

What Works Gender Equality By Design

Thank you certainly much for downloading **what works gender equality by design**. Most likely you have knowledge that, people have look numerous period for their favorite books later than this what works gender equality by design, but end up in harmful downloads.

Rather than enjoying a good book like a mug of coffee in the afternoon, then again they juggled as soon as some harmful virus inside their computer. **what works gender equality by design** is easy to use in our digital library an online access to it is set as public as a result you can download it instantly. Our digital library saves in merged countries, allowing you to acquire the most less latency times to download any of our books subsequent to this one. Merely said, the what works gender equality by design is universally compatible afterward any devices to read.

[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

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.

[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.

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.

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.

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

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.

Invisible Women - Caroline Criado Perez 2019-03-12

Data is fundamental to the modern world. From economic development, to healthcare, 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 bias, in time, money, and often with their lives. Celebrated feminist advocate Caroline Criado Perez investigates shocking root cause of gender inequality and research in Invisible Women†, diving into women's lives at home, the workplace, the public square, the doctor's office, and more. Built on hundreds of studies in the US, the UK, and around the world, and written with energy, wit, and sparkling intelligence, this is a groundbreaking, unforgettable exposé that will change the way you look at the world.

Gender Equality at the Heart of Decent Work - International Labour Office 2009

This report has three aims: reviewing the ILO's progress in assisting constituents to achieve gender equality in the world of work; highlighting its current efforts to implement International Labour Conference (ILC) resolutions and Governing Body decisions on promoting gender equality and mainstreaming it in the Decent Work Agenda; and providing background for constituents to chart a strategic course for future work.

Engines of Privilege - David Kynaston 2019-02-07

A rigorous, compelling and balanced examination of the British public school system and the inequalities it entrenches. Private schools are institutions that children who are already privileged attend and have those privileges further entrenched, almost certainly for life, through a high-quality, richly-resourced education. The Engines of Privilege contends that in a society that mouths the virtues of equality of opportunity, of fairness and of social cohesion, the continuation of this educational apartheid amounts to an act of national self-harm that does all of us serious damage. Intrinsic to any vision of the future of Britain has to be the nature of our educational system. Yet the quality of conversation on the issue of private education remains surprisingly sterile, patchy and highly subjective. Accessible, evidence-based and inclusive, Engines of Privilege aims to kick-start a long overdue national debate. Clear, vigorous prose is combined with forensic analysis to compelling effect, illuminating the painful contrast between the importance of private schools in British society and the near-absence of serious, policy-making debate, above all on the left.

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.

Tax, Social Policy and Gender - Miranda Stewart 2017-11-08

Gender inequality is profoundly unjust and in clear contradiction to the philosophy of the 'fair go'. In spite of some action by recent governments, Australia has fallen behind in policy and outcomes, even as the G20 group of nations, the Organisation for Economic Co-operation and Development and the International Monetary Fund are paying renewed attention to gender inequality. Tax, Social Policy and Gender presents new research on entrenched gender inequality in a comparative framework of human rights and fiscal sustainability. Ground-breaking empirical studies examine unequal returns to education for women and men, decision-making about child care by fathers and mothers, the history and gendered effects of the income tax and family payments, and women in the top 1 per cent. Contributors demonstrate how Australia's tax, social security, child care, parental leave, education, work and retirement income policies intersect to compound gender inequality. Tax, Social Policy and Gender calls for a rethinking of equality and efficiency in tax and social policy and provides new policy solutions. It offers a pathway to achieve gender mainstreaming for women's economic security and the wellbeing of all Australians.

