



CAMBRIDGE STUDIES IN LAW AND SOCIETY

Diversity in Practice

Race, Gender, and Class in
Legal and Professional Careers

EDITED BY SPENCER HEADWORTH,
ROBERT L. NELSON, RONIT DINOVITZER
AND DAVID B. WILKINS

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Gender, Age and Inequality in the Professions Marta Choroszewicz, Tracey L. Adams, 2019-03-13 The literature on gender and professions shows that professional careers continue to be impacted by gender albeit with important differences among professions and countries Much less researched is the issue of the significance of gender and age cohort or generation to professional work *Gender Age and Inequality in the Professions* explores men s and women s experiences of professional work and careers through an intersectional lens by focusing on the intersection of gender and age The chapters explore different professions including Medicine Nursing Law Academia Information Technology and Engineering in different Western countries in the present and over time Through original research and critical re analysis of existing research each of the chapters explores the significance of gender and age cohort or generation to professional work with particular attention to professionals just entering professional careers those building professional careers and comparisons of men and women in professions across generational cohorts The book contributes to literature on inequalities in the professions by demonstrating the ways in which gender and age converge to confer privilege and produce disadvantage and the ways in which gender inequality is reproduced and disrupted through the activities of professionals on the job The book constitutes a departure point for future research in terms of theoretical perspectives and empirical findings on how gendered and age related processes are produced and reproduced in particular organisational professional and socio cultural contexts To enhance generational understanding relationships and collaboration in educational institutions organisations and professions the book ends with a section on policy recommendations for educators professionals professional organisations as well as policy and decision makers This book will also appeal to students and researchers in the fields of Sociology Gender Studies Organisational and Management Studies Law Medicine Engineering and Information Technology as well as related disciplines

Gender and Careers in the Legal Academy Ulrike Schultz, Gisela Shaw, Margaret Thornton, Rosemary Auchmuty, 2021-02-25 In the past fifteen years there has been a marked increase in the international scholarship relating to women in law The lives and careers of women in legal practice and the judiciary have been extensively documented and critiqued but the central conundrum remains Does the presence of women make a difference What has been largely overlooked in the literature is the position of women in the legal academy although central to the changing culture To remedy the oversight an international network of scholars embarked on a comparative study which resulted in this path breaking book The contributors uncover fascinating accounts of the careers of the academic pioneers as well as exploring broader theoretical issues relating to gender and culture The provocative question as to whether the presence of women makes a difference informs each contribution

You Don't Look Like a Lawyer Tsedale M. Melaku, 2019-04-18 Now available in paperback with a new foreword from Victor Ray *You Don t Look Like a Lawyer Black Women and Systemic Gendered Racism* highlights how race and gender create barriers to recruitment professional development and advancement

to partnership for black women in elite corporate law firms Utilizing narratives of black female lawyers this book offers a blend of accessible theory to benefit any reader willing to learn about the underlying challenges that lead to their high attrition rates Drawing from narratives of black female lawyers their experiences center around gendered racism and are embedded within institutional practices at the hands of predominantly white men In particular the book covers topics such as appearance white narratives of affirmative action differences and similarities with white women and black men exclusion from social and professional networking opportunities and lack of mentors sponsors and substantive training This book highlights the often hidden mechanisms elite law firms utilize to perpetuate and maintain a dominant white male system Weaving the narratives with a critical race analysis and accessible writing the reader is exposed to this exclusive elite environment demonstrating the rawness and reality of black women s experiences in white spaces Finally we get to hear the voices of black female lawyers as they tell their stories and perspectives on working in a highly competitive racialized and gendered environment and the impact it has on their advancement and beyond

Family Diversity Olaf Kapella, Christiane Rille-Pfeiffer, Marina Rupp, Norbert F. Schneider, 2010-03-17 Family in all its aspects Familienbande International experts provide an overview of the current state of the art of European family research and outline the multiple formations structures and configurations of family in Europe Four aspects are discussed in depth family images sex gender roles globalisation and family development processes Influenced by globalisation European countries experience processes which still have greatly varying consequences Cultural differences reflected in a range of family schemes and national family policies are one reason for the continued existence of differences in the scope and speed of change processes Quite generally images and concepts of family have become more heterogeneous and flexible The flip side of this coin is that family members are increasingly faced with the challenges of achieving a satisfactory work life balance a task aggravated by globalisation We therefore need to ask how family policy can help families enjoy adequate freedom of action and latitude for their decision making To summarise a read well worth the effort for all experts working in family research and family policy

