#ORGCOMMSOWHITE

- Adib, Amel and Guerrier, Yvonne. (2003). The Interlocking of Gender with Nationality, Race, Ethnicity and Class: The Narratives of Women in Hotel Work. *Gender, Work & Organization* 10(4): 413-432.
- Allen, B. J. (2004). Difference matters: Communicating social identity. Long Grove, IL: Waveland Press.
- Allen, B. J. (1995). "Diversity" and organizational communication. *Journal of Applied Communication Research*, 23, 143-155.
- Allen, B. J. (1996). Feminist standpoint theory: A black woman's (re)view of organizational socialization. Communication Studies, 47, 257-271.a
- Allen, B. J. (1998). Black womanhood and feminist standpoint. *Management Communication Quarterly*, 11, 575-586.
- Allen, B. J. (2005). Social Constructivism. In S. May & D. K. Mumby (Eds.), Engaging organizational communication theory and research (pp. 35-54). Thousand Oaks, CA: Sage.
- Allen, B. J. (2006). Keeping it real: Race, difference, and corporate ethics at Coca-Cola. In S. May (Ed.), Case studies in organizational communication: Ethical perspectives and practices. Thousand Oaks, CA: Sage.
- Allen, B. J., Orbe, M. P., & Olivas, M. R. (1999). The complexity of our tears: Dis/enchantment and (in)difference in the academy. *Communication Theory, 9,* 402-429.
- Ballard, D. various works https://scholar.google.com/citations?user=CPRhSHEAAAAJ&hl=en
- Ban, Z. (2018). Tracing the Discourse of Migrant Labor in China: Mobility, Fixity, and Displacement in the Workshop of the World. *International Journal of Communication*, 12, 18.
- Ban, Z. (2019). Open for change but closed for transformation: A communicative analysis of managerial corporate social responsibility discourse on the issue of labor. *Organization*, 1350508419867209.

- Broadfoot, K. J., & Munshi, D. (2007). Diverse voices and alternative rationalities: Imagining forms of postcolonial organizational communication. *Management Communication Quarterly*, *21*(2), 249-267.
- Broadfoot, K. J., Cockburn, T., Cocburn-Wootten, C., do Carmo Reis, M., Gautam, D. K., Malshe, A. ... Srinivas, N. (2008). A mosaic of visions, daydreams, and memories: Diverse inlays of organizing and communicating from around the globe. *Management Communication Quarterly*, 22(2), 322–350. doi:10.1177/0893318908323574
- Chuang, A. K. (2018). We are pilots, not horses: Performing professionalism through resistance from Taiwanese commercial airline pilots. *Departures in Critical Qualitative Research*, 7(3), 60–87. doi:10.1525/dcqr.2018.7.3.60
- Contractor, Nosh, various works
 https://scholar.google.com/citations?hl=en&user=Fqw9o84AAAAJ
- Cox, J. (2018). Negotiating identity and taking political action in the fat liberation movement. Doctoral dissertation. https://rucore.libraries.rutgers.edu/rutgers-lib/57529/
- Cruz, J. M. (2015). Reimagining feminist organizing in global times: Lessons from African feminist communication. *Women & Language*, *38*(1), 23–41.
- Cruz, J. (2015). Dirty Work at the Intersections of Gender, Class, and Nation: Liberian Market Women in Post-Conflict Times. Women's Studies in Communication, 38(4), 421-439. doi:10.1080/07491409.2015.1087439
- Cruz, J., McDonald, J., Broadfoot, K., Chuang, A. K., & Ganesh, S. (2018). "Aliens" in the United States: A collaborative auto-ethnography of foreign-born faculty. *Journal of Management Inquiry*. Advance online publication. doi:10.1177/1056492618796561
- Cruz, J. M., & Sodeke, C. U. (n.d.). Debunking Eurocentrism in Organizational Communication Theory: Marginality and Liquidities in Postcolonial Contexts. *Communication Theory*. https://doi.org/10.1093/ct/qtz038
- Dixon, M. various works https://scholar.google.com/citations?user=rYias6YAAAAJ&hl=en
- Dutta, D. (2018). Women's discourses of leadership in STEM organizations in Singapore: Negotiating sociocultural and organizational norms. *Management Communication Quarterly*, 32(2), 233–249.
- Dutta, D. (2019). Communicating resilience in actual and imagined boundaries: narrative plots and meanings of retention in organizations. *Journal of Applied Communication Research*, 47(4), 401-419.

