

Reading free International handbook on diversity management at work country perspectives on diversity and equal treatment elgar original reference (2023)

From Equality to Diversity Understanding Equal Opportunities and
Diversity Equal Opportunities Equals Diversity Management - Or Not? The
Principle of Equality in Diverse States 9.78E+12 Diversity in the
workplace Different but Equal: Appreciating Diversity Equal opportunities
in organizations Equality. Diversity and Disadvantage in Employment
Managing Equality and Diversity Critical Diversity Equal Opportunity
Everyone is Equal Equal Opportunity Managing Diversity in an Equal
Opportunity Workplace All Things Being Equal? Equality, Diversity and
Discrimination Research Handbook of International and Comparative
Perspectives on Diversity Management Equal Opportunities International
All Things Being Equal? Equality, Diversity and Inclusion The Equal
Opportunities Handbook Diversity, Equality, and Inclusion in Caribbean
Organisations and Society Diversity Pocketbook Gender and Diversity in
Management Equality, Diversity and Discrimination Equal Opportunities and
Ethnic Inequality in European Labour Markets Managing Diversity in the
Military Diversity, Inclusivity and Equal Opportunities Diversity Quotas,
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Diversity in the Work Place

From Equality to Diversity

1992

a text aimed at personnel managers which considers the operation of an equal opportunities policy in the workplace which avoids sexual and racial discrimination and provides an approach to dealing with discriminatory issues

Understanding Equal Opportunities and Diversity

2009-04

this is a seminal time for equal opportunities and diversity eod in the uk the three existing equality commissions have been amalgamated into the commission for equality and human rights and a new single equality act was published in 2010 the concepts of eod now incorporate gender ethnicity disability sexual orientation religion and belief and age inequalities for the future the problems of separate and relative deprivation and conflicting experiences and interests must be tackled both between and within different categories of disadvantage these different complex and sometimes contradictory strands in legislation policy and practice need to be analysed and understood in order to facilitate genuine social change this book challenges the official discourse that shapes the debates on eod at national regional and european level the book will be a key text for students and researchers of eod in criminology social policy sociology women s studies gender studies public administration business studies economics and management and industrial relations at both undergraduate and postgraduate courses it will also be of interest to eod professionals and policy makers in public and private sector organisations

Equal Opportunities Equals Diversity Management – Or Not?

2017-07-24

essay from the year 2017 in the subject business economics personnel and organisation grade exceptional distinction nottingham trent university language english abstract equal opportunities eod and diversity management dm are terms that are often used interchangeably but differ both conceptually and legally finds only partial support in general both approaches aim to provide fairness and equality and are perceived as effective methods to address workplace discrimination and both rely on anti discrimination legislation to shape organisational practice as such they are appropriately used interchangeably without any fundamental differences neither conceptually nor legally main differences are that eod is determined by the national macro level while dm mainly operates on organisational meso level and includes a broader scope regarding the concept of diversity itself whilst eod is limited to surface level diversity dm encompasses more aspects of diversity such as experience or opinion and possible uses and hence prevents discrimination and inequalities whilst also enabling business benefits research into practice shows that organisations generally use both concepts and that dm initiatives are shaped by existing eod policies but that the emphasis on each differs according to the specific context so dm differs from eod in that it goes beyond the limits of traditional eod whilst still being constrained by it to a certain extent internationally however eod and dm are likely to be conceptualised differently because of different legal frameworks cultural values that impact organisational conceptualisation of eod and dm how dm is conceptualised as different from eod also depends on how diverse an organisation s workforce is the more diverse the more potential for diverging needs and expectations exists and the more difficult it is for eod guidelines to address these needs

The Principle of Equality in Diverse States

2021-05-25

this book examines different approaches by which states characterised by federal or decentralized arrangements reconcile equality and autonomy in case studies from four continents leading experts analyse the challenges of ensuring institutional social and economic equality whilst respecting the competences of regions and the rights of groups

9.78E+12

2014-05-30

the second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries australia finland japan new zealand n

