

power is predetermined by personality or wealth, or that it's gained by strong-arming others. Many write it off as inherently corrupt or "dirty" and want nothing to do with it. But as pioneering researchers Julie Battilana and Tiziana Casciaro deftly show in *Power, for All*, power is the ability to influence someone else's behavior. This influence is derived from having access to valued resources, which anyone can have, regardless of their income or status in life. Everyone has a resource to offer, so everyone has access to power. Battilana and Casciaro offer a timely, democratized vision of power. While hierarchies tend to stay in place because power is often sticky, by agitating, innovating, and orchestrating change, they show how those with less power can challenge established structures to make them more balanced. They teach readers how to power-map their workplace to find who can create real change at work, plan for and cause sustaining power shifts, and understand the five motivations for seeking power—money and status, but also autonomy, achievement, affiliation, and morality. They explore how these dynamics play out through vivid storytelling: as Donatella Versace successfully leads her brother's company after his death—despite having a title, but little influence; what social movements can learn from youth climate activists and how they can go farther; and how a manager can gain the trust of skeptical employees and improve the workplace. Ultimately, *Power, for All* demystifies the essential mechanisms for acquiring and using power for all people. Concentrated, accessible, and life-changing, *Power, for All* is the definitive guide to understanding and navigating power in our relationships, organizations, and society.

Why David Sometimes Wins Leadership, Organization, and Strategy in the California Farm Worker Movement Oxford University Press

"Specifically dedicated to the skills that social workers need to advance community practice, this creative book is long overdue. Grounded in the wisdom and evidence of well-honed interpersonal social work skills...Donna Hardina's new text takes community practice to a higher level than ever before developed in book form; indeed she displays the most thorough understanding of research on community practice that I have read in any community practice text."--Journal of Teaching in Social Work Community organization has been a major component of social work practice since the late 19th century. It requires a diverse set of abilities, interpersonal skills being among the most important. This textbook describes the essential interpersonal skills that social workers need in community practice and helps students cultivate them. Drawing from empirical literature on community social work practice and the author's own experience working with community organizers, the book focuses on developing the macro-level skills that are especially useful for community organizing. It covers relationship-building, interviewing, recruitment, community assessment, facilitating group decision-making and task planning, creating successful interventions, working with organizations, and program evaluation, along with examples of specific applications. For clarity and ease of use, the author employs a framework drawn from a variety of community practice models, including social action and social planning, transformative/popular education and community development approaches, and multicultural and feminist approaches. The text is linked to the competencies outlined in the Council of Social Work Education's (2008) Educational Policy and Accreditation Standards (EPAS), as well as ethics and values identified in the National Association of Social Workers' (NASW) Code of Ethics, and the International Federation of Social Workers' statement of ethical

principles. Most chapters begin with a quote from a community organizer explaining how interpersonal skills are used in practice, and student exercises conclude each chapter. The text also addresses other important skills such as legislative advocacy, lobbying, and supervision. Key Features: Describes the essential skills social workers need in community practice and how to acquire them Includes examples of specific applications drawn from empirical literature and the author's experience working with community organizers Grounded in social justice, strengths-based, and human rights perspectives Linked to competencies outlined in EPAS and values identified in the NASW Code of Ethics Based on a variety of community practice models

Felipe Hinojosa's parents first encountered Mennonite families as migrant workers in the tomato fields of northwestern Ohio. What started as mutual admiration quickly evolved into a relationship that strengthened over the years and eventually led to his parents founding a Mennonite Church in South Texas. Throughout his upbringing as a Mexican American evangélico, Hinojosa was faced with questions not only about his own religion but also about broader issues of Latino evangelicalism, identity, and civil rights politics. *Latino Mennonites* offers the first historical analysis of the changing relationship between religion and ethnicity among Latino Mennonites. Drawing heavily on primary sources in Spanish, such as newspapers and oral history interviews, Hinojosa traces the rise of the Latino presence within the Mennonite Church from the origins of Mennonite missions in Latino communities in Chicago, South Texas, Puerto Rico, and New York City, to the conflicted relationship between the Mennonite Church and the California farmworker movements, and finally to the rise of Latino evangelical politics. He also analyzes how the politics of the Chicano, Puerto Rican, and black freedom struggles of the 1960s and 1970s civil rights movements captured the imagination of Mennonite leaders who belonged to a church known more for rural and peaceful agrarian life than for social protest. Whether in terms of religious faith and identity, race, immigrant rights, or sexuality, the politics of belonging has historically presented both challenges and possibilities for Latino evangelicals in the religious landscapes of twentieth-century America. In *Latino Mennonites*, Hinojosa has interwoven church history with social history to explore dimensions of identity in Latino Mennonite communities and to create a new way of thinking about the history of American evangelicalism.

