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Private Equity at Work Disability and Equity at Work The Dignity Mindset: a Leader's Guide to Building Gender Equity at Work The Dignity Mindset: a Leader's Guide to Building Gender Equity at Work Rights at Work It's Time to Talk about Race at Work Beyond Work-Family Balance UNBIAS Diversity at WORK: The Business Case for Equity Cultural Value Conformity and Workplace Gender Equality Across Generations Pay Equity, Minimum Wage and Equality at Work Shared Sisterhood The Culture of Equity in Restoration and Eighteenth-Century Britain and America Pay Equity Inclusion, Inc. Utopian Universities Strategies for Deconstructing Racism in the Health and Human Services Inclusion on Purpose Equity in the Workplace Diversity, Equity, and Inclusion for Trainers Beyond Inclusion Equality vs Equity Gender at Work Chokepoint Capitalism Dare to lead - Führung wagen Record of Proceedings The Key to Inclusion Private Equity Understanding Learning at Work Social Rights and the Constitutional Moment Exploring Gender at Work The Economic and Labour Relations Review The Male Mind At Work How to Be an Ally: Actions You Can Take for a Stronger, Happier Workplace The Vision and the Reality Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work Millennials' Guide to Diversity, Equity & Inclusion Diversity in the Work Place Work Lean In

During the past few decades, private equity (PE) has attracted considerable attention from investors, practitioners, and academicians. In fact, a substantial literature on PE has emerged. PE offers benefits for institutional and private wealth management clients including diversification and enhancement of risk-adjusted returns. However, several factors such as liquidity concerns, regulatory restrictions, and the lack of transparency limit the attractiveness of some PE options to investors. The latest volume in the Financial Markets and Investments Series, *Private Equity: Opportunities and Risks* offers a synthesis of the theoretical and empirical literature on PE in both emerging and developed markets. Editors H. Kent Baker, Greg Filbeck, Halil Kiyamaz and their co-authors examine PE and provide important insights about topics such as major types of PE (venture capital, leveraged buyouts, mezzanine capital, and distressed debt investments), how PE works, performance and measurement, uses and structure, and trends in the market. Readers can gain an in-depth understanding about PE from academics and practitioners from around the world. *Private Equity: Opportunities and Risks* provides a fresh look at the intriguing yet complex subject of PE. A group of experts takes readers through the core topics and issues of PE, and also examines the latest trends and cutting-edge developments in the field. The coverage extends from discussing basic concepts and their application to increasingly complex and real-world situations. This new and intriguing examination of PE is essential reading for anyone hoping to gain a better understanding of PE, from seasoned professionals to those aspiring to enter the demanding world of finance. This edited collection assembles cutting-edge comparative policy research on contemporary policies relevant to gender and workplace issues. Contributors analyze contemporary gender-related employment policies ranging from parental leave and maternity programs, sexual harassment, and work/life balance to gender mainstreaming. *Gender and Work in Comparative Perspective* thoroughly illustrates the richness of understanding that can be gained through the juxtaposition of a variety of research methodologies focused on a common theme. The side-by-side presentation of single case studies on countries such as Canada, the United States,

Germany, and Japan allows readers to compare and understand a wide range of policy options, thereby integrating what are usually separate bodies of research on the role of gender in welfare state developments, employment transformations, workplace policies, and work experience. An essential tool for scholars in many fields, this volume clearly illustrates how national approaches to gender and workplace policy form a spectrum of alternatives that, while rooted in the historical and social cultures of individual nation-states, are also subject to similar international global and economic forces. Hundreds of millions of people with disabilities around the world are out of work or underemployed. This book documents what can be done to improve the employment situation of people with disabilities globally

To thrive on the other side of the pandemic, companies will need diversity, equity, and inclusion programs that are strategic and proactive, with unlimited vision, part of overall organizational culture. Unfortunately, previous approaches to diversity equity, inclusion haven't been successful ? women, people of color, and workers from other underrepresented groups experience bias every day at work even though their organizations have diversity, equity, and inclusion programs in place. So what should organizations do? In *Beyond Inclusion: Reimagining the Future of Work, Workers, and The Workplace*, Dr. Shelton Goode examines the continually evolving diversity, equity, and inclusion challenges that organizations will face following the global COVID-19 pandemic. He peeks into his crystal ball and provides leaders with the tips, tools, and resources they will need to create and sustain a workplace where employees feel safe, respected, and valued. Dr. Goode provides practical and budget-friendly advice on reimagining work and the workplace so that employees are comfortable, confident, and competent in expressing themselves while being productive. In an engaging, conversational style, Dr. Goode offers coaches how to think differently about work, workers, and the workplace to achieve a diverse, equitable, and inclusive workplace. In this enlightening new book, you'll discover:

