

Reset My Fight For Inclusion And Lasting Change

"Good for you! You've taken the first step in a lifelong journey to learn what you can do to help end racism. Maybe you've seen someone treated unfairly just because of the color of their skin. Maybe you were treated unfairly because of the color of yours. Maybe you've seen protests in the news and wondered what they're really all about. Whatever reason you picked up this book, you're here because you want to make a difference and change things for the better, and that's awesome! There's a lot to learn about race and racism. But don't be overwhelmed-we'll take it step by step. First learn the language and concepts of race and racism. Then we can start to think about what changes we can make in ourselves, in our communities, and in the world that can help stop racism. There are lots of ideas in this book for thinking bigger and learning new skills as we work to end racism all around us. Imagine a world where everyone is treated fairly and no one is hurt or looked down on because of the color of their skin. Think about all the good that will come when everyone feels valued, respected, and cared for-no matter who they are. That's a world that's worth fighting for, so let's go!"--

Some people seek purpose in work. Others see work as a tool to live with purpose outside of work. Where do you sit on this scale? 'An exciting, refreshing, curious read which addresses not just the future of work but how to fundamentally rethink the way we live' -EMMA GANNON, author of The Sunday Times bestseller The Multi-Hyphen Method "At a time when many of us are reconsidering our work/life balance in the long-term, it's an illuminating read." - Cosmopolitan "The Reset is a provocative guide to how we fit into an ecosystem' - The Financial Times "Uviebinené's passion about resetting how we live and work is infectious and eye-opening." - Marie Claire "This book made me stop and rethink my relationship with work. Elizabeth challenges us all to create a new social contract with trust, purpose and community at its heart. Where we work by design and not by default and in doing so, create a world of work that is more balanced, inclusive and better for everyone." - Helen Tupper, CEO of Amazing If and co-author of The Squiggly Careers _____ Being busy isn't an Identity Perks aren't office Culture Profit isn't all we want from Business Loneliness shouldn't happen in a Community Inequality isn't inevitable in a City We can all shape Society From the award-winning author and Financial Times columnist Elizabeth Uviebinené, a fundamental rethink of how we work and live. Because if we're going to really benefit from the radical shift of 2020, we have to rethink how we fit into an ecosystem. Elizabeth started with a simple desire to explore our relationship with work, and how it was impacting our lives. It became clear if we want to reset how we work as individuals, we're going to need to reset the work culture we exist in, the businesses we work for, the communities we're a part of, the cities we live in and the society we can shape. We can't just rethink one strand of society; we need to rethink everything together. It's time for a Reset. The Reset is a short, digestible book for people who want to work better, and live better. Elizabeth addresses our urge to work differently, to work in a way that suits more parts of our lives. It's optimistic, positive and provocative, offering fresh perspectives on the way we live now, and a punchy idea for how we might live in the future. So what's possible now that would have seemed impossible before? The Reset features interviews from: Sadiq Khan, Mayor of

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London Alex Mahon, CEO of Channel 4 Ete Davies, CEO of Engine Group Rachel Botsman, Oxford University's first Trust fellow Sereena Abassi, Worldwide Head of Culture and Inclusion, M&C Saatchi Anna Whitehouse (Mother Pukka), flexible working campaigner Cassandra Stavrou, Founder of Proper Indy Johar, Founder of think tank Dark Matter Labs Nadia Whittome, Labour MP for Nottingham Pip Jameson, Founder of the Dots Karen Rosenkranz, trend forecaster and consultant Joanna Lyall, UK CEO of Brainlabs

Change the world, one classroom at a time! Mara Sapon-Shevin skillfully blends vision statements, stories, and strategies to guide teachers in promoting social justice and creating classrooms that allow all children to experience academic success. This new edition of a highly acclaimed book: Provides a powerful vision of diverse, inclusive elementary classrooms Discusses the barriers to creating cooperative classrooms and how they can be overcome Offers activities, songs, and children's literature that promote acceptance and understanding Includes new "Reframing Our Work" sections with reflective questions that help readers examine their own beliefs and teaching practices

Since the founding of the nation, higher education has helped female faculty and students assert themselves in establishing equality between men and women across the country (Morris, 1984). During the nineteenth century, women had limited access to many sectors of American society because of their inferior status to men. Such differences were visible in both political and academic arenas. This discrimination reflected general societal norms of the time, relegating women to the roles of mothers and homemakers. Theoretically, there are several models that address the development of women in higher education. *Women and Gender in Higher Education* provides a comprehensive review of the various concepts that illustrate how women understand the world around them, make meaning for themselves and their environment, and acknowledge the intersectionality of their identity. In addition, it breaks new ground in the conversation about the roles of women and gender in higher education. Perfect for courses such as: Theoretical Frameworks of Discrimination | Marginality in Relation to Gender | History of Women and Gender | Concepts of Gendered Behavior | Colonial Model v. Contemporary Discrimination | Absence of Identity in Privilege Model | Power and Privilege Model Redefined | Foundational Framework for Oppression Theory

Ready to take the next step in your career . . . but not sure what's holding you back? Read on. Leadership expert Sally Helgesen and bestselling leadership coach Marshall Goldsmith have trained thousands of high achievers--men and women--to reach even greater heights. Again and again, they see that women face specific and different roadblocks from men as they advance in the workplace. In fact, the very habits that helped women early in their careers can hinder them as they move up. Simply put, what got you here won't get you there . . . and you might not even realize your blind spots until it's too late. Are you great with the details? To rise, you need to do less and delegate more. Are you a team player? To advance, you need to take credit as easily as you share it. Are you a star networker? Leaders know a network is no good unless you know how to use it. Sally and Marshall identify the 12 habits that hold women back as they seek to advance, showing them why what worked for them in the past might actually be sabotaging their future success. Building on Marshall's classic best seller *What Got You Here Won't Get You There*, their new

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book *How Women Rise* is essential reading for any woman who is ready to advance to the next level.

