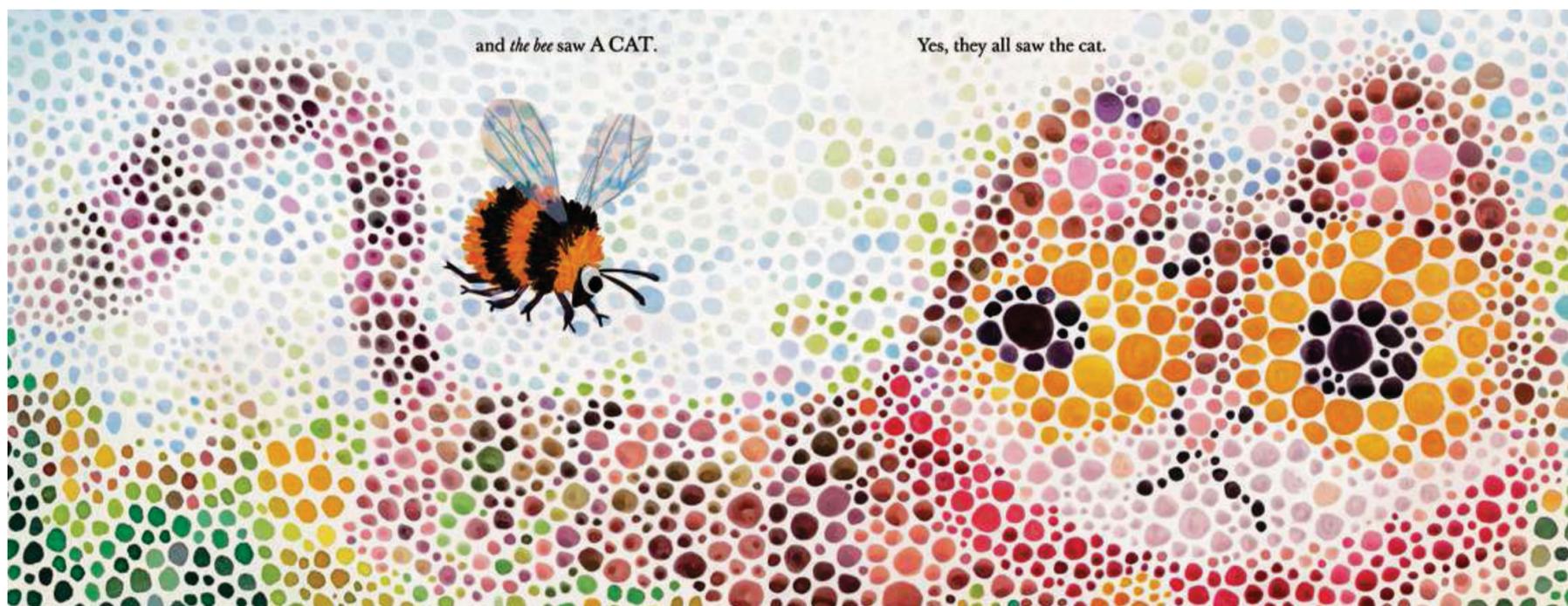


Insider

MATCH BOOK

HAVE A BOOK PROBLEM? WE HAVE THE SOLUTION.



“They All Saw a Cat”

Written and Illustrated by Brendan Wenzel
Chronicle Books, \$16.99, ages 3-6

“They All Saw a Cat” is Brendan Wenzel’s first book as both author and illustrator. But this debut doesn’t have any of the rough edges or flat notes of a rookie’s work. What it does have — in abundance — are the easy charms and wisdom of a classic.

First there is the simple text, hypnotically repetitive, which tells the story of a cat as it crosses paths with other animals. “The cat walked through the world, with its whiskers, ears, and paws . . . and the child saw A CAT, and the dog saw A CAT, and the fox saw A CAT. Yes, they all saw the cat.” It’s easy to imagine a group of toddlers chanting along, palms thumping knees to keep time with the

rhythm of the words.

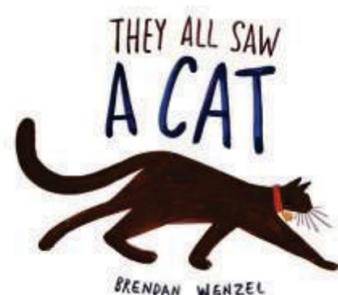
The cat comes across more animals — a bee, a flea, and a snake among them — and what lifts these encounters from the realm of nursery rhyme into fizzy, inspiring picture book stratosphere is Wenzel’s extraordinary delivery of a high concept.

Here’s the idea: The cat looks different when viewed by each animal. Cool, right? But wait. Each page is illustrated in a completely different style. Wenzel doesn’t just tweak perspectives. He creates — with marker, pencil, crayon, cut paper and watercolor, acrylic and oil pastel — a new vision of the cat for every creature. The cat in soft-focus — magnified and distorted — as seen by the fish, transforms by the next page into an angular, toothy, feline set on a sanguine background, towering over a terrified mouse.

Once you get over the marvel of the book’s creation (which I still haven’t) you can start to appreciate the perspective of the intended audience. You know, children. Science-minded little ones will want to Google, “How do bees see?” They might then boast about how they will invent dog-vision and worm-vision glasses. Older kids might bump the questions up the food chain: How do different people see the world differently?

