

Reset My Fight For Inclusion And Lasting Change

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. "Named a Best Business Book of 2020 by Fortune and Bloomberg" Full of empowering wisdom from one of Silicon Valley's first female African American CEOs, this inspiring leadership book offers a blueprint for how to achieve your personal and professional goals. Shellye Archambeau recounts how she overcame the challenges she faced as a young black woman, wife, and mother, managing her personal and professional responsibilities while climbing the ranks at IBM and subsequently in her roles as CEO. Through the busts and booms of Silicon Valley in the early 2000s, this bold and inspiring book details the risks she took and the strategies she engaged to steer her family, her career, and her company MetricStream toward success. Through her journey, Shellye discovered that ambition alone is not enough to achieve success. Here, she shares the practical strategies, tools, and approaches readers can employ right now, including concrete steps to most effectively: Dismantle impostor syndrome Capitalize on the power of planning Take risks Developing financial literacy Build your network Establish your reputation Take charge of your career Integrate work, marriage, parenthood, and self-care Each chapter lays out key takeaways and actions to increase the odds of achieving your personal and professional goals. With relatable personal stories that ground her advice in the real world and a foreword by leading venture capitalist and New York Times bestselling author Ben Horowitz, Unapologetically Ambitious invites readers to move beyond the solely supportive roles others expect them to fill, to learn how to carefully tread the thin line between assertive and aggressive, and to give themselves permission to strive for the top. Make no apologies for the height of your ambitions. Shellye Archambeau will show you how.

How can I apply learning and social justice theory to become a better facilitator? Should I prepare differently for workshops around specific identities? How do I effectively respond when things aren't going as planned? This book is intended for the increasing number of faculty and student affairs administrators – at all levels of experience – who are being asked to become social justice educators to prepare students to live successfully within, and contribute to, an equitable multicultural society. It will enable facilitators to create programs that go beyond superficial discussion of the issues to fundamentally address the structural and cultural causes of inequity, and provide students with the knowledge and skills to work for a more just society. Beyond theory, design, techniques and advice on practice, the book concludes with a section on supporting student social action. The authors illuminate the art and complexity of facilitation, describe multiple approaches, and discuss the necessary and ongoing reflection process. What sets this book apart is how the authors illustrate these practices through personal narratives of challenges encountered, and by admitting to their struggles and mistakes. They emphasize the need to prepare by taking into account such considerations as the developmental readiness of the participants, and the particular issues and historical context of the campus, before designing and facilitating a social justice training or selecting specific exercises. They pay particular attention to the struggle to teach the goals of social justice education in a language that can be embraced by the general public, and to connect its structural and contextual analyses to real issues inside and outside the classroom. The book is informed by the recognition that "the magic is almost never in the exercise or the handout but, instead, is in the facilitation"; and by the authors' commitment to help educators identify and analyze dehumanizing processes on their campuses and in society at large, reflect on their own socialization, and engage in proactive strategies to dismantle oppression.

How do we engage students and prevent workplace bias when centering women of color, few would disagree that inclusion is both the right thing to do and good for business. Then why are we so terrible at it? If we believe in the morality and the profitability of including people of diverse and underestimated backgrounds in the workplace, why don't we do it? Because, explains Ruchika Tulshyan in this eye-opening book, we don't realize that inclusion takes awareness, intention, and regular practice. Inclusion doesn't just happen; we have to work at it. Tulshyan presents inclusion best practices, showing how leaders and organizations can meaningfully promote inclusion and diversity. Tulshyan centers the workplace experience of women of color, who are subject to both gender and racial bias. It is at the intersection of gender and race, she shows, that we discover the kind of inclusion policies that benefit all. Tulshyan debunks the idea of the "level playing field" and explains how leaders and organizations can use their privilege for good by identifying and exposing bias, knowing that they typically have less to lose in speaking up than a woman of color does. She explains why "leaning in" doesn't work—and dismantling structural bias does; warns against hiring for "culture fit," arguing for "culture add" instead; and emphasizes the importance of psychological safety in the workplace—you need to know that your organization has your back. With this important book, Tulshyan shows us how we can make progress toward inclusion and diversity—and we must start now.

