

# Brotopia Breaking Up The Boys Club Of Silicon Valley

**Janet Abbate**

**Brotopia** Emily Chang, 2018-02-06 Instant National Bestseller Excellent. --San Francisco Chronicle Brotopia is more than a business book. Silicon Valley holds extraordinary power over our present lives as well as whatever utopia (or nightmare) might come next. --New York Times Silicon Valley is a modern utopia where anyone can change the world. Unless you're a woman. For women in tech, Silicon Valley is not a fantasyland of unicorns, virtual reality rainbows, and 3D-printed lollipops, where millions of dollars grow on trees. It's a Brotopia, where men hold all the cards and make all the rules. Vastly outnumbered, women face toxic workplaces rife with discrimination and sexual harassment, where investors take meetings in hot tubs and network at sex parties. In this powerful exposé, Bloomberg TV journalist Emily Chang reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures despite decades of companies claiming the moral high ground (Don't Be Evil! Connect the World!)-and how women are finally starting to speak out and fight back. Drawing on her deep network of Silicon Valley insiders, Chang opens the boardroom doors of male-dominated venture capital firms like Kleiner Perkins, the subject of Ellen Pao's high-profile gender discrimination lawsuit, and Sequoia, where a partner once famously said they won't lower their standards just to hire women. Interviews with Facebook COO Sheryl Sandberg, YouTube CEO Susan Wojcicki, and former Yahoo! CEO Marissa Mayer--who got their start at Google, where just one in five engineers is a woman--reveal just how hard it is to crack the Silicon Ceiling. And Chang shows how women such as former Uber engineer Susan Fowler, entrepreneur Niniane Wang, and game developer Brianna Wu, have risked their careers and sometimes their lives to pave a way for other women. Silicon Valley's aggressive, misogynistic, work-at-all costs culture has shut women out of the greatest wealth creation in the history of the world. It's time to break up the boys' club. Emily Chang shows us how to fix this toxic culture--to bring down Brotopia, once and for all.

**Brotopia** Emily Chang, 2019-03-05 Instant National Bestseller A PBS NewsHour-New York Times Book Club Pick Excellent. —San Francisco Chronicle Silicon Valley is a modern utopia where anyone can change the world. Unless you're a woman. It's time to break up the boys' club. Incisive, powerful, and a fierce rallying cry, Emily Chang shows us how to fix Silicon Valley's toxic culture--to bring down Brotopia, once and for all. Silicon Valley is not a fantasyland of unicorns, virtual reality rainbows, and 3D-printed lollipops for women in tech. Instead, it's a Brotopia, where men hold the cards and make the rules. While millions of dollars may seem to grow on trees in this land of innovation, tech's aggressive, misogynistic, work-at-

all costs culture has shut women out of the greatest wealth creation in the history of the world. Brotopia reveals how Silicon Valley got so sexist despite its utopian ideals, why bro culture endures even as its companies claim the moral high ground, and how women are speaking out and fighting back. Drawing on her deep network of Silicon Valley insiders, Chang opens the boardroom doors of male-dominated venture capital firms like Kleiner Perkins, the subject of Ellen Pao's high-profile gender discrimination lawsuit, and Sequoia, where a partner once famously said they won't lower their standards just to hire women. Exposing the flawed logic in common excuses for why tech has long suffered the "pipeline" problem and invests in the delusion of meritocracy, Brotopia also shows how bias coded into AI, internet troll culture, and the reliance on pattern recognition harms not just women in tech but us all, and at unprecedented scale.

Brotopia Emily Chang, 2018 Reveals how male-dominated Silicon Valley became sexist despite its utopian ideals and decades of companies claiming the moral high ground, and how women are finally starting to fight back against toxic workplaces and sexual harassment.

Women in Tech Tarah Wheeler, 2016-03-29 "Jam packed with insights from women in the field," this is an invaluable career guide for the aspiring or experienced female tech professional (Forbes). As the CEO of a startup, Tarah Wheeler is all too familiar with the challenges female tech professionals face on a daily basis. That's why she's teamed up with other high-achieving women within the field—from entrepreneurs and analysts to elite hackers and gamers—to provide a roadmap for women looking to jump-start, or further develop, their tech career. In an effort to dismantle the unconscious social bias against women in the industry, Wheeler interviews professionals like Brianna Wu (founder, Giant Spacekat), Angie Chang (founder, Women 2.0), Keren Elazari (TED speaker and cybersecurity expert), Katie Cunningham (Python educator and developer), and Miah Johnson (senior systems administrator) about the obstacles they have overcome to do what they love. Their inspiring personal stories are interspersed with tech-focused career advice. Readers will learn: • the secrets of salary negotiation • the best format for tech resumes • how to ace a tech interview • the perks of both contracting (W-9) and salaried full-time work • the secrets of mentorship • how to start your own company • and much more! BONUS CONTENT: Perfect for its audience of hackers and coders, Women in Tech also contains puzzles and codes throughout—created by Mike Selinker (Lone Shark Games), Gabby Weidling (Lone Shark Games), and cryptographer Ryan "LostboY" Clarke—that are love letters to women in the industry. A distinguished anonymous contributor created the Python code for the cover of the book, which references the mother of computer science, Ada Lovelace. Run the code to see what it does!

