

Outsiders on the inside: Women & organizations (A Spectrum book)

Barbara L. Forisha

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Outsiders On The Inside Women Organizations

J Spring



Outsiders On The Inside Women Organizations:

Outsiders on the Inside Barbara Forisha-Kovach, Barbara H. Goldman, 1981-01-01 **Gender, Managers, and Organizations** Yvonne Due Billing, Mats Alvesson, 2015-02-06 No detailed description available for Gender Managers and Organizations **Inside Organizations** David Gellner, Eric Hirsch, 2020-05-26 Most of us work in or for one but there are surprisingly few sustained analyses of the problems and peculiarities of organizations Anthropologists are increasingly turning their attention to the study of western organizations and this timely collection addresses the pleasures and pitfalls of ethnographic research undertaken across a range of organizational contexts From museums to laboratories health clinics and multinational businesses leading anthropologists discuss their fieldwork experiences the problems they encountered and the solutions they came up with This book highlights the practical political and ethical dimensions of research in organizations Among issues vividly described are the relations between gender and politics in organizational hierarchies How are sexual politics played out and experienced in health clinics How does a business manager's personal biography affect the relationships within the organization as a whole How are language and metaphor used to refigure the way people think about and act in organizations Institutions often have well defined procedures for bringing in visitors and guests When is the anthropologist an insider to the organization and when an outsider What ethical issues arise when researchers are caught between observing organizations and participating in their work In answering these and other questions the authors consider both the current status and future prospects for organizational ethnography Comprehensive and varied the book represents an invaluable aid to anyone interested in the politics and complexities of working life *Female Football Players and Fans* Gertrud Pfister, Stacey Pope, 2018-02-19 This volume draws upon social science and historical approaches to provide insights into the world of women's football and female fans It gives an in depth analysis of the development of the women's game in different European countries and examines the experiences of female fans An overview about women's football in Europe shows the rise and development of the game and the increasing inclusion of girls and women in football and fan communities To date there has been a lack of research on female participation in football but drawing on research studies from various European countries the volume explores a range of issues including how girls and women become football fans and players how women combine football with their everyday lives and how they may encounter stereotypes and barriers when they challenge male dominance by entering this traditionally male sport This collection will be of interest to students and scholars in a range of fields including sports sociology sport sciences gender studies leisure studies women's studies as well as fandom and cultural studies **Understanding Gender and Organizations** Mats Alvesson, Yvonne Due Billing, 2009-05-07 An unusually comprehensive and sophisticated analysis of how organizations and the men and women who work within them are affected by gendered processes and relations Alvesson and Billing's contribution is unique in its sensitivity to the wide range of processes affected by gender paired with its sensitivity to the pitfalls of inappropriately applying a gender lens This

book is a must read for organizational researchers and gender scholars Debra Meyerson Stanford University Students and scholars alike will find this at once a useful overview and a thought provoking take on the complexity of gender in organizations and gendered organizations Robin J Ely Warren Alpert Professor of Business Administration Harvard Business School In the decade since the first edition of this critical and provocative text many aspects of gender have changed and many have stayed the same While the gendered study of organizations is a growing field in its own right in many real life organizations gaps in gendered job roles and pay are as entrenched as they were This Second Edition is a long awaited update to an essential text in this dynamic and expanding field of inquiry incorporating new international perspectives that incorporate recent theory and debate and a new chapter on gender and identity Outsiders of the inside ,1981

Mentoring Away the Glass Ceiling in Academia Brenda Marina,2015-06-10 Mentoring Away the Glass Ceiling in Academia A Cultured Critique is different in that it calls attention to the role mentoring has played on the glass ceiling phenomenon in higher education Narratives by and about the experiences of women of diverse backgrounds in the United States and beyond the borders of this nation shed needed light on the ways in which mentoring influences identity formation and internal coping mechanisms in environments often characterized by marginalization Through these narratives these women serve as quasi mentors and create spaces for other women to survive and thrive within the educational arena This text honors and extends previous work on the experiences of women academics from diverse backgrounds Through this book there is a call for new ways of understanding the vital role that narratives play in speaking truth to the power of mentoring The insights present an expos of the extent to which politics policies and equity agendas for mentoring have supported or failed women *Women, Work, and Coping* UBC Academic Women's Association,Canadian Centre for Policy