- Dutta, M. J. (2012). *Voices of resistance: Communication and social change*. Purdue University Press.
- Dutta, M. J., & Dutta, D. (2013). Multinational going cultural: A postcolonial deconstruction of cultural intelligence. *Journal of International and Intercultural Communication*, 6(3), 241-258.
- Dutta, M. J., & Kaur-Gill, S. (2018). Precarities of Migrant Work in Singapore: Migration,(Im) mobility, and Neoliberal Governmentality. *International Journal of Communication* (19328036), 12.
- Dutta, M., & Pal, M. (2010). Dialog theory in marginalized settings: A subaltern studies approach. *Communication Theory*, 20(4), 363-386.
- Ferguson, M. W. (2018). (Re)negotiating organizational socialization: Black male scholarship and the closet. *Management Communication Quarterly, 32*(2), 282–286. doi:10.1177/0893318917741990
- Gailliard, Bernadette. "Communication and Identity Negotiation Processes by Professionals in Health Care Organizations: Examining Race, Gender, and Class Intersections." Dissertation.
- Gailliard, B. M., Myers, K. K., Seibold, D. R. (2010). Organizational assimilation: A multidimensional reconceptualization and measure. *Management Communication Quarterly, 24*(4), 552–578.
- Ganesh, S. (2003). Organizational narcissism: Technology, legitimacy, and identity in an Indian NGO. Management Communication Quarterly, 16(4), 558-594.
- Ganesh, S. (2015). The Capacity to Act and the Ability to Move. Management Communication Quarterly, 29(3), 481-486. doi:10.1177/0893318915586220
- Ganesh, S. (2017). The Orlando Shootings as a Mobilizing Event: Against Reductionism in Social Movement Studies. *Communication and Critical/Cultural Studies* 14(2): 193-197.
- Ganesh, S., & Stohl, C. (2010). Qualifying engagement: A study of information and communication technology and the global social justice movement in Aotearoa New Zealand. Communication Monographs, 77(1), 51-74.
- Ganesh, S., & Stohl, C. (2013). From Wall Street to Wellington: Protests in an Era of Digital Ubiquity. Communication Monographs, 80(4), 425-451. doi:10.1080/03637751.2013.828156

- Ganesh, S., Zoller, H., & Cheney, G. (2005). Transforming resistance, broadening our boundaries: Critical organizational communication meets globalization from below. Communication Monographs, 72(2), 169-191.
- Ganesh, S., & Zoller, H. M. (2012). Dialogue, Activism, and Democratic Social Change. Communication Theory, 22(1), 66-91. doi:10.1111/j.1468-2885.2011.01396.x
- Gist, A. N. (2016). Challenging assumptions underlying the metamorphosis phase:

 Ethnographic analysis of metamorphosis within an unemployment organization.

