

diversity and society race ethnicity and gender

diversity and society race ethnicity and gender are foundational concepts that shape the world we live in. Understanding how race, ethnicity, and gender interact within society reveals the complexities of identity, social dynamics, and equity. This article explores the historical context of diversity, its significance in modern society, and the challenges and opportunities it presents. Readers will learn about the impact of race, ethnicity, and gender on social structures, economic opportunities, and cultural life. It also examines the role of education, workplaces, and policies in promoting inclusion. By delving into these topics, this comprehensive guide offers insights into why embracing diversity is crucial for progress, social cohesion, and innovation. Continue reading to discover key facts, trends, and strategies for fostering a more inclusive society.

- Understanding Diversity in Society
- The Historical Perspective of Race, Ethnicity, and Gender
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- Race and Ethnicity: Definitions and Social Implications
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Understanding Diversity in Society

Diversity in society refers to the presence of differences within a given population. These differences can include race, ethnicity, gender, age, sexual orientation, religion, and socioeconomic status. The concept of diversity acknowledges that each individual brings unique perspectives, experiences, and talents to their communities. Recognizing and valuing diversity is essential for social progress, innovation, and mutual respect. In today's globalized world, societies are increasingly multicultural and multifaceted, making diversity a central theme in discussions around social

policies, education, and workplace practices. Addressing diversity is not just about representation; it is about equity, inclusion, and the celebration of all backgrounds.

The Historical Perspective of Race, Ethnicity, and Gender

Evolution of Racial and Ethnic Identities

Race and ethnicity have historically been used to categorize and differentiate groups of people. These categories often emerged from colonial and imperial histories, leading to social hierarchies and systemic inequalities. Over time, the definitions and perceptions of race and ethnicity have evolved, moving from rigid, biological interpretations to more fluid, socially constructed understandings. Societies have witnessed significant changes in how racial and ethnic identities are recognized and respected, especially with the rise of civil rights movements and multicultural policies.

Gender Roles Through Time

Gender roles have also shifted dramatically over centuries. Traditionally, societies assigned specific roles and expectations to individuals based on their gender, often limiting opportunities and freedoms. The feminist movement, LGBTQ+ advocacy, and broader gender equity initiatives have challenged these norms. Today, there is growing recognition of non-binary and transgender identities, along with an ongoing push for equal rights and representation across all genders.

Impact of Diversity on Social Structures

Cultural Enrichment and Innovation

Diversity fosters cultural enrichment by introducing a variety of traditions, languages, and viewpoints. This cultural mosaic promotes creativity and innovation, as exposure to different ideas encourages new ways of thinking and problem solving. Diverse societies tend to be more adaptable and resilient in the face of change.

Social Cohesion and Equity

When diversity is embraced, social cohesion improves. People from different

racial, ethnic, and gender backgrounds can work together to address common goals and challenges. Equity is achieved by ensuring that all individuals have fair access to resources, opportunities, and representation, regardless of their background.

- Enhanced creativity and problem solving
- Broader perspectives in decision making
- Improved social trust and cooperation
- Greater sense of belonging

Race and Ethnicity: Definitions and Social Implications

Defining Race and Ethnicity

Race typically refers to physical characteristics, such as skin color, while ethnicity relates to cultural factors, including nationality, language, and ancestry. Both terms are socially constructed, meaning their definitions can change depending on societal norms and contexts. Understanding these definitions is key to addressing social disparities and promoting inclusivity.

Social Implications

Race and ethnicity often influence individuals' life experiences, access to opportunities, and treatment within society. Systemic racism and ethnic discrimination have historically limited social mobility and perpetuated inequality. By recognizing the impact of race and ethnicity, societies can implement policies that promote justice and equal treatment for all.

Gender Diversity and Societal Roles

Gender Identity and Expression

Gender diversity encompasses a range of identities beyond the traditional male and female binary. Individuals may identify as non-binary, transgender, genderqueer, or agender, among others. Gender expression refers to how people present themselves, which may or may not align with societal expectations.

Increased awareness of gender diversity has led to greater acceptance and legal protections for people of all gender identities.

