

# Bibliometric approaches on coexistence, discrimination and crisis in organizations

John Arturo Buelvas Parra<sup>1</sup>, William Niebles<sup>2</sup>, José Marcelo Torres Ortega<sup>3</sup>

1. Universidad de Sucre, John.buelvas@unisucre.edu.co

2. Universidad de Sucre

3. Universidad de Sucre

## ABSTRACT

The current study conducts a thorough examination of the state of scientific understanding about discrimination, cohabitation, and related issues in modern organizations. Because bibliometrics analysis is a powerful technique, it was used to identify the most pertinent research streams in this field of study. In this manner, research indexed in Scopus was categorized from 2010 to 2024, and researchers' priorities were compared based on their publishing patterns through the search equation ( TITLE-ABS-KEY ( "discrimination" ) OR TITLE-ABS-KEY ( "Exclusion" ) OR TITLE-ABS-KEY ( "Marginalization" ) AND TITLE-ABS-KEY ( "crisis" ) OR TITLE-ABS-KEY ( "Coexistence" ) OR TITLE-ABS-KEY ( "treatment" ) AND TITLE-ABS-KEY ( "communication" ) OR TITLE-ABS-KEY ( "Companies" ) OR TITLE-ABS-KEY ( "organization" ) AND TITLE-ABS-KEY ( "Companies" ) AND PUBYEAR > 2009 AND PUBYEAR < 2025. Among the documents that were found by this study, 310 of a total of 446 were articles. The years 2021 (54), 2022 (47), and 2023 (40) were the years on which most publications occurred. With 369 papers, the United States leads the world in production, followed by Germany with 150 and Iran with 125. Hormozgan University of Medical Sciences has contributed the most to the study topic with 48 contributions, followed by Mashhad University of Medical Sciences with 18. With six (6) contributions, Fathalipour M. was the most cited researcher. Finally, the concepts of "Human," "Article," "Discrimination," "Informed consent," and "Inclusion" were some of the key concepts associated with the area of knowledge.

**Key words:** Discrimination, Exclusion, Coexistence, Companies, Organization.

## INTRODUCTION

The utilization of diversity as a useful organizational benefit in workforce management is growing in acceptance. This is true whether the objective is to preserve a competitive edge, provide outstanding customer service, or establish an incredible work environment. It is becoming acknowledged that this problem significantly affects business performance. Because this coexistence isn't always peaceful—sometimes it results in disagreements, bias, and conflicts that directly affect organizational dynamics—managers need to have faith in and an understanding of the notion of workplace diversity, encompassing all of its advantages and disadvantages (Deshpande and Kulshreshtha, 2024).

Due to its contribution to effectiveness, welfare, and the longevity of organizations, discrimination in the workplaces has raised concerns in recent years (Rasool et al., 2021). Every form of discrimination, apart from being a breach of basic rights, is also considered a drawback to group work, fosters marginalization, and in many instances, makes organizational conflicts worse (Basharat and Alam, 2024). Mutual respect, attention, and unity of purpose should characterize interactions and relationships in the professional environment. However, this idealization faces multiple challenges when prejudices, stereotypes and discriminatory attitudes influence interpersonal relationships.

These issues are especially concerning in organizations with a diverse workforce, where interaction between people of different cultural backgrounds, gender identities, or career paths can lead to misunderstandings or exclusionary behavior (Van der Toorn et al., 2024). In addition to having an adverse effect on the employees directly affected, hostile work

environments often undermine internal cohesiveness and the organizational structure due to companies' ignorance of these disparities and their lack of inclusive policies (Shafaei et al., 2024). In this situation, prejudice at work becomes a major barrier to peaceful cooperation. Microaggressions, insulting statements, and discriminatory hiring or promotion decisions are examples of actions that lead to a hostile workplace when they are left unchecked. Since race, physical ability, color, religion, family position, sex, or national origin are protected traits that might be quietly expressed through microaggressions, the overt offensive acts that could otherwise take place on the basis of these qualities are prohibited (Gaskins, 2024). Employees who experience discrimination are therefore more likely to report higher stress levels, feel less committed to their work, and leave the organization. Language masks the subtleties of climate and culture, which provide the framework for interactions and what constitutes normalcy in the workplace (Small, 2024). These dynamics affect not just the people who are directly involved, but the whole organization as a whole, reducing morale and eroding relationships based on trust.

The ability of a business to handle employee cohabitation is tested in organizational crisis scenarios. This has to do with organizational citizenship behaviors, which are extracurricular activities that businesses like to see. These behaviors are usually referred to as "putting your shirt on," and the results show that they may be encouraged through fair management. Better still, they are highly resilient to crises, preventing a decline in production during stressful times (Vara-Horna et al., 2023).

Because resources are more limited, expectations are higher, and decisions must be made quickly during a crisis, organizations are more likely to prioritize economic outcomes above human needs. This tactic can exacerbate discrimination problems and sustain inequality, further eroding internal cohesion and hindering efforts to resolve crises (Spash, 2021). However, giving employees more authority may benefit both the individual and the company. More autonomy, control over one's job, and access to opportunities and resources are all examples of empowerment. Fair and equitable management might empower workers, safeguarding them from WSH and boosting their output (Zoller et al., 2023).

