

Network Beyond Bias

[#inclusive networking #diversity in professional networks #unbiased career connections #equitable professional development #workplace diversity](#)

Discover effective strategies to build a professional network that transcends inherent biases, fostering genuine connections and opening doors to diverse perspectives and opportunities for everyone involved. This approach is crucial for innovation and personal growth, ensuring truly equitable career advancement.

The archive includes lecture notes from various fields such as science, business, and technology.

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Network Beyond Bias

Is your professional network as diverse as the workforce and community around you? If not, you could be missing important opportunities for your career. This book will help you remove the artificial barriers that may be keeping you from your next mentor, star hire, or big customer.

Network Beyond Bias Companion Workbook

Is your professional network as diverse as the workforce and community around you? If not, you could be missing important opportunities for your career. We all face challenges in making meaningful connections, especially with people who differ from us in significant ways. Few of us consider the impacts of these missed connections. Even fewer know how to recognize and overcome them. You've already used *Network Beyond Bias: Making Diversity a Competitive Advantage for Your Career* to assess and improve the breadth and depth of your professional network. You've begun removing the artificial barriers that may otherwise have kept you from recognizing a mentor, star hire, or big customer. This *Network Beyond Bias Workbook* will help you dig deeper and take your career even further. - Examine your biases- Measure your network- Connect across difference- Build lasting relationshipsAre you ready to transform your career, one relationship at a time?

Beyond Bias: Move from Awareness to Action

Understanding and working toward eliminating bias is an admirable goal for anyone, but especially for leaders. Leaders make decisions that change lives. They decide who is hired, promoted, or dismissed. They decide where to invest funds, when to bet on new ideas, and what the future of their organizations will be. Because of this, bias is a leadership liability.

Beyond Bias

Probes the teacher-student relationship, classroom interaction, and the role of the teacher by developing and applying strategies for describing, recording, and interpreting classroom processes and activities.

Network Like a Champ

You've already used *Network Beyond Bias: Making Diversity a Competitive Advantage for Your Career* to assess and improve the breadth and depth of your professional network. You've probably begun removing the artificial barriers that may have otherwise kept you from recognizing a mentor, star hire, or big customer. If you're ready to build habits based on these concepts, this journal can help! *Network Like a Champ* Networking Activity Journal helps you record your networking conversations as they happen. Easy symbols help you track and complete action items - and you can add your own if you like! The bottom of each page features two tracking mechanisms. The first helps you identify who's who in your CHAMP Network. Then, it's time to ask yourself: What perspectives does your network IGNORE

Beyond Bias

"Bias" is a term that circulates frequently in the contemporary landscape of political media, a term intended to diagnose a failure when media outlets fail to maintain journalistic objectivity. *Beyond Bias* interrogates what would seem, at first glance, to be cases of utterly biased examples of political media—contemporary conservative documentary films. However, rather than dismiss such examples of political representation as exemplars of ideological nonsense, reactionary propaganda, etc., *Beyond Bias* locates in such examples of conservative media a mode of discourse central to contemporary democratic debate in the US. Specifically, this book identifies conservative media as a mode of hysterical discourse. As the book makes clear, hysterical political discourse occurs when debate is simulated as a means to avoid a more substantive exchange; when appeals to compromise function as a screen to blur the distinctions between opposing sides or viewpoints; as recourse to any and all opinions or "alternative facts" conducive to conservatism's ideological priorities, no matter how divorced from reality; through the reduction of complex issues into moral binaries; through the depoliticizing emphasis on form over content; and, ultimately, as a sustained means to "police" the political with excess nonsense and noise that drowns out any alternative voices. Drawing from psychoanalytic theories of hysteria (Jacques Lacan, Juliet Mitchell, Teresa Brennan, Christopher Bollas, and others) and Jacques Rancière's aesthetic politics, and likewise by placing conservative documentaries in the context of many concerns central to Documentary Studies (participation, observation, representation, the archive, etc.), *Beyond Bias* views conservative documentary, and conservative media and politics more generally, not as the biased excesses of the contemporary political landscape but rather as texts central to understanding the implicit, though sometimes affectively traumatic, antagonisms inevitable in democracy and constitutive of democratic debate"--