Reset Ellen Pao, 2017-09-19 The "necessary and incisive" (Roxane Gay) account of the discrimination case that "has blown open a conversation about the status of women" in the workplace (The New York Times) SHORTLISTED FOR THE 2017 FINANCIAL TIMES AND MCKINSEY BUSINESS BOOK OF THE YEAR | NAMED A BEST FALL BOOK BY ELLE AND BUSTLE In 2015, Ellen K. Pao sued a powerhouse Silicon Valley venture capital firm, calling out workplace discrimination

and retaliation against women and other underrepresented groups. Her suit rocked the tech world—and exposed its toxic culture and its homogeneity. Her message overcame negative PR attacks that took aim at her professional conduct and her personal life, and she won widespread public support—Time hailed her as “the face of change.” Though Pao lost her suit, she revolutionized the conversation at tech offices, in the media, and around the world. In *Reset*, she tells her full story for the first time. The daughter of immigrants, Pao was taught that through hard work she could achieve her dreams. She earned multiple Ivy League degrees, worked at top startups, and in 2005 was recruited by Kleiner Perkins, arguably the world’s leading venture capital firm at the time. In many ways, she did everything right, and yet she and other women and people of color were excluded from success—cut out of decisive meetings and email discussions, uninvited to CEO dinners and lavish networking trips, and had their work undercut or appropriated by male executives. It was time for a system reset. After Kleiner, Pao became CEO of reddit, where she took forceful action to change the status quo for the company and its product. She banned revenge porn and unauthorized nude photos—an action other large media sites later followed—and shut down parts of reddit over online harassment. She and seven other women tech leaders formed Project Include, an award-winning nonprofit for accelerating diversity and inclusion in tech. In her book, Pao shines a light on troubling issues that plague today’s workplace and lays out practical, inspiring, and achievable goals for a better future. Ellen K. Pao’s *Reset* is a rallying cry—the story of a whistleblower who aims to empower everyone struggling to be heard, in Silicon Valley and beyond. Praise for *Reset* “Necessary and incisive . . . As Ellen Pao detailed her experiences, while also communicating her passion for the work men often impeded her from doing, I was nothing short of infuriated. It was great to see a highly accomplished woman of color speaking out like this, and hopefully this book will encourage more women to come forward, give voice to their experiences in the workplace, and contribute to meaningful change.”—Roxane Gay

**Recoding Gender** Janet Abbate, 2017-09-08 The untold history of women and computing: how pioneering women succeeded in a field shaped by gender biases. Today, women earn a relatively low percentage of computer science degrees and hold proportionately few technical computing jobs. Meanwhile, the stereotype of the male “computer geek” seems to be everywhere in popular culture. Few people know that women were a significant presence in the early decades of computing in both the United States and Britain. Indeed, programming in postwar years was considered woman’s work (perhaps in contrast to the more manly task of building the computers themselves). In *Recoding Gender*, Janet Abbate explores the untold history of women in computer science and programming from the Second World War to the late twentieth century. Demonstrating how gender has shaped the culture of computing, she offers a valuable historical perspective on today’s concerns over women’s underrepresentation in the field. Abbate describes the experiences of women who worked with the earliest electronic digital computers: Colossus, the wartime codebreaking computer at Bletchley Park outside London, and the American ENIAC, developed to calculate ballistics. She examines postwar methods for recruiting programmers, and the

1960s redefinition of programming as the more masculine “software engineering.” She describes the social and business innovations of two early software entrepreneurs, Elsie Shutt and Stephanie Shirley; and she examines the career paths of women in academic computer science. Abbate's account of the bold and creative strategies of women who loved computing work, excelled at it, and forged successful careers will provide inspiration for those working to change gendered computing culture.

**Nevertheless, She Persisted** Pratima Rao Gluckman,2018-04-17 It is no secret that the technical world is a male-dominated space. From the cultural belief that Computer Science is a “subject for boys”, to the assumptions and discrimination women experience in the field, it can be challenging for women at every stage to thrive in tech careers. Nevertheless, some high-performing women persist and succeed as leaders in tech despite the gender biases pitted against them. Pratima Rao Gluckman—a female leader in tech herself—embarked on a project to collect stories of the leadership journeys of such women. She wanted to know the details of these women’s stories, and how they accomplished their achievements. What influenced them during their childhoods? Who were their mentors? What successes and failures did they experience? What magical ingredients helped them thrive in a male-dominated industry? These questions and more inspired Gluckman to interview nineteen women leaders in several levels of technology industry, including VPs, CEOs and directors, all of which are collected in this groundbreaking book, *Nevertheless, She Persisted*. Whether you are a young woman thinking of a career in software, a middle-career or executive woman, a parent, or a man curious about the role gender plays in tech, this book reveals the secrets, successes, and hidden struggles that women have endured to become both highly accomplished in their technical skills and effective senior leaders in their organizations. Their stories are illuminating, intended to inspire generations of women and help free our society from the limiting belief that ability is somehow linked to gender.

