

# What Works Gender Equality By Design

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**Invisible Women** - Caroline Criado Perez 2019-03-12  
#1 International Bestseller Winner of the 2019 Financial Times and McKinsey Business Book of the Year Award Winner of the 2019 Royal Society Science Book Prize A landmark, prize-winning, international bestselling examination of how a gender gap in data perpetuates bias and disadvantages women, now in paperback Data is fundamental to the modern world. From economic development to health care to education and public policy, we rely on numbers to allocate resources and make crucial decisions. But because so much data fails to take into account gender, because it treats men as the default and women as atypical, bias and discrimination are baked into our systems. And women pay tremendous costs for this insidious bias, in time, in money, and often with their lives. Celebrated feminist advocate Caroline Criado Perez investigates this shocking root cause of gender inequality in the award-winning, #1 international bestseller Invisible Women. Examining the home, the workplace, the public square, the doctor's office, and more, Criado Perez unearths a dangerous pattern in data and its consequences on women's lives. Product designers use a "one-size-fits-all" approach to everything from pianos to cell phones to voice recognition software, when in

fact this approach is designed to fit men. Cities prioritize men's needs when designing public transportation, roads, and even snow removal, neglecting to consider women's safety or unique responsibilities and travel patterns. And in medical research, women have largely been excluded from studies and textbooks, leaving them chronically misunderstood, mistreated, and misdiagnosed. Built on hundreds of studies in the United States, in the United Kingdom, and around the world, and written with energy, wit, and sparkling intelligence, this is a groundbreaking, highly readable exposé that will change the way you look at the world.

**The Equality Illusion** - Kat Banyard 2010-04-29  
In The Equality Illusion, 'the most influential young feminist in the country' (Guardian) and UK Feminista founder Kat Banyard argues passionately and articulately that feminism continues to be one of the most urgent and relevant social justice campaigns today. Women have made huge strides in equality over the last century. And yet: Women working full-time in the UK are paid on average 17% less an hour than men<sup>1</sup> in 3 women worldwide has been beaten, coerced into sex, or otherwise abused because of her gender Of parliamentary seats across the globe only 15% are held

by women and fewer than 20% of UK MPs are women96% of executive directors of the UK's top hundred companies are menStructuring the book around a normal day, Banyard sets out the major issues for twenty-first century feminism, from work and education to sex, relationships and having children. She draws on her own campaigning experience as well as academic research and dozens of her own interviews. The book also includes information on how to get involved in grassroots action.

**What Works** - Iris Bohnet 2016-03-08

Gender equality is a moral and a business imperative. But unconscious bias holds us back and de-biasing minds has proven to be difficult and expensive. Behavioral design offers a new solution. Iris Bohnet shows that by de-biasing organizations instead of individuals, we can make smart changes that have big impacts—often at low cost and high speed.

**When We Fight, We Win** - Greg Jobin-Leeds 2016-01-05

Real stories of hard-fought battles for social change, told by those on the front lines—with clear lessons and tips for activists on gaining power from the ground up “As protests and demonstrations sprout across the land, young organizers and activists need to know why and how movements are sustained and how they grow. That resource has arrived.” —Mumia Abu-Jamal, author and activist In this visually rich and deeply inspiring book, the leaders of some of the most successful movements of the past decade—from the legalization of same-sex marriage to the Black Lives Matter movement—distill their wisdom, sharing lessons of what makes transformative social change possible. Longtime social activist Greg Jobin-Leeds joins forces with AgitArte, a collective of artists and organizers, to capture the stories, philosophy, tactics, and art of today’s leading social movements. When We Fight, We Win! weaves together interviews with today’s most successful activists and artists from across the country and beyond—including Patrisse Cullors, Bill McKibben, Clayton Thomas-Muller, Karen Lewis, Favianna Rodriguez, Rea Carey, and Gaby

Pacheco, among others—with narrative recountings of their inspiring strategies and campaigns alongside full-color photos. It includes a foreword by Rinku Sen and an afterword by Antonia Darder. The recent nationwide explosion of protests has shown the power the people have when we join together with a common goal and compelling message. When We Fight, We Win! will give a whole generation of readers the road map to building resilient movements that can achieve real social justice.

**Gender equality, heritage and creativity** - UNESCO 2014-10-13

Initiated by the Culture Sector of UNESCO, the report draws together existing research, policies, case studies and statistics on gender equality and women's empowerment in culture provided by the UN Special Rapporteur in the field of cultural rights, government representatives, international research groups and think-tanks, academia, artists and heritage professionals. It includes recommendations for governments, decision-makers and the international community, within the fields of creativity and heritage. Annex contains essay 'Gender and culture: the statistical perspective' by Lydia Deloumeaux.