Diversity in the workplace

2005

we live in a diverse world full of people who look different from each other believe in different things and have different customs and abilities this book dives into the important social and emotional learning skill of appreciating diversity which is a part of the larger core concept of social awareness readers will learn how to recognize accept and celebrate the differences between themselves and others vivid full color photographs engaging text and relatable situations will allow readers to connect deeply with the subject readers will learn how to apply this appreciation for diversity to everyday life and become engaged accepting citizens of the world

Different but Equal: Appreciating Diversity

2019-12-15

research paper undergraduate from the year 2004 in the subject leadership and human resource management miscellaneous grade 1 3 university of lincoln language english abstract we live in a rapidly changing world characterised by the increasing processes of globalisation and internalisation they open the doors for enlarging opportunities to see different countries to meet different people at the beginning of the 21st century people are beginning to recognize that diversity is already the fact of life which has its reflection not only in the public life but also in the workplace they are learning to understand that all people are different be it in gender race age or personal experience therefore there is the vital need to value culturally different people and create the environment in which they will flourish in this context we often think about discrimination as being basis for selection and promotion or in its negative form as the process of responding to a person differently on basis of that person s individual differences which can rise problems in the company s internal environment such attitudes are mostly based on the peculiarity of the people to stereotype which means to like people who are similar to them and dislike those people who differ from them this factor hinders the chances for the promotion and limits the potential of disadvantaged individuals depriving them of their basic rights equal opportunities policies are being introduced in order to prevent above mentioned negative form of discrimination the drive towards equal opportunities for all minority groups has become a business necessity and has taken a new impetus for all organizations its basic premise is that talent and ability is equally spread throughout all groups of people including between man and women able bodied and people with disabilities etc therefore equal opportunities are aimed at ensuring that organization

make the best of a diverse workforce rather than losing their talents through discriminatory practices but they are often negatively viewed by the employers due to their obligatory character the following section aims to briefly inform about legislation that provides the basis for equal opportunities in social life as well as in the workplace the first legislation promoting the equality at work between men and women has been the equal pay act from 1970 with an issue equal pay for equal work this act provided the legal basis for equality opportunities of women

Equal opportunities in organizations

2006-07-18

this edited collection brings together new research findings from a wide range of academics investigating equal opportunities and managing diversity it explores the impact of gender race ethnicity disability and age on employment opportunities and examines theoretical issues underlying the experience of discrimination based on original research each chapter analyses a different facet of equality and diversity and draws out the policy implications the chapters adopt a variety of qualitative and quantitative methods to analyse cases from various countries thereby highlighting differences and similarities in the formulation and implementation of equality and diversity policies as a result the book provides an up to date review of developments in the subject area and reveals important lessons for policy makers and practitioners

Equality. Diversity and Disadvantage in Employment

2000-12-05

this much needed text provides a clear exposition of the key theoretical perspectives of diversity management and equal opportunities approaches combined with practice based experience taking a business rather than sociological slant on the subject the chapters cover age gender legal framework and more

Managing Equality and Diversity

2012-01-05

critical diversity the new case for inclusion and equal opportunity bridges the gap between diversity research and practice it brings the best of social science research to bear on topics that matter to practitioners who are trying to manage diversity within their organizations more effectively and profitably this book offers a hardheaded examination of the relationship between workforce composition and the business case for diversity after documenting that diversity pays critical diversity shows why many diversity initiatives still remain unpopular among some groups but it does not stop there it also offers real life solutions to the political problems and angst that arise from implementing diversity initiatives it examines the various sources of support for and opposition to diversity and equal opportunity initiatives in particular it answers questions about why increasing proportions of the population say that they favor diversity but appear to oppose the means and goals to achieving it critical diversity identifies the tangible recruitment and retention strategies that organizations should employ or avoid to foster inclusive climates it tackles the hard issues surrounding racial and ethnic diversity gender diversity continuing discrimination in the workplace the link between wealth and class diversity homophobia and heterosexism in organizations the diversity climate on college campuses and various sources of opposition to diversity and equal opportunity initiatives it offers insight into emerging controversies surrounding religion generational

differences and bias against the disabled it also provides non technical guidance on measuring the return on investment roi in diversity especially in times of economic uncertainty critical diversity demonstrates that not all types of diversity are created equal it argues that we must do more than embrace diversity because it is profitable we must also cherish diversity because its true power will be unleashed when inclusion becomes the catalyst and incubator for innovation this book offers a compelling case for critical diversity as the ultimate rationale for inclusion

