

Culture A Culture Gender Equality And Development

Exploring the relationship between gender and events, this book delivers an ethnographic analysis of the celebration of gender equality in the context of the culture-led event. Drawing upon Critical Event Studies, Anthropology of the Festive, and Gender Studies, this book provides a comprehensive understanding of the entangled, conceptual entities of gender and events. Through a gendered analysis of the culture-led event, Hull UK City of Culture 2017, this work expands epistemological perspectives relevant to the study of events in general and City/ Capital of Culture initiatives in particular. Driven by a feminist, collaborative methodological approach, the book draws on four years of ethnographic, qualitative research in the city of Hull and its celebration of the title, UK City of Culture, in 2017 and provides an in-depth analysis of how audiences engage, performances enact, and infrastructures condition the production of cultures of gender equality in the citywide celebration. This will be a valuable resource for upper-level students and academics in the field of Event Studies, Cultural Policy, Geography, Anthropology and Gender Studies.

The twentieth century gave rise to profound changes in traditional sex roles. However, the force of this rising tide has varied among rich and poor societies around the globe, as well as among younger and older generations. *Rising Tide* sets out to understand how modernization has changed cultural attitudes towards gender equality and to analyze the political consequences of this process. The core argument suggests that women and men's lives have been altered in a two-stage modernization process consisting of (i) the shift from agrarian to industrialized societies and (ii) the move from industrial towards post industrial societies. This book is the first to systematically compare attitudes towards gender equality worldwide, comparing almost 70 nations that run the gamut from rich to poor, agrarian to postindustrial. *Rising Tide* is essential reading for those interested in understanding issues of comparative politics, public opinion, political behavior, political development, and political sociology.

This is the eBook of the printed book and may not include any media, website access codes, or print supplements that may come packaged with the bound book. Introduces students to the most significant topics in anthropology of gender. *Gender in Cross-Cultural Perspective* is a one-volume reader built on classic contributions to gender and anthropology, incorporating recent literature on gender roles and ideology around the world. It combines theoretically and ethnographically-based essays and is appropriate for undergraduate and beginning graduate students. Learning Goals Upon completing this book readers will be able to: Name the most significant topics in anthropology of gender Discuss the questions raised by the authors in each section Understand issues of gender in industrial society and developing societies Note: MySearchLab does not come automatically packaged with this text. To purchase MySearchLab, please visit: www.mysearchlab.com or you can purchase a ValuePack of the text + MySearchlab (at no additional cost).

Publisher Description

The book examines gender roles, gender inequity, and the real-world impacts of both unintentional and purposeful efforts to

undermine women's equal treatment in the United States, documenting what women have faced in the past and still face living in America today. • Demonstrates how existing cultural roles and historical context in the United States are sufficient to result in gender-based inequality even without the purposeful, direct efforts to undermine women's equal treatment • Covers many different aspects of inequality, both obvious and subtle, such as occupational sex segregation; workplace harassment; gender bias in science, technology, engineering, and math (STEM) education; reproductive rights and health of women; the glass ceiling and glass cliff; intimate partner violence; and sexual violence • Illuminates the multilayered nature of gender inequality to inform a multifaceted approach to dealing with it on a governmental (societal) level and on an individual level

img src=https://www.presswarehouse.com/sites/stylus/images/choiceseal.jpg/a 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—individually 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 challenging, 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 draws upon 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 inequality 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.

Female anthropologists scan patterns and changes in women's roles in various social systems

As an instrument which addresses the circumstances which affect women's lives and enjoyment of rights in a diverse world, the CEDAW is slowly but surely making its mark on the development of international and national law. Using national case studies from South Asia, Southern Africa, Australia, Canada and Northern Europe, Women's Human Rights

examines the potential and actual added value of the Convention on the Elimination of All Forms of Discrimination against Women in comparison and interaction with other equality and anti-discrimination mechanisms. The studies demonstrate how state and non-state actors have invoked, adopted or resisted the CEDAW and related instruments in different legal, political, economic and socio-cultural contexts, and how the various international, regional and national regimes have drawn inspiration and learned from each other.

