

Defining Diversity Principals for Community Research and Action

A unique collection of “Stories of Diversity Challenges in Community Research and Action,” edited by Director Meg Bond and Shelly Harrell of Pepperdine University, came out in the June issue of the *American Journal of Community Psychology*. The special journal issue evolved out of a desire to hear about and learn from the diversity-related challenges encountered in a day-to-day way by people engaged in community research and action.

There is a scarcity of work that explores the subtleties, contradictions, and dilemmas that emerge as professionals attempt to put the valuing of diversity into action. The literature more frequently reflects success stories that attempt to tie up very complex diversity issues

into neatly-packaged case studies or lists of specific recommendations. However, it is within the stories of the challenges that the complexity of the political, historical, social, and psychological dynamics of diversity are most evident. Thus the goals of the edited volume were to expose some of the messy dilemmas, to share examples of approaches adopted to deal with them, and to draw out themes, lessons learned, and guiding principles.

In the special issue, there are twenty-two stories written by people who have confronted multifaceted diversity dilemmas in their community research and/or action projects. One set of stories looks at issues that arise in the context of small group interventions to

Continued on page 2

Redefining Aging in the Community

Andy Hostetler and Susan Thomson have begun work on the first two phases of their project “Redefining Aging, Redefining Community,” recently funded by a Healey-Public Service Endowment Grant from UMass Lowell. With the help of two research assistants,

Kimberly Roberts from the Graduate Program in Community Social Psychology at UMass Lowell and Sally Navis from Middlesex Community College, they are currently interviewing directors and staff at Merrimack River Valley Councils on Aging and other area service providers and advocates for the elderly. The purpose of

these interviews is to identify existing community resources for older adults in the area, connections between agencies and organizations, gaps in available resources, and opportunities for interaction between people of different ages and cultural backgrounds.

Continued on page 2

CWW Associates Engage New Projects

At the heart of the CWW is the Associates Program, which serves as a hub for innovative scholarly projects and helps expand the overall resource base for exciting and consequential work that forwards the mission of CWW and the University. As it enters its third year, the Associates Program at the Center for Women and Work continues to grow. In addition to welcoming back several Associates, CWW is hosting three new scholars—Mignon Duffy, Michelle Haynes, and Susan Winning.



Michelle Haynes, CWW Faculty Associate and Assistant Professor Department of Psychology, Mignon Duffy, CWW Faculty Associate and Assistant Professor Department of Sociology, and Susan Winning, CWW Faculty Associate and Coordinator of the Labor Extension Program.

Mignon Duffy is an Assistant Professor in the Department of Sociology. Her scholarly interests include the intersections of gender, race, class, labor market inequalities, care work, families and education. The central theme of her research is focused on care work—which closely links her interest in gender inequality with work. Currently, she is in the process of writing a book proposal that is based upon a large historical quantitative study of paid care workers, focusing on the intersections of gender, race, and immigration with care in the paid labor market. Through her CWW

Continued on page 3



Staff Come From Around the World

CWW is staffed by students from across the campus and from around the world. **May Elewa** is originally from Egypt and is currently pursuing her Masters degree in Regional Economic and Social Development. She is working part-time at both the Center for Women and Work and the Center for Family, Work, and Community. Her primary work at CWW is assisting with the NSF-funded Working WISE Program. **Heather Norcross** is a second-year student in the Community Social Psychology Masters Program. Her interests include violence against women, international women's rights, and women in the workforce. At CWW, she is the Editor of the CWW newsletters and oversees much of the office support and daily work at the Center. She is also involved in planning the annual CWW forum. **Ekaterina Konovalova** is an international student recently arrived from Russia. Her background is in the advertising and marketing sphere and she is working towards a second Masters Degree in Community Social Psychology. She joined the staff at CWW for the 2006-07 year as a Research Assistant focused on studies of discrimination and health. Her interests include drawing (especially oil-painting), graphic design, and photography. **Margaret Scarsdale**, a BA/MA student in the Department of Regional Economic and Social Development, has been working with CWW to develop promotional materials. She brings her considerable background in writing and development to aide our grant writing goals.

Three undergraduate students have become valued members of our staff. **Maria Aguiar** is returning for a second year at CWW. She is a sophomore history major and works part-time as office staff. She is involved with the annual forum, website upkeep, and computer maintenance. **Cassandra Partridge** is a psychology major and a new staff member.