“A powerful illustration of the obstacles our society continues to throw up in the paths of ambitious young women.” —The New York Times Book Review “Important . . . empowering.” —Gayle King, CBS This Morning “That [Fowler] became a whistle-blower and a pioneer of a social movement almost seems inevitable once you get to know her. Uber should have seen her coming.” —San Francisco Chronicle Named a Best Book of 2020 by NPR Susan Fowler was just twenty-five years old when her blog post describing the sexual harassment and retaliation she'd experienced at Uber riveted the nation. Her post would eventually lead to the ousting of Uber's powerful CEO, but its ripples extended far beyond that, as her courageous choice to attach her name to the post inspired other women to speak publicly about their experiences. In the year that followed, an unprecedented number of women came forward, and Fowler was recognized by Time as one of the “Silence Breakers” who ignited the #MeToo movement. Here, she shares her full story: a story of extraordinary determination and resilience that reveals what it takes--and what it means--to be a whistleblower. Long before she arrived at Uber, Fowler's life had been defined by her refusal to accept her circumstances. She propelled herself from an impoverished childhood with little formal education to the Ivy League, and then to a coveted position at one of the most valuable companies in the history of Silicon Valley. Each time she was mistreated, she fought back or found a way to reinvent herself; all she wanted was the opportunity to define her own dreams and work to achieve them. But when she discovered Uber's pervasive culture of sexism, racism, harassment, and abuse, and that the company would do nothing about it, she knew she had to speak out—no matter what it cost her. *Whistleblower* takes us deep inside this shockingly toxic workplace and reveals new details about the aftermath of the blog post, in which Fowler was investigated and followed, hacked and threatened, to the point that she feared for her life. But even as it illuminates how the deck is stacked in favor of the status quo, Fowler's story serves as a crucial reminder that we can take our power back. Both moving personal narrative and rallying cry, *Whistleblower* urges us to be the heroes of our own stories, and to keep fighting for a more just and equitable world. A history of comics and comic art in Canada includes two thirty-page discussions of the lives and works of Johnny Canuck and Chester Brown.

The “necessary and incisive” (Roxane Gay) account of the discrimination case that “has blown open a conversation about the status of women” in the workplace (The New York Times) SHORTLISTED FOR THE 2017 FINANCIAL TIMES AND MCKINSEY BUSINESS BOOK OF THE YEAR | NAMED A BEST FALL BOOK BY ELLE AND BUSTLE In 2015, Ellen K. Pao sued a powerhouse Silicon Valley venture capital firm, calling out workplace discrimination and retaliation against women and other underrepresented groups. Her suit rocked the tech world—and exposed its toxic culture and its homogeneity. Her message overcame negative PR attacks that took aim at her professional conduct and her personal life, and she won widespread public support—Time hailed her as “the face of change.” Though Pao lost her suit, she revolutionized the conversation at tech offices, in the media, and around the world. In *Reset*, she tells her full story for the first time. The daughter of immigrants, Pao was taught that through hard work she could achieve her dreams. She earned multiple Ivy League degrees, worked at top startups, and in

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2005 was recruited by Kleiner Perkins, arguably the world's leading venture capital firm at the time. In many ways, she did everything right, and yet she and other women and people of color were excluded from success—cut out of decisive meetings and email discussions, uninvited to CEO dinners and lavish networking trips, and had their work undercut or appropriated by male executives. It was time for a system reset. After Kleiner, Pao became CEO of reddit, where she took forceful action to change the status quo for the company and its product. She banned revenge porn and unauthorized nude photos—an action other large media sites later followed—and shut down parts of reddit over online harassment. She and seven other women tech leaders formed Project Include, an award-winning nonprofit for accelerating diversity and inclusion in tech. In her book, Pao shines a light on troubling issues that plague today's workplace and lays out practical, inspiring, and achievable goals for a better future. Ellen K. Pao's *Reset* is a rallying cry—the story of a whistleblower who aims to empower everyone struggling to be heard, in Silicon Valley and beyond. Praise for *Reset* “Necessary and incisive . . . As Ellen Pao detailed her experiences, while also communicating her passion for the work men often impeded her from doing, I was nothing short of infuriated. It was great to see a highly accomplished woman of color speaking out like this, and hopefully this book will encourage more women to come forward, give voice to their experiences in the workplace, and contribute to meaningful change.”—Roxane Gay

From the bestselling author of *Blood, Sweat, and Pixels* comes the next definitive, behind-the-scenes account of the video game industry: how some of the past decade's most renowned studios fell apart—and the stories, both triumphant and tragic, of what happened next. Jason Schreier's groundbreaking reporting has earned him a place among the preeminent investigative journalists covering the world of video games. In his eagerly anticipated, deeply researched new book, Schreier trains his investigative eye on the volatility of the video game industry and the resilience of the people who work in it. The business of videogames is both a prestige industry and an opaque one. Based on dozens of first-hand interviews that cover the development of landmark games—*Bioshock Infinite*, *Epic Mickey*, *Dead Space*, and more—on to the shocking closures of the studios that made them, *Press Reset* tells the stories of how real people are affected by game studio shutdowns, and how they recover, move on, or escape the industry entirely. Schreier's insider interviews cover hostile takeovers, abusive bosses, corporate drama, bounced checks, and that one time the Boston Red Sox's Curt Schilling decided he was going to lead a game studio that would take out *World of Warcraft*. Along the way, he asks pressing questions about why, when the video game industry is more successful than ever, it's become so hard to make a stable living making video games—and whether the business of making games can change before it's too late.

