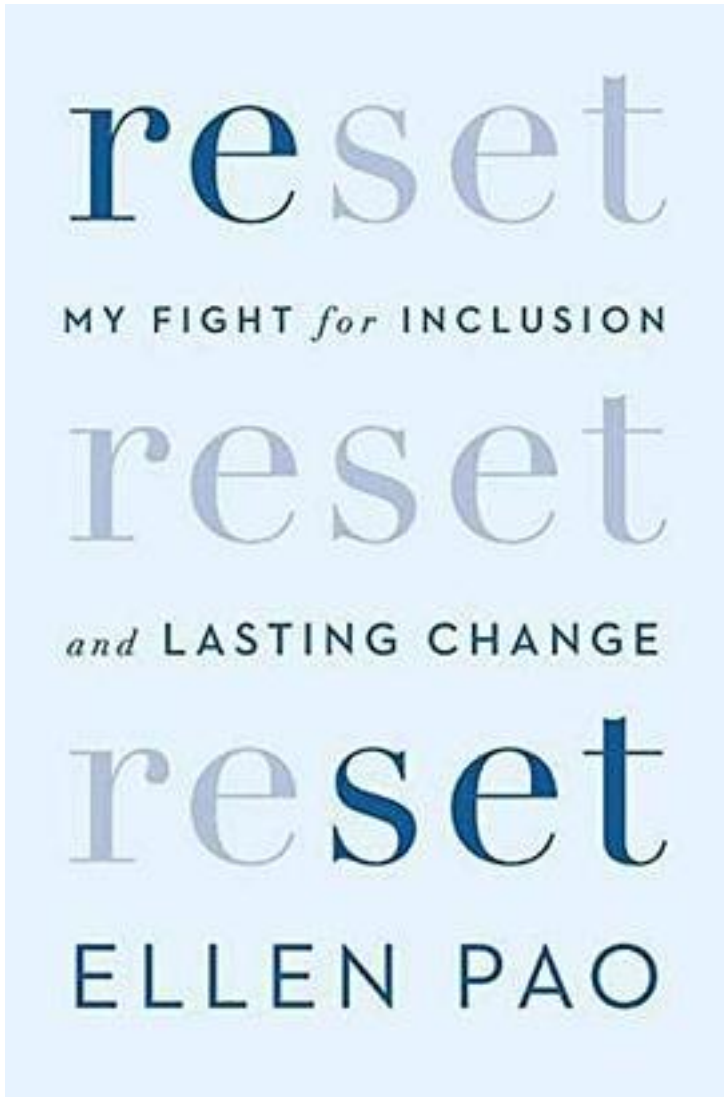


Reset



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著者:Ellen Pao

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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

“[*Reset* delineates] the very fine line that a professional woman in a male-dominated field will, at some point, most likely find herself treading: ‘Is it possible that I am really too ambitious while being too quiet while being too aggressive while being unlikable?’ . . . The genteel chauvinism of the enlightened elites at Kleiner Perkins . . . carried with it the sting of betrayal. They promised her a meritocracy and gave her a glass ceiling instead: ‘It just wasn’t fair.’ She’s right.” —The New York Times Book Review

Review

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“If Sheryl Sandberg’s *Lean In* has been the handbook for the rising female executive over the last decade, Ellen Pao’s book [Reset] is its logical companion and should be read alongside it as a staple in every business course.” —Wired

“[Ellen Pao’s] bravery in filing the lawsuit made her a hero to many women and helped change the conversation around sexism in tech. Now, Pao is back . . . with a new book, *Reset*, which takes readers behind the scenes of the roller coaster she’s been on.” —Marie Claire

“The gender discrimination trial that rocked Silicon Valley may be long over but [Ellen Pao’s] fight is not. And [she] has a message for the white male-dominated tech industry: It’s time for a ‘reset.’ . . . [Reset] is Pao’s defiant post-mortem on her tenure at Kleiner Perkins Caufield & Byers and the stormy courtroom battle that followed.” —USA Today

“Ellen Pao was one of the earliest voices sounding the alarm about bias and discrimination in the tech world. *Reset* explores the all-too-common challenges she faced and provides an instructive blueprint for equity and fairness.” —Katie Couric

“In [Reset,] Ellen Pao details both the necessity and cost of speaking up. She has been open in discussing the challenges she faced as a woman of color trying to foment change in Silicon Valley.” —Lindy West, The New York Times

“Powerful . . . Sexism in the tech industry is real, pervasive and extremely damaging, as . . . Ellen Pao’s forthcoming book makes clear. . . . There can be no conversation about women in tech without tackling the issue head-on. And thanks to Pao’s lawsuit, that’s what’s been happening for the past few years. . . . Pao opened the floodgates.” —HuffPost

