

## **In Search Of Equality Women Law And Society In Africa**

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### **In the Way of Women**

Provides an introductory essay; biographies of activists, legislators, and advocates; a chronology of events, legislation, and movements; a directory of organizations; and a listing of print and nonprint resources.

### **The Shaping of Western Civilization, Volume II**

A provocative investigation of how fathers' rights groups are trying to erode the gains of the battered women's movement

### **The Shaping of Western Civilization**

The treatment of women in any society has become, without doubt, a key marker in evaluating its progress. The accepted framework of the debate on women's rights has centred around the need for 'equality', to redress a historic imbalance that has empowered men considerably more than it has women, and to undermine patriarchy and societies modelled on its assumptions. It is without doubt that the perception, treatment and rights of women are now dramatically different to those of even the last century. But alongside the rapid changes that followed the 'domestic revolution', as some term it, a number of very key questions remain unanswered. While historical prejudices and assumptions may be slowly eroding in areas of opportunity, employment conditions, political rights, and marriage-particularly in the West-it would be difficult to argue that the debate on women's rights is now over. Many feminists and women's rights activists, while welcoming the changes of the

last century, believe that there are many battles still to be fought, although they remain deeply divided on which battles they are. These unanswered questions not only relate to the rights of women, but to the impact that the successes of women's movements have had on society as a whole. Their progress has fuelled increasingly complex dilemmas on issues such as the rights of children, relationships with the opposite sex, and the escalation of previously rare social problems. They have exposed shortcomings in the accepted framework and in its very assumptions, illustrated by the bitter divisions that plague post-feminist movements. Critically, one must ask if the discussions in the West-promoted as a template and international standard-have addressed the core issues of the debate. If, however, they have overlooked them we are in need of a new perspective.

### **Gateway to Equality**

How are men responding to feminism? In particular, at work dealing with the challenge to their power and privilege represented by positive action for sex equality? The 1980s saw many organizations, from major companies to left-wing local councils, take action to improve women's chances. The research on which this book is based evaluates the part of men in the equality process. The author demonstrates the social mechanisms through which women's aspirations for change are thwarted and draws lessons from experience for feminist activism in organizations in the 1990s.

### **Women in Search of Literary Space**

Michael Burger's goal in this inexpensive overview is to provide a brief, historical narrative of Western civilization. Not only does its length and price separate this text from the competition, but its no-frills, uncluttered format and well-written, one-authored approach make it a valuable asset for every history student. The Shaping of Western Civilization begins with the ancient Near East and ends with globalization. Unlike other textbooks that pile on dates and facts, Shaping is a more coherent and interpretive presentation. Burger's skills as writer and synthesizer will enable students to obtain the background required to ask meaningful questions of primary sources. In addition to suggestions for further reading, this overview includes over 50 images and 22 maps.

### **Beyond Equality and Difference**

The International Labor Organization (ILO), founded in 1919 at the Paris Peace Conference, was the first international organization established prior to World War II to mention women in its constitution. Organized to promote the "protection of young children, young persons and women," its original Labor Charter stood by the principle that "men and women should receive equal remuneration for work of equal value." Social Justice for Women provides the first comprehensive and

analytical history of the ILO with respect to women, examining the origins, operations, and successes and weaknesses of its policies. Carol Riegelman Lubin, a staff member of ILO for seventeen years, and Anne Winslow, for twenty-two years editor for the Carnegie Endowment, explore the important role played by women of the American and British trade union movement in the founding of the ILO. In surveying the organization's history and structure, they ask how the ILO's concern with women has manifested over the years, if it was faithful to its constitution, how it dealt with conflicting needs of women from industrialized nations and Third World countries, and what its relationship was to the international feminist movement. Drawing on case studies and analyses of literature on women and work, the authors identify the role of other international organizations in response to the ILO in fostering, or sometimes hindering, women's development in the labor area.

### **Sexuality, Morals and Justice**

### **Women and Equality**

Against the background of the law reform debates around sexuality in Britain and America, Bamforth examines what functions it is legitimate for the law to serve and how effective law can be in achieving social goals. He provides a new and cogent argument for protecting lesbian and gay rights through law, but is sceptical about how useful law can be in eradicating discriminatory social practices. This work sheds new light on the equal rights debate and raises issues of central importance to the role of law in society.

