Carolina Bouten-Pinto - *Culturewise Practice - From Managing Diversity to Practicing Inclusion.*

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Abstract

This research project sheds light on what happens when people engage in Managing Diversity (MD) initiatives in Australian organisations. Based on a qualitative social constructionist/interpretivist ontological foundation, and using an Autoethnographic (AE) reflexive methodology and method, the researcher re-engages with three of her MD consultancy projects in the Government, Health and Sport sectors. All three cases utilised her Culturewise Practice methodology which emerged from decades of practical experiences and collaborative endeavours with colleagues and clients. Although the underpinning methodology was the same for each case, the methods used differed and were based on the respective sector, organisational requirements and participant understandings. Yet, parallels in terms of experiences were encountered. It is these practice stories that make a valuable contribution to the fields of MD, Sensemaking and Identity. In addition, the chosen methodology and analysis framework contributes a practical example of the use of reflexive Autoethnography as methodology and method in organisational research.