In an advanced society like the U.S., where an array of processes work against gender inequality, how does this inequality persist? Integrating research from sociology, social cognition and psychology, and organizational behavior, *Framed by Gender* identifies the general processes through which gender as a principle of inequality rewrites itself into new forms of social and economic organization. Cecilia Ridgeway argues that people confront uncertain circumstances with gender beliefs that are more traditional than those circumstances. They implicitly draw on the too-convenient cultural frame of gender to help organize new ways of doing things, thereby re-inscribing trailing gender stereotypes into the new activities, procedures, and forms of organization. This dynamic does not make equality unattainable, but suggests a constant struggle with uneven results. Demonstrating how personal interactions translate into larger structures of inequality, *Framed by Gender* is a powerful and original take on the troubling endurance of gender inequality.

Providing a comprehensive analysis of comparative gender difference in the EU, this book addresses a spectrum of gender issues. From employment and households, to culture, sexuality and male violence, the book transcends any 'economy/culture' divide. This wide coverage is placed within a conceptual view of structured 'gender cultures' which vary spatially and historically. Individual chapters are written around this common theme by an expert board of international contributors, drawn from a variety of intellectual and disciplinary backgrounds, allowing the reader to compare between chapters and read across them.

This timely volume brings together a range of international scholars to analyse cultural, political, and individual factors which contribute to the continued global issue of female underrepresentation in STEM study and careers. Offering a comparative approach to examining gender equity in STEM fields across countries including the UK, Germany, the United States, Hong Kong, Taiwan, South Africa, and China, the volume provides a thematic breakdown of institutional trends and national policies that have successfully improved gender equity in STEM at institutions of higher education. Offering case studies that demonstrate how policies interact with changing social and cultural norms, and impact women's choices and experiences in relation to the uptake and continuation of STEM study at the undergraduate level, the volume highlights new directions for research and policy to promote gender equity in STEM at school, university, and career levels. Contributing to the United Nations' (UN) 2030 Agenda for Sustainable Development, this text will benefit

researchers, academics, and educators with an interest in science education, higher education, and gender equity in STEM fields. The text will also support further discussion and reflection around multicultural education, educational policy and politics, and the sociology of education more broadly.

'Anne Phillips's work demonstrates the exhilaration and importance of sustained critique. This insightful work is the latest contribution in her deft and decisive critiques of multiculturalism. It lays out the moral, philosophical and practical grounds at stake in tackling the intractable Gordian knot of gender and culture. It raises all our hopes and forces us to rethink the most settled of positions.' Henrietta Moore, London School of Economics The idea that respect for cultural diversity conflicts with gender equality is now a staple of both public and academic debate. Yet discussion of these tensions is marred by exaggerated talk of cultural difference, leading to ethnic reductionism, cultural stereotyping and a hierarchy of traditional and modern. In this volume, Anne Phillips rejects the notion that 'culture' might justify the oppression of women, but also queries the stereotypical binaries that have represented people from ethnocultural minorities as peculiarly resistant to gender equality. The questions addressed include the relationship between universalism and cultural relativism, how to distinguish valid generalization from either gender or cultural essentialism, and how to recognize women as agents rather than captives of culture. The discussions are illuminated by reference to legal cases and policy interventions, with a particular focus on forced marriage and cultural defence. No-one should assume that the choices women make about their lives are forced on them by oppressive and patriarchal cultures, and governments should be wary about leaping prematurely into protective mode. A focus on women's agency can, however, lead to complacency, understating the cultural and other pressures operating on them and the sometimes urgent need for (even paternalistic) protection. The debate on this continues.