Gender at Work - Aruna Rao 2015-11-19

At a time when some corporate women leaders are advocating for their aspiring sisters to 'lean in' for a bigger piece of the existing pie, this book puts the spotlight on the deep structures of organizational culture that hold gender inequality in place. Gender at Work: Theory and Practice for 21st Century Organizations makes a compelling case that transforming the unspoken, informal institutional norms that perpetuate gender inequality in organizations is key to achieving gender equitable outcomes for all. The book is based on the authors' interviews with 30 leaders who broke new ground on gender equality in organizations, international case studies crafted from consultations and organizational evaluations, and lessons from nearly fifteen years of experience of Gender at Work, a learning collaborative of 30 gender equality experts. From the Dalit women's groups in India who fought structural discrimination in the largest 'right to work' program in the world, to the intrepid activists who challenged the powerful members of the UN Security Council to define mass rape as a tactic of war, the trajectories and analysis in this book will inspire readers to understand and chip away at the deep structures of gender discrimination in organizational policies, practices and outcomes. Designed for practitioners, policy makers, donors, students and researchers looking at gender, development and organizational change, this book offers readers a widely tested tool of analysis - the Gender at Work Analytical Framework - to assess the often invisible structures of gender bias in organizations and to map desired strategies and change processes.

Measuring Gender Equality in Science and Engineering - UNESCO 2017-11-13

12 Rules for Life - Jordan B. Peterson 2018-01-23

#1 NATIONAL BESTSELLER #1 INTERNATIONAL BESTSELLER What does everyone in the modern world need to know? Renowned psychologist Jordan B. Peterson's answer to this most difficult of questions uniquely combines the hard-won truths of ancient tradition with the stunning revelations of cutting-edge scientific research. Humorous, surprising and informative, Dr. Peterson tells us why skateboarding boys and girls must be left alone, what terrible fate awaits those who criticize too easily, and why you should always pet a cat when you meet one on the street. What does the nervous system of the lowly lobster have to tell us about standing up straight (with our shoulders back) and about success in life? Why did ancient Egyptians worship the capacity to pay careful attention as the highest of gods? What dreadful paths do people tread when they become resentful, arrogant and vengeful? Dr. Peterson journeys broadly, discussing discipline, freedom, adventure and responsibility, distilling the world's wisdom into 12 practical and

profound rules for life. 12 Rules for Life shatters the modern commonplaces of science, faith and human nature, while transforming and ennobling the mind and spirit of its readers.

Facing Patriarchy - Professor Bob Pease 2019-11-23

Facing Patriarchy challenges current thinking about men's violence against women. Drawing upon radical and intersectional feminist theory and critical masculinity studies, the book locates men's violence within the structures and processes of patriarchy. Addressing the limitations of current violence prevention policies, Bob Pease argues that a nuanced conceptualisation of patriarchy, that accounts for a variety of patriarchal structures, intersections with other forms of inequality, patriarchal ideologies, men's peer group relations, men's sexist practices and the construction of patriarchal subjectivities, is required to understand the links between gender and men's violence against women. Pease shows that men's violence against women needs to be understood in the context of other forms of men's violence, including violence against boys and other men, in the involvement of men in wars and conflicts between nations and men's ecologically destructive practices which constitute a form of slow violence. With crucial implications for priorities in violence prevention, gender equality promotion and in strategies for engaging men in this work, Facing Patriarchy offers new hope for the elimination of men's violence. This is an essential book for scholars, practitioners, activists and policy makers involved in violence prevention in national and international contexts.

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?

The 4 Day Week - Andrew Barnes 2020-01-07

SHORTLISTED FOR THE BUSINESS BOOK AWARDS 2021 In *The 4 Day Week*, entrepreneur and business innovator Andrew Barnes makes the case for the four-day work week as the answer to many of the ills of the 21st-century global economy. Barnes conducted an experiment in his own business, the New Zealand trust company Perpetual Guardian, and asked his staff to design a four-day week that would permit them to meet their existing productivity requirements on the same salary but with a 20% cut in work hours. The outcomes of this trial, which no business leader had previously attempted on these terms, were stunning. People were happier and healthier, more engaged in their personal lives, and more focused and productive in the office. The world of work has seen a dramatic shift in recent times: the former security and benefits associated with permanent employment are being displaced by the less stable gig economy. Barnes explains the dangers of a focus on flexibility at the expense of hard-won worker protections, and argues that with the four-day week, we can have the best of all worlds: optimal productivity, work-life balance, worker benefits and, at long last, a solution to pervasive economic inequities such as the gender pay gap and lack of diversity in business and governance. *The 4 Day Week* is a practical, how-to guide for business leaders and employees alike that is applicable to nearly every industry. Using qualitative and quantitative data from