Roles and Representation

Societal roles assigned to different genders impact opportunities in education, employment, politics, and family life. Historically, women and gender minorities faced barriers to participation and leadership. Today, efforts to improve gender representation focus on equal pay, workplace inclusion, and dismantling stereotypes.

1. Advocacy for gender-neutral policies
2. Support for LGBTQ+ rights
3. Access to healthcare for all gender identities
4. Educational initiatives on gender diversity

Challenges and Barriers to Inclusion

Systemic Discrimination

Despite progress, systemic discrimination persists. Racism, sexism, and xenophobia continue to affect the lives of many individuals. These barriers can manifest in laws, institutional practices, and social attitudes, making it difficult for marginalized groups to access equal opportunities.

Implicit Bias and Microaggressions

Implicit bias refers to subconscious attitudes or stereotypes that influence behavior. Microaggressions are subtle, often unintended, discriminatory remarks or actions. Both contribute to hostile environments and hinder efforts toward genuine inclusion.

Socioeconomic Disparities

Economic inequalities often intersect with race, ethnicity, and gender. Marginalized groups may experience higher rates of poverty, unemployment, and limited access to healthcare and education. Addressing these disparities is crucial for achieving a truly inclusive society.

Benefits of Embracing Diversity

Economic Growth and Innovation

Inclusive societies benefit from a diverse workforce, which drives economic growth and competitiveness. Companies and institutions that prioritize diversity report higher employee satisfaction, creativity, and profitability.

Enhanced Social Well-being

Diversity in society improves overall well-being by fostering mutual respect and understanding. When individuals feel valued and included, they are more likely to engage positively with their communities and participate in civic life.

- Higher productivity and performance
- Reduced social tension and conflict
- Greater capacity for problem solving
- Rich cultural experiences

Promoting Diversity: Education, Workplace, and Policy

Education Initiatives

Educational institutions play a key role in promoting diversity and inclusion. Curricula that highlight diverse histories, literatures, and perspectives prepare students to navigate multicultural environments. Anti-bias training and inclusive policies support equitable learning experiences.

Workplace Inclusion

Workplaces are increasingly adopting diversity and inclusion programs, such as training, mentorship, and recruitment strategies that target underrepresented groups. These initiatives foster a culture of respect and equal opportunity, leading to improved organizational outcomes.

Policy and Legal Frameworks

Governments and organizations are implementing policies to address discrimination and promote equity. These include affirmative action, anti-discrimination laws, and support for minority-owned businesses. Effective policy frameworks ensure that diversity is not just celebrated but protected.

Future Trends in Diversity and Inclusion

Globalization and Migration

Global migration is increasing the cultural, racial, and ethnic diversity of societies worldwide. This trend is expected to continue, challenging nations to adapt and promote inclusive policies for newcomers.

Technological Advancements

Technology is enabling greater visibility and advocacy for marginalized groups. Social media platforms amplify voices, create communities, and facilitate education on diversity issues.

Intersectionality and Holistic Approaches

Intersectionality recognizes that individuals may experience overlapping forms of discrimination based on race, ethnicity, gender, sexuality, and other factors. Future approaches to diversity will focus on holistic solutions that address these intersecting identities for greater equity and inclusion.

Q: What is the difference between race and ethnicity?

A: Race generally refers to physical characteristics such as skin color, while ethnicity relates to cultural factors like nationality, language, and ancestry. Both are social constructs that influence identity and social experiences.

Q: Why is gender diversity important in society?

A: Gender diversity promotes fairness, inclusion, and representation for all gender identities. It challenges stereotypes, increases opportunities, and fosters a more equitable society where everyone can thrive.

Q: What are some common barriers to diversity and inclusion?

A: Common barriers include systemic discrimination, implicit bias, microaggressions, and socioeconomic disparities. These obstacles can limit access to opportunities and perpetuate inequality.

Q: How does diversity contribute to economic growth?

A: Diversity in the workforce brings varied perspectives, skills, and ideas, leading to greater innovation and problem solving. Inclusive organizations often report higher productivity, profitability, and employee satisfaction.

