

## Equal Women Reshape American Law

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### Union by Law

A comprehensive survey of the applications of feminist legal theory to specific areas of the law

### We the Corporations: How American Businesses Won Their Civil Rights

From founding the White Ribbon Campaign, the world's largest organized effort of men working to end violence against women, in the early 1990s, to his appointment as the only male member of the G7 Gender Equality Advisory Council, Michael Kaufman has been a major figure in promoting social justice and women's rights for decades. Now, in *The Time Has Come*, he issues a stirring call for men to mobilize in the movement for gender equality. Weaving together sociological data, personal experiences, and insights gleaned from decades of work with governments and NGOs around the globe, Kaufman explores topics ranging from domestic violence to parental leave, grappling with the ways in which a culture of toxic masculinity hurts women and men (and their children). Informative and provocative, *The Time Has Come* demonstrates how real gender equality creates advancements in both the workplace and the global economy, and urges men to become dedicated allies in dismantling the patriarchy.

### An Equal Place

It is no secret that since the 1980s, American workers have lost power vis-à-vis employers through the well-chronicled steep decline in private sector unionization. American workers have also lost power in other ways. Those alleging employment discrimination have fared increasingly poorly in the courts. In recent years, judges have dismissed scores of cases in which workers presented evidence that supervisors referred to them using racial or gender slurs. In one federal district

court, judges dismissed more than 80 percent of the race discrimination cases filed over a year. And when juries return verdicts in favor of employees, judges often second guess those verdicts, finding ways to nullify the jury's verdict and rule in favor of the employer. Most Americans assume that that an employee alleging workplace discrimination faces the same legal system as other litigants. After all, we do not usually think that legal rules vary depending upon the type of claim brought. The employment law scholars Sandra A. Sperino and Suja A. Thomas show in *Unequal* that our assumptions are wrong. Over the course of the last half century, employment discrimination claims have come to operate in a fundamentally different legal system than other claims. It is in many respects a parallel universe, one in which the legal system systematically favors employers over employees. A host of procedural, evidentiary, and substantive mechanisms serve as barriers for employees, making it extremely difficult for them to access the courts. Moreover, these mechanisms make it fairly easy for judges to dismiss a case prior to trial. Americans are unaware of how the system operates partly because they think that race and gender discrimination are in the process of fading away. But such discrimination still happens in the workplace, and workers now have little recourse to fight it legally. By tracing the modern history of employment discrimination, Sperino and Thomas provide an authoritative account of how our legal system evolved into an institution that is inherently biased against workers making rights claims.

### **The Time Has Come**

From the Pulitzer Prize-winning scholar, a timely history of the constitutional changes that built equality into the nation's foundation and how those guarantees have been shaken over time. The Declaration of Independence announced equality as an American ideal, but it took the Civil War and the subsequent adoption of three constitutional amendments to establish that ideal as American law. The Reconstruction amendments abolished slavery, guaranteed all persons due process and equal protection of the law, and equipped black men with the right to vote. They established the principle of birthright citizenship and guaranteed the privileges and immunities of all citizens. The federal government, not the states, was charged with enforcement, reversing the priority of the original Constitution and the Bill of Rights. In grafting the principle of equality onto the Constitution, these revolutionary changes marked the second founding of the United States. Eric Foner's compact, insightful history traces the arc of these pivotal amendments from their dramatic origins in pre-Civil War mass meetings of African-American "colored citizens" and in Republican party politics to their virtual nullification in the late nineteenth century. A series of momentous decisions by the Supreme Court narrowed the rights guaranteed in the amendments, while the states actively undermined them. The Jim Crow system was the result. Again today there are serious political challenges to birthright citizenship, voting rights, due process, and equal protection of the law. Like all great works of history, this one informs our understanding of the present as well as the past: knowledge and vigilance are always necessary to secure our basic rights.

### **Unequal**

This young adult adaptation of the New York Times bestselling *White Rage* is

essential antiracist reading for teens. An NAACP Image Award finalist A Kirkus Reviews Best Book of the Year A NYPL Best Book for Teens History texts often teach that the United States has made a straight line of progress toward Black equality. The reality is more complex: milestones like the end of slavery, school integration, and equal voting rights have all been met with racist legal and political maneuverings meant to limit that progress. *We Are Not Yet Equal* examines five of these moments: The end of the Civil War and Reconstruction was greeted with Jim Crow laws; the promise of new opportunities in the North during the Great Migration was limited when blacks were physically blocked from moving away from the South; the Supreme Court's landmark 1954 *Brown v. Board of Education* decision was met with the shutting down of public schools throughout the South; the Civil Rights Act of 1964 and Voting Rights Act of 1965 led to laws that disenfranchised millions of African American voters and a War on Drugs that disproportionately targeted blacks; and the election of President Obama led to an outburst of violence including the death of Black teen Michael Brown in Ferguson, Missouri as well as the election of Donald Trump. Including photographs and archival imagery and extra context, backmatter, and resources specifically for teens, this book provides essential history to help work for an equal future.