Alpha Girls Julian Guthrie,2019-04-30 An unforgettable story of four women who, through grit and ingenuity, became stars in the cutthroat, high-stakes, male dominated world of venture capital in Silicon Valley, and helped build some of the foremost companies of our time. In *Alpha Girls*, award-winning journalist Julian Guthrie takes readers behind the closed doors of venture capital, an industry that transforms economies and shapes how we live. We follow the lives and careers of four women who were largely written out of history - until now. Magdalena Yesil, who arrived in America from Turkey with \$43 to her name, would go on to receive her electrical engineering degree from Stanford, found some of the first companies to commercialize internet access, and help Marc Benioff build Salesforce. Mary Jane Elmore went from the corn fields of Indiana to Stanford and on to the storied venture capital firm IVP - where she was one of the first women in the U.S. to make partner - only to be pulled back from the glass ceiling by expectations at home. Theresia Gouw, an overachieving first-generation Asian American from a working-class town, dominated the foosball tables at Brown (she would later reluctantly let

Sergey Brin win to help Accel Partners court Google), before she helped land and build companies including Facebook, Trulia, Imperva, and ForeScout. Sonja Hoel, a Southerner who became the first woman investing partner at white-glove Menlo Ventures, invested in McAfee, Hotmail, Acme Packet, and F5 Networks. As her star was still rising at Menlo, a personal crisis would turn her into an activist overnight, inspiring her to found an all-women's investment group and a national nonprofit for girls. These women, juggling work and family, shaped the tech landscape we know today while overcoming unequal pay, actual punches, betrayals, and the sexist attitudes prevalent in Silicon Valley and in male-dominated industries everywhere. Despite the setbacks, they would rise again to rewrite the rules for an industry they love. In *Alpha Girls*, Guthrie reveals their untold stories.

Special Characters Laurie Segall, 2022-03-08 CNN's former senior tech correspondent shares her front-row seat on the rise of Facebook, Twitter, and other new-media empires—and the geeks turned entrepreneurs who founded them.—People An unflinching, era-defining story of self-discovery and breaking barriers by award-winning investigative reporter Laurie Segall. In 2008, 23-year-old Laurie Segall was a newly minted assistant at CNN and was living in an East Village walk-up apartment. As Wall Street was crashing down, Segall began discovering a group of scrappy misfits who were rising from the ashes of the recession to change the world: the tech entrepreneurs. A misfit herself, Segall gained entrance to New York's burgeoning tech scene, with its limitless cash flow and parties populated by geeks-turned-billionaires. Back at the news desk, she rose through the ranks at CNN, while these entrepreneurs went from minnows to sharks, building companies that would become our democracy and our social fabric: Facebook, Twitter, Instagram, Uber, Tinder. Over the course of a decade, Laurie Segall became one of the first reporters to give airtime to many of these founders—from Mark Zuckerberg (Facebook) to Jack Dorsey (Twitter) to Kevin Systrom (Instagram) to Travis Kalanick (Uber)—while tracking their evolution and society's cultural shift in the CNN startup beat she created. By the end of her tenure at CNN, she had become its on-air senior technology correspondent and had witnessed the rise of second-wave tech, from the boom to the “complicated years” to the backlash, as her misfits emerged as some of the world's most influential leaders. A coming-of-age narrative chronicling an era transformed, *Special Characters* is, at its core, a young woman's origin story—in love, in career, and in life—and an account of the humans behind the companies that have shaped our modern society. Filled with emotional heft and razor-sharp observations, Segall's empowering memoir is a richly rendered backstage pass to the tech bubble that reimagined the ethos of our social, political, and cultural experience. “Fans of Brotopia or anyone who wants a backstage pass to Zuckerberg and some of the biggest co.'s of our time, you'll devour this.” —The Skimm