Female scientists, technologists, engineers, and mathematicians worldwide are making historic contributions to their fields. The modern workforce is closer to gender-equal than it has ever been, and many efforts are in place to support further progress. The Internet of Women provides an exciting look at personal narratives and case studies of female leaders and cultural shifts around the globe that illustrate this promising trend. From the United Nations' emphasis on girls and technology education in the SDGs (Sustainable Development Goals) to the increased female labor force in Zambia, a policy change that was inspired by the MDGs (UN Millennium Development Goals), The Internet of Women captures stunning examples of progress from around the world and men working hand in hand with women advocating for cultural change. Scholars and practitioners lament the lack of women leading and working in leading organizations in the technology industry. Gender equality and female participation in the tech field is critical to both developing and developed economies; nevertheless, this gap remains a global phenomenon. The lack of female leadership is particularly

extreme at the highest echelons of leading technology organizations. Few publicly traded tech companies have female CEOs - in fact, most nations have zero female leadership in the tech industry. This gap indicates a slow pace of progress for gender equality in tech employment. Women's pay still lags nearly a decade behind, according to the World Economic Forum, meaning that women's on average pay today is the equivalent to that of similarly qualified and similarly employed men in 2006. Without significant progress, the current rate of change will not lead to parity for 118 years, according to the World Economic Forum (WEF). However there's significant work being done to shift this tide. Take for instance Michelle Lee, the first female Under Secretary of Commerce for Intellectual Property and Director of the United States Patent and Trademark Office (USPTO), reflects on her childhood Girl Scout badge in sewing and cooking and how that memory inspired her to create an IP badge that exposes young women to the process of invention. Social entrepreneur, investor, and Malala Fund co-founder Shiza Shahid shares her efforts beginning from mentoring young women in Pakistan to her current work directing more investment to women innovators around the globe. And Elizabeth Isele, a senior fellow in Social Innovation at Babson College, shares her research on women and ageism saying we need to retire the word retirement. The book is divided into six parts, each with unique areas of focus: * Millennials Leading: Exploring Challenges and Opportunities Facing the Next Generation of Women in Technology * Men and Women Empowering One Another * Bold Leadership: Women Changing the Culture of Investment and Entrepreneurship * Educating for the 21st Century * Breaking the Glass Ceiling: A Generation of Women Forging into Technology Leadership * Emerging Fields of Technology The Internet of Women gathers examples about the increasingly inclusive and progressive gender culture in technology from over 30 countries. Stories range from an entrepreneur in Dubai partnering with private and public sector entities to accelerate blockchain technology to a young British woman moving to Silicon Valley to launch an artificial intelligence platform and incubator. The book is intended for corporations, academic institutions, the private sector, government agencies, gender experts, and the general public, and its key benefit is to let the reader understand a path towards implementing diversity overall globally. It also showcases the strategies, tools, and tactical execution on how to create cultural change in all parts of the world.

A pioneering look at the queer history, politics, and spaces of the Twin Cities.

In an advanced industrial society like the contemporary U.S., where an array of legal, political, institutional, and economic processes work against gender inequality, how does this inequality persist? Are there general social processes through which gender as a principle of social inequality manages to rewrite itself into new forms of social and economic organization? Framed by Gender claims there are, highlighting a powerful contemporary persistence in people's everyday use of gender as a primary cultural tool for organizing social relations with others. Cecilia Ridgeway asserts that widely shared cultural beliefs about gender

act as a "common knowledge" frame that people use to make sense of one another in order to coordinate their interaction. The use of gender as an initial framing device spreads gendered meanings, including assumptions about inequality embedded in those meanings, beyond contexts associated with sex and reproduction to all spheres of social life that are carried out through social relationships. These common knowledge cultural beliefs about gender change more slowly than do material arrangements between men and women, even though these beliefs do respond eventually. As a result of this cultural lag, at sites of innovation where people develop new forms of economic activity or new types of social organization, they confront their new, uncertain circumstances with gender beliefs that are more traditional than those circumstances. They implicitly draw on the too convenient cultural frame of gender to help organize their new ways of doing things. As they do so, they reinscribe trailing cultural assumptions about gender difference and gender inequality into the new activities, procedures, and forms of organization that they create, in effect, reinventing gender inequality for a new era. Ridgeway argues that this persistence dynamic does not make equality unattainable but does mean that progress is likely to be uneven and depend on the continued, concerted efforts of people. Thus, a powerful and original take on the troubling endurance of gender inequality, *Framed by Gender* makes clear that the path toward equality will not be a long, steady march, but a constant and uneven struggle.