### **Equal**

A compelling look at ten of the most important Supreme Court cases defining women's rights on the job, as told by the brave women who brought the cases to court

### **Untidy Origins**

NATIONAL BESTSELLER "A vivid account of a remarkable life." --The Washington Post In this comprehensive, revelatory biography--fifteen years of interviews and research in the making--historian Jane Sherron De Hart explores the central experiences that crucially shaped Ginsburg's passion for justice, her advocacy for gender equality, and her meticulous jurisprudence. At the heart of her story and abiding beliefs is her Jewish background, specifically the concept of tikkun olam, the Hebrew injunction to "repair the world," with its profound meaning for a young girl who grew up during the Holocaust and World War II. Ruth's journey begins with her mother, who died tragically young but whose intellect inspired her daughter's feminism. It stretches from Ruth's days as a baton twirler at Brooklyn's James Madison High School to Cornell University to Harvard and Columbia Law Schools; to becoming one of the first female law professors in the country and having to fight for equal pay and hide her second pregnancy to avoid losing her job; to becoming the director of the ACLU's Women's Rights Project and arguing momentous anti-sex discrimination cases before the U.S. Supreme Court. All this, even before being nominated in 1993 to become the second woman on the Court, where her crucial decisions and dissents are still making history. Intimately, personally told, this biography offers unprecedented insight into a pioneering life and legal career whose profound mark on American jurisprudence, American society, and our American character and spirit will reverberate deep into the twenty-first century and beyond. REVISED AND UPDATED WITH A NEW AFTERWORD

## **Applications of Feminist Legal Theory to Women's Lives**

What Women Want is a trenchant examination of the struggle for women's equality, and a prescription for what to focus on next in order to ensure maximum success. Feminism today is a movement that lacks leadership, unity, and definition, and it has gotten stuck in a boom and bust cycle when it comes to public opinion and action. Despite significant progress over the last fifty years, equality is still a distant goal in the political, social, and economic spheres. Only by identifying the barriers (both internal and external) that remain, Deborah Rhode argues, can we begin to identify solutions. A rigorously researched and well-written answer to the glut of gender-related books that have come onto the market recently, What Women Want comprehensively analyzes the challenges the feminist movement faces today. Combining sharp academic analysis and interviews with notable figures such as Sheryl Sandberg, Rhode focuses on five main topics: employment issues such as pay discrimination, work-life balance and the government's pitiful response, the assault on women's reproductive rights and the limits it places on their economic mobility, sexual harassment and violence, and the detrimental effect that the unfashionable label "feminist" can have, especially in attracting young women to the movement. Despite these formidable obstacles, the goals and principles of feminism are widely accepted by the American mainstream, and Rhode, herself a pathbreaker in the fields of law and education, offers effective strategies for redefining and advancing the feminist agenda, thereby creating a movement that truly recognizes, and is responsive to, what all women want.

## **Sisters in Law**

On a summer day in 1846--two years before the Seneca Falls convention that launched the movement for woman's rights in the United States--six women in rural upstate New York sat down to write a petition to their state's constitutional convention, demanding "equal, and civil and political rights with men." Refusing to invoke the traditional language of deference, motherhood, or Christianity as they made their claim, the women even declined to defend their position, asserting that "a self evident truth is sufficiently plain without argument." Who were these women, Lori Ginzberg asks, and how might their story change the collective memory of the struggle for woman's rights? Very few clues remain about the petitioners, but Ginzberg pieces together information from census records, deeds, wills, and newspapers to explore why, at a time when the notion of women as full citizens was declared unthinkable and considered too dangerous to discuss, six ordinary women embraced it as common sense. By weaving their radical local action into the broader narrative of antebellum intellectual life and political identity, Ginzberg brings new light to the story of woman's rights and of some women's sense of themselves as full members of the nation.

## **The Second Founding: How the Civil War and Reconstruction Remade the Constitution**

A chronicle of how women battled gender inequalities in America's legal system during the civil rights era reveals how the nation's law schools admitted women in

the face of declining enrollment during the Vietnam War but that female lawyers were forced to battle employment restrictions and sexual harassment. 13,000 first printing.