**The No Club** Linda Babcock, Brenda Peyser, Lise Vesterlund, Laurie R. Weingart, 2022-05-03 A practical guide for bringing gender equality to the workplace with a new imperative: unburden women's careers from work that goes unrewarded. THE NO CLUB started when four women who were crushed by endless to-do lists banded together over \$10

bottles of wine and vowed to get their work lives under control. Running faster than ever, they nevertheless trailed behind their male colleagues. And so, they vowed to say no to requests that pulled them away from the work that mattered most to their careers. This book reveals how their over-a-decade-long journey and groundbreaking research uncovered that women everywhere are unfairly burdened with non-promotable work, a tremendous problem we can - and must - solve. All organizations have work that no one wants to do: planning the office party, screening interns, attending to that time-consuming client, or simply helping others with their work. From office housework to important assignments that inevitably go unrewarded, a woman, most often, takes on these tasks. In study upon study, professors Linda Babcock (bestselling author of WHY WOMEN DON'T ASK), Brenda Peyser, Lise Vesterlund, and Laurie Weingart - the original No Club - document that women are disproportionately asked and expected to do this kind of work. This imbalance leaves women overcommitted and underutilized as companies forfeit revenue, productivity, and top talent. But it doesn't have to be this way. THE NO CLUB walks you through how to make small, yet important, changes to your own workload and empowers women to make savvy decisions about what they take on. At the same time, the authors illuminate how lasting change calls for organizations to reassess how they assign and reward work to level the playing field. With hard data, personal anecdotes from women of all stripes, practical self- and workplace-assessments, and innovative advice from consulting in Fortune 500 companies, this book will forever change the conversation about how we advance women's careers and achieve equality in the twenty-first century.

**The Smartest Places on Earth** Antoine van Agtmael, Fred Bakker, 2016-03-29 The remarkable story of how rustbelt cities such as Akron and Albany in the United States and Eindhoven in Europe are becoming the unlikely hotspots of global innovation, where sharing brainpower and making things smarter -- not cheaper -- is creating a new economy that is turning globalization on its head Antoine van Agtmael and Fred Bakker counter recent conventional wisdom that the American and northern European economies have lost their initiative in innovation and their competitive edge by focusing on an unexpected and hopeful trend: the emerging sources of economic strength coming from areas once known as rustbelts that had been written off as yesterday's story. In these communities, a combination of forces -- visionary thinkers, local universities, regional government initiatives, start-ups, and big corporations -- have created brainbelts. Based on trust, a collaborative style of working, and freedom of thinking prevalent in America and Europe, these brainbelts are producing smart products that are transforming industries by integrating IT, sensors, big data, new materials, new discoveries, and automation. From polymers to medical devices, the brainbelts have turned the tide from cheap, outsourced production to making things smart right in our own backyard. The next emerging market may, in fact, be the West.

**Small Fry** Lisa Brennan Jobs, 2019-12-09 "Dia menatapku dari majalah-majalah, koran-koran, dan layar-layar di kota mana pun aku berada. Itu ayahku dan tidak ada yang tahu, tapi itulah kenyataannya. Bagaimana sedihnya ditolak ayah

sendiri? Getirnya harus merahasiakan fakta bahwa ayahmu salah satu orang paling terkenal di dunia? Seperti sinetron, tapi ini kisah nyata. Lisa Brennan-Jobs, putri sulung Steve Jobs, pencipta merek komputer dan gawai ternama, harus menanggung krisis identitas diri parah selama bertahun-tahun akibat hubungan keluarga yang rumit dan tidak stabil. Chrisann, ibu kandung Lisa, dan Steve Jobs tidak pernah berencana memiliki anak di usia muda. Gaya hidup Chrisann sebagai seorang seniman cenderung bebas, dan kondisi ekonominya terbatas. Ketika hubungan Chrisann dan Lisa memburuk, Lisa memutuskan untuk tinggal bersama sang ayah, yang kaya raya namun sering bersikap dingin kepadanya. Lisa berusaha keras untuk menjadi anak baik dan berprestasi, demi mencecep kasih sayang sang ayah. Tapi Steve Jobs tetap menjaga jarak dengan putrinya, membuat Lisa kecewa. Terkoyak antara benci dan cinta, Lisa berjuang untuk memahami dan menerima siapa dirinya. Tujuh tahun setelah Steve Jobs tiada akibat kanker pankreas, Lisa menghimpun keberanian untuk berbagi kisah hidupnya yang kontroversial. Inilah *Small Fry*, kisah Lisa Brennan-Jobs, yang menurut *New York Times* ditulis dengan “indah sekaligus memilukan”. NELAYAN KETIGA. Master, aku bertanya-tanya bagaimana ikan hidup di laut. NELAYAN PERTAMA. Yah, seperti manusia hidup di darat; yang besar-besar menyantap yang kecil-kecil. Tak ada perbandingan yang lebih tepat untuk orang kaya yang kikir daripada seekor paus; hilir mudik kian kemari, memancing ikan-ikan kecil yang malang ke depannya, lalu akhirnya melahap mereka semua dalam sekali telan. Paus-paus semacam itu kerap kudengar di darat, yang tak pernah berhenti menganga sampai mereka sudah menelan seluruh paroki, gereja, menara, lonceng-lonceng, dan semuanya. —Shakespeare, *Pericles* Sungguh pengalaman aneh, menjadi sosok anonim yang berdiri di tengah hujan salju, dan menjadi pusat perhatian publik. —Saul Bellow, *Humboldt’s Gift* Tiga bulan sebelum dia meninggal, aku mulai mencuri barang-barang dari rumah ayahku. Aku berkeliaran tanpa alas kaki dan menyelipkan benda-benda ke dalam saku. Aku mengambil perona pipi, pasta gigi, dua mangkuk warna biru tosca yang gompel, sebotol cat kuku, sepasang sandal balet usang, dan empat sarung bantal putih kusam. Setelah mencuri setiap benda, aku merasa puas. Aku berjanji pada diri sendiri bahwa ini akan menjadi yang terakhir. Namun, tak lama kemudian dorongan untuk mengambil benda lainnya kembali datang seperti dahaga. Aku berjingkat-jingkat memasuki kamar ayahku, berhati-hati agar tidak menginjak papan lantai yang berderit di ambang pintu. Kamar ini dulu ruang kerjanya, waktu dia masih kuat naik tangga, tapi dia tidur di sini sekarang. Kamar itu berantakan disesaki buku-buku, surat, dan botol-botol obat; apel-apel kaca, apel-apel kayu; berbagai penghargaan, majalah-majalah, dan bertumpuk-tumpuk kertas. Ada lukisan-lukisan berbingkai karya Hasui yang menggambarkan senja dan matahari terbenam di kuil-kuil. Sepetak cahaya merah muda terpentang di dinding di sampingnya. Dia berbaring bertopangan bantal-bantal di tempat tidur, mengenakan celana pendek. Tungkainya telanjang dan sekurus lengan, menekuk seperti tungkai belalang. “Hai, Lis,” panggilnya. Segyu Rinpoche berdiri di sebelahnya. Akhir-akhir ini lelaki itu selalu ada saat aku datang berkunjung. Lelaki Brasil bertubuh pendek dengan mata cokelat berbinar, sang Rinpoche adalah biksu Buddha bersuara parau yang mengenakan jubah cokelat menutupi perut bulatnya. Kami memanggil lelaki itu dengan

