

BIBLIOGRAPHY

- Aronowitz, Jay D., et.al. *Diversity Assessment: Establishing an Army Enterprise Approach*. Assistant Secretary of the Army (Manpower and Reserve Affairs). U. S. Army Manpower Analysis Agency, 29 February 2008.
- Ban, Carol and Norma M Riccucci. *Public Personnel Management: Current Concerns, Future Challenges*. White Plains, NY: Longman, 1997.
- Bradford III, Robert D. LTC. *Army Diversity Analysis – Active Component Officer Assessment*. Center for Army Analysis, Fort Belvoir, VA, September 2008.
- Buttner, Holly E., Kevin B. Lowe, and Lenora Billings-Harris. "The Influence of Organizational Diversity Orientation and Leader Attitude on Diversity Activities." *Journal of Managerial Issues*, September 22, 2006.
- Chu, David S. C. "Improving Diversity Through Realignment of the Equal Opportunity Office." Letter to Secretaries of Military Departments, 23 June 2006.
- Defense Business Board. *Defense Business Board Task Group on Increasing Diversity in DoD's Flag and Senior Executive Ranks*. Department of Defense. Washington, DC, 1 March 2004.
- Department of Defense. *DoD Diversity Strategic Planning Framework (Draft)*. Washington, DC, October 2008.
- Deputy Chief of Staff, Manpower and Personnel. "Air Force Smart Operations (AFSO) 21 Initiatives to Transform the Air Force Equal Opportunity (EO) Program." Memorandum to Department of the Air Force, 2 Aug. 2007.
- Deputy Chief of Staff, Manpower and Personnel. "Military Equal Opportunity (MEO) & Equal Employment Opportunity (EEO) Transformation Guidance." Memorandum to Department of Air Force, 10 March 2008.
- Drucker, Peter F. *Management Challenges for the 21st Century*. New York: Harper Collins Publishers, Inc., 1999.
- FCC Advisory Committee on Diversity for Communications in the Digital Age. *Diversity: Best of the Best Practices. 2004*.
- Friday, Earnest, and Shawnta S. Friday. "Managing Diversity Using a Strategic Planned Change Approach." *Journal of Management Development*. Issue 22, 2003.
- Government Accountability Office. *Diversity Management: Expert-Identified Leading Practices and Agency Examples*. Washington, DC, GAO-05-90, January 2005.
- Government Accountability Office. *Enhanced Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over*. Washington, DC, 2003.

Gentile, Mary C., ed. *Differences That Work: Organizational Excellence Through Diversity*. Prospect Heights, IL: Waveland P, Inc. 2000.

Gose, Ben, et. al. "Diversity In Many Forms." *Chronicle of Higher Education*. Vol. 53, Issue 6, September 29, 2006.

Government Accountability Office. *Succession Planning and Management Is Critical Driver of Organizational Change*. Washington, DC, 2003.

[Http://www.allianceonline.org/FAQ/strategic](http://www.allianceonline.org/FAQ/strategic). [last visited 2 April 2008].

[Http://www.armyg1.army.mil/eo/eo_conf/default.asp](http://www.armyg1.army.mil/eo/eo_conf/default.asp). [last visited 12 Jan 2009].

[Http://www.betances.com/content.cfm?m?id=86](http://www.betances.com/content.cfm?m?id=86). [last visited 12 Jan 2009].

[Http://www.boozallen.com/careers/diversity](http://www.boozallen.com/careers/diversity). [last visited 21 April 2008].

[Http://www.cia.gov/careers/diversity/index.html](http://www.cia.gov/careers/diversity/index.html). [last visited 27 April 2008].

[Http://www.dictionary.bnet.com/definition/diversity.html](http://www.dictionary.bnet.com/definition/diversity.html). [last visited 21 April 2008].

[Http://www.humanresources.about.com/cs/strategicplanning1/a/strategicplan.htm](http://www.humanresources.about.com/cs/strategicplanning1/a/strategicplan.htm).
[last visited 2 April 2008].