### **Voice and Agency**

From 1953 to 1969, the Supreme Court under Chief Justice Earl Warren brought about many of the proudest achievements of American constitutional law. The Warren declared racial segregation and laws forbidding interracial marriage to be unconstitutional; it expanded the right of citizens to criticize public officials; it held school prayer unconstitutional; and it ruled that people accused of a crime must be given a lawyer even if they can't afford one. Yet, despite those and other achievements, conservative critics have fiercely accused the justices of the Warren Court of abusing their authority by supposedly imposing their own opinions on the nation. As the eminent legal scholars Geoffrey R. Stone and David A. Strauss demonstrate in *Democracy and Equality*, the Warren Court's approach to the Constitution was consistent with the most basic values of our Constitution and with the most fundamental responsibilities of our judiciary. Stone and Strauss describe the Warren Court's extraordinary achievements by reviewing its jurisprudence across a range of issues addressing our nation's commitment to the values of democracy and equality. In each chapter, they tell the story of a critical decision, exploring the historical and legal context of each case, the Court's reasoning, and how the justices of the Warren Court fulfilled the Court's most important responsibilities. This powerfully argued evaluation of the Warren Court's legacy, in commemoration of the 50th anniversary of the end of the Warren Court, both celebrates and defends the Warren Court's achievements against almost sixty-five years of unrelenting and unwarranted attacks by conservatives. It demonstrates not only why the Warren Court's approach to constitutional interpretation was correct and admirable, but also why the approach of the Warren Court was far superior to that of the increasingly conservative justices who have dominated the Supreme Court over the past half-century.

### **Because of Sex**

"The 2012 report recognized that expanding women's agency - their ability to make decisions and take advantage of opportunities is key to improving their lives as well as the world. This report represents a major advance in global knowledge on this critical front. The vast data and thousands of surveys distilled in this report cast important light on the nature of constraints women and girls continue to face globally. This report identifies promising opportunities and entry points for lasting transformation, such as interventions that reach across sectors and include life-skills training, sexual and reproductive health education, conditional cash transfers, and mentoring. It finds that addressing what the World Health Organization has identified as an epidemic of violence against women means sharply scaling up engagement with men and boys. The report also underlines the vital role information and communication technologies can play in amplifying women's voices, expanding their economic and learning opportunities, and broadening their views and aspirations. The World Bank Group's twin goals of ending extreme poverty and boosting shared prosperity demand no less than the full and equal participation of women and men, girls and boys, around the world."

-- Publisher's description.

## **The Hillary Effect: Perspectives on Clinton's Legacy**

The dramatic, untold story of how women battled blatant inequities in America's legal system. As late as 1967, men outnumbered women twenty to one in American law schools. With the loss of deferments from Vietnam, reluctant law schools began admitting women to avoid plummeting enrollments. As women entered, the law resisted. Judges would not hire women. Law firms asserted a right to discriminate against women. Judges permitted discrimination by employers against pregnant women. Courts viewed sexual harassment as, one judge said, "a game played by the male superiors." Violence against women seemed to exist beyond the law's comprehension. In this landmark book, Fred Strebeigh shows how American law advanced, far and fast. He brings together legal evidence and personal histories to portray the work of concerned women and men to advance legal rights in America. Equal combines interviews with litigators, plaintiffs, and judges, including Ruth Bader Ginsburg and Catharine MacKinnon, along with research from private archives of attorneys who took cases to the Supreme Court, to narrate battles waged against high odds and pinnacles of legal power. Equal, in the words of Professor Suzanne A. Kim of Rutgers Law School, is a book for "anyone interested in how each individual can improve our society through compassion, drive, and creativity."

## **Ruth Bader Ginsburg**

Few individuals have had as great an impact on the law--both its practice and its history--as A. Leon Higginbotham, Jr. A winner of the Presidential Medal of Freedom, the nation's highest civilian honor, he has distinguished himself over the decades both as a professor at Yale, the University of Pennsylvania, and Harvard, and as a judge on the United States Court of Appeals. But Judge Higginbotham is perhaps best known as an authority on racism in America: not the least important achievement of his long career has been *In the Matter of Color*, the first volume in a monumental history of race and the American legal process. Published in 1978, this brilliant book has been hailed as the definitive account of racism, slavery, and the law in colonial America. Now, after twenty years, comes the long-awaited sequel. In *Shades of Freedom*, Higginbotham provides a magisterial account of the interaction between the law and racial oppression in America from colonial times to the present, demonstrating how the one agent that should have guaranteed equal treatment before the law--the judicial system--instead played a dominant role in enforcing the inferior position of blacks. The issue of racial inferiority is central to this volume, as Higginbotham documents how early white perceptions of black inferiority slowly became codified into law. Perhaps the most powerful and insightful writing centers on a pair of famous Supreme Court cases, which Higginbotham uses to portray race relations at two vital moments in our history. The *Dred Scott* decision of 1857 declared that a slave who had escaped to free territory must be returned to his slave owner. Chief Justice Roger Taney, in his notorious opinion for the majority, stated that blacks were "so inferior that they had no right which the white man was bound to respect." For Higginbotham, Taney's decision reflects the extreme state that race relations had reached just before the Civil War. And after the War and Reconstruction, Higginbotham reveals,