“Ellen Pao [is] a phenomenal woman. . . . For anyone who cherishes the illusion that the tech industry is somehow superior to, say, investment banking, Pao’s book will come as a shock. . . . They say a fish rots from the head down. Same goes for Silicon Valley.” —The Guardian

“Vivid [and] fascinating reading . . . The Broadsheet covered the Pao trial extensively, but it’s a very different experience to read her words now. . . . Her willingness to come forward paved the way for [other] whistleblowers. . . . The ‘Pao effect’ . . . is real—and, it seems, just beginning to make its influence felt.” —Fortune

“When women assert ourselves, we confirm the bias against us, unconscious and otherwise. When we speak out, we identify ourselves as troublemakers. This is why I look forward to reading Ellen Pao’s account of her tribulations in Silicon Valley.” —Catherine Mayer, New York Times

“Ellen Pao courageously confronted Silicon Valley’s venture capital world by calling out bias and discrimination. She emerged from a public trial, media frenzy, and a fierce battle against online harassment with her strength, spirit, and voice intact. In *Reset*, with deep intelligence and a gift for storytelling, Pao movingly and passionately recounts her path to activism and advocacy. Her book offers a rare glimpse into the gender roles and stereotypes that still pervade one of the world’s most profitable trading centers.” —Henry Louis Gates, Jr.

“[In *Reset*,] Pao shares her story—the fascinating arc of her career and the bias and discrimination she encountered along the way, from Harvard Business School up through her time as CEO of Reddit. . . . To women throughout the tech industry—and to women in similarly male-dominated fields—she was a hero.” —Mashable

“Ellen Pao draws back the curtain in a book that will likely roar through Silicon Valley and beyond. She reveals in detail her experiences as a woman working in the world of tech and gives voice to the experiences of women working across many professions in America today. Writing transparently was courageous, and Pao is hoping it will help people of all backgrounds rise. This woman has guts.” —Ann Curry

作者介绍:

Ellen K. Pao is a tech investor, a diversity and inclusion activist at the Kapor Center for Social Impact, the former CEO of reddit, and a cofounder of the award-winning diversity and inclusion nonprofit Project Include. Her writing has appeared in *The Washington Post*, *Time*, *Lenny*, and *Recode*. She has earned an electrical engineering degree from Princeton and law and business degrees from Harvard.

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标签

美国

女性成长

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评论

原来硅谷和风投那边职场上的性别歧视像喝水一样常见，整本书看下去都没法乐观起来。但是这官司打得的确有意义，这种勇气和胆识超越了她从小亚洲家庭教育的传统观念。

I do think everyone should read it.

叙事流畅，起诉VC大佬Kleiner Perkins性别歧视勇气可嘉！这书往后positioning不稳，Pao越写越有些气恼喊不公的感觉。并非没有不公，并非受害人不可喊。而是这一气恼便少了斗士之气，少了谋士之风。但仍然感谢Pao不畏惧钱势，感谢她写了这本书！

硅谷风投圈的性别不平等。前期优越感若隐若现，后面越来越真诚，作者的成长也有迹可循。虽然自己能做的极为有限，但是佩服真正在为性别平等做事情的人。

性骚扰和职场歧视感觉很难搜证，再加上在职同事自保，离职同事为了自己的声誉着想就难上加难。但职场毕竟是不是只拼能力和苦干，情商也得在线，感觉作者这点差点意思。不过整体故事性很强，文笔非常吸引人，逻辑完整，只是写作手法也很值得学习。

为她的勇气和魄力起立鼓掌

能够反思自己的privilege并且move beyond what she's been taught as a second generation Asian immigrant (keep your head down and just work twice as hard), 为自己发声、其他人发声…… EP is a truly powerful person.

满满的无奈 - in the world, being a man matters....以自身经历来看，金融界投行里的性别歧视真的非常严重...plus - nz性别平等前十据说...应该跟比较落后的投资行业发展也有关系吧

读得挺压抑 硅谷这个brotopia性别歧视司空见惯 作者一上来介绍自己的教育背景感觉就是很典型的abc家庭 但是越读到后面越觉得更有力量 很多时候这种歧视是death by a thousand cuts 一点点microaggression积累起来

对女性的歧视哪都存在……

三星半 负能量鸡汤 直男癌晚期的VC界 连有钱才是硬道理这种大实话都讲出来了 不然怎么能打得起官司! 相较之下觉得鄙组织的工作环境还可以了!

She roared, loud enough to make us hear.

听的一本，开始是看了一遍诉讼的报道，然后听了recode的访谈。觉得内向的analytical的人怎么来学习自己比generalize to gender or race更重要吧。Ellen Pao writes good though.

We shouldn't be discouraged after one knockback, and that speaking up against injustices can have wide-reaching effects.

在indigo里看到在卖，就买来看看

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书评

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