### **In Search of Human Nature**

Michael Burger's goal in this inexpensive overview is to provide a brief, historical narrative of Western civilization. Not only does its length and price separate this text from the competition, but its no-frills, uncluttered format and well-written, one-authored approach make it a valuable asset for every history student. The Shaping of Western Civilization: From the Reformation to the Present begins with the Reformation and ends with globalization. Unlike other textbooks that pile on dates and facts, Shaping is a more coherent and interpretive presentation. Burger's skills as writer and synthesizer will enable students to obtain the background required to ask meaningful questions of primary sources. In addition to suggestions for further reading, this overview includes over 20 images and 11 maps.

### **Women and Equality in the Workplace**

## **Women and Politics**

Charts new trends in gender studies through a compelling analysis of Igbo society.

## **Two Paths to Equality**

Temperance and Woman Suffrage were about much more than prohibition and the vote; they were powerful early expressions of what has become the continuing concern of the women's movement for the social well-being of children and families and for the right of women to the same opportunities as men. In this first book to assess the combined influence of temperance and suffrage on woman's evolving role in American society, sociologist Janet Zollinger Giele argues that the two movements together accomplished much more than either could have done alone. Giele traces the history of temperance and suffrage to women's involvement in missionary work, moral reform, and abolition between the Revolutionary and Civil Wars. Her intensive study of the Woman's Christian Temperance Union, founded in 1874, reveals what many will find to be its surprisingly wide scope of social concerns. The temperance women, often thought of in caricature as priggish, narrow-minded souls who abhorred alcohol, were largely motivated by the desire to eliminate the ill health, poverty, violence against women and children, and broken homes that resulted from its abuse. Giele's study of the suffrage movement chronicles its evolution from the small gathering in Seneca Falls, New York, in 1848 through the dramatic division of its ranks following the Civil War to its reunification near the turn of the century and finally to its ultimate victory with the passage of the Nineteenth Amendment in 1920. Giele's analysis is informed by her search of the leading temperance and suffrage newspapers for a view of each group's concerns unfiltered by time and second opinions; she also surveys the life histories of dozens of temperance and suffrage leaders to discern the common experiences that likely led them to their cause. Her study of each movement covers its ideology, organizational development, and tactical strategies. "The temperance and suffrage movements illustrate three important points for modern-day feminists," Giele concludes. "First, the early leaders were inspired by the challenges and difficulties in their own lives to envision the new social order in which they wanted to live. Second, they organized and pressed their agenda for social change until they won a wider following. Finally, they welded their claims on behalf of others together with claims on behalf of themselves. United for social responsibility as well as for individual rights, their cause could not be turned aside." Giele's original research, comprehensive historical knowledge, insightful analysis, and thoughtful application of scholarly theory to real-life practice render this volume useful to practicing feminists and students of feminist and social movement history alike.

## **Equality on Trial**

This collection of essays examines immigrants and racial-ethnic relations in Canada from the mid-nineteenth century to the

post-1945 era.

## **In Search of Victorian Values**

Charles McClain's illuminating new study probes Chinese efforts to battle manifold discrimination—in housing, employment, and education—in nineteenth-century America. Challenging the stereotypical image of a passive, insular group, McClain reveals a politically savvy population capable of mobilizing to fight mistreatment. He draws on English- and Chinese-language documents and rarely studied sources to chronicle the ways the Chinese sought redress and change in American courts. McClain focuses on the San Francisco Bay Area, the home of almost one-fifth of the fifty thousand Chinese working in California in 1870. He cites cases in which Chinese laundrymen challenged the city of San Francisco's discriminatory building restrictions, and lawsuits brought by parents to protest the exclusion of Chinese children from public schools. While vindication in the courtroom did not always bring immediate change (Chinese schoolchildren in San Francisco continued to be segregated well into the twentieth century), the Chinese community's efforts were instrumental in establishing several legal landmarks. In their battles for justice, the Chinese community helped to clarify many judicial issues, including the parameters of the Fourteenth Amendment and the legal meanings of nondiscrimination and equality. Discussing a wide range of court cases and gleaning their larger constitutional significance, *In Search of Equality* brings to light an important chapter of American cultural and ethnic history. It should attract attention from American and legal historians, ethnic studies scholars, and students of California culture.