In a globalized environment where diversity is increasingly valued, organizations that do not adequately manage coexistence and do not address discrimination problems can lose their competitiveness in the market. Companies that face crises at the organizational level need to build their resilience, and this is impossible in the absence of a united and dedicated workforce (Gichuhi, 2021). On the other hand, discrimination during crises is also a function of the firm's leadership and the nature of the corporate culture. Those leaders who do not pay attention to diversity and inclusion practice discrimination unintentionally by allowing actions that marginalize some groups and make decisions that disadvantage them. This not only affects employees, but also limits the organization's ability to adapt and innovate, as diversity is a key source of creativity and disruptive solutions (Seijts and Milani, 2022).

In this context, it is of vital importance to carry out a comprehensive analysis of the current level of scientific knowledge on cohabitation, discrimination and associated problems in contemporary organizations. Understanding the evolution of research, the most researched topics and the least known subtopics is crucial given the importance of understanding the underlying processes within organizational disputes. In this sense, this article bibliometrically analyzes the literature on coexistence, discrimination and organizational crises. A bibliometric examination of works published between 2010 and 2024 using the Scopus metasearch engine, such as that carried out by Borre et al. (2023), makes up this analysis. This bibliometric research made it possible to identify editorial trends, the most prominent writers and newspapers, and new topics related to discrimination, coexistence, and organizational crises.

In conclusion, the present study provides a complete and in-depth understanding of the topic and lays the foundation for future research initiatives. Furthermore, proposals to raise the

level of higher education worldwide are influenced by trends and problems observed in the practice of coexistence, discrimination and organizational crises. Today, this examination of contemporary bibliometrics not only helps identify gaps in knowledge about discrimination and coexistence, but also provides guidance on how to resolve and manage disputes in companies.

## MATERIALS AND METHODS

This bibliometric study's empirical model examines the frequency and applicability of publications on discrimination, coexistence, and organizational crises. Because of its thorough coverage and exacting indexing of top-notch scientific papers, the Scopus database served as the primary information source for the research, which was conducted through a systematic examination of the literature (Pranckutė, 2021). In November 2024, the search was carried out utilizing certain keywords associated with the research subjects.

The R and VOSviewer tools, which are well-known in bibliometric research for their visualization and network analysis capabilities, were utilized to handle and examine the bibliometric data that was taken from Scopus (Ramírez et al., 2023). It was feasible to define scientific output in this topic by identifying important trends, significant authors, and production by nation and institutions with the most influence thanks to the descriptive documentary research technique (Doria et al., 2020). This approach made it possible to assess metrics including publication growth rates, document kinds, and author collaboration patterns (Mokhtari et al., 2020).

The most important research journals were found using Bradford's law, and patterns of scientific production were found by analyzing author productivity using Lotka's law (Rathika et al., 2020). Important factors including citation patterns, author affiliations, and source relevance were also looked at in order to assess the study's impact and visibility in the fields of coexistence, discrimination, and organizational crises.

**Table 1**

*Keywords standardization*

Variable	Descriptor
Discrimination	"Exclusion" "Marginalization" "Crisis"
Coexistence	"Treatment" "Communication"
Companies	"Organization" "Companies"

**Source:** Authors (2024).

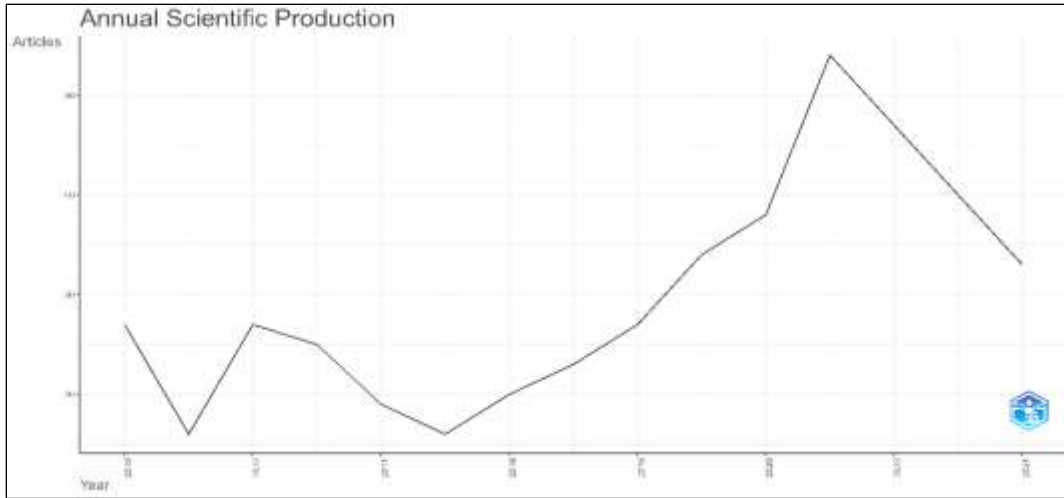
Based on the identification of these elements, the following search equation was proposed in the Scopus database: ( TITLE-ABS-KEY ( "discrimination" ) OR TITLE-ABS-KEY ( "Exclusion" ) OR TITLE-ABS-KEY ( "Marginalization" ) AND TITLE-ABS-KEY ( "crisis" ) OR TITLE-ABS-KEY ( "Coexistence" ) OR TITLE-ABS-KEY ( "treatment" ) AND TITLE-ABS-KEY ( "communication" ) OR TITLE-ABS-KEY ( "Companies" ) OR TITLE-ABS-KEY ( "organization" ) AND TITLE-ABS-KEY ( "Companies" ) AND PUBYEAR > 2009 AND PUBYEAR < 2025. Starting from this equation, the results shown in the following section were obtained.

