

**CENTER FOR WOMEN AND WORK (CWW)  
Report for 1999-2000**

**Directors: Meg A. Bond and Jean L. Pyle**

**INTRODUCTION**

**Mission of the Center for Women and Work**

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 Center for Women and Work 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 change 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 greater 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.

### **Guiding Principles**

- We define "work" to include the broad range of activities – paid and unpaid, in the workplace, in the community and at home – that contribute directly and indirectly to the social, physical, and economic well being of individuals, families, and communities.
- The CWW recognizes that differences occur among women due to race and ethnicity, age, disability, class, and sexual orientation and that these differences affect women's lives.
- The CWW also recognizes that social structures and influences – including political, economic, cultural, social, and religious systems, both public and private – profoundly affect women's opportunities and women's contribution to and share in the benefits of economic activity.
- All individuals interested in issues of women and work – regardless of status, rank, or demographic characteristics – are welcome to participate in CWW.

## **ACCOMPLISHMENTS 1999-2000**

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

1. Develop an action-oriented research agenda related to issues of women and work
2. Create strong ties between the academy and the community
3. Build a community of equity at UMass Lowell
4. Build the infrastructure of CWW
5. Involve undergraduate and graduate students in CWW initiatives

We describe our accomplishments in each of these areas during 1999-2000 below.

### **1. Develop an Action-Oriented Research Agenda Around Issues of Women and Work**

We had six main action-research projects 1999-2000.

#### **Collaborative Research on Gender and Work with the Swedish National Institute for Working Life (NIWL)**

We met several times during the 1999-2000 year with colleagues from the National Institute for Working Life to explore mutual interests and collaborative research possibilities.

- In September 1999, at a two day colloquium in Lowell involving people from the NIWL and UML designed to explore a range of collaborations, we presented “The Effect of Discrimination on Health and Work Outcomes: a Model ” (work involving Meg A. Bond, Jean L. Pyle, Laura Punnett, and graduate students).
- We then met with Dr. Lena Gonas, Director of the Gender and Work Program of NIWL, in Lowell in November, 1999 to explore specific collaboration on the topic of gender and work.
- From June 12 -15, 2000 we met in Stockholm with Dr. Gonas and seven of her colleagues for a series of focused discussions on common research interests relating to gender and work. We developed a multi-faceted research agenda. We have outlined a jointly-authored manuscript that will explore why men and women are in different jobs in Sweden and the United States, what the consequences of this are (economic, health, working conditions), and what strategies or interventions would be appropriate to address the gender inequities. The two groups have also begun to exchange survey instruments.

#### **Research Program on Discrimination at Work, Health, and Work Outcomes**

This research program is a multi-year collaboration between CWW and the Kerr Ergonomics Institute (KEI) at UML. It is focused on researching the links between discrimination and harassment against women in the workplace, levels of stress, adverse health outcomes, and increased business costs due to higher absenteeism, increased turnover, lowered productivity, and higher worker healthcare costs. It draws on the research perspectives and literatures from the fields of the three primary researchers involved: Meg A. Bond (a psychologist), Jean L. Pyle (an economist), and Laura Punnett (an epidemiologist).

There are many dimensions to this component of the CWW’s research agenda.

### *On-Campus Survey of UMass Lowell Staff Employees*

We developed a survey instrument to assess UMass Lowell staff employees' perceptions of work climate, conditions in the workplace that mediate the impact of racial and gender bias, employees' state of health, and employees' work outcomes. We distributed the survey spring 2000 to all non-faculty staff (approximately 1200 employees). Data has been entered and preliminary results have been compiled. We presented these results at the National Institute for Working Life in Sweden in June 2000. They also formed the basis for a Master's thesis in Community Social Psychology spring, 2000. More extensive analyses of the data are in progress.

This survey will provide information for individual unions to utilize in planning how to best serve needs of their members. It also is a pilot for evaluating elements of our broader model that analyzes the interrelationships among discrimination, health, and work outcomes.

### *Extension of Model to Corporate Sector*

We have developed a relationship with a corporate research partner that has two plants in New England with very diverse workforces. During the spring of 2000 we conducted six focus groups of employees at the Massachusetts site to assess gender dynamics in the workplace and general working relationships across diverse ethnic and racial groups. Students in Dr. Bond's graduate seminar on "Ethnic and Racial Factors in Organizational and Community Settings" were involved in analyzing and summarizing the data and sharing a summary with the management of the site. Plans are now underway to extend the work by: 1) surveying all employees regarding connections between the diversity issues and health/work outcomes and 2) extending the work to the Connecticut site.

