

Unbending Gender Why Family And Work Conflict And What To Do About It

Gender and Families uses cultural events from our everyday lives to explore how families and gender are mutually produced and inseparably linked. In this updated second edition, Coltrane and Adams continue to demystify the complexities of gender and family with discussions of racial difference, ethnicity, and social class.

Up-beat, pragmatic, and chock full of advice, *What Works for Women at Work* is an indispensable guide for working women. An essential resource for any working woman, *What Works for Women at Work* is a comprehensive and insightful guide for mastering office politics as a woman. Authored by Joan C. Williams, one of the nation's most-cited experts on women and work, and her daughter, writer Rachel Dempsey, this unique book offers a multi-generational perspective into the realities of today's workplace. Often women receive messages that they have only themselves to blame for failing to get ahead—Negotiate more! Stop being such a wimp! Stop being such a witch! *What Works for Women at Work* tells women it's not their fault. The simple fact is that office politics often benefits men over women. Based on interviews with 127 successful working women, over half of them women of color, *What Works for Women at Work* presents a toolkit for getting ahead in today's workplace. Distilling over 35 years of research, Williams and Dempsey offer four crisp patterns that affect working women: *Prove-It-Again!*, *the Tightrope*, *the Maternal Wall*, and *the Tug of War*. Each represents different challenges and requires different strategies—which is why women need to be savvier than men to survive and thrive in high-powered careers. Williams and Dempsey's analysis of working women is nuanced and in-depth, going far beyond the traditional cookie-cutter, one-size-fits-all approaches of most career guides for women. Throughout the book, they weave real-life anecdotes from the women they interviewed, along with quick kernels of advice like a "New Girl Action Plan," ways to "Take Care of Yourself", and even "Comeback Lines" for dealing with sexual harassment and other difficult situations.

A manifesto for the workplace feminist that moved Oscar winner Jane Fonda to exclaim "Please, please, please. All working women must read this book!" Enough about "breaking the glass ceiling." Here are blueprints for a redesign of the entire building, ground up, to benefit women and men—as well as the bottom line. In *Taking on the Big Boys*, longtime labor activist Ellen Bravo explores workplace environments in both business and government.

She recounts women's testimonies from offices, assembly lines, hospitals, and schools, unmasking the patronizing, trivializing, and minimizing tactics employed by "the big boys" and their surrogates, such as portraying feminism as women against men, and dismissing demands for pay equity, family leave, and flex time as outrageous. Also included are practical tips on everything from dealing with a sexual harasser to getting family members to share chores—and build equal relationships. In this "smart, kind, funny, and very effective" Gold Medal Winner of ForeWord Magazine's Book of the Year Award for Women's Issues, Bravo argues for feminism as a system of beliefs, laws, and practices that value women and work associated with women, while detailing activist strategies to achieve a society where everybody—women and men—reach their potential (Gloria Steinem, feminist icon).

A collection of essays covering topics such as adoption, work, abuse, divorces, and lesbian mothers

Closing of the American Mind

Thinking About Elizabeth Cady Stanton

Why Family and Work Conflict and What To Do About It

The Maternal Wall

A Chorus of Stones

The Law Firm's Guide to Balanced Hours

Unfinished Business

A powerful, persuasive, thought-provoking vision for how to finish the long struggle for equality between women and men, work and family When Anne-Marie Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position with the responsibilities of her family life. But then parenting needs caused her to make a decision to give her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for The Atlantic, 'Why Women Still Can't Have It All,' sparked intense debate and became one of the most-read pieces in the magazine's history. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between women and men really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a way in which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. 'Unfinished Business sets out a powerful vision not only for gender equality, but for the future of work. Anne-Marie Slaughter presents an important approach to tapping into the talent pool of gifted, educated women who have taken time out for their kids – and we need to pay attention.' Eric Schmidt Red Families v. Blue Families identifies a new family model geared for the post-industrial economy. Rooted in the urban middle class, the coasts and the "blue states" in the last three presidential elections, the Blue Family Paradigm emphasizes the importance of women's as well as men's workforce participation, egalitarian gender roles, and the delay of family formation until both parents are emotionally and financially ready. By contrast, the Red Family Paradigm--associated with the Bible Belt, the mountain west, and rural America--rejects these new family norms, viewing the change in moral and sexual values as a crisis. In this world, the