A beautiful and inclusive picture book all about celebrating being yourself from Down syndrome advocate and viral sensation Sofia Sanchez! It can be hard to be different whether because of how you look, where you live, or what you can or can't do. But wouldn't it be boring if we were all the same? Being different is great! Being different is what makes you YOU. This inclusive and empowering picture book from Sofia Sanchezan 11-year-old model and actress with Down

syndromereminds readers how important it is to embrace your differences, be confident, and be proud of who you are. Imagine all of the wonderful things you can do if you don't let anyone stop you! You are enough just how you are. Sofia is unique, but her message is universal: We all belong. So each spread will feature beautiful, full-color illustrations of a full cast of kid characters with all kinds of backgrounds, experiences, and abilities. This book will also include back matter with a brief bio of Sofia and her journey so far, as well as additional information about Down syndrome and how we can all be more accepting, more inclusive, and more kind.

Waking Up to Our Capacity to Transform Ourselves and the World As we become more aware of various social injustices in the world, many of us want to be part of the movement toward positive change. But sometimes our best intentions cause unintended harm, and we fumble. We might feel afraid to say the wrong thing and feel guilt for not doing or knowing enough. Sometimes we might engage in performative allyship rather than thoughtful solidarity, leaving those already marginalized further burdened and exhausted. The feelings of fear, insecurity, inadequacy are all too common among a wide spectrum of changemakers, and they put many at a crossroads between feeling stuck and giving up, or staying grounded to keep going. So how can we go beyond performative allyship to creating real change in ourselves and in the world, together? In *The Wake Up*, Michelle MiJung Kim shares foundational principles often missing in today's mainstream conversations around "diversity and inclusion," inviting readers to deep dive into the challenging and nuanced work of pursuing equity and justice, while exploring various complexities, contradictions, and conflicts inherent in our imperfect world. With a mix of in-the-trenches narrative and accessible unpacking of hot button issues—from inclusive language to representation to "cancel culture"—Michelle offers sustainable frameworks that guide us how to think, approach, and be in the journey as thoughtfully and powerfully as possible. *The Wake Up* is divided into four key parts: Grounding: begin by moving beyond good intentions to interrogating our deeper "why" for committing to social justice and uncovering our "hidden stories." Orienting: establish a shared understanding around our historical and current context and issues we are trying to solve, starting with dismantling white supremacy. Showing Up: learn critical principles to approach any situation with clarity and build our capacity to work through complexity, nuance, conflict, and imperfections. Moving Together: remember the core of this work is about human lives, and commit to prioritizing humanity, healing, and community. *The Wake Up* is an urgent call for us to move together while seeing each other's full and expansive humanity that is at the core of our movement toward justice, healing, and freedom.

Finalist for Foreword Magazine's 2011 Book of the Year With his knack for making science intelligible for the layman, and his ability to illuminate scientific concepts through analogy and reference to personal experience, James Zull offers the reader an engrossing and coherent introduction to what neuroscience can tell us about cognitive development through

experience, and its implications for education. Stating that educational change is underway and that the time is ripe to recognize that “the primary objective of education is to understand human learning” and that “all other objectives depend on achieving this understanding”, James Zull challenges the reader to focus on this purpose, first for her or himself, and then for those for whose learning they are responsible. The book is addressed to all learners and educators – to the reader as self-educator embarked on the journey of lifelong learning, to the reader as parent, and to readers who are educators in schools or university settings, as well as mentors and trainers in the workplace. In this work, James Zull presents cognitive development as a journey taken by the brain, from an organ of organized cells, blood vessels, and chemicals at birth, through its shaping by experience and environment into potentially to the most powerful and exquisite force in the universe, the human mind. Zull begins his journey with sensory-motor learning, and how that leads to discovery, and discovery to emotion. He then describes how deeper learning develops, how symbolic systems such as language and numbers emerge as tools for thought, how memory builds a knowledge base, and how memory is then used to create ideas and solve problems. Along the way he prompts us to think of new ways to shape educational experiences from early in life through adulthood, informed by the insight that metacognition lies at the root of all learning. At a time when we can expect to change jobs and careers frequently during our lifetime, when technology is changing society at break-neck speed, and we have instant access to almost infinite information and opinion, he argues that self-knowledge, awareness of how and why we think as we do, and the ability to adapt and learn, are critical to our survival as individuals; and that the transformation of education, in the light of all this and what neuroscience can tell us, is a key element in future development of healthy and productive societies.

NEW YORK TIMES BESTSELLER • LONGLISTED FOR THE NATIONAL BOOK AWARD • One of today’s most insightful and influential thinkers offers a powerful exploration of inequality and the lesson that generations of Americans have failed to learn: Racism has a cost for everyone—not just for people of color. LONGLISTED FOR THE ANDREW CARNEGIE MEDAL • “This is the book I’ve been waiting for.”—Ibram X. Kendi, #1 New York Times bestselling author of *How to Be an Antiracist* Heather McGhee’s specialty is the American economy—and the mystery of why it so often fails the American public. From the financial crisis of 2008 to rising student debt to collapsing public infrastructure, she found a root problem: racism in our politics and policymaking. But not just in the most obvious indignities for people of color. Racism has costs for white people, too. It is the common denominator of our most vexing public problems, the core dysfunction of our democracy and constitutive of the spiritual and moral crises that grip us all. But how did this happen? And is there a way out? McGhee embarks on a deeply personal journey across the country from Maine to Mississippi to California, tallying what we lose when we buy into the zero-sum paradigm—the idea that progress for some of us must

come at the expense of others. Along the way, she meets white people who confide in her about losing their homes, their dreams, and their shot at better jobs to the toxic mix of American racism and greed. This is the story of how public goods in this country—from parks and pools to functioning schools—have become private luxuries; of how unions collapsed, wages stagnated, and inequality increased; and of how this country, unique among the world's advanced economies, has thwarted universal healthcare. But in unlikely places of worship and work, McGhee finds proof of what she calls the Solidarity Dividend: the benefits we gain when people come together across race to accomplish what we simply can't do on our own. *The Sum of Us* is not only a brilliant analysis of how we arrived here but also a heartfelt message, delivered with startling empathy, from a black woman to a multiracial America. It leaves us with a new vision for a future in which we finally realize that life can be more than a zero-sum game.

