Challenging the Status Quo

Diversity, Democracy, and Equality in the 21st Century

Edited by

David G. Embrick Sharon M. Collins Michelle S. Dodson



LEIDEN | BOSTON

Contents

Acknowledgments XI
List of Map and Tables XII
Notes on Contributors XIV

PART 1 Introduction

Diversity: Good for Maintaining the Status Quo, Not So Much for Real Progressive Change 3

David G. Embrick

PART 2 Policy, Politics, and Practice

- Diversity and Affirmative Action: A Closer Look at Concepts and Goals
 Sharon M. Collins
- 3 Is Diversity Racial Justice? Affirmative Action in Admissions and the Promises and Perils of Law 41

 Ellen Berrey
- 4 Disfavored Subjects: How Liberalist Diversity Fails Racial Equity in Higher Education 71

 Joyce M. Bell and Wendy Leo Moore
- "Boatloads of Money" in the Great Equalizer: How Diversity Furthers
 Inequality at the Neoliberal University
 Michael Kreiter and Arthur Scarritt

PART 3 Pedagogy and Transformation in Higher Education

6 Teaching in Black and White: Reflections of Teaching the Social Construction of Race 119
Tiffany Davis, Wendy Leo Moore and Joyce M. Bell

VIII CONTENTS

7 "Formed, Transformed, Destroyed, and Re-formed": Diversity Formation at a Majority-Minority University 133

Shan Mukhtar

PART 4 Diversity and STEM

- 8 Diversity in STEM: How Gendered Structures Affect Women's
 Participation in Science 157
 Marie des Neiges Léonard
- Equal Opportunity in Science: Diversity as an Economic and Social
 Justice Imperative 176
 Enobong Hannah Branch and Sharla Alegria

PART 5 Diversity and Communities

- Diversity in the Church: A Comparative Analysis of Multiracial, White, and Black Congregations 199

 Michelle S. Dodson
- "Not in My Backyard": How Abstract Liberalism and Colorblind Diversity
 Undermines Racial Justice 217
 Laurie Cooper Stoll and Megan Klein
- 12 Sympathetic Racism: Color-Blind Discourse's Liberal Flair in Three Diverse Communities 241

 Meghan A. Burke

PART 6 Diversity and Complex Organizations

13 When a Lack of Diversity Matters: How Juvenile Justice Professionals See Non-White Juveniles 263 Paul R. Ketchum CONTENTS

14 Critical Diversity in the U.S. Military: From Diversity to Racialized Organizations 287

Victor Erik Ray

Undermining Prisoner Re-entry Initiatives: Neoliberalism, Race and
 Profits 301
 Edward Orozco Flores

PART 7 Meanings, Discourse, and Identity

- On-Demand Diversity? The Meanings of Racial Diversity in Netflix Productions 323 Bianca Gonzalez-Sobrino, Emma González-Lesser and Matthew W. Hughey
- 17 From Capital to Credit: On the Contingent Value of Difference within Diversity Discourse 345

 Antonia Randolph
- 18 The Spectacle of Volunteerism: Aid, Africa, and the Western Helper 369 *Michele C. Deramo*

Index 389