Table of Contents

Preface .................................................................................................................................................. xxi

Acknowledgment .............................................................................................................................. xxxi

Section 1
Technology and Education

Chapter 1
Policies and Strategies for Digital Inclusion: Regional Governments in Spain.............................. 1
Laura Alcaide Muñoz, University of Granada, Spain
Manuel Pedro Rodríguez Bolívar, University of Granada, Spain
Francisco José Alcaraz Quiles, University of Granada, Spain

Chapter 2
Digital Equity and Policy: Case of Korea .......................................................................................... 30
Seang-Tae Kim, Sungkyunkwan University, Korea

Chapter 3
Technodiversity: Lessons Learned From Diversity Exchanges ...................................................... 49
Kimberely Fletcher Nettleton, Morehead State University, USA
Lesia C. Lennex, Morehead State University, USA

Chapter 4
Higher Education and Current E-Learning Potential in the MENA Region: Analysis of the Current Challenges and Opportunities for E-Learning in the MENA Region .................................................. 68
Henry C. Alphin Jr., Drexel University, USA
Jennie Lavine, HCT, UAE
Richard J. Croome, HCT, UAE
Adam J. Hocker, Pennsylvania State University, USA

Chapter 5
Investigating the Moderating Roles of Age and Ethnicity in Mobile Commerce Acceptance .......... 90
Uchenna Cyril Eze, BNU-HKBU United International College, China
Yew Siang Poong, Tokyo Institute of Technology, Japan
Chapter 6
Leveraging New Media as Social Capital for Diversity Officers: How Equity, Diversity, and Inclusion Professionals Can Use Social Media to Foster Equality ......................................................... 113
  Kindra Cotton, SSS for Success: Simplified Social Media Solutions, USA
  Denise O’Neil Green, Ryerson University, Canada
  Sarah Alice Beckman, Ryerson University, Canada
  Ali Hussain, Ryerson University, Canada
  Angelo Robb, Ryerson University, Canada
  Matthew D. Green, Ryerson University, Canada

Chapter 7
Racial Spectacle and Campus Climate: Media Representations and Asian International Student Perceptions at U.S. Colleges ................................................................. 142
  Kenneth Robert Roth, California State University, USA
  Zachary S. Ritter, University of Redlands, USA

Chapter 8
Channeling Race: Media Representations and International Student Perceptions .................. 172
  Kenneth Robert Roth, California State University, USA
  Zachary S. Ritter, University of Redlands, USA

Chapter 9
“A Girl Move”: Negotiating Gender and Technology in Chess Online and Offline ............... 198
  Undrah Baasanjav, Southern Illinois University – Edwardsville, USA

Section 2
Managing Diversity

Chapter 10
Which Matters More? Effects of Surface- and Deep-Level Diversity on Team Processes and Performance ................................................................. 213
  Mai P. Trinh, Case Western Reserve University, USA

Chapter 11
Application of Collaboration Technology to Manage Diversity in Global Virtual Teams: The ThinkLet-Based CE Approach ......................................................... 240
  Cecilia Santillan, University of Saint Thomas, USA
  Sujin K. Horwitz, University of Saint Thomas, USA

Chapter 12
Learning Organizations: Connections between Diversity and Innovation ................................ 267
  Daniel Cochece Davis, Illinois State University, USA
  Viviane S. Lopuch, Seattle University, USA
Chapter 13
Leadership Opportunities for Managing Diversity ................................................................. 298
Norma Carr-Ruffino, San Francisco State University, USA

Chapter 14
Promoting Diversity Leadership: Strategies and Tools to Improve Equity and Access ............ 321
Ra Shaunda V. Sterling, San Jacinto College, USA

Chapter 15
Diversity Management: Bringing Equality, Equity, and Inclusion in the Workplace ............... 335
Rossella Riccò, OD&M Consulting, Italy

Chapter 16
New Trends in Leveraging Workforce Diversity through Human Resource Management Initiatives.......................................................................................................................... 360
Mercedes Sanchez-Apellaniz, University of Seville, Spain
Rafael Triguero-Sánchez, University of Seville, Spain

Chapter 17
A History of How U.S. Academics, Laws, and Business Have Created the Current Approach to Organizational Diversity: Visual, Innovative, and All-Inclusive Multiculturalism ......................... 380
Ben Tran, Alliant International University, USA

Chapter 18
Increased Workforce Diversity by Race, Gender, and Age and Equal Employment Opportunity Laws: Implications for Human Resource Development ...................................................... 398
Shani D. Carter, Wagner College, USA

Chapter 19
Does the Ongoing Global Economic Crisis Put Diversity Gains at Risk? Diversity Management during Hard Times – International Examples from the USA, South Africa, and Greece ................. 424
Joana Vassilopoulou, University of Kent, UK
Kurt April, University of Cape Town, South Africa
Jose Pascal Da Rocha, Columbia University, USA
Olivia Kyriakidou, Athens University of Economics and Business, Greece
Mustafa Ozbilgin, Brunel University, UK

Chapter 20
Workforce Diversity in Volunteerism and the Peace Corps ..................................................... 453
Ashwini Esther Joshua-Gojer, University of North Texas, USA
Jeff M. Allen, University of North Texas, USA
Tai-Yi Huang, University of North Texas, USA

Chapter 21
Minority-Owned Suppliers A Growing Global Supply Base .................................................... 472
Bertie Marie Greer, Northern Kentucky University, USA
Section 3
A Gendered Focus

Chapter 22
Career Transitions and Trajectories for a Diverse Workforce: A Special Focus on Women and Older Workers .............................................................. 492
  Jenell L. S. Wittmer, University of Toledo, USA
  Paul M. Werth, Saint Louis University, USA
  Cort W. Rudolph, Saint Louis University, USA

Chapter 23
Is Gender Equality a Reality after a Change in the Political Agenda? Dynamic Analysis for Higher Management Levels ........................................... 539
  Nuria Calvo, University of a Coruña, Spain
  Maria Bastida, University of Santiago de Compostela, Spain
  Jacobo Feás, University of Santiago de Compostela, Spain

Chapter 24
Social Work with Refugee Women: Narrative and “Empowerment” ............................................................. 559
  Lareen Cooper, Massey University, New Zealand
  Mary Nash, Massey University, New Zealand
  Antoinette Umugwaneza, New Zealand Red Cross, New Zealand

Chapter 25
Geography of Female Suicide: For Suicide Prevention Policy (Case of Turkey, in 2002-2011 Period) ................................................................ 580
  Semra Günay, University of Anadolu, Turkey

Compilation of References ........................................................................ 614

About the Contributors ............................................................................. 729

Index ......................................................................................................... 741