At CWW she is currently in charge of the cartridge recycling program and works with other staff members to keep the center active. She hails from New Hampshire and enjoys singing and snowboarding. **Laurie Santiago** is also a new staff member this year at CWW. She is a graphic design major, and her interests include drawing, design, computers, and women in graphic design professions. She provides office support and helps with center publicity.



CWW staff members from top: Ekaterina Konovalova and Heather Norcross. Bottom row is Laurie Santiago and Cassandra Partridge.

Continued from page 1

Defining Diversity Principals for Community Research and Action

increase individual awareness and sensitivity to diversity. A second set of stories describes issues that emerged when working to address intergroup relations—some doing so within a particular setting, like a school, community-based organization, or religious institution; and others doing so within a broader community. A final set of stories deals with diversity issues that emerged in the context of forming research partnerships. The final article explores the themes that arose within and across stories, and proposes three general principles for working with diversity in community research and action.

Continued from page 1

Redefining Aging in the Community

In conjunction with the project, Susan Thomson has recently received approval for a new spring semester course at Middlesex Community College on "Aging in a Multicultural Society." Using an anthropological approach, this course will explore cross-cultural variations in the aging process, both world-wide and within the multicultural city of Lowell. To contribute to the research goals of the "Redefining Aging, Redefining Community" project, students in this course will be offered a service-learning option at a local site serving the elderly. Andy Hostetler will teach a graduate course at UMass Lowell during the spring semester on "Aging, Community & Culture" which will also offer students the opportunity to participate in the project through service-learning.

Come Learn About VOX

The Center for Women & Work in collaboration with Planned Parenthood League of Massachusetts is hosting a Voices for Planned Parenthood Group (VOX) on campus this academic year. Screenings of the films "The Education of Shelby Knox" and "The Abortion Diaries" were shown on campus earlier in the semester to promote the new group to the University community. The UML chapter of VOX will focus on health education and awareness of women's reproductive rights in the community. UML VOX will continue to show films and hold meetings throughout the year.

For more information, Please contact Heather Norcross at Heather_Sartelle@student.uml.edu.



Center for Women & Work



Continued from page 1

CWW Associates Engage New Projects

affiliation, Duffy is launching a new project involving the historical occupational mobility of child-care workers and the different constructs of childcare over time in the United States.

Michelle Haynes has just joined UMass Lowell as an Assistant Professor in the Department of Psychology. Her research focuses on stereotyping processes and the obstacles they create for women in organizational contexts. To date, her primary line of research has examined how credit is distributed in the context of mixed sex teams. In previous research, she has found that women working in mixed sex groups often receive less credit than their male teammates for successful work outcomes. More recently, she has started to explore the extent to which women themselves devalue their contribution to successful work products relative to their teammates. She is currently developing and testing a model to explain these outcomes using gender stereotyping as the underlying theoretical foundation. She is also looking at the relationship between self-devaluation and other important psychological variables at work, such as self-efficacy, self-advocacy and the pursuit of career advancement opportunities.

Susan Winning is the Coordinator of the UMass Lowell Labor Extension Program. She has focused on organizing, educating, and developing the leadership of women workers for over 30 years. With her primary but not exclusive focus on women in unions, her project for this year will concentrate on an evaluation of two models of

developing women's leadership in the labor movement with which she has direct experience—the Women's Institute for Leadership Development (WILD), which she directed for over eight years, and the Northeast Women's Summer School, which is a joint program of the AFL-CIO and the United Association of Labor Educators (UALE). She further hopes to explore other models of women's leadership development, including other regional summer schools of the AFL-CIO and UALE and a "stories-based" approach by Michelle Kaminsky of the School of Labor and Industrial Relations at Michigan State University.

In addition to our three new Associates, five continuing Associates are embarking on exciting projects for the 2006-07 year. **Cheryl Najarian**, CWW Associate and Assistant Professor of Sociology at UML, has recently completed her book, *"Between Worlds: Deaf Women, Work, and Intersections of Gender and Ability"* (Routledge, 2006) and has begun data collection for her new research topic titled, "The Public and Private Lives of Politicians: Negotiating Work, Family, and Health Care Policies," through which she will explore how both men and women politicians manage their lives as public officials and how they negotiate this experience with their private family lives. During 2006-2007, CWW Associates **Susan Thomson** and **Andrew Hostetler** will be working on a joint project entitled "Redefining Aging, Redefining Community." This Project was recently funded by a Healey and Public Service Grant at UMass Lowell, and aims to assess the needs and goals of Lowell's emerging senior population. The project will produce a developmental guidebook for use by this community.