Beyond Bias and Barriers

The United States economy relies on the productivity, entrepreneurship, and creativity of its people. To maintain its scientific and engineering leadership amid increasing economic and educational globalization, the United States must aggressively pursue the innovative capacity of all its people—women and men. However, women face barriers to success in every field of science and engineering; obstacles that deprive the country of an important source of talent. Without a transformation of academic institutions to tackle such barriers, the future vitality of the U.S. research base and economy are in jeopardy. *Beyond Bias and Barriers* explains that eliminating gender bias in academia requires immediate overarching reform, including decisive action by university administrators, professional societies, federal funding agencies and foundations, government agencies, and Congress. If implemented and coordinated across public, private, and government sectors, the recommended actions will help to improve workplace environments for all employees while strengthening the foundations of America's competitiveness.

Beyond Bias

How does contemporary right-wing media work? In *Beyond Bias*, author Scott Krzych untangles recent right-wing documentary film and video to show how it privileges form over content and marshals incoherence as its prized aesthetic and rhetorical weapon.

Beyond Bias

Despite extensive and costly diversity initiatives, little progress has been made in recent years in ending workplace gender inequality. *Beyond Bias* presents a compelling explanation of the reasons for this failure. Current diversity initiatives focus primarily on "teaching" people to be less biased and more inclusive. But this is the wrong focus. As *Beyond Bias* make clear, workplace gender inequality is a systemic problem caused largely by the (unintended) discriminatory operation of personnel systems, policies, and practices. *Beyond Bias* presents the four-prong PATH program for directly attacking this structural discrimination-and with it, individuals' discriminatory conduct: · Prioritize Elimination of Exclusionary Behavior · Adopt Bias-free Methods of Decision-Making · Treat Inequality in the Home as a Workplace Problem · Halt Unequal Performance Evaluations and Leadership Development Opportunities In the authors' characteristically clear and engaging style, *Beyond Bias* lays out a comprehensive set of actions that organizations can take to ensure women no longer encounter gendered obstacles to their career advancement and find their workplaces engaging, supportive places where they-and everyone-can thrive.

Think Like a Marketer

The Secret to Taking Your Business from Mediocre to Meaningfully Different? Thinking like a marketer. It's also the secret to moving your organization from status quo to success story, and from busy to profitable. In an easy-to-read, practical new guidebook, acclaimed marketing expert Kate Colbert offers fresh insights into the actions and attitudes that can accelerate your business success, sharpen your daily work, and balance your efforts to create value for customers while capturing value for the bottom line. For non-marketers and marketers alike, truly thinking like a marketer requires the right framework, and this book is everything you need to make the mindset shift that can change everything for your business. "An MBA in a book? That's exactly what I consider this to be! ... Trust me -- this book can help you to grow your business!" -- Lois Creamer, Author of *Book More Business: Make Money Speaking* It doesn't matter whether you're a management consultant or the owner of a diner that serves the best biscuits and gravy in town, the ability to think like a marketer will give you a competitive edge. Business owners and leaders are invariably stuck in the frenzied current moment -- chasing the next piece of revenue, getting through the next project, putting out the next proverbial fire, or surviving the next people-problem that's bound to come up. *Think Like a Marketer* offers a fresh new approach to a more powerful and lasting way to do business that involves a sometimes-subtle but always-impactful shift in mindset. It's time to think like a marketer. Thinking like a marketer requires that you: 1. Communicate for connection and meaning, not just to transact sales 2. Live and die by your customer insights 3. Market in a way that's strategy-religious and tactic-agnostic 4. Create cultures and processes that align with your brand 5. Do everything in service of maintaining a virtuous cycle of creating value for the customer while capturing value for you. The 5 *Think Like a Marketer* Principles are the framework for Colbert's valuable insights and practical tips about: • Brand storytelling • Sampling strategies • Smart monetization • Testing new marketing tactics • Conducting critical market research • The perils of do-it-yourself marketing • Building and maintaining lists and pipelines • Innovating product and service deliverables • Being known, being seen and networking in new ways • Delivering customer service, even when the going gets tough • Innovations in distribution and packaging • Creating meaningful connections with your customers Read this book if you are a: • Business owner without a background in marketing • Business professional in a small- to mid-sized company or a Fortune 1000 company • Professional speaker, blogger or thought leader • Non-profit professional • Marketer Thinking like a marketer allows decision-makers -- at every level, in any kind of organization and with backgrounds in any area of functional expertise -- to accomplish more while spending less time and money. A marketing mindset can be the key to sustained profitable growth and meaningful connections with loyal customers. Far from a simple "Marketing 101" for non-marketers, this book is a topical smorgasbord designed to feed the curiosities and satisfy the business needs that all business professionals (including marketers) ultimately crave.