prospect of teen childbirth is the necessary deterrent to premarital sex, marriage is a sacred undertaking between a man and a woman, and divorce is society's greatest moral challenge. Yet, the changing economy is rapidly eliminating the stable, blue collar jobs that have historically supported young families, and early marriage and childbearing derail the education needed to prosper. The result is that the areas of the country most committed to traditional values have the highest divorce and teen pregnancy rates, fueling greater calls to reinstall traditional values. Featuring the groundbreaking research first hailed in *The New Yorker*, this penetrating book will transform our understanding of contemporary American culture and law. The authors show how the Red-Blue divide goes much deeper than this value system conflict--the Red States have increasingly said "no" to Blue State legal norms, and, as a result, family law has been rent in two. The authors close with a consideration of where these different family systems still overlap, and suggest solutions that permit rebuilding support for both types of families in changing economic circumstances. Incorporating results from the 2008 election, *Red Families v. Blue Families* will reshape the debate surrounding the culture wars and the emergence of red and blue America.

Roth provides a perspective on social movements that emphasizes the interrelatedness of race, class, and gender in social movements and activists' lives. She introduces two concepts: social movement interaction, and bridging organizations, providing valuable tools for the comparison of case studies and integration of existing literature. The author also presents the history of the Coalition of Labor Union Women (CLUW) and demonstrates how her concepts apply to this organization.

A brilliant and provocative exploration of the interconnection of private life and the large-scale horrors of war and devastation. A Pulitzer Prize and National Book Critics Circle Award finalist, and a winner of the Bay Area Book Reviewers Association Award, Susan Griffin's *A Chorus of Stones* is an extraordinary reevaluation of history that explores the links between individual lives and catastrophic, world-altering violence. One of the most acclaimed and poetic voices of contemporary American feminism, Griffin delves into the perspective of those whose personal relationships and family histories were profoundly influenced by war and its often secret mechanisms: the bomb-maker and the bombing victim, the soldier and the pacifist, the grand architects who were shaped by personal experience and in turn reshaped the world. Declaring that "each solitary story belongs to a larger story"—and beginning with the brutal and heartbreaking circumstances of her own childhood—Griffin examines how the subtle dynamics of parenthood, childhood, and marriage interweave with the monumental violence of global conflict. She proffers a bold and powerful new understanding of the psychology of war through illuminating glimpses into the personal lives of Ernest Hemingway, Mahatma Gandhi, Heinrich Himmler, British officer Sir Hugh Trenchard, and other historic figures—as well as the munitions workers at Oak Ridge, a survivor of the Hiroshima bombing, and other humbler yet indispensable witnesses to history.

Cracks in the American Dream

The Price of Motherhood

Rethinking Commodification

Rethinking Contemporary Maternal Dilemmas

A Memoir of Marriage, Gender, and Moving On

What Children Need

Healthcare, Social Policy, and Work Perspectives

In this book Stone explores the reasons why high-achieving women with children interrupt their professional careers. This qualitative study, using the life history interview, shows that women are not opting out, but are being shut out by inflexible employers.

A wife's memoir of her husband's sex change describes how she endeavored to salvage

their family life and protect her children, the difficult responses of their neighbors and the support she received from friends. By the author of *Shiksa*. 20,000 first printing. *The Closing of the American Mind*, a publishing phenomenon in hardcover, is now a paperback literary event. In this acclaimed number one national best-seller, one of our country's most distinguished political philosophers argues that the social/political crisis of 20th-century America is really an intellectual crisis. Allan Bloom's sweeping analysis is essential to understanding America today. It has fired the imagination of a public ripe for change.

Winner of the 2017 Race, Gender, and Class Section Book Award from the American Sociological Association. Popular discussions of professional women often dwell on the conflicts faced by the woman who attempts to "have it all," raising children while climbing up the corporate ladder. Yet for all the articles and books written on this subject, there has been little work that focuses on the experience of African American professional women or asks how their perspectives on work-family balance might be unique. *Raising the Race* is the first scholarly book to examine how black, married career women juggle their relationships with their extended and nuclear families, the expectations of the black community, and their desires to raise healthy, independent children. Drawing from extensive interviews with twenty-three Atlanta-based professional women who left or modified careers as attorneys, physicians, executives, and administrators, anthropologist Riché J. Daniel Barnes found that their decisions were deeply rooted in an awareness of black women's historical struggles. Departing from the possessive individualistic discourse of "having it all," the women profiled here think beyond their own situation—considering ways their decisions might help the entire black community. Giving a voice to women whose perspectives have been underrepresented in debates about work-family balance, Barnes's profiles enable us to perceive these women as fully fledged individuals, each with her own concerns and priorities. Yet Barnes is also able to locate many common themes from these black women's experiences, and uses them to propose policy initiatives that would improve the work and family lives of all Americans.