Alternatives,1993 Until recently theories and research about job stress and ways of coping have been based primarily on men s experience Women s experience of stress and coping has remained unexplored despite studies which show that women are confronted with more and different work related stressors than men **Communication and Sex-role Socialization**

Cynthia Berryman-Fink,Deborah Ballard-Reisch,Lisa H. Newman,2015-10-23 Originally published in 1993 The essays in this book collectively seek to illuminate the role of communication and sex role socialization throughout the life cycle Section 1 addresses some important issues and behaviours that have an impact on the beginnings of the socialization process Section 2 covers socialization later on in relationships the workplace and the political arena while section 3 looks at manifestations of socialization through communication strategies and skills Finally section 4 addresses ways to alter socialization through instructional practices in higher education The approach to studying sex role socialization varies by perspective and methodology and conclusions are interpreted in diverse ways but the results have been very similar and the research in this volume shows that the socialization of males and females continues to reinforce male dominance despite women s advancement toward equal status in society This work is of interest in the fields of sociology psychology anthropology and

women's studies as well as communication *Organizational Studies: Objectivity and its other*, 2001 **Feminist Legal Theory (Vol. 2)** Frances Olsen, 1995-10 A collection of previously published articles Cracking the Glass Ceiling Carole K. Adair, 1999 Barriers which hinder career advancement of women are complex and varied They have become top agenda items for most corporations and the government The glass ceiling is a term that symbolizes a variety of barriers that prevent qualified individuals from advancing higher in their organization Although many women hold management positions few have made the breakthrough to top level positions To determine what conditions are required for women to attain top executive positions an ethnographic study was conducted at a hospital The study was limited to four women who held executive positions one associate administrator one interim associate administrator one director and the CEO An in depth data gathering technique using observation interviews and documentation was used to investigate factors such as education skills influences support barriers and corporate culture The findings revealed a having opportunities to be participating valued family members and to compete in activities while young helps girls to develop a sense of competence and mastery b education credential building experiences certain competencies and being willing to take risks are necessary for success c having certain attitudes and philosophies are crucial factors in their success d mentors network involvement and relationships with peers does affect mobility e the women did have a career plan not in the sense of a linear career plan but rather one in the form of the spiral career concept f the hospital is a structure which provides opportunities to develop careers g the women understand accept and have learned to adapt to the culture of the society in which they live and work h the women are savvy at expressing affirming and communicating the substance of their culture to others i the amount of prejudice a woman encountered depended upon several components and j the barriers to advancement experienced by the women do not confirm those discussed in the review of literature Further research is recommended on the qualifications of male and female CEOs educational programs most appropriate for female executives how successful female executives learned to deal with their barriers and why certain organizations do not have top female executives **Social Administration: An introduction to human services management** Simon Slavin, 1985 Featuring pragmatic guidelines for all administrators and practitioners in the social services this book presents both theory and case materials to give the student of social administration a textured understanding of the social agency and its dilemmas and walks the student through the very practical daily problems and challenges Published in two parts Volume 1 An Introduction to Human Services Management Volume 2 Managing Finances Personnel and Information in Human Services Organizational Communication Michael J. Papa, Tom D. Daniels, Barry K. Spiker, 2008 Communication in organizations has changed drastically since the release of the first edition of this bestselling textbook This fully revised and updated edition delves into state of the art studies providing fresh insights into the challenges that organizations face today Yet this foundational resource remains a cornerstone in the examination of classic research and theory in organization communication **Gender**

and Race Inequality in Management: Critical Issues, New Evidence Matt L. Huffman, 2012-01-31 Highlighting cutting edge research by notable and highly visible scholars working in the area of gender race and management this text will inspire new directions for future empirical research in this important area