The Evidence for Stigma Change

Brotopia

The Coach's Guide For Women Professors

The Reset

The Department Chair as Transformative Diversity Leader

Leading Global Diversity, Equity, and Inclusion

Community-Based Global Learning

Impostor Syndrome

Difficult Subjects: Insights and Strategies for Teaching about Race, Sexuality and Gender is a collection of essays from scholars across disciplines, institutions, and ranks that offers diverse and multi-faceted approaches to teaching about subjects that prove both challenging and often uncomfortable for both the professor and the student. It encourages college educators to engage in forms of practice that do not pretend that teachers and students are unaffected by world events and incidents that highlight social inequalities. Readers will find the collected essays useful for identifying new approaches to taking on the "difficult subjects" of race, gender, and sexuality. The book will also serve as inspiration for academics who believe that their area of study does not allow for such pedagogical inquiries to also practice in ways that address difficult subjects. Contributors to this volume span a range of disciplines from criminal justice to gender studies to organic chemistry, and demonstrate the productive possibilities that can emerge in college classrooms when faculty consider "identity" as constitutive of rather than divorced from their academic disciplines. Discussions of race, gender, and sexuality are always hot-button issues in the college classroom, whether they emerge in response to a national event or tragedy or constitute the content of the class over a semester-long term. Even seasoned professors who specialize in these areas find it difficult to talk about identity politics in a room full of students. And many professors for whom issues of racial, and sexual identity is not a primary concern find it even more challenging to raise these issues with students. Offering reflections and practical guidance for a range of challenges, and encouraging faculty to teach with courage and conviction, especially when it feels as though the world around us is pushing down on our students and ourselves.

At a time of impending demographic shifts, faculty and administrators in higher education around the world are becoming aware of the need to address the systemic practices and barriers that contribute to inequitable educational outcomes of racially and ethnically diverse students. Focusing on the higher education learning environment, this volume illuminates the global relevance of critical and inclusive pedagogies (CIP), and demonstrates how their application can transform the teaching and learning process and promote more equitable educational outcomes among all students, but especially racially minoritized students. The examples in this book illustrate the importance of recognizing the detrimental impact of dominant ideologies, of evaluating who is being included in and excluded from the learning process, and paying attention to the teaching fails to consider students' varying social, psychological, physical and/or emotional needs. This edited volume brings CIP into the realm of comparative education by gathering scholars from across academic disciplines and countries to explore how these pedagogies not only promote deep learning among students, but also better equip instructors to attend to the needs of diverse students by prioritizing their intellectual and social development, creating identity affirming learning environments that foster high expectations; recognizing the value of the cultural and national differences that scholars bring to the educational experience; and engaging the "whole" student in the teaching and learning process.

And, you know, I'm not a 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 Sanchez – an 11-year-old model and actress with Down syndrome – reminds 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 tell 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.

This book is comprised of reflections by diverse women's studies scholars, focusing on the many ways in which the field has evolved from its first introduction in the University setting to the present day.

Ending Discrimination Against People with Mental and Substance Use Disorders

Community-Based Research

Hard Reset

My Unlikely Journey to Silicon Valley and Speaking Out Against Injustice

Facilitating Intergroup Dialogues

Breaking Up the Boys' Club of Silicon Valley

Teaching for Community Impact

Inclusion on Purpose

WOMEN OF COLOR DIVISION J OUTSTANDING PUBLICATION AWARD This is both a personal book that offers an account of the author's own trans* identity and a deeply engaged study of trans* collegians that reveals the complexities of trans* identities, and how these students navigate the trans* oppression present throughout society and their institutions, create community and resilience, and establish meaning and control in a world that assumes binary genders. This book is addressed to such as trans* students themselves – offering them a frame to understand the genders that mark them as different and to address the feelings brought on by the weight of that difference – as it to faculty, student affairs professionals, and college administrators, opening up the implications for the classroom and the wider campus. This book not only remedies the paucity of literature on trans* college students, but does so from a perspective of resiliency and agency. Rather than situating trans* students as problems requiring accommodation, this book problematizes the college environment and frames trans* students as resilient individuals capable of participating in supportive communities and kinship networks, and of developing strategies to promote their own success. Z Nicolazzo provides the reader with a nuanced and illuminating review of the literature on gender and sexuality that sheds light on the multiplicity of potential expressions and outward representations of trans* identity as a prelude to the ethnography ze conducted with nine trans* collegians that richly documents their interactions with, and responses to, environments ranging from the unwittingly offensive to explicitly antagonistic. The book concludes by giving space to the study's participants to themselves share what they want college faculty, staff, and students to know about their lived experiences. Two appendices respectively provide a glossary of vocabulary and terms to address commonly asked questions, and a description of the study design, offered as guide for others considering working alongside marginalized population in a manner that foregrounds ethics, care, and reciprocity.

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 today's most prominent voices on diversity, and encourages faculty to teach with courage and conviction, especially when it feels as though the world around us is pushing down on our students and ourselves.

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.