research gathered through the Perpetual Guardian trial and other sources by the University of Auckland and Auckland University of Technology, the book presents a step-by-step approach to preparing businesses for productivity-focused flexibility, from the necessary cultural conditions to the often complex legislative considerations. The story of Perpetual Guardian's unprecedented work experiment has made headlines around the world and stormed social media, reaching a global audience in more than seventy countries. A mix of trenchant analysis, personal observation and actionable advice, *The 4 Day Week* is an essential guide for leaders and workers seeking to make a change for the better in their work world.

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.

Creating Gender-Inclusive Organizations - Ellen Ernst Kossek 2020

This book examines key themes relevant to advancing women in organizations and the need for individual and organizational mechanisms to foster career agility, with a constant focus on how to bridge research to practice. Providing insights on gender inclusion, mentoring, team diversity, and female leadership, *Creating Gender-Inclusive Organizations* provides actual hands-on advice from experts on how to leverage human resource and organizational strategies to advance women and close the gender gap. It is a must-read for management leaders, HR professionals, and gender and diversity organizational scholars of all levels.

Comparative Perspectives on Work-Life Balance and Gender Equity - Margaret O'Brien 2016-12-06

This book is open access under a CC BY-NC 2.5 license. 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.

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

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.

Lessons in Chemistry Bonnie Garmus 2022-03-29

A delight for readers of *Where'd You Go, Bernadette*, this blockbuster debut set in 1960s California features the singular voice of Elizabeth Zott, a scientist whose career takes a detour when she becomes the star of a beloved TV cooking show. Elizabeth Zott is not your average woman. In fact Elizabeth Zott would be the first to point out that there is no such thing as an average woman. But it's the 1960s and despite the fact that she is a scientist, her peers are very unscientific when it comes to equality. The only good thing to happen to her on the road to professional fulfillment is a run-in with her super-star colleague Calvin Evans (well, she stole his beakers). The only man who ever treated her—and her ideas—as equal, Calvin is already a legend and Nobel nominee. He's also awkward, kind and tenacious. Theirs is true chemistry. But as events are never as predictable as chemical reactions, three years later Elizabeth Zott is an unwed, single mother (did we mention it's the early 60s?) and the star of America's most beloved cooking show *Supper at Six*. Elizabeth's singular approach to cooking ("take one pint of H₂O and add a pinch of sodium chloride") and independent example are proving revolutionary. Because Elizabeth isn't just teaching women how to cook, she's teaching them how to change the status quo. Laugh-out-loud funny, shrewdly observant and studded with a dazzling cast of supporting characters (including the best canine character in years), *Lessons in Chemistry* is as original and vibrant as its protagonist.

Gender Issues in Technical and Vocational Education Programs Shashi 2019-05-15

As the economic growth and social development of a nation is reliant on its workforce, it is essential to increase the workforce's employability through technical and vocational education. Through these programs, the nation's workers will be able to acquire skills and flexibility in order to navigate across sectors of the economy and industry. However, due to gender disparities and socioeconomic statuses within society, women from a lower economic background are unable to gain access to these programs, hindering their career development and economic independence. *Gender Issues in Technical and Vocational Education Programs* is an essential critical resource that probes the issue of gender equity in specialized educational programs, such as vocational or technical education programs. It also presents global initiatives that are being undertaken to enhance the access to technical and vocational education programs to all citizens. Divided into two sections, this publication provides comprehensive coverage on understanding human resource skilling through vocational and training programs and promoting gender equity through skill development, making it an ideal resource for academicians, researchers, social scientists, educators, policymakers, government officials, and professionals.

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.