Professions Mike Saks, 2021-04-19 Professions and professionalism have played an integral part in business and society In this book Mike Saks provides a thorough overview of this field through an analysis of a range of professions including amongst others accountants doctors and lawyers The book offers a critical analysis of such privileged occupational groups in modern societies Anticipating a positive if changing role for such groups in the years ahead the book outlines conflicting theoretical perspectives on professions and discusses current developments in an accessible multi disciplinary style The book documents their evolution and contemporary transformation from medieval guilds to fully fledged professions and international professional service firms while pointing a path towards their future in the world of work and beyond With insights into the recent challenges provided by clients citizens the state and corporations in neo liberal societies Professions provides a concise overview that will be essential reading for students academics and others interested in the operation of these key occupational groups in

business and society *The Making of Lawyers' Careers* Robert L. Nelson, Bryant G. Garth, Ronit Dinovitzer, Joyce S. Sterling, David B. Wilkins, Meghan Dawe, Ethan Michelson, 2023-10-03 How do hierarchies of race class gender and law school status condition the career trajectories of lawyers And how do individual lawyers strategically navigate the constraints and opportunities of their environments Where do they find professional satisfaction This book offers an unprecedented account of opportunity structures and social stratification within the early 21st century American legal profession combining unique longitudinal survey data with interviews storytelling and insights from social theory Starting in 2000 the authors collected over 10 000 survey responses from more than 5 000 lawyers following these lawyers through the first twenty years of their careers They also conducted in depth interviews with more than 200 lawyers They contextualize their findings through attention to the features of a market driven legal profession in particular the growth in recent decades of the private sector relative to the public sector and corresponding disparities in earnings and status between these different segments The analysis in this book reveals a legal profession that is highly stratified Although individual lawyers exercise agency and often find satisfaction in their work there are deep divisions within the profession by client type and practice setting and women and attorneys of color face discrimination and persistent barriers to advancement The careers of lawyers both reflect and reproduce inequalities in law and society writ large

Diversity in Practice Spencer Headworth, Robert L. Nelson, Ronit Dinovitzer, David B. Wilkins, 2016-04-01 Expressions of support for diversity are nearly ubiquitous among contemporary law firms and corporations Organizations back these rhetorical commitments with dedicated diversity staff and various diversity and inclusion initiatives Yet the goal of proportionate representation for people of color and women remains unrealized Members of historically underrepresented groups remain seriously disadvantaged in professional training and work environments that white upper class men continue to dominate While many professional labor markets manifest patterns of demographic inequality these patterns are particularly pronounced in the law and elite segments of many professions Diversity in Practice analyzes the disconnect between expressed commitments to diversity and practical achievements revealing the often obscure systemic causes that drive persistent professional inequalities These original contributions build on existing literature and forge new paths in explaining enduring patterns of stratification in professional careers These more realistic assessments provide opportunities to move beyond mere rhetoric to something approaching diversity in practice

Professional Work Elizabeth Gorman, Steven P. Vallas, 2020-10-15 Current challenges to the legitimacy of expert knowledge has caused professional control over knowledge autonomy at work orientation toward public service and social status to have declined In this collection scholars examine the nature of these changes and how they have altered the experience of professional workers

Strategic Directions for Career Services Within the University Setting Kelli K. Smith, 2014-12-18 Filled with strategic directions practical advice and best practices this volume delivers an overview of emerging trends for the career services profession Hot topics include a blend of research case studies and personal

experiences that are intended to stimulate a productive dialogue about career services how career services professionals should be leaders in creating university wide innovative career programs and systems discussions of assessment collaboration with academic advising external relations and internationalization This is the 148th volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

Cases on Teacher Identity, Diversity, and Cognition in Higher Education Breen, Paul, 2014-04-30 As our world becomes increasingly diverse and technologically driven the role and identities of teachers continues to change Cases on Teacher Identity Diversity and Cognition in Higher Education seeks to address this change and provide an accurate depiction of the teaching profession today This thought provoking collection of cases covers a range of educational contexts from preschool teaching in Europe to higher education in Australia and North America and draws on expert knowledge of these diverse contexts centered on a common theme of teacher identity This book can be used by teacher educators and trainee teachers as well as those who have an interest in social research into teaching