This book brings together leading practitioners and scholars engaged in professional development programming for and research on mid-career faculty members. The chapters focus on key areas of career development and advancement that can enhance both individual growth and institutional change to better support mid-career faculties. The mid-career stage is the longest segment of the faculty career and it contains the largest cohort of faculty. Also, mid-career faculty are tasked with being the next generation of faculty leaders and mentors on their respective campuses, with little to no supports to do so effectively, at a time when higher education continues to face unprecedented challenges while managing continued goal of diversifying both the student and faculty bodies. The stories, examples, data, and resources shared in this book will provide inspiration—and reality checks—to the administrators, faculty developers, and department chairs charged with better supporting their faculties as they engage in academic work. Current and prospective faculty members will learn about trends in mid-career faculty development resources, see examples of how to create such supports when they are lacking on their campuses, and gain insights on how to strategically advance their own careers based on the realities of the profession. The book features a variety of institution types: community colleges, regional/comprehensive institutions, liberal arts colleges, public research universities, ivy league institutions, international institutions, and those with targeted missions such as HS/MSI and Jesuit. Topics include faculty development for formal and informal leadership roles; strategies to support professional growth, renewal, time and career management; teaching and learning as a form of scholarship; the role of learning communities and networks as a source of support and informal revitalization; global engagement and teaching strategies to recruit, retain, and promote underrepresented faculty populations; the policy-practice connection; and gender differences related to key mid-career outcomes. While the authors acknowledge that the challenges facing the mid-career stage are numerous and varying, they offer a counter narrative by looking at ways that faculty and/or institutions can assert themselves in finding solutions within challenging contexts. They suggest that these challenges highlight priority mentoring areas, and support the creation of new and innovative faculty development supports at institutional, departmental, and individual levels.

ing snc=https://www.presswarehouse.com/sites/US/homepages/choice/jphc/CHOICE 2015 Outstanding Academic Title What do women academics classify as challenging, inequitable, or "hostile" work environments and experiences? How do these vary by women's race/ethnicity, rank, sexual orientation, or other social locations? How do academic cultures and organizational structures work independently and in tandem to foster or challenge such work climates? What actions can institutions and individuals—independently and collectively—take toward equity in the academy? Despite tremendous progress toward gender equality and equity in institutions of higher education, deep patterns of discrimination against women in the academy persist. From the "chilly climate" to the "old boys' club," women academics must navigate structures and cultures that continue to marginalize, penalize, and undermine their success. This book is a "tool kit" for advancing greater gender equality and equity in higher education. It presents the latest research on issues of concern to them, and to anyone interested in a more equitable academy. It documents the challenge, deepens sometimes hostile experiences of women academics through feminist analysis of qualitative and quantitative data, including narratives from women of different races and ethnicities across disciplines, ranks, and university types. The contributors' research highlights the experiences of women academics including those with under-examined identities such as lesbian, feminist, married or unmarried, and contingent faculty. And, it offers new perspectives on persistent issues such as family policies, pay and promotion inequalities, and disproportionate service burdens. The editors provide case studies of women who have encountered antagonistic workplaces, and offer action steps, best practices, and more than 100 online resources for individuals navigating similar situations. Beyond women in academe, this book is for their allies and for administrators interested in changing the climates, cultures, and policies that allow gender inequity to exist on their campuses, and to researchers/scholars investigating these phenomena. It aims to disrupt complacency amongst those who claim that things are "better" or "good enough" and to provide readers with strategies and resources to counter barriers created by culture, climate, or institutional structures.

The Art of Effective Facilitation

Creating Inclusion for Real and for Good

Understanding Native Students in Higher Education

Who Wants a Successful Career and a Well-Balanced Life

Nothing Personal

My Secret Life in the Dating App Inferno

A Practical Guide to Building Cooperative, Inclusive Classroom Communities

This book is written for anyone who has been inspired by the idea of Team-Based Learning (TBL) through his or her reading, a workshop, or a colleague's enthusiasm, and then asks the inevitable question: how do I start? Written by five authors who use TBL in their teaching and who are internationally recognized as mentors and trainers of faculty making the switch to TBL, the book also presents the tips and insights of 46 faculty members from around the world who have adopted this teaching method. TBL is a uniquely powerful form of small group learning. It harnesses the power of teams and social learning with accountability structures and instructional sequences. This book provides the guidance, from first principles to examples of practice, together with concrete advice, suggestions, and tips to help you succeed in the TBL classroom. This book will help you understand what TBL is and why it is so powerful. You will find what you need to plan, build, implement, and use TBL effectively. This book will appeal to both the novice and the expert TBL teacher.

Presents a tale of a precarious friendship between an illegal Nigerian refugee and a recent widow from suburban London, a story told from the alternating and disparate perspectives of both women.

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's 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.