Equal Power - Jo Swinson 2019-02

"Why is gender inequality so stubbornly persistent? Power. Even today, power remains concentrated in the hands of men right across the business, political and cultural worlds. Decisions taken by those with power tend to perpetuate gender inequality rather than accelerate solutions. And those who see the problem feel powerless: ingrained sexism and gender inequality seem too huge to solve. *Equal Power* holds a mirror up to society, laying bare the extent of gender inequality while making the case that everyone has the power to

create change. Whether you are a teenage student, a global CEO or a taxi driver, there is much we can do as friends, consumers, parents and colleagues to promote fairness. In this inspiring and essential book, former Government Minister for Women Jo Swinson outlines the steps, small and large, required to make our society truly equal"-- Publisher description.

Grading Goal Four - Antonia Wulff 2020

"For the third time in three decades world leaders reaffirmed their promise of "Education For All" when adopting Sustainable Development Goal 4 in 2015. It is the most far-reaching commitment to quality and equity in education so far, yet, there is no consensus on what the agenda means in practice. With a decade left until the 2030 deadline, Grading Goal Four calls upon the education community to engage more thoughtfully and critically with SDG 4 and related efforts. As an ever-growing number of actors and initiatives claim to contribute to its achievement, it is becoming clear that the ambitious but broad priorities within the goal are vulnerable to cherry-picking and misrepresentation, placing it at the heart of tensions between instrumentalist and rights-based approaches to education. This text, a critical analysis of SDG 4, provides a framework for examining trends and developments in education globally. As the first volume that examines early implementation efforts under SDG 4, Grading Goal Four formulates a critique along with strategies for moving forward. By scrutinising the challenges, tensions and power dynamics shaping SDG 4, it advances rights-based perspectives and strategies for effective implementation and builds capacity for strengthened monitoring and analysis of the goal"--

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.

The Persistence of Gender Inequality - Mary Evans 2016-12-20

Despite centuries of campaigning, women still earn less and have less power than men. Equality remains a goal not yet reached. In this incisive account of why this is the case, Mary Evans argues that optimistic narratives of progress and emancipation have served to obscure long-term structural inequalities between women and men, structural inequalities which are not only about gender but also about general social inequality. In widening the lenses on the persistence of gender inequality, Evans shows how in contemporary debates about social inequality gender is often ignored, implicitly side-lining critical aspects of relations between women and men. This engaging short book attempts to join up some of the dots in the ways that we think about both social and gender inequality, and offers a new perspective on a problem that still demands society's full attention.

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

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.

Cubed - Nikil Saval 2014-04-22

You mean this place we go to five days a week has a history? Cubed reveals the unexplored yet surprising story of the places where most of the world's work—our work—gets done. From "Bartleby the Scrivener" to The Office, from the steno pool to the open-plan cubicle farm, Cubed is a fascinating, often funny, and sometimes disturbing anatomy of the white-collar world and how it came to be the way it is—and what it might become. In the mid-nineteenth century clerks worked in small, dank spaces called "counting-houses." These were all-male enclaves, where work was just paperwork. Most Americans considered clerks to be questionable dandies, who didn't do "real work." But the joke was on them: as the great historical shifts from agricultural to industrial economies took place, and then from industrial to information economies, the organization of the workplace evolved along with them—and the clerks took over. Offices became rationalized, designed for both greater efficiency in the accomplishments of clerical work and the enhancement of worker productivity. Women entered the office by the millions, and revolutionized the social world from within. Skyscrapers filled with office space came to tower over cities everywhere. Cubed opens our eyes to what is a truly "secret history" of changes so obvious and ubiquitous that we've hardly noticed them. From the wood-paneled executive suite to the advent of the cubicles where 60% of Americans now work (and 93% of them dislike it) to a not-too-distant future where we might work anywhere at any time (and perhaps all the time), Cubed excavates from popular books, movies, comic strips (Dilbert!), and a vast amount of management literature and business history, the reasons why our workplaces are the way they are—and how they might be better.