Sporting Females Jennifer Hargreaves, 2002-09-11 1994 North American Society for the Sociology of Sport Annual Book Award An outstanding contribution to feminist analysis of sport from the nineteenth century to the present day Jennifer Hargreaves views sport as a battle for control of the physical body and an important area for feminist intervention Placing women at the centre of discussion no other book is as comprehensive

Speaking of Sex Deborah L. Rhode, 1999 Speaking of Sex explores a topic that frequently is absent from our discussions about sex the persistence of sex based inequality and the cultural forces that sustain it On critical issues affecting women most Americans deny either that gender inequality is a serious problem or that it is one which they have a personal or political responsibility to address In tracing this no problem problem Speaking of Sex examines the most fundamental causes of women s disadvantages and the inadequacy of current public policy to combat them

Outside In Paula S. Fass, 1991-09-26 Ever since the massive immigration from Europe of the late 19th century American society has accommodated people of many cultures religions languages and expectations The task of integration has increasingly fallen to the schools where children are taught a common language and a set of democratic values and sent on their ways to become productive members of society How American schools have set about educating these diverse students and how these students needs have altered the face of education are issues central to the social history of the United States in the 20th century In her pathbreaking new book Paula S Fass presents a wide ranging examination of the role of outsiders in the creation of modern education Through a series of in depth and fascinating case studies she demonstrates how issues of pluralism have shaped the educational landscape and how various minority groups have been affected by their educational experiences Fass first looks at how public schools absorbed the children of immigrants in the early years of the century and how those children gradually began to use the schools for their own social purposes She then turns to the experiences of other groups of Americans whose struggles for educational and social opportunities have defined cultural life over the last fifty years blacks whose education became a major concern of the federal government in the 1930s and 1940s women who had access to higher education but were denied commensurate job opportunities and Catholics who created schools that succeeded both in protecting minority integrity and in providing Catholics with a path to American success Along the way she presents a wealth of fascinating and surprising detail Through an examination of New York City high school yearbooks from the 1930s and 1940s she shows how a student s ethnic identity determined which activities he or she would engage in and how ethnicity was etched into schooling And she examines how the New Deal and the army in World War II succeeded in educating large numbers of blacks and making the inequalities in their educational opportunities a critical national concern A sweeping and highly original history of American education Outside In helps us to understand how

schools have been shaped by their students how educational issues have merged with wider social concerns and how outsiders have recreated schooling and culture in the 20th century By opening up new historical terrain and rejecting a vision of outsiders as merely victims of American educational policy the book has important implications for contemporary social and educational issues *The Kaleidoscope of Gender* Catherine G. Valentine, Mary Nell Trautner, Joan Z. Spade, 2019-03-07 *The Kaleidoscope of Gender* Prisms Patterns and Possibilities provides an accessible timely and stimulating overview of the cutting edge literature and theoretical frameworks in sociology and related fields in order to understand the social construction of gender The kaleidoscope metaphor and its three themes prisms patterns and possibilities unify topic areas throughout the book By focusing on the prisms through which gender is shaped the patterns which gender takes and the possibilities for social change the reader gains a deeper understanding of ourselves and our relationships with others both locally and globally Editors Catherine Valentine Mary Nell Trautner and the work of Joan Spade focus on the paradigms and approaches to gender studies that are constantly changing and evolving The Sixth Edition includes incorporation of increased emphasis on global perspectives updated contemporary social movements such as BlackLivesMatter and MeToo and an updated focus on gendered violence **Black Feminist Epistemology, Research, and Praxis** Christa J. Porter, V. Thandi Sulé, Natasha N. Croom, 2022-08-25 While there has been an increase of Black women faculty in higher education institutions the academy writ large continues to exploit discriminate and uphold institutionalized gendered racism through its policies and practices Black women have navigated negotiated and learned how to thrive from their respective standpoints and epistemologies traversing the academy in ways that counter typical narratives of success and advancement This edited volume bridges together foundational and contemporary intergenerational interdisciplinary voices to elucidate Black feminist epistemologies and praxis Chapter authors highlight relevant research methodologies and theoretical or conceptual frameworks share experiences as doctoral students current faculty and academic administrators and offer lessons learned and strategies to influence systemic and institutional change for and with Black women

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