Q: What role does education play in promoting diversity?

A: Education introduces students to diverse histories, perspectives, and cultures. Inclusive curricula and anti-bias training prepare individuals to interact respectfully and effectively in multicultural environments.

Q: What is intersectionality and why does it matter?

A: Intersectionality is the concept that individuals can experience overlapping forms of discrimination based on race, ethnicity, gender, and other factors. It matters because it encourages holistic approaches to equity and inclusion.

Q: How can workplaces improve diversity and inclusion?

A: Workplaces can implement targeted recruitment strategies, offer diversity training, establish mentorship programs, and create inclusive policies to support underrepresented groups.

Q: Are there legal protections for racial, ethnic, and gender minorities?

A: Yes, many countries have anti-discrimination laws and policies designed to protect the rights of racial, ethnic, and gender minorities. These frameworks aim to ensure equal treatment and opportunities.

Q: What are the benefits of diverse societies?

A: Diverse societies experience cultural enrichment, increased innovation,

improved social cohesion, and broader perspectives in decision making. These benefits contribute to overall social and economic well-being.

Q: How is technology influencing diversity and inclusion?

A: Technology enables marginalized groups to share their experiences, advocate for rights, and connect with communities. It also facilitates education and awareness on diversity issues, helping drive social change.

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Diversity and Society: Race, Ethnicity, and Gender

Introduction:

Our world is a vibrant tapestry woven from countless threads of race, ethnicity, and gender. Understanding the intricate interplay of these factors within society is crucial not just for social harmony, but also for economic prosperity and individual well-being. This comprehensive guide delves into the complexities of diversity and society, exploring the impact of race, ethnicity, and gender on various aspects of our lives. We'll examine the challenges, celebrate the contributions, and ultimately, envision a future where diversity is not just tolerated but actively celebrated as a source of strength.

The Defining Aspects of Diversity: Race, Ethnicity, and Gender

Understanding the nuances of diversity requires disentangling the often-overlapping concepts of race, ethnicity, and gender.

Race:

Race is a social construct, not a biological reality. While physical differences exist between individuals, the categorization of people into racial groups is a product of historical and social processes, often used to justify power imbalances and inequalities. There's no single scientific definition of race, and the boundaries between racial groups are fluid and vary across cultures. The impact of perceived race on individual experiences is profound, shaping access to opportunities, social interactions, and overall life outcomes.

Ethnicity:

Ethnicity refers to shared cultural characteristics, including language, religion, traditions, and ancestry. Unlike race, which is often visually assigned, ethnicity is often self-identified and encompasses a broader range of shared experiences and heritage. Ethnicity significantly influences cultural identity and contributes to the rich diversity of societies.

Gender:

Gender encompasses the socially constructed roles, behaviors, expressions, and identities of individuals. While sex refers to biological traits, gender is a more fluid and complex concept. Gender identity is a personal sense of being male, female, both, neither, or somewhere else along the gender spectrum. Gender roles and expectations vary across cultures and have a significant impact on social structures and individual opportunities.

The Impact of Diversity on Society

The presence of diverse groups within a society has profound implications for numerous aspects of social life.

Economic Benefits of Diversity:

Diverse teams tend to be more innovative and creative, leading to increased productivity and economic growth. A wider range of perspectives and experiences fosters better problem-solving and decision-making. Moreover, businesses that reflect the diversity of their customer base are often better positioned to understand and meet their needs.

Social Cohesion and Understanding:

Exposure to diverse perspectives can break down stereotypes and prejudices, fostering greater understanding and empathy between different groups. Intercultural interactions enhance social cohesion and contribute to a more inclusive and harmonious society. However, achieving this requires proactive efforts to address prejudice and discrimination.

Challenges of Diversity:

While diversity offers immense benefits, it also presents challenges. Overcoming historical inequalities and addressing systemic biases requires sustained effort and commitment. Issues such as racial discrimination, gender inequality, and xenophobia remain significant obstacles to achieving true social equity.