Fast Forward- Melanne Vermeer 2015

Learn how some of the world's most powerful women are using their growing economic power to create success and meaning in their lives while building a better world. Sheryl Sandberg's Lean In ignited a conversation about women and their careers, and resonated with millions of readers. Fast Forward, by two women leaders with experience and access throughout corporate America and around the world, takes the next step. Through interviews with a network of over 50 trailblazing women, it shows women how to accelerate their growing economic power and combine it with purpose to create success and meaning in their lives while building a better world.

Sustainable Investing for Institutional Investors - Miriam 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.

What Works - Gender Equality by Design - Iris Bohnet 2020-03-17

The Fix - Michelle P. King 2020-03-03

In the vein of #Girlboss and Nice Girls Don't Get the Corner Office, discover how to thrive at work from the head of the Global Innovation Coalition for Change at UN Women with this "passionate, practical roadmap for addressing inequality and finally making our workplaces work for women" (Arianna Huffington). For years, we've been telling women that in order to succeed at work, they have to change themselves first—lean in, negotiate like a man, don't act too nice or you'll never get the corner office. But after sixteen years working with major Fortune 500 companies as a gender equality expert, Michelle King has realized one simple truth—the tired advice of fixing women doesn't fix anything. The truth is that workplaces are gendered; they were designed by men for men. Because of this, most organizations unconsciously carry the idea of an "ideal worker," typically a straight, white man who doesn't have to juggle work and family commitments. Based on King's research and exclusive interviews with major companies and thought leaders, The Fix reveals why denying the fact that women are held back just because they are women—what she calls gender denial—is the biggest obstacle holding women back at work and outlines the hidden sexism and invisible barriers women encounter at work every day. Women who speak up are seen as pushy. Women who ask for a raise are seen as difficult. Women who spend hours networking don't get the same career benefits as men do. Because women don't look like the ideal worker and can't behave like the ideal worker, they are passed over for promotions, paid less, and pushed out of the workforce, not because they aren't good enough, but because they aren't men. In this fascinating and empowering book, King outlines the invisible barriers that hold women back at all stages of their careers, and provides readers with a clear set of takeaways to thrive despite the sexist workplace, as they fight for change from within. Gender equality is not about women, and it is not about men—it is about making workplaces work for everyone. Together, we can fix work, not women.

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.

Blindspot - Mahzarin R. Banaji 2016-08-16

"Accessible and authoritative . . . While we may not have much power to eradicate our own prejudices, we can counteract them. The first step is to turn a hidden bias into a visible one. . . . What if we're not the magnanimous people we think we are?"—The Washington Post I know my own mind. I am able to assess others in a fair and accurate way. These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of

exposure to cultural attitudes about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality. “Blindspot” is the authors’ metaphor for the portion of the mind that houses hidden biases. Writing with simplicity and verve, Banaji and Greenwald question the extent to which our perceptions of social groups—without our awareness or conscious control—shape our likes and dislikes and our judgments about people’s character, abilities, and potential. In *Blindspot*, the authors reveal hidden biases based on their experience with the Implicit Association Test, a method that has revolutionized the way scientists learn about the human mind and that gives us a glimpse into what lies within the metaphoric blindspot. The title’s “good people” are those of us who strive to align our behavior with our intentions. The aim of *Blindspot* is to explain the science in plain enough language to help well-intentioned people achieve that alignment. By gaining awareness, we can adapt beliefs and behavior and “outsmart the machine” in

our heads so we can be fairer to those around us. Venturing into this book is an invitation to understand our own minds. Brilliant, authoritative, and utterly accessible, *Blindspot* is a book that will challenge and change readers for years to come. Praise for *Blindspot* “Conversational . . . easy to read, and best of all, it has the potential, at least, to change the way you think about yourself.”—Leonard Mlodinow, *The New York Review of Books* “Banaji and Greenwald deserve a major award for writing such a lively and engaging book that conveys an important message: Mental processes that we are not aware of can affect what we think and what we do. *Blindspot* is one of the most illuminating books ever written on this topic.”—Elizabeth F. Loftus, Ph.D., distinguished professor, University of California, Irvine; past president, Association for Psychological Science; author of *Eyewitness Testimony*