# Women's Work Men's Cultures

Overcoming Resistance and Changing Organizational Cultures





Sarah Rutherford

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# Womens Work Mens Cultures Overcoming Resistance And Changing Organizational Cultures

Suzanne McKenzie-Mohr, Michelle N. Lafrance

#### **Womens Work Mens Cultures Overcoming Resistance And Changing Organizational Cultures:**

Women's Work, Men's Cultures Sarah Rutherford, 2011-09-09 Corporate diversity programs often fail because of resistance in workplace culture The author sets out an approach to real change by analysing the role of organisational cultures in marginalising women workers Based on academic research case studies and interviews the author presents a new model for changing organisational culture The Oxford Handbook of Gender in Organizations Savita Kumra, Ruth Simpson, Ronald J. Burke, 2014 This Handbook focuses on organizations and the way in which their processes and practices Women's Leadership in Popular Culture Tracy Everbach, Gwendelyn systematically work to produce gender inequities S. Nisbett, Newly Paul, 2025-10-02 This edited volume examines mass media portrayals of women leaders and other powerful women in popular culture Contributors argue that increased media visibility and representation can lead to more widespread acceptance of women as societal leaders. The book employs an interdisciplinary intersectional and international approach to its coverage of these portrayals and their meanings for society and gender norms Through a feminist lens contributors examine these cultural representations within the context of gender race sexuality and social class economic status Contributors write from varied disciplinary backgrounds including journalism media studies communication entertainment studies sociology psychology anthropology political science information science business and education **Organizations** Ronald J Burke, Debra A Major, 2014-01-31 Talented women continue to have difficulty advancing their careers in organizations wordwide Organizations and their cultures were created by men for men and reflect the wider patriarchal society As a consequence some women are disadvantaged and fa Handbook of Research on Promoting Womenês Careers Susan Vinnicombe, Ronald J Burke, Stacy Blake-Beard, Lynda L Moore, 2013-10-31 In a changing world where women have dominated as graduates from universities in the West recent research has shown that the same trend is also strikingly evident in the newly emerging markets Tapping into this female talent pool is extremely importa Women Voicing Resistance Suzanne McKenzie-Mohr, Michelle N. Lafrance, 2014-03-26 Feminist scholars have demonstrated how dominant discourses and master narratives frequently reflect patriarchal influence thereby distorting and depoliticizing women's storying of their own lives In this groundbreaking volume a number of internationally recognized researchers working across a range of disciplines provide a detailed examination of women s attempts to counter story their lives when prevailing discourses are unhelpful or indeed harmful As such it is an exploration of women s agency and resistance which highlights the challenges and complexities of such discursive work The chapters explore women s resistance across a wide range of experiences including intimate partner violence casual sex depression premenstrual change disordered eating lesbian identity women s work in male dominated spaces rape and child birth Each chapter combines theoretical analyses with illuminating first hand accounts and elaborates practical implications that provide directions for individual and social change Providing an incisive and comprehensive exploration of discourse oppression and resistance that cuts across domains

of women s everyday lives Women Voicing Resistance will be of great interest to students scholars and practitioners in the fields of psychology gender studies women s studies sociology and social work Gender at Work Aruna Rao, Joanne Sandler, David Kelleher, Carol Miller, 2015-11-19 At a time when some corporate women leaders are advocating for their aspiring sisters to lean in for a bigger piece of the existing pie this book puts the spotlight on the deep structures of organizational culture that hold gender inequality in place Gender at Work Theory and Practice for 21st Century Organizations makes a compelling case that transforming the unspoken informal institutional norms that perpetuate gender inequality in organizations is key to achieving gender equitable outcomes for all The book is based on the authors interviews with 30 leaders who broke new ground on gender equality in organizations international case studies crafted from consultations and organizational evaluations and lessons from nearly fifteen years of experience of Gender at Work a learning collaborative of 30 gender equality experts From the Dalit women's groups in India who fought structural discrimination in the largest right to work program in the world to the intrepid activists who challenged the powerful members of the UN Security Council to define mass rape as a tactic of war the trajectories and analysis in this book will inspire readers to understand and chip away at the deep structures of gender discrimination in organizational policies practices and outcomes Designed for practitioners policy makers donors students and researchers looking at gender development and organizational change this book offers readers a widely tested tool of analysis the Gender at Work Analytical Framework to assess the often invisible structures of gender bias in organizations and to map desired strategies and change processes Consumer Culture Theory John F. Sherry, Eileen M Fischer, 2017-05-25 Contemporary Consumer Culture Theory contains original research essays written by the premier thought leaders of the discipline from around the world that reflect the maturation of the field Customer Culture Theory over the last decade The volume seeks to help break down the silos that have arisen in disciplines seeking to understand consumer culture and speed both the diffusion of ideas and possibility of collaboration across frontiers Contemporary Consumer Culture Theory begins with a re evaluation of some of the fundamental notions of consumer behaviour such as self and other branding and pricing and individual vs communal agency then continuing with a reconsideration of role configurations as they affect consumption examining in particular the ramifications of familial gender ethnic and national aspects of consumers lived experiences The book move on to a reappraisal of the state of the field examining the rhetoric of inquiry the reflexive history and critique of the discipline the prospect of redirecting the effort of inquiry to practical and humanitarian ends the neglected wellsprings of our intellectual heritage and the ideological underpinnings of the evolving construction of the concept of the brand Contemporary Consumer Culture Theory is a reflective assessment in theoretical empirical and evocative keys of the state of the field of consumer culture theory and an indication of the scholarly directions in which the discipline is evolving providing reflection upon a rapidly expanding discipline and altered consumption scapes by some of its prime movers **Subverting Social** 

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