## **Women and Workplace Discrimination**

Meet the brilliant women who persisted across generations to change the Constitution. Their stories reveal why the Equal Rights Amendment still matters in the twenty-first century. The year 2020 marks the centennial the Nineteenth Amendment, guaranteeing women's constitutional right to vote. But have we come far enough? After passage of the Nineteenth Amendment, revolutionary women demanded full equality beyond suffrage, by proposing the Equal Rights Amendment (ERA). Congress took almost fifty years to adopt it in 1972, and the states took almost as long to ratify it. In January 2020, Virginia became the final state needed to ratify the amendment. Why did the ERA take so long? Is it too late to add it to the Constitution? And what could it do for women? A leading legal scholar tells the story of the ERA through the voices of the bold women lawmakers who created it. They faced opposition and subterfuge at every turn, but they kept the ERA alive. And, despite significant gains, the achievements of gender equality have fallen short, especially for working mothers and women of color. Julie Suk excavates the ERA's past to guide its future, explaining how the ERA can address hot-button issues such as pregnancy discrimination, sexual harassment, and unequal pay. The rise of movements like the Women's March and #MeToo have ignited women across the country. Unstoppable women are winning elections,

challenging male abuses of power, and changing the law to support working families. Can they add the ERA to the Constitution and improve American democracy? *We the Women* shows how the founding mothers of the ERA and the forgotten mothers of all our children have transformed our living Constitution for the better.

### **The Paradox of Gender Equality**

#### **Equality**

*Equality or Discrimination?* strives to close the gap in existing literature and address the often-neglected field of research on the discrimination of African Americans in the U.S. Armed Forces during the Vietnam War. Despite the awakened interest of academics, authors, artists, and experts from a multitude of fields and the vast selection of literature on the Vietnam War and its veterans, African Americans have received little attention until now. Based on initial findings, Dr. Kimbrough analyzes key issues including whether or not African Americans experienced racial discrimination while serving. The study also focuses on whether the Vietnam War was indeed the first fully integrated conflict in which the U.S. attempted to engage in militarily without racial division. The findings contradict the traditional image of equality in the U.S. Armed Forces and provide the basis for the dissertation. Proving that soldiers in the Vietnam War were NOT treated equally, Dr. Kimbrough argues that African Americans experienced various forms of discrimination during a tumultuous time in U.S. history in which the opposite treatment of its soldiers was required.

#### **In Search of Equality, Development and Peace**

Kristin A. Goss examines how women's civic place has changed over the span of more than 120 years, how public policy has driven these changes, and why these changes matter for women and American democracy. As measured by women's groups' appearances before the U.S. Congress, women's collective political engagement continued to grow between 1920 and 1960—when many conventional accounts claim it declined—and declined after 1980, when it might have been expected to grow. Goss asks what women have gained, and perhaps lost, through expanded incorporation, as well as whether single-sex organizations continue to matter in 21st-century America.

#### **Equality Or Discrimination?**

*Women and Politics* is a comprehensive examination of women's use of politics in pursuit of gender equality. How can demands for gender equality be reconciled with sex differences? Resolving this paradoxical question has proceeded along

two paths: the legal equality doctrine, which emphasizes gender neutrality, and the fairness doctrine, which recognizes differences between men and women. The text's clear analysis and presentation of theory and history helps students to think critically about the difficulties faced by women in politics, and about how public policies in education, labour and the economy, and family and fertility, impact gender equality. The fully-revised fourth edition explores new critical perspectives, recent political events, and current challenges to gender equality, including the 2016 presidential election and Hillary Clinton's candidacy, the fight for equal pay and paid leave, and the debate over reproductive rights and campus sexual assault. It also includes current scholarship on the intersections of race, class, and gender, and expanded coverage of minority women, women in the military, and conservative women. This text, and its two-path framework, is essential to understanding women's pursuit of equality via the political system.

### **Social Justice for Women**

Looks at the housing crisis in the United States and provides details on the lives of several African American women and their journeys to find a home.