With gender equality so prominent in public debate, this timely book reviews the impacts of gender mainstreaming on political, social and cultural issues around Europe. It explores the origins and evolution of mainstreaming, the theory's contribution to gender legislation so far and its potential to drive change in the future. Drawing on extensive data, the book compares and contrasts progress in various European countries and considers the limits of gender mainstreaming amid economic and migration challenges. This important book is a welcome contribution to discussions about society's attitudes to men and women. Groundbreaking theoretical and legal approaches to resolving conflicts between gender equality and cultural practices

The *Oxford Handbook of Transnational Feminist Movements* explores the historical, political, economic and social contexts in which transnational feminist movements have emerged and spread, and the contributions they have made to global knowledge, power and social change over the past half century. The publication of the handbook in 2015 marks the fortieth anniversary of the United Nations International Women's Year, the thirtieth anniversary of the Third World Conference on Women held in Nairobi, the twentieth anniversary of the Beijing Declaration and Platform for Action, and the fifteenth anniversaries of the Millennium Development Goals and of UN Security Council Resolution 1325 on 'women, peace and security'. The editors and contributors critically interrogate transnational feminist movements from a broad spectrum of locations in the global South and North: feminist organizations and networks at all levels (local, national, regional, global and 'glocal'); wider civil society organizations and networks; governmental and multilateral agencies; and academic and research institutions, among others. The handbook reflects candidly on what we have learned about transnational feminist movements. What are the different spaces from which transnational feminisms have operated and in what ways? How have they contributed to our understanding of the myriad formal and informal ways in which gendered power relations define and inform everyday life? To what extent have they destabilized or transformed the

global hegemonic systems that constitute patriarchy? From a position of fifty years of knowledge production, activism, working with institutions, and critical reflection, the handbook recognizes that transnational feminist movements form a key epistemic community that can inspire and provide leadership in shaping political spaces and institutions at all levels, and transforming international political economy, development and peace processes. The handbook is organized into ten sections, each beginning with an introduction by the editors. The sections explore the main themes that have emerged from transnational feminist movements: knowledge, theory and praxis; organizing for change; body politics, health and well-being; human rights and human security; economic and social justice; citizenship and statebuilding; militarism and religious fundamentalisms; peace movements, UNSCR 1325 and postconflict rebuilding; feminist political ecology; and digital-age transformations and future trajectories. This volume examines the consequences, implications, and opportunities associated with issues of diversity in the electronic media. With a focus on race and gender, the chapters represent diverse approaches, including social scientific, humanistic, critical, and rhetorical. The contributors consider race and gender issues in both historical and contemporary electronic media, and their work is presented in three sections: content, context (audiences, effects, and reception), and culture (media industries, policy, and production). In this book, the authors investigate, problematize, and theorize a variety of concerns which at their core relate to issues of difference. How do we use media to construct and understand different social groups? How do the media represent and affect our engagement with and responses to different social groups? How can we understand these processes and the environment within which they occur? Although this book focuses on the differences associated with race and gender, the questions raised by and the theoretical perspectives presented in the chapters are applicable to other forms of socially-constructed difference.