The co-founder of the diversity nonprofit Project Include shares the story behind her landmark 2015 lawsuit against powerhouse venture capitalist firm Kleiner Perkins, exploring what her case and refusal to settle revealed about Silicon Valley discrimination.

What does inclusion really mean and what impact have inclusive approaches to education had on practice? Bringing together issues of theory, research, policy and practice from both the countries of the South and the North, this groundbreaking book provides a critical discussion of recent developments in the field of inclusive education. The authors consider developments, both in current thinking about the meaning of inclusion and in terms of policies and practices, in the context of education systems across the world and their differences and inter-relatedness. Topics covered include the increasing pressure on educators to develop a global policy agenda for inclusive education, the individual needs of children, the illusion of inclusivity and the importance of local contexts in determining policy. The book's international perspective illuminates common successes, failures and concerns. With case studies from Europe, the Caribbean and Australasia, the book also features chapter summaries, questions to facilitate critical thinking and discussion, case studies and suggestions for further reading. An essential read for anyone studying inclusive education, special educational needs, disability studies, social policy and international and comparative education, this book will ignite debate and enable the reader to develop a deep understanding of the issues. Ann Cheryl Armstrong is the Director of the Division of Professional Learning, Derrick Armstrong is Acting Deputy Vice Chancellor (Education) and Professor of Education and Ilektra Spandagou is a Lecturer in Inclusive Education. They are all based at the University of Sydney, Australia.

“Jam packed with insights from women in the field,” this is an invaluable career guide for the aspiring or experienced female tech professional (Forbes) As the CEO of a startup, Tarah Wheeler is all too familiar with the challenges female

tech professionals face on a daily basis. That's why she's teamed up with other high-achieving women within the field—from entrepreneurs and analysts to elite hackers and gamers—to provide a roadmap for women looking to jump-start, or further develop, their tech career. In an effort to dismantle the unconscious social bias against women in the industry, Wheeler interviews professionals like Brianna Wu (founder, Giant Spacekat), Angie Chang (founder, Women 2.0), Keren Elazari (TED speaker and cybersecurity expert), Katie Cunningham (Python educator and developer), and Miah Johnson (senior systems administrator) about the obstacles they have overcome to do what they love. Their inspiring personal stories are interspersed with tech-focused career advice. Readers will learn:

- The secrets of salary negotiation
- The best format for tech resumes
- How to ace a tech interview
- The perks of both contracting (W-9) and salaried full-time work
- The secrets of mentorship
- How to start your own company
- And much more

BONUS CONTENT: Perfect for its audience of hackers and coders, *Women in Tech* also contains puzzles and codes throughout—created by Mike Selinker (Lone Shark Games), Gabby Weidling (Lone Shark Games), and cryptographer Ryan “LostboY” Clarke—that are love letters to women in the industry. A distinguished anonymous contributor created the Python code for the cover of the book, which references the mother of computer science, Ada Lovelace. Run the code to see what it does!

Higher education is facing a perfect storm as it contends with changing demographics, shrinking budgets and concerns about access and cost, while underrepresented groups – both in faculty ranks and students – are voicing dissatisfaction with campus climate and demanding changes to structural inequities. This book argues that, to address the inexorable changes ahead, colleges and universities need both to centralize the value of diversity and inclusion and employ a set of strategies that are enacted at all levels of their institutions. It argues that individual and institutional change efforts can only be achieved by implementing “diversity as a value” – that is embracing social change efforts as central and additive rather than episodic and required – and provides the research and theoretical frameworks to support this approach, as well as tools and examples of practice that accomplish change. The contributors to this book identify the elements that drive successful multicultural initiatives and that strengthen the effectiveness of campus efforts to dismantle systemic oppression, as well as the individual and organization skills needed to manage difference effectively. Among these is developing the capacity of administrators, faculty and student affairs professionals as conscious scholar practitioners to sensitively manage conflicts on campus, deconstruct challenging structures and reconstruct the environment intentionally to include in respectful ways experiences of historically marginalized groups and non-dominant ways of being in the world. The books' focus on developing capacities for multicultural competence aligns with higher education's increasing emphasis on civic engagement and institutional goals promote skills to interact in meaningful and responsible ways

around difference, whether of people, ideas or identities. Designing Transformative Multicultural Initiatives provides guiding principles and practical strategies to successfully transform higher education to become fully inclusive and advance the success of all constituents and stakeholders.

#1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown's new podcast, Dare to Lead, as well as her ongoing podcast Unlocking Us! **NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG** Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don't avoid difficult conversations and situations; we lean into vulnerability when it's necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the exact same time as we're scrambling to figure out what we have to offer that machines and AI can't do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, "One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It's learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It's why we're here." Whether you've read Daring Greatly and Rising Strong or you're new to Brené Brown's work, this book is for anyone who wants to step up and into brave leadership.

This book describes the experiences and successes of female innovators and entrepreneurs in the still largely male-dominated tech-world in twenty candid interviews. It highlights the varied life and career stories that lead these women to

the top positions in the technology industry that they are in now. Interviewees include CEOs, founders, and inventors from a wide spectrum of tech organizations across sectors as varied as mobile technology, e-commerce, online education, and video games. Interviewer Danielle Newnham, a mobile startup and e-commerce entrepreneur herself as well as an online community organizer, presents the insights, instructive anecdotes, and advice shared with her in the interviews, including stories about raising capital for one's start-up, and about the obstacles these women encountered and how they overcame them. This timely book will be of great interest to anyone working in tech or looking to get into the industry, and more in general: to everyone wanting to learn how they can contribute to leveling the field of occupational opportunity and to strengthening teams and companies through merit and diversity.