### **In Search of Respect and Equality**

Winner of the Pulitzer Prize in History in 1972, and a past president of both the Organization of American Historians and the American Historical Association, Carl Degler is one of America's most eminent living historians. He is also one of the most versatile. In a forty year career, he has written brilliantly on race (Neither Black Nor White, which won the Pulitzer Prize), women's studies (At Odds, which Betty Friedan called "a stunning book"), Southern history (The Other South), the New Deal, and many other subjects. Now, in *The Search for Human Nature*, Degler turns to perhaps his largest subject yet, a sweeping history of the impact of Darwinism (and biological research) on our understanding of human nature, providing a fascinating overview of the social sciences in the last one hundred years. The idea of a biological root to human nature was almost universally accepted at the turn of the century, Degler points out, then all but vanished from social thought only to reappear in the last four decades. Degler traces the early history of this idea, from Darwin's argument that our moral and emotional life evolved from animals just as our human shape did, to William James's emphasis on instinct in human behavior (then seen as a fundamental insight of psychology). We also see the many applications of biology, from racism, sexism, and Social Darwinism to the rise of intelligence testing, the eugenics movement, and the practice of involuntary sterilization of criminals (a public policy pioneered in America, which had sterilization laws 25 years before Nazi Germany--one such law was upheld by Oliver Wendell Holmes's Supreme Court). Degler then examines the work of those who denied any role for biology, who thought culture shaped human nature, a group ranging from Franz Boas, Ruth Benedict, and Margaret Mead, to John B. Watson and B.F. Skinner. Equally important, he examines the forces behind this

fundamental shift in a scientific paradigm, arguing that ideological reasons--especially the struggle against racism and sexism in America--led to this change in scientific thinking. Finally, Degler considers the revival of Darwinism without the Social Darwinism, racism, and sexism, led first by ethologists such as Karl von Frisch, Nikolaas Tinbergen, Konrad Lorenz, and Jane Goodall--who revealed clear parallels between animal and human behavior--and followed in varying degrees by such figures as Melvin Konner, Alice Rossi, Jerome Kagen, and Edward O. Wilson as well as others in anthropology, political science, sociology, and economics. What kind of animal is Homo sapiens and how did we come to be this way? In this wide ranging history, Carl Degler traces our attempts over the last century to answer these questions. In doing so, he has produced a volume that will fascinate anyone curious about the nature of human beings.

### **The Equality Illusion**

In 1964, Title VII of the Civil Rights Act outlawed workplace sex discrimination, but its practical meaning was uncertain. Equality on Trial examines how a generation of workers and feminists fought to infuse the law with broad notions of sex equality, reshaping workplaces, activist channels, state agencies, and courts along the way.

### **Equality for Women = Prosperity for All**

This is an open access title available under the terms of a CC BY-NC-ND 3.0 IGO licence. It is free to read at Oxford Scholarship Online and offered as a free PDF download from OUP and selected open access locations. BL Distinguished editors and contributors BL Addresses questions of some urgency for the question of women's quality of life BL Inter-disciplinary, ranging over philosophy, economics, political science, anthropology, law and sociology BL Combines theory with case-studies BL Accessible to non-specialist reader BL Sequel to The Quality of Life, edited by Martha Nussbaum and Amartya Sen, applying the 'capabilities' approach outlined in that volume BL Topical - challenges 'politically correct' relativist approaches and discusses the validity of charges of 'cultural imperialism' levelled at Western aid and intervention policies. Women, a majority of the world's population, receive only a small proportion of its opportunities and benefits. According to the 1993 UN Human Development Report, there is no country in the world in which women's quality of life is equal to that of men. This examination of women's quality of life thus addresses questions which have a particular urgency. It aims to describe the basic situation of all women and so develops a universal account that can answer the charges of 'Western imperialism' frequently made against such accounts. The contributors confront the issue of cultural relativism, criticizing the relativist approach which, in its desire to respect different cultural traditions, can result in indifference to injustice. An account of gender justice and women's equality is then proposed in various areas in which quality of life is measured. These issues are related throughout to the specific contexts of India, Bangladesh, China, Mexico, and Nigeria through a series of case studies. Disciplines represented include philosophy, economics, political science, anthropology,

law, and sociology. Like its predecessor, *The Quality of Life*, this volume encourages the reader to think critically about the central fundamental concepts used in development economics and suggests major criticisms of current economic approaches from that fundamental viewpoint. Contributors: Martha Nussbaum, Marty Chen, Susan Wolf, Jonathan Glover, Onora O'Neill, David Crocker, Hilary Putnam, Linda Alcoff, Amartya Sen, Susan Moller Okin, Ruth Anna Putnam, Cass R. Sunstein, Christine M. Korsgaard, Catherine Lutz, Xiaorong Li, Margarita M. Valdes, Nkiru Nzegwu