gelarnya. Zaman sekarang, orang-orang suci dari Tibet terkadang lahir di barat, di tempat-tempat seperti Brasil. Bagiku dia tidak “terlihat” suci—dia tidak tampak berjarak atau gaib. Di dekat kami, sebuah kantong kanvas hitam berisi zat gizi berdengung oleh mesin dan pompa, selangnya menghilang di suatu tempat di bawah seprai ayahku. “Menyentuh kakinya itu ide yang bagus,” Rinpoche berkata, meletakkan tangannya melingkari kaki ayahku di tempat tidur. “Seperti ini.” Aku tidak tahu apakah sentuhan kaki itu ide bagus untuk ayahku, atau untukku, atau untuk kami berdua. Oke,” kataku, lalu meraih satu kaki yang dibalut kaus kaki tebal, walaupun rasanya aneh ketika mengawasi wajah ayahku, karena saat dia mengernyit kesakitan atau marah kelihatannya sama seperti saat dia hendak tersenyum. “Rasanya enak,” kata ayahku sambil memejamkan mata. Aku melirik lemari laci di sampingnya dan rak-rak di sisi lain kamar itu, mencari benda-benda yang kuinginkan, walaupun aku tahu aku takkan berani mencuri di depan matanya. Selagi dia tidur, aku berkelip-kelip di sekeliling rumah, mencari-cari entah apa. Seorang perawat duduk di sofa di ruang tamu, kedua tangan di pangkuan, bersiaga mendengarkan panggilan dari ayahku. Rumah itu sepi, suara-suara teredam, dinding batu bata bercat putih berlekuk-lekuk seperti bantal. Lantai terakota terasa sejuk di kakiku kecuali di bagian-bagian tempat matahari telah menghangatkannya menyamai suhu kulit. Dalam lemari di kamar mandi kecil dekat dapur, tempat dulunya ada satu edisi Bhagavad Gita yang sudah koyak-koyak, aku menemukan sebotol penyegar wajah mawar yang mahal. Dengan pintu tertutup, lampu dimatikan, duduk di penutup toilet, aku menyemprotkannya ke udara dan memejamkan mata. Percikannya jatuh di sekelilingku, sejuk dan suci, bagaikan di dalam hutan atau gereja batu tua. Selain itu, ada tabung perak lip gloss dengan sikat di salah satu ujungnya dan mekanisme pemutar di ujung satunya yang mengalirkan cairan ke tengah-tengah sikat. Aku harus memilikinya. Aku menjejalkan lip gloss itu ke dalam saku untuk kubawa pulang ke apartemen satu kamar di Greenwich Village yang kutempati bersama pacarku. Aku tahu pasti bahwa tabung lip gloss ini akan melengkapi hidupku. Di antara menghindari pembantu rumah tangga, adik-adikku, dan ibu tiriku di sepenjuru rumah supaya tidak ketahuan mencuri barang-barang, atau terluka saat mereka tidak memedulikanku atau membalas sapaanku, dan menyemprot diri sendiri dalam kamar mandi gelap agar aku tidak merasa terlalu menghilang—sebab di tengah tetes-tetes air yang berjatuh aku merasa seakan-akan kembali mewujudkan. Berupaya menemui ayahku yang sakit di kamarnya mulai terasa seperti beban bagiku. Sepanjang tahun lalu aku berkunjung pada akhir pekan kurang lebih setiap dua bulan sekali. Aku sudah menyerah mengharapkan rekonsiliasi agung, seperti di film-film, tapi aku tetap saja datang. Di antara waktu kunjungan, aku melihat ayahku di mana-mana di New York. Aku melihatnya duduk dalam bioskop, lekuk leher yang sama persis sampai ke rahang dan tulang pipi. Aku melihatnya saat aku berlari menyusuri Sungai Hudson pada musim dingin, duduk di bangku menatap kapal-kapal di galangan; dan dalam perjalananku menaiki subway ke tempat kerja, melangkah pergi di peron menembus kerumunan. Para lelaki-lelaki kurus dengan kulit sewarna zaitun, jemari lentik, pergelangan tangan ramping, wajah berhias pangkal janggut yang kutemui di jalan, dari sudut-sudut tertentu, terlihat mirip dengannya. Setiap kali aku harus mendekat untuk mengecek, dengan jantung