Addressing Inequalities:

Addressing inequalities requires a multi-pronged approach. This includes implementing anti-discrimination laws, promoting inclusive education, fostering diversity in workplaces and institutions, and challenging harmful stereotypes through public awareness campaigns. Furthermore, promoting equitable access to resources and opportunities is essential to creating a just and equitable society.

Promoting Diversity and Inclusion: A Path Forward

Creating a truly diverse and inclusive society requires a concerted effort from individuals, organizations, and governments.

Education and Awareness:

Education plays a critical role in fostering understanding and empathy. Curriculum should actively promote intercultural understanding, challenge biases, and celebrate the contributions of diverse groups.

Policy and Legislation:

Government policies and legislation are crucial tools for addressing systemic inequalities. Anti-discrimination laws, affirmative action policies, and initiatives promoting diversity in employment and education are essential steps.

Corporate Social Responsibility:

Businesses have a crucial role to play in fostering diversity and inclusion. Implementing inclusive hiring practices, fostering a culture of respect and belonging, and supporting diversity initiatives are vital for creating equitable workplaces.

Community Engagement:

Community-based initiatives can play a vital role in bridging divides and fostering intercultural understanding. Community dialogues, cultural events, and interfaith initiatives can all contribute to building a more inclusive society.

Conclusion:

Diversity and society are inextricably linked. Embracing diversity, acknowledging its challenges, and actively working towards inclusion is not merely a social imperative but a necessary condition for a thriving and equitable future. By fostering understanding, challenging biases, and promoting equality, we can unlock the immense potential of diverse societies and create a world where everyone can thrive.

FAQs:

1. What is the difference between race and ethnicity? Race is a social construct based on perceived physical differences, while ethnicity refers to shared cultural characteristics. They are distinct but often intertwined concepts.
2. How does gender diversity impact the workplace? Gender diversity leads to improved decision-making, enhanced creativity, and a stronger understanding of diverse customer needs.

3. What are some examples of systemic biases affecting diverse groups? Systemic biases include unequal access to education, employment opportunities, healthcare, and the justice system based on race, ethnicity, and gender.

4. How can individuals contribute to promoting diversity and inclusion? Individuals can challenge their own biases, engage in respectful dialogue with people from different backgrounds, and support organizations promoting diversity and inclusion.

5. What role does legislation play in addressing diversity issues? Legislation provides a legal framework to combat discrimination, promote equal opportunity, and address systemic biases. Effective laws are crucial, but they must be coupled with enforcement and societal changes.

diversity and society race ethnicity and gender: *Diversity and Society* Joseph F. Healey, Andi Stepnick, 2019-07-23 The author is a proud sponsor of the 2020 SAGE Keith Roberts Teaching Innovations Award—enabling graduate students and early career faculty to attend the annual ASA pre-conference teaching and learning workshop. The text offers a comprehensive study of historical evolution of race, ethnicity, and gender in the U.S.; and makes effective use of contemporary (including open access) sources of information about these issues. My students find the reflective questions and related activities to be instructive and engaging. —Cheryl Renee Gooch, Arts and Humanities Department, Cumberland County College Adapted from the bestselling *Race, Ethnicity, Gender, and Class* by Joseph F. Healey and Andi Stepnick, *Diversity and Society* provides a brief overview of inter-group relations in the U.S. In ten succinct chapters, Healey and Stepnick explain concepts and theories about dominant-minority relations; examine historical and contemporary immigration to the U.S.; and narrate the experiences of the largest racial and ethnic minorities. The Sixth Edition of this bestseller explores a variety of experiences within groups, paying particular attention to the intersection of gender with race and ethnicity. While the focus is on minority groups in the U.S., the text also includes comparative, cross-national coverage of group relations in other societies. Updated with the most current trends and patterns in inter-group relations, this text presents empirical data in an accessible format to show students how minorities are inseparable from the larger American experience.