In this work, Marshall Ganz tells the story of the United Farm Worker's ground-breaking victory in 1966, drawing out larger lessons from this dramatic tale. A longtime leader in the movement and current lecturer in public policy at Harvard, he offers unique insight. Winner of the 2012 ARNOVA Outstanding Book in Nonprofit and Voluntary Action Research Award 2013 Charles Tilly Award for Best Book from the American Sociological Association Section on Collective Behavior and Social Movements "Democracy in the Making offers a marvelous synthesis of sociological acumen and hope. Kathleen Blee finds that while social activists often narrow their visions of doable social change, they also can learn together and take surprising new directions with unpredictable results. A wide range of activists will recognize themselves in this book's wonderfully fine-grained portraits of politics at the grassroots."-Paul Lichterman, author of *Elusive Togetherness: Church Groups Trying to Bridge America's Divisions* "This book is an enormous breath of fresh air in an area that often recycles concepts and perspectives. Blee offers a strikingly original approach to grassroots activism that will

substantially reorient research in collective action and social movements."-Marc W. Steinberg, Associate Professor of Sociology, Smith College With civic engagement commonly understood to be on the decline and traditional bases of community and means of engagement increasingly fractured, how do people become involved in collective civic action? How do activist groups form? What hampers the ability of these groups to invigorate political life, and what enables it? Kathleen Blee's groundbreaking new study provides a provocative answer: the early times matter. By following grassroots groups from their very beginnings, Blee traces how their sense of possibility shrinks over time as groups develop a shared sense of who they are that forecloses options that were once open. At the same time, she charts the turning points at which options re-open and groups become receptive to change and reinvention. Based on observing more than sixty grassroots groups in Pittsburgh for three years, *Democracy in the Making* is an unprecedented look at how ordinary people come together to change society. It gives a close-up look at the deliberations of activists on the left and right as they work for animal rights, an end to the drug trade in their neighbourhood, same-sex marriage, global peace, and more. It shows how grassroots activism can provide an alternative to civic disengagement and a forum for envisioning how the world can be transformed. At the same time, it documents how activist groups become mired in dysfunctional and undemocratic patterns that their members dislike, but cannot fix. By analyzing the possibilities and pitfalls that face nascent activist organizations, Blee reveals how critical early choices are to the success of grassroots activism. Vital for scholars and activists alike, this practical yet profound study shows us, through the examples of both groups that flourish and those that flounder, how grassroots activism can better live up to its democratic potential.

Stand Up! How to Get Involved, Speak Out, and Win in a World on Fire A society that actively combats racism, treats climate change as a serious threat, and ensures that all people have a living wage and a decent life for themselves and their families is not a progressive pipe dream. Victories are being won every day, all over the country. But they didn't happen just by clicking "donate" on a website. Gordon Whitman says that fundamental change demands forming the kind of face-to-face relationships that have sustained every social movement in history. For two decades, Whitman has been working with PICO National Network to equip tens of thousands to fight racial discrimination and economic injustice. He brings that experience to this book, describing five kinds of conversations that enable people to create organizations that can successfully overcome the forces of oppression and reaction. The first conversation to have is with ourselves, to make sure we're clear about our purpose and in it for the long haul. Then we need to share the personal story of how we came to this point with others—there is no more powerful way to connect. They in turn will share their stories, and then we can have the third conversation, about becoming a team. This team reaches out to people they know to talk about their concerns and priorities, building a broad base of supporters.. Then, with our base at our back, we can have that final conversation, directly confronting the powers that be. Of course, this isn't as simple as it sounds. Appropriately enough, Whitman uses stories, his own and others, to illustrate how best to handle these conversations and to show how they work together to build a movement. We can't just sit on the sidelines sharing angry social media posts or signing online petitions. We need to get directly involved, reach out, knock on doors,