**Sustainable Investing for Institutional Investors** - Mirjam Staub-Bisang 2012-05-22

A comprehensive guide to socially responsible investing (SRI) With concerns about climate change increasing among investors, many are looking for opportunities that offer positive social as well as monetary returns. Sustainable Investing for Institutional Investors: Risk, Regulation and Strategies explores the key issues related to "Socially Responsible Investment" (SRI) for institutional investors and trustees, including investment strategies, risk and returns, market data, regulatory frameworks, and more. Looking at all investment classes, including bonds, equities, real estate, commodities, and many others, the book provides an in-depth view of SRI-relevant asset classes to help you decide which is best for you. To better contextualize SRI opportunities and challenges,

the book presents 20 case studies involving institutional investors that are currently following a sustainable investment strategy and how they have approached SRI. For business leaders already familiar with or practicing corporate social responsibility and/or environmentally sustainable management, SRI is the next step to turning modern corporations into good citizens, and this book contains everything you need to get started. Provides a comprehensive overview on all aspects of sustainable investing relevant for institutional investors and trustees Explores sustainable investment strategies across all asset classes Includes 20 SRI case studies that show investors at work around the world Features a Foreword by Dr. Klaus Schwab, Executive Chairman of the World Economic Forum Featuring everything you need to understand and benefit from the opportunities presented by environmentally sustainable investing, Sustainable Investing for Institutional Investors is essential reading for individual investors, their advisors, and anyone interested in making profitable, socially conscious investment choices.

**Work** - Andrea Komlosy 2018-03-27

Tracing the complexity and contradictory nature of work throughout history Say the word “work,” and most people think of some form of gainful employment. Yet this limited definition has never corresponded to the historical experience of most people—whether in colonies, developing countries, or the industrialized world. That gap between common assumptions and reality grows even more pronounced in the case of women and other groups excluded from the labour market. In this important intervention, Andrea Komlosy demonstrates that popular understandings of work have varied radically in different ages and countries. Looking at labour history around the globe from the thirteenth to the twenty-first centuries, Komlosy sheds light on both discursive concepts as well as the concrete coexistence of multiple forms of labour—paid and unpaid, free and unfree. From the economic structures and ideological mystifications surrounding

work in the Middle Ages, all the way to European colonialism and the industrial revolution, Komlosy’s narrative adopts a distinctly global and feminist approach, revealing the hidden forms of unpaid and hyper-exploited labour which often go ignored, yet are key to the functioning of the capitalist world-system. *Work: The Last 1,000 Years* will open readers’ eyes to an issue much thornier and more complex than most people imagine, one which will be around as long as basic human needs and desires exist.

*Equality, Diversity and Inclusion at Work* - Mustafa Özbilgin  
2009-01-01

*Equality, Diversity and Inclusion at Work* is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field. . . Practitioners, whether directly involved with diversity management or not, can also use this volume to gain significant insight into the variety of perspectives on diversity management and training. Florence Villesèche, Management This collection can serve as a mirror for all of us who spend much of our lives in work organizations. From diverse vantage points, the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others. For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness, support, and cooperation, this book is a must-read. Jay Coakley, University of Colorado, Colorado Springs, US *Equality, Diversity and Inclusion at Work*, edited by Mustafa F. Özbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic. Theoretical issues and policy problems, equal opportunity and diversity management, sociological and psychological approaches, history and present management and trade union efforts, and much more are all covered. I particularly appreciated the inclusion of several articles on men, masculinities, equality and diversity, a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts. Although the

collection covers the UK in the most detail, chapters on the US, Germany, South Africa, and Japan provide a multinational perspective. It is the kind of book I'd like to have at hand when I'm writing about organizations, gender, equality and diversity. Joan Acker, University of Oregon, US With over thirty chapters, this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality, diversity and inclusion at work. Many chapters in the book offer comparative perspectives through cross-national and multi-level analyses. The volume adopts a critical perspective as it focuses on relations of power in exploring equality, diversity and inclusion at work. Specifically, the authors examine areas such as cultural conflict, gender inequity and politics, work life balance, affirmative action, trade unions and diversity and diversity interventions and change. This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers, policy makers and students in this field.