### *Conference Submission and Acceptance*

We submitted a proposal to present "Discrimination, Health And Work Outcomes: A Model And Preliminary Data" (by Meg A. Bond, Jean L. Pyle, Manuela Ivaldi, and Laura Punnett) at the American Public Health Association annual meetings in Boston, November 12-16, 2000. It was accepted.

### *Participation in Development of NIH Proposal on Health Disparities*

A large multi-disciplinary UML group met spring 2000, convened by PHEPI (the Public Health Engineering and Policy Initiative) to respond to a NIH request for research proposals on the topic of social disparities in health. Under the leadership of Principal Investigators Drs. Craig Slatin and Laura Punnett the group submitted a proposal in April. It included a substantial component on workplace diversity - materials (literature search and survey instruments) which have been developed over the past two years as part of the CWW-KEI collaboration.

### *The CWW's Spring Forum April 2000 "Is Discrimination Bad for Your Health?"*

This year's forum was designed to build on our research on this topic and increase the networks of people interested in these issues. The two-day event included two outside experts from academia and observations from community members. We held a seminar April 13 for academic participants (faculty, guest speakers, interested students) to informally share research interests and brainstorm further research strategies. The Forum on April 14 featured invited academic and community speakers. This event is described more fully below (See Strategic Priority #2 for 1999-2000). (See the attached programs of events on April 13 and 14.)

## **Workplace Diversity Initiative**

### *Workplace Diversity Initiative: Research, Consulting, Training*

We have been working with a wide range of both non-profit and private sector organizations in the region to assess the diversity-related issues they face and to help them shape new diversity strategies. We are documenting the issues faced within these varied workplaces as they strive to increase the diversity at all levels of the organization and to enhance the quality of relationships among diverse workers.

### *Evaluation of Workplace Diversity Initiative*

This was funded by Eastman Gelatine Corporation and involved extensive interviewing to assess the success of workplace diversity interventions at this regional firm. The report was delivered December, 1999.

## **Women-Owned Business Survey**

Women have always been important to Lowell's growth, yet they have often been overlooked as important contributors to the city's economy. The Center for Women and Work (CWW), in collaboration with the Center for Family, Work, and Community (CFWC), undertook a study of women-owned businesses from various ethnic and cultural backgrounds in the Greater Lowell community. The goal was to look at established women-owned businesses and obtain information about what resources these businesses have required in the past to become viable enterprises, what resources they currently need to sustain and grow their organizations, and where they typically obtain the needed supports. With respect to relatively new businesses, we wanted to know what they perceive as their greatest needs, where they believe support might be provided, and how they go about finding out about available resources. We also wanted to learn more about the contributions that women entrepreneurs make to the economic development of the city and what strategies they employ to balance their work and family responsibilities.

- During the first phase of the project (summer 1999), interviewers talked with thirty women business owners about their experiences. Results of this survey were compiled and a report was written describing the results of this phase of the research.
- During the second phase (spring 2000), we conducted a broader mail survey of the over several hundred women-owned businesses we identified in the Lowell area. Responses are currently being entered into the data base for further analysis.

## **Study of Major University-Based Women's Centers Throughout the Region**

In the spring 2000, we conducted interviews with Directors of 10 prominent women's centers in New England in order to identify their central concerns, challenges, and strategies. We designed a survey that asked about their experiences in their Center – specifically their center's history, mission, structure, outreach, support, staff, successes and problems. We wanted to find out what has worked for them and what hasn't, gain a better sense of what initiatives already are underway in the region, and explore potential collaborative interests.

## **Commissioned Paper**

“Gender and Ethnic Divisions In The U.S. Labor Force,” forthcoming in *The International Encyclopedia of Business and Management*, International Thomson Publishing Company.

### Abstract:

Ethnic and gender divisions still exist in the US labor force in ways that cannot be simply explained by differences in education, experience, or people's interests. Women and ethnic

groups are in very different and unequal places in the labor force (whether assessed by occupation, earnings, or employment and unemployment rates) even though there has been some reduction of disparities in the past few decades. The nature of interactions in the workplace and the prevailing organizational culture often perpetuate these divisions in spite of social legislation and organizational policies designed to alleviate them. These inequalities can have adverse effects on the workers, the organizations, and the society as a whole. There are continual feedback loops between workplace and societal inequities that perpetuate both. What can be done to diminish these differences is highly dependent upon how the issues are conceptualized and what factors are considered.

