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# So ORDERED

THE HARD WAY

MAKING PARTNER

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**Melvin I. Urofsky**



## **So Ordered Making Partner The Hard Way:**

**Because of Sex** Gillian Thomas, 2016-03-08 Meticulously researched and rewarding to read Thomas is a gifted storyteller The New York Times Book Review Best known as a monumental achievement of the civil rights movement the 1964 Civil Rights Act also revolutionized the lives of America's working women Title VII of the law made it illegal to discriminate because of sex But that simple phrase didn't mean much until ordinary women began using the law to get justice on the job and some took their fights all the way to the Supreme Court Among them were Ida Phillips denied an assembly line job because she had a preschool age child Kim Rawlinson who fought to become a prison guard a man's job Mechelle Vinson who brought a lawsuit for sexual abuse before sexual harassment even had a name Ann Hopkins denied partnership at a Big Eight accounting firm because the men in charge thought she needed a course at charm school and most recently Peggy Young UPS truck driver forced to take an unpaid leave while pregnant because she asked for a temporary reprieve from heavy lifting These unsung heroines' victories and those of the other women profiled in Gillian Thomas **Because of Sex** dismantled a Mad Men world where women could only hope to play supporting roles where sexual harassment was just the way things are and where pregnancy meant getting a pink slip Through first person accounts and vivid narrative **Because of Sex** tells the story of how one law our highest court and a few tenacious women changed the American workplace forever **So Ordered** Ann Branigar Hopkins, 1996 The personal account of a professional woman who fought against sexual discrimination by a major accounting firm and won Hopkins describes her life before during and after the seven years of litigation that led to the court ruling in her favour Complicating her battle were several family crises **Just Not That Likable** Gloria J. Romero, 2021-10-19 Gloria Romero former California Senate Majority Leader and Professor Emeritus of Psychology shatters the glass ceiling in a sweeping takedown of gender bias at the workplace and the price women and society pay for the virulent double standard of the likability factor that persists in the workplace She exposes the link between success and likability that 21st century women leaders face in politics and the workplace In a book both accessible and enlightening Senator Romero stands as a woman unafraid to break down barriers for women As the first female Majority Leader of the upper house in California's State Legislature she authored major reform laws in public education criminal justice governmental ethics and transparency **Just Not That Likable** is the story of a trailblazer who understood that while the 20th century sexism of unequal pay for equal work had been outlawed and anti discrimination laws had become common there was still a hidden likability penalty and the so called double bind applied to successful women The book features the most comprehensive review to date of what is known about the double bind faced by women executives and leaders they are expected to exhibit strength and lead but are penalized as being abrasive or exhibiting characteristics stereotyped as being masculine Drawing on her own life as well Senator Romero's journey leads her to the realization that when women smash through the persisting ceiling still with us in the 21st century the shards cut Too deep and too often these practices and

behaviors shut down opportunity for our daughters sisters and each other Just Not That Likable recognizes that our workplaces must promote practices policies and cultures which confront and disassemble this double bind for women

**What Women Want** Deborah L. Rhode,2014-08-01 What Women Want is a trenchant examination of the struggle for women s equality and a prescription for what to focus on next in order to ensure maximum success Feminism today is a movement that lacks leadership unity and definition and it has gotten stuck in a boom and bust cycle when it comes to public opinion and action Despite significant progress over the last fifty years equality is still a distant goal in the political social and economic spheres Only by identifying the barriers both internal and external that remain Deborah Rhode argues can we begin to identify solutions A rigorously researched and well written answer to the glut of gender related books that have come onto the market recently What Women Want comprehensively analyzes the challenges the feminist movement faces today Combining sharp academic analysis and interviews with notable figures such as Sheryl Sandberg Rhode focuses on five main topics employment issues such as pay discrimination work life balance and the government s pitiful response the assault on women s reproductive rights and the limits it places on their economic mobility sexual harassment and violence and the detrimental effect that the unfashionable label feminist can have especially in attracting young women to the movement Despite these formidable obstacles the goals and principles of feminism are widely accepted by the American mainstream and Rhode herself a pathbreaker in the fields of law and education offers effective strategies for redefining and advancing the feminist agenda thereby creating a movement that truly recognizes and is responsive to what all women want