Co-published with White education abroad – including studying, volunteering, researching, and interning abroad - is increasingly emphasized as a critical factor in preparing undergraduates for a globally interconnected world, diversifying the pool of participants in such activities has proven challenging. Framed within the concept of "inclusive excellence" with the objective of promoting diversity, inclusion, and equity in higher education as foundational to educational excellence, the contributors present research and practices that have been proven successful in improving participation among groups of students traditionally underrepresented in education abroad. Broader participation in education abroad programming has been a perennial concern at numerous higher education institutions in the U.S., having prompted serious discussions in professional organizations and across campuses among faculty, staff, and students. Many have come to recognize that overseas opportunities are no longer a luxury and instead are a necessity for job seekers entering a more diverse, globally interconnected workplace. The volume offers a combination of research-based chapters and case studies from leading experts on the barriers that disproportionately impact specific groups of students, including students with disabilities, and generation college students, undocumented students, racial and ethnic minorities, science, technology, engineering, and mathematics (STEM) majors, and males. The authors illuminate the issues which may inhibit education abroad participation, from individual to institutional, and present strategies reflecting a broad range of institutional contexts, resources, and needs. While there has been significant discussion and action to promote broader inclusion in education abroad, this is the first volume focusing on research and practice to achieve these ends, and is intended as a critical resource for practitioners and scholars alike.

A Handbook of Research and Practice

Covid-19: The Great Reset

What Racism Costs Everyone and How We Can Prosper Together

A Guide for Systemic Change in Multinational Organizations

Building Inclusive Learning Environments in Higher Education

The Evolution of American Women's Studies

How to Talk to Your Boss About Race

A Novel

"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 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 "Lostorbz" 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!**

A Morning American Buzz Pick • Named a Best Book of Summer by Entertainment Weekly, New York Post, BuzzFeed, TheKinetix PopSugar, Bustle, HelloGiggles, Ms. Magazine, Oprah Daily, USA Today, Philadelphia Inquirer, Lit Hub • Named A Most Anticipated Book of 2021 by The Millions, Harper's Bazaar, Marie Claire, Crimereads 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.

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 that "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 "Oviainen's passion about rethinking the modern work/life balance 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." – Helan 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 Oviainen, 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 London Alex Mahon, CEO of Channel 4 Ete Davies, CEO of Engine Group Rachel Botsman, Oxford University's first Trust fellow Serena Abbasi, Worldwide Head of Culture and Inclusion, M&S Saatchi Anna Whitehouse (Mother Fukka), flexible working campaigner Cassandra Stavrou, Founder of Proper Indy Jodah, Founder of think tank Dark Matter Labs Nadia Whitmore, Labour MP for Nottingham Pip Jameson, Founder of the Dots Karen Rosenkrantz, trend forecaster and consultant Joanna Lyall, UK CEO

of Brainlabs

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. WINNER OF THE PORCHLIGHT BUSINESS BOOK AWARD • ONE OF THE BEST BOOKS OF THE YEAR: Time, The Washington Post, St. Louis Post-Dispatch, Ms. magazine, BookRiot, Library Journal • 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 speciality 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.

Beyond the Asterisk

Handbook of Research on Leading Higher Education Transformation With Social Justice, Equity, and Inclusion

How to Come Together, Unleash Our Power, and Change the Game

Trans* in College

Reflections From Social Justice Educators

Framing Diversity, Equity, and Inclusion As the New Normal

Unapologetically Ambitious

WOLFFPACK

Instant National Bestseller A PBS NewsHour-New York Times Virtual Book Pick "Excellent." —San Francisco Chronicle Silicon Valley is a modern utopia where anyone can change the world. Unless you're a woman. It's time to break up the boys' club. Incisive, powerful, and a fierce rallying cry, Emily Chang shows us how to fix Silicon Valley's toxic culture—to bring down Brotopia, one and for all. Silicon Valley is not a fantasyland of unicorns, virtual reality rainbows, and 3D-printed lollipops for women in tech. Instead, it's a "Brotopia," where men hold the cards and make the rules. While millions of dollars may seem to grow on trees in this land of innovation, tech's aggressive, misogynistic, work-at-all costs culture has shut women out of the greatest wealth creation in the history of the world. Brotopia reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures even as its companies claim the moral high ground, and how women are speaking out and fighting 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 anonymously gave voice to people with mental and substance use disorders and brought their perspectives and experience into national discussions about mental health. However over the same 50-year period, positive change in internet troll culture, and the reliance on pattern recognition harms not just women in tech but us all, and unprecedented scale.

"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: 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, this whistleblower urges us to be the heroes of our own stories, and to keep fighting for a more just and equitable world.

Originally published in 1997 by City Lights Books.

Change the world, one classroom at a time! Marjorie 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

Insights and Strategies for Teaching about Race, Sexuality, and Gender

Race, Equity, and the Learning Environment

Disrupting the Culture of Silence

Speaking Up Without Getting Shut Down

Close to the Machine

The Theory and Practice of Ethical Engagement at Home and Abroad

Because We Can Change the World

Conflicting Gender Inequality and Making Change in Higher Education

"The Corona crisis and the Need for a Great Reset" is a guide for anyone who wants to understand how COVID-19 disrupted our social and economic systems, and what changes will be needed to create a more inclusive, resilient and sustainable world going forward. Theryy Malleret, founder of the Monthly Barometer, and Klaus Schwab, founder and executive Chairman of the World Economic Forum, explore what the root causes of these crisis were, and why they lead to a need for a Great Reset. This is a worrying, yet hopeful analysis. COVID-19 has created a great disruptive reset of our global social, economic, and political systems. But the power of human beings lies in being foresighted and having the ingenuity, at least to a certain extent, to take their destiny into their hands and to plan for a better future. This is the purpose of this book: to shake up and to show the deficiencies which were manifest in our global system, even before COVID broke out.

