sexuality and other markers of difference In this sense organizations are one of the principal sites where differences that make a difference Bateson are produced and reproduced Communication is not something that simply occurs in organizations rather organizing processes are constituted and made meaningful by the mundane communication practices of its members This book examines difference as a communicative phenomenon The differences that make a difference are social and material constructions that can be productively understood by examining them as communicatively accomplished All of the scholars in this volume explore difference from a variety of perspectives each of which examines systematically the relationships among communication organizing and difference KEY FEATURES BENEFITS The book explores the relationships among communication organizing and difference through three foci 1 Research 2 Pedagogy and 3 Practice In Section I Researching Difference organizational communication scholars explore a number of ways in which difference can be critically examined as a communicative phenomenon with the goal being to demonstrate the importance of difference as a construct a sensitizing device through which the complexities of organizational communication processes can be examined and better understood In Section II Teaching Difference chapters move beyond teaching diversity in the workplace and instead explore how students can learn to appreciate Women in Leadership Stefanie Ertel,Doris Gomez,Kathleen Patterson,2024-02-28 This book offers a biblically based and research centered exploration of the unique and important role of women in leadership across multiple domains Divided into two sections the chapters begin by examining biblical examples of women in leadership such as Esther and the woman of Proverbs 31 and passages focused on women such as 1 Timothy 2 and Romans 16 before presenting contemporary perspectives with discussions on topics such as submission DEI and work life balance Taking a neutral position not siding with feminist or patriarchal extremes this book will contribute to debates on leadership and gender in the fields of organizational behaviour HRM I O psychology and gender studies Organizational Communication Dennis K. Mumby,2012-08-02 Organizational Communication A Critical Perspective introduces students to the field of organizational communication historically conceptually and pragmatically from a perspective grounded in critical theory and research Author Dennis K Mumby explores how the history of organizational communication theory and research is one that embodies and attempts to resolve the fundamental tensions and contradictions between the individual and the organization

By taking a critical perspective to the history theories and research of organizational communication this text seeks to address the following how do we provide ourselves with the analytic and practical tools that will enable us to be more informed and critical consumers of and participants in organizational processes Put more broadly how do we learn to be better informed citizens who can participate effectively in and be advocates of organizational democracy This textbook squarely addresses this problem In keeping with this theme this text goes at great pains to explore the link between theory and practice Mumby shows how management theory and research is of vital importance to our understanding of daily struggles for control over work and organizing processes The critical perspective throughout helps students understand how over the course of the last 100 years corporations have sought more and more sophisticated methods of constructing our identities in ways that are commensurate with organizational world views and goals Features unique to this text include the combination of the following issues A thematic critical perspective on organizational communication with analysis of traditional and contemporary approaches to organizational communication Integrated discussion of ethics and technology A full chapter on gender and organizational communication A full chapter devoted to issues of organizational democracy

Food Systems Communication Amid Compounding Crises: Power, Resistance, and Change Kathleen P. Hunt, Constance Gordon, Mohan Jyoti Dutta, 2022-11-10 **EBOOK: Experiencing Intercultural Communication: An Introduction** Judith Martin, Thomas Nakayama, G.P. van Rhee, de van Oudtshoorn, Paul Schutte, 2013-07-16 The new Southern African edition of this popular introductory textbook offers students a practical and accessible framework for developing their intercultural communication skills It provides a global perspective on intercultural communication while allowing students to contextualise their knowledge with relevant examples applications and perspectives Recognising that students in Southern African come from diverse cultural ethnic and linguistic backgrounds it provides discussion of issues and perspectives they can apply to everyday life and to broader contexts **The Critical Turn in Language and Intercultural Communication Pedagogy** Maria Dasli, Adriana Raquel Díaz, 2016-09-13 This edited research volume explores the development of what can be described as the critical turn in intercultural communication pedagogy with a particular focus on modern foreign language education The main aim is to trace the realisations of this critical turn against a background of unequal power relations and to illuminate the role that radical culture educators can play in the making of a more democratic and egalitarian social order The volume takes as a starting point the idea that criticality draws on a number of intellectual traditions which do not always focus on social and political critique and argues that because ideological hegemony impacts on the meanings that people create and share intercultural communication pedagogy ought to locate itself within wider socio political contexts With reference points drawn from critical and transnational social theory critical pedagogy and intercultural theory contributors to this volume provide readers with powerful ways that show how this can be achieved and together assess the impact that their understanding of criticality can make on modern foreign language education The volume is divided into three major parts

namely theorising critically researching critically and teaching critically

The SAGE Handbook of Organizational Communication Linda L. Putnam, Dennis K. Mumby, 2013-11-04 Organizational communication as a field of study has grown tremendously over the past thirty years This growth is characterized by the development and application of communication perspectives to research on complex organizations in rapidly changing environments Completely re conceptualized The SAGE Handbook of Organizational Communication Third Edition is a landmark volume that weaves together the various threads of this interdisciplinary area of scholarship This edition captures both the changing nature of the field with its explosion of theoretical perspectives and research agendas and the transformations that have occurred in organizational life with the emergence of new forms of work globalization processes and changing organizational forms Exploring organizations as complex and dynamic the Handbook brings a communication lens to bear on multiple organizing processes