Critical Diversity

2012-10-01

to create a welcoming and competitive workforce that celebrates diversity and encourages creativity an equal employment opportunity eeo philosophy is crucial while fulfilling eeo guidelines might prove challenging organizations that uphold diversity and equality among their staff may experience a notable boost in their reputations in addition to an upsurge in morale and engagement among their workers companies that prioritize eeo have a considerably greater likelihood of enduring prosperity because there are far more advantages associated with it compared to disadvantages businesses could establish a workplace that is more appealing to a large pool of candidates and eventually result in an increased number of skilled and robust staff by addressing issues such as unintentional discrimination and prejudice and controlling the possibility of criticism among employees or stakeholders in a nutshell employers are obligated to select candidates primarily for their skills as well as work experience instead of their identity and this tends to be the case as a result the organization may include individuals of various nationalities genders religions ages and professions consequently workplace diversity advances and workers become more prepared to contribute a variety of perspectives on tasks processes and outcomes than more uniform teams could employers must also meet their standards in addition to diversifying the staff they employ it is of the utmost importance to guarantee that each person works in a setting that allows them to be appreciated secure and have the opportunity for advancement both the employees and the business will benefit from making diversity equity and inclusion a core value of their company s culture when employees are appreciated accepted and at ease in their position of responsibility the effectiveness of a business may increase

Equal Opportunity

2023-11-29

everyone is equal is a simple introduction to gender equality diversity acceptance and inclusion children need to understand that everyone has the right to be who they want to be regardless of their gender race appearance or ability this book is part of the little big chats series discussion questions included ages 2 to 6

Everyone is Equal

2021-07-21

the government documents included in this book are comprised of reports and testimonies from june 2018 to september 2018 on equal opportunity the first analyzes the federal advertising obligations to small disadvantaged businesses and those owned by minorities and women the second reviews how public high schools encourage equal athletic opportunities the third report examines gender related price differences which occur when consumers are charged different prices for the same or similar goods and services because of factors related to gender the fourth report discusses actions needed to ensure workforce diversity strategic goals are achieved

The 21st century cures act includes a provision that the national institutes of health nih coordinate policies and programs to promote early research independence and enhance the diversity of the scientific workforce the final report included here examines the historically black colleges and universities hbcus and its capital project needs the funding sources hbcus use to meet their capital project needs and the extent to which education helps hbcus access and successfully participate in the capital financing program

Equal Opportunity

2019

this work provides an insight into all types of unlawful discrimination in britain including the new areas of sexual orientation and religion implemented in december 2003

Managing Diversity in an Equal Opportunity Workplace

1990

this research handbook offers for the first time a comparative approach to current diversity management concerns facing nations spanning 19 countries and across africa it covers age gender ethnicity disability sexual orientation national origin and the intersection of various dimensions of diversity the multicultural and multi country teams of contributors leading scholars in their own countries examine how the various actors react adopt and manage the different dimensions of diversity from a multitude of approaches from national to sectoral and from tribes to trade unions but always with a comparative multi country perspective

All Things Being Equal?