**Framed by Gender** - Cecilia L. Ridgeway 2011-02-09

Ridgeway asserts that widely shared cultural beliefs about gender act as a 'common knowledge' frame that people use to make sense of one another in order to coordinate their interaction.

**Gender & Creativity** - Conor, Bridget 2021-03-06

**Accidental Feminism** - Swethaa S. Ballakrishnen 2021-01-12

Exploring the unintentional production of seemingly feminist outcomes In India, elite law firms offer a surprising oasis for women within a hostile, predominantly male industry. Less than 10 percent of the country's lawyers are female, but women in the most prestigious firms are significantly represented both at entry and partnership. Elite workspaces are notorious for being unfriendly to new actors, so what allows for aberration in certain workspaces? Drawing from observations and interviews with more than 130 elite professionals, Accidental Feminism examines how a

range of underlying mechanisms—gendered socialization and essentialism, family structures and dynamics, and firm and regulatory histories—afford certain professionals egalitarian outcomes that are not available to their local and global peers. Juxtaposing findings on the legal profession with those on elite consulting firms, Swethaa Ballakrishnen reveals that parity arises not from a commitment to create feminist organizations, but from structural factors that incidentally come together to do gender differently. Simultaneously, their research offers notes of caution: while conditional convergence may create equality in ways that more targeted endeavors fail to achieve, “accidental” developments are hard to replicate, and are, in this case, buttressed by embedded inequalities. Ballakrishnen examines whether gender parity produced without institutional sanction should still be considered feminist. In offering new ways to think about equality movements and outcomes, Accidental Feminism forces readers to critically consider the work of intention in progress narratives.

**Comparative Perspectives on Work-Life Balance and Gender Equality** - Margaret O'Brien 2016-09-28

This book portrays men's experiences of home alone leave and how it affects their lives and family gender roles in different policy contexts and explores how this unique parental leave design is implemented in these contrasting policy regimes. The book brings together three major theoretical strands: social policy, in particular the literature on comparative leave policy developments; family and gender studies, in particular the analysis of gendered divisions of work and care and recent shifts in parenting and work-family balance; critical studies of men and masculinities, with a specific focus on fathers and fathering in contemporary western societies and life-courses. Drawing on empirical data from in-depth interviews with fathers across eleven countries, the book shows that the experiences and social processes associated with fathers' home alone leave involve a diversity of trends, revealing both

innovations and absence of change, including pluralization as well as the constraining influence of policy, gender, and social context. As a theoretical and empirical book it raises important issues on modernization of the life course and the family in contemporary societies. The book will be of particular interest to scholars in comparing western societies and welfare states as well as to scholars seeking to understand changing work-life policies and family life in societies with different social and historical pathways.

**Fair Play** - Eve Rodsky 2021-01-05

AN INSTANT NEW YORK TIMES BESTSELLER • A REESE'S BOOK CLUB PICK Tired, stressed, and in need of more help from your partner? Imagine running your household (and life!) in a new way...

It started with the Sh\*t I Do List. Tired of being the “shefault” parent responsible for all aspects of her busy household, Eve Rodsky counted up all the unpaid, invisible work she was doing for her family—and then sent that list to her husband, asking for things to change. His response was...underwhelming. Rodsky realized that simply identifying the issue of unequal labor on the home front wasn't enough: She needed a solution to this universal problem. Her sanity, identity, career, and marriage depended on it. The result is Fair Play: a time- and anxiety-saving system that offers couples a completely new way to divvy up domestic responsibilities. Rodsky interviewed more than five hundred men and women from all walks of life to figure out what the invisible work in a family actually entails and how to get it all done efficiently. With 4 easy-to-follow rules, 100 household tasks, and a series of conversation starters for you and your partner, Fair Play helps you prioritize what's important to your family and who should take the lead on every chore, from laundry to homework to dinner. “Winning” this game means rebalancing your home life, reigniting your relationship with your significant other, and reclaiming your Unicorn Space—the time to develop the skills and passions that keep you interested and interesting. Stop drowning in to-dos and lose some of that invisible

workload that's pulling you down. Are you ready to try Fair Play? Let's deal you in.