the Courts showed a pervasive reluctance (if not hostility) toward the goal of full and equal justice for African Americans, and this was particularly true of the Supreme Court. And in the *Plessy v. Ferguson* decision, which Higginbotham terms "one of the most catastrophic racial decisions ever rendered," the Court held that full equality--in schooling or housing, for instance--was unnecessary as long as there were "separate but equal" facilities. Higginbotham also documents the eloquent voices that opposed the openly racist workings of the judicial system, from Reconstruction Congressman John R. Lynch to Supreme Court Justice John Marshall Harlan to W. E. B. Du Bois, and he shows that, ironically, it was the conservative Supreme Court of the 1930s that began the attack on school segregation, and overturned the convictions of African Americans in the famous *Scottsboro* case. But today racial bias still dominates the nation, Higginbotham concludes, as he shows how in six recent court cases the public perception of black inferiority continues to persist. In *Shades of Freedom*, a noted scholar and celebrated jurist offers a work of magnificent scope, insight, and passion. Ranging from the earliest colonial times to the present, it is a superb work of history--and a mirror to the American soul.

### **Equal**

NEW YORK TIMES BESTSELLER WASHINGTON POST BESTSELLER The author of the celebrated *Victory* tells the fascinating story of the intertwined lives of Sandra Day O'Connor and Ruth Bader Ginsburg, the first and second women to serve as Supreme Court justices. The relationship between Sandra Day O'Connor and Ruth Bader Ginsburg—Republican and Democrat, Christian and Jew, western rancher's daughter and Brooklyn girl—transcends party, religion, region, and culture. Strengthened by each other's presence, these groundbreaking judges, the first and second to serve on the highest court in the land, have transformed the Constitution and America itself, making it a more equal place for all women. Linda Hirshman's dual biography includes revealing stories of how these trailblazers fought for their own recognition in a male-dominated profession—battles that would ultimately benefit every American woman. She also makes clear how these two justices have shaped the legal framework of modern feminism, including employment discrimination, abortion, affirmative action, sexual harassment, and many other issues crucial to women's lives. *Sisters-in-Law* combines legal detail with warm personal anecdotes that bring these very different women into focus as never before. Meticulously researched and compellingly told, it is an authoritative account of our changing law and culture, and a moving story of a remarkable friendship.

### **The Gender Line**

Starting in the early 1900s, many thousands of native Filipinos were conscripted as laborers in American West Coast agricultural fields and Alaska salmon canneries. There, they found themselves confined to exploitative low-wage jobs in racially segregated workplaces as well as subjected to vigilante violence and other forms of ethnic persecution. In time, though, Filipino workers formed political organizations and affiliated with labor unions to represent their interests and to advance their struggles for class, race, and gender-based social justice. *Union by Law* analyzes the broader social and legal history of Filipino American workers'

rights-based struggles, culminating in the devastating landmark Supreme Court ruling, *Wards Cove Packing Co. v. Atonio* (1989). Organized chronologically, the book begins with the US invasion of the Philippines and the imposition of colonial rule at the dawn of the twentieth century. The narrative then follows the migration of Filipino workers to the United States, where they mobilized for many decades within and against the injustices of American racial capitalist empire that the Wards Cove majority willfully ignored in rejecting their longstanding claims. This racial innocence in turn rationalized judicial reconstruction of official civil rights law in ways that significantly increased the obstacles for all workers seeking remedies for institutionalized racism and sexism. A reclamation of a long legacy of racial capitalist domination over Filipinos and other low-wage or unpaid migrant workers, *Union by Law* also tells a story of noble aspirational struggles for human rights over several generations and of the many ways that law was mobilized both to enforce and to challenge race, class, and gender hierarchy at work.

### **John Henry Wigmore and the Rules of Evidence**

This book tells the movement and litigation stories behind important reproductive rights and justice cases. The twelve chapters span topics including contraception, abortion, pregnancy, and assisted reproductive technologies, telling the stories of these cases using a wide-lens perspective that illuminates the complex ways law is debated and forged--in social movements, in representative government, and in courts. Some of the chapters shed new light on cases that are very much part of the constitutional law canon--*Griswold v. Connecticut*, *Roe v. Wade*, *Planned Parenthood v. Casey*, *Nevada Department of Human Resources v. Hibbs*. Others introduce the reader to new cases from state and lower federal courts that illuminate paths not taken in the law. Reading the cases together highlights the lived horizon in which individuals have encountered and struggled with questions of reproductive rights and justice at different eras in our nation's history--and so reveals the many faces of law and legal change. The volume is being published at a critical and perhaps pivotal moment for this area of law. The changing composition of the Supreme Court, increased executive and legislative action, and shifting political interests have all pushed issues of reproductive rights and justice to the forefront of contemporary discourse. The volume is suited to a wide range of law school courses, including constitutional law, family law, employment law, and reproductive rights and justice; it could also be assigned in undergraduate or graduate courses on history, gender studies, and reproductive rights and justice.

