

Maclean, Nancy. *Freedom is not enough: the opening of the American workplace*. New York: Russell Sage Foundation; Harvard University Press. 2006. 454 pp. ISBN: 978-0-674-01909-6

MacClean seeks to restore credit for removing workplace discrimination to the grassroots civil rights movement that from the mid-1950s tried to win economic inclusion for African Americans and other groups that had been systematically excluded. Her account of the demonstrations, lawsuits, formal complaints, organizing, and lobbying led by longstanding African American organizations, and eventually joined by women, Mexican American and other minority groups, interspersed with personal stories of individual workers, reflects the author's prodigious research. The activists' efforts brought about changes that benefited all workers including more rational personnel procedures, grievance systems, and protection from discrimination and sexual harassment. While the goal of equal economic opportunity for all Americans is far from achieved, the author emphasizes the positive change in political culture that the struggle brought about, the national understanding that full citizenship, including economic security, is the birthright of all Americans.