- Why many diversity, equity, and inclusion programs haven't worked and what you can do differently
- New ways to think about work, workers, and the workplace and how you can put people first and still achieve a sustainable profit
- Strategies to reduce bias in solving problems, making decisions, resolving conflicts, and communicating critical information
- Methods for managing a diverse work team and creating an inclusive workplace
- How to engage in courageous conversations about diversity, equity, and inclusion issues
- Ways to reduce organizational biases by ensuring your company's values and culture match its diversity, equity, and inclusion aspirations.
- How the best companies are leveraging diversity, equity, and inclusion for their competitive advantage

Dr. Shelton Goode provides real-world case studies, diversity practitioner interviews, and cutting-edge research that identifies the stages of preparation, implementation, and "self-work" necessary to help organizations build a sustainable where it's not about counting people but making sure people count. He offers CEOs and their Board of Directors a prescription ? a remedy for their company to thrive in a post-pandemic world: listen to learn, open your eyes, move beyond lip service, make room for controversy and conflict, invite new perspectives, and deal with the truth. In a remarkable decade of public investment in higher education, some 200 new university campuses were established worldwide between 1961 and 1970. This volume offers a comparative and connective global history of these institutions, illustrating how their establishment, intellectual output and pedagogical experimentation sheds light on the social and cultural topography of the long 1960s. With an impressive geographic coverage - using case studies from Europe, the Americas, Africa and Asia - the book explores how these universities have influenced academic disciplines and pioneered new types of teaching, architectural design and student experience. From educational reform in West Germany to the establishment of new institutions with progressive, interdisciplinary curricula in the Commonwealth, the illuminating case studies of this volume demonstrate how these universities shared in a common cause: the embodiment of 'utopian' ideals of living, learning and governance. At a time when the role of higher education is fiercely debated, *Utopian Universities* is a timely and considered intervention that offers a wide-ranging, historical dimension to contemporary predicaments. McCann explains how wage discrimination battles have raised public legal consciousness and helped reform activists mobilize working women in the pay equity movement over the past two decades.

Rights at Work explores the political strategies in more than a dozen pay equity struggles since the late 1970s, including battles of state employees in Washington and Connecticut, as well as city employees in San Jose and Los Angeles. Relying on interviews with over 140 union and feminist activists, McCann shows that, even when the courts failed to correct wage discrimination, litigation and other forms of legal advocacy provided reformers with the legal discourse--the understanding of legal rights and their constraints--for defining and advancing their cause. Design systemic equity and diversity into your organization

Inclusion, Inc: How to Design Intersectional Equity into the Workplace moves beyond having tough conversations to deliver an innovative and proven approach to organizational diversity. Eschewing the “mindset-first” approach taken by many diversity, equity, and inclusion (DEI) programs, author and GEN founder Sara Sanford focuses on countering the systemic barriers that abet inequity by adjusting “cultural levers” to facilitate organization-wide change. Inclusion, Inc offers sustainable and cost-effective solutions that yield real, measurable returns, supported by: Data from thousands of surveys and interviews with executive-level changemakers. Case studies from GEN-certified organizations. Innovations drawn directly from the latest in behavioral economics and design-centered thinking. Perfect for business leaders, human resources and DEI professionals, and scholars and students of business, Inclusion, Inc will also prove invaluable to underrepresented employees and their allies seeking real, evidence-based solutions to the dilemma they frequently face: assimilate, or leave. Building on the successful outcomes of a five-year initiative undertaken in New York City, Alma Carten, Alan Siskind, and Mary Pender Greene bring together a national roster of leading practitioners, scholars, and advocates who draw upon extensive practice experiences and original research. Together, they offer a range of strategies with a high potential for creating the critical mass for change that is essential to transforming the nation's health and human services systems. Strategies for Deconstructing Racism in the Health and Human Services closes the gap in the literature examining the role of interpersonal bias, structural racism, and institutional racism that diminish service access and serve as the root cause for the persistence of disparate racial and ethnic outcomes observed in the nation's health and human services systems. The one-of-a-kind text is especially relevant today as population trends are dramatically changing the nation's demographic and cultural landscape, while funds for the health and human services diminish and demands for culturally relevant evidence-based interventions increase. The book is an invaluable resource for service providers and educational institutions that play a central role in the education and preparation of the health and human service workforce. A call to action for the creative class and labor movement to rally against the power of Big Tech and Big Media Corporate concentration has breached the stratosphere, as have corporate profits. An ever-expanding constellation of industries are now monopolies (where sellers have excessive power over buyers) or monopsonies (where buyers hold the whip hand over sellers)—or both. In Chokepoint Capitalism, scholar Rebecca Giblin and writer and activist Cory Doctorow argue we're in a new era of “chokepoint capitalism,” with exploitative businesses creating insurmountable barriers to competition that enable them to capture value that should rightfully go to others. All workers are weakened by this, but the problem is especially well-illustrated by the plight of creative workers. From Amazon's use of digital rights management and bundling to radically change the economics of book publishing, to Google and Facebook's siphoning away of ad revenues from news media, and the Big Three record labels' use of inordinately long contracts to up their own margins at the cost of artists, chokepoints are everywhere. By analyzing book publishing and news, live music and music streaming, screenwriting, radio and more, Giblin and Doctorow deftly show how powerful corporations construct “anti-competitive flywheels” designed to lock in users and suppliers, make their markets hostile to new entrants, and then force workers and suppliers to accept unfairly low prices. In the book's second half, Giblin and Doctorow then explain how to batter through those chokepoints, with tools ranging from transparency rights to collective action and ownership, radical interoperability, contract terminations, job guarantees, and minimum wages for creative work. Chokepoint Capitalism is a call to workers of all sectors to unite to help smash these chokepoints and take back the power and profit that's being heisted away—before it's too late. Chile's constitutional

