

Evangelina Holvino, Ed.D.

Speaking Engagements

- “The Paradox of Post Heroic Leadership: Gender Matters.” Crossroads Seminar Series, Department of Organizational Studies at George Washington University. Washington, DC. October 2004.
- “The Vision of Women of Color.” Panel presentation at the Women’s Foodservice Forum Conference “From Vision to Reality: Bridging the Gaps.” Kissimmee, FL. April 2005.
- “Leveraging Your Support to Enhance Your Career.” PepsiCo Regional Women of Color Multicultural Alliance meeting. Westchester, NY. December 2004.
- “Leveraging Your Support to Enhance Your Career.” PepsiCo Regional Women of Color Multicultural Alliance meeting. Dallas, TX. December 2004.
- “Our Professional Development.” PepsiCo Regional Women of Color Multicultural Alliance meeting. Chicago, IL. November 2004.
- “My Work, Research, and Theory as a Latina Professional.” Diversity Practitioner Certificate Program of the National Training Laboratories (NTL), Gallaudet University. Washington, DC. July 2004.
- “Gender Schisms and Other ‘Isms’: The Deadly Intersection for Women of Color.” Panel presentation at the Women of Color Leadership Symposium and Conference, Spelman College. Atlanta, GA. May 2004.
- “The Call to Lead: Strategies for Collaborative Leadership Models and Initiatives.” Panel presentation at the Women of Color Leadership Symposium and Conference, Spelman College. Atlanta, GA. May 2004.
- “Women in Organizations: Why Our Differences Matter.” Keynote address at the conference Professional Women of Color: Patterns in the Tapestry of Difference, Simmons College. Boston, MA. May 2004.
- “Latinas at IBM: At the Crossroads of Leadership.” IBM Latino Symposium. Palisades, NY. February 2004.
- “Beyond Diversity: Working Across Differences for What?” Panel presentation with Bridgette Sheridan and Gelaye Debebe. Part of the Gender at Work: A Bold New Perspective Events Series. Center for Gender in Organizations, Simmons School of Management. Boston, MA. November 2003.
- “Rethinking Management: What’s Gender Got To Do With It?” Panel presentation with Robin Ely, Deborah Kolb, and Maureen Scully. Part of the Gender at Work: A Bold New Perspective Events Series. Center for Gender in Organizations. Boston, MA. October 2003.
- “The Socio-Political Analysis Track: An Application in/and for Uncertain Times.” Panel Presentation with Charla Hayden and Robert Baxter at the Fourteenth Scientific Meeting of the A.K. Rice Institute for the Study of Social Systems, From the Personal to the Collective: The Dimensions of Leadership and Authority in Uncertain Times. Boston, MA. September 2003.
- “The Application of the Third Way: The Integration and Application of the N.T.L. and Tavistock Model of Group Work in Organizational Consultation.” Panel presentation with Dr. Earl Braxton at the Fourteenth Scientific Meeting of the A.K. Rice Institute for the Study of Social Systems, From the Personal to the Collective: The Dimensions of Leadership and Authority in Uncertain Times. Boston, MA. September 2003.