 Qualitative Research Reports in Communication, 17(1), 15–26.
- Gist-Mackey, A. N. (2018). (Dis)embodied job search communication training: Comparative critical ethnographic analysis of materiality and discourse during the unequal search for work. *Organization Studies*, 39(9), 1251–1275.
- Gist-Mackey, A. N., & Dougherty, D. S. (2020). Sociomaterial struggle: An ethnographic analysis of power, discourse, and materiality in a working class unemployment support organization. Communication Monographs, 1-24. https://doi.org/10.1080/03637751.2020.1818801
- Gist-Mackey, A. N. & Guy, A. (2019). 'You get in a hole, it's like quicksand': a grounded theory analysis of social support amid materially bounded decision-making processes. *Journal of Applied Communication Research*. Advance online publication. doi:10.1080/00909882.2019.1617430
- Gist-Mackey, A. N., & Kingsford, A. N. (2020). Linguistic Inclusion: Challenging Implicit Classed Communication Bias in Interview Methods. Management Communication Quarterly, 34(3), 402-425. https://doi.org/10.1177/0893318920934128
- Gist-Mackey, A. N., Wiley, M. L., & Erba, J. (2018). "You're doing great. Keep doing what you're doing": socially supportive communication during first-generation college students' socialization. *Communication Education*, 67(1), 52-72.
- Grimes, D. S. (2002). Challenging the status quo? Whiteness in the diversity management literature. *Management Communication Quarterly, 15,* 381-409. https://doi.org/10.1177/0893318902153003
- Jones, E.W., Jr. (1990). What it's like to be a black manager. In S. R. Corman, S. P. Banks, C.R. Bantz, &M. E. Mayer (Eds.), Foundations of organizational communication: A reader. New York: Longman.

- Kaur-Gill, S., & Dutta, M. J. (2020). Negotiating the (im) mobility of domestic work:

 Communicative erasures, disrupted embodiments, and neoliberal Asia. *Journal of International and Intercultural Communication*, 1-21.
- Kim, H. (2018). The mutual constitution of social media use and status hierarchies in global organizing. *Management Communication Quarterly*, 32(4), 471-503.
- Kim, H. (2018). Differential impacts of functional, geographical, and hierarchical diversity on knowledge sharing in the midst of organizational change. *Management Communication Quarterly*, 32(1), 5–30.
- Long, Z. (2016). A feminist ventriloquial analysis of *hao hongzuo* ("good work"):

 Politicizing Chinese post-1980s women's meanings of work. *Women's Studies in Communication*, 39(4), 422–441.
- Long, Z. (2016). Managing legitimacy crisis for state-owned non-profit organization: A case study of the Red Cross Society of China. *Public Relations Review, 42*(2), 372–374.
- Mease, J. J., & Terry, D. P. (2012). [Organizational (performance] of race): The co-constitutive performance of race and school board in Durham, NC. *Text and Performance Quarterly*, 32(2), 121-140.
- Mitra, R. various works https://scholar.google.com/citations?user=X0AebWUAAAAJ&hl=en
- Moon, D. G. (1999). White enculturation and bourgeois ideology: The discursive production of "good (white) girls". In T. K. Nakayama & J. N. Martin (Eds.), Whiteness: The communication of social identity (pp. 177-197). Thousand Oaks, CA: Sage.
- Moon, D. G. (2016). "Be/coming" White and the Myth of White Ignorance: Identity Projects in White Communities. *Western Journal of Communication*, 80(3), 282-303. doi:10.1080/10570314.2016.1143562
- Moon, D. G., & Flores, L. A. (2002). Rethinking race, revealing dilemmas: Imagining a new racial subject in Race Traitor. *Western Journal of Communication*, *66*(2), 181-207.
- Munshi, D., & Edwards, L. (2012). Understanding 'race' in/and public relations: Where do we start and where should we go? . *Journal of Public Relations Research*, 23(4), 349-367. doi:10.1080/1062726X.2011.605976
- Nkomo, S. (1992). The emperor has no clothes: Rewriting "race in organizations". [Quals4]. Academy of Management Review, 17, 487-513.