Beyond Bias and Barriers

The United States economy relies on the productivity, entrepreneurship, and creativity of its people. To maintain its scientific and engineering leadership amid increasing economic and educational globaliza-

tion, the United States must aggressively pursue the innovative capacity of all of its people--women and men. Women make up an increasing proportion of science and engineering majors at all institutions, including top programs such as those at the Massachusetts Institute of Technology where women make up 51% of its science undergraduates and 35% of its engineering undergraduates. For women to participate to their full potential across all science and engineering fields, they must see a career path that allows them to reach their full intellectual potential. Much remains to be done to achieve that goal.--Summary, p. S-1.

Publication Bias in Meta-Analysis

Publication bias is the tendency to decide to publish a study based on the results of the study, rather than on the basis of its theoretical or methodological quality. It can arise from selective publication of favorable results, or of statistically significant results. This threatens the validity of conclusions drawn from reviews of published scientific research. Meta-analysis is now used in numerous scientific disciplines, summarizing quantitative evidence from multiple studies. If the literature being synthesised has been affected by publication bias, this in turn biases the meta-analytic results, potentially producing overstated conclusions. Publication Bias in Meta-Analysis examines the different types of publication bias, and presents the methods for estimating and reducing publication bias, or eliminating it altogether. Written by leading experts, adopting a practical and multidisciplinary approach. Provides comprehensive coverage of the topic including: Different types of publication bias, Mechanisms that may induce them, Empirical evidence for their existence, Statistical methods to address them, Ways in which they can be avoided. Features worked examples and common data sets throughout. Explains and compares all available software used for analysing and reducing publication bias. Accompanied by a website featuring software, data sets and further material. Publication Bias in Meta-Analysis adopts an inter-disciplinary approach and will make an excellent reference volume for any researchers and graduate students who conduct systematic reviews or meta-analyses. University and medical libraries, as well as pharmaceutical companies and government regulatory agencies, will also find this invaluable.

Machine Learning Algorithms Using Scikit and TensorFlow Environments

Machine learning is able to solve real-time problems. It has several algorithms such as classification, clustering, and more. To learn these essential algorithms, we require tools like Scikit and TensorFlow. Machine Learning Algorithms Using Scikit and TensorFlow Environments assists researchers in learning and implementing these critical algorithms. Covering key topics such as classification, artificial neural networks, prediction, random forest, and regression analysis, this premier reference source is ideal for industry professionals, computer scientists, researchers, academicians, scholars, practitioners, instructors, and students.

Handbook of Research on Promoting Women's Careers

In a changing world where women have dominated as graduates from universities in the West, recent research has shown that the same trend is also strikingly evident in the newly emerging markets. Tapping into this female talent pool is extremely important.

