



## The Diversity Paradox: Parties, Legislatures, and the Organizational Foundations of Representation in America (Paperback)

By Assistant Professor of Political Science Kristin Kanthak,  
Professor of Political Science George A Krause

Oxford University Press Inc, United States, 2012. Paperback.  
Book Condition: New. 232 x 154 mm. Language: English . Brand New Book. Majority-minority group relations are central to the proper functioning of any organization, but these relationships are especially important in democratically-elected legislatures. In legislatures, for example, group dynamics affect how the legislature operates, who is valued enough to play a critical decision-making role, and what voices matter in determining policy outcomes. In *The Diversity Paradox*, George Krause and Kristin Kanthak explore the nature of these relationships, particularly their effect on both the valuation of minority group legislators and the ideological stability of the legislature in general. Interestingly, they demonstrate that an increase in a minority group's size within a legislature actually leads to the devaluation of individual minority group members. They call this the diversity paradox : In fact, representative institutions such as legislatures face a diversity paradox : when the size of a minority group increases beyond mere tokenism in representative institutions such as legislatures, it tends to create an unintended backlash toward the minority group's members that emanates from both majority and fellow minority group members. Representative institutions, therefore, can only fulfill the promise of adequate...

### Reviews

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