### **Reproductive Rights and Justice Stories**

#### **What Works for Women at Work**

Despite tremendous advances in civil rights, we live in a world where the sexes remain sharply segregated from birth to death: in names, clothing, social groupings, and possessions; in occupations, civic association, and domestic roles. Gender separatism, so pervasive as to be almost invisible, permeates the fabric of our daily social routines. Preferring a notion of gender that is fluid and contextual, and denying that separatism is inevitable, Nancy Levit dismantles the myths of

gender essentialism Drawing on a wealth of interdisciplinary data regarding the biological and cultural origins of sex differences, Levit provides a fresh perspective on gendered behaviors and argues the need for careful cultivation of new relations between the sexes. With its focus particularly on men, *The Gender Line* offers an insightful overview of the construction of gender and the damaging effects of its stereotypes. Levit analyzes the ways in which law legitimizes the social segregation of the sexes through legal decisions regarding custody, employment, education, sexual harassment, and criminal law. In so doing, she illustrates the ways in which men's and women's oppressions are intertwined and how law molds the very definition of masculinity. Applying feminist methodology to the doctrine of feminism itself, Levit artfully demonstrates that gender separatism infects even our contemporary views of feminism. Levit asks questions that have been too long been unspoken--those that lie at the core of the feminist project, yet threaten its very foundations. Revealing masculinity as both a privileged and a victimized condition, she calls for a step forward, past the bounds of contemporary feminism and its conflicts, toward a more egalitarian and inclusive feminism. This brand of feminism would reshape traditional masculinity, invite men into feminist dialogue, and claim men as political allies.

### **In Praise of Difficult Women**

Released for the first time in paperback, this landmark social and political volume on feminism is credited with being responsible for raising awareness, liberating both sexes, and triggering major advances in the feminist movement. Reprint.

### **Reckoning**

This text traces the history of the civil rights movement in the years following World War II, to the present day. Issues discussed the Civil Rights Act of 1964, the Voting Rights of 1965, and the Northern Ireland ghetto's.

### **The Second Reconstruction**

*Doing Justice, Doing Gender: Women in Legal and Criminal Justice Occupations* is a highly readable, sociologically grounded analysis of women working in traditionally male dominant justice occupations of law, policing, and corrections. This Second Edition represents not only a thorough update of research on women in these fields, but a careful reconsideration of changes in justice organizations and occupations and their impact on women's justice work roles over the past 40 years.

### **Shades of Freedom**

To save both democracy and a decent economy, here's why it's crucial that Americans elect a truly progressive president. The 2020 presidential election will determine the very survival of American democracy. To restore popular faith in government—and win the election—Democrats need to nominate and elect an economic progressive. *The Stakes* explains how the failure of the economy to serve ordinary Americans opened the door to a demagogic president, and how democracy can still be taken back from Donald Trump. Either the United States

continues the long slide into the arms of the bankers and corporate interests and the disaffection of working Americans—the course set in the past half century by Republican and Democratic presidents alike—or we elect a progressive Democrat in the mold of FDR. At stake is nothing less than the continued success of the American experiment in liberal democracy. That success is dependent on a fairer distribution of income, wealth, and life changes—and a reduction in the political influence of financial elites over both parties. The decay of democracy and economic fairness began long before Trump. The American republic is in need of a massive overhaul. It will take not just a resounding Democratic victory in 2020 but a progressive victory to pull back from the brink of autocracy. *The Stakes* demonstrates how a progressive Democrat has a better chance than a centrist of winning the presidency, and how only this outcome can begin the renewal of the economy and our democracy. A passionate book from one of America's best political analysts, *The Stakes* is the book to read ahead of the 2020 primaries and general election.

### **Gaming the World**

"This casebook reflects the changes in family law in recent years"--

### **Sexual Harassment of Women**

The captivating story of how a diverse group of women, including Janet Reno and Ruth Bader Ginsburg, broke the glass ceiling and changed the modern legal profession. In *Stories from Trailblazing Women Lawyers*, award-winning legal historian Jill Norgren curates the oral histories of one hundred extraordinary American women lawyers who changed the profession of law. Many of these stories are being told for the first time. As adults these women were on the front lines fighting for access to law schools and good legal careers. They challenged established rules and broke the law's glass ceiling. Norgren uses these interviews to describe the profound changes that began in the late 1960s, interweaving social and legal history with the women's individual experiences. In 1950, when many of the subjects of this book were children, the terms of engagement were clear: only a few women would be admitted each year to American law schools and after graduation their professional opportunities would never equal those open to similarly qualified men. Harvard Law School did not even begin to admit women until 1950. At many law schools, well into the 1970s, men told female students that they were taking a place that might be better used by a male student who would have a career, not babies. In 2005 the American Bar Association's Commission on Women in the Profession initiated a national oral history project named the Women Trailblazers in the Law initiative: One hundred outstanding senior women lawyers were asked to give their personal and professional histories in interviews conducted by younger colleagues. The interviews, made available to the author, permit these women to be written into history in their words, words that evoke pain as well as celebration, humor, and somber reflection. These are women attorneys who, in courtrooms, classrooms, government agencies, and NGOs have rattled the world with insistent and successful demands to reshape their profession and their society. They are women who brought nothing short of a revolution to the profession of law.