moment began as a popular demand in late 2019. This collection seizes the opportunity of this unique moment to unpack the context, difficulties, opportunities, and merits to enhance the status of environmental and social rights (health, housing, education and social security) in a country's constitution. Learning from Chilean and international experiences from the Global South and North, and drawing on the analysis of both academics and practitioners, the book provides rigorous answers to the fundamental questions raised by the construction of a new constitutional bill of rights that embraces climate and social justice. With an international and comparative perspective, chapters look at issues such as political economy, the judicial enforceability of social rights, implications of the privatisation of public services, and the importance of active participation of most vulnerable groups in a constitutional drafting process. Ahead of the referendum on a new constitution for Chile in the second half of 2022, this collection is timely and relevant and will have direct impact on how best to legislate effectively for social rights in Chile and beyond. Gender inequality is one of the most serious problems facing US businesses today. Inequality lowers profits, stifles creativity, and causes high employee turnover. Companies struggle to find and retain talented women, and women who land top positions often feel alienated at work. Something has to change. Leaders need an entirely new way of thinking about gender equality. That's what you'll find in this book. The Dignity Mindset offers leaders an innovative, paradigm-shifting approach to facilitate gender equality. By adopting a Dignity Mindset, leaders can replace outdated belief systems with groundbreaking perspectives that recognize the common worth and needs of all employees. In *The Dignity Mindset*, veteran executive coach Susan Hodgkinson shows how gender-biased forces harm organizations. And her groundbreaking Dignity Mindset Toolkit provides a comprehensive roadmap that guides leaders in creating gender-balanced organizations wherein all employees—women and men—can contribute at their highest levels while maximizing business success. *Diversity at Work: The Business Case for Equity* explains why you should strive for a more diverse and equitable workforce: not because you have to comply with legislation and not to feel warm and fuzzy inside, but because it makes good business sense. *Diversity at Work: The Business Case for Equity* is a hands-on, practical guide to the why and how-to of striving for diversity and equity in the workplace: Creating a fair employment system for all employees
Accommodating and valuing difference Hiring and retaining the best-qualified person for the job
Basing all recruiting, hiring, and promotion decisions entirely on merit and equal opportunity
Overcoming backlash associated with controversial affirmative action and employment equity legislation
Successfully implementing a sound and effective diversity strategy in your organization
Achieving improved bottom-line results
Everyone who struggles to meet the demands of work and personal-life responsibilities knows how tough it is to do so. This bold new book shows that it is the deeply engrained separation of work and personal life that has limited our ability to deal effectively with the conflict between them. *Beyond Work-Family Balance* demonstrates why the image of "balance" is outmoded and why a new approach—work-personal life integration—offers greater promise for meaningful change. Providing many examples from action research projects in more than a dozen organizations of different kinds, the authors show how using their method of integrating rather than separating personal-life considerations from the workplace can achieve positive outcomes, not only for workers but also for the work. The method offers a way of looking deeply into the work culture to find inequitable and ineffective work practices that are so embedded and routine that no one thinks to question them^{3/4}they are just the way things get done. Once identified, these work practices can be changed to achieve what the authors call a Dual Agenda: a more equitable workplace where both men and women can achieve their full potential and a more effective workplace where the needs of the work, rather than gendered and outmoded assumptions, determine what gets done and how. *Beyond Work-Family Balance* offers an approach that achieves what "family friendly" policies, "mommy tracks," and so-called flexibility programs cannot. Such programs address the symptoms of the problem. This book offers a way of changing the everyday work practices and norms that are at the root of the problem. *How Can Millennials Leverage their Power to Improve the World?* Diversity, equity, and inclusion have taken center stage, and many Millennials aren't sure where to start