Rights of nature is an idea that has come of age. In recent years, a diverse range of countries and jurisdictions have adopted these norms, which involve granting legal rights to nature or natural objects, such as rivers, forests, or ecosystems. This book critically examines the idea of natural objects as right-holders and analyzes legal cases, policies, and philosophical issues relating to this development. Drawing on contributions from a range of experts in the field, *Rights of Nature: A Re-examination* investigates the potential for this innovative idea to revolutionize the concepts of rights, standing, and recognition as traditionally understood in many legal systems. Taking as its starting point Stone's influential 1972 article "Should Trees Have Standing?," the book examines the progress rights of nature have made since that time, by identifying central themes, unifying principles, and key distinctions in how rights of nature discourse has been operationalized in the disciplines of law, philosophy, and the social sciences. These themes and principles are illustrated through a wide variety of examples, including ecosystem services, indigenous thinking, and ecological restoration, demonstrating how the relationship between humanity and the natural world may be transforming. Taking a philosophical, political, and legal perspective, this book will be of great interest to students and scholars of environmental law and policy, environmental ethics, and philosophy.

A Wall Street Journal bestseller From the CEO and President of the Society for Human Resource Management (SHRM) comes the ultimate book on transforming the way we select, retain and train our employees in a radically changed business environment. With the growth of remote work and an increased focus on diversity and inclusion, companies are increasingly finding themselves in "wars for talent" as they source and recruit candidates from all over the world. They need to find new ways to contact people and new sources of talent. They need to create an enduring and tangible culture that helps everyone feel empowered to do their best work. And they need to develop inclusive organizations that leverage differences for growth and innovation. Informed by more than 70 years of experience and expertise and propelled by extensive original SHRM research, *Reset* delivers a candid and forward-thinking vision for leaders to

reimagine their company cultures in a time of global upheaval. Part call to action, part strategic roadmap, *Reset* challenges business leaders' underlying assumptions about workers and the workplace, delivers practical strategies for finding and keeping the talent needed to make businesses successful, and introduces dynamic tools to sustain that success over the long haul. Now is the time for leaders to completely reimagine, reorganize, and *Reset* their operations to create a more daring, resilient and sustainable future. This is the book that will guide them exactly when they most need it.

A sharp and prescient novel about women in the workplace, the power of Big Tech, and the looming threat of foreign espionage from Kathy Wang, "a skilled satirist of the northern California dream" (*Harper's Bazaar*) In 2006 Julia Lerner is living in Moscow, a recent university graduate in computer science, when she's recruited by Russia's largest intelligence agency. By 2018 she's in Silicon Valley as COO of Tangerine, one of America's most famous technology companies. In between her executive management (make offers to promising startups, crush them and copy their features if they refuse); self promotion (check out her latest op-ed in the *WSJ*, on *Work/Life Balance 2.0*); and work in gender equality (transfer the most annoying females from her team), she funnels intelligence back to the motherland. But now Russia's asking for more, and Julia's getting nervous. Alice Lu is a first generation Chinese American whose parents are delighted she's working at Tangerine (such a successful company!). Too bad she's slogging away in the lower echelons, recently dumped, and now sharing her expensive two-bedroom apartment with her cousin Cheri, a perennial "founder's girlfriend". One afternoon, while performing a server check, Alice discovers some unusual activity, and now she's burdened with two powerful but distressing suspicions: Tangerine's privacy settings aren't as rigorous as the company claims they are, and the person abusing this loophole might be Julia Lerner herself. The closer Alice gets to Julia, the more Julia questions her own loyalties. Russia may have placed her in the Valley, but she's the one who built her career; isn't she entitled to protect the lifestyle she's earned? Part page-turning cat-and-mouse chase, part sharp and hilarious satire, *Impostor Syndrome* is a shrewdly-observed examination of women in tech, Silicon Valley hubris, and the rarely fulfilled but ever-attractive promise of the American Dream.

Women are typically not well represented in STEM fields. These same women experience difficulties in advocacy and leadership, as well as hiring and promotion. Women of color, regardless of discipline, face this narrative daily and often throughout their entire careers. *Women's Influence on Inclusion, Equity, and Diversity in STEM Fields* seeks to critically examine the strategies that women across class and cultural groups use and the struggles they face in order to become successful in professional fields that include business, politics, science, technology, engineering, and mathematics. While highlighting topics that include higher education, workplace perceptions, and information literacy, this publication is ideal

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for public administrators, human resources professionals, sociologists, academicians, researchers, and students interested in gender studies, public administration, the biological sciences, psychology, computer science, and the STEM fields.

With the resurgence of race-related incidents nationally and on college campuses in recent years, acts of overt racism, hate crimes, controversies over free speech, and violence continue to impact institutions of higher education. Such incidents may impact the overall campus racial climate and result in a racial crisis, which is marked by extreme tension and instability. How institutional leaders and the campus community respond to a racial crisis along with the racial literacy demands of the campus leaders can have as much of an effect as the crisis itself. As such, 21st century university leaders must become more emotionally intelligent and responsive to emergent campus issues. Improving campus climate is hard, and to achieve notable gains, higher education professionals will have to reimagine how they approach this work with equity-influenced practices and transformative leadership. The Handbook of Research on Leading Higher Education Transformation With Social Justice, Equity, and Inclusion offers a window into understanding the deep intersections of identity and professional practice as well as guideposts for individual leadership development during contested times. The chapters emphasize how identity manifests in the way we lead, supervise, make decisions, persuade, form relationships, and negotiate responsibilities each day. In this book, the authors provide insight, examples, and personal narratives that explore how their identities, lens, and commitments shaped their leadership and supported their courageous acts for equity and social justice. It provides practical tools that leaders can draw on to inform sustainable equity and inclusion-focused practices and policies on college campuses and will discuss important campus climate issues and ways to address them. This book is a valuable reference work for higher education administrators, policymakers, leaders, managers, university presidents, social justice advocates, practitioners, faculty, researchers, academicians, and students who are interested in higher education leadership practices that support and promote social justice, equity, and inclusion.