## **We Are Not Yet Equal**

A landmark exposé and “deeply engaging legal history” of one of the most successful, yet least known, civil rights movements in American history (Washington Post). In a revelatory work praised as “excellent and timely” (New York Times Book Review, front page), Adam Winkler, author of *Gunfight*, once again makes sense of our fraught constitutional history in this incisive portrait of how American businesses seized political power, won “equal rights,” and transformed the Constitution to serve big business. Uncovering the deep roots of *Citizens United*, he repositions that controversial 2010 Supreme Court decision as the capstone of a centuries-old battle for corporate personhood. “Tackling a topic that ought to be at the heart of political debate” (Economist), Winkler surveys more than four hundred years of diverse cases—and the contributions of such legendary legal figures as Daniel Webster, Roger Taney, Lewis Powell, and even Thurgood Marshall—to reveal that “the history of corporate rights is replete with ironies” (Wall Street Journal). *We the Corporations* is an uncompromising work of history to be read for years to come.

## **Fair Labor Lawyer**

The United States has the most family-hostile public policy in the developed world. Contesting the idea that women need to negotiate better within the family, and redefining the notion of success in the workplace, Joan C. Williams reinvigorates the work-family debate and offers the first steps to making life manageable for all American families.

## **Stories from Trailblazing Women Lawyers**

Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of

women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

### **Ruth Bader Ginsburg's Legacy of Dissent**

The globalizing influence of professional sports Professional sports today have truly become a global force, a common language that anyone, regardless of their nationality, can understand. Yet sports also remain distinctly local, with regional teams and the fiercely loyal local fans that follow them. This book examines the twenty-first-century phenomenon of global sports, in which professional teams and their players have become agents of globalization while at the same time fostering deep-seated and antagonistic local allegiances and spawning new forms of cultural conflict and prejudice. Andrei Markovits and Lars Rensmann take readers into the exciting global sports scene, showing how soccer, football, baseball, basketball, and hockey have given rise to a collective identity among millions of predominantly male fans in the United States, Europe, and around the rest of the world. They trace how these global—and globalizing—sports emerged from local pastimes in America, Britain, and Canada over the course of the twentieth century, and how regionalism continues to exert its divisive influence in new and potentially explosive ways. Markovits and Rensmann explore the complex interplay between the global and the local in sports today, demonstrating how sports have opened new avenues for dialogue and shared interest internationally even as they reinforce old antagonisms and create new ones. *Gaming the World* reveals the pervasive influence of sports on our daily lives, making all of us citizens of an increasingly cosmopolitan world while affirming our local, regional, and national identities.

### **Reshaping the Work-Family Debate**

Through a life that spanned every decade of the twentieth century, Supreme Court advocate Bessie Margolin shaped modern American labor policy while creating a place for female lawyers in the nation's highest courts. Despite her beginnings in an orphanage and her rare position as a southern, Jewish woman pursuing a legal profession, Margolin became an important and influential Supreme Court advocate. In this comprehensive biography, Marlene Trestman reveals the forces that propelled and the obstacles that impeded Margolin's remarkable journey, illuminating the life of this trailblazing woman. Raised in the Jewish Orphans' Home in New Orleans, Margolin received an extraordinary education at the Isidore Newman Manual Training School. Both institutions stressed that good citizenship, hard work, and respect for authority could help people achieve economic security and improve their social status. Adopting these values, Margolin used her intellect and ambition, along with her femininity and considerable southern charm, to win the respect of her classmates, colleagues, bosses, and judges -- almost all of whom were men. In her career she worked with some of the most brilliant legal professionals in America. A graduate of Tulane and Yale Law Schools, Margolin launched her career in the early 1930s, when only 2 percent of America's attorneys were female, and far fewer were Jewish and from the South. According to Trestman, Margolin worked hard to be treated as "one of the boys." For the sake of her career, she eschewed marriage -- but not romance -- and valued collegial

relationships, never shying from a late-night brief-writing session or a poker game. But her personal relationships never eclipsed her numerous professional accomplishments, among them defending the constitutionality of the New Deal's Tennessee Valley Authority, drafting rules establishing the American military tribunals for Nazi war crimes in Nuremberg, and, on behalf of the Labor Department, shepherding through the courts the child labor, minimum wage, and overtime protections of the Fair Labor Standards Act of 1938. A founding member of that National Organization for Women, Margolin culminated her government service as a champion of the Equal Pay Act, arguing and winning the first appeals. Margolin's passion for her work and focus on meticulous preparation resulted in an outstanding record in appellate advocacy, both in number of cases and rate of success. By prevailing in 21 of her 24 Supreme Court arguments Margolin shares the elite company of only a few dozen women and men who attained such high standing as Supreme Court advocates.