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Selected measures for assessing ethnicity, ethnic identification, and levels of acculturation
Suggested dimensions for assessing sexual orientation Current diagnostic criteria for gender
identity disorder Given the prevalence of ethnic- and gender-based data collection throughout the
health and mental health fields, this book's usefulness is not limited to the research community.
Physicians, therapists, social workers, and sociologists will find this clear-minded volume an
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lead to a better understanding of the important place of ethnicity in Canada and in the global society. Over the past 30 years or so, an entire body of theoretical and empirical knowledge has developed about ethnicity and ethnic and race relations in Canada. While researchers may disagree on specific issues, they have much in common and they share a basic agreement on the importance of quantitative and qualitative methods in resolving their outstanding differences. This book describes the essential features of the 'sub-discipline' that has emerged in this area and it details what we know, don't know, and still need to know about ethnicity and ethnic and race relations in Canada.

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diversity and society race ethnicity and gender: Race, Ethnicity, and Gender (reader) Joseph F. Healey, Eileen O'Brien, 2020-01-15 This book is designed to build off the success of Healey's *Race, Ethnicity, Gender and Class* (now in its 5th edition), and to be a companion title to the Healey paperback, *Diversity and Society* (now in its 3rd edition) Many instructors focus their class on the Narrative Portraits and Current Debates, so this book will include expanded versions of them, along with additional readings, to create an excellent and unique reader. Many of the articles and excerpts used for the Current Debates are well known in the field. Consistent chapter organization with Introductions to the chapters and for each section, Narrative Portraits, followed by Additional Readings and concluding with Current Debates material. Discussion questions follow each article in the Additional Readings and the Current Debates sections to help students focus on the key ideas and issues. Both Joe Healey and Eileen O'Brien are recognized scholars and authors in this field, and their name recognition should help give the book an immediate appeal.

diversity and society race ethnicity and gender: Race, Ethnicity, Gender, and Class Joseph F. Healey, Andi Stepnick, 2022-06-09 Known for its clear and engaging writing, the bestselling *Race, Ethnicity, Gender, and Class: The Sociology of Group Conflict and Change* has been thoroughly updated to be fresher, more relevant, and more accessible to undergraduates. The text uses sociological perspectives and a consistent conceptual framework to tell the story of America's minority groups, today and throughout history. By presenting information, asking questions, and examining controversies, it demonstrates that understanding what it means to be an American has always required us to grapple with issues of diversity and difference. This title is accompanied by a complete teaching and learning package.

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with Disabilities; Gender Equality in the News Media; Mental Illness, Substance Abuse and Suicide; and Diversity and Inclusion in a Changing Industry. Part Two includes Diversity and Inclusion Activities and an A-Z Guide with more than 500 terms. This guide: Helps journalists, journalism students, and other media writers better understand the context behind hot-button words so they can report with confidence and sensitivity Explores the subtle and not-so-subtle ways that certain words can alienate a source or infuriate a reader Provides writers with an understanding that diversity in journalism is about accuracy and truth, not political correctness. Brings together guidance from more than 20 organizations and style guides into a single handy reference book The Diversity Style Guide is first and foremost a guide for journalists, but it is also an important resource for journalism and writing instructors, as well as other media professionals. In addition, it will appeal to those in other fields looking to make informed choices in their word usage and their personal interactions.

diversity and society race ethnicity and gender: Critical Perspectives on Racial and Ethnic Differences in Health in Late Life National Research Council, Division of Behavioral and Social Sciences and Education, Committee on Population, Panel on Race, Ethnicity, and Health in Later Life, 2004-10-16 In their later years, Americans of different racial and ethnic backgrounds are not in equally good-or equally poor-health. There is wide variation, but on average older Whites are healthier than older Blacks and tend to outlive them. But Whites tend to be in poorer health than Hispanics and Asian Americans. This volume documents the differentials and considers possible explanations. Selection processes play a role: selective migration, for instance, or selective survival to advanced ages. Health differentials originate early in life, possibly even before birth, and are affected by events and experiences throughout the life course. Differences in socioeconomic status, risk behavior, social relations, and health care all play a role. Separate chapters consider the contribution of such factors and the biopsychosocial mechanisms that link them to health. This volume provides the empirical evidence for the research agenda provided in the separate report of the Panel on Race, Ethnicity, and Health in Later Life.