## **2. Create Strong Ties Between the Academy and the Community**

We had five main initiatives to strengthen university-community linkages in 1999-2000.

### **Second Annual Spring Forum April 14, 2000**

These programs have a different theme each year, one that is relevant to CWW's mission. Every Forum involves faculty, staff, students, and community members. Invited speakers come from other academic institutions and from the Greater Lowell community.

We named this event "Gathering at the Well." We selected this imagery because historically women gathered at the well to collect water and share common issues. They turned a task into a source of strength. The CWW Forum "Gathering at the Well" is designed to tap into that strength by promoting dialogue on issues of women and work and striving for awareness and solutions.

Our theme April, 2000 was "Is Discrimination Bad for Your Health?" Our keynote speakers were Dr. Karen Messing (a professor at University of Quebec and author of *One-Eyed Science* who looks at why researchers are blind to the health problems of women workers) and Dr. Diane Hughes (professor of psychology at NYU who has studied the effects of discrimination on physical and mental health). They explored how racial and gender discrimination can affect health and well-being.

Community members from the Coalition for a Better Acre (CBA), the Cambodian Mutual Assistance Association (CMAA), and the City of Lowell Enterprise Community served as discussants. Approximately 70 people attended. (See the attached two page program of events for April 14.)

### **The CWW as a Virtual Community Resource Center**

<<http://www.uml.edu/centers/women-work>>

We have designed the CWW website to be a resource platform for students, faculty preparing courses, and people in the community. In addition to information on CWW programs, on line copies of the CWW newsletters, the site includes a guide to web-based information and resources on a variety of issues related to women and work. For example, some of the links are to information about 'family and work,' 'women business owners,' 'women of color,' 'women and work in other countries,' and 'online women and work publications.' The links we provide on our website have been carefully selected to be highly informative and useful. Each link is briefly annotated to provide the prospective user some information on what information the link contains.

We engaged in outreach to publicize the existence of these resources and promote use of the website in the community as clearing house for resources regarding issues related to women and work. Outreach has taken the form of personal contact with many community organizations and a professionally designed card that we have distributed throughout the university and the community.

In addition, we continue to respond to numerous requests for information from across the United States. Inquiries come from people who range from eighth-graders doing homework, to graduate students working on their theses, women establishing their own businesses, writers seeking information for articles, and older women seeking to retrain and reenter the workforce.

### **Women-Owned Business Survey Follow-up**

This project is important for developing university-community relations. It was described above in Strategic Priority #1.

We are finalizing the following for distribution to participants and interested community members:

- A summary of the summer survey
- Directories of women-owned businesses and institutional supports available in the area.

### **Radio Program (WJUL 91.5)**

We sponsor regular segments on issues relevant to women and work Wednesday mornings on WJUL 91.5FM as part of an on-going 3 hour program. This program is an informal 15 to 20 minute “chat” designed to be user-friendly and easy to listen to. People in the university and throughout the surrounding area are targeted as potential participants. The CWW radio host/ess has interviewed UML faculty, staff, individual contributors from the surrounding area, and community activists. Topics have included gender and the role of the Labor Extension Program at UMass Lowell, the work of the Cambodian Mutual Assistance Association (CMAA) and the Coalition for a Better Acre (CBA), information about women’s roles in non-traditional areas (e.g., girls in science and women in trades) as well as information about programming at the Center for Women and Work and the services provided by the Center for Diversity and Pluralism at UMass Lowell.

### **Lowell Women’s Week in March**

We sent a liaison to the planning group meetings throughout the year in order to coordinate programming. In the past, we have sponsored a CWW Network meeting during Women’s Week and have invited all those interested in Women’s Week events to attend.

## **3. Build a Community of Equity at UMass Lowell**

### **Interviews to Identify Work-Family Concerns at UML**

We conducted interviews fall 1999 with selected staff members at UMass Lowell. We shared feedback with the UML Department of Human Resources.

### **Survey of University Staff**

This project is key to building a community of equity at UMass Lowell. It was described in Strategic Priority #1 above.