From microaggressions to the wage gap, *The Memo* empowers women of color with actionable advice on challenges and offers a clear path to success. Most business books provide a one-size-fits-all approach to career advice that overlooks the unique barriers that women of color face. In *The Memo*, Minda Harts offers a much-needed career guide tailored specifically for women of color. Drawing on knowledge gained from her past career as a fundraising consultant to top colleges across the country, Harts now brings her powerhouse entrepreneurial experience as CEO of *The Memo* to the page. With wit and candor, she acknowledges "ugly truths" that keep women of color from having a seat at the table in corporate America. Providing straight talk on how to navigate networking, office politics, and money, while showing how

to make real change to the system, The Memo offers support and long-overdue advice on how women of color can succeed in their careers.

A practical guide for achieving equitable outcomes From Equity Talk to Equity Walk offers practical guidance on the design and application of campus change strategies for achieving equitable outcomes. Drawing from campus-based research projects sponsored by the Association of American Colleges and Universities and the Center for Urban Education at the University of Southern California, this invaluable resource provides real-world steps that reinforce primary elements for examining equity in student achievement, while challenging educators to specifically focus on racial equity as a critical lens for institutional and systemic change. Colleges and universities have placed greater emphasis on education equity in recent years. Acknowledging the changing realities and increasing demands placed on contemporary postsecondary education, this book meets educators where they are and offers an effective design framework for what it means to move beyond equity being a buzzword in higher education. Central concepts and key points are illustrated through campus examples. This indispensable guide presents academic administrators and staff with advice on building an equity-minded campus culture, aligning strategic priorities and institutional missions to advance equity, understanding equity-minded data analysis, developing campus strategies for making excellence inclusive, and moving from a first-generation equity educator to an equity-minded practitioner. From Equity Talk to Equity Walk: A Guide for Campus-Based Leadership and Practice is a vital wealth of information for college and university presidents and provosts, academic and student affairs professionals, faculty, and practitioners who seek to dismantle institutional barriers that stand in the way of achieving equity, specifically racial equity to achieve equitable outcomes in higher education. This book offers five proven principles so multinational companies can advance diversity, equity, and inclusion with a nuanced understanding of local contexts across countries and cultures. It's easy to fall into the trap of using a single-culture worldview when implementing global DEI in organizations. But what makes DEI change efforts successful in one country may have opposite, unintended consequences in another. How do companies find the right balance between anchoring their efforts locally while pushing for change that may disrupt existing power dynamics? This is the question at the heart of global DEI work. Along with practical advice and examples, Rohini Anand offers five overarching principles derived from her own experience leading global DEI transformation and interviews with more than sixty-five leaders to provide a through line for leading global DEI transformation in divergent cultures. Local relevance—understanding markets and acknowledging local beliefs, regulations, and history—is essential for global success. This groundbreaking book explicitly details how to take local histories, laws, and practices into account in DEI transformation work while promoting social justice worldwide.

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This book explores tried and tested strategies that support student and faculty engagement and inclusion in the academy. These strategies are anchored by a brief exploration of the history and effect/s of exclusion and deprivilege in higher education. However, while many publications exploring academic inequality focus on the causes and impacts of structural, psychological and cultural exclusion based on racism, sexism, classism and ableism, they rarely engage in interventions to expose and combat such de/privilege. Capturing examples of inclusive practices that are as diverse as student and faculty populations, these strategies can be easily translated and employed by organisations, collectives and individuals to recognise and combat social and academic exclusion within higher education environments.

This book is the first practical, hands-on guide that shows how leaders can build psychological safety in their organizations, creating an environment where employees feel included, fully engaged, and encouraged to contribute their best efforts and ideas. Perhaps the leader's most challenging task is to increase intellectual friction while decreasing social friction. When this doesn't happen and it becomes emotionally expensive to say what you truly think and feel, that lack of psychological safety triggers the self-censoring instinct, shuts down learning, and blocks collaboration and creativity. Timothy R. Clark, a former CEO, Oxford-trained social scientist, and organizational consultant, provides a research-based framework to help leaders transform their organizations into sanctuaries of inclusion and incubators of innovation. When leaders cultivate psychological safety, teams and organizations progress through four successive stages. First, people feel included and accepted; then they feel safe to learn, contribute, and finally, challenge the status quo. Clark draws deeply on psychology, philosophy, social science, literature, and his own experiences to show how leaders can, and must, set the tone and model the ideal behaviors—as he says, “you either show the way or get in the way.” This thoughtful and pragmatic guide demonstrates that if you banish fear, install true performance-based accountability, and create a nurturing environment that allows people to be vulnerable as they learn and grow, they will perform beyond your expectations.

Instant National Bestseller "Excellent." --San Francisco Chronicle "Brotopia is more than a business book. Silicon Valley holds extraordinary power over our present lives as well as whatever utopia (or nightmare) might come next." --New York Times Silicon Valley is a modern utopia where anyone can change the world. Unless you're a woman. For women in tech, Silicon Valley is not a fantasyland of unicorns, virtual reality rainbows, and 3D-printed lollipops, where millions of dollars grow on trees. It's a "Brotopia," where men hold all the cards and make all the rules. Vastly outnumbered, women face toxic workplaces rife with discrimination and sexual harassment, where investors take meetings in hot tubs and network at sex parties. In this powerful exposé, Bloomberg TV journalist Emily Chang reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures despite decades of companies claiming the moral high ground