It's Not You, It's the Workplace

Why is it that many women believe that working with other women is harder than working with men? A clue: it's not because women actually are harder to work with. After decades of working to help women to succeed at work, Andie Kramer and Al Harris noticed the same thing over and over again: Women's relationships with other women are causing conflict in the workplace and this is hindering careers across the board. Their research demonstrates that at the root of these clashes lie stereotypes, toxic assumptions and societal expectations about how women should behave. Through extensive research and hundreds of interviews, Andie and Al have identified the most fraught scenarios of women working for, working with, supervising, and collaborating with other women. It's Not You, It's the Workplace provides practical, immediately usable techniques that will allow women to develop strong networks that will foster their career success and organizations to structure their policies and practices - unlocking the potential of women in team situations. The companies that succeed in the future will be those where bias no longer blocks women's career satisfaction or advancement to leadership.

Beyond the Limits of Time (2)

A "Fictitious Textbook" in the form of an "Interview with an AI"

Recruiting Black Biology Majors into STEM Education Careers

This book addresses issues related to the recruitment, preparation, and retention of STEM teachers. Focusing on recruitment specifically, it explores the strategies used to introduce biology majors to the teaching profession, increase their interest in teaching, and support their transition into teaching. Taking the Transformative and Innovative Practices in STEM Education (TIPS) program as a case study, it draws upon a wide range of data sources to contextualize the experiences of program participants, including reflections from participants and program staff, pre- and post- surveys, focus groups, and annual interviews. The authors present insights about their decision-making and use the data to help create illustrative examples of the STEM majors of color who choose to pursue teaching and to explore why others decide not to pursue teaching. It foregrounds the importance of recruiting STEM teachers of color for urban districts, the role of culture and identity in the decision-making process, and the role played by professional development and mentoring. With emphasis on recruiting STEM majors at a Predominantly Black Institution (PBI), the book ultimately provides strategies for increasing collaboration across departments, supporting and mentoring students, and addressing cultural and institutional barriers that STEM majors face when transitioning into teacher education. As such, it will appeal to STEM education and teacher education scholars, as well as program directors, deans of Schools of Education, and deans of Schools of Science.

Moving from Panic to Purpose Companion Workbook

We all face changes in our lives and careers. Some of these changes we choose, and many we do not. In any case, adapting quickly is essential. Whether you're starting a new job, facing a layoff, or dealing with a setback at work, this workbook can help you move from panic to possibility to purpose.

Innovative Advanced Materials for Energy Storage and Beyond

This highly informative and carefully presented book covers the most recent advances as well as comprehensive reviews addressing novel and state-of-the-art topics from active researchers in innovative advanced materials and hybrid materials, concerning not only their synthesis, preparation, and characterization but especially focusing on the applications of such materials with outstanding performance.

Beyond the Valley

How to repair the disconnect between designers and users, producers and consumers, and tech elites and the rest of us: toward a more democratic internet. In this provocative book, Ramesh Srinivasan describes the internet as both an enabler of frictionless efficiency and a dirty tangle of politics, economics, and other inefficient, inharmonious human activities. We may love the immediacy of Google search results, the convenience of buying from Amazon, and the elegance and power of our Apple devices, but it's a one-way, top-down process. We're not asked for our input, or our opinions—only for our data. The internet is brought to us by wealthy technologists in Silicon Valley and China. It's time, Srinivasan argues, that we think in terms beyond the Valley. Srinivasan focuses on the disconnection he sees between designers and users, producers and consumers, and tech elites and the rest of us. The recent Cambridge Analytica and Russian misinformation scandals exemplify the imbalance of a digital world that puts profits before inclusivity and democracy. In search of a more democratic internet, Srinivasan takes us to the mountains of Oaxaca, East and West Africa, China, Scandinavia, North America, and elsewhere, visiting the “design labs” of rural, low-income, and indigenous people around the world. He talks to a range of high-profile public figures—including Elizabeth Warren, David Axelrod, Eric Holder, Noam Chomsky, Lawrence Lessig, and the founders of Reddit, as well as community organizers, labor leaders, and human rights activists.. To make a better internet, Srinivasan says, we need a new ethic of diversity, openness, and inclusivity, empowering those now excluded from decisions about how technologies are designed, who profits from them, and who are surveilled and exploited by them.