Fatherhood and Masculinity in Britain, 1914-1960

Feminism, Marxism, Antiwork Politics, and Postwork Imaginaries

In Pursuit of Equity

Sex Changes

Black Career Women Redefine Marriage, Motherhood, and Community

Mother Troubles

Gender and Families

Drawing on the most important studies in psychology, human aggression, anthropology, and primatology, and on hundreds of original interviews conducted over a period of more than 20 years, this groundbreaking treatise urges women to look within and to consider other women realistically, ethically, and kindly and to forge bold and compassionate alliances. Without this necessary next step, women will never be liberated. Detailing how women's aggression may not take the same form as men's, this investigation

reveals--through myths, plays, memoir, theories of revolutionary liberation movements, evolution, psychoanalysis, and childhood development--that girls and women are indeed aggressive, often indirectly and mainly toward one another. This fascinating work concludes by showing that women depend upon one another for emotional intimacy and bonding, and exclusionary and sexist behavior enforces female conformity and discourages independence and psychological growth.

The Career Mystique examines taken-for-granted rules of the career game--that continuous, full-time, hard work pays off--deeply embedded in the American Dream. Possibilities of fulfilling the career mystique are dwindling, given insecurities and risks of a global economy, strains and double demands on the job and at home, uncertainties and ambiguities around retirement. This outdated myth stands in the way of fashioning innovative policies more in keeping with life in 21st century America. Visit our website for sample chapters!

Fathers are often neglected in histories of family life in Britain. Family Men provides the first academic study of fathers and families in the period from the First World War to the end of the 1950s. It takes a thematic approach, examining different aspects of fatherhood, from the duties it encompassed to the ways in which it related to men's identities. The historical approach is socio-cultural: each chapter examines a wide range of historical source materials in order to analyse both cultural representations of fatherhood and related social norms, as well as exploring the practices and experiences of individuals and families. It uncovers the debates surrounding parenting and family life and tells the stories of men and their children. While many historians have examined men's relationship to the home and family in histories of gender, family life, domestic spaces, and class cultures more generally, few have specifically examined fathers as crucial family members, as historical actors, and as emotional individuals. The history of fatherhood is extremely significant to contemporary debate: assumptions about fatherhood in the past are constantly used to support arguments about the state of fatherhood today and the need for change or otherwise in the future. Laura King charts men's changing experiences of fatherhood, suggesting that

although the roles and responsibilities fulfilled by men did not shift rapidly, their relationships, position in the family, and identities underwent significant change between the start of the First World War and the 1960s.

In an advanced industrial society like the contemporary U.S., where an array of legal, political, institutional, and economic processes work against gender inequality, how does this inequality persist? Are there general social processes through which gender as a principle of social inequality manages to rewrite itself into new forms of social and economic organization? Framed by Gender claims there are, highlighting a powerful contemporary persistence in people's everyday use of gender as a primary cultural tool for organizing social relations with others. Cecilia Ridgeway asserts that widely shared cultural beliefs about gender act as a "common knowledge" frame that people use to make sense of one another in order to coordinate their interaction. The use of gender as an initial framing device spreads gendered meanings, including assumptions about inequality embedded in those meanings, beyond contexts associated with sex and reproduction to all spheres of social life that are carried out through social relationships. These common knowledge cultural beliefs about gender change more slowly than do material arrangements between men and women, even though these beliefs do respond eventually. As a result of this cultural lag, at sites of innovation where people develop new forms of economic activity or new types of social organization, they confront their new, uncertain circumstances with gender beliefs that are more traditional than those circumstances. They implicitly draw on the too convenient cultural frame of gender to help organize their new ways of doing things. As they do so, they reinscribe trailing cultural assumptions about gender difference and gender inequality into the new activities, procedures, and forms of organization that they create, in effect, reinventing gender inequality for a new era. Ridgeway argues that this persistence dynamic does not make equality unattainable but does mean that progress is likely to be uneven and depend on the continued, concerted efforts of people. Thus, a powerful and original take on the troubling endurance of gender inequality, Framed by Gender makes clear that the path toward equality will not be a long, steady march, but

a constant and uneven struggle.

