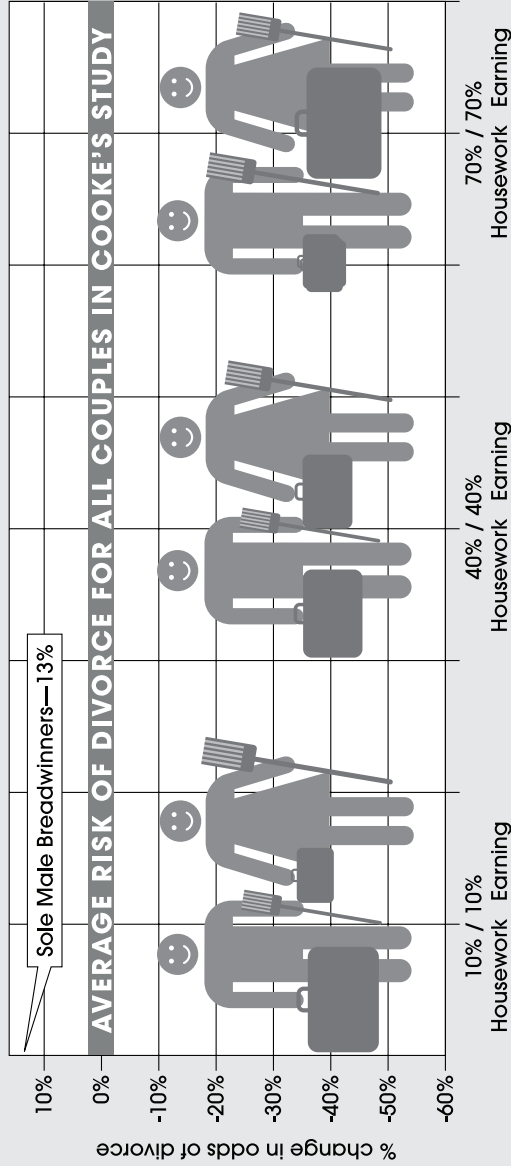
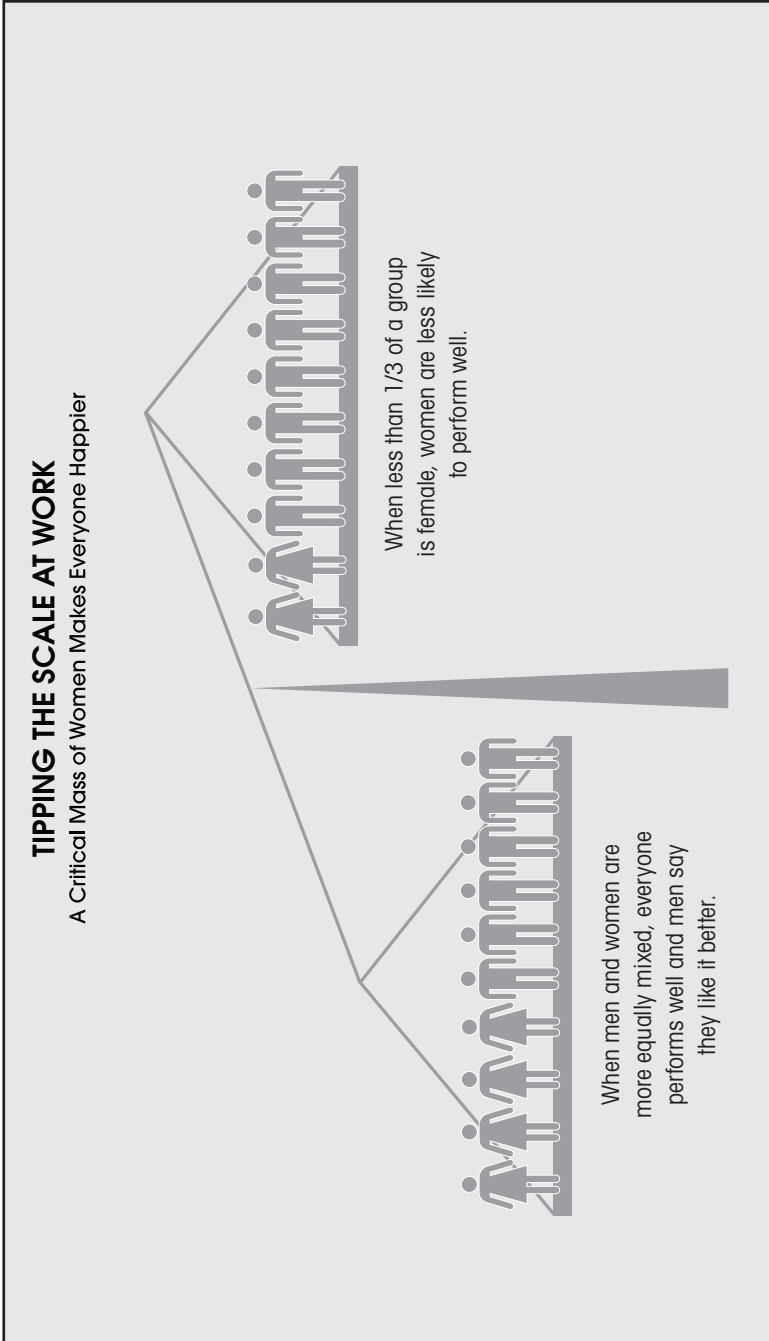


SHARING ROLES LOWERS DIVORCE RISK—A LOT!