Beyond Algorithms

With so much artificial intelligence (AI) in the headlines, it is no surprise that businesses are scrambling to exploit this exciting and transformative technology. Clearly, those who are the first to deliver

business-relevant AI will gain significant advantage. However, there is a problem! Our perception of AI success in society is primarily based on our experiences with consumer applications from the big web companies. The adoption of AI in the enterprise has been slow due to various challenges. Business applications address far more complex problems and the data needed to address them is less plentiful. There is also the critical need for alignment of AI with relevant business processes. In addition, the use of AI requires new engineering practices for application maintenance and trust. So, how do you deliver working AI applications in the enterprise? Beyond Algorithms: Delivering AI for Business answers this question. Written by three engineers with decades of experience in AI (and all the scars that come with that), this book explains what it takes to define, manage, engineer, and deliver end-to-end AI applications that work. This book presents: Core conceptual differences between AI and traditional business applications A new methodology that helps to prioritise AI projects and manage risks Practical case studies and examples with a focus on business impact and solution delivery Technical Deep Dives and Thought Experiments designed to challenge your brain and destroy your weekends

5G and Beyond Wireless Systems

This book presents the fundamental concepts, recent advancements, and opportunities for future research in various key enabling technologies in next-generation wireless communications. The book serves as a comprehensive source of information in all areas of wireless communications with a particular emphasis on physical (PHY) layer techniques related to 5G wireless systems and beyond. In particular, this book focuses on different emerging techniques that can be adopted in 5G wireless networks. Some of those techniques include massive-MIMO, mm-Wave communications, spectrum sharing, device-to-device (D2D) and vehicular to anything (V2X) communications, radio-frequency (RF) based energy harvesting, and NOMA. Subsequent chapters cover the fundamentals and PHY layer design aspects of different techniques that can be useful for the readers to get familiar with the emerging technologies and their applications.

Sway

Dr. Pragya Agarwal unravels the way our implicit or "unintentional" biases affect the way we communicate and perceive the world, how they affect our decision-making, and how they reinforce and perpetuate systemic and structural inequalities. "A fascinating and vital read."--Good Housekeeping Sway is a thoroughly researched and comprehensive look at unconscious bias and how it impacts day-to-day life, from job interviews to romantic relationships to saving for retirement. It covers a huge number of sensitive topics - sexism, racism, ageism, homophobia, colourism - with tact, and combines statistics with stories to paint a fuller picture and enhance understanding. Throughout, Pragya clearly delineates theories with a solid grounding in science, answering questions such as: do our roots for prejudice lie in our evolutionary past? What happens in our brains when we are biased? How has bias affected technology? If we don't know about it, are we really responsible for it? At a time when partisan political ideologies are taking center stage, and we struggle to make sense of who we are and who we want to be, it is crucial that we understand why we act the way we do. This book will enable us to open our eyes to our own biases in a scientific and non-judgmental way.

Seeking Solutions

Seeking Solutions: Maximizing American Talent by Advancing Women of Color in Academia is the summary of a 2013 conference convened by the Committee on Women in Science, Engineering and Medicine of the National Research Council to discuss the current status of women of color in academia and explore the challenges and successful initiatives for creating the institutional changes required to increase representation of women of color at all levels of the academic workforce. While the number of women, including minority women, pursuing higher education in science, engineering and medicine has grown, the number of minority women faculty in all institutions of higher education has remained small and has grown less rapidly than the numbers of nonminority women or minority men. Seeking Solutions reviews the existing research on education and academic career patterns for minority women in science, engineering, and medicine to enhance understanding of the barriers and challenges to the full participation of all minority women in STEM disciplines and academic careers. Additionally, this report identifies reliable and credible data source and data gaps, as well as key aspects of exemplary policies and programs that are effective in enhancing minority women's participation in faculty ranks. Success in academia is predicated on many factors and is not solely a function of talent. Seeking Solutions elucidates those other factors and highlights ways that institutions and the individuals working

there can take action to create institutional cultures hospitable to people of any gender, race, and ethnicity.