[Http://www.kodak.com/global/en/corp/diversity/mission_vision_statement.faq](http://www.kodak.com/global/en/corp/diversity/mission_vision_statement.faq).
[last visited 2 April 2008].

[Http://www.lib.utk.edu/diversity/diversity_definition.html](http://www.lib.utk.edu/diversity/diversity_definition.html). [last visited 28 April 2008].

[Http://www.mcdonalds.com/corp/values/people/diversity/mission_vision.html](http://www.mcdonalds.com/corp/values/people/diversity/mission_vision.html).
[last visited 2 April 2008].

[Http://www.microsoft.com/about/diversity/vision.msp](http://www.microsoft.com/about/diversity/vision.msp) . [last visited 2 April 2008].

[Http://www.multimedia.verizon.com/diversity](http://www.multimedia.verizon.com/diversity). [last visited 2 April 2008].

[Http://www.ncsu.edu/univ_relations/diversity/define.htm](http://www.ncsu.edu/univ_relations/diversity/define.htm). [last visited 28 April 2008].

[Http://www.oeo.od.nif.gov/diversitymgmt/index.html](http://www.oeo.od.nif.gov/diversitymgmt/index.html). [last visited 2 April 2008].

[Http://www.portlandonline.com/shared/cfm/image.cfm?id=14694](http://www.portlandonline.com/shared/cfm/image.cfm?id=14694). [last visited 2 April 2008].

[Http://www.thecoca-colacompany.com/citizenship/diversity.html](http://www.thecoca-colacompany.com/citizenship/diversity.html). [last visited 2 April 2008].

[Http://www.wireless.att.com/about/careers/diversity.jsp](http://www.wireless.att.com/about/careers/diversity.jsp). [last visited 2 April 2008].
Institute for Corporate Productivity. *2007 Talent Management Survey Findings*. St. Petersburg, 2007.

Johansson, Frans. *The Medici Effect*. Boston: Harvard Business School Press, 2006.

Judy, Richard W. and Carol D. D'Amico. *Workforce 2020*. Indianapolis: Hudson Institute, 1999.

- Kotter, John P and Dan S. Cohn. *The Heart of Change*. Boston: Harvard Business School Press, 2002.
- Kotter, John P. *Leading Change*. Boston: Harvard Business School Press, 2002.
- Kellough, Edward J. and Katherine C. Naff. "Responding to a Wake-up Call: An Examination of Federal Agency Diversity Management Programs." *Administration & Society*. Vol. 36, No. 1, March 2004.
- Leach, Joy, et.al. *A Practical Guide to Working With Diversity: The Process, The Tools, The Resources*. New York: American Management Association, 1995.
- Lewis, Brett G. *Developing Soldier Cultural Competency*. U.S. War College, 2006.
- Lim, Nelson, Michelle Cho, and Kimberly Curry. *Planning for Diversity*. National Defense Research Institute, 2008.
- Loden, Marilyn. *Implementing Diversity*. New York: McGraw-Hill, 1996.
- National Urban League. *Diversity Practices That Work: The American Worker Speaks*. New York, June 2004.
- Page, Scott E. *The Difference: How the Power Of Diversity Creates Better Groups, Firms, Schools, and Societies*. New Jersey: Princeton University Press, 2007.
- Society for Human Resource Management (SHRM). *2007 State of Workplace Diversity Management Report*. SHRM Research Department. Alexandria, Virginia, February 2008.
- Thomas, David A. and Robin J. "Making Differences Matter: A New Paradigm for Managing Diversity." *Harvard Business Review*, 1996.
- U.S. Department of Commerce and Vice President Al Gore's National Partnership for Reinventing Government Benchmarking Study. *Best Practices in Achieving Workplace Diversity*, Chapter 2, 2000.
- Yuengling, Renee. et. al. *Final Diversity Workforce Assessment Report to the Department of the Army*. Army Diversity Office. ICF International, 9300 Lee Highway, Fairfax, Virginia, August 29, 2008.
- Wilson, T. *Diversity at Work: The Business Case for Equity*. Entobikoke, Ontario: John Wiley & Sons, 1997.