(Don't Be Evil! Connect the World!)--and how women are finally starting to speak out and fight back. Drawing on her deep network of Silicon Valley insiders, Chang opens the boardroom doors of male-dominated venture capital firms like Kleiner Perkins, the subject of Ellen Pao's high-profile gender discrimination lawsuit, and Sequoia, where a partner once famously said they "won't lower their standards" just to hire women. Interviews with Facebook COO Sheryl Sandberg, YouTube CEO Susan Wojcicki, and former Yahoo! CEO Marissa Mayer--who got their start at Google, where just one in five engineers is a woman--reveal just how hard it is to crack the Silicon Ceiling. And Chang shows how women such as former Uber engineer Susan Fowler, entrepreneur Niniane Wang, and game developer Brianna Wu, have risked their careers and sometimes their lives to pave a way for other women. Silicon Valley's aggressive, misogynistic, work-at-all costs culture has shut women out of the greatest wealth creation in the history of the world. It's time to break up the boys' club. Emily Chang shows us how to fix this toxic culture--to bring down Brotopia, once and for all.

****INSTANT NEW YORK TIMES BESTSELLER**** From one of the most followed booktubers today, comes *Again, but Better*, a story about second chances, discovering yourself, and being brave enough to try again. Shane has been doing college all wrong. Pre-med, stellar grades, and happy parents...sounds ideal -- but Shane's made zero friends, goes home every weekend, and romance...what's that? Her life has been dorm, dining hall, class, repeat. Time's a ticking, and she needs a change -- there's nothing like moving to a new country to really mix things up. Shane signs up for a semester abroad in London. She's going to right all her college mistakes: make friends, pursue boys, and find adventure! Easier said than done. She is soon faced with the complicated realities of living outside her bubble, and when self-doubt sneaks in, her new life starts to fall apart. Shane comes to find that, with the right amount of courage and determination one can conquer anything. Throw in some fate and a touch of magic - the possibilities are endless.

“At the core, *Hit Refresh*, is about us humans and the unique quality we call empathy, which will become ever more valuable in a world where the torrent of technology will disrupt the status quo like never before.” – Satya Nadella from *Hit Refresh* “Satya has charted a course for making the most of the opportunities created by technology while also facing up to the hard questions.” – Bill Gates from the Foreword of *Hit Refresh* The New York Times bestseller *Hit Refresh* is about individual change, about the transformation happening inside of Microsoft and the technology that will soon impact all of our lives—the arrival of the most exciting and disruptive wave of technology humankind has experienced: artificial intelligence, mixed reality, and quantum computing. It’s about how people, organizations, and societies can and must transform and “hit refresh” in their persistent quest for new energy, new ideas, and continued relevance and renewal. Microsoft’s CEO tells the inside story of the company’s continuing transformation, tracing his own personal journey from a childhood in India to leading some of the most significant technological changes in the digital era. Satya Nadella

explores a fascinating childhood before immigrating to the U.S. and how he learned to lead along the way. He then shares his meditations as a sitting CEO—one who is mostly unknown following the brainy Bill Gates and energetic Steve Ballmer. He tells the inside story of how a company rediscovered its soul—transforming everything from culture to their fiercely competitive landscape and industry partnerships. As much a humanist as engineer and executive, Nadella concludes with his vision for the coming wave of technology and by exploring the potential impact to society and delivering call to action for world leaders. “Ideas excite me,” Nadella explains. “Empathy grounds and centers me.” Hit Refresh is a set of reflections, meditations, and recommendations presented as algorithms from a principled, deliberative leader searching for improvement—for himself, for a storied company, and for society.

As a major, public flagship university in the American South, so-called “Diversity University” has struggled to define its commitments to diversity and inclusion, and to put those commitments into practice. In *Diversity Regimes*, sociologist James M. Thomas draws on more than two years of ethnographic fieldwork at DU to illustrate the conflicts and contingencies between a core set of actors at DU over what diversity is and how it should be accomplished. Thomas’s analysis of this dynamic process uncovers what he calls “diversity regimes”: a complex combination of meanings, practices, and actions that work to institutionalize commitments to diversity, but in doing so obscure, entrench, and even magnify existing racial inequalities. Thomas’s concept of diversity regimes, and his focus on how they are organized and unfold in real time, provides new insights into the social organization of multicultural principles and practices.

The never-more-necessary return of one of our most vital and eloquent voices on technology and culture, the author of the seminal *Close to the Machine* The last twenty years have brought us the rise of the internet, the development of artificial intelligence, the ubiquity of once unimaginably powerful computers, and the thorough transformation of our economy and society. Through it all, Ellen Ullman lived and worked inside that rising culture of technology, and in *Life in Code* she tells the continuing story of the changes it wrought with a unique, expert perspective. When Ellen Ullman moved to San Francisco in the early 1970s and went on to become a computer programmer, she was joining a small, idealistic, and almost exclusively male cadre that aspired to genuinely change the world. In 1997 Ullman wrote *Close to the Machine*, the now classic and still definitive account of life as a coder at the birth of what would be a sweeping technological, cultural, and financial revolution. Twenty years later, the story Ullman recounts is neither one of unbridled triumph nor a nostalgic denial of progress. It is necessarily the story of digital technology’s loss of innocence as it entered the cultural mainstream, and it is a personal reckoning with all that has changed, and so much that hasn’t. *Life in Code* is an essential text toward our understanding of the last twenty years—and the next twenty.

"Why is Ouch! important? Staying silent in the face of demeaning comments, stereotypes or bias allows these attitudes

and behaviors to thrive. The undermines our ability to create an inclusive workplace where all employees are welcomed, treated with respect and able to do their best work. Yet, most employees and leaders who want to speak up don't how. So, we say nothing. Finally, a video that shows the viewed exactly how to respond in moments of diversity-related tension! No blame, no guilt, no conflict - just practical, specific skills that can be immediately applied in the workplace ..."--Conteneur.

