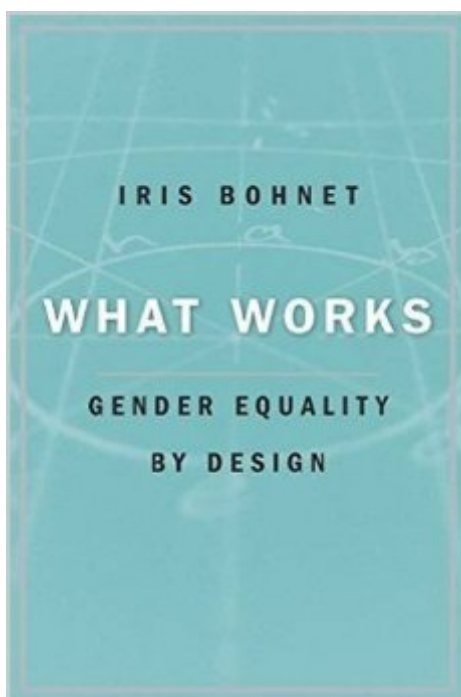


The book was found

What Works: Gender Equality By Design



Synopsis

Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing people's minds has proven to be difficult and expensive. Diversity training programs have had limited success, and individual effort alone often invites backlash. Behavioral design offers a new solution. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions. *What Works* is built on new insights into the human mind. It draws on data collected by companies, universities, and governments in Australia, India, Norway, the United Kingdom, the United States, Zambia, and other countries, often in randomized controlled trials. It points out dozens of evidence-based interventions that could be adopted right now and demonstrates how research is addressing gender bias, improving lives and performance. *What Works* shows what more can be done—often at shockingly low cost and surprisingly high speed.

Book Information

Hardcover: 400 pages

Publisher: Belknap Press (March 8, 2016)

Language: English

ISBN-10: 0674089030

ISBN-13: 978-0674089037

Product Dimensions: 5.8 x 1.4 x 8.3 inches

Shipping Weight: 1.5 pounds (View shipping rates and policies)

Average Customer Review: 5.0 out of 5 stars [See all reviews](#) (4 customer reviews)

Best Sellers Rank: #72,405 in Books (See Top 100 in Books) #36 in [Books > Medical Books >](#)

[Psychology > Occupational & Organizational](#) #41 in [Books > Health, Fitness & Dieting >](#)

[Psychology & Counseling > Occupational & Organizational](#) #92 in [Books > Business & Money >](#)

[Women & Business](#)

Customer Reviews

As Iris Bohnet explains, this book is the result of a nearly ten-year journey that began when David Ellwood, then dean of Harvard Kennedy School, invited her to serve as faculty chair and later director of the Women and Public Policy Program (WAPPP), one of the Kennedy School's research centers. The book's goal is to offer good designs to you; designs that make it easier for our biased minds to get things right. Based on research evidence, we can change the

environments in which we live, learn, and work. My principal focus here is the stubborn, costly problem of gender inequality, but the recommendations I make stem from a wealth of research about decisions and behavior that go well beyond gender. The book takes as a given that people make mistakes; they make them often and (sometimes) unknowingly. As a consequence, these mistakes reduce everyone's well-being. • She goes to suggest that the solutions she recommends come from the field of behavioral economics, "building on insights on how our mind works." • She invites her reader to become a behavioral designer and I hope each reader accepts this invitation because those who read this brilliant book "not Iris Bohnet" will need to achieve the behavioral changes in their respective environments. Think of this book as both a call to action and an operations manual. It provides just about all the information, instruction, insights, and counsel that anyone needs to help create and sustain healthier environments. It must be a collaborative environment. It is important to keep in mind that behavioral design "goes beyond law, regulation, or incentives, although it acknowledges that these are and will remain important.

[Download to continue reading...](#)

What Works: Gender Equality by Design Gender Born, Gender Made: Raising Healthy Gender-Nonconforming Children O Sisters Ain't You Happy?: Gender, Family, and Community Among the Harvard and Shirley Shakers, 1781-1918 (Women and Gender in Religion) Gender and the Social Construction of Illness (Gender Lens) The Gender Quest Workbook: A Guide for Teens and Young Adults Exploring Gender Identity Gender and Jim Crow: Women and the Politics of White Supremacy in North Carolina, 1896-1920 (Gender and American Culture) Ambiguous Images: Gender and Rock Art (Gender and Archaeology) French Gender Drill: Learn the Gender of French Words Without Any Memorization Sisters in the Faith: Shaker Women and Equality of the Sexes Deculturalization and the Struggle for Equality: A Brief History of the Education of Dominated Cultures in the United States Writings on the Wall: Searching for a New Equality Beyond Black and White The Struggle for Black Equality The Spirit Level: Why Greater Equality Makes Societies Stronger Dreaming Equality: Color, Race, and Racism in Urban Brazil Gay America: Struggle for Equality The Method of Equality: Interviews with Laurent Jeanpierre and Dork Zabunyan Social Work, Health and Equality (State of Welfare) Our Declaration: A Reading of the Declaration of Independence in Defense of Equality Civil Rights and the Promise of Equality (Double Exposure) LGBTQ+Athletes Claim the Field: Striving for Equality

[Dmca](#)