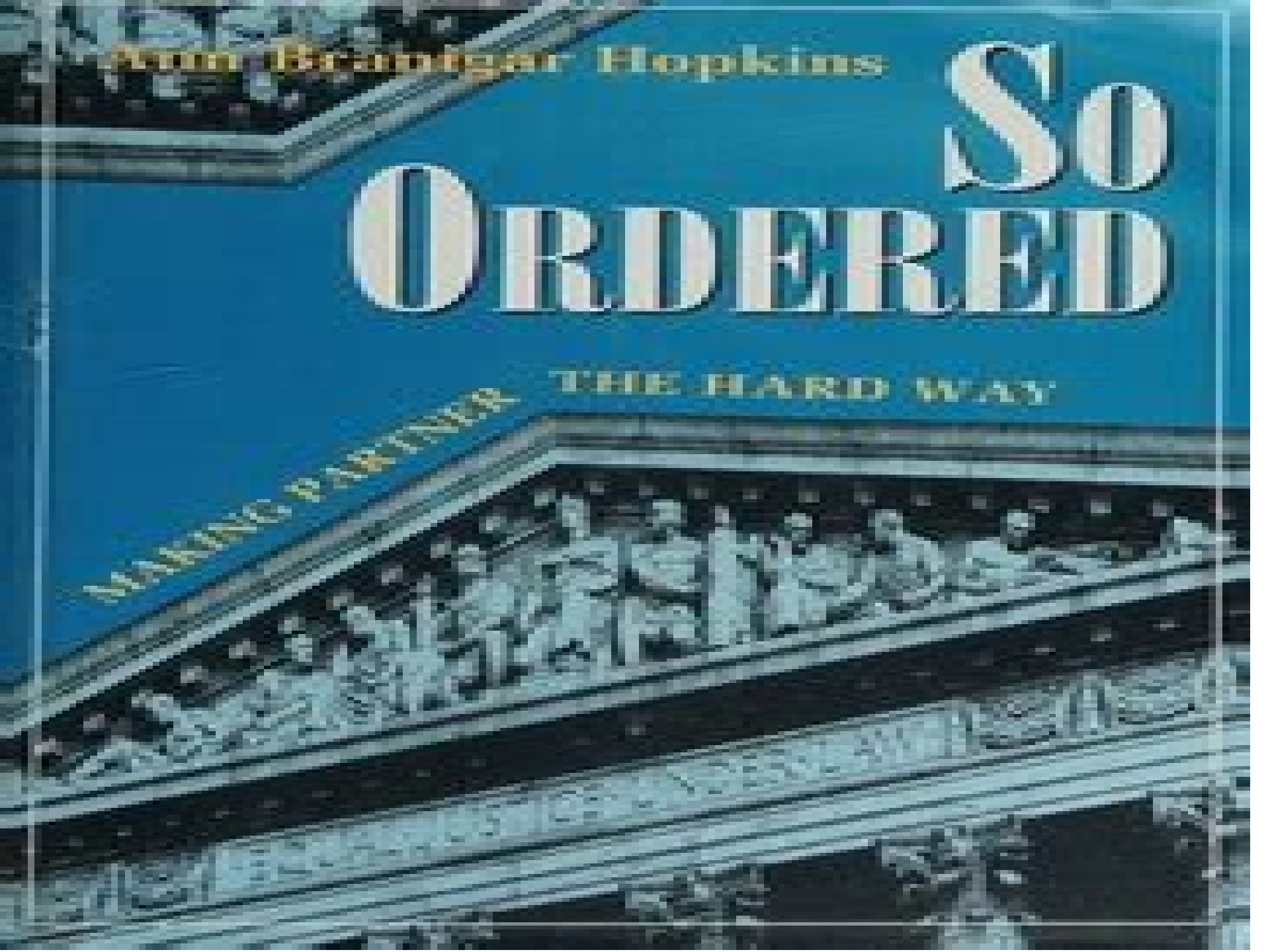


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Because of Sex Gillian Thomas, 2016-03-08 Meticulously researched and rewarding to read Thomas is a gifted storyteller The New York Times Book Review Best known as a monumental achievement of the civil rights movement the 1964 Civil Rights Act also 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 **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 **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 **What Women Want** Deborah L. Rhode, 2014 What Women Want comprehensively analyzes the challenges the feminist movement faces today and puts forward a new policy agenda for women *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 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

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

Teen Legal Rights David L. Hudson Jr., 2015-03-10 The only book of its kind to examine all aspects of a young adult's legal rights at school at work and at home including recent developments in teen oriented legislation Widespread Internet use and evolving privacy concerns compromise the legal rights of teenagers While smart phones social networking and online music downloading pose new legal complications for teens and their parents to navigate the Supreme Court has grappled with rights concerning every aspect of a young adult's life long before now This newly updated text written in accessible language and presented through an informal FAQ format simplifies the laws rights and constitutional implications affecting young people today In an easy to understand non intimidating style First Amendment scholar David L Hudson Jr provides an authoritative analysis of the judicial system utilizing actual court cases and legal arguments to help teens better understand their rights under the law Additionally the text presents recent changes and interpretations of legal areas still in debate This

third edition features an updated examination of recent topics that includes cyberbullying sexting social media privacy and illegal downloads of online content *Outsiders* Zachary Kramer, 2019-01-28 *Outsiders* Why Difference is the Future of Civil Rights seeks to change the way we think about identity equality and discrimination Rather than concentrating on groups this ground breaking book argues that the next wave of civil rights law can change the course of history by focusing on the individual and arguing for the right to personality

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In a world inundated with screens and the cacophony of instantaneous transmission, the profound energy and emotional resonance of verbal artistry usually fade in to obscurity, eclipsed by the continuous assault of sound and distractions. Yet, situated within the lyrical pages of **So Ordered Making Partner The Hard Way**, a charming perform of fictional beauty that pulses with organic feelings, lies an remarkable trip waiting to be embarked upon. Written by a virtuoso wordsmith, that interesting opus instructions visitors on a mental odyssey, gently revealing the latent potential and profound influence stuck within the intricate web of language. Within the heart-wrenching expanse of this evocative evaluation, we shall embark upon an introspective exploration of the book is central subjects, dissect its charming writing fashion, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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