### **A Nation of Immigrants**

Title VII of the 1964 federal Civil Rights Act and state anti-discrimination laws prohibit discrimination in employment based on sex, as well as on race, national origin, and religion. At the same time, sweeping economic and social trends have led to women's entry into the national workforce in vast numbers. Women have gained access to positions formerly barred to them, and the past four decades have witnessed the elevation of women to corporate and professional levels formerly unheard of. Undoubtedly, during this time, discrimination against women in the workplace has abated. But it remains prevalent. Attorney Raymond F. Gregory addresses the millions of women who think they might be facing sexual discrimination and traces the history of federal measures enacted to assist workers in contesting unlawful employer conduct. He explains how the law works and presents actual court cases to demonstrate the ways that women have challenged their employers. The cases illustrate legal principles in real-life experiences. Many of the cases relate compelling stories of workers caught up in a web of employer discriminatory conduct. Gregory has eliminated legal jargon, ensuring that all concepts

### **We the Women**

The dramatic, untold story of how women battled blatant inequities in America's legal system. As late as 1967, men outnumbered women twenty to one in American law schools. With the loss of deferments from Vietnam, reluctant law schools began admitting women to avoid plummeting enrollments. As women entered, the law resisted. Judges would not hire women. Law firms asserted a right to discriminate against women. Judges permitted discrimination by employers against pregnant women. Courts viewed sexual harassment as, one judge said, "a game played by the male superiors." Violence against women seemed to exist beyond the law's comprehension. In this landmark book, Fred Strebeigh shows how American law advanced, far and fast. He brings together legal evidence and personal histories to portray the work of concerned women and men to advance legal rights in America. *Equal* combines interviews with litigators, plaintiffs, and judges, including Ruth Bader Ginsburg and Catharine MacKinnon, along with research from private archives of attorneys who took cases to the Supreme Court, to narrate battles waged against high odds and pinnacles of legal power. *Equal*, in the words of Professor Suzanne A. Kim of Rutgers Law School, is a book for "anyone interested in how each individual can

improve our society through compassion, drive, and creativity."

## **Family Matters**

### **What Works**

Like most of the nation during the 1930s, St. Louis, Missouri, was caught in the stifling grip of the Great Depression. For the next thirty years, the "Gateway City" continued to experience significant urban decline as its population swelled and the area's industries stagnated. Over these decades, many African American citizens in the region found themselves struggling financially and fighting for access to profitable jobs and suitable working conditions. To combat ingrained racism, crippling levels of poverty, and sub-standard living conditions, black women worked together to form a community-based culture of resistance -- fighting for employment, a living wage, dignity, representation, and political leadership. Gateway to Equality investigates black working-class women's struggle for economic justice from the rise of New Deal liberalism in the 1930s to the social upheavals of the 1960s. Author Keona K. Ervin explains that the conditions in twentieth-century St. Louis were uniquely conducive to the rise of this movement since the city's economy was based on light industries that employed women, such as textiles and food processing. As part of the Great Migration, black women migrated to the city at a higher rate than their male counterparts, and labor and black freedom movements relied less on a charismatic, male leadership model. This made it possible for women to emerge as visible and influential leaders in both formal and informal capacities. In this impressive study, Ervin presents a stunning account of the ways in which black working-class women creatively fused racial and economic justice. By illustrating that their politics played an important role in defining urban political agendas, her work sheds light on an unexplored aspect of community activism and illuminates the complexities of the overlapping civil rights and labor movements during the first half of the twentieth century.

