



"Mollie Beattie Coastal Habitat Community, Laguna Madre, Padre Island, Corpus Christi, TX, USA"  
Photo by Joshua J. Cotten on Unsplash

# JPNA

JOURNAL OF PUBLIC AND NONPROFIT AFFAIRS

Winter 2022

Volume 8 Issue 3

## Research Articles

Exploring Effective Ways to Reduce Turnover  
Intention Among Female Employees: The Case of  
U.S. Federal Employees

*Yongbeom Hur*

Protected, but Not Included? The Role of Workplace  
Inclusion for Sexual and Gender Minorities in the  
Federal Service

*Anna Fountain Clark, Jiwon Suh, Kwang Bin Bae*

Six Blind Men and One Elephant: Proposing an  
Integrative Framework to Advance Research and  
Practice in Justice Philanthropy

*Laurie E. Paarlberg, Marlene Walk, Cullen C.  
Merritt*

Can Cross-Sector Support Help Social Enterprises in  
Legitimacy Building? The Mixed Effects in Hong  
Kong

*Ming Ma, Yi Kang, Yuyan Feng*

COVID-19 Impacts on Border Community Organizations  
*Wanzhu Shi*

Immigrant-Serving Organizations and Local Law  
Enforcement: Do Nonprofits Predict Cooperation with  
ICE?

*Daniel Chand, M. Apolonia Calderon, Daniel P.  
Hawes*

## Social Equity

Game On, Washington! Examining American Sport's  
Response to the Uvalde Massacre

*M. Blair Thomas, Jamie Levine Daniel*

## Book Review

Book Review: Thinking Like an Economist: How  
Efficiency Replaced Equality in U.S. Public Policy

*Cynthia Golembeski*