*Glass Half-Broken* - Colleen Ammerman 2021-04-13

Why the gender gap persists and how we can close it. For years women have made up the majority of college-educated workers in the United States. In 2019, the gap between the percentage of women and the percentage of men in the workforce was the smallest on record. But despite these statistics, women remain underrepresented in positions of power and status, with the highest-paying jobs the most gender-imbalanced. Even in fields where the numbers of men and women are roughly equal, or where women actually make up the majority, leadership ranks remain male-dominated. The persistence of these inequalities begs the question: Why haven't we made more progress? In *Glass Half-Broken*, Colleen Ammerman and Boris Groysberg reveal the pervasive organizational obstacles and managerial actions—limited opportunities for development, lack of role models and sponsors, and bias in hiring, compensation, and promotion—that create gender imbalances. Bringing to light the key findings from the latest research in psychology, sociology, organizational behavior, and economics, Ammerman and Groysberg show that throughout their careers—from entry-level to mid-level to senior-level positions—women get pushed out of the leadership pipeline, each time for different reasons. Presenting organizational and managerial strategies designed to weaken and ultimately break down these barriers, *Glass Half-Broken* is the authoritative resource that managers and leaders at all levels can use to finally shatter the glass ceiling.

**What Works** - Iris Bohnet 2016-03-08

Gender equality is a moral and a business imperative. But unconscious bias holds us back and de-biasing minds has proven to be difficult and expensive. Behavioral design offers a new solution. Iris Bohnet shows that by de-biasing organizations instead of individuals, we can make smart changes that have big

impacts—often at low cost and high speed.

**Feminist City** - Leslie Kern 2020-07-07

Feminist City is an ongoing experiment in living differently, living better, and living more justly in an urban world. We live in the city of men. Our public spaces are not designed for female bodies. There is little consideration for women as mothers, workers or carers. The urban streets often are a place of threats rather than community. Gentrification has made the everyday lives of women even more difficult. What would a metropolis for working women look like? A city of friendships beyond Sex and the City. A transit system that accommodates mothers with strollers on the school run. A public space with enough toilets. A place where women can walk without harassment. In Feminist City, through history, personal experience and popular culture Leslie Kern exposes what is hidden in plain sight: the social inequalities built into our cities, homes, and neighborhoods. Kern offers an alternative vision of the feminist city. Taking on fear, motherhood, friendship, activism, and the joys and perils of being alone, Kern maps the city from new vantage points, laying out an intersectional feminist approach to urban histories and proposes that the city is perhaps also our best hope for shaping a new urban future. It is time to dismantle what we take for granted about cities and to ask how we can build more just, sustainable, and women-friendly cities together.

**A Quantum Leap for Gender Equality** - Valentina Beghini 2019

Women Vs Capitalism - Vicky Pryce 2019

The free market as we know it cannot produce gender equality. This is the bold but authoritative argument of Vicky Pryce, the government's former economics chief. Women vs Capitalism is a fresh and timely reminder that, although the #MeToo movement has been hugely important, empowerment of the mind will not achieve full power for women while there remains economic inequality. Pryce urgently calls for feminists to focus attention on this pressing issue: the pay gap, the glass ceiling, and the

obstacles to women working at all. Only with government intervention in the labor market will these long-standing problems finally be conquered. From the gendered threat of robot labor to the lack of women in economics itself, this is a sharp look at an uncomfortable truth: we will not achieve equality for women in our society without radical changes to Western capitalism.

**The Man Who Knew** - Sebastian Mallaby 2016-10-11

“Exceptional . . . Deeply researched and elegantly written . . . As a description of the politics and pressures under which modern independent central banking has to operate, the book is incomparable.” —Financial Times The definitive biography of the most important economic statesman of our time Sebastian Mallaby's magisterial biography of Alan Greenspan, the product of over five years of research based on untrammelled access to his subject and his closest professional and personal intimates, brings into vivid focus the mysterious point where the government and the economy meet. To understand Greenspan's story is to see the economic and political landscape of our time—and the presidency from Reagan to George W. Bush—in a whole new light. As the most influential economic statesman of his age, Greenspan spent a lifetime grappling with a momentous shift: the transformation of finance from the fixed and regulated system of the post-war era to the free-for-all of the past quarter century. The story of Greenspan is also the story of the making of modern finance, for good and for ill. Greenspan's life is a quintessential American success story: raised by a single mother in the Jewish émigré community of Washington Heights, he was a math prodigy who found a niche as a stats-crunching consultant. A master at explaining the economic weather to captains of industry, he translated that skill into advising Richard Nixon in his 1968 campaign. This led to a perch on the White House Council of Economic Advisers, and then to a dazzling array of business and government roles, from which the path to the Fed was relatively clear. A fire-breathing libertarian and disciple of Ayn Rand in his youth who once called the Fed's