Bias Interrupted

Matricentric Feminism

The Coalition of Labor Union Women

Toward a Feminist Theory of Freedom

Symposium

Building Movement Bridges

Creating Inclusion for Real and for Good

A former New York Times reporter tackles the difficult issue of gender economic equality, confronting the financial penalties levied on motherhood. Reprint. 40,000 first printing.

A leading Washington journalist argues that gay marriage is the best way to preserve and protect society's most essential institution Two people meet and fall in love. They get married, they become upstanding members of their community, they care for each other when one falls ill, they grow old together. What's wrong with this picture? Nothing, says Jonathan Rauch, and that's the point. If the two people are of the same sex, why should this chain of events be any less desirable? Marriage is more than a bond between individuals; it also links them to the community at large. Excluding some people from the prospect of marriage not only is harmful to them, but is also corrosive of the institution itself. The controversy over gay marriage has reached a critical point in American political life as liberals and conservatives have begun to mobilize around this issue, pro and con. But no one has come forward with a compelling, comprehensive, and readable case for gay marriage-until now. Jonathan Rauch, one of our most original and incisive social commentators, has written a clear and honest manifesto explaining why gay marriage is important-even crucial-to the health of marriage in America today. Rauch grounds his argument in commonsense, mainstream values and confronting the social conservatives on their own turf. Gay marriage, he shows, is a "win-win-win" for strengthening the bonds that tie us together and for remaining true to our national heritage of fairness and humaneness toward all.

The United States has the most family-hostile public policy in the developed world. Despite what is often reported, new mothers don't Ópt outÓ of work. They are pushed out by discriminating and inflexible workplaces. Today's workplaces continue to idealize the worker who has someone other than parents caring for their children. Conventional wisdom attributes women's decision to leave work to their maternal traits and desires. In this thought-provoking book, Joan Williams shows why that view is misguided and how workplace practice disadvantages menÑboth those who seek to avoid the breadwinner role and those who embrace itÑas well as women. Faced with masculine norms that define the workplace, women must play the tomboy or the femme. Both paths result in a gender bias that is exacerbated when the two groups end up pitted against each other. And although work-family issues long have been seen strictly through a gender lens, we ignore class at our peril. The dysfunctional relationship between the professional-managerial class and the white working class must be addressed before real reform can take root. Contesting the idea that women need to negotiate better within the family, and redefining the notion of success in the workplace, Williams reinvigorates the work-family debate and offers the first steps to making life manageable for all American families.

Finalist for the National Book Award: Joan Williams's unforgettable first novel is the story of a small Southern town struggling to care for one of its own In a rundown farmhouse in Mississippi, Jake Darby wakes up one morning to find his world forever changed. His long-suffering mother has died overnight, abandoning forty-year-old Jake, who is mute and, according to his neighbors, not quite right in the head. With no family to take him in, it is up to the townspeople of Marigold to take care of Jake, a grave responsibility that brings out the

best—and the worst—of a community in which painful truths are usually hidden from sight. In such a place, even the kindest of acts can lead to the most tragic of outcomes. Heralded as the debut of a major new talent when it was first published in 1961, *The Morning and the Evening* won the John P. Marquand First Novel Award from the Book-of-the-Month Club and established Joan Williams as a leading voice in Southern literature. Elegant, compassionate, and deeply unsettling, it is a portrait of the human spirit in all of its flawed and intricate beauty, and a tale firmly grounded in reality yet told with all the power of myth.

The Subject of Liberty

How Gender Inequality Persists in the Modern World

Growing Up Gay in the South

Pay the Piper

Legal Polarization and the Creation of Culture

Why Women Really Quit Careers and Head Home

Red Families v. Blue Families

During the past three decades, feminist scholars have successfully demonstrated the ubiquity and omnirelevance of gender as a sociocultural construction in virtually all human collectivities, past and present. Intrapyschic, interactional, and collective social processes are gendered, as are micro, meso, and macro social structures. Gender shapes, and is shaped, in all arenas of social life, from the most mundane practices of everyday life to those of the most powerful corporate actors. Contemporary understandings of gender emanate from a large community of primarily feminist scholars that spans the gamut of learned disciplines and also includes non-academic activist thinkers. However, while incorporating some cross-disciplinary material, this volume focuses specifically on sociological theories and research concerning gender, which are discussed across the full array of social processes, structures, and institutions. As editor, I have explicitly tried to shape the contributions to this volume along several lines that reflect my long-standing views about sociology in general, and gender sociology in particular. First, I asked authors to include cross-national and historical material as much as possible. This request reflects my belief that understanding and evaluating the here-and-now and working realistically for a better future can only be accomplished from a comparative perspective. Too often, American sociology has been both tempero- and ethnocentric. Second, I have asked authors to be sensitive to within-gender differences along class, racial/ethnic, sexual preference, and age cohort lines.

