

Book Review

AFFIRMATIVE ACTION FOR WOMEN

by D. Jongeward and D. Scott

Addison-Wesley Publishing Co., Reading, MA 01867

334-page hardback

\$8.95

This book can help the trainer who is either faced with implementing affirmative action plans or is more generally concerned with equal opportunities for women. Throughout, the term *affirmative action* is used in two ways. Specifically, it denotes progress which particularly helps organizations fulfill their equal employment opportunity programs. Generally, it means all progress that helps women move toward equality of opportunity.

Concepts are supplemented with transactional analysis theory. If you were fortunate enough to attend Dorothy Jongeward's session at the 1974 ASTD National Conference in San Francisco, you have an idea of how nicely TA can tie in with affirmative action training. The book stresses practical steps for positive change. It focuses on "patterns of success" rather than just on being a polemic of today's organizational policies and shortcomings.

Key questions at the beginning of each chapter are a guide to the material covered. The text includes the current legal status of women workers, a focus on some special problems faced by women in organizations and plans for in-plant training courses for and about women.

Designed as a resource rather than a cover-to-cover reader, this text offers original contributions from various people actively involved in affirmative action programs for women.

Chapters: The Organization Woman Then and Now; Women's Lack of Achievement Then and Now; Legislation and Litigation; Women in Government and Affirmative Action; Women in Organized Religion; Working Black Women; A Strategy for Change; Obstacle to Women in Management; An Affirmative Action Seminar; Awareness Training and Transactional Analysis; What Do I Want to Do Next?; Women in Psychotherapy; Eliminating Sexist Language.

Appendices: What to Do When Your Script Runs Out; and What You May Not Know About Women.

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