### **Family Law in a Changing America**

Over the course of thirty-seven chapters, including an editorial introduction, this handbook provides a comprehensive examination of scholarly research and knowledge on a variety of aspects of women's collective activism in the United States, tracing both continuities and critical changes over time. Women have played pivotal and far-reaching roles in bringing about significant societal change, and women activists come from an array of different demographics, backgrounds and perspectives, including those that are radical, liberal, and conservative. The chapters in the handbook consider women's activism in the interest of women themselves as well as actions done on behalf of other social groups. The volume is organized into five sections. The first looks at U.S. Women's Social Activism over time, from the women's suffrage movement to the ERA, radical feminism, third-wave feminism, intersectional feminism and global feminism. Part two looks at issues that mobilize women, including workplace discrimination, reproductive rights, health, gender identity and sexuality, violence against women, welfare and employment, globalization, immigration and anti-feminist and pro-life causes. Part three looks at strategies, including movement emergence and resource mobilization, consciousness raising, and traditional and social media. Part four explores targets and tactics, including legislative forums, electoral politics, legal activism, the marketplace, the military, and religious and educational institutions. Finally, part five looks at women's participation within other movements, including the civil rights movement, the environmental movement, labor unions, LGBTQ movement, Latino activism, conservative groups, and the white supremacist movement.

### **Woman as a Force in History: A Study in Traditions and Realities**

Up-beat, pragmatic, and chock full of advice, *What Works for Women at Work* is an indispensable guide for working women. An essential resource for any working woman, *What Works for Women at Work* is a comprehensive and insightful guide for mastering office politics as a woman. Authored by Joan C. Williams, one of the nation's most-cited experts on women and work, and her daughter, writer Rachel

Dempsey, this unique book offers a multi-generational perspective into the realities of today's workplace. Often women receive messages that they have only themselves to blame for failing to get ahead—Negotiate more! Stop being such a wimp! Stop being such a witch! What Works for Women at Work tells women it's not their fault. The simple fact is that office politics often benefits men over women. Based on interviews with 127 successful working women, over half of them women of color, What Works for Women at Work presents a toolkit for getting ahead in today's workplace. Distilling over 35 years of research, Williams and Dempsey offer four crisp patterns that affect working women: Prove-It-Again!, the Tightrope, the Maternal Wall, and the Tug of War. Each represents different challenges and requires different strategies—which is why women need to be savvier than men to survive and thrive in high-powered careers. Williams and Dempsey's analysis of working women is nuanced and in-depth, going far beyond the traditional cookie-cutter, one-size-fits-all approaches of most career guides for women. Throughout the book, they weave real-life anecdotes from the women they interviewed, along with quick kernels of advice like a "New Girl Action Plan," ways to "Take Care of Yourself", and even "Comeback Lines" for dealing with sexual harassment and other difficult situations.

### **The Integration of Immigrants into American Society**

This volume of over thirty essays is organised around five primary dimensions of Hillary Clinton's influence: policy, activism, campaigns, women's ambition and impact on parents and their children. Combining personal narrative with scholarly expertise in political science, this volume looks at American politics through the career of Hillary Clinton in order to illuminate overarching trends related to elections, gender and public policy. Featuring an extraordinarily varied list of contributors working within the field of political science, and a fresh interdisciplinary approach, this book will appeal to broad range of politically engaged audiences, practitioners and scholars.

### **Equal: Women Reshape American Law**

The United States prides itself on being a nation of immigrants, and the country has a long history of successfully absorbing people from across the globe. The integration of immigrants and their children contributes to our economic vitality and our vibrant and ever changing culture. We have offered opportunities to immigrants and their children to better themselves and to be fully incorporated into our society and in exchange immigrants have become Americans - embracing an American identity and citizenship, protecting our country through service in our military, fostering technological innovation, harvesting its crops, and enriching everything from the nation's cuisine to its universities, music, and art. Today, the 41 million immigrants in the United States represent 13.1 percent of the U.S. population. The U.S.-born children of immigrants, the second generation, represent another 37.1 million people, or 12 percent of the population. Thus, together the first and second generations account for one out of four members of the U.S. population. Whether they are successfully integrating is therefore a pressing and important question. Are new immigrants and their children being well integrated into American society, within and across generations? Do current policies and practices facilitate their integration? How is American society being transformed by

the millions of immigrants who have arrived in recent decades? To answer these questions, this new report from the National Academies of Sciences, Engineering, and Medicine summarizes what we know about how immigrants and their descendants are integrating into American society in a range of areas such as education, occupations, health, and language.