**Rosie's Daughters** Matilda Butler,Kendra Bonnett,2007 Meet Rosie s Daughters in this collective memoir of American women born during World War II precursors of the Baby Boom generation Their stories will inform entertain and surprise you In these in depth interviews they are declaring their place in history Before Bostock Jason A. Pierceson,2022-05-31 On June 15 2020 the Supreme Court ruled in Bostock v Clayton County in a 6 to 3 decision with a majority opinion authored by conservative Justice Neil Gorsuch that Title VII of the Civil Rights Act of 1964 prohibited employment discrimination on the basis of gender identity and sexual orientation The decision was a surprise to many if not most observers but as Jason Pierceson explores in this work it was not completely unanticipated The decision was grounded in a recent but well developed shift in federal jurisprudence on the question of LGBTQ rights that occurred around 2000 with gender identity claims faring better in federal court after decades of skepticism The most important precedent for these cases was a 1989 Supreme Court case that did not deal directly with LGBTQ rights Price Waterhouse v Hopkins The court ruled in Price Waterhouse that sex stereotyping is a form of discrimination under Title VII a provision that prohibits discrimination in employment based upon sex Ann Hopkins was a cisgender heterosexual woman who was denied a promotion at her accounting firm for being too masculine At the time of the decision and in the wake of the devastating decision for the LGBTQ movement in Bowers v Hardwick 1986 the case was not viewed as creating a strong precedential foundation for

LGBTQ rights claims especially claims based upon sexual orientation Even in the context of gender identity the connection was not made to the emerging movement for transgender rights until a decade later In the 2000s however federal courts were consistently applying the case to protect transgender individuals While not the result of coordinated litigation nor initially connected to the LGBTQ rights movement Price Waterhouse has been one of the most important and powerful precedents in recent years outside of the marriage equality cases Before Bostock tells the story of how this accidental precedent evolved into such a crucial case for contemporary LGBTQ rights Pierceson examines the groundbreaking Supreme Court decision of Bostock v Clayton County through the legal path created by Title VII of the Civil Rights Act of 1964 and the interpretation of the word sex over time Focusing on history courageous LGBTQ plaintiffs and the careful work of legal activists Before Bostock illustrates how the courts can expand LGBTQ rights when legislators are more resistant and it adds to our understanding about contemporary judicial policymaking in the context of statutory interpretation

Outsiders Zachary Kramer, 2019-01-23 What is the future of civil rights Like a living thing discrimination evolves adapting to its time As discrimination becomes more individualized as difference becomes more pronounced we need a civil rights that is attuned to the way identity is performed today Outsiders is filled with stories that demand attention stories of people whose search for identity has cast them to the margins Their stories reveal that we need to refresh our vision of civil rights Taking its cue from religious discrimination law Outsiders proposes two major changes to civil rights law The first is a right to personality Identity comes from within The goal of civil rights law should be to take people as they come to let each of us determine who we are and how we relate to the world around us The second change is a shift in how the law responds to discrimination The critical question driving equality law should be whether there is space to accommodate a person's identity Accommodations are about respecting difference not erasing it Accommodations are a way to bring outsiders in Outsiders seeks to change the way we think about identity equality and discrimination It argues that difference not sameness should be the cornerstone of civil rights Mixing doctrine and theory art and personal narrative Outsiders proposes a civil rights for everyone Being different is universal We are all outsiders

**Women and Leadership** Deborah L. Rhode, 2017 Women and Leadership explores the causes and consequences of the underrepresentation of women in America's leadership roles Drawing on comprehensive research and a survey of prominent women leaders the book describes the reasons for gender inequity in leadership and identifies compelling solutions It is essential reading for anyone interested in leveling the playing field for women