creation a historic mistake, Mallaby shows how Greenspan reinvented himself as a pragmatist once in power. In his analysis, and in his core mission of keeping inflation in check, he was a maestro indeed, and hailed as such. At his retirement in 2006, he was lauded as the age's necessary man, the veritable God in the machine, the global economy's avatar. His memoirs sold for record sums to publishers around the world. But then came 2008. Mallaby's story lands with both feet on the great crash which did so much to damage Alan Greenspan's reputation. Mallaby argues that the conventional wisdom is off base: Greenspan wasn't a naïve ideologue who believed greater regulation was unnecessary. He had pressed for greater regulation of some key areas of finance over the years, and had gotten nowhere. To argue that he didn't know the risks in irrational markets is to miss the point. He knew more than almost anyone; the question is why he didn't act, and whether anyone else could or would have. A close reading of Greenspan's life provides fascinating answers to these questions, answers whose lessons we would do well to heed. Because perhaps Mallaby's greatest lesson is that economic statesmanship, like political statesmanship, is the art of the possible. *The Man Who Knew* is a searching reckoning with what exactly comprised the art, and the possible, in the career of Alan Greenspan. *What Works - Gender Equality by Design* - Iris Bohnet 2020-03-17

**Stop Fixing Women** - Catherine Fox 2017

Women are told they need to back themselves more, stop marginalising themselves, negotiate better, speak up, support each other, strike a balance between work and home. This book argues that insisting that women fix themselves won't fix the system, the system built by men.

**Equal Partners** - Kate Mangino 2022-06-28

"An inspiring and inclusive guide for rethinking and reworking household gender roles."--Booklist (starred review) From gender expert and professional facilitator Kate Mangino comes *Equal*

*Partners*, an informed guide about how we can all collectively work to undo harmful gender norms and create greater household equity. As American society shut down due to Covid, millions of women had to leave their jobs to take on full-time childcare. As the country opens back up, women continue to struggle to balance the demands of work and home life. Kate Mangino, a professional facilitator for twenty years, has written a comprehensive, practical guide for readers and their partners about gender norms and household balance. Yes, part of our gender problem is structural, and that requires policy change. But much of our gender problem is social, and that requires us to change. Quickly moving from diagnosis to solution, *Equal Partners* focuses on what we can do, everyday people living busy lives, to rewrite gender norms to support a balanced homelife so both partners have equal time for work, family, and self. Mangino adopts an interactive model, posing questions, and asking readers to assess their situations through guided lists and talking points. *Equal Partners* is broad in its definition of gender and gender roles. This is a book for all: straight, gay, trans, and non-binary, parents and grandparents, and friends, with the goal to help foster gender equality in readers' homes, with their partners, family and wider community.

*Gender Equality and Public Policy* - Paola Profeta 2020-04-16

This book offers a comprehensive and in-depth overview of how public policy is shaping gender equality in Europe.

*Women Don't Ask* - Linda Babcock 2021-01-05

The groundbreaking classic that explores how women can and should negotiate for parity in their workplaces, homes, and beyond. When Linda Babcock wanted to know why male graduate students were teaching their own courses while female students were always assigned as assistants, her dean said: "More men ask. The women just don't ask." Drawing on psychology, sociology, economics, and organizational behavior as well as dozens of interviews with men and women in different fields and at all stages in their careers, *Women Don't Ask* explores how our institutions,

child-rearing practices, and implicit assumptions discourage women from asking for the opportunities and resources that they have earned and deserve—perpetuating inequalities that are fundamentally unfair and economically unsound. *Women Don't Ask* tells women how to ask, and why they should.

[The No Club](#) - Linda Babcock 2022-05-03

In this “long overdue manifesto on gender equality in the workplace, a practical playbook with tips you can put into action immediately...simply priceless” (Angela Duckworth, bestselling author of *Grit*), *The No Club* offers a timely solution to achieving equity at work: unburden women’s careers from work that goes unrewarded. *The No Club* started when four women, crushed by endless to-do lists, banded together to get their work lives under control. Running faster than ever, they still trailed behind male colleagues. And so, they vowed to say no to requests that pulled them away from the work that mattered most to their careers. This book reveals how their over-a-decade-long journey and subsequent groundbreaking research showing that women everywhere are unfairly burdened with “non-promotable work,” a tremendous problem we can—and must—solve. All organizations have work that no one wants to do: planning the office party, screening interns, attending to that time-consuming client, or simply helping others with their work. A woman, most often, takes on these tasks. In study after study, professors Linda Babcock (bestselling author of *Women Don't Ask*), Brenda Peyser, Lise Vesterlund, and Laurie Weingart—the original “No Club”—document that women are disproportionately asked and expected to do this work. The imbalance leaves women overcommitted and underutilized as companies forfeit revenue, productivity, and top talent. *The No Club* walks you through how to change your workload, empowering women to make savvy decisions about the work they take on. The authors also illuminate how organizations can reassess how they assign and reward work to level the playing field. With hard data, personal anecdotes from

women of all stripes, self- and workplace-assessments for immediate use, and innovative advice from the authors’ consulting Fortune 500 companies, this book will forever change the conversation about how we advance women’s careers and achieve equity in the 21st century.