increasing their awareness and competence. Others are culturally competent and want to know how to use their privilege and power to change the world. Millennials' Guide to Diversity, Equity & Inclusion is a primer for all people who want answers to their questions about race, gender, sexual orientation, religion, class, and many other aspects of diversity. This book also addresses how we can talk about privilege, communicate effectively, adapt to a changing world, and become more inclusive leaders. Millennials -- and all of us -- can use this book to learn about diversity, equity, and inclusion and change the world. This practical guide includes: - Suggestions for a deeper understanding of our own culture and values - Recommendations for understanding diversity, equity, and inclusion on multiple levels - Advice on addressing diversity discussion disasters - How to be a leader who promotes an inclusive and fair workplace - Strategies for using your power to improve diversity, equity, and inclusion -- and change the world

Recognising the importance of diversity, belonging and equity is not enough. This book has the practical guidance needed to think differently and make true inclusion a reality. Edited by Stephen Frost, a leading voice in the Diversity, Equity and Inclusion (DEI) space, this book is a must-have for all those who know that achieving inclusion at work is important but don't know where to start. It covers how to be more inclusive as an individual by changing your mindset and building your cultural intelligence as well as how to develop more inclusive teams by adapting management practice and environments whatever the size or structure of your business. The Key to Inclusion also provides tools, strategies and advice on inclusion at an organizational level through inclusive strategy, leadership, governance, data, systems and processes. Supported by real-world examples, interviews and case studies from BBC, the UK National Health Service (NHS), AstraZeneca and LinkedIn, this book looks beyond inclusion in the present to examine inclusion in the future and particularly in tech, financial services and TV. With chapters from a diverse group of expert voices, this book is crucial reading for all HR professionals and business leaders who are looking to deliver true inclusion as individuals, in their teams, in their organizations and communities. This book presents an analysis of the institutional barriers to gender equality. It describes how to uncover the hidden values and cultures - the deep structure - in order to stimulate and entrench new, gender-equitable ways of working. It lays out strategies and approaches for transforming organizations into cultures expressing gender equity and describes how these approaches have been applied in five separate interventions.

Private equity firms have long been at the center of public debates on the impact of the financial sector on Main Street companies. Are these firms financial innovators that save failing businesses or financial predators that bankrupt otherwise healthy companies and destroy jobs? The first comprehensive examination of this topic, *Private Equity at Work* provides a detailed yet accessible guide to this controversial business model. Economist Eileen Appelbaum and Professor Rosemary Batt carefully evaluate the evidence—including original case studies and interviews, legal documents, bankruptcy proceedings, media coverage, and existing academic scholarship—to demonstrate the effects of private equity on American businesses and workers. They document that while private equity firms have had positive effects on the operations and growth of small and mid-sized companies and in turning around failing companies, the interventions of private equity more often than not lead to significant negative consequences for many businesses and workers. Prior research on private equity has focused almost exclusively on the financial performance of private equity funds and the returns to their investors. *Private Equity at Work* provides a new roadmap to the largely hidden internal operations of these firms, showing how their business strategies disproportionately benefit the partners in private equity firms at the expense of other stakeholders and taxpayers. In the 1980s, leveraged buyouts by private equity firms saw high returns and were widely considered the solution to corporate wastefulness and mismanagement. And since 2000, nearly 11,500 companies—representing almost 8 million employees—have been purchased by private equity firms. As their role in the economy has increased, they have come under fire from labor unions and community advocates who argue that the proliferation of leveraged buyouts destroys jobs, causes wages to stagnate, saddles otherwise healthy companies with debt, and leads to subsidies from taxpayers. Appelbaum and Batt show that private equity firms' financial strategies are designed to

extract maximum value from the companies they buy and sell, often to the detriment of those companies and their employees and suppliers. Their risky decisions include buying companies and extracting dividends by loading them with high levels of debt and selling assets. These actions often lead to financial distress and a disproportionate focus on cost-cutting, outsourcing, and wage and benefit losses for workers, especially if they are unionized. Because the law views private equity firms as investors rather than employers, private equity owners are not held accountable for their actions in ways that public corporations are. And their actions are not transparent because private equity owned companies are not regulated by the Securities and Exchange Commission. Thus, any debts or costs of bankruptcy incurred fall on businesses owned by private equity and their workers, not the private equity firms that govern them. For employees this often means loss of jobs, health and pension benefits, and retirement income. Appelbaum and Batt conclude with a set of policy recommendations intended to curb the negative effects of private equity while preserving its constructive role in the economy. These include policies to improve transparency and accountability, as well as changes that would reduce the excessive use of financial engineering strategies by firms. A groundbreaking analysis of a hotly contested business model, *Private Equity at Work* provides an unprecedented analysis of the little-understood inner workings of private equity and of the effects of leveraged buyouts on American companies and workers. This important new work will be a valuable resource for scholars, policymakers, and the informed public alike. This volume brings together leading experts from the United States, Britain, Australia and New Zealand to critically evaluate the current debate on workplace learning, and to propose directions for future developments in both research and practise.

