

This section provides an annotated bibliography of some useful recent publications that can provide additional important tools for carrying out gender equity and diversity work.

Annotated Bibliography

1. *Stories of Equitable Development: Innovative Practices from Africa. An Interaction Publication. Commission on the Advancement of Women. (Washington DC: Interaction, 2001)*

Stories of Equitable Development is a collection of nine case stories that describe unique and innovative strategies development organizations working in Africa have used to integrate gender equity into their programs and organizational structures. The case in this collection focus on the what and how of the strategies, discuss lessons learned, and give advice for those seeking to adapt these approaches in their organization's own work.

2. *R. Roosevelt Thomas and Marjorie I. Woodruff, Building a House for Diversity: How a fable about a Giraffe and an Elephant offers new strategies for today's workforce. (New York: AMACOM, 1999).*

Told in the space of two pages, this deceptively simple fable sets the stage for a bold new approach to managing diversity. R. Roosevelt Thomas uses the metaphor of giraffes and elephants insiders and outsiders- to examine our assumptions about power, influence, affirmative action, and acceptance of “the others”. His richly accessible guide will have you thinking about these critical issues in a whole new way. And it will show you how to develop the quantifiable set of skills that are the essence of diversity management.

3. *Lee Gardenswartz and Anita Rowe, Managing Diversity: A Complete Desk Reference and Planning Guide. (New York: McGraw Hill, 1998).*

This handbook covers all that you need to know to implement a successful diversity program in an organization. It offers additional diversity frameworks, ideas and lessons learned on creating a corporate culture that embraces diversity, conducting a diversity audit, recruiting for a diverse workplace, evaluating and measuring impact, addressing communication, building a multicultural work team and addressing performance evaluation in a diverse organization.

4. *Aruna Rao & Rieky Stuart & David Kelleher, Gender at Work: Organizational Change for Equality. (West Hartford: Kumarian Press, 1999).*

REFERENCES

This book presents an analysis of the institutional barriers to gender equality. It describes how to uncover the hidden values and cultures- the “deep structure”- in order to stimulate and entrench new, gender-equitable ways of working. It lays out strategies and approaches for transforming organizations into cultures expressing gender equity and describes how these approaches have been applied in five separate interventions. These cases include BRAC, a large Bangladesh development organization; CIMMYT, the international wheat and maize research center in Mexico; The Body Shop, a multinational beauty products organization; the National Land Committee in South Africa; and a large Canadian urban social housing organization. This book concludes with an analysis of the techniques and approaches used in the cases and examines what was learned from these experiences which can be applied now and used to create even greater gender equality in the future.

5. Fenella Porter & Ines Smyth & Caroline Sweetman (eds), *Gender Works: Oxfam experience in policy and practice*. (Oxford: Oxfam, 1999).

Based on participatory process involving many Oxfam GB staff, *Gender Works* gives a multi-faceted account of the organization's attempt to integrate gender issues into its work and culture over the past 15 years. It is an important book for development policy-makers and practitioners as well as academic researchers. The 36 contributors include women and men from all over the world who work for or with Oxfam GB and other national Oxfams. Individual articles are short and to the point, reflecting the personal experiences of both managers and community-level workers. They cover the challenges of implementing Oxfam's innovative gender policy: of promoting gender-aware development and emergency work; of influencing organizational culture; and of working with the international women's movement to promote gender equality.

6. Veneklasen, Lisa and Valerie Miller. *A New Weave of Power, People & Politics*. (World Neighbors, Oklahoma City). 2002.

Promotes a “new weave” of politics that seeks citizen mobilization to transform the rules and structures of public decisionmaking to be more inclusive and equal. Detailed exploration of power and “its partner”, the structure of ideology, and strategies for influencing each through citizen mobilization and advocacy. Distinguishes between empowerment (the ability to act) and operating in a more empowering context and seeks always to ensure that any activist efforts to “do for” others (shift the power structure) be grounded in a corresponding “doing by” the target population. Emphasizes that while power operates in public, private, and intimate realms, nobody can tackle all the dimensions and levels of empowerment that are needed and that we need coalitions to develop “power with” to ensure a holistic and effective empowerment strategy.

REFERENCES

7. Guijt, I. & Shah, M.K. (1998). *The Myth of Community: Gender issues in participatory development*.

Intermediate Technology Publications. A rich array of case studies from the field illustrating the challenges and successes of using PRA as a method for implementing gender sensitive development. Available from: <http://www.womenink.com>

8. March, C., Smyth, I. & Mukhopadhyay, M. (1999). *A Guide to Gender Analysis Frameworks*. Oxfam, UK.

Aimed at staff with considerable expertise in the field of gender, introduces several of the well known frameworks for gender analysis, accompanied by commentary on their strengths and weaknesses. Available from: <http://www.womenink.com>