The Leader's Guide to Unconscious Bias

A “profound” (Cynt Marshall, CEO of the Dallas Mavericks), timely, must-have guide to understanding and overcoming bias in the workplace from the experts at FranklinCovey. Unconscious bias affects everyone. It can look like the disappointment of an HR professional when a candidate for a new position asks about maternity leave. It can look like preferring the application of an Ivy League graduate over one from a state school. It can look like assuming a man is more entitled to speak in a meeting than his female junior colleague. Ideal for every manager who wants to understand and move past their own preconceived ideas, *The Leader's Guide to Unconscious Bias* is a “must-read” (Sylvia Acevedo, CEO, rocket scientist, STEM leader, and author) that explains that bias is the result of mental shortcuts, our likes and dislikes, and is a natural part of the human condition. And what we assume about each other and how we interact with one another has vast effects on our organizational success—especially in the workplace. This book teaches you how to overcome unconscious bias and provides more than thirty unique tools, such as a prep worksheet and a list of ways to reframe your unconscious thoughts. According to the experts at FranklinCovey, your workplace can achieve its highest performance rate once you start to overcome your biases and allow your employees to be whole people. By recognizing bias, emphasizing empathy and curiosity, and making true understanding a priority in the workplace, we can unlock the potential of every person we encounter.

Statistical Inference as Severe Testing

Unlock today's statistical controversies and irreproducible results by viewing statistics as probing and controlling errors.

ECAI 2023

Artificial intelligence, or AI, now affects the day-to-day life of almost everyone on the planet, and continues to be a perennial hot topic in the news. This book presents the proceedings of ECAI 2023, the 26th European Conference on Artificial Intelligence, and of PAIS 2023, the 12th Conference on Prestigious Applications of Intelligent Systems, held from 30 September to 4 October 2023 and on 3 October 2023 respectively in Kraków, Poland. Since 1974, ECAI has been the premier venue for presenting AI research in Europe, and this annual conference has become the place for researchers and practitioners of AI to discuss the latest trends and challenges in all subfields of AI, and to demonstrate innovative applications and uses of advanced AI technology. ECAI 2023 received 1896 submissions – a record number – of which 1691 were retained for review, ultimately resulting in an acceptance rate of 23%. The 390 papers included here, cover topics including machine learning, natural language processing, multi agent systems, and vision and knowledge representation and reasoning. PAIS 2023 received 17 submissions, of which 10 were accepted after a rigorous review process. Those 10 papers cover topics ranging from fostering better working environments, behavior modeling and citizen science to large language models and neuro-symbolic applications, and are also included here. Presenting a comprehensive overview of current research and developments in AI, the book will be of interest to all those working in the field.

A Global History of Medicine

"The chapters included here were originally published in 2011 as the second section of *The Oxford Handbook of the History of Medicine*."--Page vii

Nanotechnology and the Challenges of Equity, Equality and Development

Nanotechnology is enabling applications in materials, microelectronics, health, and agriculture, which are projected to create the next big shift in production, comparable to the industrial revolution. Such major shifts always co-evolve with social relationships. This book focuses on how nanotechnologies might affect equity/equality in global society. Nanotechnologies are likely to open gaps by gender, ethnicity, race, and ability status, as well as between developed and developing countries, unless steps are taken now to create a different outcome. Organizations need to change their practices, and cultural ideas must be broadened if currently disadvantaged groups are to have a more equal position in nano-society rather than a more disadvantaged one. Economic structures are likely to shift in the

nano-revolution, requiring policymakers and participatory processes to invent new institutions for social welfare, better suited to the new economic order than those of the past.