have fizzled, like Occupy Wall Street, and those that continue to struggle, like gun violence prevention and carbon emissions reduction. And it explores implications for movements that are newly emerging, like Black Lives Matter. By comparing successful social change campaigns to the rest, How Change Happens reveals powerful lessons for changemakers who seek to impact society and the planet for the better in the 21st century. Author Leslie Crutchfield is a writer, lecturer, social impact advisor, and leading authority on scaling social innovation. She is Executive Director of the Global Social Enterprise Initiative (GSEI) at Georgetown University's McDonough School of Business, and co-author of two previous books, Forces for Good and Do More than Give. She serves as a senior advisor with FSG, the global social impact consulting firm. She is frequently invited to speak at nonprofit, philanthropic, and corporate events, and has appeared on shows such as ABC News Now and NPR, among others. She is an active media contributor, with pieces appearing in The Washington Post, Fortune.com, CNN/Money and Harvard Business Review.com. Examines why some societal shifts occur, and others don't Illustrates the factors that drive successful social and environmental movements Looks at the approaches, strategies, and tactics that changemakers employ in order to effect widescale change Whatever cause inspires you, advance it by applying the must-read advice in How Change Happens—whether you lead a social change effort, or if you're tired of just watching from the outside and want to join the fray, or if you simply want to better understand how change happens, this book is the place to start.

History indicates that there are powerful routes to liberation from oppression that do not involve violence. Mohandas Gandhi called for a science of nonviolent action, one based on satyagraha, or the "insistence on truth." As Gandhi understood, nonviolent resistance is not passive, nor is it weak; rather, such action is an exercise of power. Despite the success of Gandhi's "Quit India" movement, the resources dedicated to the application of rigorous science to nonviolent struggle have been vanishingly small. By contrast, almost unimaginable levels of financial and human resources have been devoted to the science and technologies of killing, war, and collective violence. Mark Mattaini reviews the history and theory of nonviolent struggles against oppression and discusses recent research that indicates the substantial need for and advantage of nonviolent alternatives. He then offers a detailed exploration of principles of behavioral systems science that appear to underlie effective strategic civil resistance and "people power." Strategic Nonviolent Power proposes that the route to what Gandhi described as the "undreamt of and seemingly impossible discoveries" of nonviolent resistance is the application of rigorous science. Although not a simple science, Mattaini's application of ecological science grounded in the science of behaviour brings exceptional power to the struggle for justice and liberation. At a time when civil resistance is actively reshaping global political realities, the science of nonviolent struggle deserves the attention of the scientific, activist, strategic, military, spiritual, and diplomatic communities, as well as the informed public.

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For more than a century, from 1900 to 2006, campaigns of nonviolent resistance were more than twice as effective as their violent counterparts in achieving their stated goals. By attracting impressive support from citizens, whose activism takes the form of protests, boycotts, civil disobedience, and other forms of nonviolent noncooperation, these efforts help separate regimes from their main sources of power and produce remarkable results, even in Iran, Burma, the Philippines, and the Palestinian Territories. Combining statistical analysis with

case studies of specific countries and territories, Erica Chenoweth and Maria J. Stephan detail the factors enabling such campaigns to succeed and, sometimes, causing them to fail. They find that nonviolent resistance presents fewer obstacles to moral and physical involvement and commitment, and that higher levels of participation contribute to enhanced resilience, greater opportunities for tactical innovation and civic disruption (and therefore less incentive for a regime to maintain its status quo), and shifts in loyalty among opponents' erstwhile supporters, including members of the military establishment. Chenoweth and Stephan conclude that successful nonviolent resistance ushers in more durable and internally peaceful democracies, which are less likely to regress into civil war. Presenting a rich, evidentiary argument, they originally and systematically compare violent and nonviolent outcomes in different historical periods and geographical contexts, debunking the myth that violence occurs because of structural and environmental factors and that it is necessary to achieve certain political goals. Instead, the authors discover, violent insurgency is rarely justifiable on strategic grounds.

