

**CENTER FOR WOMEN AND WORK (CWW)
Report for 1998-1999**

INTRODUCTION

The year 1998-1999 was a year of rebuilding for the Center for Women and Work under new leadership after the death of the former Director, Dr. Mary Roth Walsh of Psychology, in early 1998. As a result of discussions among interested faculty and staff, the Co-Director of the CFCI, and the Dean of Fine Arts, Humanities, and Social Sciences, Dr. Meg A. Bond of the Department of Psychology and Dr. Jean L. Pyle of the Department of Regional Economic and Social Development agreed to be Co-Directors. A collaborative group of faculty and staff developed the new mission and directions for the CWW.

MISSION STATEMENT

Vision/Mission of the CWW

The Center for Women and Work (CWW) at the University of Massachusetts Lowell is an interdisciplinary center dedicated to improving the conditions of work and enhancing economic opportunities for women. The Center is designed to support a wide range of innovative projects related to issues of women and work and is committed to addressing the reciprocal relationship between women's work and the well-being of communities. The CWW encourages faculty, staff, students, and interested community individuals and organizations to come together in a collaborative, multi-disciplinary pursuit of our goals through research, academic and popular writing, teaching, community action, and service.

Relationship Of The CWW To UMass Lowell's Mission

The work of the CWW is directly connected to two key elements of the unique mission of the University of Massachusetts Lowell:

- promoting sustainable regional economic and social development
- fostering diversity

The CWW supports the development of a sustainable regional economy through sponsoring research and new ways of thinking about issues related to women and work as well as through sharing the knowledge generated and enhancing people's understanding of issues. In order to attain fully productive and sustainable societies, women's position in the workplace and in the economy must be enhanced by increasing both the opportunities that society offers to women and women's ability to seize those opportunities. The Center is dedicated to fostering creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women's lives healthier and more rewarding and that work toward greater equity.

This center is an important component of the university's efforts to promote diversity. The CWW not only focuses on how economic opportunities vary by gender but also seeks to understand how issues are related to race, ethnicity, class, sexual orientation, age, and disability status.

The CWW is ideally situated to link with the local community to address these issues as its members develop and assess interventions designed to improve working conditions and economic opportunities for women.

OBJECTIVES

The CWW is an interdisciplinary center designed to support a wide range of innovative projects related to women and workplace issues. The Center strives to:

- ◆ create knowledge and develop new ways of thinking about issues related to women and work;
- ◆ share the knowledge generated and enhance understanding of issues related to women and work;
- ◆ develop and assess interventions designed to improve working conditions for women, recognizing that these can happen at the levels of individual capabilities, group action, and social policy;
- ◆ foster creative linkages, social innovation, and intellectual risk-taking to produce sustainable strategies that make women's lives healthier and more rewarding and that work toward more equity;
- ◆ enhance women's position in the workplace and in the economy by increasing both the opportunities that society offers to women and women's ability to seize those opportunities;
- ◆ address aspects of women's physical and mental health that are affected by the work environment in the context of larger social and economic forces;
- ◆ enhance support structures for working women and their families.

The CWW encourages faculty, staff, students, and interested community individuals and organizations to come together in a collaborative, multi-disciplinary pursuit of these goals through research, academic and popular writing, teaching, community action, and service.

ACCOMPLISHMENTS 1998-1999:

➤ **Mission Statement and Organizational Structure Developed**

- ◆ Development of Vision/Mission Statement for CWW
- ◆ Establishment of Working Committees with mission statements for each:
 - Mission/Leadership
 - Program
 - Outreach
 - Grants
 - Infrastructure

➤ **Outreach: Communication and Public Relations**

- ◆ Web Site constructed: www.uml.edu/centers/women-work
This web page has links to key websites regarding women and work topics and was developed to provide a resource to the community as well as to faculty, staff, and students.
- ◆ Listserv established: cww_network@oceana.uml.edu
- ◆ Brochure developed and distributed
- ◆ Logo for center designed
- ◆ Newsletter distributed

➤ **Infrastructure Set up**

- ◆ Office space in Dugan Hall was cleared out and cleaned; electrical repairs and rewiring were completed.
- ◆ The office was furnished with surplus items from various places around campus.
- ◆ Office equipment was ordered and set up (computers, printer, copier, and some supplies).