- Nkomo, S. M. (2003). Teaching Business Ethically in the "New" South Africa. Management Communication Quarterly, 17(1), 128-135. doi:10.1177/0893318903253448
- Orbe, M. P., & Allen, B. J. (2008). "Race Matter" in the Journal of Applied Communication Research. *The Howard Journal of Communications*, 19, 201-220.
- Pal, M. (2014). Solidarity with the subaltern organizing: The Singur movement in India. Electronic Journal of Communication.
- Pal, M. (2016). Organization at the margins: Subaltern resistance of Singur. *Human Relations*, 69(2), 419-438.
- Pal, M., & Dutta, M. J. (2008). Theorizing resistance in a global context processes, strategies, and tactics in communication scholarship. *Annals of the International Communication Association*, 32(1), 41-87.
- Pal, M., & Dutta, M. J. (2012). Organizing resistance on the Internet: The case of the international campaign for justice in Bhopal. *Communication, Culture & Critique*, *5*(2), 230-251.
- Pal, M., & Dutta, M. J. (2013). "Land is our mother": Alternative meanings of development in subaltern organizing. *Journal of international and intercultural communication*, *6*(3), 203-220.
- Pal, M., & Jenkins, J. J. (2014). Reimagining Sustainability: An Interrogation of the Corporate Knights' Global 100. *Environmental Communication*, 8(3), 388-405.
- Papa, M. J., Auwal, M. A., & Singhal, A. (1997). Organizing for social change within concertive control systems: Member identification, empowerment, and the masking of discipline. *Communication Monographs*, *64*(219-249).
- Papa, M. J., Singhal, A., & Papa, W. H. (2006). Organizing for Social Change: A Dialectic Journey of Theory and Practice. Thousand Oaks, CA: Sage.
- Parker, P. S. (2001). African American women executives within dominant-culture organizations: (Re)concepualizing notions of collaboration and instrumentality. *Management Communication Quarterly, 15*(1), 42-82.
- Parker, P. (2002). Negotiating identity in raced and gendered workplace interactions: The use of strategic communication by African American women senior executives within dominant culture organizations. *Communication Quarterly, 3,* 251-268.

- Parker, P. (2003). Control, Resistance, and empowerment in raced, gendered and classed work contexts: The case of African American women. *Communication Yearbook*, *27*, 257-301.
- Parker, P. (2003). Learning leadership: Communication, resistance, and African American women's executive leadership development. *Electronic Journal of Communication*, 13(2/3).
- Parker, P. (2005). Race, Gender, and Leadership: (En)countering discourses that devalue African American women as leaders.
- Parker, P. (2005). Race, gender and leadership: Re-envisioning organizational leadership from the perspectives of African American Women Executives. Mahwah, NJ: Lawrence Erlbaum Associates.
- Parker, P., & Mease, J. (2008). Beyond the knapsack: Disrupting the production of white racial privilege in organizational practices. In L. A. Samovar, R. E. Porter, & E. R. McDaniel (Eds.), Intercultural communication: A reader (12th ed., pp. 313-324): Thomas Wadsworth Publishing.
- Parker, P. S. (2001). African American Women Executives' Leadership Communication within Dominant-Culture Organizations: (Re)Conceptualizing Notions of Collaboration and Instrumentality. *Management Communication Quarterly, 15*(1), 42-82. doi:10.1177/0893318901151002
- Tarin, C. A., Upton, S. D., Sowards, S. K., & Yang, K. C. C. (2017). Cultivating pride:
 Environmental engagement and capacity building in the UTEP-Rare partnership. In T.
 Milstein, M. Pileggi, & E. Morgan (Eds.), *Environmental Communication Pedagogy and Practice* (pp.). New York, NY: Routledge.
- Tarin, C. A. (2019). Buen vivir: Indigeneity, environmental activism, and decolonial organizing. In L. Hernandez, D. I. Bowen, S. De Los Santos Upton, & A. R. Martinez (Eds.), *Latina/o/x Communication Studies: Theories, Methods, & Practice*. Lexington Books.
- Wendorf Muhamad, J. various works http://orcid.org/0000-0003-0033-5380
- Zuo, B. (2017). Laboring under the cross: An analysis of discursive tension and identity in the context of a Chinese house church. Management Communication Quarterly, 31(2), 230-257. https://doi-org.ezproxy.lib.purdue.edu/10.1177/0893318916680905

