

Professor James M. Thomas is a Sociology professor at the University of Mississippi. In his book *Diversity Regimes*, a chapter titled “Go Your Own Way: THE ORGANIZATIONAL STRUCTURE OF DIVERSITY” brings a new perspective to the topic of diversity and inclusion. He starts by covering his bases and touching on how important diversity is in classrooms and on college campuses but then makes the pivot to talk about how diversity movements on campuses are created and ultimately more times than not fail because of how unorganized they are and nobody involved with them has any direction as to what they are doing and where they are going with them, so they fizzle out.

This brings up the constantly reoccurring problem (not just with diversity, but sticking with diversity in this case) of having the best intentions and trying to do something, but falling short and having a non existent effect or worse, a negative effect even. Professor Thomas calls for more organization and hierarchy with the diversity movements, which some people might be opposed to, but without the structure in place, it just ends up being random people wandering around with no concrete objections to get anything accomplished. Looking at diversity from an administrative perspective opens up new doors for me, and I would like to look more into the organizational structures of diversity movements in their movements to achieve the goal of more inclusion in a campus environment.

Link: <https://www.jstor.org/stable/j.ctv11hpt0q.6>