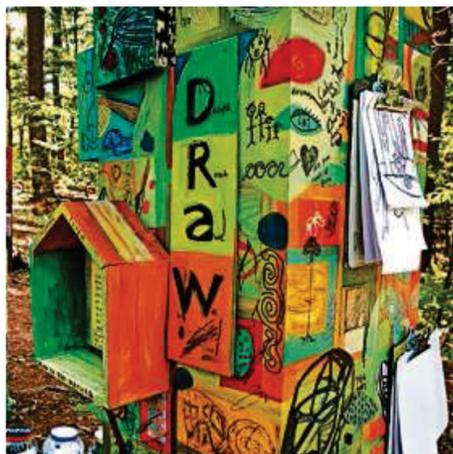
A terrific twist at the end — a linguistic and visual flip — is the perfect resolution, and will nudge the conversations back to where kids are most comfortable, themselves. Empathy and self-reflection may seem like lofty goals for a picture book, but Wenzel scores big with both through his extraordinary vision.

NICOLE LAMY



PERIPHERAL VISION

THINGS YOU SEE (AND MIGHT NOT NOTICE) IN AND AROUND BOSTON



PHOTOS BY CRAIG F. WALKER/GLOBE STAFF

Among the sculptures at Kennard Park are Carolyn Kraft’s “Sacred Space” (above left), pieces by Deborah Putnoi (right), and “Hombre Pato” by Marco Vargas (top).

HERE, BUT NOT HERE

It’s easy not to notice Kennard Park in Newton Centre, which inconspicuously abuts scenic Dudley Road. I’d lived in the neighborhood for years before realizing that the forest I sped by almost every day was part of a lush, sprawling park with a walking trail, colonial stone walls, a perennial garden, and an orchard.

Now comes another gem of the park that would be easy to overlook: the Kennard Park Sculpture Trail. Initiated by a one-year-old non-profit called Friends of Kennard Park, the trail consists of 13 sculptures by local, American, and international artists. They’re scattered throughout the park, some of them literally installed within the woods so they sur-

prise you when you see them. They include Deborah Putnoi’s small ceramic pieces placed in the landscape and meant to be stumbled upon, and Carolyn Kraft’s “Sacred Space,” which offers an inviting (if mossy) place to stop and “be” in nature. “I feel people are in need of restoration, in nature,” said Kraft. “There isn’t enough around for people.”

LINDA MATCHAN

Kennard Park Sculpture Trail, 246 Dudley Road, Newton. kennardsculpturetrail.org. Through Nov. 11. To see previous Peripheral Vision columns, bostonglobe.com/section/peripheral-vision

FINDINGS

ON HEALTH AND HOME

Study: For women and raises, asking isn’t the issue

A common explanation for why men are paid more than women places the blame firmly on female shoulders: Women don’t ask for raises.

A new analysis of roughly 4,600 employees at 840 workplaces concludes this is just not true. Women ask, yet do not receive.

“You could say this is a sign of real discrimination,” says study coauthor Amanda Goodall, an associate professor at the Cass Business School in London, in an interview. She hopes the findings will take the blame for the gender pay gap away from women.

The working paper, which has not yet been peer-reviewed or published in a journal, was published online this month by co-authors Goodall, Andrew Oswald of the University of Warwick in England, and Benjamin Artz of the University of Wisconsin.

In the United States, women earn an estimated 79 percent of what men get, according to data from the US Census Bureau. The gender pay gap spans nearly every occupation and has barely budged in a decade.

To investigate the “women-don’t-ask” claim, Goodall and colleagues analyzed data from a large Australian workplace survey conducted in 2013 and 2014. Gender pay gaps and career mobility trends have been found to be similar for women across Australia, the United States, Canada, and the UK, says Goodall, so the Australian data is likely applicable to other countries.

To make the results as accurate as possible, the researchers compared like-to-like — such as males working full time and females working full time — rather than contrasting all men with all women.

To their surprise, the researchers found

no support for the idea that women ask for raises less often than men, or that they hold back for fear of being pushy or upsetting a boss. Yet when an employee did ask for a raise, males were successful 20 percent of the time, while females only received a raise 16 percent of the time. A difference of four percentage points may sound low, but it can add up to a substantial pay gap when earnings are accumulated over a number of jobs and a full career, says Goodall.

Numerous studies have found the opposite result, concluding that women are generally more reluctant to ask for money than men. In a study in the early 2000s, for example, male MBAs graduating from Carnegie Mellon University made starting salaries of 7.6 percent, or \$4,000, more than their female counterparts, primarily because most the women accepted their employer’s initial salary offer, while the majority of men asked for more.

Goodall acknowledges those findings, and says the new results could be due to changes in negotiating behavior over the last decade. The recent study also controls for factors that may have confounded past research, such as hours of work, marriage status, and education level.

And although women in the study were overall less likely than men to receive raises, there was a silver lining: In the survey, men and women under 40 were asking for and receiving the same amounts. “It is a positive sign,” says Goodall, yet she cautions that we’ll need to wait to see if the trend holds. “If, in 10 to 15 years time, the men and women are still getting the same, then we can get out the champagne.”

MEGAN SCUDELLARI



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