An indispensable practical toolkit for dismantling racism in the workplace without fear Reporting and personal testimonials have exposed racism in every institution in this country. But knowing that racism exists isn't nearly enough. Social media posts about #BlackLivesMatter are nice, but how do you push leadership towards real anti-racist action? Diversity and inclusion strategist Y-Vonne Hutchinson helps tech giants, political leaders, and Fortune 500 companies speak more productively about racism and bias and turn talk into action. In this clear and accessible guide, Hutchinson equips employees with a framework to think about race at work, prepares them to have frank and effective conversations with more powerful leaders, helps them center marginalized perspectives, and explains how to leverage power dynamics to get results while navigating backlash and gaslighting. How to Talk To Your Boss About Race is a crucial handbook to moving beyond fear to push for change. No matter how much formal power you have, you can create anti-racist change at work.

Community-based research (CBR) refers to collaborative investigation by academics and non-academic community members that fosters positive change on a local level. Despite recent trends toward engaged scholarship, few publications demonstrate how to effectively integrate CBR into academic course work or take advantage of its potential for achieving community change. Community-Based Research: Teaching for Community Impact fills these gaps by providing "An overview of language and methods used by professionals engaged in CBR "A framework for orienting CBR toward concrete community outcomes " Effective ways to integrate CBR into course content, student-driven projects, and initiatives spanning disciplines, curricula, campuses and countries " Lessons learned in working toward positive outcomes for students and in communities This text is designed for faculty, graduate students, service-learning and other engaged learning and scholarship practitioners, alliance members, special interest groups, and organizations that desire to strengthen student learning and utilize research for improvement in their communities.

Leading educational and community-based global learning programs are robust with potential. They can positively impact communities, grow civil society networks, and have transformative effects for students who become more globally aware and more engaged in local civil society – at home and abroad. Yet such programs are also packed with peril. Clear evidence indicates that poor forms of such programming have negative impacts on vulnerable persons, including medical patients and children, while cementing stereotypes and reinforcing patterns of privilege and exclusion. These dangers can be mitigated, however, through collaborative planning, design, and evaluation that advances mutually beneficial community partnerships, critically reflective practice, thoughtful facilitation, and creative use of resources. Drawing on research and insights from several academic disciplines and community partner perspectives, along with the authors' decades of applied, community-based development and education experience, they present a model of community-based global learning that clearly espouses an equitable balance between learning methodology and a community development philosophy. Emphasizing the key drivers of community-driven learning and service, cultural humility and exchange, seeking global citizenship, continuous and diverse forms of critically reflective practice, and ongoing attention to power and privilege, this book constitutes a guide to course or program design that takes into account the unpredictable and dynamic character of domestic and international community-based global learning experiences, the varying characteristics of destination communities, and a framework throughout to integrate any discipline or collaborative project. Readers will appreciate the numerous toolboxes and reflective exercises to help them think through the creation of independent programming or courses that support targeted learning and community-driven development. The book ultimately moves beyond course and program design to explore how to integrate these objectives and values in the wider curriculum and throughout formal and informal community-based learning partnerships.

Reset

An Interpersonal Approach to Creating a Culture of Belonging at Work

Technophilia and Its Discontents

Reflections on Triumphs, Controversies, and Change

Getting Started With Team-Based Learning

The Sum of Us

Bias Interrupted

Supporting Mid-Career Faculty

We know why diversity is important, but how do we drive real change at work? Diversity and inclusion expert Jennifer Brown provides a step-by-step guide for the personal and emotional journey we must undertake to create an inclusive workplace where everyone can thrive. Human potential is unleashed when we feel like we belong. That's why inclusive workplaces experience higher engagement, performance, and profits. But the reality is that many people still feel unable to bring their true selves to work. In a world where the talent pool is becoming increasingly diverse, it's more important than ever for leaders to truly understand how to support inclusion. Drawing on years of work with many leading organizations, Jennifer Brown shows what leaders at any level can do to spark real change. She guides readers through the Inclusive Leader Continuum, a set of four developmental stages: unaware, aware, active, and advocate. Brown describes the hallmarks of each stage, the behaviors and actions of an inclusive CEO or a new employee without direct reports, the actions you can take that can drastically change the day-to-day reality for your colleagues, and the trajectory of your organization. Anyone can—and should—be an inclusive leader. Brown lays out simple steps to help you understand your role, boost your self-awareness, take action, and become a better version of yourself in the process. This book will meet you where you are and provide a road map to create a workplace of greater mutual understanding where everyone's talents can shine.