From top are Andrew Hostetler and Sharon Wasco. Bottom row is Michelle Haynes, Cheryl Najarian and Susan Thomson.

The CFCI has granted CWW Associate **Sharon Wasco** (Psychology) release time to examine an understudied aspect of women's work here in Lowell: caring for rape survivors. This research will examine the organizational factors, inter-organizational linkages, and community resources needed to implement coordinated models of care (medical, criminal justice and mental health services provided jointly), as well as the impact such programs have on participants—givers as well as recipients of care/services. Sharon's current priority is a thorough assessment of caregivers, programs and organizations supporting sexual violence survivors in Lowell and surrounding communities. **Sarah Kuhn** is exploring how innovative and interdisciplinary teaching affects the attraction and retention of nontraditional students to technical majors, particularly computer science and engineering. She is working to establish and promote the Laboratory for Interdisciplinary Design, located adjacent to the offices of CWW, as a venue for more effective learning and teaching. As a member of the Social Science Advisory Board of the National Center for Women and Information Technology (NCWIT), she recently was co-organizer of a daylong symposium on women and IT, coinciding with NCWIT's recent national meetings.



SAVE THE DATE

9th Annual Gathering at the Well Forum:

“Who Cares? The People, Policies, and Politics of Carework”

Thursday March 29, 2007

8:30 am to 12:30 pm-
Lunch Included

Alumni/ae Lounge
North Campus
UMass Lowell

For more information:
[www.uml.edu/centers/
women-work](http://www.uml.edu/centers/women-work)

CWW Recycles through FundingFactory™ Program

Donate your laser and ink jet
cartridges (in plastic bags) to
both save the environment
and help us fund events.
Drop box is outside
Coburn B11

The Center for Women and Work 2004/5

Director:	Staff:
Meg A. Bond	Maria Aguiar
Senior Associates:	May Elewa
Laura Punnett	Ekaterina Konovalova
Jean L. Pyle	Jody Lally
Paula Rayman	Heather Norcross
Associates:	Cassandra Partridge
Mignon Duffy	Laurie Santiago
Michelle Haynes	Margaret Scarsdale
Andrew Hostetler	Padmaja Sistla
Sarah Kuhn	Affiliates:
Cheryl Najarian	Maria Brunette
Susan Thomson	Pia Markkanen
Sharon Wasco	Susan Moir
Susan Winning	Imogene Stulken
Susan Thomson	Robin Toof

Newsletter Editor: Heather Norcross
Office: Coburn Hall—B11
E-mail: cww@uml.edu
www.uml.edu/centers/women-work

Cww Senior Associate Awarded Major Grant

Laura Punnett, along with colleagues at UML and the University of Connecticut (UConn), has been awarded a five-year \$5 million grant from the National Institute for Occupational Safety and Health to create the Center for Promotion of Health in the New England Workplace (CPH-NEW). The new Center will also involve partners in the private sector, labor organizations, and the Mass. and Conn. Departments of Public Health. The goal of the Center is to evaluate several models for integrating health promotion with occupational ergonomic and mental health interventions, with a strong emphasis on worker involvement. This integrated approach is to be contrasted with merely providing wellness programs at the workplace.

Key CWW research topics such as work-family balance and institutional support of diverse workforces will be included in each of these projects.

Cww Sponsors Working WISE

The National Science Foundation-funded Working WISE (Women In Science and Engineering) conference on workplace factors associated with women’s success in the fields of science, technology, engineering and mathematics will take place on April 27th, 2007, at the Boston University Corporate Education Center in Tyngsboro, MA. We are very pleased to be able to announce that our keynote speaker will be Dr. Evelyn M. Hammonds, Professor of the History of Science and of African American Studies and Senior Vice Provost for Faculty Development and Diversity at Harvard University. This will be an invitational conference with intergenerational and diverse representatives from academia, industry, government, and NGOs across the country. The conference will address issues of work-family, work culture and climate, and policy and institutional change.

Jody Lally has recently been appointed as the Working WISE Project Manager. She will be working with Paula Rayman (Principal Investigator), Meg Bond, and Maria Brunette (both Co-Principal Investigators) in the Center for Women and Work to plan and organize the conference. Other members of the Working WISE team are graduate students Padmaja Sistla (Health Care Management) and May Elewa (RESD).

We are very excited about this important national project to advance women in the sciences and appreciate the support of the University community in making this conference a success.



Working WISE members include from left: May Elewa, Padmaja Sistla, Meg Bond, Paula Rayman and Jody Lally.