**RESULTS****Table 2***Main information of the data obtained from Scopus*

<b>MAIN INFORMATION ABOUT DATA</b>	
Timespan	2010:2024
Sources (Journals, Books, etc)	366
Documents	446
Annual Growth Rate %	1.44
Document Average Age	5.87
Average citations per doc	14.34
References	18677
<b>DOCUMENT CONTENTS</b>	
Keywords Plus (ID)	3674
Author's Keywords (DE)	1633
<b>AUTHORS</b>	
Authors	1708
Authors of single-authored docs	123
<b>AUTHORS COLLABORATION</b>	
Single-authored docs	124
Co-Authors per Doc	3.9
International co-authorships %	14.8
<b>DOCUMENT TYPES</b>	
article	310
book	3
book chapter	47
conference paper	21
erratum	1
letter	8
note	5
retracted	2
review	48
short survey	1

**Source:** Authors (2024)

With a total of 446 sources and 1708 authors included in those publications, Table 2 enables us to identify the general components linked to the scientific output of the field of knowledge, where a rise of 1.44% is seen in recent years. Figure 1 also shows the development of scientific production, with the years 2021 (54), 2022 (47), and 2023 (40) standing out as the years with the largest yearly production.



**Figure 1.** Annual scientific production, Source: Authors (2024).

**Laws of bibliometric productivity**

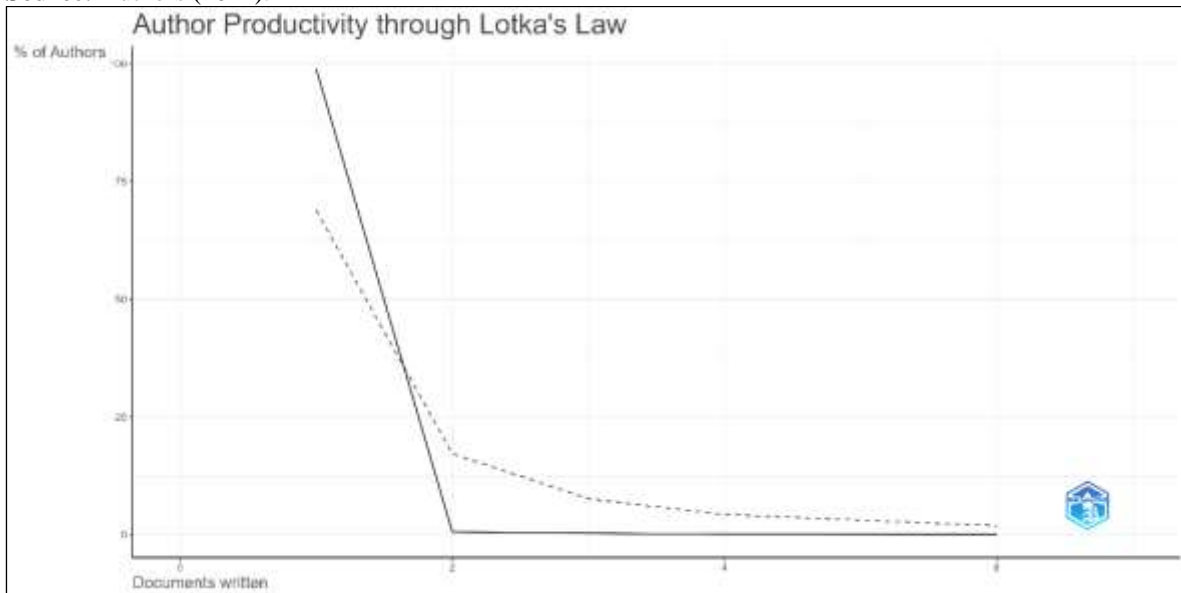
To better grasp the authors' influence on the field of knowledge, Lotka's law enables mapping the production curve on the N of authors (Junior et al., 2023). Table 3 demonstrates that 98% of the writers have provided just one document, 0.6% have contributed two, and 0.4% have supplied three or more.

**Table 3**

*Lotka's Law*

Documents written	N. of Authors	Proportion of Authors
1	1689	0.989
2	10	0.006
3	6	0.004
4	2	0.001
6	1	0.001

Source: Authors (2024).



**Figure 2.** Lotka's Law, Source: Authors (2024).

Bradford's law, which divides journals into three performance zones with an increase in the number of journals and a comparable proportion of articles, is used to display the most pertinent sources based on the frequency of publication on the subject and the percentiles displayed (Borgohain et al., 2021). The percentages for each Bradford Law Zone are displayed in Table 4. It should be mentioned that zone 1 has a 33.19% involvement rate with 2382

