

Studying processes of inclusionary and exclusionary Othering in the organizational practices of the Dutch Bar and Judiciary. Talking and walking space for diversity and otherness: in people's heads, hearts or only on paper?

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My study's point of departure is the ostensibly tension between the desire of Dutch juridical organizations (e.g. law firms, courts) to diversify their workforces on the one hand and the actual space for diversity and otherness on the other hand. In particular it deals with the processes of inclusion and exclusion of those who personify the main object of diversity policies: women and members from ethnic minority groups, in the context of diversity practices, diversity management and diversity policies. This research explores both how members from these groups reflect and act upon processes Othering and inclusion and exclusion in a political, societal, economical and cultural changing environment, and the process of managing diversity itself, the 'black box'.