It's time the business world got the actionable, impactful, no-cost strategies needed to increase diversity and inclusion in the workplace. Many white leaders want to create change but don't know how to do so appropriately and effectively. How do you know where the blind spots are that can create obstacles for people of color? Your intentions may be sincere and heartfelt, but intentions aren't enough. In *It's Time to Talk about Race at Work*, acclaimed speaker and bestselling author Kelly McDonald delivers a much-needed roadmap for business people. This book will help you successfully create a fair and equitable workplace that recognizes diverse talent and fosters productive and constructive conversations in your organization. *It's Time to Talk about Race at Work* does not approach diversity from the standpoint of social activism or an HR perspective. Instead, this book shows you exactly what to do and how to do it so that you can make real progress on diversity and inclusion, regardless of the size of your organization. The author's clear, "real talk" style makes it easy to learn: The costs and risks you're incurring if your organization lacks diversity How people who don't consider themselves to be racist may still have diversity blind spots How to start the hard conversations you may not know how to approach The STARTING Method—an eight-step framework that shows you how to ensure your diversity and inclusion efforts are effective How to recognize the excuses people use to avoid taking action on diversity and inclusion How to address the issues and comments that come up when employees feel nervous, resentful, or uncomfortable as you make headway on diversity in your organization Perfect for executives, managers, and leaders in organizations of all types and sizes, *It's Time to Talk about Race at Work* is also for employees who want to improve their organization by leading by example.

Was braucht es, um eine erfolgreiche Führungskraft zu sein? Bestsellerautorin Brené Brown weiß es: Gute Führung zieht ihre Kraft nicht aus Macht, Titeln oder Einfluss. Effektive Chefs haben zu ihrem Team vielmehr eine intensive Beziehung, die von Vertrauen und Authentizität geprägt ist. Ein solcher Führungsstil bedeutet auch, dass man sich traut, mit Emotionen zu führen und immer mit vollem Herzen dabei zu sein. "Dare to lead - Führung wagen" ist das Ergebnis einer langjährigen Studie, basierend auf Interviews mit hunderten globalen Führungskräften über den Mut und die Notwendigkeit, sich aus seiner Komfortzone rauszubewegen, um neue Ideen anzunehmen.

Gender inequality is one of the most serious problems facing US businesses today. Inequality lowers profits, stifles creativity, and causes high employee turnover. Companies struggle to find and retain talented women, and women who land top positions often feel alienated at work. Something has to change. Leaders need an entirely new way

of thinking about gender equality. That's what you'll find in this book. The Dignity Mindset offers leaders an innovative, paradigm-shifting approach to facilitate gender equality. By adopting a Dignity Mindset, leaders can replace outdated belief systems with groundbreaking perspectives that recognize the common worth and needs of all employees. In *The Dignity Mindset*, veteran executive coach Susan Hodgkinson shows how gender-biased forces harm organizations. And her groundbreaking Dignity Mindset Toolkit provides a comprehensive roadmap that guides leaders in creating gender-balanced organizations wherein all employees—women and men—can contribute at their highest levels while maximizing business success. How can you promote diversity in the work space, and why is diversity important? Employees around the world have been struggling and fighting for more diversity in the workplace. Whether the employees are people of color, women, or even members of the LGBTQIA] community, inclusivity brings acceptance and support to everyone on the team. It brings an elevated level of respect and value to the team that will motivate and encourage your employees beyond your expectations, and create an inclusive work place. So, what exactly is work space diversity -- and why is diversity good? It is the act of providing equal opportunities and equal rights for all your employees of various cultures and backgrounds. No gender bias, no race bias, no hidden sexism. Everyone has the right to work and to be, and to feel a sense of belonging at work. *Diversity in the Workplace* will take you on a journey of acceptance and inclusivity to bring a positive work environment to your employees where everyone can thrive. In fact, studies have shown that organizations with diverse teams are more likely to increase profits and productivity. Not only will diversity attract more people to work for you, but it gives your employees a place where they can be themselves. No one can work efficiently if they can't be 100% who they are. But diversity is not enough. This is your chance to also learn all about inclusive conversations, inclusive work space and bring about a positive change in your managerial style. In *Diversity in the Workplace*, you will discover: What diversity looks like now and how you, as a leader, can help foster a more inclusive workplace The devastating fear of the unknown and why so many leaders are reluctant to change and evolve their managerial skills How to be an inclusive leader, and build trust and open-mindedness among your employees The 7 pillars of diversity from race to sexuality so you can fully understand how to embrace acceptance and tolerance Why inclusion matters -- and what you can do to build an inclusive work space How to become a diverse leader to effectively build and lead a diverse team Understand bias and oppression, and how to overcome its negative influence And much more. The fight for diversity has taken over every industry in the world. From academia to theater, engineering to finance, interior design to maintenance... leaders out there are changing their ways. Why? Because the world is changing and growing to be more diverse. Don't get left behind -- it's time you evolve with it. Diversity starts with you! If you're ready to build a diverse and inclusive team on the basis of acceptance and respect, then scroll up and grab your copy right now. A timely work that reviews the phenomenon of gender and its many manifestations of equality. Well-suited for increasing awareness and justice in academic and professional environments, this collective work addresses long-standing and ongoing social problems such as discrimination, stereotyping, prejudice, as well as a plethora of societal and industry influences that sustain the trend of gender imbalance. Aiming to span a broad scope in time, backgrounds and implementation, this book presents a wide variety of topics, including a historical overview, contemporary gender-based Issues, gender approaches across the disciplines, and cultural influences. The reader is guaranteed to confront existing biases when digesting topics related to gender communication differences, stereotypes, tensions and resistances, assigned social roles, transgenderism, non-binary identities, tension fields between equality and equity, relational aggression, and more. A critical underlying aim of this book is to contribute constructively and progressively to the dialogue on the definition of gender, thus addressing an ongoing challenge for policy makers, organizational leaders, and scholars. *Equality vs Equity: Tackling Issues of Race in the Workplace* is essential reading for those who want to educate themselves and influence others to do the crucial complex work of achieving racial equity in the workplace. An original and insightful roadmap on how to become a more inclusive and empathetic leader All of us can be better allies for each other,