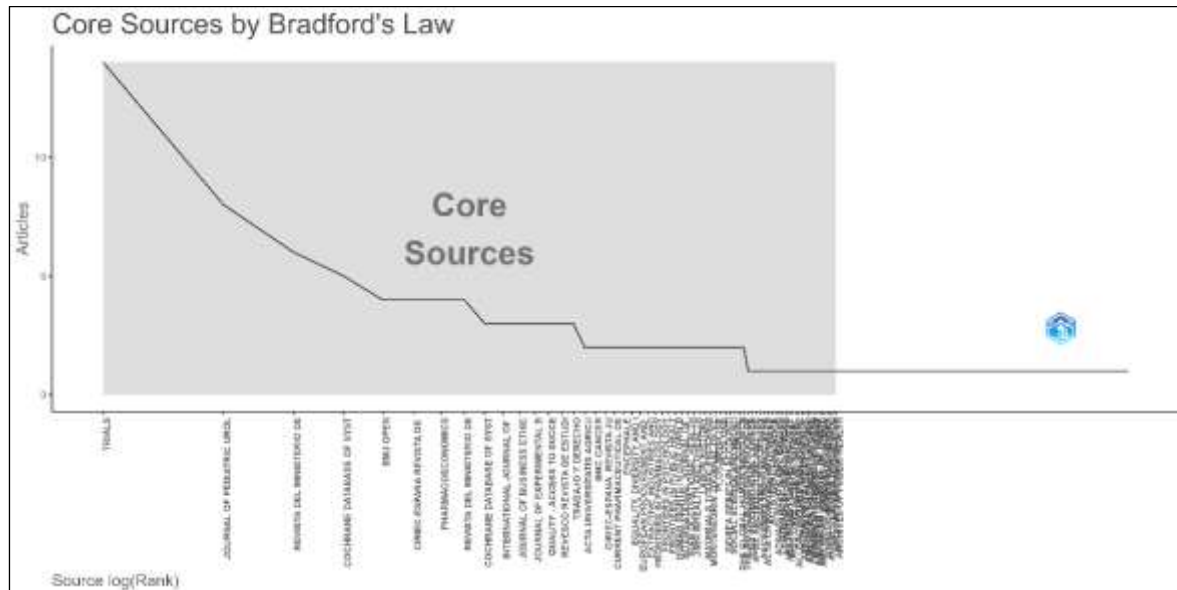
68 magazines and 148 articles. This is rather comparable to zone 2's 33.86% participation rate, although zone 1 has 151 publications and 151 pieces. Lastly, zone 3 has 147 periodicals and 147 articles with a 32.95% participation rate.

**Table 4**

*Bradford's Law*

Zone	No. Magazines	No. Titles	Percentages
Zone 1	68	148	33.19%
Zone 2	151	151	33.86%
Zone 3	147	147	32.95%

Source: Authors (2024).



**Figure 3.** *Bradford's Law*, Source: Authors (2024).

**Bibliometric indicators**

With fourteen articles, *Trials* leads the field, followed by the *Journal of Pediatric Urology* with eight and the *Journal of the Ministry of Labor and Social Economy* with six, as indicated in Table 5.

**Table 5**

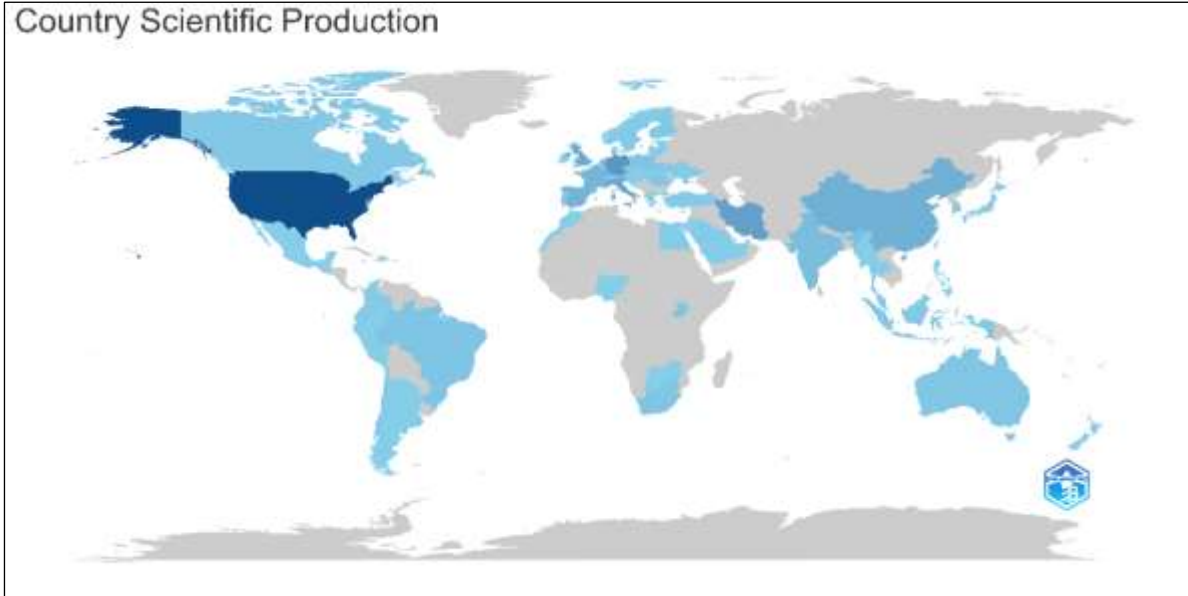
*Most relevant sources*

Sources	Articles
TRIALS	14
JOURNAL OF PEDIATRIC UROLOGY	8
REVISTA DEL MINISTERIO DE TRABAJO Y ECONOMIA SOCIAL	6
COCHRANE DATABASE OF SYSTEMATIC REVIEWS	5
BMJ OPEN	4
CIRIEC-ESPANA REVISTA DE ECONOMIA PUBLICA, SOCIAL Y COOPERATIVA	4
PHARMACOECONOMICS	4
REVISTA DEL MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL	4
COCHRANE DATABASE OF SYSTEMATIC REVIEWS (ONLINE)	3
INTERNATIONAL JOURNAL OF ENVIRONMENTAL RESEARCH AND PUBLIC HEALTH	3

Source: Authors (2024).