Journal of Moral Theology, Volume 11, Special Issue 1

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Women's Under-Representation in the Engineering and Computing Professions: Fresh Perspectives on a Complex Problem

Understanding the many complexities that define gender inequality has been described by researchers as a grand challenge. Novel insights, innovation, a broader community to conduct research and to ascertain effective interventions are essential in the challenge to create organizations that are gender equal. As such, this Research Topic in Frontiers in Psychology addresses the under-representation of women in engineering and computing as a complex, but solvable problem. This Research Topic seeks to inform the global community about advances in understanding the under-representation of women in engineering and computing with a focus on what enables change. Further, this Topic will promote fresh perspectives, innovative methodologies, and mixed method approaches important to accelerating the pace of change.

Bias Is All Around You

Mentoring History Teachers in the Secondary School supports mentors to develop the knowledge, skills and understanding essential to the successful mentoring of beginning history teachers who are undertaking their initial teacher training or being inducted into the profession as early career teachers. The authors critically explore models of mentoring and place subject specificity at the heart of every chapter, offering practical mentoring strategies rooted in the best evidence and research from the history teaching community. This book is a vital source of encouragement and inspiration for all those involved in developing the next generation of history teachers, providing accessible summaries of history-specific thinking on a range of topics alongside mentoring support. Key topics include: • Understanding what being a subject-specific mentor of beginning history teachers involves. • Establishing a dialogic mentor-mentee relationship. • Supporting beginning teachers to develop the substantive and disciplinary knowledge they need to become excellent history teachers. • Guiding beginning history teachers through the lesson planning process. • Conducting subject-specific lesson observations and pre- and post-lesson discussions. • Supporting beginning history teachers to consider the purpose of history education and how they can navigate this in relation to values education, the use of ICT, and the teaching of controversial and sensitive issues. Mentoring History Teachers in the Secondary School offers an accessible and practical guide to mentoring beginning history teachers, with ready-to-use strategies to support and inspire both mentors and beginning teachers alike.

Mentoring History Teachers in the Secondary School

This unique volume shows how to tackle the challenges of diversity in the workplace. It addresses the need to keep the workforce engaged while taking into consideration the diverse backgrounds of employees. The book explores 12 themes of workforce diversity and culture, including differences of race, religion, gender, sexuality, income class, education level, marital status, generation/age, physical ability, and more. Focusing on the benefits of engaging a diverse workforce, the volume considers the issue through the different stages of the human resource process, including recruitment, selection, performance appraisal, demand forecasting, supply forecasting, job description and specification, job analysis and evaluation, training and development, career planning and development, succession

planning, etc. Employing an abundance of case studies, the volume enables readers to comprehend what it means to have a diverse workforce and how to engage such a workforce for the betterment of the employees as well as the employer. The volume acts as a textbook for courses on diversity in human resource management as well as a valuable resource for HRM and other management professionals. The discussions and questions sections will be useful for faculty, and the short case studies are designed to keep students interested and engaged.

Management Practices for Engaging a Diverse Workforce

Best-selling author Cass R. Sunstein examines how to avoid worst-case scenarios. The world is increasingly confronted with new challenges related to climate change, globalization, disease, and technology. Governments are faced with having to decide how much risk is worth taking, how much destruction and death can be tolerated, and how much money should be invested in the hopes of avoiding catastrophe. Lacking full information, should decision-makers focus on avoiding the most catastrophic outcomes? When should extreme measures be taken to prevent as much destruction as possible? *Averting Catastrophe* explores how governments ought to make decisions in times of imminent disaster. Cass R. Sunstein argues that using the “maximin rule,” which calls for choosing the approach that eliminates the worst of the worst-case scenarios, may be necessary when public officials lack important information, and when the worst-case scenario is too disastrous to contemplate. He underscores this argument by emphasizing the reality of “Knightian uncertainty,” found in circumstances in which it is not possible to assign probabilities to various outcomes. Sunstein brings foundational issues in decision theory in close contact with real problems in regulation, law, and daily life, and considers other potential future risks. At once an approachable introduction to decision-theory and a provocative argument for how governments ought to handle risk, *Averting Catastrophe* offers a definitive path forward in a world rife with uncertainty.