CMS literature

- Alderfer, C. P. (1982). Problems of changing white males' behavior and beliefs concerning race relations. In P. S. Goodman (Ed.), Change in organizations: New perspectives on theory (pp. 122-165). San Francisco: Jossey-Bass.
- Alderfer, C. P. (1990). Afterward. Journal of Organizational Behavior, 11, 493-496.
- Alderfer, C. P., Alderfer, C. J., Tucker, L., & Tucker, R. (1980). Diagnosing race relations in management. Journal of Applied Behavioral Science, 16, 135-166.
- Bell, E. L. (1990a). The bicultural life experience of career-oriented Black women. Journal of Organizational Behavior, 11, 459-477.
- Bell, E. L. {Ed.) {1990b). The career and life experiences of black professionals [Special Issue]. Journal of Organizational Behavior, 11.
- Bell, E. L., Denton, T. C., & Nkomo, S. (1993). Women of color in management: Toward an inclusive analysis. In E. A. Fagenson (Ed.), Women in management: Trends, issues, and challenges in managerial diversity (pp. 105-130). Newbury Park: Sage.
- Bell, E. L. & Nkomo, S. M. (1992). Re-visioning women manager's lives. In A. J. Mills & P. Tancred (Eds.), Gendering organizational analysis (pp. 235-247). Newbury Park CA: Sage.
- Betters-Reed, B., & Moore, L. (1995). Shifting the management development paradigm for women. Journal of Management Development, 14(2), 24-38.
- Boje, D. M. & Rosile, G. A. (1994). Diversities, differences and author's voices. Journal of Organizational Change Management, 7(6), 8-17.
- Brown, K., & Sussman, L. (1995, March-April). Phong Sui-Ming vs. Burgers-R-Us: Cultural diversity or cultural discrimination? Business Horizons, pp. 51-58.
- Calas, M. B. (1992). An/other silent voice? Representing "Hispanic Woman" in organizational texts. In A. J. Mills & P. Tancred (Eds.), Gendering organizational analysis (pp. 201-221). Newbury Park CA: Sage.
- Calas, M. B. & Smircich, L. (1993, March-April). Dangerous Liaisons: The "feminine-in-management meets "globalization." Business Horizons, pp. 71-81.
- Calvert, L. M., & Ramsey, V. J. (1996). Speaking as female and white: A non-dominant/dominant group standpoint. Organization, 3, 468-485.

- Cox, T. H., & Nkomo, S. M. (1990). Invisible men and women: A status report on race as a variable in organization behavior research. Journal of Organizational Behavior, 11, 419-431.
- Denton, T. C. (1990). Bonding and supportive relationships among black professional women: Rituals of restoration. Journal of Organizational Behavior, 11, 447-457.
- Dobusch, L. (2017). Gender, Dis-/ability and Diversity Management: Unequal Dynamics of Inclusion?. Gender, Work & Organization, 24(5), 487-505. doi:10.1111/gwao.12159
- Grimes, D. S. (2002). "I dream a world": Re-imagining change. *TAMARA: The Journal of Critical Postmodern Organization Science*, *1*(4), 13-28.
- Grimes, D. S. (2001). Putting our own house in order: Whiteness, change and organization studies. *Journal of Organizational Change Management*, *14*, 132-149.
- Grimes D. S. (2000). Essentialism and difference in community building. *Electronic Journal of Radical Organization Theory*, *6*(2). http://www.mnqt.waikato.ac.nz/ejrot/
- Ibarra, H. (1993). Personal networks of women and minorities in management: A conceptual framework. Academy of Management Review, 18, 56-87.
- Nkomo, S. M. (1988). Race and sex: The forgotten case of the black female manager. In S. Rose & L. Larwood (Eds.), Women's careers: Pathways and pitfalls. New York: Praeger.
- Lee Ashcraft, K., & Allen, B. J. (2003). The racial foundation of organizational communication. Communication theory, 13(1), 5-38.
- Liu, H., & Pechenkina, E. (2016). Staying quiet or rocking the boat? An autoethnography of organisational visual white supremacy. *Equality, Diversity and Inclusion: An International Journal* 35(3), 186–204.
- Liu, H. (2017). Beneath the white gaze: Strategic self-Orientalism among Chinese Australians. Human Relations, 70(7), 781–804.
- Liu, H. (2018). Re-radicalising intersectionality in organisation studies. *ephemera*, 18(1), 81–101.
- Liu, H., & Baker, C. (2016). White knights: Leadership as the heroicisation of whiteness. *Leadership*, 12(4), 420–448
- Nkomo, S. M. (1992). The emperor has no clothes: Rewriting "race in organizations." Academy of Management Review, 17, 487-513.