Good Practice Guide Richard Brindley, 2021-12-24 Professionalism is not automatic with qualification It is decided by the manner in which you carry out your professional life the conduct and qualities that you bring to your role In architecture it is founded on the principles of honesty integrity and competence and a concern for the environment and others As a trusted expert it is essential that you gain respect for your skills and knowledge while maintaining veracity and transparency in your relationships and dealings with clients end users design and construction professionals and the wider public With a focus on professional judgement this book is a personal guide on how to be a self aware and successful practitioner aspiring to best practice It will give you the confidence to create meaningful industry connections and handle contractual disputes insurance and negligence claims while maintaining a high standard of conduct By paying attention to business planning financial processes good management and effective communication it will help you to protect your practice s reputation and increase profitability and cashflow Ultimately it will enable you to not only avoid professional pitfalls but to benefit from positive working relationships

Impact of Diversity on Organization and Career Development Hughes, Claretha, 2014-11-30 Today s workforce represents individuals of various backgrounds and experiences The influence of such individuals is becoming an important component in the workplace and researchers continue to explore the challenges of understanding the connection between employee profiles and the overall success of a company Impact of Diversity on Organization and Career Development brings together a reflective discussion on the previous approaches and strategies of companies in relation to the paradigm shift in workplace equity of today s workforce By examining both old and new strategies the research included in this publication will present a unique approach for future company enhancement and employee success This publication is an essential reference source for researchers practitioners

managers and students interested in the effects of multicultural representation on both a company and its employees through professional growth and advancement

Handbook of Gender Research in Psychology Joan C. Chrisler, Donald R. McCreary, 2010-03-12 Donald R McCreary and Joan C Chrisler The Development of Gender Studies in Psychology Studies of sex differences are as old as the eld of psychology and they have been conducted in every sub eld of the discipline There are probably many reasons for the popularity of these studies but three reasons seem to be most prominent First social psychological studies of person perception show that sex is especially salient in social groups It is the rst thing people notice about others and it is one of the things we remember best Fiske Haslam Stangor Lynch Duan Glass 1992 For example people may not remember who uttered a witty remark but they are likely to remember whether the quip came from a woman or a man Second many people hold rm beliefs that aspects of physiology suit men and women for particular social roles Men s greater upper body strength makes them better candidates for manual labor and their greater height gives the impression that they would make good leaders i e people we look up to Women s reproductive capacity and the caretaking tasks e g breastfeeding baby minding that accompany it make them seem suitable for other roles that require gentleness and nurturance Third the logic that underlies hypothesis testing in the sciences is focused on difference Researchers design their studies with the hope that they can reject the null hypothesis that experimental groups do not differ

Invisible Institutionalisms Swethaa S Ballakrishnen, Sara Dezalay, 2021-02-11 Taking its cue from theoretical and ideological calls to challenge globalisation as a dynamic of homogenisation and resistance as led from and directed against the Global North this volume asks what can we see when we shift the lens beyond a North South binary Based on empirical studies of frontier zones of legal globalisation in India Pakistan and Latin America the book adopts an original format Framed as a relational dialogue between newer as well as more prominent scholars within the field from various cores through to postcolonial academic peripheries it questions structural variables in the shadows of legal globalisation and how we as scholars build a space for critique

The Road to Social Work and Human Service Practice Donna McAuliffe, Jennifer Boddy, Lesley Chenoweth, 2023-10-01 The Road to Social Work and Human Service Practice provides a comprehensive introduction to all aspects of practice in both social work and the human services It lays out the journey and expertly signposts the key areas of knowledge skills values ethics practice contexts and contemporary debates Client and practitioner perspectives offer reflections on real life social work and human services interventions while case studies show how theory can be applied to practice This market leading reader friendly text is an invaluable tool for students as they start their careers in the social work and human services sector Instructor resources include instructor s guide PowerPoints additional case studies Test Bank and NEW author videos Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools cengage.com/au/mindtap

Women and Management Michele A. Paludi, 2013-02-20 For every woman still bumping the glass ceiling and every man who cares these volumes recount challenges female leaders face and strategies

that will smooth the path to managerial positions in corporate America and worldwide Expert contributors offer a global perspective on issues women leaders and managers must confront every day from sex discrimination sexual harassment and gender mainstreaming to pay inequity and male perceptions of women leaders Volume 1 Degrees of Challenge addresses both overt and subtle biases women encounter in trying to meet their career aspirations Volume 2 Signs of Solutions offers concrete empowering strategies for organizational change intended to eliminate discriminatory treatment of women in the workplace The 30 research based studies here are drawn from nations as disparate as the United States Turkey Puerto Rico Australia Japan Great Britain Israel the Czech Republic the Dominican Republic India Nepal Korea Sri Lanka and Indonesia to showcase new and emerging solutions worldwide Accounts from woman managers are also included to provide the reader with real life examples of how women deal with organizations that welcome them and those that hinder their performance

