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castes” of groups like Hispanics or Asians, or structural issues of economic inequality, operating more comfortably in a binary of Black and white. That said, she does operate well in this binary. However, after arguing that caste has seemingly all of society in its grip and that it structures much of our worldview, her prescription for dismantling it is individual acts of connection. Wilkerson writes that “each time a person reaches across caste and makes a connection, it helps break the back of caste. Multiplied by millions in a given day, it becomes the flap of a butterfly wing that shifts the air and builds to a hurricane across the ocean”. This is a surprising turn of vague optimism given her bleak outlook of relative immutability as it leaves the deeper problems of structural racism, such as the large wealth gap between Black and white families or the disparity in incarceration rates, unresolved. Ultimately, this unexpected optimism causes her cumulative argument to stop short of any concrete call to action for a systemic structural reckoning.

This is a powerful study about the history of sexual assault in the workplace and how companies can move forward to create a safer and more inclusive work environment. While the #MeToo movement of the past has largely focused on victims who were white women, author Sylvia Ann Hewlett wants this movement to include men, people of color, and members of the LGBTQ+ community. Not only are sexual harassment and assault scarring for the victims, but companies themselves can suffer from hits to the talent pipeline, the bottom line and can result in top executives being nervous to hire young women.

The author herself was a victim of sexual assault at the beginning of her career. She reveals how news of the incident spread quickly