berdebar, walaupun aku tahu itu tidak mungkin dia karena dia sedang terbaring sakit di California. Sebelum ini, selama tahun-tahun yang kami lalui nyaris tanpa bicara, aku melihat fotonya di mana-mana. Melihat foto-foto itu memberiku perasaan ganjil. Rasanya sama seperti menangkap kilasan diriku dalam cermin di seberang ruangan dan mengira itu orang lain, lalu menyadari itu wajahku sendiri: Dia ada di sana, menatapku dari majalah-majalah, koran-koran, dan layar-layar di kota mana pun aku berada. Itu ayahku dan tidak ada yang tahu, tapi itulah kenyataannya. Sebelum berpamitan, aku pergi ke kamar mandi untuk menyemprotkan penyegar sekali lagi. Semprotan itu alami, yang artinya setelah beberapa menit berlalu aromanya tidak lagi tajam seperti mawar, tapi berbau busuk dan lembap seperti rawa, walaupun saat itu aku tidak menyadarinya. Sewaktu aku masuk ke kamarnya, Ayah tengah bersiap untuk berdiri. Aku mengamatinya menyatukan kedua tungkai dalam satu lengan, memutar tubuhnya sembilan puluh derajat dengan menekan kepala tempat tidur menggunakan lengan satunya, kemudian mengerahkan kedua lengan untuk mengangkat tungkainya melewati pinggiran tempat tidur dan memijak lantai. Ketika kami berpelukan, aku bisa merasakan tulang belakangnya, tulang rusuknya. Dia berbau apak, seperti keringat obat. "Nanti aku kembali lagi," kataku. Kami melepaskan pelukan, dan aku mulai berjalan pergi. "Lis?" "Ya?" "Baumu seperti toilet." [Mizan, Mizan Publishing, Qanita, Fiksi, Kisah, Keluarga, Dewasa, Indonesia]

**Know Your Value** Mika Brzezinski, 2018-09-25 The bestselling motivational guide that TheAtlantic.com calls a rallying cry for women to get the money they deserve. Why are women so often overlooked and underpaid? What are the real reasons men get raises more often than women? How can women ask for -- and actually get--the money, the job, the recognition they deserve? Prompted by her own experience as cohost of Morning Joe, Mika Brzezinski asked a wide range of successful women to share the critical lessons they learned while moving up in their fields. Power players such as Facebook's Sheryl Sandberg, Senator Elizabeth Warren, Harvard's Victoria Budson, comedian Susie Essman, and many more shared their surprising personal stories. They spoke candidly about why women are paid less and the pitfalls women face -- and play into. Now expanded to address gender dynamics in the #MeToo era, Know Your Value blends compelling personal stories with the latest research on why many women don't negotiate their compensation, why negotiating aggressively usually backfires, and what can be done about it. For any woman who has ever wondered if her desire to be liked can be a liability (yes), if there is a way to reclaim her contribution after it's been co-opted in a meeting (yes), and if there are strategies men use to get ahead that women should too (yes!), Know Your Value provides vital advice to help women be their own best advocates.