➤ **Activities**

◆ **Women and Work in the 21st Century' Workshop on April 23, 1999.**

(See Appendix I for program and description).

We invited Dr. Paula Rayman, Director of the Radcliffe Public Policy Institute to deliver the keynote address. She spoke to us about 1) her perspectives on what the key issues regarding women and work in the 21st century are and 2) her views of how a university-based center can work with different constituencies (faculty, staff, students, community groups, and employers) to address these issues. The day also included panels on the following topics and how they relate to issues of women and work: labor, education, community activism, and city government. Funded by the Council on Diversity and Pluralism.

◆ **CWW Monthly Network Programs 1998-99**

What Is Work?	(Oct.)
Work and Family Issues	(Nov.)
Workplace Violence	(Dec.)
Update and Review of On-going Activities	(Feb.)
Lesbians and Gays in the Workplace	(March)
Race, Gender and Class at Work	(April)

- ◆ **A Survey of Faculty and Staff** was conducted within UML fall, 1998 to assess people's view of what the Center for Women and Work should do and to determine people's particular interests – in research and writing, teaching and training, and community partnerships and outreach.
- ◆ **We developed a Women's Centers Survey** –a survey of other centers in New England and nationally that have similar interests in women and work issues. This survey will assist us in rebuilding our center. We particularly hope to learn from others' experiences in bringing diverse groups of constituents together. This survey is in progress and is funded by the Committee on Industrial Theory and Assessment (CITA).

- ◆ **We designed a survey of Women-Owned Businesses** in Lowell (in conjunction with CFWC) that was conducted in the summer 1999 by two graduate students and two high school students. This was funded by a \$6000 award from CITA.
- ◆ **Women, Work, and Health Projects:**
 - We are developing two research collaborations.
 - We established a Kerr Institute-CWW Collaboration on the Health Effects of Discrimination against Women. We conducted a literature search to identify critical gaps in knowledge, interdisciplinary exploration of how to methodologically examine these gaps, targeting potential funders and developing grant proposals.
 - We explored a possible collaboration with the NIWL (National Institute for Working Life from Sweden).
 - At the invitation of the journal New Solutions, we developed a call for papers for a special section of New Solutions on women and occupational and environmental health issues.
 - We were represented at Cancer Prevention Workshop in Hamilton Ontario March 26-27.
- ◆ **A Presentation** was made to the CFCI (Committee of Federated Centers and Institutes) on the collaborative innovation project involving the CWW and the Kerr Ergonomic Institute at UMass Lowell November 17, 1998. (The presentation was made by Jean Pyle and Laura Punnett).
- ◆ **We participated in the Fifth Diversity Symposium** (sponsored by the Council on Diversity and Pluralism) Dec. 15, 1998. Meg Bond and Jean Pyle made a presentation “From the Classroom to the Work Place: Diversity at Work.”
- ◆ **We presented at a Community Breakfast** for COPC (Community Outreach Partnership Center), May, 1999 to announce our Center to community groups.
- ◆ **We held a CWW Open House Dec. 14 1998** in our offices in Dugan 212, overflowing into Room 211. Publicity included flyers to everyone, email notification via our listserv and many other listserves on campus, flyers to all Women’s Studies course instructors. We had a very large turnout and Chancellor Hogan cut the ribbon. We had handouts that described our vision, mission and current activities, and that invited participation.
- ◆ **For Women’s Week, March 1999** we collaborated with the Greater Lowell Planning Committee and sponsored a program ‘Lesbians and Gays in the Workplace’ which was in the format of a panel and discussion. We had handouts that described our vision, mission and current activities, and that invited participation.