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. This handbook offers practical examples, and personal narratives that explore their identities, tone, and commitments that shaped their leadership and supported their courageous acts for equity and social justice. It provides 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.

ResetMy Fight for Inclusion and Lasting ChangeRandom House

Estimates indicate that as many as 1 in 4 Americans will experience a mental health problem or will misuse alcohol or drugs in their lifetimes. These disorders are among the most highly stigmatized health conditions in the United States, and they remain barriers to full participation in society in areas as basic as education, housing, and employment. Improving the lives of people with mental health and substance abuse disorders has been a priority in the United States for more than 50 years. The Community Mental Health Act of 1963 is considered a major turning point in America's efforts to improve behavioral healthcare. It ushered in an era of optimism and hope for people with mental health and substance use disorders. The consumer movement gave voice to people with mental and substance use disorders and brought their perspectives and experience into national discussions about mental health. However over the same 50-year period, positive change in American public attitudes and beliefs about mental and substance use disorders has lagged behind these advances. Stigma is a complex social phenomenon based on a relationship between an attribute and a stereotype that assigns undesirable labels, qualities, and behaviors to a person with that attribute. Labeled individuals are then socially devalued, which leads to inequality and discrimination. This report contributes to national efforts to understand and change attitudes, beliefs and behaviors that can lead to stigma and discrimination. Changing stigma in a lasting way will require coordinated efforts, which are based on the best possible evidence, supported at the national level with multiyear funding, and planned and implemented by an effective coalition of representative stakeholders. Ending Discrimination Against People with Mental and Substance Use Disorders: The Evidence for Stigma Change explores stigma and discrimination faced by individuals with mental or substance use disorders and recommends effective strategies for reducing stigma and encouraging people to seek treatment and other supportive services. It offers a set of conclusions and recommendations about successful practices to change the research needed to inform and evaluate these efforts in the United States.

Take Risks, Break Barriers, and Create Success on Your Own Terms**Difficult Subjects****Little Bee****Promoting Inclusion in Education Abroad****Success After Tenure****Your Role in Creating Cultures of Belonging Where Everyone Can Thrive****A Leader's Guide to Work in an Age of Upheaval****Take Your Career to the Next Level with Practical Advice and Inspiring Stories**

If you find yourself thinking or saying any of the following, this is a book you need to pick up. I know or suspect that I am underpaid, but I hate negotiating. I do everything else first and then write in the time left over. I'm not sure exactly what the promotion requirements are in my department. Since earning tenure, my service load has increased and my research is suffering. I don't get enough time with my family. This is a practical guide for women in academe - whether adjuncts, professors or administrators - who often encounter barriers and hostility, especially if women of color, and generally carry a heavier load of service, as well as household and care responsibilities, than their male colleagues. Rena Seltzer, a respected life coach and trainer who has worked with women professors and academic leaders for many years, offers succinct advice on how you can prioritize the multiplicity of demands on your life, negotiate better, create support networks, and move your career forward. Using telling but disguised vignettes of the experiences of women she has mentored, Rena Seltzer offers insights and strategies for managing the situations that all women face - such as challenges to their authority - while also paying attention to how they often play out differently for Latinas, Black and Asian women. She covers issues that arise from early career to senior administrator positions. This is a book you can read cover to cover or dip into as you encounter concerns about time management; your authority and influence; work/life balance; problems with teaching; leadership; negotiating better; finding time to write; developing your networks and social support; or navigating tenure and promotion and your career beyond.

Based on her inspiring, viral 2018 commencement speech to Barnard College's graduates in New York City, New York Times bestselling author, two-time Olympic gold medalist and FIFA World Cup champion Abby Wambach delivers her empowering rally cry for women to unleash their individual power, unite with their pack, and emerge victorious together. Abby Wambach became a champion because of her incredible talent as a soccer player. She became an icon because of her remarkable wisdom as a leader. As the co-captain of the 2015 Women's World Cup Champion Team, she created a culture not just of excellence, but of honor, commitment, resilience, and sisterhood. She helped transform a group of individual women into one of the most successful, powerful and united Wolfpacks of all time. In her retirement, Abby's ready to do the same for her new team: All Women Everywhere. In Wolfpack, Abby's message to women is: We have never been Little Red Riding Hood. We Are The Wolves. We must wander off the path and blaze a new one: together. She insists that women must let go of old rules of leadership that neither include or serve them. She's created a new set of Wolfpack rules to help women unleash their individual power, unite with their Wolfpack, and change the landscape of their lives and world: from the family room to the board room to the White House.