[Couples That Work](#) - Jennifer Petriglieri 2019-10-08

Finding fulfillment in both love and work isn't easy--but it's possible. The majority of couples today are dual-career couples. As anyone who's part of such a relationship knows, this presents big challenges: trying to raise kids and achieve career goals while caring for and supporting your partner can seem impossible. Yet most advice for dual-career couples fails, framing the challenges as a zero-sum game in which one partner’s gain is the other's loss and solutions feel like sacrifices or unsatisfactory trade-offs. This book is different. In *Couples That Work*, INSEAD professor Jennifer Petriglieri rejects conventional, one-size-fits-all solutions and instead focuses on how dual-career couples can tackle and resolve the challenges they face throughout their lives--together. She identifies three key phases of exploration and personal growth in every couple's work-life journey, showing how partners must navigate these together to strengthen their bond. Each phase is crystallized with a question: How can we make this work? The first phase focuses on the logistics of combining two busy lives and often involves the demands of young children. What do we really want? In the second phase, couples learn to navigate their midlife crises in ways that allow each partner to continue to feel happy and fulfilled. Who are we now? With careers winding down and kids grown up, this last phase offers new freedoms--and uncertainties. Based on a five-year research project, the book includes interviews with couples from over thirty countries--from executives to entrepreneurs and from twentysomething newlyweds to dual-career grandparents. Filled with vivid real-life stories, keen insights, and engaging exercises, *Couples That Work* will help couples develop their own unique answers to that most



pressing question: How can we successfully combine love and work?

**From access to empowerment** - UNESCO 2021-12-31

*The Diversity Advantage* - Ruchika Tulshyan 2016-03-29

Close to one billion women will enter the global workforce by 2020, but these women are likely to drop out or get stuck in dead-end jobs. Gender equality is a human rights issue, but engaging women in the workforce is primarily an economic issue—diverse leaders drive bottom-line growth and high-level innovation for global corporations. This book isn't only for women, chief inclusion officers or HR practitioners. It offers insight and case studies from global leaders on why it's a priority for everyone in an organization. To attract, retain and promote women, the best companies worldwide have made inclusion part of their entire culture, not just their hiring processes. Diversity in the workplace isn't just the "right" thing to do—it's a financially savvy strategy in today's hyper-competitive digital marketplace.

What Works for Women at Work - Joan C. Williams 2018-01-09

"Based on interviews with 127 successful working women, over half of them women of color, *What Works for Women at Work* presents a toolkit for getting ahead in today's workplace. Distilling over 35 years of research, Williams and Dempsey offer four crisp patterns that affect working women: Prove-It-Again!, the Tightrope, the Maternal Wall, and the Tug of War. Each represents different challenges and requires different strategies—which is why women need to be savvier than men to survive and thrive in high-powered careers." --Publisher information.

Unfinished Business - Anne-Marie Slaughter 2015-09-29

Includes a new afterword by the author • "Slaughter's gift for illuminating large issues through everyday human stories is what makes this book so necessary for anyone who wants to be both a leader at work and a fully engaged parent at home."—Arianna Huffington NAMED ONE OF THE BEST BOOKS OF THE YEAR BY THE

WASHINGTON POST, NPR, AND THE ECONOMIST When Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position in Washington, D.C., with the responsibilities of her family life in suburban New Jersey. Her husband and two young sons encouraged her to pursue the job; she had a tremendously supportive boss, Secretary of State Hillary Clinton; and she had been moving up on a high-profile career track since law school. But then life intervened. Parenting needs caused her to make a decision to leave the State Department and return to an academic career that gave her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, "Why Women Still Can't Have It All," created a firestorm, sparked intense national debate, and became one of the most-read pieces in the magazine's history. Since that time, Anne-Marie Slaughter has pushed forward, breaking free of her long-standing assumptions about work, life, and family. Though many solutions have been proposed for how women can continue to break the glass ceiling or rise above the "motherhood penalty," women at the top and the bottom of the income scale are further and further apart. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between men and women really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a new focus that can reunite the women's movement and provide a common banner under which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. "I'm confident that you will be left with Anne-Marie's hope and optimism that we can change our points of view and policies so that both men and women can

fully participate in their families and use their full talents on the job.”—Hillary Rodham Clinton

