



Racial and Cultural Dynamics in Group and Organizational Life: Crossing Boundaries

Mary B. McRae, Ellen Short

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*"The field has been waiting for a masterpiece like **Racial and Cultural Dynamics in Group and Organizational Life** for a long time. It provides a thoughtful account of the subtle, barely visible, and sometimes unspeakable influences of racial and cultural dynamics that occur in groups."*

—Leo Wilton, Binghamton University, *State University of New York*

"I believe that by focusing on group diversity, this book aligns with a major trend that has not received enough attention."

— Christopher J. McCarthy, *University of Texas at Austin*

This book presents a theoretical framework for understanding leadership and authority in group and organizational life. Using relational psychoanalytic and systems theory, the authors examine conscious and unconscious processes as they relate to racial and cultural issues in the formation and maintenance of groups. Unique among group dynamics texts, the book explores aspects of racial and cultural influences in every chapter. Readers will enhance their analytic and practice skills in addressing factors that impact diverse groups and organizations, including ethical considerations, social roles, strategies for leadership, dynamics of entering and joining, and termination.

Key Features

- Case examples help readers integrate theory and practice, as illustrated in transcripts of interactions from group sessions.
- A group work competencies list ensures that readers master concepts as they progress through the book.
- An assessment form allows the student or practitioner to evaluate concrete dynamics of groups, such as size, and gendered and racial composition.

This text is appropriate for graduate-level courses incorporating group dynamics and multicultural topics in departments of psychology, education, counseling, and social work. It is also a valuable resource for counselors, psychologists, and other mental health professionals in preparation for group work.



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