Make failure your fuel: Transform failure to wisdom and power. . . Lead from the bench: Lead from wherever you are. . . Champion each other: Claim each woman's victory as your own. . . Demand the effing ball: Don't ask permission: take what you've earned. In Abby's vision, we are not Little Red Riding Hoods, staying on the path because we're told to. We are the wolves, fighting for a better tomorrow for ourselves, our pack, and all the future wolves who will come after us.

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 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

With the imminent demographic shifts in our society and the need to prepare students for citizenship in a global, knowledge-based society, the role of the academic department chair in creating diverse and inclusive learning environments is arguably the most pivotal position in higher education today. In the United States, increasing minority student enrollment coupled with the emergence of a minority majority American nation by 2042 demands that academic institutions be responsive to these changing demographics. The isolation of the ivory tower is no longer an option. This is the first book to address the role of the department chair in diversity and addresses an unmet need by providing a research-based, systematic approach to diversity leadership in the academic department based upon survey findings and in-person interviews. The department chair represents the nexus between the faculty and the administration and is positioned uniquely to impact diversity progress. Research indicates that more than 80 percent of academic decisions regarding appointment, curriculum, tenure and promotion, classroom pedagogy, and student outcomes are made by the department chair in consultation with the faculty. This book examines the multidimensional contributions that chairs make in advancing diversity within their departments and institutions in the representation of diverse faculty and staff; in tenure and promotion; curricular change; student learning outcomes; and departmental climate. The scope and content of the book is not limited to institutions in the United States but is applicable to academic institutions globally in their efforts to address the access and success of increasingly diverse student populations. It addresses institutional power structures and the role of the dean in relation to the appointment of chairs and their impact on the success of chairs from non-dominant groups, including female, minority, and lesbian/gay/transgendered individuals who serve in predominantly white male departments. Using qualitative and quantitative research methods, the book analyzes predominant structural and behavioral barriers that can impede diversity progress within the academic department. It then focuses upon the opportunities and challenges chairs face in their collaborative journey with faculty and administration toward inclusive departmental and institutional practices. Each chapter provides concrete strategies that chairs can use to strengthen diversity in the academic department. Addressed to department chairs, deans, faculty, and administrative leaders in higher education in all Western societies facing demographic change and global challenges, this book offers a

critical road map to creating the successful academic institutions that will meet the needs of our changing populations.

My Fight for Inclusion and Lasting Change**Whistleblower****You Are Enough: A Book About Inclusion****Bridging Differences, Catalyzing Change****Transgender Students' Strategies for Navigating Campus Life and the Institutional Politics of Inclusion****Women in Tech****The Global Relevance of Critical and Inclusive Pedagogies in Higher Education****How to Be an Inclusive Leader**

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 raw and funny memoir about sex, dating, and relationships in the digital age, intertwined with a brilliant investigation into the challenges to love and intimacy wrought by dating apps, by firebrand New York Times–bestselling author Nancy Jo Sales At forty-nine, famed Vanity Fair writer Nancy Jo Sales was nursing a broken heart and wondering, "How did I wind up alone?" On the advice of a young friend, she downloaded Tinder, then a brand-new dating app. What followed was a raucous ride through the world of online dating. Sales, an award-winning journalist and single mom, became a leading critic of the online dating industry, reporting and writing articles and making her directorial debut with the HBO documentary Swiped: Hooking Up in the Digital Age. Meanwhile, she was dating a series of younger men, eventually falling in love with a man less than half her age. Nothing Personal is Sales's memoir of coming-of-middle-age in the midst of a new dating revolution. She is unsparingly honest about her own experience of addiction to dating apps and hilarious in her musings about dick pics, sexting, dating FOMO, and more. Does Big Dating really want us to find love, she asks, or just keep on using its apps? ?Fiercely feminist, Nothing Personal investigates how Big Dating has overwhelmed the landscape of dating, cynically profiting off its users' deepest needs and desires. Looking back through the history of modern courtship and her own relationships, Sales examines how sexism has always been a factor for women in dating, and asks what the future of courtship will bring, if left to the designs of Silicon Valley's tech giants—especially in a time of social distancing and a global pandemic, when the rules of romance are once again changing.

