



**DIVERSITY REGIMES**

WHY TALK IS  
NOT ENOUGH  
TO FIX RACIAL  
INEQUALITY AT  
UNIVERSITIES

JAMES M. THOMAS

# Diversity Regimes

Why Talk Is Not Enough to Fix Racial Inequality at Universities

by James M. Thomas

---

## DESCRIPTION

### 2021 *Choice* Outstanding Academic Title

As a major, public flagship university in the American South, so-called “Diversity University” has struggled to define its commitments to diversity and inclusion, and to put those commitments into practice. In *Diversity Regimes*, sociologist James M. Thomas draws on more than two years of ethnographic fieldwork at DU to illustrate the conflicts and contingencies between a core set of actors at DU over what diversity is and how it should be accomplished. Thomas’s analysis of this dynamic process uncovers what he calls “diversity regimes”: a complex combination of meanings, practices, and actions that work to institutionalize commitments to diversity, but in doing so obscure, entrench, and even magnify existing racial inequalities. Thomas’s concept of diversity regimes, and his focus on how they are organized and unfold in real time, provides new insights into the social organization of multicultural principles and practices.

### Paperback

9781978800410, \$36.95

### Hardback

9781978800427, \$150.00

### eBook

9781978800434, \$36.95

### PDF

9781978800458, \$36.95

**Date:** May 2020

**Pages:** 256

---

## AUTHOR/EDITOR BIOGRAPHY

JAMES M. THOMAS (JT) is an associate professor of sociology at the University of Mississippi in Oxford. He is the author of *Working to Laugh: Assembling Difference in American Stand-up Comedy Venues*, and the coauthor of *Affective Labor: (Dis)Assembling Difference and Distance* and *Are Racists Crazy? How Prejudice, Racism, and Antisemitism Became Markers of Insanity*.

**Get 30% OFF • Use code RUP30**

Free Shipping in the USA • USA & Latin American: [rutgersuniversitypress.org](http://rutgersuniversitypress.org) • 1-800-621-2736

Canada: <https://www.ubcpublishing.com/rutgers-university-press> • Rest of the World: <https://mngbookshop.co.uk/publisher/rutgers-university-press/>

Booksellers / bulk sales: [sales@rutgersuniversitypress.org](mailto:sales@rutgersuniversitypress.org) • Examination and desk copies: [rutgersuniversitypress.org/educator](http://rutgersuniversitypress.org/educator)