This unique collection brings a rarely-seen indigenous and global perspective to the study of gender and psychology. Within these chapters, researchers who live and work in the countries and cultures they study examine gender-based norms, values, expression, and relations across diverse Western and non-Western societies. Familiar as well as less-covered locations and topics are analyzed, including China, New Zealand, Israel, Turkey, Central America, the experience of refugees, and gendered health inequities across Africa such as in the treatment of persons with HIV. Included, too, are examples of culturally appropriate interventions to address disparities, and data on the extent to which these steps toward equality are working. Structurally, the volume is divided into three sections. The first two parts of the book take readers on a journey to different regions of the world to illustrate the most recent trends in research concerning gender issues, and then outline present implications and future prospects for the psychological analysis of both gender & culture. The third section of the book has an applied perspective and focuses on the cultural norms and values reinforcing gender equality as well as cultural and social barriers to them. A sampling of the topics covered: Sexual orientation across culture and time. A broader conceptualization of sexism in Poland. An analysis of gender roles within the family in Switzerland Modern-day dowries in South Asian international arranged marriages. The current state of gender equality in the United States of America. Socio-cultural determinants of gender disparity in Ghana. Psychology of Gender Through

the Lens of Culture is a milestone toward core human rights and goals worldwide, and a critical resource for psychologists, sociologists, anthropologists, gender studies researchers, public policy makers and all those interested in promoting gender equality throughout the world.

In the past, many Native American cultures have treated women and men as equals. In *A Necessary Balance*, Lillian A. Ackerman examines the balance of power and responsibility between men and women within each of the eleven Plateau Indian tribes who live today on the Colville Indian Reservation in north-central Washington State. Ackerman analyzes tribal cultures over three historical periods lasting more than a century--the traditional past, the farming phase when Indians were forced onto the reservation, and the twentieth-century industrial present. Ackerman examines gender equality in terms of power, authority, and autonomy in four social spheres: economic, domestic, political, and religious. Although early explorers and anthropologists noted isolated instances of gender equality among Plateau Indians, *A Necessary Balance* is the first book-length examination of a culture that has practiced such equality from its early days of hunting and gathering to the present day. Ackerman's findings also relate to an examination of European and American cultures, calling into question the current assumption that gender equality ceases to be possible with the advent of industrialization.

This volume counters the prevailing Western views and stereotypes of Muslim women - usually projected through male interpretations - by presenting a cross-cultural perspective of their experiences and choices in contemporary Muslim communities. The main theme running through these papers is the manner in which Muslim women consciously as well as unconsciously manipulate religious belief to negotiate their gender roles within the context of their lives.

Hard-headed evidence on why the returns from investing in girls are so high that no nation or family can afford not to educate their girls. Gene Sperling, author of the seminal 2004 report published by the Council on Foreign Relations, and Rebecca Winthrop, director of the Center for Universal Education, have written this definitive book on the importance of girls' education. As Malala Yousafzai expresses in her foreword, the idea that any child could be denied an education due to poverty, custom, the law, or terrorist threats is just wrong and unimaginable. More than 1,000 studies have provided evidence that high-quality girls' education around the world leads to wide-ranging returns: Better outcomes in economic areas of growth and incomes Reduced rates of infant and maternal mortality Reduced rates of child marriage Reduced rates of the incidence of HIV/AIDS and malaria Increased agricultural productivity Increased resilience to natural disasters Women's empowerment What Works in Girls' Education is a compelling work for both concerned global citizens, and any academic, expert, nongovernmental organization (NGO) staff member, policymaker, or journalist seeking to dive into the evidence and policies on girls' education.

This book sets out a theoretical framework for thinking about equality as a cultural artefact and process, drawing on work from the GRACE (Gender and Cultures of Equality in Europe) project. In revisiting and reframing conventional questions

about in/equality it considers the processes through which in/equalities have come to be regarded as issues of public concern, the various ways that equalities have been historically defined, and how those ideas and imaginings of equalities are produced, embodied, objectified, recognized and contested in and through a variety of cultural practices and sites. Bringing together an international and interdisciplinary group of contributors, the book will be of interest to scholars from across the humanities and social sciences, including anthropology, sociology, and women's and gender studies.