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An epic account of how middle-class America hit the rocks in the political and economic upheavals of the 1970s, this wide-ranging cultural and political history rewrites the 1970s as the crucial, pivotal era of our time. Jefferson Cowie's edgy and incisive book—part political intrigue, part labor history, with large doses of American musical, film, and TV lore—makes new sense of the 1970s as a crucial and poorly understood transition from New Deal America (with its large, optimistic middle class) to the widening economic inequalities, poverty, and dampened expectations of the 1980s and into the present. *Stayin' Alive* takes us from the factory floors of Ohio, Pittsburgh, and Detroit, to the Washington of Nixon, Ford, and Carter. Cowie also connects politics to culture, showing how the big screen and the jukebox can help us understand how America turned away from the radicalism of the 1960s and toward the patriotic promise of Ronald Reagan. Cowie makes unexpected connections between the secrets of the Nixon White House and the failings of George McGovern campaign; radicalism and the blue-collar backlash; the earthy twang of Merle Haggard's country music and the falsetto highs of Saturday Night Fever. Like Jeff Perlstein's acclaimed *Nixonland*, *Stayin' Alive* moves beyond conventional understandings of the period and brilliantly plumbs it for insights into our current way of life.

"Focusing on three hunger strikes occurring on university campuses in California in the 1990s, Ralph Armbruster-Sandoval examines people's willingness to make the extreme sacrifice and give their lives for justice"--Provided by publisher.

FBI Files on Mexicans and Chicanos, 1940-1980 is a multi-chapter book that examines the FBI files on multiple, well known Mexican and Chicanos, as well as the Texas Farm Workers Union and the American G.I. Forum and, the Zoot Suit police riots in Los Angeles, California during the 1940s.

Why do we perceive some people to be better leaders than others? What are the circumstances that evoke leadership qualities in people? Can leadership be taught? And so on. The contributions to this book examine these important questions and fall into three categories: conceptions of leadership, factors that influence the effectiveness of leadership, and the consequences and effects of leadership on the leader. All in all, the chapters of this volume display part of a broad spectrum of novel and important approaches to the study of the psychology of leadership. We hope that they are equally useful to those who are or would be leaders and to those who study the topic. As recent events have served to remind us, it is too important a topic to be ignored by psychologists.

The Poor People's Campaign of 1968 has long been overshadowed by the assassination of its architect, Dr. Martin Luther King Jr., and the political turmoil of that year. In a major reinterpretation of civil rights and Chicano movement history, Gordon K. Mantler demonstrates how King's unfinished crusade became the era's most high-profile attempt at multiracial collaboration and sheds light on the interdependent relationship between racial identity and political coalition among African Americans and Mexican Americans. Mantler argues that while the fight against poverty held great potential for black-brown cooperation, such efforts also exposed the complex dynamics between the nation's two largest minority groups. Drawing on oral histories, archives, periodicals, and FBI surveillance files, Mantler paints a rich portrait of the campaign and the larger antipoverty work from which it emerged, including the labor activism of Cesar Chavez, opposition of Black and Chicano Power to state violence in Chicago and Denver, and advocacy for Mexican American land-grant rights in New Mexico. Ultimately, Mantler challenges readers to rethink the multiracial history of the long civil rights movement and the difficulty of sustaining political coalitions.

This book assesses the construction of citizenship as an identity, a performance, and a shared rationality.

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15 guiding principles to help leaders develop their ability to make good and timely decisions in unpredictable and stressful environments.

Labor and the Locavore focuses on one of the most vibrant local food economies in the country, the Hudson Valley that supplies New York restaurants and farmers markets. Based on more than a decade's in-depth interviews with workers, farmers, and others, Gray clearly documents how the romance of small family farms serves to mask the predicament of their migrant workforce. She also explores the historical roots of farmworkers' substandard conditions and examines the region's shift from black to Latino workers.--Publisher description.

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