## **The Oxford Handbook of U. S. Women's Social Movement Activism**

An Equal Place is a monumental study of the role of lawyers in the movement to challenge economic inequality in one of America's most unequal cities: Los Angeles. Breaking with the traditional focus on national civil rights history, the book turns to the stories of contemporary lawyers, on the front lines and behind the scenes, who use law to reshape the meaning of low-wage work in the local economy. Covering a transformative period of L.A. history, from the 1992 riots to the 2008 recession, Scott Cummings presents an unflinching account of five pivotal campaigns in which lawyers ally with local movements to challenge the abuses of garment sweatshops, the criminalization of day labor, the gentrification of downtown retail, the incursion of Wal-Mart groceries, and the misclassification of port truck drivers. Through these campaigns, lawyers and activists define the city as a space for redefining work in vital industries transformed by deindustrialization, outsourcing, and immigration. Organizing arises outside of traditional labor law, powered by community-labor and racial justice groups using levers of local government to ultimately change the nature of labor law itself. Cummings shows that sophisticated legal strategy engaging yet extending beyond courts, in which lawyers are equal partners in social movements is an indispensable part of the effort to make L.A. a more equal place. Challenging accounts of lawyers' negative impact on movements, Cummings argues that the L.A. campaigns have achieved meaningful reform, while strengthening the position of workers in local politics, through legal innovation. Dissecting the reasons for failure alongside the conditions for success, this groundbreaking book illuminates the crucial role of lawyers in forging a new model of city-building for the twenty-first century.

## **The Feminine Mystique**

A rhetorical analysis of Justice Ruth Bader Ginsburg's feminist jurisprudence.

## **What Women Want**

A chronicle of how women battled gender inequalities in America's legal system during the civil rights era reveals how the nation's law schools admitted women in the face of declining enrollment during the Vietnam War but that female lawyers were forced to battle employment restrictions and sexual harassment. 13,000 first printing.

## **The Stakes: 2020 and the Survival of American Democracy**

The first history--incisive, witty, fascinating--of the fight against sexual harassment, from the author of the New York Times bestseller Sisters in Law Linda Hirshman,

acclaimed historian of social movements, delivers the sweeping story of the struggle leading up to #MeToo and beyond: from the first tales of workplace harassment percolating to the surface in the 1970s, to the Clinton/Lewinsky scandal--when liberal women largely forgave Clinton, giving men a free pass for two decades. Many liberals even resisted the movement to end rape on campus. And yet, legal, political, and cultural efforts, often spearheaded by women of color, were quietly paving the way for the takedown of abusers and harassers. *Reckoning* delivers the stirring tale of a movement catching fire as pioneering women in the media exposed the Harvey Weinsteins of the world, women flooded the political landscape, and the walls of male privilege finally began to crack. This is revelatory, essential social history.

### **Democracy and Equality**

From Frida Kahlo and Elizabeth Taylor to Nora Ephron, Carrie Fisher, and Lena Dunham, this witty narrative explores what we can learn from the imperfect and extraordinary legacies of 29 iconic women who forged their own unique paths in the world. Smart, sassy, and unapologetically feminine, this elegantly illustrated book is an ode to the bold and charismatic women of modern history. Best-selling author Karen Karbo (*The Gospel According to Coco Chanel*) spotlights the spirited rule breakers who charted their way with little regard for expectations: Amelia Earhart, Helen Gurley Brown, Edie Sedgwick, Hillary Clinton, Amy Poehler, and Shonda Rhimes, among others. Their lives--imperfect, elegant, messy, glorious--provide inspiration and instruction for the new age of feminism we have entered. Karbo distills these lessons with wit and humor, examining the universal themes that connect us to each of these mesmerizing personalities today: success and style, love and authenticity, daring and courage. Being "difficult," Karbo reveals, might not make life easier. But it can make it more fulfilling--whatever that means for you. In the Reader's Guide included in the back of the book, Karbo asks thought-provoking questions about how we relate to each woman that will make for fascinating book club conversation.

### **Doing Justice, Doing Gender**

Honorable Mention, 2017 Scribes Book Award, The American Society of Legal Writers At the dawn of the twentieth century, the United States was reeling from the effects of rapid urbanization and industrialization. Time-honored verities proved obsolete, and intellectuals in all fields sought ways to make sense of an increasingly unfamiliar reality. The legal system in particular began to buckle under the weight of its anachronism. In the midst of this crisis, John Henry Wigmore, dean of the Northwestern University School of Law, single-handedly modernized the jury trial with his 1904-5 *Treatise on Evidence*, an encyclopedic work that dominated the conduct of trials. In so doing, he inspired generations of progressive jurists—among them Oliver Wendell Holmes, Jr., Benjamin Cardozo, and Felix Frankfurter—to reshape American law to meet the demands of a new era. Yet Wigmore's role as a prophet of modernity has slipped into obscurity. This book provides a radical reappraisal of his place in the birth of modern legal thought.

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