2011

this e book is dedicated to new findings on the re production of in equality in the life courses of men and women in contemporary western societies in the case of switzerland it refers to the national research program 60 on gender equality 2010 2014 launched by the swiss national science foundation that aimed at generating knowledge on the complex conditions for gender equality in the swiss context the five contributions to the present volume cover a considerable array of the above sketched issues within the context of federalist switzerland which is particularly diverse with respect

Equality, Diversity and Discrimination

2004

the equal opportunities handbook is a guide to indentifying and eradicating workplace discrimination through training and guidance the revised edition of this popular text has been updated to reflect changes in legislation and policy this up to the minute guide sets out straightforward procedures relevant to all types of situation and demonstrates how simple it is to behave with fairness courtesy and sensitivity to all practical and realistic this book will help readers to check their own behaviour and attitudes provide guidance on fair treatment give valuable information on the most important issues in equal opportunities the book includes personal action plans at the end of every chapter to aid learning and development as well as a current a z of laws and agencies promoting equal opportunities

Research Handbook of International and Comparative Perspectives on Diversity Management

2016-09-28

this book focuses on equality inclusion and discrimination within the english speaking caribbean region specifically as it relates to employment education society and the law though anti discrimination laws have recently been enacted in the caribbean this in and of itself neither translates to societal changes nor changes within the organisational context the authors examine racial diversity in public sector organisations in trinidad and tobago and guyana gender diversity in organisations across the caribbean region sexual orientation and its impact on employment disability and access within organisations and equality and inclusion within caribbean institutions of higher education further the book explores the region s equality laws and compares them with legislation from selected developed countries this interdisciplinary text provides researchers in hrm organisational behavior sociology and public policy with an overview of the types of discrimination prevalent within the caribbean as well as the varied institutional frameworks in place that encourage equality

Equal Opportunities International

2008

linbert spencer author of the diversity pocketbook believes firmly that combating discrimination promoting equal opportunity and valuing the differences in individuals is morally socially and economically advantageous it adds value to an organisation by making it more attractive to investors would be employees and customers and improves output both quality and quantity the diversity pocketbook is for everyone with responsibility for directing managing supervising or influencing others within an organisation it describes how to formulate a strategy that values diversity implement such a strategy recruit and train a more diverse workforce the 5d s desire definition decision determination and discipline and set personal diversity and equality objectives the appointment of a diversity champion and dealing with grievances are also dealt with

All Things Being Equal?

2011

in this engaging and handy book gatrell and swan provide both an insightful introduction and much needed resource to the understanding of gender and diversity in management gender and diversity in management accessibly overviews the core issues of gender race sexuality disability and diversity in management in an area where there is often conflicting scholarship this concise introduction assesses the key contemporary issues and takes stock of the debates amongst scholars and practitioners it will also be of great value to managers from a range of organizations who seek a practical and up to date guide to contemporary thought and practice gender and diversity in management is designed for students on courses across a range of business and management subjects including women in management gender in management equal opportunities and diversity and human resource management it will also be of great value to managers from a range of organizations and sectors who wish to understand better the debates or who seek a practical and up to date guide to contemporary thought and practice

Equality, Diversity and Inclusion

2015

this work provides an insight into all types of unlawful discrimination in britain including the new areas of sexual orientation and religion implemented in december 2003

The Equal Opportunities Handbook

2009-03-03

scholars and practitioners can help make equal opportunities more accessible than ever

Diversity, Equality, and Inclusion in Caribbean Organisations and Society

2020-09-16

although diversity is a twentieth century term as the united states continues through the twenty first century the issue of diversity in society and in organizations is becoming more complex managing diversity in the military addresses current equal opportunity and diversity issues and explores how the military is attempting to resolve them the research presented reflects interests of scholars from various backgrounds who use different models approaches and methodologies many of which are adapted from the study of civilian institutions the work is divided into five sections contemporary approaches to managing diversity diversifying leadership equity in evaluation and promotion gender integration and sexual harassment military discipline and race and where do we go from here which proposes future research directions for equal opportunity and diversity management in the armed forces all of the areas explored in this accessibly written volume have counterparts in the civilian sector the book offers insights practical methodologies and effective management guidelines for commanders civilian sector executives and human resource practitioners responsible for equal opportunity programs and outcomes this is now the standard social research tool in an area of profound practical concerns