**Bully Market** Jamie Fiore Higgins, 2023-05-02 A "riveting and powerful" (Gretchen Carlson, cofounder of Lift Our Voices) insider's account on Wall Street where greed coupled with misogyny and discrimination enforces a culture of exclusion in the upper echelons of Goldman Sachs. Jamie Fiore Higgins became one of the few women at the highest ranks of Goldman Sachs. Spurred on by the obligation she felt to her working-class immigrant family, she rose through the ranks and saw it all: out-of-control, lavish parties flowing with never-ending drinks; affairs flouted in the office; rampant drug use; and

most pervasively, a discriminatory culture that seemed designed to hold back the few women and people of color employed at the company. Despite Goldman Sachs having the right talking points and statistics, Fiore Higgins soon realized that these provided a veneer to cover up what she found to be an abusive culture. Her “engrossing” (Julie Battilana and Tiziana Casciaro, authors of *Power, for All*) account is one filled with shocking stories of harassment and jaw-dropping tales of exclusionary behavior: when she was told she only got promoted because she is a woman; when her coworkers moaned at her after she pumped for her fourth child, defying the superior who had advised her not to breastfeed; or when a male boss used a racial epithet in front of her, other colleagues, and clients without any repercussions. *Bully Market* “exposes the #MeToo movement’s unfinished work on Wall Street” (Meighan Stone, author of *Awakening: #MeToo and the Global Fight for Women’s Rights*) sounds the alarm on the culture of finance and corporate America, while offering clear, actionable ideas for creating a fairer workplace. Both a revealing, extraordinary look at the industry and a top Wall Streeter’s explosive personal story, *Bully Market* is an essential account of one woman’s experience in a flawed system that speaks to the challenge and urgency for change.

**Architects of Intelligence** Martin Ford, 2018-11-23 Financial Times Best Books of the Year 2018 TechRepublic Top Books Every Techie Should Read Book Description How will AI evolve and what major innovations are on the horizon? What will its impact be on the job market, economy, and society? What is the path toward human-level machine intelligence? What should we be concerned about as artificial intelligence advances? *Architects of Intelligence* contains a series of in-depth, one-to-one interviews where New York Times bestselling author, Martin Ford, uncovers the truth behind these questions from some of the brightest minds in the Artificial Intelligence community. Martin has wide-ranging conversations with twenty-three of the world's foremost researchers and entrepreneurs working in AI and robotics: Demis Hassabis (DeepMind), Ray Kurzweil (Google), Geoffrey Hinton (Univ. of Toronto and Google), Rodney Brooks (Rethink Robotics), Yann LeCun (Facebook), Fei-Fei Li (Stanford and Google), Yoshua Bengio (Univ. of Montreal), Andrew Ng (AI Fund), Daphne Koller (Stanford), Stuart Russell (UC Berkeley), Nick Bostrom (Univ. of Oxford), Barbara Grosz (Harvard), David Ferrucci (Elemental Cognition), James Manyika (McKinsey), Judea Pearl (UCLA), Josh Tenenbaum (MIT), Rana el Kaliouby (Affectiva), Daniela Rus (MIT), Jeff Dean (Google), Cynthia Breazeal (MIT), Oren Etzioni (Allen Institute for AI), Gary Marcus (NYU), and Bryan Johnson (Kernel). Martin Ford is a prominent futurist, and author of Financial Times Business Book of the Year, *Rise of the Robots*. He speaks at conferences and companies around the world on what AI and automation might mean for the future. Meet the minds behind the AI superpowers as they discuss the science, business and ethics of modern artificial intelligence. Read James Manyika’s thoughts on AI analytics, Geoffrey Hinton’s breakthroughs in AI programming and development, and Rana el Kaliouby’s insights into AI marketing. This AI book collects the opinions of the luminaries of the AI business, such as Stuart Russell (coauthor of the leading AI textbook), Rodney Brooks (a leader in AI robotics), Demis Hassabis (chess prodigy

and mind behind AlphaGo), and Yoshua Bengio (leader in deep learning) to complete your AI education and give you an AI advantage in 2019 and the future.

**Heads I Win, Tails I Win** Spencer Jakab, 2016-07-12 INVESTING IS ONE OF THE FEW AREAS IN LIFE WHERE EVEN VERY SMART PEOPLE LET HOPE TRIUMPH OVER EXPERIENCE According to Wall Street Journal investing columnist Spencer Jakab, most of us have no idea how much money we're leaving on the table—or that the average saver doesn't come anywhere close to earning the "average" returns touted in those glossy brochures. We're handicapped not only by psychological biases and a fear of missing out, but by an industry with multimillion-dollar marketing budgets and an eye on its own bottom line, not yours. Unless you're very handy, you probably don't know how to fix your own car or give a family member a decent haircut. But most Americans are expected to be part-time fund managers. With a steady, livable pension check becoming a rarity, we've been entrusted with our own finances and, for the most part, failed miserably. Since leaving his job as a top-rated stock analyst to become an investing columnist, Jakab has watched his readers—and his family, friends, and colleagues—make the same mistakes again and again. He set out to evaluate the typical advice people get, from the clearly risky to the seemingly safe, to figure out where it all goes wrong and how they could do much better. Blending entertaining stories with some surprising research, Jakab explains ·How a typical saver could have a retirement nest egg twice as large by being cheap and lazy. ·Why investors who put their savings with a high-performing mutual fund manager end up worse off than if they'd picked one who has struggled. ·The best way to cash in on your hunch that a recession is looming. ·How people who check their brokerage accounts frequently end up falling behind the market. ·Who isn't nearly as good at investing as the media would have you think. He also explains why you should never trust a World Cup-predicting octopus, why you shouldn't invest in companies with an X or a Z in their names, and what to do if a time traveler offers you economic news from the future. Whatever your level of expertise, Heads I Win, Tails I Win can help you vastly improve your odds of investment success.