- ▶ For sole-male-breadwinner couples where the husband did no housework, the odds of divorce were 13% higher than the average.
- ▶ Divorce risk drops sharply when a wife has a job, even if she earns little money and the husband does little housework.
- ▶ At 50/50, the odds of divorce were 48% lower than the average.
- ▶ Couples who split roles approximately 40/40 had the lowest divorce risk, 51% below the average.

What Women Gain from Working Motherhood



RESOURCES

“Be the change you wish to see in the world,” Gandhi said. Here is our short list of resources that’s helped us see how we might do that in our own lives.

PARENTING AND FAMILY

Ask the Children: The Breakthrough Study That Reveals How to Succeed at Work and Parenting, Ellen Galinsky. New York: William Morrow, 1999.

Want to know what kids think about working parents? The Families and Work Institute surveyed more than 100 children from various kinds of families to reveal how the children feel their parents’ work lives are affecting life at home, and what parents can do to be more successful in both arenas.

Blackwell Handbook of Early Childhood Development, Kathleen McCartney and Deborah Phillips, eds. Malden, MA: Blackwell Publishing, 2006.

This book gets you behind the headlines to learn what top child-development researchers are finding.

The Blessings of a Skinned Knee: Using Jewish Teachings to Raise

Self-Reliant Children, Wendy Mogel. New York: Scribner, 2008.

Joanna's favorite parenting book; very practical advice for all parents.

"Childcare Research at the Dawn of a New Millennium: An Update," Sarah Friedman, Ted Melhuish, and Candace Hill. In: Gavin Bremner and Theodore Wachs, eds. *Wiley-Blackwell Handbook of Infant Development, Second Edition*. Oxford: Wiley-Blackwell, 2009.

A hot-off-the-press overview of current research findings on child care by former chief scientists for the NICHD study discussed in Chapter 1.

Einstein Never Used Flashcards: How Our Children Really Learn—and Why They Need to Play More and Memorize Less, Kathy Hirsh Pasek. Emmaus, PA: Rodale, 2004.

If you worry your child can't compete unless you pack his schedule with fancy extracurriculars, think again. Pasek, a psychology professor, explains why chores and free time will help your child more.

Having It All: How Equally Shared Parenting Works, Francine M. Deutsch. Cambridge, MA: Harvard University Press, 2000. A comprehensive study of equally shared parenting. Strong discussion of the philosophical underpinnings of equal parental involvement.

What We Know About Childcare, Alison Clarke-Stewart and Virginia D. Allhusen. Cambridge, MA: Harvard University Press, 2005.

Very accessible research by NICHD investigators from the University of California, which puts forth new insights on the child-care system and offers guidance for making the difficult decision about alternative care for your child.

ACTIVE FATHERHOOD

Family Man: Fatherhood, Housework, and Gender Equity, Scott Coltrane. New York: Oxford University Press USA, 1997.

Sociologist Coltrane conducted many interviews with couples in the early 1990s and offers a broad array of ways men and women look at sharing the load as well as a look into the evolution of man's role in the family.

Father Courage: What Happens When Men Put Family First, Suzanne Braun Levine. Orlando, FL: Harcourt, 2000.

Inspirational stories of men who are really involved in the lives of

Resources

their children.

Marathon Dad: Setting a Pace That Works for Working Fathers, John Evans. New York: Harper Perennial, 1999.

A good, practical discussion of fathers who get involved in their children's lives. Good suggestions for working dads.

Working Fathers: New Strategies for Balancing Work and Family, James A. Levine and Todd L. Pittinsky. San Diego: Harvest Books, 1998.

If you need any evidence that men want change as much as women do, read this compelling book. Based on talks with smart managers and successful dads, the authors show what has to change in companies and homes to let fathers get more time with their kids.

MARRIAGE

And Baby Makes Three: The Six-Step Plan for Preserving Marital Intimacy and Rekindling Romance After Baby Arrives, John M. Gottman and Julia Schwartz Gottman. New York: Three Rivers Press, 2008.

Suggestions from a preeminent marriage expert on how to get through the rough patches after your baby is born.

How Can I Get Through to You? Closing the Intimacy Gap Between Men and Women, Terrence Real. New York: Fireside, 2002.