We continue to analyse information returned in the surveys in preparation for sharing feedback with UML Department of Human Resources and the leadership of all staff unions.

## **4. Build the Infrastructure and Base of Support for the CWW**

### **Build a Strong Base for CWW**

#### *Internal*

We continued to sponsor periodic CWW Network Meetings, including programs such as

- Heather Gridley, a visiting scholar from Australian, speaking on Women and Work Issues in Australia
- Sexual harassment and our
- Annual End of the Semester/Holiday Party in December

We continued development of the staff and the organizational structure. We established procedures, developed manuals, and trained staff members in a variety of skill sets.

#### *External*

We formalized a public relations and education campaign by

- developing a mailing list
- publishing a newsletter
- designing PR Cards and
- enhancing our web page.

These are necessary and preliminary steps toward the development of an Advisory Board that would include people external to UML.

### **Grant Writing and Funding**

We wrote grant proposals for funding from the Committee of Federated Centers and Institutes (CFCI), Eastman Gelatine Corporation, Council on Diversity and Pluralism, and the NIH. See results below in the 'Resources' section. (Results are pending for the NIH.)

We established the CWW Fund in Office of Advancement and obtained some charitable gifts.

### **Fostering productive ties with other Centers and Organizations**

#### *Within UML*

Kerr Ergonomics Institute (KEI)  
Center for Family, Work and Community (CFWC)  
Center for Industrial Competitiveness (CIC)  
Lowell Center for Sustainable Production (LCSP)  
Gender Studies Program  
Peace and Conflict Studies Institute (PACSI)  
Tsongas Industrial History Center

*In region* via the Survey of Women's Centers in New England (described in Strategic Priority #1 above).

*Nationally through*

- National Council for Research on Women (NCRW)
- The Gale Group Directory of Research Centers (The Gale Group has been publishing the Research Centers Directory for nearly 40 years. It can be found in major public and academic libraries and contains over 14,000 research centers in the US and Canada. )
- Reciprocal website relationships established
- Conference Presentations (see below in the `Publications' section) and via
- Professional Association Participation by Co-Directors

*Meg A. Bond*

- 2000-present *Member* (2000-2003), National Committee on Women of the American Psychological Association.
- 2000-present *Advisory Board Member*, Valuing Diversity Initiative sponsored by the American Psychological Association
- 2000-present *Member*, Advisory Group selected groups of Boston area senior feminist psychologists convened by APA in-coming President)

*Jean L. Pyle*

- 1998-present *Board Member*, Eastern Economic Association
- 1997-present *Board Member*, Equity Policy Institute (EPOC)
- 1995-present *Research Affiliate*, Women's Network on Economic Transformation in East and Southeast Asia (WONET)

**5. Involve Undergraduate and Graduate Students in CWW Initiatives**

This year we had numerous students from a range of departments who have taken central roles in CWW-initiated projects during 99-00:

- One Psychology graduate student research assistant on grant funds
- One Work Environment graduate research assistant on CFCI funds
- One full time and one part time graduate assistant through the Department of Psychology
- Two part time graduate assistants through the Department of Regional Economic and Social Development
- One graduate student conducting thesis research
- One graduate student doing a master's project
- One undergraduate student taking a directed study
- One undergraduate practicum student
- One undergraduate work study student

**FACULTY/STUDENT STAFF**

**Faculty**

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

**Students**

Manuela Ivaldi, Department of Psychology  
Eileen Maloney, Department of Psychology  
Cathy Ferreira, Department of Regional Economic and Social Development  
Theresa Milewski, Department of Psychology  
Elizabeth Adler, Department of Philosophy

Maureen O'Connor Robichaud, Department of Sociology and RESD  
Alexandra Webb, Department of Psychology  
Melissa Wall, Department of Psychology  
Jennifer Santos, College of Management  
Nora Munguia, Department of Work Environment

### **RESOURCES 1999-2000**

\$20,000 Grant from Committee of Federated Centers and Institutes for Research on "The Effects of Discrimination on Health and Work Outcomes," a research collaboration between the Center for Women and Work and the Kerr Ergonomics Institute.

\$5,000 grant from the Eastman Gelatine Corporation to conduct an evaluation of the Workplace diversity Initiative.

\$1,500 grant from the Council on Diversity and Pluralism to sponsor a workshop Spring, 2000 on 'Is Discrimination Bad for Your Health?'

