



Young women just beginning their careers today often enter workplaces with more women in senior positions than ever before. But Joan C. Williams and Rachel Dempsey argue that, regardless of age or occupation, most of America's working women still face persistent patterns of bias. They have written a

equally qualified mothers and were recommended for hire 1.8 time more frequently than mothers." In this case, the motherhood penalty is clearly seen in employer preferences for hiring non-mothers. In addressing this issue, Williams suggests working closely with ones' mentor or supervisors so that those women who plan to help them move along with their careers rather than

women gather together it is too often assumed mere gossiping) and the mutual benefits they could gain by fighting bias against them.

The book draws on interviews with 127 successful working women, the majority of whom are people of color. Its authors are a Harvard Law grad (Williams) who directs the Center for WorkLife Law at the University of California's Hastings College of Law, and her daughter (Dempsey), currently a student at Yale Law School

What Works for Women at Work has a clear writing style and simple structure. After a forward by Anne-Marie Slaughter and an introductory chapter ("It's Not [Always] Your Fault"), the first four parts are about the main patterns of bias that women face in the workplace, followed by suggestions for taking action. The fifth

fit in, nor should they have to deal with the horrible behavior of others just because they are wrongly seen as incompetent. This book does an amazing job of showcasing that, and as such, is a highly recommended read to anyone, regardless of race, age, and

*Keshanti Nandlall is a senior Sustainability Studies major at Hofstra University.*

*REGIONAL LABOR REVIEW*, vol. 18, no. 1 (Fall 2015).  
© 2015 Center for the Study of Labor and Democracy, Hofstra University