Elizabeth Cady Stanton—along with her comrade-in-arms, Susan B. Anthony—was one of the most important leaders of the movement to gain American women the vote. But, as Vivian Gornick argues in this passionate, vivid biographical essay, Stanton is also the greatest feminist thinker of the nineteenth century. Endowed with a philosophical cast of mind large enough to grasp the immensity that women's rights addressed, Stanton developed a devotion to equality uniquely American in character. Her writing and life make clear why feminism as a liberation movement has flourished here as nowhere else in the world. Born in 1815 into a conservative family of privilege, Stanton was radicalized by her experience in the abolitionist movement. Attending the first international conference on slavery in London in 1840, she found herself amazed when the conference officials refused to seat her because of her sex. At that moment she realized that "In the eyes of the world I was not as I was in my own eyes, I was only a woman." At the same moment she saw what it meant for the American republic to have failed to deliver on its fundamental promise of equality for all. In her last public address, "The Solitude of Self," (delivered in 1892), she argued for women's political equality on the grounds that loneliness is the human condition, and that each citizen therefore needs the tools to fight alone for his or her interests. Vivian Gornick first encountered "The Solitude of Self" thirty years ago. Of that

moment Gornick writes, "I hardly knew who Stanton was, much less what this speech meant in her life, or in our history, but it I can still remember thinking with excitement and gratitude, as I read these words for the first time, eighty years after they were written, 'We are beginning where she left off.'" *The Solitude of Self* is a profound, distilled meditation on what makes American feminism American from one of the finest critics of our time.

The book argues that the category of mother is distinct from the category of woman, and that many of the problems mothers face—social, economic, political, cultural, psychological, and so forth—are specific to women's role and identity as mothers. Indeed, mothers are oppressed under patriarchy as women and as mothers. Consequently, mothers need a feminism of their own, one that positions mothers' concerns as the starting point for a theory and politic of empowerment. O'Reilly terms this new mode of feminism matricentric feminism and the book explores how it is represented and experienced in theory, activism, and practice. The chapter on maternal theory examines the central theoretical concepts of maternal scholarship while the chapter on activism considers the twenty-first century motherhood movement. Feminist mothering is likewise examined as the specific practice of matricentric feminism and this chapter discusses various theories and strategies on and for maternal empowerment. Matricentric feminism is also examined in relation to the larger field of academic feminism; here O'Reilly persuasively shows how matricentric feminism has been marginalized in academic feminism and considers the reasons for such exclusion and how such may be challenged and changed.

A cutting-edge, relentless, objective approach to inclusion. Companies spend billions of dollars annually on diversity efforts with remarkably few results. Too often diversity efforts rest on the assumption that all that's needed is an earnest conversation about "privilege." That's not enough. To truly make progress we need to stop celebrating the problem and instead take effective steps to solve it. In *Bias Interrupted*, Joan C. Williams shows how it's done, and, reassuringly, how easy it is to get started. One of today's preeminent voices on inclusive workplaces, Williams explains how leaders can use standard business tools—data, metrics, and persistence—to interrupt the bias that is continually transmitted through formal systems like performance appraisals, as well as the informal systems that control access to career-enhancing opportunities. The book presents fresh evidence, based on Williams's exhaustive research and work with companies, that interrupting bias helps every group—including white men. Comprehensive, though compact and straightforward, *Bias Interrupted* delivers real, practical value in an efficient and accessible manner to an audience that has never needed it more. It's possible to interrupt bias. Here's where you start.

The Problem with Work

Or Why Feminism Is Good for Families, Business, and the Nation

The Private Life of War

A Novel

Why It Is Good for Gays, Good for Straights, and Good for America

Race, Gender, and Journeys of the Spirit

Unbending Gender

The Problem with Work develops a Marxist feminist critique of the structures and ethics of work, as well as a perspective for imagining a life no longer subordinated to them.