creating stronger and happier workplaces together. Allyship is about understanding the imbalance in opportunity and working to correct it. *How to Be an Ally* reveals that the key to true inclusion, equity, and diversity is allyship. Drawing from her experience as a strategic advisor for tech companies, startups, tech hubs, and governments around the world, Melinda Briana Epler provides valuable insights on how business leaders can create a more equitable workplace by leading the change. You'll learn how to implement big and small changes to build a diverse team and ensure everyone on your team is included, heard, understood, and acknowledged. Building on that inclusion, you'll be able to grow a stronger, more successful organization. Original and insightful, *How to Be an Ally* humanizes diversity and inclusion, and facilitates greater empathy and understanding between people of all backgrounds, teaching us that each of us can learn to understand the imbalance in opportunity, work to correct it, and help create a better workplace for ourselves and our colleagues. Knowledge is a powerful tool. *The Male Mind at Work* answers the troublesome and intriguing questions about how men think, feel, and behave on the job. This thought-provoking book shatters myths about what really goes on in the male mind while confirming for women the realities about gender differences that have always existed. With a focus on how to bypass difficulties smoothly, it offers clear strategies for women who feel frustrated because male colleagues speak a different language or play by different rules. Let the CEO of Rework Work help you understand diversity, equity, and inclusion concepts to actively remove bias from the workplace. Dismantling unhealthy workplaces involves much more than talking about it, and more than charts, graphs, and statistics—it requires action. Although it's increasingly common for businesses of all shapes and sizes to appreciate the importance of diversity and inclusion in the workplace, many are often unaware of bias in the cultures they've created. Others might know there's a problem, but don't know how to properly address it. *UNBIAS: Addressing Unconscious Bias At Work* helps you understand concepts of workplace diversity, equity, and inclusion, shows you how to identify bias, and provides you with the tools for actively removing barriers and ensuring equity throughout your organization. Written by Stacey Gordon—CEO of Rework Work, a company on a mission to reduce bias in global talent acquisition and management—this real-world handbook offers step-by-step guidance on creating workplace cultures where employees feel they belong. *UNBIAS* teaches you to: Identify and address bias in the workplace Understand what you can do to be more inclusive Handle potentially uncomfortable conversations Discuss race in an authentic and meaningful way Use workplace-proven tools that make concepts of diversity and equity actionable Help your employee resource groups without giving them extra work Place accountability on organizational policies that allow biased behavior *UNBIAS* is a must-have resource for all employers, managers, and HR professionals seeking to create and sustain healthy, inclusive, and equitable workplace environments. Gender equity can't happen without racial equity. We need *Shared Sisterhood*. Bias persists in organizations and society. Despite efforts that have been made in the last few decades, gender and racioethnic equity still hasn't been achieved. What's worse, Black, Indigenous, Asian, and Latina women are being held back more than their White counterparts. We need to change how we strive for equity. We must move beyond individual solutions toward collective action, where people from historically power-dominant and marginalized groups work together, so that all women experience the benefits of professional growth and equity. We need *Shared Sisterhood*, and anyone, regardless of gender, can join in. Professor Tina Opie first started *Shared Sisterhood* as a movement to drive gender and racial equity in organizations. Since then, she and professor Beth A. Livingston have worked together to spread the word to leaders across organizations, with thousands of followers joining the cause. In this book, they explain how to use vulnerability, trust, empathy, and risk-taking to build *Shared Sisterhood* and break down three key parts of the process: Dig into your own assumptions around racioethnicity, gender, and power Bridge the divide between women of all backgrounds through authentic relationships Advance all women across the organization and beyond Balancing a mix of history, research, and real-life examples—including the authors' own experiences—this book encourages everyone to join *Shared Sisterhood* and advance equity for all. *PAY EQUITY* Getting, Grinding, and Growing at Work is a compilation of best practices in securing