### **In Search of Human Dignity**

This book brings together academics, legal practitioners and activists with a wide range of pro-choice, pro-life and other views to explore the possibilities for cultural, philosophical, moral and political common ground on the subjects of abortion and reproductive justice more generally. It aims to rethink polarized positions on sexuality, morality, religion and law, in relation to abortion, as a way of laying the groundwork for productive and collaborative dialogue. Edited by a leading figure on gender issues and emerging voices in the quest for reproductive justice - a broad concept that encompasses the interests of men, women and children alike - the contributions both search for 'common ground' between opposing positions in our struggles around abortion, and seek to bring balance to these contentious debates. The book will be

valuable to anyone interested in law and society, gender and religious studies and philosophy and theory of law.

### **Women, Culture, and Development**

A comprehensive look at the ERA debates of the 1920s.

### **Gender Equality in the Caribbean**

A groundbreaking book about the direct relationship between a woman's rights and freedoms and the economic prosperity of her country. "The authors speak to hearts as well as minds." —Maud de Boer Buquicchio, UN Special Rapporteur "Not only timely but profoundly important—a must-read." Jackie Jones, Professor of Feminist Legal studies Gender discrimination is often seen from a human rights perspective; it is a violation of women's basic human rights, as embedded in the Universal Declaration, the UN Charter and other such founding documents. Moreover, there is overwhelming evidence that restrictions and various forms of discrimination against women are also bad economics. They undermine the talent pool available to the private sector, they distort power relationships within the family and lead to inefficiencies in the use of resources. They contribute to create an environment in which women, de facto, are second class citizens, with fewer options than men, lower quality jobs, lower pay, often the victims of various forms of violence, literally from the cradle to the grave. They are also not fully politically empowered and have scant presence in the corridors of power, whether as finance ministers, central bank governors, prime ministers or on the boards of leading corporations. Why is gender inequality so pervasive? Where does it come from? Does it have cultural and religious roots? And what are the sorts of policies and values that will deliver a world in which being born a boy or a girl is no longer a measure of the likelihood of developing one's human potential?

### **Women's Quest for Economic Equality**

Although Slavery in The United States ended with the end of The Civil War, a new type of bondage developed to reinforce the old status quo and the caste order. Consequently, freedom did not truly occur in The United States until after the work of Civil Rights Activist, DR. Martin Luther King Jr., had been firmly entrenched within the society. Reinforcing the values of The Civil Rights Movement was the election to The Presidency of Barak Obama. The irony of the Barak Obama win, however, is that Barak Obama is a Democrat. For from 1848 to the present day The Republican Party has been the political home of most prominent minorities in The United States. The values of The Civil Rights Movement have always been the values of The Republican Party. The biographies, therefore, within In Search of The Republican Party, are an attempt to recreate the role of The Republican Party in securing Freedom, Liberty, Human Rights, and Constitutional Guarantees for

the minorities.

## **Reimagining Equality**

Iran's continued retention of discriminatory laws stands in stark contrast to the advances Iranian women have made in other spheres since the Revolution in 1979. Leila Alikarami here aims to determine the extent to which the actions of women's rights activists have led to a significant change in their legal status. She argues that while Iranian women have not yet obtained legal equality, the gender bias of the Iranian legal system has been successfully challenged and has lost its legitimacy. More pertinently, the social context has become more prepared to accommodate legal rights for women. Highlighting the key challenges that proponents of gender equality face in the Muslim context, Alikarami attempts to ascertain the causes of Iran's failure to ratify the CEDAW and questions whether and to what extent interpretations of Islamic principles prevent Iran from doing so. Applying feminist legal theory to contemporary Iran, Alikarami's approach re-evaluates the underlying principles that have shaped the struggle for equal rights between the sexes.

## **Equal: Women Reshape American Law**

Historically, as well as more recently, women's emancipation has been seen in two ways: sometimes as the 'right to be equal' and sometimes as the 'right to be different'. These views have often overlapped and interacted: in a variety of guises they have played an important role in both the development of ideas about women and feminism, and the works of political thinkers by no means primarily concerned with women's liberation. The chapters of this book deal primarily with the meaning and use of these two concepts in the context of gender relations (past and present), but also draw attention to their place in the understanding and analysis of other human relationships.