The electrifying story of a woman whose search for love and fulfillment brings her to the very brink of disaster Laurel Wynn is haunted by her insecurities. Raised in a backwater

Mississippi town by an alcoholic mother, she is now the author of largely ignored novels and the unhappy wife and mother of an upper-middle-class New England family. She continues to hold out hope, however, that the right kind of love might change everything for the better. When she begins a correspondence with Hal MacDonald, a wealthy Mississippian incarcerated for the accidental murder of his stepson, Laurel comes to believe that she has finally found a partner passionate and charismatic enough to make her feel whole. Enthralled by Hal's ardent letters and their brief jailhouse meetings, Laurel leaves her husband and child to move back to the South. But when Hal is finally released, the fantasy romance she imagined quickly turns into a nightmare. At fifty-three years old, Laurel is in life-threatening danger and must find within herself the courage and the determination not just to survive, but to set herself free once and for all.

In *Unbending Gender*, Joan Williams takes a hard look at the state of feminism in America. Concerned by what she finds--young women who flatly refuse to identify themselves as feminists and working-class and minority women who feel the movement hasn't addressed the issues that dominate their daily lives--she outlines a new vision of feminism that calls for workplaces focused on the needs of families and, in divorce cases, recognition of the value of family work and its impact on women's earning power. Williams shows that workplaces are designed around men's bodies and life patterns in ways that discriminate against women, and that the work/family system that results is terrible for men, worse for women, and worst of all for children. She proposes a set of practical policies and legal initiatives to reorganize the two realms of work in employment and households--so that men and women can lead healthier and more productive personal and work lives. Williams introduces a new 'reconstructive' feminism that places class, race, and gender conflicts among women at center stage. Her solution is an inclusive, family-friendly feminism that supports both mothers and fathers as caregivers and as workers.

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Woman's Inhumanity to Woman

Solving the Part-time Puzzle

Why the Most Important Job in the World is Still the Least Valued

Engaged Fatherhood for Men, Families and Gender Equality Framed by Gender

Family Men

Taking On the Big Boys

In a world that is often ruled by buyers and sellers, those things that are often considered priceless become objects to be marketed and from which to earn a profit.

What do children need to grow and develop? And how can their needs be met when parents work? Emphasizing the importance of parental choice, quality of care, and work opportunities, economist Jane Waldfogel guides readers through the maze of social science research evidence to offer comprehensive answers and a vision for change. Drawing on the evidence, Waldfogel proposes a bold new plan to better meet the needs of children in working families, from birth through adolescence, while respecting the core values of choice, quality, and work: Allow parents more flexibility to take time off work for family responsibilities; Break the link between employment and essential family benefits; Give mothers and fathers more options to stay home in the first year of life; Improve quality of care from infancy through the preschool years; Increase access to high-quality out-of-school programs for school-aged children and teenagers.

"I recommend a book by Professor Williams, it is really

worth a read, it's called *White Working Class*." -- Vice President Joe Biden on Pod Save America

An Amazon Best Business and Leadership book of 2017

Around the world, populist movements are gaining traction among the white working class. Meanwhile, members of the professional elite—journalists, managers, and establishment politicians--are on the outside looking in, left to argue over the reasons. In *White Working Class*, Joan C. Williams, described as having "something approaching rock star status" by the New York Times, explains why so much of the elite's analysis of the white working class is misguided, rooted in class cluelessness. Williams explains that many people have conflated "working class" with "poor"--but the working class is, in fact, the elusive, purportedly disappearing middle class. They often resent the poor and the professionals alike. But they don't resent the truly rich, nor are they particularly bothered by income inequality. Their dream is not to join the upper middle class, with its different culture, but to stay true to their own values in their own communities--just with more money. While white working-class motivations are often dismissed as racist or xenophobic, Williams shows that they have their own class consciousness. *White Working Class* is a blunt, bracing narrative that sketches a nuanced portrait of millions of people who have proven to be a potent political force. For anyone stunned by the rise of populist, nationalist movements, wondering why so many would seemingly vote against their own economic interests, or simply feeling like a stranger in their own country, *White Working Class* will be a convincing primer on how to connect with a crucial set of workers--and voters. This book reconsiders the dominant Western understandings of freedom through the lens of women's real-life experiences of domestic violence, welfare, and Islamic veiling. Nancy Hirschmann argues that the typical approach to freedom found in political philosophy severely reduces the concept's complexity, which is more fully revealed by taking such practical issues into account. Hirschmann begins by arguing that the dominant Western understanding of freedom does not provide a conceptual vocabulary for accurately characterizing women's experiences. Often, free choice is assumed when women are in fact coerced--as when a battered woman who stays with her abuser out of fear or economic necessity is said to make this choice because it must not be