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become increasingly complex. This reader, comprised of a diverse array of sources ranging from the New York Times to the journals of leading research universities, explores these issues as systems of stratification that work to reinforce one another. Understanding Inequality provides students and academics with the basic hermeneutics for considering new thought on ethnicity, class, and gender in the 21st century.

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diversity and society race ethnicity and gender: Below the Surface Deborah Rivas-Drake, Adriana Umaña-Taylor, 2021-06-08 A guide to the latest research on how young people can develop positive ethnic-racial identities and strong interracial relations Today’s young people are growing up in an increasingly ethnically and racially diverse society. How do we help them navigate this world productively, given some of the seemingly intractable conflicts we constantly hear about? In *Below the Surface*, Deborah Rivas-Drake and Adriana Umaña-Taylor explore the latest research in ethnic and racial identity and interracial relations among diverse youth in the United States. Drawing from multiple disciplines, including developmental psychology, social psychology, education, and sociology, the authors demonstrate that young people can have a strong ethnic-racial identity and still view other groups positively, and that in fact, possessing a solid ethnic-racial identity makes it possible to have a more genuine understanding of other groups. During adolescence, teens reexamine, redefine, and consolidate their ethnic-racial identities in the context of family, schools, peers, communities, and the media. The authors explore each of these areas and the ways that ideas of ethnicity and race are implicitly and explicitly taught. They provide convincing evidence that all young people—ethnic majority and minority alike—benefit from engaging in meaningful dialogues about race and ethnicity with caring adults in their lives, which help them build a better perspective about their identity and a foundation for engaging in positive relationships with those who are different from them. Timely and accessible, *Below the Surface* is an ideal resource for parents, teachers, educators, school administrators, clergy, and all who want to help young people navigate their growth and development successfully.

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drive global trends, this volume examines contemporary patterns based on the most recent evidence spanning five continents—offering a diversity of interpretations, models and perspectives that address the challenges facing the study of race, ethnicity, and nationalism. The Companion features original contributions by both established experts and emerging scholars that explore an expansive range of theoretical, historical, and empirical case studies. Organized into five sections, the text first discusses growing trends in the United States, the significance of populism in major societies around the globe, and how global changes are influencing regional variations in race, ethnicity, and nationalism. An investigation of global migration patterns is followed by examination of conflict and violence, from urban riots and boundary disputes to warfare and genocide. The final section focuses on the policy debates resulting from changing patterns and their impact on politics, the economy, and society. Timely and highly relevant, this book: Discusses contemporary issues such as the failure of school systems to provide equal opportunities to minorities, the evolution of the School-to-Prison pipeline, and the Black Lives Matter movement Explores shifts in American race relations, the influence of social media and the internet, and the links between increased globalization and contemporary forms of nationalism, racism, and populism Features essays on national and ethnic identity in China, Japan, and South Korea, India, Central Asia, Africa, Latin America, and Europe Analyzes policies regarding borders, immigration, refugees, and human rights in different countries and regions Offers perspectives on the radicalization of social movements, the creation of ethnic, linguistic and other boundaries between groups, and the models used to understand intractable conflicts in many global settings The Wiley Blackwell Companion to Race, Ethnicity, and Nationalism is an indispensable resource for scholars, researchers, instructors, and students across the social sciences, including sociology, political science, global affairs, economics, comparative race and ethnic relations, international migration, social change, and sociological theory.

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diversity and society race ethnicity and gender: Unequal Treatment Institute of Medicine, Board on Health Sciences Policy, Committee on Understanding and Eliminating Racial and Ethnic Disparities in Health Care, 2009-02-06 Racial and ethnic disparities in health care are known to reflect access to care and other issues that arise from differing socioeconomic conditions. There is, however, increasing evidence that even after such differences are accounted for, race and ethnicity remain significant predictors of the quality of health care received. In *Unequal Treatment*, a panel of experts documents this evidence and explores how persons of color experience the health care environment. The book examines how disparities in treatment may arise in health care systems and looks at aspects of the clinical encounter that may contribute to such disparities. Patients' and providers' attitudes, expectations, and behavior are analyzed. How to intervene? *Unequal Treatment* offers recommendations for improvements in medical care financing, allocation of care, availability of language translation, community-based care, and other arenas. The committee highlights the potential of cross-cultural education to improve provider-patient communication and offers a

detailed look at how to integrate cross-cultural learning within the health professions. The book concludes with recommendations for data collection and research initiatives. Unequal Treatment will be vitally important to health care policymakers, administrators, providers, educators, and students as well as advocates for people of color.