To understand how we got here, we have to rewind the VHS tape. 90s Bitch tells the real story of women and girls in the 1990s, exploring how they were maligned by the media, vilified by popular culture, and objectified in the marketplace. Trailblazing women like Hillary Clinton, Anita Hill, Marcia Clark, and Roseanne Barr were undermined. Newsmakers like Monica Lewinsky, Tonya Harding, and Lorena Bobbitt were shamed and misunderstood. The advent of the 24-hour news cycle reinforced society's deeply entrenched sexism. Meanwhile, marketers hijacked feminism and poisoned girlhood for a generation of young women. Today, there are echoes of 90s "bitchification" nearly everywhere we look. To understand why, we must revisit and interrogate the 1990s—a decade in which female empowerment was twisted into objectification, exploitation, and subjugation. Yarrow's thoughtful, juicy, and timely examination is a must-read for anyone trying to understand 21st century sexism and end it for the next generation.

Cultural Evolution argues that people's values and behavior are shaped by the degree to which survival is secure; it was precarious for most of history, which encouraged heavy emphasis on group solidarity, rejection of outsiders, and obedience to strong leaders. For under extreme scarcity, xenophobia is realistic: if there is just enough land to support one tribe and another tribe tries to claim it, survival may literally be a choice between Us and Them. Conversely, high levels of existential security encourage openness to change, diversity, and new ideas. The unprecedented prosperity and security of the postwar era brought cultural change, the environmentalist movement, and the spread of democracy. But in recent decades, diminishing job security and rising inequality have led to an authoritarian reaction. Evidence from more than 100 countries demonstrates that people's motivations and behavior reflect the extent to which they take survival for granted - and that modernization changes them in roughly predictable ways. This book explains the rise of environmentalist parties, gender equality, and same-sex marriage through a new, empirically-tested version of modernization theory.

The Power of Perception: Leadership, Emotional Intelligence and the Gender Divide serves as a practical guide to educate women, men and organizations on the barriers that keep women from fully contributing in the workplace. These include differences in leadership style and emotional intelligence, gender bias and stereotypes, breadwinner and

caregiver responsibilities, and differences in gender culture which show up every day at work and home. The Power of Perception also explores significant changes in global demographic trends and how our youngest generations are impacting the workplace. The Power of Perception clearly illustrates the reasons that we don't see more women leading our global businesses. It has nothing to do with women's skills and competencies and everything to do with perceptions of women as leaders, as workers, as mothers, and as wives. These perceptions have a significant impact on promotion for many women. Perception is reality—and it's powerful. The Power of Perception provides personal stories of women's journeys, real-world examples, and is based on the author's own research as well as that of many others. Every chapter includes practical, easy-to-apply strategies, summary points, and reflection questions to empower women, men, and organizations to fully leverage talent and diversity.

Psychology's study of women has revealed some themes that span cultures and countries, yet women's lived experiences in different cultures can be dramatically different. This Element explores, from a psychological perspective, women's issues in cultural contexts. Beginning with the question of public and private identity (i.e., who 'counts' as a woman), it goes on to examine embodiment, sexuality, reproduction, family roles, economic participation and power, violence, leadership, and feminist activism. It concludes with a brief discussion of women's complicated relationship to culture: as both keepers and sometimes prisoners of cultural traditions - particularly in the context of migration to different cultures. Running through the Element are two general themes: the pervasiveness of a gender hierarchy that often privileges men over women, and the ways in which women's lived experience varies within cultures according to the intersection of gender with other categories that affect expectations, norms, power and privilege.

In recent years, feminist theory has increasingly defined itself in opposition to universalism and to discourses of human rights. Rejecting the troubled legacies of Enlightenment thinking, feminists have questioned the very premises upon which the international human rights movement is based. Rather than abandoning human rights discourse, however, this book argues that feminism should reclaim the universal and reconstruct the theory and practice of human rights. Discourse ethics and its post-metaphysical defence of universalism is offered as a key to this process of reconstruction. The implications of discourse ethics and the possibility of reclaiming universalism are explored in the context of the reservations debate in international human rights law and further examined in debates on women's human rights arising in Ireland, India and Pakistan. Each of these states shares a common constitutional heritage and, in each, religious-cultural claims, intertwined with processes of nation-building, have constrained the pursuit of gender equality. Ultimately, this book argues in favour of a dual-track approach to cultural conflicts, combining legal regulation with an ongoing moral-political dialogue on the scope and content of human rights.