pay equity at work. While much attention is focused on employers' responsibilities in ensuring pay equity within their workplaces, often absent from the conversation is educational choice, career goals, mobility, and personal responsibility. This is a comprehensive career development guide with proven strategies toward pay equity at every juncture. The guide also provides a general overview of applicant and employee rights in these areas, current pay equity legislation, state-level activity, and Federal government enforcement efforts. Jude Sotherlund brings a unique perspective to employment issues facing employers, employees, and applicants today. By capitalizing upon her experiences in both the public and private sectors, Sotherlund is able to capture the attention of the reader with a mix of humor and hard-hitting data, leaving them inspired and more confident. *PAY EQUITY Getting, Grinding, and Growing at Work* provides strategic guidance on self-assessing strengths and skills; networking; applying for jobs; interviewing; negotiating; self-assessing performance; identifying opportunities for career growth; and job retention. Each chapter includes an interactive exercise. In the development of this guide, Sotherlund capitalized on her decades of consulting to employers small and large, coupled with her 14 years as serving as a formal mentor to young adults tackling these same issues. After graduating from Georgetown University with a degree in economics, Sotherlund began work at the White House as a Staff Assistant in the Office of Public Affairs. Her subsequent federal government experience included serving in the U.S. Department of Labor's Office of Policy, and Office of Federal Contract Compliance Programs, and culminated in serving as the deputy assistant secretary of employment standards -- the umbrella organization for the Wage and Hour Division; Office of Federal Contract Compliance Programs; Office of Federal Workers' Compensation Programs; and Office of Labor Management Standards. It was Sotherlund's experience in the U.S. Department of Labor serving as a principal contributor to The Glass Ceiling Initiative and Pipelines of Progress that gave her keen insights into the vast differences in employment policies, practices and strategies across America's workplaces. While she gives credit to the employment acumen she gained through auditing companies, performing policy analysis, and participating in corporate, civil rights, and women's focus groups while at the Labor Department, it was her subsequent consulting experience in a variety of industries including banking, insurance, health care, colleges/universities, manufacturing, and defense that led her to becoming a compensation compliance expert. Sotherlund is adept at guiding the reader through employment scenarios such as hiring, promotion, demotion and termination while illuminating the pay equity implications along the way. Even complex compensation professional terminology is explained for the reader. This book is a must-have for those just starting their careers, trying to grow their career, change careers, re-enter the workforce or right the ship. For those who have no one to guide them in these areas -- this one's for you. *Reproduction of the original. Drawing on politics, religion, law, literature, and philosophy, this interdisciplinary study is a sequel to Mark Fortier's book The Culture of Equity in Early Modern England (Ashgate, 2006). The earlier volume traced the meanings and usage of equity in broad cultural terms (including but not limited to law) to position equity as a keyword of valuation, persuasion, and understanding; the present volume carries that work through the Restoration and eighteenth century in Britain and America. Fortier argues that equity continued to be a keyword, used and contested in many of the major social and political events of the period. Further, he argues that equity needs to be seen in this period largely outside the Aristotelian parameters that have generally been assumed in scholarship on equity.* *Make DEI Training Foundational in Your Organization* When done well, diversity, equity, and inclusion (DEI) training creates space for courageous conversations that acknowledge hard truths around systemic inequities and explores topics that touch on people's vulnerabilities in all facets of their lives. For those of you who do this work, there has not been a clear path to follow for making progress. As a DEI trainer, you have forged your own way and learned as you went. With *Diversity, Equity, and Inclusion for Trainers: Fostering DEI in the Workplace*, the need for DEI trainers to go at it alone comes to an end. Expert facilitator Maria Morukian provides the guidance you need to develop the knowledge and skills required for DEI training. Morukian covers the historical underpinnings and rationale for DEI work; takes you through the process of organizational assessment, design, and delivery; and offers strategies for embedding