**Broad Band** Claire L. Evans, 2018-03-06 If you loved Hidden Figures or The Rise of the Rocket Girls, you'll love Claire Evans' breakthrough book on the women who brought you the internet--written out of history, until now. This is a radically important, timely work, says Miranda July, filmmaker and author of The First Bad Man. The history of technology you probably know is one of men and machines, garages and riches, alpha nerds and programmers--but from Ada Lovelace, who wrote the first computer program in the Victorian Age, to the cyberpunk Web designers of the 1990s, female visionaries have always been at the vanguard of technology and innovation. In fact, women turn up at the very beginning of every important wave in technology. They may have been hidden in plain sight, their inventions and contributions touching our lives in ways we don't even realize, but they have always been part of the story. VICE reporter and YACHT lead singer Claire L. Evans finally gives these unsung female heroes their due with her insightful social history of the Broad Band, the women who made

the internet what it is today. Seek inspiration from Grace Hopper, the tenacious mathematician who democratized computing by leading the charge for machine-independent programming languages after World War II. Meet Elizabeth Jake Feinler, the one-woman Google who kept the earliest version of the Internet online, and Stacy Horn, who ran one of the first-ever social networks on a shoestring out of her New York City apartment in the 1980s. Join the ranks of the pioneers who defied social convention to become database poets, information-wranglers, hypertext dreamers, and glass ceiling-shattering dot com-era entrepreneurs. This inspiring call to action shines a light on the bright minds whom history forgot, and shows us how they will continue to shape our world in ways we can no longer ignore. Welcome to the Broad Band. You're next.

*Emmy in the Key of Code* Aimee Lucido, 2019 Sixth-grader Emmy tries to find her place in a new school and to figure out how she can create her own kind of music using a computer.

**Girl Code** Cara Alwill, 2017-07-04 Women around the world have responded to Cara Alwill Leyba's *Girl Code* with a resounding YES. Companies like Kate Spade and Macy's have brought her in to teach "the Code." Inc. magazine named *Girl Code* one of the "Top 9 Inspiring Books Every Female Entrepreneur Should Read" alongside *Lean In*, #Girlboss, and *Thrive*. A few years ago, I made a crazy claim in the first edition of *Girl Code*: that in today's competitive marketplace, the fiercest thing a female entrepreneur can do is to support other women. Something dynamic happens when women genuinely show up for each other. When we lose the facades, cut the bullsh\*t, and truly have each other's backs. When we stop pretending everything is perfect, and show the messy, beautiful parts of ourselves and our work—which all look awfully similar. When we talk about our fears, our missteps, and our breakdowns. And most importantly, when we share our celebrations, our breakthroughs, and our solutions. I'm convinced that there's no reason to hoard information, connections, or insight. Wisdom is meant to be shared, so let's start sharing what we've learned to make each other better. Let's start building each other up. Let's live up to our potential and start ruling the world. *Girl Code* is a roadmap for female entrepreneurs, professional women, "side hustlers" (those with a day job plus a part-time small business), and anyone in between. This book won't teach you how to build a multimillion-dollar company. It won't teach you about systems or finance. But it will teach you how to build confidence in yourself, reconnect with your "why," eradicate jealousy, and ultimately learn the power of connection. Because at the end of the day, that's what life and business are all about.

Survival of the Prettiest Nancy Etcoff, 2011-02-02 A provocative and thoroughly researched inquiry into what we find beautiful and why, skewering the myth that the pursuit of beauty is a learned behavior. In *Survival of the Prettiest*, Nancy Etcoff, a faculty member at Harvard Medical School and a practicing psychologist at Massachusetts General Hospital, argues that beauty is neither a cultural construction, an invention of the fashion industry, nor a backlash against feminism—it's in our biology. Beauty, she explains, is an essential and ineradicable part of human nature that is revered and ferociously pursued in nearly every civilization—and for good reason. Those features to which we are most attracted are often signals of

fertility and fecundity. When seen in the context of a Darwinian struggle for survival, our sometimes extreme attempts to attain beauty—both to become beautiful ourselves and to acquire an attractive partner—suddenly become much more understandable. Moreover, if we understand how the desire for beauty is innate, then we can begin to work in our own interests, and not just the interests of our genetic tendencies.

## Reviewing **Brotopia Breaking Up The Boys Club Of Silicon Valley** : Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Brotopia Breaking Up The Boys Club Of Silicon Valley** ," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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