- Opie, T., & Roberts, L. M. (2017). Do black lives really matter in the workplace? Restorative justice as a means to reclaim humanity. Equality, Diversity and Inclusion: An International Journal, 36(8), 707-719.
- Puwar, N. 2004. Space Invaders: Race, Gender and Bodies Out of Place. Oxford: Berg.
- Ramsey, J. (1994). A different way of making a difference: Learning through feelings. Journal of Organizational Change Management, 7(6), 59-71.
- Roberson, Q. M. (2006). Disentangling the Meanings of Diversity and Inclusion in Organizations. Group & Organization Management, 31(2), 212-236. doi:10.1177/1059601104273064
- Thomas, D. A. (1990). The impact of race on manager's experiences of developmental relationships (mentoring and sponsorship): An intra-organizational study. Journal of Organizational Behavior, 11, 479-492.
- Thomas, D. A. (1993). Racial dynamics in cross-race developmental relationships.

 Administrative Science Quarterly, , 169- 194.
- Thomas, D. A. & Alderfer, C. P. (1989). The influence of race on career dynamics: theory and research on minority career experiences. In M. B. Arthur, D. T. Hall, & B. S. Lawrence (Eds.), Handbook of career theory (pp. 133-158). Cambridge: Cambridge University Press.

Things that don't count as org comm/CMS

- Barnett, B. M. (1993). Invisible southern black women leaders in the civil rights movement: The Triple constraints of gender, race and class. Gender and Society, 2, 162-182.
- Barnett, B. M. (1995). Black women's collectivist movement organizations: Their struggles during the "doldrums." In M. M. Ferree & P. Y. Martin (Eds.), Feminist organizations: Harvest of the new women's movement (pp. 199-219). Philadelphia: Temple University Press.
- Chun, J. J. (2016), "Building Political Agency and Movement Leadership: The Grassroots Organizing Model of Asian Immigrant Women Advocates," *Citizenship Studies* 20(3-4): 379-395.
- Dill, B. T. (1988). "Making your job good yourself": Domestic service and the construction of personal dignity. In A. Bookman & S. Morgen (Eds.), Women and the politics of empowerment (pp. 33-52). Philadelphia: Temple University Press.

- Eltantawy, N. (2008). Pots, Pans, & Protest: Women's Strategies for Resisting Globalization in Argentina. *Communication and Critical/Cultural Studies* 5(1): 46-63.
- Gilkes, C. T. (1983). Going up for the oppressed: The career mobility of black women community workers. Journal of Social Issues, 39, 115-139.
- Hunter, S., Swan, E., & Grimes, D. (2010). Introduction: Reproducing and resisting whiteness in organizations, policies, and places. Social Politics, 17, 407-422.
- Jones, N. N. (2017). Rhetorical Narratives of Black Entrepreneurs: The Business of Race, Agency, and Cultural Empowerment. *Journal of Business and Technical Communication* 31(3): 319-349.
- Naples, N. A. (1991). "Just what needed to be done": The political practice of women community workers in low income neighborhoods. Gender and Society, , 478-494.
- Poster, W.R. (1995). The challenges and promises of class and racial diversity in the women's movement: A study of two women's organizations. Gender and Society, 9, 659-679.
- Stack, C. B. (1975). All our kin: Strategies for survival in a Black community. New York: Harper and Row.

Centering POC/Challenging whiteness in org comm citational practices (move relevant citations under this subheading)