Diversity Pocketbook

2015-09-16

legislative and institutional affirmative and positive action policies intended to increase accessibility and the participation of historically disadvantaged groups in employment and education have been with us for some time particularly in anglo saxon countries one of the major issues they are intended to address is gender inequality proponents of these policies have hailed quota initiatives as a key to promoting equal opportunities and reducing discrimination at the same time affirmative action policies and processes have been challenged in courts and have caused controversy in educational establishments highlighting the fact that these practices can have negative consequences exploring the application of quotas and affirmative action at an institutional or organizational level from a variety of different perspectives the contributions in diversity quotas diverse perspectives provide an understanding of the complexity and controversial nature of policies and actions in different countries even within europe implementation has varied widely from country to country for example while most european countries have employment quotas for people with disabilities there is little consistency among the european union s member states when it comes to quotas and other policies relating to ethnic minorities in employment and educational settings focussing here particularly on gender related initiatives but raising questions pertinent to other aspects of diversity the contributions from international researchers investigate variances between and differing justifications for policies the book offers a global perspective on the subject and expands the discussion of it beyond anglo saxon contexts

Gender and Diversity in Management

2008-08-07

this book can serve as a guide to effective management of a diverse workforce in a global context it offers information on the new realities of the workforce including demographic legislation and social policy trends around the world it analyzes the causes and consequences of workforce exclusion highlighting the groups commonly excluded in various countries it provides a model of the inclusive workplace suggesting policies procedures and programs that facilitates implementation gender is only one of the components of workplace diversity but in many countries the share of women in the labor force is still rising the book offers theory statistics examples and case studies

Equality, Diversity and Discrimination

2005

although diversity is a twentieth century term as the united states continues through the twenty first century the issue of diversity in society and in organizations is becoming more complex managing diversity in the military addresses current equal opportunity and diversity issues and explores how the military is attempting to resolve them the research presented reflects interests of scholars from various backgrounds who use different models approaches and methodologies many of which are adapted from the study of civilian institutions the work is divided into five sections contemporary approaches to managing diversity diversifying leadership equity in evaluation and promotion gender integration and sexual harassment military discipline and race and where do we go from here which proposes future research directions for equal opportunity and diversity management in the armed forces all of the areas explored in this accessibly written volume have counterparts in the civilian sector the book offers insights practical methodologies and effective management guidelines for commanders civilian sector executives and human resource practitioners responsible for equal opportunity programs and outcomes this is now the standard social research tool in an area of profound practical concerns

Equal Opportunities and Ethnic Inequality in European Labour Markets

2009

drawing on in depth research into almost 500 organisations this revised and updated text offers evidence of the evolution from traditional group based equal opportunity policies towards inclusive strategies focusing on the individual s own contribution it then puts forward a detailed model of diversity based on flexibility an empowering culture universal benefits and business related training defined by individual rather than group needs

Managing Diversity in the Military

2017-09-05

international perspectives on equality diversity and inclusion examines the complex nature of equality diversity and inclusion in the world of work through interdisciplinary comparative and critical perspectives

Diversity, Inclusivity and Equal Opportunities

2002

employment law can be a minefield new employment regulations are coming into force constantly expanding this area of the law and forcing companies to be aware of potential pitfalls there is a particular focus on equality and discrimination in the workplace and many companies are curious how to encourage and work with diverse collections of employees this e book looks at recent case studies of discrimination and also features interviews with high profile experts in the field this collection of articles pays particular attention to women s careers age discrimination the growing issue of obesity prejudice and the problems companies face when moving to new geographical areas and encouraging new members of staff