Public opinion in recent years has soured on multiculturalism, due in large part to fears of radical Islam. In Multiculturalism without Culture, Anne Phillips contends that critics misrepresent culture as the explanation of everything individuals from minority and non-

Western groups do. She puts forward a defense of multiculturalism that dispenses with notions of culture, instead placing individuals themselves at its core. Multiculturalism has been blamed for encouraging the oppression of women--forced marriages, female genital cutting, school girls wearing the hijab. Many critics opportunistically deploy gender equality to justify the retreat from multiculturalism, hijacking the equality agenda to perpetuate cultural stereotypes. Phillips informs her argument with the feminist insistence on recognizing women as agents, and defends her position using an unusually broad range of literature, including political theory, philosophy, feminist theory, law, and anthropology. She argues that critics and proponents alike exaggerate the unity, distinctness, and intractability of cultures, thereby encouraging a perception of men and women as dupes constrained by cultural dictates. Opponents of multiculturalism may think the argument against accommodating cultural difference is over and won, but they are wrong. Phillips believes multiculturalism still has an important role to play in achieving greater social equality. In this book, she offers a new way of addressing dilemmas of justice and equality in multiethnic, multicultural societies, intervening at this critical moment when so many Western countries are poised to abandon multiculturalism.

Recognizing that gender is an important social division marked by inequality, the Canadian International Development Agency's gender equality policy was revised in 1995 to emphasize the importance of gender equity and women's empowerment. This policy update builds on concepts long supported by the Agency and highlights a number of areas where Agency thinking has evolved. It includes a vision of gender equality for the 21st century, a rationale for the agency's gender equality policy, an outline of the goal and objectives of the policy, and description of the principles on which the policy is based. A table outlines the links between the Agency's policy of poverty reduction, its program priorities, and gender equality. Other sections of the update describe gender analysis as a tool in understanding and promoting gender equality, strategies and activities to support the achievement of gender equality, performance assessment of policy objectives, and practices to promote gender equality.

Throughout the world, cultural norms determine a view of women as subordinate to men, and provide a rationale for denial of women's economic and political rights. This collection of essays in the Focus on Gender series explores the issues of cultural traditions and beliefs, and their relation to gender and development. Topics discussed in this book include identity, meaning, and culture; the struggle of feminists from the South to gain legitimacy in Northern-dominated development debates; working to challenge restrictive gender roles in Zimbabwe; gender violence as a development issue; the use of rape as a weapon of war in former Yugoslavia; and the use of popular culture and the media to promote gender equity. Many of the writers recount their personal experiences of cultural constraints on women's freedom of action, and how these can be overcome.

The idea that respect for cultural diversity conflicts with gender equality is now a staple of both public and academic debate. Yet discussion of these tensions is marred by exaggerated talk of cultural difference, leading to ethnic reductionism, cultural stereotyping, and a hierarchy of traditional and modern. In this volume, Anne Phillips firmly rejects the notion that 'culture' might justify the oppression of women, but also queries the stereotypical binaries that have represented people from ethnocultural minorities as peculiarly resistant to gender equality. The questions addressed include the relationship between universalism and

cultural relativism, how to distinguish valid generalisation from either gender or cultural essentialism, and how to recognise women as agents rather than captives of culture. The discussions are illuminated by reference to legal cases and policy interventions, with a particular focus on forced marriage and cultural defence.

