Winter 2022

Midwest Public Affairs Conference: 2021 Award Recipients ........................................... 298

Editor's Introduction: Shedding Light on Overlooked and Understudied Populations
Deborah A. Carroll ................................................................. 299

Research Articles

Exploring Effective Ways to Reduce Turnover Intention Among Female Employees: The Case of U.S. Federal Employees
Yongbeom Hur ................................................................. 302

Protected, but Not Included? The Role of Workplace Inclusion for Sexual and Gender Minorities in the Federal Service
Anna Fountain Clark, Jiwon Suh, and Kwang Bin Bae .................. 323

Six Blind Men and One Elephant: Proposing an Integrative Framework to Advance Research and Practice in Justice Philanthropy
Laurie E. Paarlberg, Marlene Walk, and Cullen C. Merritt ............... 349

Can Cross-Sector Support Help Social Enterprises in Legitimacy Building? The Mixed Effects in Hong Kong
Ming Ma, Yi Kang, and Yuyan Feng ........................................ 375

COVID-19 Impacts on Border Community Organizations
Wanzhu Shi ................................................................. 399

Immigrant-Serving Organizations and Local Law Enforcement: Do Nonprofits Predict Cooperation with ICE?
Daniel Chand, M. Apolonia Calderon, and Daniel P. Hawes ............ 423

Social Equity

Game On, Washington! Examining American Sport’s Response to the Uvalde Massacre
M. Blair Thomas and Jamie Levine Daniel .................................. 445

Book Review

Book Review: Thinking Like an Economist: How Efficiency Replaced Equality in U.S. Public Policy
Cynthia Golembeski ............................................................. 455