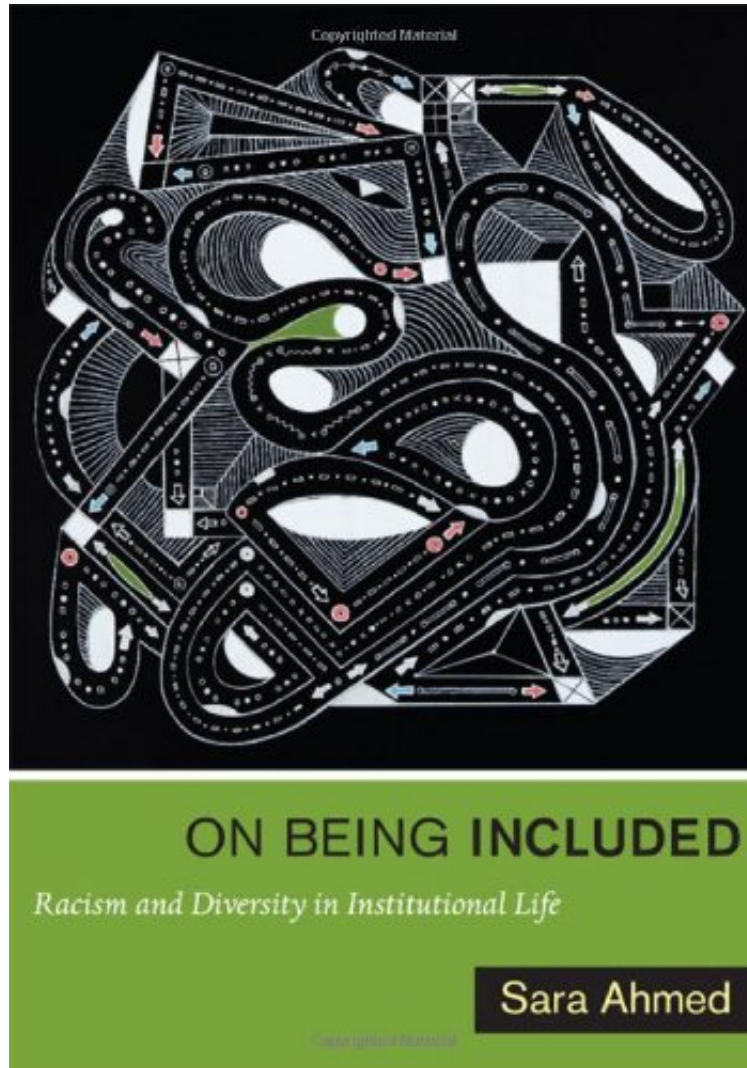


(Ebook pdf) On Being Included: Racism and Diversity in Institutional Life

On Being Included: Racism and Diversity in Institutional Life

Sara Ahmed

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6 of 7 people found the following review helpful. A must readBy London GalIf you are interested in thinking critically about any aspect of equality, diversity and inclusion this is a must. Ahmed does a very good job in teasing out the pragmatic and discursive processes through which, that despite decades of equality legislation and institutional statements and initiatives aimed at expanding race equality and ethnic diversity, UK universities remain so far behind the starting gate of really getting to grips with the perpetuation of institutional racism at all levels.0 of 0 people found

the following review helpful. Three StarsBy Staci SterenbergA good read if you're in the business of implementing diversity in institutions.1 of 2 people found the following review helpful. It is an excellent book for someone who wants to awaken to the ...By PoppoIt is an excellent book for someone who wants to awaken to the many issues of diversity. Particularly at the university level.

What does diversity do? What are we doing when we use the language of diversity? Sara Ahmed offers an account of the diversity world based on interviews with diversity practitioners in higher education, as well as her own experience of doing diversity work. Diversity is an ordinary, even unremarkable, feature of institutional life. Yet diversity practitioners often experience institutions as resistant to their work, as captured through their use of the metaphor of the "brick wall." *On Being Included* offers an explanation of this apparent paradox. It explores the gap between symbolic commitments to diversity and the experience of those who embody diversity. Commitments to diversity are understood as "non-performatives" that do not bring about what they name. The book provides an account of institutional whiteness and shows how racism can be obscured by the institutionalization of diversity. Diversity is used as evidence that institutions do not have a problem with racism. *On Being Included* offers a critique of what happens when diversity is offered as a solution. It also shows how diversity workers generate knowledge of institutions in attempting to transform them.

“Ahmed’s book is not a how-to guide to ‘what works.’ But *On Being Included* would be an excellent choice for a faculty-staff reading group about social justice in the academy, because Ahmed provides a rich resource for serious rethinking: ‘My aim is not to suggest that we should stop doing diversity, but that we need to keep asking what we are doing.’” - Meryl Altman, *Academe*