diversity and society race ethnicity and gender: Handbook of Race-Ethnicity and Gender in Psychology Marie L. Miville, Angela D. Ferguson, 2014-02-06 Multicultural aspects of psychology have received some attention in the literature in the last decade. A number of texts currently address these significant concerns, for example, *Counseling the Culturally Different* (Sue & Sue, 2008); *Handbook of Multicultural Counseling* (Poterotto et al., 2009); and *Handbook of Multicultural Counseling Competencies* (Pope-Davis & Coleman, 2005). In their most recent editions, several of these books address more nuanced complexities of diversity, for example, the intersections of gender or social class with race-ethnicity. Meanwhile, other texts have addressed gender issues in psychology (*Handbook of Counseling Women*, *Counseling Men*), with some attention paid to racial-ethnic and other diversity concerns. Clearly the progression of scholarship in this field reflects the importance of incorporating multiple aspects of diversity within psychology. However, no book currently exists that fully addresses the complexities of race-ethnicity and gender together. Better understanding of the dual impact of race-ethnicity and gender on psychological functioning may lead to more effective conceptualizations of a number of mental health issues, such as domestic violence, addictions, health-related behaviors and achievement. Exploring the impact of race-ethnicity and gender also may provide a broader understanding of self-in-community, as this affects individuals, families and other social groups and work and career development. Topics of interest may include identity development, worldviews and belief systems, parenting styles, interventions for promoting resilience and persistence and strategies for enhancing more accurate diagnostic and treatment modalities. Today's world is comprised of multiple and intersecting communities that remain in need of psychological models and interventions that support and promote both individual and collective mental health. We believe that utilizing unidimensional conceptual models (e.g. focusing solely on race-ethnicity or gender) no longer adequately addresses psychological concerns that are dynamic, complex and multi-faceted. The proposed Handbook will focus on timely topics which historically have been under-addressed for a number of diverse populations.

diversity and society race ethnicity and gender: Investing in the Health and Well-Being of Young Adults National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on Improving the Health, Safety, and Well-Being of Young Adults, 2015-01-27 Young adulthood - ages approximately 18 to 26 - is a critical period of development with long-lasting implications for a person's economic security, health and well-being. Young adults are key contributors to the nation's workforce and military services and, since many are parents, to the healthy development of the next generation. Although 'millennials' have received attention in the popular media in recent years, young adults are too rarely treated as a distinct population in policy, programs, and research. Instead, they are often grouped with adolescents or, more often, with all adults. Currently, the nation is experiencing economic restructuring, widening inequality, a rapidly rising ratio of older adults, and an increasingly diverse population. The possible transformative effects of these features make focus on young adults especially important. A systematic approach to understanding and responding to the unique circumstances and needs of today's young adults can help to pave the way to a more productive and equitable tomorrow for young adults in particular and our society at large. *Investing in The Health and Well-Being of Young Adults* describes what is meant by the term young adulthood, who young adults are, what they are doing, and what they need. This study recommends actions that nonprofit programs and federal, state, and local agencies can take to help young adults make a successful transition from adolescence to adulthood. According to this report, young adults should be considered as a separate group from adolescents and older adults. *Investing in The Health and Well-Being of Young Adults* makes the case that increased efforts to improve high school and college graduate rates and education and workforce development systems

that are more closely tied to high-demand economic sectors will help this age group achieve greater opportunity and success. The report also discusses the health status of young adults and makes recommendations to develop evidence-based practices for young adults for medical and behavioral health, including preventions. What happens during the young adult years has profound implications for the rest of the life course, and the stability and progress of society at large depends on how any cohort of young adults fares as a whole. Investing in The Health and Well-Being of Young Adults will provide a roadmap to improving outcomes for this age group as they transition from adolescence to adulthood.

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