

Angela Mathis
Lead 902: Contemporary Issues of Leadership IV
Week 1: Identification of Books

Book Title: Understanding inequality: The intersection of race/ethnicity, class, and gender

Author: Barbara A. Arrighi

This writer found *Understanding inequality: The intersection of race/ethnicity, class, and gender* to be an interesting book among the list of books on Gender Equality and Gender Inequality. This book focuses on the unity of the age of globalization and New Media. As a result of the unity, disparate groups connect in ethnicity, class and gender and transform continuously. The data was comprised of a diverse array of sources ranging from the New York Times to the journals of leading research universities.

Understanding inequality: The intersection of race/ethnicity, class, and gender is a book that will explore the issues of gender equality and view them as systems of stratification that work to reinforce one another. It is important to understand inequality as human beings because it exists all around us. This book has been a recommendation to students and academics because it provides them with the basic hermeneutics for considering new thought on ethnicity, class, and gender in the 21st century.

References

Arrighi, B. A. (2007). *Understanding inequality: The intersection of race/ethnicity, class, and gender*. Lanham, Maryland: Rowman & Littlefield Publishers.

Book Title: What works: Gender equality by design

Author: Iris Bohnet

In the writer's search for books on Gender Equality and Gender Inequality, *What works: Gender equality by design* was one that the writer chose from the list of books she came across. After reviewing the book, this writer felt this book would be a great book to read further in regards to Gender Equality. Gender equality is important in a business and moral sense. Bias was discovered to be something that holds us back but in the worse sense, unconscious bias and de-biasing people's minds is difficult is expensive and difficult. Individual effort and diversity training programs have amounted to very little success. A solution such as de-biasing organizations was presented in order to produce smart changes that have big impacts. Iris Bonnet provides the tools that are needed to produce research-based solutions for the classroom, boardrooms, in hiring and promotion, benefiting businesses, governments and many other entities.

What works: Gender equality by design is a book that focuses on sex discrimination in employment, gender mainstreaming and organizational behavior. It also focuses on the insights of the human mind. The data collected came from companies, universities, and governments in Australia, India, Norway, the United Kingdom, the United States, Zambia, and other countries, often in randomized controlled trials. This book points out interventions that are evidence-based and demonstrates how research is addressing gender bias, performance and improving lives. What Works intends to be a solution that requires low cost and produces results

at a high speed.

References

Bohnet, I. (2016). *What works: Gender equality by design*. Cambridge, Massachusetts: The Belknap Press of Harvard University Press.

Book Title: *Gender talk: The struggle for women's equality in African American communities*

Author: Johnnetta B. Cole and Beverly Guy-Sheftall

After reading the book reviews of *Gender talk: The struggle for women's equality in African American communities* it is a must read. Cole and Guy-Sheftall shares their experiences as daughters, wives and leaders in concern to gender equality. This book is one that the writer would recommend to all libraries to have in order for everyone including African Americans to read and become a part of the change needed for African American women and men. Cole and Guy-Sheftall opens the eyes of the black community to the inequalities during slavery and now in the 21st century.

Gender talk: The struggle for women's equality in African American communities is an important book that makes you understand the importance of knowing where you have been in order to know where you are going. The Black community has experienced violence against women, rape and sexual harassment which has been the legacy of slavery as is racism. *Gender Talk* examines why the "race problem" has become so male-centered and how this has opened a deep divide between Black women and men (Cole & Guy-Sheftal, 1997). Cole and Guy-Sheftall (1997) provided

searching analysis into the present, Cole by uncovering the cultural assumptions and attitudes in hip-hop and rap, in the O.J. Simpson and Mike Tyson trials, in the Million Men and Million Women Marches, and in the battle over Clarence Thomas's appointment to the Supreme Court (Cole & Guy-Sheftall, 1997).

References

Cole, J. & Guy-Sheftall, B. (2003). *Gender talk: the struggle for women's equality in African American communities*. New York: Ballantine. Retrieved from <http://www.loc.gov/catdir/toc/fy037/2002040875.html>

Book Title: Good news for women: A biblical picture of gender equality

Author: Rebecca Merrill Groothuis

Good news for women: A biblical picture of gender equality is a book that explores gender issues from the Bible's perspective. This writer finds this book to be interesting because it reflects on gender equality from the Bible's perspective, the heart of the matter from the heart of God. This is what the writer wants to learn more about and share with society. Rebecca Merrill Groothuis (1997) writes, "Most evangelical discussion of the gender issue has been spent in feverish debate over the exegetical intricacies of the traditional proof texts and though faithful exegesis is certainly crucial, a "myopic fixation on a handful of controversial biblical texts will not ultimately resolve the gender debate" In the place of debates and exegesis of biblical texts, it is going to take the involvement of the human mind and human involvement in order to bring about solutions to the issues of gender equality.

In *Good News for Women* is recommended by Groothuis if you want to look at the Big Picture of gender equality. It will also examine the biblical teachings of relationships between women and men, in which this provides the foundation for examining the passages relating to gender issues that lead to gender inequality.

Groothuis' first book, *Good News for Women* (1997) shows that:

- the broad sweep of biblical thought aligns more readily with gender equality than gender hierarchy
- traditionalist proof texts do not present an open and shut case in favor of universal male authority
- the traditionalist agenda on gender issues is neither helpful nor healthy for Christian women today.

References

Groothuis, Rebecca M. (1997). *Good news for women: A biblical picture of gender equality*. Grand Rapids: Baker Books.

References

- Arrighi, B. A. (2007). *Understanding inequality: The intersection of race/ethnicity, class, and gender*. Lanham, Maryland: Rowman & Littlefield Publishers.
- Bohnet, I. (2016). *What works: Gender equality by design*. Cambridge, Massachusetts: The Belknap Press of Howard University Press.
- Cole, J. & Guy-Sheftall, B. (2003). *Gender talk: the struggle for women's equality in African American communities*. New York: Ballantine. Retrieved from <http://www.loc.gov/catdir/toc/fy037/2002040875.html>
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