This is an open access title available under the terms of a CC BY-NC-ND 3.0 IGO licence. It is free to read at Oxford Scholarship Online and offered as a free PDF download from OUP and selected open access locations. BL Distinguished editors and contributors BL Addresses questions of some urgency for the question of women's quality of life BL Inter-disciplinary, ranging over philosophy, economics, political science, anthropology, law and sociology BL Combines theory with case-studies BL Accessible to non-specialist reader BL Sequel to *The Quality of Life*, edited by Martha Nussbaum and Amartya Sen, applying the 'capabilities' approach outlined in that volume BL Topical - challenges 'politically correct' relativist approaches and discusses the validity of charges of 'cultural imperialism' levelled at Western aid and intervention policies. Women, a majority of the world's population, receive only a small proportion of its opportunities and benefits. According to the 1993 UN Human Development Report, there is no country in the world in which women's quality of life is equal to that of men. This examination of women's quality of life thus addresses questions which have a particular urgency. It aims to describe the basic situation of all women and so develops a universal account that can answer the charges of 'Western imperialism' frequently made against such accounts. The contributors confront the issue of cultural relativism, criticizing the relativist approach which, in its desire to respect different cultural traditions, can result in indifference to injustice. An account of gender justice and women's equality is then proposed in various areas in which quality of life is measured. These issues are related throughout to the specific contexts of India, Bangladesh, China, Mexico, and Nigeria through a series of case studies. Disciplines represented include philosophy, economics, political science, anthropology, law, and sociology. Like its predecessor, *The Quality of Life*, this volume encourages the reader to think critically about the central fundamental concepts used in development economics and suggests major criticisms of current economic approaches from that fundamental viewpoint. Contributors: Martha Nussbaum, Marty Chen, Susan Wolf, Jonathan Glover, Onora O'Neill, David Crocker, Hilary Putnam, Linda Alcoff, Amartya Sen, Susan Moller Okin, Ruth Anna Putnam, Cass R. Sunstein, Christine M. Korsgaard, Catherine Lutz, Xiaorong Li, Margarita M. Valdes, Nkiru Nzegwu

Why aren't the great, qualified women already in tech being hired or promoted? Should people who don't fit in seek to join an institution that is actively hostile to them? Does the tech industry deserve women leaders? The split between the stated ideals of the corporate elite and the reality of working life for women in the tech industry—whether in large public tech companies or VC-backed start-ups, in anonymous gaming forums, or in Silicon Valley or Alley—seems designed to crush women's spirits. Corporate manifestos by women who already fit in (or who are able to convincingly fake it) aren't helping. There is a high cost for the generation of young women and transgender people currently navigating the harsh realities of the tech industry, who gave themselves to their careers only to be ignored, harassed and disrespected. Not everyone can be a CEO; not everyone is able to embrace a workplace culture that diminishes the contributions of women and ignores real complaints. The very culture of high

tech, where foosball tables and endless supplies of beer are de facto perks, but maternity leave and breast-feeding stations are controversial, is designed to appeal to young men. Lean Out collects 25 stories from the modern tech industry, from people who fought GamerGate and from women and transgender artists who have made their own games, from women who have started their own companies and who have worked for some of the most successful corporations in America, from LGBTQ women, from women of color, from transgender people and people who do not ascribe to a gender. All are fed up with the glacial pace of cultural change in America's tech industry. Included are essays by Anna Anthropy, Leigh Alexander, Sunny Allen, Lauren Bacon, Katherine Cross, Dom DeGuzman, FAKEGRIMLOCK, Krys Freeman, Gesche Haas, Ash Huang, Erica Joy, Jenni Lee, Katy Levinson, Melanie Moore, Leanne Pittsford, Brook Shelley, Elissa Shevinsky, Erica Swallow, and Squinky. Edited and selected by entrepreneur and tech veteran Elissa Shevinsky, Lean Out sees a possible way forward that uses tech and creative disengagement to jettison 20th century corporate culture: "I've figured out a way to create safe space for myself in tech," writes Shevinsky. "I've left Silicon Valley, and now work remotely from home. I adore everyone on my team, because I hired them myself."

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