A Choice Outstanding Academic Title for 2013 While the success of higher education and student affairs is predicated on understanding the students we serve, the reality is, where the Native American population is concerned, that this knowledge is generally lacking. This lack may be attributed to this population's invisibility within the academy – it is often excluded from institutional data and reporting, and frequently noted as not statistically significant – and its relegation to what is referred to as the "American Indian research asterisk." The purpose of this book is to move beyond the asterisk in an effort to better understand Native students, challenge the status quo, and provide an informed base for leaders in student and academic affairs, and administrators concerned with the success of students on their campuses. The authors of this book share their understanding of Native epistemologies, culture, and social structures, offering student affairs professionals and institutions a richer array of options, resources, and culturally-relevant and inclusive models to better serve this population. The book begins by providing insights into Native student experiences, presenting the first-year experience from a Native perspective, illustrating the role of a Native living/learning community in student retention, and discussing the importance of incorporating culture into student programming for Native students as well as the role of Native fraternities and sororities. The authors then consider administrative issues, such as the importance of outreach to tribal nations, the role of Tribal Colleges and Universities and opportunities for collaborations, and the development of Native American Student Services Units. . The book concludes with recommendations for how institutions can better serve Native students in graduate programs, the role that Indigenous faculty play in student success, and how professional associations can assist student affairs professionals with fulfilling their role of supporting the success of Native American students, staff, and faculty. This book moves beyond the asterisk to provide important insights from Native American higher education leaders and non-Native practitioners who have made Native students a priority in their work. While predominantly addressed to the student affairs profession – providing an understanding of the needs of the Native students it serves, describing the multi-faceted and unique issues, characteristics and experiences of this population, and sharing proven approaches to developing appropriate services – it also covers issues of broader administrative concern, such as collaboration with tribal colleges; as well academic issues, such as graduate and professional education. The book covers new material, as well as expanding on topics previously addressed in the literature, including Native American Greek organizations, incorporating Native culture into student programming, and the role of Native American Special Advisors. The contributors are themselves products of colleges and universities where Native students are too often invisible, and who succeeded despite the odds. Their insights and the examples they provide add richness to this book. It will provide a catalyst for new higher education practices that lead to direct, and increased support for, Native Americans and others who are working to remove the Native American asterisk from research and practice.

Intergroup dialogue has emerged as an effective educational and community building method to bring together members of diverse social and cultural groups to engage in learning together so that they may work collectively and individually to promote greater diversity, equality and justice. Intergroup dialogues bring together individuals from different identity groups (such as people of color and white people; women and men; lesbian, gay, and bisexual people and heterosexual people), and uses explicit pedagogy that involves three important features: content learning, structured interaction, and facilitative guidance. The least understood role in the pedagogy is that of facilitation. This volume, the first dedicated entirely to intergroup dialogue facilitation, draws on the experiences of contributors and on emerging research to address the multi-dimensional role of facilitators and co-facilitators, the training and support of facilitators, and ways of improving practice in both educational and community settings. It constitutes a comprehensive guide for practitioners, covering the theoretical, conceptual, and practical knowledge they need. Presenting the work and insights of scholars, practitioners and scholar-practitioners who train facilitators for intergroup dialogues, this book bridges the theoretical and conceptual foundations of intergroup relations and social justice education with training models for intergroup dialogue facilitation. It is intended for staff, faculty, and administrators in higher education, and community agencies, as well as for human resources departments in workplaces. Contributors: Charles Behling, University of Michigan, Ann Arbor, The Program on Intergroup Relations Barry Checkoway, University of Michigan, Ann Arbor, School of Social Work Mark Chesler, University of Michigan, Ann Arbor, The Program on Intergroup Relations Kerri De Jong, University of Massachusetts at Amherst, School of Education Roger Fisher, University of Michigan, Ann Arbor, The Program on Intergroup Relations Nichola G. Falmer Patricia Garin, University of Michigan, Ann Arbor, The Program on Intergroup Relations Tanya Kachwaha, University of Massachusetts at Amherst, School of Education Christina Kelleher, Institute for Sustained Dialogue, Sustained Dialogue Campus Network Ariel Kirkland, Occidental College, Student facilitator James Knauer, Lock Haven University of Pennsylvania, Democracy Lab Joycelyn Landrum-Brown, University of Illinois at Urbana-Champaign, Program on Intergroup Relations Shagunda D. Lindsey, Occidental College, Student facilitator David J. Marineau, Washington University, St. Louis, School of Social Work Kelly E. Maxwell Biron (Rainesh) A. Nagda Teddy Nemeroff, Institute for Sustained Dialogue, Sustained Dialogue Campus Network Romina Pacheco, University of Massachusetts at Amherst, School of Education Priya Parker, Institute for Sustained Dialogue, Sustained Dialogue Campus Network Laelyn Rodríguez, Occidental College, Student facilitator Michael S. Spencer, University of Michigan, Ann Arbor, School of Social Work Monica C. Thompson Norma Timbang Thai Hung V. Tran Carolyn Vasquez-Scalera, Independent Scholar Thomas E. Walker, University of Denver, Center for Multicultural Excellence Kathleen Wong (Lau), Arizona State University/Western Michigan University, Intergroup Relations Center/Intercultural Communication Anna M. Yeakley, Independent Intergroup Dialogue Consultant Ximena Záñiga, University of Massachusetts at Amherst, School of Education

Ideas to Change How We Work and Live