How do you talk to the person you love about difficult things? Therapist Terrence Real gives you the words to try.

Kidding Ourselves: Breadwinning, Babies, and Bargaining Power, Rhona Mahoney. New York: BasicBooks, 1995.

How did so many women end up in marriages less equal than they expected? Mahoney helps us see how easily this happens when women overlook their BATNA.

The Lazy Husband: How to Get Men to Do More Parenting and Housework, Joshua Coleman. New York: St. Martin's Griffin, 2006.

If courage and a peaceful approach is what you need to start the 50/50 conversation, this book is very helpful. Funny and practical, marriage therapist Coleman shares the steps that help his patients find more fairness.

Love Between Equals: How Peer Marriage Really Works, Pepper Schwartz. New York: The Free Press, 1995.

A discussion of the positives and negatives of a 50/50 marriage.

Book compares “peer” marriages with “traditional” marriages and “near-peer” marriages, and strongly outlines the benefits of the equal “peer” marriages.

Marriage, a History: How Love Conquered Marriage, Stephanie Coontz. New York: Penguin, 2006.

A great read on the quirky and occasionally sordid history of marriage from prehistory to the present. Coontz helps us see that we live in a very new time where equality in marriage requires a set of skills that our grandparents weren't required to cultivate.

Parenting Partners: How to Encourage Dads to Participate in the Daily Lives of Children, Robert Frank and Kathryn E. Livingston. New York: St. Martin's Press, 2000.

Dr. Robert Frank, a family therapist and stay-at-home dad, provides specific tips for fathers, from sharing the “on call” duty in emergencies to negotiating downtime, to create a more balanced living situation at home.

Role-Sharing Marriage, Audrey D. Smith and William J. Reid. Irvington, NY: Columbia University Press, 1986.

Engaged in a role-sharing marriage themselves, the authors describe their conclusions from in-depth interviews with sixty-four couples who share earning power, household tasks, and child-care responsibilities. Good discussions on how domestic labor negotiations occur in each marriage.

When Partners Become Parents: The Big Life Change for Couples, Carolyn Pape Cowan and Philip A. Cowan. Philadelphia, PA: Lawrence Erlbaum Associates, 2000.

Marriage guru John Gottman says this is “the most important book on the prevention of divorce that has ever been written,” and we agree. The Cowans share how their group training for new-parent couples teaches men and women to speak openly about their frictions—and see that they are not alone.

WORKING MOTHERHOOD

42 Rules for Working Moms, Laura Lowell, ed. Super Star Press, 2008.

Super practical advice for working moms, with suggestions on how to avoid guilt and why it's okay to be selfish sometimes. Also has a great sense of humor.

The Comeback: Seven Stories of Women Who Went from Career to

Resources

Family and Back Again, Emma Gilbey Keller. New York: Bloomsbury, 2008.

Offers good insights on what women experience when they try to return to the workforce, and how it can be done.

The Feminine Mistake: Are We Giving Up Too Much?, Leslie Bennetts. New York: Voice, 2008.

All the stories you'll need to see that everyone needs a paycheck, no matter whom they marry.

Flux: Women on Sex, Work, Love, Kids and Life in a Half-Changed World, Peggy Orenstein. New York: Anchor, 2001.

Orenstein gives an intimate and politically astute vision of how women in their twenties, thirties, and forties negotiate life in a world only half-changed by feminism. Discussion of how both the home life and workplace need to change for women to be successful in each arena.

Getting It Right: How Working Mothers Successfully Take Up the Challenge of Life, Family and Career, Laraine T. Zappert. New York: Touchstone, 2002.

A clinical psychologist and working mother, Zappert interviewed three hundred Stanford MBA students about work and family. Short on practical advice, but good inspirational stories.

Get to Work... And Get a Life, Before It's Too Late, Linda R. Hirshman. New York: Penguin, 2007.

While we disagree with some of her solutions, such as having only one child, Hirshman gives a very intelligent argument that women are creating their own glass ceiling by staying home and harming all women in society. Definitely worth reading and discussing.

Mommy Wars: Stay-at-Home and Career Moms Face Off on Their Choices, Their Lives, Their Families, Leslie Morgan Steiner, ed. New York: Random House, 2007.

Intelligently written stories by moms who stay at home and moms who work. Shows the complexity involved in this decision for each individual and the soul-searching behind these choices.

Not Guilty! The Good News for Working Moms, Betty Holcomb. New York: Touchstone, 2000.

A well-written argument against working-mom guilt.

Not Your Mother's Life: Changing the Rules of Work, Love and Family, Joan K. Peters. Cambridge, MA: Da Capo Press, 2002.

Wise advice for women, arguing that we don't have to choose between becoming workaholics or stay-at-home moms. Good discussion of how to find balance.