**The Shadow Negotiation** Deborah Kolb, Judith Williams, 2001-02-13 At last here is a book that shows women how to recognize the Shadow Negotiation in which the unspoken attitudes hidden assumptions and conflicting agendas that drive the bargaining process play out and how to use that knowledge to their advantage Each time people bargain over issues a promotion a contract with a new client a bigger role in decision making a parallel negotiation unfolds beneath the surface of the formal discussion Bargainers constantly maneuver to determine whose interests and needs will hold sway

whose opinions will matter and how cooperative each person will be in reaching an agreement. How the issues are resolved hangs on the actions people take in the shadow negotiation yet it is in this shadow negotiation that women most often run into trouble. The most productive negotiations take place when strong advocates can connect with each other. Good results depend equally on a bargainer's positioning her ideas for a fair hearing and on being open to the other side's point of view. But traditionally women have not fared well on either front. Often they let negotiable moments slip by and take the first no as a final answer or their efforts to be responsive to the other side's position are interpreted as accommodation. As a result women can come away from negotiations with fewer dollars, perks, plum assignments or less say in decision making than men. To negotiate effectively women must pay attention to acts of self sabotage as well as to the moves others make in the shadow negotiation. By bargaining more strategically women can establish the terms of their advocacy, their voice and at the same time encourage the open communication essential to a collaborative discussion in which not only acceptable but creative agreements can be worked out. Written by Deborah M. Kolb and Judith Williams, two authorities in the field, *The Shadow Negotiation* shows women a whole new way to think about the negotiation process. Kolb and Williams identify the common stumbling blocks that women encounter and present a game plan for turning their particular strengths to their advantage. Based on extensive interviews with hundreds of business women, *The Shadow Negotiation* provides women with a clear, insightful guide to the hidden machinations that are at work in every bargaining situation. *Covering* Kenji

Yoshino, 2011-11-02. A lyrical memoir that identifies the pressure to conform as a hidden threat to our civil rights, drawing on the author's life as a gay Asian American man and his career as an acclaimed legal scholar, Kenji Yoshino offers his personal search for authenticity as an encouragement for everyone to think deeply about the ways in which all of us have covered our true selves. We really do feel newly inspired. *The New York Times Book Review*. Everyone covers. To cover is to downplay a disfavored trait so as to blend into the mainstream. Because all of us possess stigmatized attributes, we all encounter pressure to cover in our daily lives. Racial minorities are pressed to act white by changing their names, languages or cultural practices. Women are told to play like men at work. Gays are asked not to engage in public displays of same-sex affection. The devout are instructed to minimize expressions of faith, and individuals with disabilities are urged to conceal the paraphernalia that permit them to function. Given its pervasiveness, we may experience this pressure to be a simple fact of social life. Against conventional understanding, Kenji Yoshino argues that the work of American civil rights law will not be complete until it attends to the harms of coerced conformity. Though we have come to some consensus against penalizing people for differences based on race, sex, sexual orientation, religion, and disability, we still routinely deny equal treatment to people who refuse to downplay differences along these lines. At the same time, Yoshino is responsive to the American exasperation with identity politics, which often seems like an endless parade of groups asking for state and social solicitude. He observes that the ubiquity of covering provides an opportunity to lift civil rights into a higher, more universal register. Since we all

experience the covering demand we can all make common cause around a new civil rights paradigm based on our desire for authenticity a desire that brings us together rather than driving us apart Praise for Covering Yoshino argues convincingly in this book part luminous moving memoir part cogent level headed treatise that covering is going to become more and more a civil rights issue as the nation and the nation s courts struggle with an increasingly multiethnic America San Francisco Chronicle A remarkable debut Yoshino s sense of justice is pragmatic and infectious Time Out New York

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