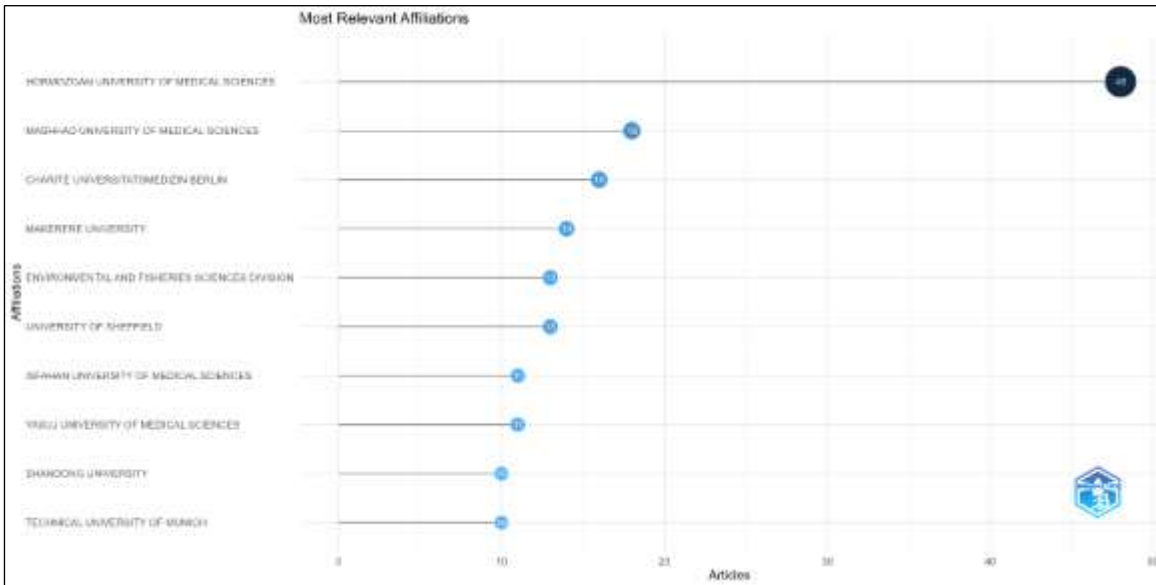
However, the bibliometric analysis's findings, which are shown in Figure 4, compare the output of scientific papers in nations with higher publication counts. With 369 papers, the US is by far the largest producer, followed by Germany with 150 and Iran with 125. Some

nations, including the UK and Italy, have productions that are comparable to those in the three aforementioned nations.



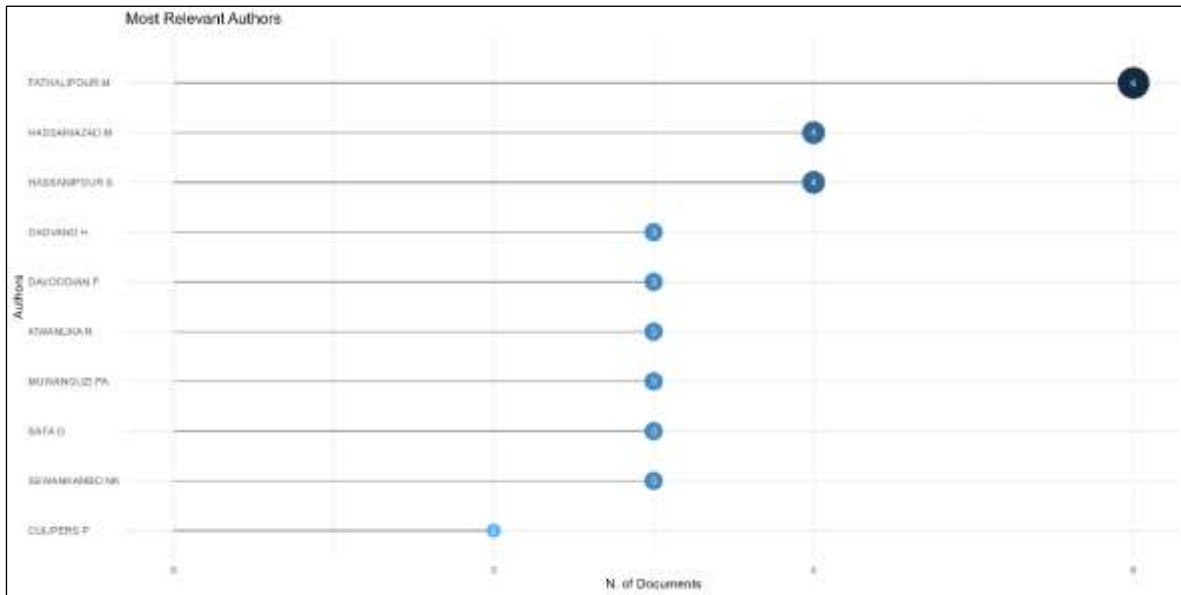
**Figure 4.** *Scientific Production By Country, Source: Authors (2024).*

The institutions that have contributed the most to the subject of study are listed in Figure 5 in the following order of ideas: Hormozgan University of Medical Sciences has 48 contributions, followed by Mashhad University of Medical Sciences (18 contributions) and Charite Universitätsmedizin Berlin (16 contributions). Together, these institutions account for 18.38% of all articles.