**What Works** - Iris Bohnet 2018-10-15

Shortlisted for the Financial Times and McKinsey Business Book of the Year Award A Financial Times Best Business Book of the Year A Times Higher Education Book of the Week Best Business Book of the Year, 800-CEO-READ Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing people’s minds has proven to be difficult and expensive. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions. “Bohnet assembles an impressive assortment of studies that demonstrate how organizations can achieve gender equity in practice... What Works is stuffed with good ideas, many equally simple to implement.” —Carol Tavris, Wall Street Journal “A practical guide for any employer seeking to offset the unconscious bias holding back women in organizations, from orchestras to internet companies.” —Andrew Hill, Financial Times

The Answer Is You - Alex Amouyel 2022-04-26

Problem-Solving Requires Innovation, Activism, and You An important read for those on the journey of making this world better and wondering where to start.” —Jacqueline Novogratz, founder and CEO of Acumen, author of New York Times bestseller *The Blue Sweater* #1 New Release in Volunteer Work, Philanthropy & Charity, and Nonprofit Organizations People from all walks of life yearn to do something that adds value to others and to be someone who makes a difference in their community and the world. Now Alex Amouyel is inviting you to become part of the solution. Alex, author of *The Answer is You*, is the founding Executive Director of Solve, an initiative at the Massachusetts Institute of Technology (MIT) with a mission to solve world

challenges. Solve finds incredible tech-based social entrepreneurs around the world and funds them to develop lasting, transformational tech-based solutions. Take action for social impact. *The Answer is You* is here to inform you that being a change agent starts with doing good deeds and being a community helper. Everyone can do something with the skills and resources they already have—they just need ideas for how. *The Answer is You* inspires every person to start thinking critically about the problems we face and the solutions we might be able to offer to enact change. Inside, you’ll find:

- Motivating and encouraging stories of amazing impact innovators from MIT
- Guidance on how to take action in the world in big and small ways to get results
- A path to hope and action for problem-solving in your community and within society

If you like books by women in leadership and enjoyed reading *Create the Future + the Innovation Handbook: Tactics for Disruptive Thinking*, *Believe in People: Bottom-Up Solutions for a Top-Down World*, *The Innovator’s DNA: Mastering the Five Skills of Disruptive Innovators*, you’ll love *The Answer is You: A Guidebook to Creating a Life Full of Impact*.

Engaging Men in Building Gender Equality - Michael Flood 2015-06-18

Men's roles in building gender equality are currently on the public agenda. Across the globe, there are growing efforts to engage men and boys in building more equitable relations with women and girls. Programs that engage with men have proliferated in fields such as violence prevention, sexual and reproductive health, parenting, education, and work. The last decade has seen the emergence of national and global campaigns, initiatives by international agencies, and scholarly research. Engaging ...

**Men and Women of the Corporation** - Rosabeth Moss Kanter 2008-08-04

In this landmark work on corporate power, especially as it relates to women, Rosabeth Moss Kanter, the distinguished Harvard

management thinker and consultant, shows how the careers and self-images of the managers, professionals, and executives, and also those of the secretaries, wives of managers, and women looking for a way up, are determined by the distribution of power and powerlessness within the corporation. This new edition of her award-winning book has a major new afterward in which the author reviews and analyzes how attitudes and practices within the corporate power structure have changed in the 1990s.

Please Stay - Kelley Irwin 2020-10-20

Women in technology are primed to claim their well-earned seat at the table. We have heard about the glass ceiling and the broken rung. We are prepared to take action and achieve high velocity progress. Join us as we take a step forward to change the trajectory of professional careers for women in tech. Debra and Kelley, two technology executives, navigated this profession knocking down barriers and building strong networks. Women are often inspired, but inspiration is not enough as they are asking for workable strategies and techniques they can put in place. Our mission is to provide advice, and just as importantly, to strengthen this community of like-minded professionals to survive and thrive. Technology is changing civilization at an unprecedented pace, and there is no end in sight. Women make up half of the population, and our voices and talents are integral to the success of our businesses and our communities. Join this tribe of women in technology as we create a movement for women in tech to excel, enjoy, and STAY!