- “The Practice of Diversity in US Organizations: One Step Forward and Two Steps Back.” Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “The Future of Diversity and Inclusion in Organizations.” Panel discussant. Academy of Management Annual Meetings. Seattle, WA. August 2003.
- “Avanzando: A Panel on Latina Leaders,” with Diana Palomar, and Toni Riccardi. Madrinas: A Latina Leaders Network Kick-Off Breakfast, Hispanic Association on Corporate Responsibility 11th Annual Symposium. Chicago, IL. July 2003.
- “The Problematic Moment Approach: Finding Underlying Meaning in Organizational Discourse.” A professional development workshop with James Cumming. International Society for the Psychoanalytic Study of Organizations. Boston, MA. June 2003.
- “Social Identities and Identity Politics: The Dilemmas of Working with Differences in Global Contexts,” with Bridgette Sheridan. Gender, Work, and Organizations Conference: 3rd International Interdisciplinary Conference. Keele, UK. June 2003.
- “Leading Across Differences: Strategies for Enhancing Personal Effectiveness.” Greater Boston Chamber of Commerce Women and Leadership Seminar Series. Boston, MA. October 2002
- “Diversity, Leadership, and Ethical Capitalism.” Women’s Business Network Summit. Washington, DC. October 2002.
- “Complicating Gender: The Simultaneity of Race, Class, and Gender in Organizational Change.” University of California-Santa Cruz, Colloquium Series. Santa Cruz, CA. April 2002.
- “Deconstructing ‘Coalition Building’: What Race and Ethnicity Have to Do with It.” Academy of Management Annual Meeting. Washington, DC. August 2001.
- “From Transformation-Speak to Transformation-Do: Moving from Theories of Race, Gender and Class Intersections, to Practices of Organizational Justice and Change,” with Bridgette Sheridan and Ruby Marks. National Women’s Studies Association Conference 2000. Boston, MA. June 2000.

Publications

- Holvino, E. with Neumann, J. and Braxton, E. Forthcoming 2004. Evolving a ‘third way’ to group consultancy: Bridging two models of theory and practice. In S. Cytrynbaum and D. Noumair (Eds.), *Group Relations Reader 3*. The A.K. Rice Institute.
- Holvino, E. & Blake-Beard, S. 2004. Women discussing their differences: A promising trend. *The Diversity Factor*, 12(3).
- Holvino, E. 2003. Globalization: Overview. In R. Ely, E. Foldy, M. Scully, and the Center for Gender in Organizations (Eds.), *Reader in Gender, Work, and Organization*. Malden, MA: Blackwell Publishing.
- Holvino, E., Ferdman, B., and Merrill-Sands, D. 2003. Creating and sustaining diversity and inclusion in organizations: Strategies and approaches. In M.S. Stockdale and F.J. Crosby (Eds.), *The Psychology and Management of Workplace Diversity*. Malden, MA: Blackwell Publishing.

- Holvino, E. 2003. Theories of Differences: Changing paradigms for organizations. In D.L. Plummer (Ed.). *Handbook of Diversity Management: Beyond Awareness to Competency-Based Learning*. Lanham, MD: University Press of America.
- Holvino, E. 2002. Class: 'A difference that makes a difference' in organizations. *The Diversity Factor*, Winter.
- Merrill-Sands, D. and Holvino, E. with J. Cumming. 2000. Working with diversity: A framework for action. *CGIAR Gender and Diversity Working Paper, No. 24*. Nairobi, Kenya: Consultative Group for International Agricultural Research, Gender and Diversity Program.
- Holvino, E. 2000. Hispanics in the workplace: Assessing the 'best' and the 'worst' companies. *Diversity Factor*, Summer: 12-16.
- Holvino, E. 2000. Social diversity in social change organizations: Standpoint learnings for organizational consulting. In R.T. Carter (Ed.). *Addressing Cultural Issues in Organizations: Beyond the Corporate Context*. Thousand Oaks, CA: Sage: 211-228.
- Holvino, E. 1999. The unmentionable difference in T-groups. In *Reading Book for Human Relations Training*, (8th edition). Alexandria, VA: NTL Institute for Applied Behavioral Science: 117-119.

CGO Publications

- CGO Insights No. 19: *Enhancing Working Across Differences with the Problematic Moment Approach* with James Cumming (October 2003)
- CGO Insights No. 17: *Working Across Differences: Diversity Practices for Organizational Change* with Bridgette Sheridan (April 2003)
- CGO Working Paper, No. 14: *Complicating Gender: The Simultaneity of Race, Gender, and Class in Organization Change(ing)* June 2001 (Abstract)
- CGO Working Paper, No. 11: *Working with Diversity: A Focus on Global Organizations* with Deborah Merrill-Sands and with James Cumming. November 2000. (Abstract)
- CGO Insights No. 7: *Class and Gender in Organizations* (October 2000)