Identity Research and Communication Nilanjana Bardhan, Mark P. Orbe, 2012-04-05 The concept of identity has steadily emerged in importance in the field of intercultural communication especially over the last two decades In a transnational world marked by complex connectivity as well as enduring differences and power inequities it is imperative to understand and continuously theorize how we perceive the self in relation to the cultural other Such understandings play a central role in how we negotiate relationships build alliances promote peace and strive for social justice across cultural differences in various contexts Identity Research in Intercultural Communication edited by Nilanjana Bardhan and Mark P Orbe is unique in scope because it brings together a vast range of positions on identity scholarship under one umbrella It tracks the state of identity research in the field and includes cutting edge theoretical essays some supported by empirical data and queries what kinds of theoretical methodological praxiological and pedagogical boundaries researchers should be pushing in the future This collection s primary and qualitative focus is on more recent concepts related to identity that have emerged in scholarship such as power privilege intersectionality critical selfhood hybridity diaspora cosmopolitanism queer theory globalization and transnationalism immigration gendered and sexual politics self reflexivity positionality agency ethics dialogue and dialectics and more The essays are critical interpretive postmodern postcolonial and performative in perspective and they strike a balance between U S and transnational views on identity This volume is an essential text for scholars educators students and intercultural consultants and trainers

Beyond Gender Binaries Cindy L. Griffin, 2020-10-13 Beyond Gender Binaries uses a feminist intersectional and invitational approach to understanding identities and how they relate to communication Taking readers outside the familiar binary constructions of gender and identity Cindy L Griffin addresses through a feminist intersectional lens communication identity power and privilege personhood and citizenship safety in public and private spaces and hegemony and colonialism Twelve chapters focus on critical learning through careful exploration of key terms and concepts Griffin illustrates these with historical and contemporary examples and provides concrete guides to intersectional approaches to communication This textbook highlights not just the ways individuals systems structures and

institutions use communication to privilege particular identities discursively and materially but also the myriad ways that communication can be used to disrupt privilege and respectfully acknowledge the nonbinary and intersectional nature of every person's identity. Key features include Intersectional approaches to explaining and understanding identities and communication are the foundation of each chapter and inform the presentation of information throughout the book. Contemporary and historical examples are included in every chapter highlighting the intersectional nature of identity and the role of communication in our interactions with other people. Complex and challenging ideas are presented in clear, respectful and accessible ways throughout the book.

Bullied Keith Berry, 2016-04-28 In this examination of the ubiquitous practice of bullying among youth, compelling first person stories vividly convey the lived experience of peer torment and how it impacted the lives of five diverse young women. Author Keith Berry's own autoethnographic narratives and analysis add important relational, communication, methodological and ethical dimensions to their accounts. The personal stories create an opening to understand how this form of physical and verbal violence shapes identities, relationships, communication and the construction of meaning among a variety of youth. The layered narrative describes the practices constituting bullying and how youth work to cope with peer torment and its aftermath, largely focusing on identity construction and well-being. It addresses contemporary cyberbullying as well as other forms of relational aggression in many social contexts across race, gender and sexual orientations. It is written in a compelling way to be accessible to students in communication, education, psychology, social welfare and other fields.

Organizing Inclusion Marya L. Doerfel, Jennifer L. Gibbs, 2020-04-23 *Organizing Inclusion* brings communication experts together to examine issues of inclusion and exclusion which have emerged as a major challenge as both society and the workforce become more diverse. Connecting communication theories to diversity and inclusion and clarifying that inclusion is about the communication processes of organizations, institutions and communities, the book explores how communication as an organizing phenomenon underlies systemic and institutionalized biases and generates practices that privilege certain groups while excluding or marginalizing others. Bringing a global perspective that transcends particular problems faced by Western cultures, the contributors address issues across sub-disciplines of communication studies ranging from social and environmental activism to problems of race, gender, sexual orientation, age and ability. With these various perspectives, the chapters go beyond demographic diversity by addressing interaction and structural processes that can be used to promote inclusion. Using these multiple theoretical frameworks, *Organizing Inclusion* is an intellectual resource for improving theoretical understanding and practical applications that come with ever more diverse people working, coordinating and engaging one another. The book will be of great relevance to organizational stakeholders, human resource personnel and policy makers as well as to scholars and students working in the fields of communication management and organization studies.

The International Encyclopedia of Organizational Communication, 4 Volume Set Craig Scott, Laurie Lewis, 2017-03-06 *The International Encyclopedia of Organizational Communication* offers a

comprehensive collection of entries contributed by international experts on the origin evolution and current state of knowledge of all facets of contemporary organizational communication Represents the definitive international reference resource on a topic of increasing relevance in a new series of sub disciplinary international encyclopedias Examines organization communication across a range of contexts including NGOs global corporations community cooperatives profit and non profit organizations formal and informal collectives virtual work and more Features topics ranging from leader follower communication negotiation and bargaining and organizational culture to the appropriation of communication technologies emergence of inter organizational networks and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives with contributions from leading international experts in their associated fields Part of The Wiley Blackwell ICA International Encyclopedias of Communication series published in conjunction with the International Communication Association Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division National Communication Association

Encyclopedia of Communication Theory Stephen W. Littlejohn, Karen A. Foss, 2009-08-18 With more than 300 entries these two volumes provide a one stop source for a comprehensive overview of communication theory offering current descriptions of theories as well as the background issues and concepts that comprise these theories This is the first resource to summarize in one place the diversity of theory in the communication field Key Themes Applications and Contexts Critical Orientations Cultural Orientations Cybernetic and Systems Orientations Feminist Orientations Group and Organizational Concepts Information Media and Communication Technology International and Global Concepts Interpersonal Concepts Non Western Orientations Paradigms Traditions and Schools Philosophical Orientations Psycho Cognitive Orientations Rhetorical Orientations Semiotic Linguistic and Discursive Orientations Social Interactional Orientations Theory Metatheory Methodology and Inquiry

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