Thought leader, racial justice educator, and sought-after spiritual activist Rachel Ricketts offers mindful and practical steps for all humans to dismantle white supremacy on a personal and collective level. Heart-centered and spirit-based practices are the missing but vital piece to achieving racial justice. Do Better is a revolutionary offering that addresses anti-racism from a comprehensive, intersectional, and spiritually-aligned perspective. This actionable guidebook illustrates how to engage in the heart-centered and mindfulness-based practices that racial justice educator and healer Rachel Ricketts has developed to fight white supremacy from the inside out, in our personal lives and communities alike. It is a loving and assertive call to do the deep—and often uncomfortable—inner work that precipitates much-needed external and global change. Radical racial justice includes daily, intentional, and informed action. It demands addressing the emotional violence we have perpetuated on ourselves and others (most notably toward Black and Indigenous women and femmes), both as individuals and as a society. Do Better provides the missing pieces to manifest practicable, sustainable solutions such as identifying where we most get stuck, mitigating the harm we inflict on others, and mending our hearts from our most painful race and gender-based experiences, plus much more. This inspirational and eye-opening handbook is filled with carefully curated soulcare activities for getting into our bodies and better withstanding the grief, rage, and conflicting emotions that naturally arise when we fight against injustice. Culturally informed, secular spiritual exercises, such as guided meditations, transformative breathwork, and journaling prompt unpack our privilege, and take up the ongoing fight against oppression, while transforming our own lives along the way.

#1 NEW YORK TIMES BESTSELLER Featured by Oprah's Book Club on the Anti-Racist Books for Young Adults list curated by bestselling author Jacqueline Woodson A USA TODAY Bestseller Recommended by The Guardian, Time, Grazia, The Telegraph, Express, and The Sun 'This is one for you, your neighbour, the children in your lives and especially that 'only slightly' racist colleague... A guide to the history of racism and a blueprint for change' —The Guardian Who are you? What is racism? Where does it come from? Why does it exist? What can you do to disrupt it? Learn about social identities, the history of racism and resistance against it, and how you can use your anti-racist lens and voice to move the world toward equity and liberation. 'In a racist society, it's not enough to be non-racist—we must be ANTI-RACIST.' —Angela Davis Gain a deeper understanding of your anti-racist self as you progress through 20

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chapters that spark introspection, reveal the origins of racism that we are still experiencing and give you the courage and power to undo it. Each chapter builds on the previous one as you learn more about yourself and racial oppression. 20 activities get you thinking and help you grow with the knowledge. All you need is a pen and paper. Author Tiffany Jewell, an anti-bias, anti-racist educator and activist, builds solidarity beginning with the language she chooses – using gender neutral words to honour everyone who reads the book. Illustrator Aurélia Durand brings the stories and characters to life with kaleidoscopic vibrancy. After examining the concepts of social identity, race, ethnicity and racism, learn about some of the ways people of different races have been oppressed, from indigenous Americans and Australians being sent to boarding school to be 'civilized' to a generation of Caribbean immigrants once welcomed to the UK being threatened with deportation by strict immigration laws. Find hope in stories of strength, love, joy and revolution that are part of our history, too, with such figures as the former slave Toussaint Louverture, who led a rebellion against white planters that eventually led to Haiti's independence, and Yuri Kochiyama, who, after spending time in an internment camp for Japanese Americans during WWII, dedicated her life to supporting political prisoners and advocating reparations for those wrongfully interned. Learn language and phrases to interrupt and disrupt racism. So, when you hear a microaggression or racial slur, you'll know how to act next time. This book is written for EVERYONE who lives in this racialised society—including the young person who doesn't know how to speak up to the racist adults in their life, the kid who has lost themselves at times trying to fit into the dominant culture, the children who have been harmed (physically and emotionally) because no one stood up for them or they couldn't stand up for themselves and also for their families, teachers and administrators. With this book, be empowered to actively defy racism and xenophobia to create a community (large and small) that truly honours everyone.

Look around you. Is your workplace as diverse and accepting as it should be? From accusations of racism in high political office, award-winning actors admitting the sets they work on aren't inclusive, to everyday occurrences of sexism, agism, racism and more, we are far from where we need to be. Demanding More is THE diversity and inclusion book you need to read. Moving beyond HR speak, this book clearly explains what diversity and inclusion are and what it means in the everyday experience of millions of people, both at work and in life. Sheree Atcheson, Global Director of Diversity, Equity and Inclusion at Peakon and ex Monzo, draws on her experience as a young woman of colour in an overly white male tech environment; she lives and breathes the issues she writes about. In Demanding More, she calls out the lack of awareness around privilege, unchecked and unconscious biases and details what intersectionality does to feelings of discrimination and disadvantage. Arguing that the best strategy for us all to adopt is allyship, where we all take ownership of the issues and stand up to bias or discrimination, this book will give us all tools and strategies to action every day,

making us accountable to delivering change around us.

The arts have a crucial role in empowering young people with special needs through diverse dance initiatives. Inclusive pedagogy that integrates all students in rich, equitable and just dance programmes within education frameworks is occurring alongside enabling projects by community groups and in the professional dance world where many high-profile choreographers actively seek opportunities to work across diversity to inspire creativity. Access and inclusion is increasingly the essence of projects for disenfranchised and traumatised youth who find creative expression, freedom and hope through dance. This volume foregrounds dance for young people with special needs and presents best practice scenarios in schools, communities and the professional sphere. International perspectives come from Australia, Brazil, Cambodia, Canada, Denmark, Fiji, Finland, India, Indonesia, Jamaica, Japan, Malaysia, New Zealand, Norway, Papua New Guinea, Portugal, Singapore, South Africa, Spain, Taiwan, Timor Leste, the UK and the USA. Sections include: inclusive dance pedagogy equality, advocacy and policy changing practice for dance education community dance initiatives professional integrated collaborations

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