**Figure 5.** *Most Relevant Affiliations, Source: Authors (2024).*

In a different sequence of concepts, the frequency index is used as a benchmark to gauge production per researcher; Figure 6 illustrates Fathalipour M's leadership with six (6) contributions, followed by Hassaniyazad M and Hassanipour S, each with four (4) contributions.



**Figure 6.** *Most Relevant Authors, Source: Authors (2024).*

Finally, Table 6 lists the twenty articles that have the most citations on the subject of the study. The three most representative are RYAN MK, 2011, J APPL PSYCHOL, which has 301 citations overall; GIMONA M, 2017, INT J MOL SCI, which has 231 citations; and SERRUYS PW, 2010, J AM COLL CARDIOL, which has 225 quotes.

**Table 6**  
*Most cited articles*

Articles	DOI	Total Citations	TC per Year	Normalized TC
RYAN MK, 2011, J APPL PSYCHOL	10.1037/a0022133	301	21.50	7.97
GIMONA M, 2017, INT J MOL SCI	10.3390/ijms18061190	231	28.88	8.28
SERRUYS PW, 2010, J AM COLL CARDIOL	10.1016/j.jacc.2009.11.049	225	15.00	7.72
DIMOPOULOS MA, 2017, LANCET ONCOL	10.1016/S1470-2045(16)30632-5	215	26.88	7.70
KOEPSSELL H, 2020, PHARMACOL REV	10.1124/pr.118.015578	209	41.80	14.84
FRIEDRICH-RUST M, 2016, NAT REV GASTROENTEROL HEPATOL	10.1038/nrgastro.2016.86	197	21.89	5.64
THARENOU P, 2010, J BUS ETHICS	10.1007/s10551-009-0348-x	127	8.47	4.36
KNITZA J, 2019, JMIR MHEALTH UHEALTH	10.2196/14991	112	18.67	7.90
WU D, 2010, INT J NEURAL SYST	10.1142/S0129065710002292	112	7.47	3.84
WINTER S, 2016, J CLEAN PROD	10.1016/j.jclepro.2016.07.201	108	12.00	3.09
JOY SM, 2013, PHARMACOECONOMICS	10.1007/s40273-013-0089-7	96	8.00	5.06
YOUSSEF MA, 2016, COCHRANE DATABASE SYST REV	10.1002/14651858.CD003719.pub4	93	10.33	2.66
ARAGON RJ, 2012, J GASTROINTEST ONCOL	10.3978/j.issn.2078-6891.2012.006	92	7.08	7.35
RUFFOLO AJ, 2010, COCHRANE DATABASE SYST REV	10.1002/14651858.CD006544.pub2	89	5.93	3.05
PAREKH A, 2011, EXPERT REV CLIN PHARMACOL	10.1586/ecp.11.29	88	6.29	2.33



With 446 articles published overall, the study found an average annual gain in scientific production of 1.44%. This rise, which peaked in 2021, 2022, and 2023, indicates growing interest in the topic. The average amount of citations per document (14.34) suggests that this study could have a greater impact despite this. According to Lotka's law, 98% of the writers only contributed once, indicating that the research conducted by the many specialists was not consistent. On the other hand, Bradford's law made it possible to determine which journals were the most important. Notable outcomes were found in Zones 1 and 2, which comprise 67% of relevant publications in 219 journals.

While Mashhad University of Medical Sciences and Hormozgan University of Medical Sciences are big contributors to scientific production, the United States and Germany lead the scientific production among the different countries. Fathalipour M is the author of the highest productivity with six publications, reflecting their expertise on the relevant topic. The papers that are cited the most deal with organizational dynamics and workplace discrimination, specifically the influence of Ryan MK (2011) and Gimona M (2017) generated by the number of times they are replied to in academic cabinets.

A comprehensive summary of the research trends on discrimination, cohabitation, and organizational crises is given by this bibliometric study. Finding publishing trends, well-known authors, and prestigious journals facilitates mapping what is currently known and suggesting areas that need more research. Future attempts to offer practical solutions for resolving internal conflicts and promoting inclusive workplaces may be guided, in particular, by research gaps in understudied areas.

It is recommended to expand international collaboration projects and support interdisciplinary research given the importance of the problems facing modern organizations. To expand the reach and influence of scientific output, it is also essential to assist new researchers in making lasting contributions to this field. In addition to making intellectual contributions, this study may have an impact on organizational policies and practices that foster harmony and reduce bias in the workplace.

## REFERENCES

- Aragon, R. J., & Solomon, N. L. (2012). Techniques of hepatic resection. *Journal of gastrointestinal oncology*, 3(1), 28. <https://doi.org/10.3978/j.issn.2078-6891.2012.006>
- Basharat, L., & Alam, M. J. (2024). Workplace Environment for Gender Equality and Sustainable Career Planning: The Case of Bangladesh. In *People, Spaces and Places in Gendered Environments* (Vol. 34, pp. 77-97). Emerald Publishing Limited. <https://doi.org/10.1108/S1529-212620240000034005>
- Borgohain, D. J., Verma, M. K., Nazim, M., & Sarkar, M. (2021). Application of Bradford's law of scattering and Leimkuhler model to information science literature. *COLLNET Journal of Scientometrics and Information Management*, 15(1), 197-212. <https://doi.org/10.1080/09737766.2021.1943041>
- Borre, J. R., Romero, G. C., Gutiérrez, J. M., & Ramírez, J. (2023). Discussion of the aspects of the cultural and creative industries that impact on sustainable development: a systematic review. *Procedia Computer Science*, 224(1), 532-537. <https://doi.org/10.1016/j.procs.2023.09.077>
- Cervino, G., Fiorillo, L., Iannello, G., Santonocito, D., Risitano, G., & Cicciù, M. (2019). Sandblasted and acid etched titanium dental implant surfaces systematic review and confocal microscopy evaluation. *Materials*, 12(11), 1763. <https://doi.org/10.3390/ma12111763>
- Deshpande, P., & Kulshreshtha, K. (2024). Exploring the Relationship between Workplace Diversity and Staff Output in Indian Manufacturing Sector. *Library Progress International*, 44(3), 16564-16583. <https://bpasjournals.com/library-science/index.php/journal/article/view/1572>