Constituting Equality - Susan H. Williams 2009-07-31

Constituting Equality addresses the question, how would you write a constitution if you really cared about gender equality? The book takes a design-oriented approach to the broad range of issues that arise in constitutional drafting concerning gender equality. Each section of the book examines a particular set of constitutional issues or doctrines across a range of different countries to explore what works, where, and why. Topics include: governmental

structure (particularly electoral gender quotas); rights provisions; constitutional recognition of cultural or religious practices that discriminate against women; domestic incorporation of international law; and the role of women in the process of constitution making. Interdisciplinary in orientation and global in scope, the book provides a menu for constitutional designers and others interested in how the fundamental legal order might more effectively promote gender equality.

The Person You Mean to Be - Dolly Chugh 2018-09-04

“Finally: an engaging, evidence-based book about how to battle biases, champion diversity and inclusion, and advocate for those who lack power and privilege. Dolly Chugh makes a convincing case that being an ally isn’t about being a good person—it’s about constantly striving to be a better person.” —Adam Grant, New York Times bestselling author of *Give and Take*, *Originals*, and *Option B* with Sheryl Sandberg Foreword by Laszlo Bock, the bestselling author of *Work Rules!* and former Senior Vice President of People Operations at Google An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better. Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? The Person You Mean to Be is the smart, "semi-bold" person’s guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don’t look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves. She argues that the only way to be on the right side of history is to

be a good-ish— rather than good—person. Good-ish people are always growing. Second, she helps you find your "ordinary privilege"—the part of your everyday identity you take for granted, such as race for a white person, sexual orientation for a straight person, gender for a man, or education for a college graduate. This part of your identity may bring blind spots, but it is your best tool for influencing change. Third, Dolly introduces the psychological reasons that make it hard for us to see the bias in and around us. She leads you from willful ignorance to willful awareness. Finally, she guides you on how, when, and whom, to engage (and not engage) in your workplaces, homes, and communities. Her science-based approach is a method any of us can put to use in all parts of our life. Whether you are a long-time activist or new to the fight, you can start from where you are. Through the compelling stories Dolly shares and the surprising science she reports, Dolly guides each of us closer to being the person we mean to be.

*Because of Sex* - Gillian Thomas 2017-08-08

A compelling look at ten of the most important Supreme Court cases defining women's rights on the job, as told by the brave women who brought the cases to court

**EqualBITE** - Judy Robertson 2018

"The ivory tower, like other stately homes in the UK, might present a grand façade to the world but closer inspection reveals a dark, spidery basement full of inequalities." Gender imbalances still exist across all areas of higher education. From salaries and promotion, to representation in the curriculum, formal approaches and good intentions rarely address the full complexity. EqualBITE digs into the messy reality of higher education gender issues, presenting people's stories, experiences and frustrations and - more importantly - what can be done. University of Edinburgh students

and staff share real-life experiences of gender challenges and opportunities, and their constructive responses. The book condenses current academic research into practical actions that do make a difference. EqualBITE is a pragmatic and positive response to gender issues in academia - a catalyst for creating a culture which is better for everyone. "We were so pleased to see this new guide to one aspect of diversity--gender equality--and to see how good it is: the book is comprehensive; it is raw, honest and personal; and it is very well written. It is a book both for reading cover-to-cover and for dipping into, and it will be enormously influential." - Jim Smith Director of Science, Wellcome Trust & Gemma Tracey Diversity & Inclusion Programme Manager - Science & Research, Wellcome Trust "The balance between data and lived experience equip the reader with the vital understanding of the depth of institutionalised inequality...This is recommended reading for anyone working in higher education who truly wants to create a fairer culture of women." - Talat Yaqoob Director, Equate Scotland "I really enjoyed reading the recipes - they combine humour with practical advice on how to tackle important gender issues." - Fiona Watt Vice-Dean Research and Impact, Faculty of Life Science and Medicine, King's College London  
Inside the Nudge Unit - David Halpern 2015-08-27

With a foreword by Richard Thaler, winner of the Nobel Prize in Economics! New Updated Edition, 2019. Dr David Halpern, behavioural scientist and head of the government's Behavioural Insights Team, or Nudge Unit, invites you inside the unconventional, multi-million pound saving initiative that makes a big difference through influencing small, simple changes in our behaviour. Using the application of psychology to the challenges we face in the world today, the Nudge Unit is pushing us in the right direction. This is their story.