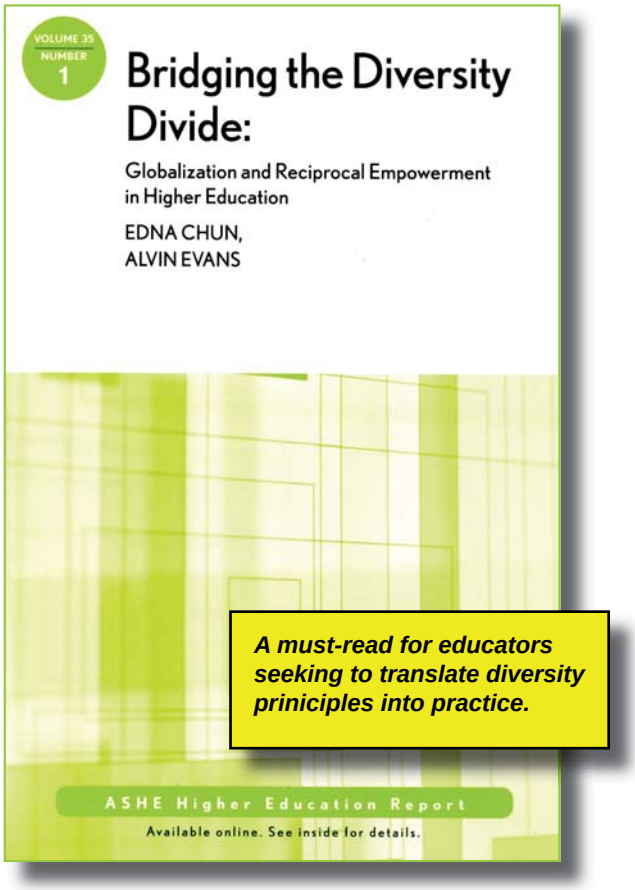
Ashe Higher Education Report 35.1

Bridging the Diversity Divide:
Globalization and Reciprocal Empowerment

Edna Chun and Alvin Evans



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The sweeping forces of globalization present new challenges for higher education but also represent a clear mandate for change. This book is designed to assist campus leaders and educators in the difficult process of cultural transformation in support of diversity and inclusion. It explores the model of reciprocal empowerment as a moral framework linking the institution's values, culture, and workplace practices to the outside world through the prism of diversity.

This is a practical guide that provides concrete approaches and research-based strategies that will enable your institution to assess current practices, create successful action plans, and move beyond structural representation to true reciprocal empowerment. The measurement strategies, organizational learning tools, and best practices included here will assist institutions of higher education in building a flexible repertoire of institutional approaches to reciprocal empowerment and inclusion.

Only by systemic organizational change will universities bridge the diversity divide and create a campus culture that values and celebrates the contributions of all its members.

ABOUT THE AUTHORS

Alvin Evans is associate vice president for human resources at Kent State University. **Edna Breinig Chun** is vice president for human resources and equity at Broward Community College. Previously, they co-authored the outstanding ***Are the Walls Really Down? Behavioral and Organizational Barriers to Faculty and Staff Diversity: ASHE Higher Education Report 33. 1,*** winner of the 2007 Kathryn G. Hansen Publication Award from the College and University Professional Association in recognition of its significant contribution in the field of human resource administration.

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AEHE 35.1 ***ISBN 978-0-4705-2562-3***

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