

# **Michalle Mor Barak**

**Dean's Professor of Social Work and Business Chair Dept. of Social Change and Innovation at USC  
Suzanne Dworak-Peck School of Social Work**

Los Angeles, CA, US

Social work and management expert, focusing on global workforce diversity

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## **Biography**

MICHALLE E. MOR BARAK is in the vanguard of a new breed of social work and management experts focusing on global workforce diversity. In her award-winning book, *Managing Diversity: Toward a Globally Inclusive Workplace* (SAGE, 4th edition, 2017), she proposed an original model for creating an "inclusive workplace"—one that helps businesses, as well as public nonprofit organizations integrate with society via expanding circles of inclusion at the organizational, community, state/national and international levels. The book has won the CHOICE award from the Association of College and University Libraries and the Academy of Management's Terry Book Award for "the most significant contribution to management knowledge."

Her scholarly publications were among the first to introduce the construct of inclusion to the discourse about global diversity management through groundbreaking research. Two measurement scales that Mor Barak and her research team established and validated — the Mor Barak Inclusion-Exclusion Scale and the Diversity Climate Scale — have been widely used in for-profit and nonprofit research and in corporate employee surveys.

Her current research projects focus on diversity, work-family balance, social support and corporate social responsibility. They examine the impact of organizational culture on job satisfaction, organizational commitment and retention. Her studies test theoretically based models in both nonprofit and for-profit organizations nationally and internationally.

Mor Barak's research demonstrates that diversity management and inclusion, when adopted as key business strategies, represent more than just doing the right and moral thing. They also constitute good business. Diversity management is essential if corporations are to adapt to an increasingly diverse workforce, and it gives them a competitive advantage in recruitment, retention, customer relations, marketing and developing a positive corporate image. All of this, in turn, translates into profits and, more importantly, adds to the common good for employees, their families and their communities.

An internationally renowned scholar, Mor Barak has led conferences on diversity at the Rockefeller Foundation's Bellagio Study and Conference Center in Italy, as well as at the Borchard Foundation's Chateau de la Bretesche in France.

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## **Availability**

Keynote, Moderator, Panelist, Author Appearance, Corporate Training

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## **Industry Expertise**

Social Services, Human Resources, Public Policy, Education/Learning, Research, Political Organization, Program Development, Employment Services

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## **Areas of Expertise**

Global Inclusive Workplace, Diversity & Inclusion in the Workplace, Social Work and Business, Inclusion and exclusion of women and minorities in workplace, Support systems in crisis situations, Organizational Management, Work-family balance, Corporate Social Responsibility & Employee Engagement

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## **Education**

University of California, Berkeley  
PhD

University of Haifa, Israel  
MSW

University of Haifa, Israel  
BA

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## **Accomplishments**

Scholarly Contributions to Educational Practice Advancing Women in Leadership Award  
2016  
Awarded by the Academy of Management Gender and Diversity in Organizations

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