- ◆ **We created the CWW Library/Resource Center.** We received donations from faculty and staff in our `Donate a book' Program. We also received an award from the General Education Fund to acquire key new books and videos to support the diversity component of the new general education curriculum and to develop a virtual library.
- ◆ **We developed a prototype radio program** (a five-minute spot weekly on WJUL's `Thinking out Loud' Program: Wed. 9-12 am.). We are generating ideas for what can be done (topics and sources of info, such as web sites, news articles) and who will do the segments.
- ◆ **A faculty member and students provided Diversity Consultation and Training** which is funded by an Eastman Gelatine training grant.
- ◆ We developed a set of meaningful **practicum experiences** for undergraduate and graduate students.
- ◆ **We had discussions with Lowell Center for Sustainable Production (LCSP)** regarding mutual interests, such as gender and team building.
- ◆ **We joined National Council for Research on Women** (a national alliance of 77+ U.S. Women's Research Centers, national policy organizations and educational coalitions, 3000 affiliates, 200 international centers).

FACILITIES AND EQUIPMENT

- ◆ We set up our physical office space in Dugan 212a. In order to do so, we had to have the space cleared out and cleaned. We arranged the needed electrical repairs and rewiring. We furnished the office with surplus items from around campus.
- ◆ We equipped the Center with two computers, two printers, and a copier for faculty, staff, and student use. Software available includes Microsoft Office 2000 and SPSS.
- ◆ We obtained a mail address (Center for Women and Work, University of Massachusetts, Lowell 883 Broadway St. Room 212A, Lowell, MA 01854), phone number (978-934-4380), and a fax number (978-934-4053).
- ◆ We have a small library of resource materials – books and journals donated by faculty and staff members.

FACULTY/STAFF/STUDENT MEMBERS

Faculty:

Dr. Meg A. Bond, Co-Director, Department of Psychology
Dr. Jean L. Pyle, Co-Director, Department of Regional Economic and Social Development

Other participating faculty and staff (who served on CWW Committees and/or made presentations at Network meetings):

Anneta Argyres, Department of Work Environments
Ann Bratton, Hazardous Waste Training Program
Susan D'Amore, Labor Extension Program
Mary Lee Dunn, Dept. of Work Environment
Jane Freimiller, Dept. of Philosophy
Joyce Gibson, College of Education
Kathy Hulbert, Dept. of Psychology
Renee Kasinsky, Dept. of Criminal Justice
Elaine Keough, Communications
Arlene McCormack, Dept. of Regional Economic and Social Development
Susan Moir, Dept. of Work Environment
Anne Mulvey, Dept. of Psychology
Lan Pho, Center for Diversity and Pluralism
Imogene Stulken, Protestant Chaplin
Robin Toof, Center for Family, work and Community
Rhoda Trietsch, Counseling
Susan Woskie, Dept. of Work Environment
Joan Wrynn, Dept. of Work Environment

Students:

Manuela Ivaldi, graduate student, Department of psychology
Manjula Sastry, graduate student, Department of Psychology
Theresa Milewski, graduate student, Department of Psychology
Brandy Jablonski, graduate student, Department of Psychology
Sarah LeBlanc, BA in Sociology.

RESOURCES

- ◆ Council on Diversity and Pluralism Grant (for Workshop) \$ 1,500
- ◆ CFCI (Committee of Federated Centers and Institutes) Grant \$20,000
- ◆ CITA (Committee on Industrial Theory and Assessment), grant to conduct surveys of other relevant Centers \$ 2,000
- ◆ CITA grant for Women-Owned Business Survey \$ 6,000

◆ General Education Fund Award	\$ 3,000
◆ Bookstore (funding for outreach to students)	\$ 500
◆ Eastman Gelatine training grant	\$50,000

PUBLICATIONS (past year only)

Swift, C., Bond, M.A., & Serrano-Garcia, I. (In press). Women's lives in the community. In J. Rappaport & E. Seidman (Eds.), *Handbook of Community Psychology*. NY: Plenum Press.

Bond, M. A. (1999). Gender, race, and class in organizational settings. *American Journal of Community Psychology*, 27 (3), 327-355.

Pyle, J. L. (1999). Economic Development, Housing, and the Family: Is the Singapore Approach an Appropriate Model? In I. Tinker & G. Summerfield (Eds.) *Women's Rights to House and Land: China, Laos, Vietnam* (pp. 27-52). Lynne Rienner.