DEI and promoting sustainability through collaborative practices and dialogues, allowing you to develop and understand your own identity lenses and biases. Reflection questions and worksheets are included in every chapter. In Deutschland sitzen in den Vorständen der 100 umsatzstärksten Firmen gerade einmal drei Prozent Frauen. International sieht es nicht viel besser aus. Sheryl Sandberg ist COO von Facebook und gehörte davor zur Führungsmannschaft bei Google. Zusammen mit ihrem Mann Dave erzieht sie zwei kleine Kinder. Sie ist eine der wenigen sichtbaren Top-Managerinnen weltweit und ein Vorbild für Frauen aller Generationen. In ihrem Buch widmet sie sich ihrem Herzensthema: Wie können mehr Frauen in anspruchsvollen Jobs an die Spitze gelangen? Sie beschreibt äußere und innere Barrieren, die Frauen den Aufstieg verwehren. Sandberg zeigt, wie jede Frau ihre Ziele erreichen kann. Equality, diversity and inclusion (EDI) have become features of organizations as a result of both legal and societal advances as well as neoliberal economic reasoning and considerations. While current research approaches frequently fall short of addressing the challenges faced in EDI research, this benchmark Handbook brings coverage of research methods in EDI up to date, and advances the development of research in the field. Bringing together well-known academics and researchers, this Handbook is a distillation of current and novel research in the field of EDI. Chapters present groundbreaking new research and methodological perspectives on international, regional and national issues, from equal opportunities and gender mainstreaming to managing diversity in legal, political and socio-economic contexts. Alongside this, the authors discuss new analytic directions to advance empirical EDI research. This Handbook will help to shape the present and future EDI discourse. The book is an invaluable addition to the current literature, particularly for students of EDI and researchers working in the fields of human resource management, strategic management and organization, and culture and change management as well as entrepreneurship and marketing. How organizations can foster diversity, equity, and inclusion: taking action to address and prevent workplace bias while centering women of color. Few would disagree that inclusion is both the right thing to do and good for business. Then why are we so terrible at it? If we believe in the morality and the profitability of including people of diverse and underestimated backgrounds in the workplace, why don't we do it? Because, explains Ruchika Tulshyan in this eye-opening book, we don't realize that inclusion takes awareness, intention, and regular practice. Inclusion doesn't just happen; we have to work at it. Tulshyan presents inclusion best practices, showing how leaders and organizations can meaningfully promote inclusion and diversity. Tulshyan centers the workplace experience of women of color, who are subject to both gender and racial bias. It is at the intersection of gender and race, she shows, that we discover the kind of inclusion policies that benefit all. Tulshyan debunks the idea of the "level playing field" and explains how leaders and organizations can use their privilege for good by identifying and exposing bias, knowing that they typically have less to lose in speaking up than a woman of color does. She explains why "leaning in" doesn't work—and dismantling structural bias does; warns against hiring for "culture fit," arguing for "culture add" instead; and emphasizes the importance of psychological safety in the workplace—you need to know that your organization has your back. With this important book, Tulshyan shows us how we can make progress toward inclusion and diversity—and we must start now.

INTRODUCTION With increased participation of women in public domain, the issue of gender at workplace has become central to the study of organizations. Hitherto, this issue has attracted the attention of many organizational researchers and is, therefore, one of the most widely researched topics in organizational literature. Investigators, so far, have focused on problems, such as gender discrimination, that arise as a consequence of the two genders working together in organizations. More recently, however, gender equity at work has emerged as a topic of great interest and has gained substantial popularity among organizational researchers. Gender based equity at workplace is a relatively new phenomenon for, up till now researchers have been studying the underlying causes and effects of gender discrimination and, therefore, little attention was paid to the idea of workplace gender equity. Moreover, gender equity has greater relevance in contemporary times because some recent researches suggest that younger generation female employees perceive greater parity at work and view discrimination as a concept of the past. Therefore, a strong need was felt to

study workplace gender equity. The current study focuses on this issue because gender studies in psychology are still stuck with discrimination while the rest of psychology is moving towards a more "Positive outlook". The researcher believes that with positive psychology taking over, it is time to advance a step ahead and focus on equality rather than discrimination. The issue of equity at work needs attention because (a) existing studies concerning workplace gender equity in India are scarce and (b) no systematic study has been carried out so far to identify the factors that predict gender equity at workplace, " ... Increased understanding about EEO has been accompanied by radical changes to New Zealand's economic infrastructure and transformation in labour market policies. EEO practice, and human resource management practice (HRM) more generally, have been difficult to promote in an environment where "effective and efficient" use of resources has not always meant viewing staff as valued assets. This book reviews EEO progress to date from the viewpoints of key participants, bringing together the perspectives of academics and practitioners on key issues for EEO and HRM practice, and looks ahead at what the future holds in terms of making the vision a reality."--Back cover.

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