Cultural and Social Diversity and the Transition from Education to Work Guy Tchiboza, 2012-09-28 This edited volume provides multidisciplinary and international insights into the policy managerial and educational aspects of diverse students transitions from education to employment As employers require increasing global competence on the part of those leaving education this research asks whether increasing multiculturalism in developed societies often seen as a challenge to their cohesion is in fact a potential advantage in an evolving employment sector This is a vital and under researched field and this new publication in Springer's Technical and Vocational Education and Training series provides analysis both of theory and empirical data submitted by researchers from nine nations including the USA Oman Malaysia and countries in the European Union The papers trace the origins of business demand for diversity in their workforce's skill set including national local and institutional contexts They also consider how social demographic cultural religious and linguistic diversity inform the attitudes of those seeking work and those seeking workers With clear suggestions for future research this work on a topic of rising profile will be read with interest by educators policy makers employers and careers advisors **The BERA-Sage**

Handbook of Research-Informed Education Practice and Policy Dominic Wyse, Vivienne Baumfield, Nicole Mockler, Martin Reardon, 2025-06-19 One of the most pressing topics worldwide is how we can improve education to enhance people's life chances The BERA Sage Handbook of Research Informed Education Practice and Policy 2 Vol offers an in depth exploration of the ways in which education research intersects with and can lead to improvements in education Through detailed examinations of educational policies practices values and research methodologies the handbook navigates the complexities inherent in educational systems and in so doing presents a unique new picture of education worldwide Volume One of the Handbook set focuses on Understanding Research Informed Education and Volume Two focuses on how to implement it Across six parts and fifty two chapters the authors and editors explore a myriad of critical topics including using research to promote equity within education systems rethinking pedagogy and knowledge mobilisation through practitioner led inquiry New developments in aspects such as systematic approaches to research synthesis are presented by world

leading experts Authors of the chapters draw from many different sources to provide a comprehensive understanding of education including perspectives from the arts humanities natural sciences and social sciences This understanding combines cutting edge education research and scholarship to provide insights into how education is enacted in countries and institutions through policy and practice Featuring a truly diverse team of scholars to account for global perspectives the BERA Sage Handbook of Research Informed Education Practice and Policy 2 Vol is an invaluable resource for scholars researchers students and practitioners who are interested in the new frontiers in education research policy and practice

Volume One Understanding Research Informed Education Part One Defining and Theorising Research Informed Education Part Two Methodological Debates in the Field Part Three International Comparison and Educational Policy Volume Two Implementing Research Informed Education Part Four Effective policy and practice in national contexts Part Five Curriculum pedagogy and assessment Part Six Practitioners and learners as researchers

Diversity and Division in Medicine Anne Digby, 2006 This is an innovative investigation of pluralism in health care Using both extensive archival material and oral histories it examines relationships between indigenous healing missionary medicine and western biomedicine The book includes the different regions within South Africa although focusing in most detail on the Cape the earliest area of white settlement In a wide ranging survey the division in medicine between western and indigenous medicine is analysed through an exploration of the evolving practices of healers missionaries doctors and nurses The book considers the extent to which there was a strategic crossing of boundaries in the construction of hybrid practices by these practitioners and the extent to which patients pursued health by sampling diverse care options Starting with missionary penetration during the early nineteenth century the volume outlines interventions by the colonial state in medicine and public health and the continued resilience of indigenous healing in the face of this The book ends by relating past to present in scrutinising the legacy of historical structures including those of the apartheid state for current health care and in briefly discussing the huge challenges that the HIV Aids pandemic poses in impacting on them The book thus provides an inclusive history of medicine for the New South Africa

Managing Diversity and Equality in Construction Andrew W. Gale, Marilyn J. Davidson, 2006-07-28 With women in the UK construction industry constituting just thirteen per cent of the workforce and black and Asian workers numbering less than two per cent despite representing more than six per cent of the working population diversity is a problem that the construction industry needs to tackle directly In this title diversity management is presented as an opportunity for the construction industry Work is presented from several different countries and regions in North America Australia and Europe to provide a comprehensive picture of this complex and often sensitive issue Going beyond the traditional topics of gender and racial discrimination contributions encompass a wide range of diversity issues facing the construction industry including sexual orientation disability and the work life balance Essential reading for construction managers and a valuable resource for post graduate researchers this key title provides not only a thorough

exposition of contemporary research but also supplies the practical diagnostic tools and techniques to successfully manage diversity in construction and the information to adhere to the law

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