- Dimopoulos, M. A., Trotman, J., Tedeschi, A., Matous, J. V., Macdonald, D., Tam, C., ... & Buske, C. (2017). Ibrutinib for patients with rituximab-refractory Waldenström's macroglobulinaemia (iNNOVATE): an open-label substudy of an international, multicentre, phase 3 trial. *The Lancet Oncology*, 18(2), 241-250. [https://doi.org/10.1016/S1470-2045\(16\)30632-5](https://doi.org/10.1016/S1470-2045(16)30632-5)
- Doria, D. D. F., Hernández, A. E. T., Vanegas, V. M., Vásquez, M. A. P., & Díaz, A. J. (2020). Sostenibilidad y contabilidad ambiental: Análisis bibliométrico y revisión documental de la investigación científica en el periodo 2013-2017. *Económicas CUC*, 41(1), 163-186. <https://doi.org/10.17981/econcuc.41.1.2020.Org.2>
- Friedrich-Rust, M., Poynard, T., & Castera, L. (2016). Critical comparison of elastography methods to assess chronic liver disease. *Nature reviews Gastroenterology & hepatology*, 13(7), 402-411. <https://doi.org/10.1038/nrgastro.2016.86>
- Gaskins, S. Y. (2024). *Workplace Climate and Culture Experiences of Black LGBTQ Public School K-12 Educators*. Doctoral dissertation, Walden University. <https://n9.cl/lyhff>
- Gichuhi, J. M. (2021). Shared leadership and organizational resilience: a systematic literature review. *International Journal of Organizational Leadership*, 10(1), 67-88. <https://n9.cl/7lu1xc>
- Jimona, M., Pachler, K., Laner-Plamberger, S., Schallmoser, K., & Rohde, E. (2017). Manufacturing of human extracellular vesicle-based therapeutics for clinical use. *International journal of molecular sciences*, 18(6), 1190. <https://doi.org/10.3390/ijms18061190>
- Hieronimus, F., Nilsson, S., & Eriksson, E. (2016). A mega-analysis of fixed-dose trials reveals dose-dependency and a rapid onset of action for the antidepressant effect of three selective serotonin reuptake inhibitors. *Translational psychiatry*, 6(6), e834-e834. <https://doi.org/10.1038/tp.2016.104>
- Joy, S. M., Little, E., Maruthur, N. M., Purnell, T. S., & Bridges, J. F. (2013). Patient preferences for the treatment of type 2 diabetes: a scoping review. *Pharmacoeconomics*, 31(1), 877-892. <https://doi.org/10.1007/s40273-013-0089-7>
- Junior, J. M., Potrich, L. N., Todesco, J. L., & Selig, P. M. (2023, September). Mapping Scientific Production on Organizational Knowledge Flow. In *European Conference on Knowledge Management* (Vol. 1, pp. 599-R30). Academic Conferences International Limited. <https://doi.org/10.34190/eckm.24.1.1319>
- Knitza, J., Tascilar, K., Messner, E. M., Meyer, M., Vossen, D., Pulla, A., ... & Krusche, M. (2019). German mobile apps in rheumatology: review and analysis using the Mobile Application Rating Scale (MARS). *JMIR mHealth and uHealth*, 7(8), e14991. <https://doi.org/10.2196/14991>
- Koepsell, H. (2020). Organic cation transporters in health and disease. *Pharmacological reviews*, 72(1), 253-319. <https://doi.org/10.1124/pr.118.015578>
- Mokhtari, H., Barkhan, S., Haseli, D., & Saberi, M. K. (2020). A bibliometric analysis and visualization of the Journal of Documentation: 1945–2018. *Journal of documentation*, 77(1), 69-92. <https://doi.org/10.1108/JD-08-2019-0165>
- Molyneaux, E., Howard, L. M., McGeown, H. R., Karia, A. M., & Trevillion, K. (2014). Antidepressant treatment for postnatal depression. *Cochrane Database of Systematic Reviews*, 1(9), 1-69. <https://doi.org/10.1002/14651858.CD002018.pub2>
- Parekh, A., Fadiran, E. O., Uhl, K., & Throckmorton, D. C. (2011). Adverse effects in women: implications for drug development and regulatory policies. *Expert review of clinical pharmacology*, 4(4), 453-466. <https://doi.org/10.1586/ecp.11.29>
- Pranckutė, R. (2021). Web of Science (WoS) and Scopus: The titans of bibliographic information in today's academic world. *Publications*, 9(1), 1-59. <https://doi.org/10.3390/publications9010012>