Opting In: Having a Child Without Losing Yourself, Amy Richards.

New York: Farrar, Straus and Giroux, 2008.

A refreshing book reminding us that there is no “appropriate” way to be a mother, urging us all to forge our own paths.

Perfect Madness: Motherhood in the Age of Anxiety, Judith Warner. New York: Riverhead, 2006.

Another of our favorite parenting books, Warner discusses hyperparenting and the pressures on both parents and children today to be perfect.

This is How We Do It: The Working Mother’s Manifesto, Carol Evans. New York: Hudson Street Press, 2006.

More great examples of how working moms do their thing—happily—by the editor of *Working Mother* magazine.

CAREER AND WORKPLACE

Coming Up for Air: How to Build a Balanced Life in a Workaholic World, Beth Sawi. New York: Hyperion, 2000.

Sharon read this eye-opening book on her first vacation as a pregnant woman—between faxes from the office. Sawi shares how great world leaders, from Churchill to Confucius, fought to conserve time so they could focus on what mattered.

Finding Time: How Corporations, Individuals, and Families Can Benefit from New Work Practices, Leslie A. Perlow. Ithaca, NY: Cornell University Press, 1997.

Harvard Business School’s Perlow shows how, even in the most intense work cultures, there is plenty of wasted time that can be reengineered so that we can get home to our families—and why that’s great for the bottom line.

Giving Notice: Why the Best and Brightest Are Leaving the Workplace and HOW YOU CAN HELP THEM STAY, Freeda Kapor Klein. San Francisco: Jossey-Bass, 2008.

Klein, a pioneer of diversity efforts in some of the most respected U.S. companies, tells why all the diversity dollars aren’t having their desired effect—and why we still have lots of work to do.

Naked in the Boardroom: A CEO Bares Her Secrets So You Can Transform Your Career, Robin Wolaner. New York: Fireside, 2005.

Fun, helpful advice from a female former Time Warner executive that focuses on building your career and how women can succeed at work in today’s environment.

Resources

Tempered Radicals: How Everyday Leaders Inspire Change at Work, Debra E. Meyerson. Boston, MA: Harvard Business School Press, 2003.

Want the phrase to explain why you have to leave before six? Meyerson interviewed successful professionals to see how they advocated—gently—for change across lines of ethnicity, gender, and sexual orientation.

FOR KIDS

Mommy and Daddy Are Going on a Trip, Ricki Booker. www.changeisstrange.com. Change is Strange, 2004.

Highly recommended by Sharon's daughter. Part of a great series of books by a Nickelodeon vet and a team of child-development specialists.

ONLINE

Equally Shared Parenting, www.equallysharedparenting.com.

Excellent website by the Vachons, a couple who strongly advocate equally shared parenting—what they call 50/50. Provides real-life testimonials, tools to achieve the balance between work and life, and breaks down the benefits and challenges of working toward equally shared parenting.

Mommy Track'd, www.mommytrackd.com.

A lighthearted but informative resource that offers working moms a survival guide for both home and office, as well as articles on working mothers in current affairs, from pop culture to politics. The site offers helpful and practical tools for parents, such as organizational sheets and discounts from their sponsors.

MomsRising, www.momsrising.org.

The website for MomsRising, a nonprofit organization that seeks to create a family-friendly America, in both public policy and within corporations. The organization is cause-oriented, and the site provides updates on its progress, from standardizing paid maternity and paternity leave to securing accessible and cost-effective day care and health care for children.

NICHD Study of Early Child Care and Youth Development, <http://www.nichd.nih.gov/research/supported/seccyd.cfm>.

Getting to 50/50

This is the research from the NICHD study on child care. You can also go to our website, www.Gettingto5050.com, for a three-page summary from NICHD's parent booklet that shows you what to look for when you go shopping for child care, including the child/caregiver ratio recommended by the American Association of Pediatrics and a checklist of qualities you should watch for in potential caregivers.

Parentopia, www.parentopia.net.

A website by Aviva Pflock and Devra Renner, the authors of *Mommy Guilt: Learn to Worry Less, Focus on What Matters Most, and Raise Happier Kids*, who promote increasing pleasure in parenting issues in the news and topical and thoughtful real-life stories from the authors.

STRIDE slides, <http://sitemaker.umich.edu/advance/stride>.

This PowerPoint presentation was developed by the University of Michigan STRIDE program to help hiring committees in math, science, and medicine understand research on bias and learn to keep their own bias in check. Share it with your hiring managers—or, if you work at a big organization, with the leaders focused on diversity. Data often speak for themselves—and inspire fresh thinking.

ThirdPath Institute, www.thirdpath.org.

ThirdPath Institute is a nationally based organization that provides educational materials as well as coaching and training sessions in “Shared Care,” their version of 50/50. The goal: to help parents redesign work and family environments to create more time for life.