Averting Catastrophe

Beyond Empathy and Inclusion examines how to achieve democratic rule in large pluralistic societies where citizens are deeply divided. Scudder argues that listening is key; in a democracy, citizens do not have to agree with their political opponents, but they do have to listen to them. Being heard is what ensures we have a say in the laws to which we are held. While listening is admittedly difficult, this book investigates how to motivate citizens to listen seriously, attentively, and humbly, even to those with whom they disagree.

Beyond Empathy and Inclusion

Web 2.0 and Beyond: Principles and Technologies draws on the author's iceberg model of Web 2.0, which places the social Web at the tip of the iceberg underpinned by a framework of technologies and ideas. The author incorporates research from a range of areas, including business, economics, information science, law, media studies, psychology, social informatics and sociology. This multidisciplinary perspective illustrates not only the wide implications of computing but also how other areas interpret what computer science is doing. After an introductory chapter, the book is divided into three sections. The first one discusses the underlying ideas and principles, including user-generated content, the architecture of participation, data on an epic scale, harnessing the power of the crowd, openness and the network effect and Web topology. The second section chronologically covers the main types of Web 2.0 services—blogs, wikis, social networks, media sharing sites, social bookmarking and microblogging. Each chapter in this section looks at how the service is used, how it was developed and the technology involved, important research themes and findings from the literature. The final section presents the technologies and standards that underpin the operation of Web 2.0 and goes beyond this to explore such topics as the Semantic Web, cloud computing and Web Science. Suitable for nonexperts, students and computer scientists, this book provides an accessible and engaging explanation of Web 2.0 and its wider context yet is still grounded in the rigour of computer science. It takes readers through all aspects of Web 2.0, from the development of technologies to current services.

Web 2.0 and Beyond

Offers comprehensive insight into the theory, models, and techniques of ultra-dense networks and applications in 5G and other emerging wireless networks. The need for speed—and power—in wireless communications is growing exponentially. Data rates are projected to increase by a factor of ten every five years—and with the emerging Internet of Things (IoT) predicted to wirelessly connect trillions

of devices across the globe, future mobile networks (5G) will grind to a halt unless more capacity is created. This book presents new research related to the theory and practice of all aspects of ultra-dense networks, covering recent advances in ultra-dense networks for 5G networks and beyond, including cognitive radio networks, massive multiple-input multiple-output (MIMO), device-to-device (D2D) communications, millimeter-wave communications, and energy harvesting communications. Clear and concise throughout, *Ultra-Dense Networks for 5G and Beyond - Modelling, Analysis, and Applications* offers a comprehensive coverage on such topics as network optimization; mobility, handoff control, and interference management; and load balancing schemes and energy saving techniques. It delves into the backhaul traffic aspects in ultra-dense networks and studies transceiver hardware impairments and power consumption models in ultra-dense networks. The book also examines new IoT, smart-grid, and smart-city applications, as well as novel modulation, coding, and waveform designs. One of the first books to focus solely on ultra-dense networks for 5G in a complete presentation Covers advanced architectures, self-organizing protocols, resource allocation, user-base station association, synchronization, and signaling Examines the current state of cell-free massive MIMO, distributed massive MIMO, and heterogeneous small cell architectures Offers network measurements, implementations, and demos Looks at wireless caching techniques, physical layer security, cognitive radio, energy harvesting, and D2D communications in ultra-dense networks *Ultra-Dense Networks for 5G and Beyond - Modelling, Analysis, and Applications* is an ideal reference for those who want to design high-speed, high-capacity communications in advanced networks, and will appeal to postgraduate students, researchers, and engineers in the field.

Ultra-Dense Networks for 5G and Beyond

This book contains 20 essays on macroeconomics.

Macroeconomics and Beyond

Beyond Bilateralism analyzes how, and to what extent, crucial global and regional security, finance, and trade transformations have altered the U.S.-Japan relationship and how that bilateral relationship has in turn influenced those global and regional trends.

Beyond Bilateralism