Diversity Quotas, Diverse Perspectives

2016-05-13

written and edited by leading experts in the field this authoritative account sets uk and european practices firmly within a global context it offers an in depth and contextual account of enduring contemporary and cutting edge theories and approaches to diversity and inclusion management with workforce demographics changing rapidly high profile cases of discrimination in the news and new legislation coming into force it is more crucial than ever that organisations understand and effectively manage workplace diversity not only to increase business outcomes but to create an inclusive workplace in a socially responsible manner this second edition includes an engaging new chapter on social class and diversity as well as a range of new mini case studies on contemporary issues and themes such as intersectionality and autism employment packed with learning features to encourage critical analysis and help you link theory to real world practice managing diversity and inclusion offers an in depth and contextual account of enduring and cutting edge discussions and approaches to diversity and inclusion management

Managing Diversity

2005

like the first reader this collection examines the grounds which are accepted for inclusion or exclusion of students and looks at how appropriate support can be guaranteed for people who experience difficulties in learning who are disabled or who experience social or other kinds of disability this volume explores national and international contexts for educational practice and research and discusses practical ethical and political issues which are relevant to undertaking that research part one covers issues facing local government and the consumers of educational services in the uk part two compares policy and practice in eleven different countries and part 3 discusses research which explores the issues of equality and diversity in education this volume and her sister equality and diversity in education 1 learning teaching and managing in schools are rereaders for the open university course developing inclusive curricula equality and diversity in education e829 the two books in the series will appeal to teachers non teaching assistants and other school based staff parents disabled people and those who have experienced difficulties in learning social and health workers and those working for voluntary organisations

Managing Diversity in the Military

2017-09-05

research paper undergraduate from the year 2015 in the subject business economics marketing corporate communication crm market research social media grade 1 0 university of ulster language english abstract using the globally renowned fashion chain abercrombie fitch as a case example this

report s aim is to depict its diversity policy and to analyse how the organisation meets its policy in reality an introduction to the main approaches of diversity policies shall be given in order to analyse abercrombie fitch s diversity policy next it will analyse how the company deals with diversity in reality comparing this policy with a current image of the reality it is then discussed whether or not the policy is followed in practice

Equal Opportunity and Diversity

2009

how can you promote diversity in the work space and why is diversity important employees around the world have been struggling and fighting for more diversity in the workplace whether the employees are people of color women or even members of the lgbtqia community inclusivity brings acceptance and support to everyone on the team it brings an elevated level of respect and value to the team that will motivate and encourage your employees beyond your expectations and create an inclusive work place so what exactly is work space diversity and why is diversity good it is the act of providing equal opportunities and equal rights for all your employees of various cultures and backgrounds no gender bias no race bias no hidden sexism everyone has the right to work and to be and to feel a sense of belonging at work diversity in the workplace will take you on a journey of acceptance and inclusivity to bring a positive work environment to your employees where everyone can thrive in fact studies have shown that organizations with diverse teams are more likely to increase profits and productivity not only will diversity attract more people to work for you but it gives your employees a place where they can be themselves no one can work efficiently if they can t be 100 who they are but diversity is not enough this is your chance to also learn all about inclusive conversations inclusive work space and bring about a positive change in your managerial style in diversity in the workplace you will discover what diversity looks like now and how you as a leader can help foster a more inclusive workplace the devastating fear of the unknown and why so many leaders are reluctant to change and evolve their managerial skills how to be an inclusive leader and build trust and open mindedness among your employees the 7 pillars of diversity from race to sexuality so you can fully understand how to embrace acceptance and tolerance why inclusion matters and what you can do to build an inclusive work space how to become a diverse leader to effectively build and lead a diverse team understand bias and oppression and how to overcome its negative influence and much more the fight for diversity has taken over every industry in the world from academia to theater engineering to finance interior design to maintenance leaders out there are changing their ways why because the world is changing and growing to be more diverse don t get left behind it s time you evolve with it diversity starts with you if you re ready to build a diverse and inclusive team on the basis of acceptance and respect then scroll up and grab your copy right now

Diversity in Action

1998

Management and Diversity

2017-10-20

Diversity in the Workforce

2006

Managing Diversity and Inclusion

2019-12-09

Equality and Diversity in Education 2

2013-12-16

Diversity at Abercrombie & Fitch

2017-12-07

Diversity in the Work Place

2021-11-25

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