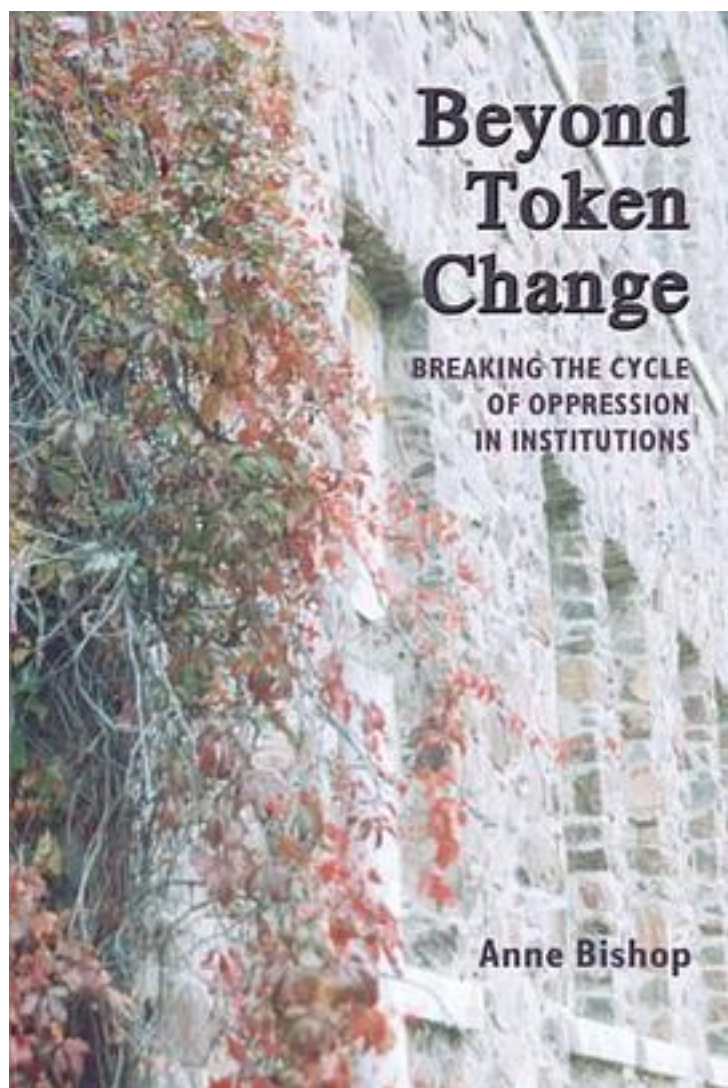


# Beyond Token Change



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Using a case study as its starting point, this guide examines the patterns of oppression built into organizations and institutions. Such systems of discrimination and oppression originate not with individuals within the institution, but rather the dynamics within the institutions themselves. Attention is given to the tactics employed to achieve equality and overcome oppressive attitudes in the workplace. According to this analysis, the true test of an institution's intentions is whether its policies achieve only token change or transform its deeper structure.

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目录:

[Beyond Token Change\\_ 下载链接1\\_](#)

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