Pyle, J. L. (1999). Third World Women and Global Restructuring. In J. S. Chafetz (Ed.) *Handbook of the Sociology of Gender* (pp. 81-104). N.Y.: Plenum Publishing.

Bond, M.A. & Pyle, J.L. (1998). Dilemmas at work. *Journal of Management Inquiry*, 7 (3), 252-269.

Bond, M.A. & Pyle, J.L. (1998). The ecology of diversity in organizational settings: Lessons from a case study. *Human Relations*, 51 (5), 589-623.

Pyle, J. L. (1998). Women's Employment and Multinational Corporation Networks. In N. Stromquist (Ed.) *Women in the Third World: An Encyclopedia of Contemporary Issues* (pp. 341-350). Garland Publishing Inc.

Bond, M.A. (1998). Social policy, prevention and inter-organizational linkages. Presidential Column in *The Community Psychologist*, 31 (3), 3-6.

Bond, M.A. (1998). Dialogue, diversity and Ed. Presidential Column in *The Community Psychologist*, 31 (2), 3-9.

Bond, M.A. (1998). Thinking beyond business as usual. Presidential Column in *The Community Psychologist*, 31 (1), 3-5.

FUTURE PLANS

The Strategic priorities for 1999-2000, established with input from a wide range of community and university members, are as follows:

- ◆ Create strong ties between the academy and the community
- ◆ Develop a strong research agenda related to issues of women and work
- ◆ Build a community of equity at UMass Lowell
- ◆ Build the infrastructure of CWW
- ◆ Address issues of women, work and technological change

Strategic Priorities 1999-2000 (detailed):

1. Create strong ties between the academy and the community

- ⇒ Make resources available
 - Web page with resource links
 - www.uml.edu/centers/women-work
 - Clearing house for community members (for resources regarding education and training or jobs)
- ⇒ Women-Owned Business Follow-up
 - Design projects to address needs identified in survey
- ⇒ Radio Program (WJUL 91.5)
- ⇒ Spring 2000 Workshop on “Critical Issues Facing Women and Work”
- ⇒ Women’s Week
 - Liaison to planning group
 - Sponsor a program

2. Develop a strong research agenda related to issues of women and work

- ⇒ Discrimination, Stress and Health, and Work Outcomes Study
- ⇒ Collaborative research on gender and work with the National Institute for Working Life (NIWL) from Sweden
- ⇒ Women-Owned Business Survey
 - Summary & report
- ⇒ Evaluation of Workplace Diversity Initiative
- ⇒ Indicators to Assess Women and Work Issues
- ⇒ Women’s Self-Sufficiency Research Project
 - Liaison to Mass Economic Self-Sufficiency Project

- Survey of Lowell

3. Build a community of equity at UMass Lowell

- ⇒ Survey University staff
- ⇒ Research Work-Family concerns at UML
 - Initial assessment (key informant interviews)
 - In-depth survey

4. Build the infrastructure of CWW

A. Build a Strong Base for CWW

- ⇒ Internal
 - Continue CWW Monthly Network Meetings
 - Staff development & organization
 - Funding for office and course releases
- ⇒ External
 - Board development
 - Public relations & education campaign
 - Ongoing Web Page development

B. Grant Writing

- ⇒ Discrimination, Stress and Health, and Work Outcomes Study
- ⇒ Indicators to Assess Women and Work Issues
- ⇒ Collaborative research on gender and work with the National Institute for Working Life (NIWL) from Sweden

C. Create productive ties with other Centers

- ⇒ Within UML (Kerr Institute, Center for Family, Work and Community (CFWC), Center for Industrial Competitiveness (CIC), Lowell Center for Sustainable Production (LCSP), others)
- ⇒ In region
 - Via Women's Center's Survey With UMass Boston centers
- ⇒ Nationally through National Council for Research on Women (NCRW)

If resources are available:

5. Address issues of women, work and technological change

- ⇒ Females in science
 - College level
 - Young girls
- ⇒ Gender issues in K-12 classrooms; coordinate with