- Ramirez, J., Gallego, G., Ez, W. N. N. N., & Tirado, J. G. (2023). Blockchain technology for sustainable supply chains: A bibliometric study. *Journal of Distribution Science*, 21(6), 119-129. <https://doi.org/10.15722/jds.21.06.202306.119>
- Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How toxic workplace environment effects the employee engagement: The mediating role of organizational support and employee wellbeing. *International journal of environmental research and public health*, 18(5), 2294. <https://doi.org/10.3390/ijerph18052294>
- Rathika, N., Thanuskodi, S., & Sudhakar, K. (2020). Lotka's law and the pattern of scientific productivity in the marine pollution research. *International Journal on Emerging Technologies*, 11(2), 332-341. <https://ssrn.com/abstract=3693063>
- Ruffolo, A. J., Romano, M., & Ciapponi, A. (2010). Prostanoids for critical limb ischaemia. *Cochrane Database of Systematic Reviews*, 1(1), 1-87. <https://doi.org/10.1002/14651858.CD006544.pub2>
- Ryan, M. K., Haslam, S. A., Hersby, M. D., & Bongiorno, R. (2011). Think crisis—think female: The glass cliff and contextual variation in the think manager—think male stereotype. *Journal of Applied Psychology*, 96(3), 470. <https://doi.org/10.1037/a0022133>
- Seijts, G. H., & Milani, K. Y. (2022). The application of leader character to building cultures of equity, diversity, and inclusion. *Business Horizons*, 65(5), 573-590. <https://doi.org/10.1016/j.bushor.2021.07.007>
- Serruys, P. W., Onuma, Y., Garg, S., Vranckx, P., De Bruyne, B., Morice, M. C., ... & Arts II Investigators. (2010). 5-year clinical outcomes of the ARTS II (Arterial Revascularization Therapies Study II) of the sirolimus-eluting stent in the treatment of patients with multivessel de novo coronary artery lesions. *Journal of the American College of Cardiology*, 55(11), 1093-1101. <https://doi.org/10.1016/j.jacc.2009.11.049>
- Shafaei, A., Nejati, M., Omari, M., & Sharafizad, F. (2024). Inclusive leadership and workplace bullying: a model of psychological safety, self-esteem, and embeddedness. *Journal of Leadership & Organizational Studies*, 31(1), 41-58. <https://doi.org/10.1177/15480518231209018>
- Small, L. R. (2024). *Understanding Code-Switching of Black Businesswomen in Arkansas: Organizational Strategies for a Better Workplace*. Doctoral dissertation, Franklin University. <https://n9.cl/qgd20>
- Spash, C. L. (2021). 'The economy' as if people mattered: revisiting critiques of economic growth in a time of crisis. *Globalizations*, 18(7), 1087-1104. <https://doi.org/10.1080/14747731.2020.1761612>
- Tharenou, P. (2010). Women's self-initiated expatriation as a career option and its ethical issues. *Journal of business ethics*, 95, 73-88. <https://doi.org/10.1007/s10551-009-0348-x>
- Van der Graaf, R., Van der Zande, I. S., Den Ruijter, H. M., Oudijk, M. A., Van Delden, J. J., Oude Rengerink, K., & Groenwold, R. H. (2018). Fair inclusion of pregnant women in clinical trials: an integrated scientific and ethical approach. *Trials*, 19(1), 1-9. <https://doi.org/10.1186/s13063-017-2402-9>
- Van der Toorn, J., Bracco, S. E., Gaitho, W., Ryan, W. S., Horne, S. G., Anderson, J. R., & Leskinen, E. A. (2024). Inclusion and protection in tension: Reflections on gathering sexual orientation and gender identity data in the workplace. *Journal of Social Issues*, 80(3), 947-972. <https://doi.org/10.1111/josi.12632>
- Vara-Horna, A., Asencios-Gonzalez, Z., Quipuzco-Chicata, L., Díaz-Rosillo, A., & Supo-Rojas, D. (2023). Preventing Workplace Sexual Harassment and Productivity Loss during Crisis Periods: The Protective Role of Equitable Management. *Sustainability*, 15(23), 16195. <https://doi.org/10.3390/su152316195>

- Winter, S., & Lasch, R. (2016). Environmental and social criteria in supplier evaluation—Lessons from the fashion and apparel industry. *Journal of Cleaner Production*, *139*(1), 175-190. <https://doi.org/10.1016/j.jclepro.2016.07.201>
- Wu, A. C., Donnelly-McLay, D., Weisskopf, M. G., McNeely, E., Betancourt, T. S., & Allen, J. G. (2016). Airplane pilot mental health and suicidal thoughts: a cross-sectional descriptive study via anonymous web-based survey. *Environmental health*, *15*(1), 1-12. <https://doi.org/10.1186/s12940-016-0200-6>
- Wu, D., Warwick, K., Ma, Z., Gasson, M. N., Burgess, J. G., Pan, S., & Aziz, T. Z. (2010). Prediction of Parkinson's disease tremor onset using a radial basis function neural network based on particle swarm optimization. *International journal of neural systems*, *20*(02), 109-116. <https://doi.org/10.1142/S0129065710002292>
- Youssef, M. A., Abou-Setta, A. M., & Lam, W. S. (2016). Recombinant versus urinary human chorionic gonadotrophin for final oocyte maturation triggering in IVF and ICSI cycles. *Cochrane Database of Systematic Reviews*, *1*(4). <https://doi.org/10.1002/14651858.CD003719.pub4>
- Zoller, H. M., Strohlic, R., & Getz, C. (2023). An employee-centered framework for healthy workplaces: implementing a critically holistic, participative, and structural model through the Equitable Food Initiative. *Journal of Applied Communication Research*, *51*(2), 164-184. <https://doi.org/10.1080/00909882.2022.2106579>