## **In Search of the Republican Party**

From the heroic lawyer who spoke out against Clarence Thomas in the historic confirmation hearings twenty years ago At the historic Clarence Thomas confirmation hearings, Anita Hill spoke out courageously about workplace sexual harassment. Now she turns to the topic of home. As our country reels from the subprime mortgage meltdown and the resulting devastation of so many families and communities, Hill takes us inside this "crisis of home" and exposes its deep roots in race and gender inequities, which continue to imperil every American's ability to achieve the American Dream. In this period of recovery and its aftermath, what is at stake is the inclusive democracy the Constitution promises. The achievement of that ideal, Hill argues, depends on each American's ability to secure a place that provides access to every opportunity our country offers. Building on the great strides of the women's and civil rights movements, Hill presents

concrete proposals that encourage us to broaden our thinking about home and to reimagine equality for America's future.

### **Reimagining Equality**

Our human dignity can be taken from us in unjust relationships, which makes resistance and a search for dignity necessary. This search can take place in different ways - in this book through academic studies in theology, ethics and education. Human dignity relates to human rights, which are also explored here; moreover, perspectives from gender and postcolonial theory inform the studies. The reflection on human dignity ends in a discussion of education, making the book a resource in addressing contemporary value issues in education. This collection of lectures, articles and papers covers a certain time period. In the texts particular themes recur, which contributes to continuity and coherence. The focus of more recently written chapters takes the discussion in new directions. Karin Sporre, with a PhD in Ethics from Lund University, Sweden, is Professor in Education focusing on values, gender and diversity at Umeå University, Sweden. Since 2001 she has been actively engaged in co-operation with South African colleagues. This has inspired comparison between South Africa and Sweden, exemplified in some of the chapters in her book "In Search of Human Dignity".

### **Two Paths to Women's Equality**

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 1 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 women 96% of executive directors of the UK's top hundred companies are men Structuring 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.

### **In Search of Equality**

Explores reasons for women's continued economic disadvantage and the conflicts women feel between career and family, which men do not. Offers proposals that would help society overcome these discrepancies. Annotation copyrighted by Book News, Inc., Portland, OR

## **In Search of Common Ground on Abortion**

We've been talking about changing corporate America for decades. Decades. And yet no real change has occurred. At least not when it comes to equality for all. Honestly, the talk is lip service for most. Why? Because the dominant group will not give up power willingly. So what will it take to originate authentic change for corporate America in today's climate? To achieve equality for all? Our country is running at a fever pitch. And so is our business world. And it seems there's no solution. Until you talk to Trudy Bourgeois. She knows the solution. She lives the solution. And she teaches the solution. The solution for our world today is this: courageous conversations. Courageous conversations about the difficult topics that get to the emotional level to create buy-in. At ALL levels of corporate America, top-to-bottom and bottom-to-top. Nothing happens until we talk about the truth and get to the core of the situation. Trudy takes the lead in those conversations right here and now. Throughout this groundbreaking book, she lights our path through the hard topics, through the tough and uncomfortable conversations, in such a way as to speak the truth in love - something she does well. If you are a leader of people (which is all of us), then settle in and get ready to learn and grow. Trudy Bourgeois takes her own personal and professional life experiences and the experiences of hundreds of leaders who were interviewed across generations and genders for this book provides. She provides a roadmap to a place called "deep democracy." It is in this place where cultures are bred that level the playing field, unleash potential, and afford everyone an equal opportunity to authentically contribute at their highest level. Trudy isn't afraid to have the courageous conversations necessary for true change and equality to finally take place in corporate America. If you want to experience success as a leader in today's world, you will want to not only read this book but also think long and hard about your habits, behaviors and patterns that shape how you engage across differences. Your success depends upon it.

## **Women and Equality in Iran**

"In Search of Respect and Equality" includes the captivating experiences of slave and free women from North America and European colonies. Although the lives of the slave and free women were dissimilar, and they also resided in different countries, they appeared to possess commonalities. For instance, they shared mutual values and expectations to be free, educated, self-sufficient, and live a life of respect and equality. The women resided in countries such as the United States, Canada, Jamaica, Brazil, Cuba, Barbados, Antigua, St. Croix, Trinidad and Tobago, the African continent, and other nations. The book also uncovers controversial issues such as Mary Seacole's setbacks as a result of Florence Nightingale's continued unwanted interferences. "In Search of Respect and Equality" should be an inspiration to readers all over the world.

## **Equality with a Vengeance**

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.

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