- Gear-Up Program
- Allen Graubard's initiatives
- Tsongas Center

⇒ Skill Development

⇒ Technological access and technological skill development

⇒ General Literacy

Appendix I
WOMEN AND WORK IN THE 21st CENTURY
A workshop sponsored by the Center for Women and Work
Friday, April 23, 1999
8:30 AM - 2:00 PM
Alumni Lounge, North Campus
University of Massachusetts Lowell

- 8:30-9:00 AM** **Continental Breakfast**
- 9:00 AM** **Welcome**
Meg A. Bond & Jean L. Pyle, Co-Directors, Center for Women and Work
Nancy Kleniewski, Dean, College of Fine Arts, Humanities, and Sciences
- 9:10 AM** **Keynote Address: *Challenges for Women and Work in the 21st Century***
Introduction: Jean L. Pyle, CWW Co-Director
- Speaker: Dr. Paula Rayman, Radcliffe Public Policy Institute
- 10:15 AM** **Break**
- 10:30-11:30 AM** **Panel Discussions: *Varied Perspectives on the Challenges***
Moderator: Meg A. Bond, CWW Co-Director
- | <u>Topic</u> | <u>Panelists</u> |
|-----------------------|---|
| Education | Sandra DiVincenzo, Guidance Counselor
Chelmsford High School |
| Labor | Elisinia Nunez
MassCOSH |
| Community Activism | Anita Moeller, UMASS Graduate
Acre Family Daycare |
| City Government | Sue Beaton
Enterprise Community |
| Organizational Issues | Paula Alexander
Eastman Gelatine |
- 11:30-12:30** **Caucus Discussions: *Defining Opportunities for the Center for Women and Work & UMass Lowell***
- 12:40-1:40 PM** **Working Lunch & Caucus Reports to Full Group**
Facilitators: Anneta Argyres and Robin Toof
- 1:40 – 2:00 PM** **Summary and Wrap-Up**
Jean L. Pyle & Meg A. Bond

Many thanks to the UMass Lowell Council on Diversity and Pluralism and the UML Bookstore Fund for their financial support of this workshop.

Spring 1999 Workshop on “Critical Issues: Women and Work in the 21st Century”

The central event of the project was a workshop on “Women and Work in the 21st Century” held April 23, 1999 at Alumni Hall, University of Massachusetts Lowell. We invited Dr. Paula Rayman, Director of Radcliffe’s Public Policy Institute and five women from various work sectors to 1) describe the work challenges looming for women in the new century and 2) provide their perspectives on what a university-based center like the Center for Women and Work could do to address these challenges. The 60 participants then developed strategies for action during caucus sessions and reported back to the entire group. The most important components/achievements of this event were: the keynote address, the comments by five panelists from the local area, the brainstorming in the caucus groups, and the overall enthusiasm, excellent ideas, and energy of all the participants.

To provide a brief overview, in her keynote address, Dr. Paula Rayman of the Radcliffe Public Policy Institute, an expert in work organization, challenged the CWW to take on two issues: increasing women’s literacy levels and increasing women’s technological access and skill development.

A panel of speakers in the fields of education, labor, community activism, city government, and organizational issues followed Dr. Rayman.

- Chelmsford High School Guidance Counselor Sandra DiVincenzo issued challenges of her own to the CWW, after citing studies that described the different academic performances of girls and boys, particularly in the sciences, math, and computers.
- Ellie Nunez of the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) described her background that led her to activism in labor efforts and urged the CWW to “start modeling anti-racist, anti-homosexual behavior.”
- Anita Moeller, the founder of Acre Family Daycare in Lowell which creates career opportunities for low-income women urged community activists to become “change agents” and to start by asking people in the community what they want that change to be.
- Sue Beaton of the Enterprise Community, a former teacher at St. Patrick’s in the Acre, suggested that the CWW help employers figure out entry-level jobs for women that open out into career and educational opportunities. She urged the CWW to help women see politics as a career path.
- Paula Alexander, director of human resources at Eastman Gelatine Corporation, a Division of Eastman Kodak, raised questions: “How do you increase women in power and position? How do you develop settings that support diversity? How do you make changes in the culture of an organization?”

After the presentations, the gathering broke up into caucus groups, each with a facilitator, tasked to develop recommendations for potential action projects in each area. Then the proposals were delivered in a general session.