so bad--and coercion is assumed when free choices are made--such as when Westerners assume that all veiled women are oppressed, even though many Islamic women view veiling as an important symbol of cultural identity. Understanding the contexts in which choices arise and are made is central to understanding that freedom is socially constructed through systems of power such as patriarchy, capitalism, and race privilege. Social norms, practices, and language set the conditions within which choices are made, determine what options are available, and shape our individual subjectivity, desires, and self-understandings. Attending to the ways in which contexts construct us as "subjects" of liberty, Hirschmann argues, provides a firmer empirical and theoretical footing for understanding what freedom means and entails politically, intellectually, and socially.

The Career Mystique

Overcoming Class Cluelessness in America

Reshaping the Work-Family Debate

Four Patterns Working Women Need to Know

What Works for Women at Work

Cases and Readings in Law and Culture

Toward a Corporeal Feminism

"Volatile Bodies demonstrates that the sexually specific body is socially constructed: biology or nature is inherently social and has no pure or natural 'origin' outside culture. Being the raw material of social and cultural organization, it is subject to the endless rewriting and inscription that constitute all sign systems. Grosz demonstrates that the theories of, among others, Freud and Lacan theorize a male body. She then turns to corporeal experiences unique to women--menstruation, pregnancy, childbirth, lactation, menopause--to lay the groundwork for new theories of sexed corporeality."--Back cover.

This aim of this open access book is to launch an international, cross-disciplinary conversation on fatherhood engagement. By integrating perspective from three sectors -- Health, Social Policy, and Work in Organizations -- the book offers a novel perspective on the benefits of engaged fatherhood for men, for families, and for gender equality. The chapters are crafted to engaged broad audiences, including policy makers and organizational leaders, healthcare practitioners and fellow scholars, as well as families and their loved ones.

This groundbreaking new book weaves personal portraits of lesbian and gay Southerners with interdisciplinary commentary about the impact of culture, race, and gender on the development of sexual

identity. Growing Up Gay in the South is an important book that focuses on the distinct features of Southern life. It will enrich your understanding of the unique pressures faced by gay men and lesbians in this region--the pervasiveness of fundamental religious beliefs; the acceptance of racial, gender, and class community boundaries; the importance of family name and family honor; the unbending view of appropriate childhood behaviors; and the intensity of adolescent culture. You will learn what it is like to grow up gay in the South as these Southern lesbians and gay men candidly share their attitudes and feelings about themselves, their families, their schooling, and their search for a sexual identity. These insightful biographies illustrate the diversity of persons who identify themselves as gay or lesbian and depict the range of prejudice and problems they have encountered as sexual rebels. Not just a simple compilation of "coming out" stories, this landmark volume is a human testament to the process of social questioning in the search for psychological wholeness, examining the personal and social significance of acquiring a lesbian or gay identity within the Southern culture. Growing Up Gay in the South combines intriguing personal biographies with the extensive use of scholarship from lesbian and gay studies, Southern history and literature, and educational thought and practice. These features, together with an extensive bibliography and appendices of data, make this essential reading for educators and other professionals working with gay and lesbian youth.

An exploration of the inherent and often hidden logic of political conflict.

Handbook of the Sociology of Gender

Raising the Race

Unbending Gender : why Family and Work Conflict and what to Do about it

Women, Men, and the Quest for Economic Citizenship in 20th Century America

Opting Out?

The Morning and the Evening

White Working Class

A major new work by a leading women's historian and a study of how a "gendered imagination" has shaped social policy in America. Illustrations.

Over the past four or five decades, the feminist revolution has brought a lot of changes. There is a lot of evidence that the glass ceiling is being shattered. For one particular group, however, gender equity remains elusive. That group is working mothers. The problem of the "glass ceiling" has now turned into a related, from different problem: "the maternal wall." In the first Journal of Social Issues (JSI) to deal specifically with the topic of working mothers, scholars from several disciplines discuss a variety of aspects of the problem of the maternal wall.

Gay Marriage

The Politics of Objectivity

Why Men and Class Matter

Research and Policy Perspectives on Discrimination Against Mothers
The Solitude of Self
Volatile Bodies