\$1,000 grant from the Council on Diversity and Pluralism to conduct survey of workplace climate.

\$1,000 grant from the Council on Diversity and Pluralism to develop the Center for Women and Work (CWW) website and a CWW segment on a radio show as community resources and linkages.

### **PUBLICATIONS AND PRESENTATIONS 1999-2000**

**Meg A. Bond and Jean L. Pyle**

#### **Journal Articles and Book Chapters**

In press            Pyle, J. & Bond, M. A. Gender and ethnic divisions in the U.S. labor force. Entry to be published in *The International Encyclopedia of Business and Management*, International Thomson Publishing Company.

Bond, M.A. & Pyle, J.L. Diversity dilemmas at work. In *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Forrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press. Boston, MA: University of Massachusetts Press.

\* Reprinted from an article in the *Journal of Management Inquiry*.

**Meg A. Bond**

#### **Journal Articles and Book Chapters**

In press            Bond, M.A. & Keys, C. Strengthening parent-community member relations on agency boards: A comparative case study. *Mental Retardation*.

Hill, J., Bond, M.A., Mulvey, A. & Terenzio, M. Methodological issues and challenges for a feminist community psychology. *American Journal of Community Psychology*, 28 (6).

Mulvey, A., Terenzio, M., Hill, J., Bond, M.A., Huygens, I., Hamerton, H. & Cahill, S. Stories of relative privilege: Power and social change in feminist community psychology. *American Journal of Community Psychology*, 28 (6).

2000 Swift, C., Bond, M.A., & Serrano-Garcia, I. Women's lives in the community. In J. Rappaport & E. Seidman (Eds.), *Handbook of Community Psychology*. NY: Plenum Press.

Bond, M.A. & Mulvey, A. A History of Women and Feminist Perspectives in Community Psychology. *American Journal of Community Psychology*, 28 (5).

Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. Weaving feminism and community psychology: An introduction to a special issue *American Journal of Community Psychology*, 28 (5), .

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

#### Edited Special Journal Issues

In press Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. (Eds.). Special issue Part I: Feminism and Community Psychology. *American Journal of Community Psychology*, 28 (5).

Bond, M.A., Hill, J., Mulvey, A. & Terenzio, M. (Eds.). Special issue Part II: Feminist Methods in Community Psychology. *American Journal of Community Psychology*, 28 (6).

### **Jean L. Pyle**

#### Books

In Press *Approaches to Sustainable Development: The Public University in the Regional Economy* (co-edited), forthcoming from University of Massachusetts Press.

#### Journal Articles and Book Chapters

In Press: “Sex, Maids, and Export Processing: Gendered Global Production Networks,” forthcoming in *The International Journal of Politics, Culture, and Society*.

“Sustainable Development for a Regional Economy: Introduction,” (co-authored) forthcoming in *Approaches to Sustainable Development: The Public University in the Regional Economy*, edited by Robert Farrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press.

“Rethinking Sustainable Development: Technology, Business, and the University: Introduction,” forthcoming in *Approaches to Sustainable*

*Development: The Public University in the Regional Economy*, edited by Robert Farrant, Jean Pyle, Charles Levenstein, and William Lazonick, the University of Massachusetts Press.

“Economic Globalization and Gender,” forthcoming in the *International Encyclopedia of the Social and Behavioral Sciences*, Neil J. Smelser and Paul B. Baltes, eds., Pergamon, an imprint of Elsevier Science.

- 2000 "Women, the Family, and Economic Restructuring: The Singapore Model?" Reprinted Online. The Harvard School of Public Health Website. Available: <http://www.hsph.harvard.edu/Organizations/healthnet/frame1/frame1.html> February 2000.  
\* Originally published in *The Review of Social Economy*, Vol. LV, No. 2 (Summer, 1997), pp. 215-223.
- “Gender, Industrialization, Transnational Corporations and Development: An Overview of Trends and Patterns,” (co-authored) reprinted in *From Modernization to Globalization: Social Perspectives on International Development*, Amy Hite and J. Timmons Roberts, eds., Blackwell.  
\*Originally published in *Women in the Latin American Development Process*, 1995, Chris Bose and Edna Acosta-Belen, eds., Temple University Press, pp. 37-64.
- 1999 “Economic History, Singapore,” in *Elgar Companion to Feminist Economics*, Janice Peterson and Margaret Lewis, eds., Elgar Publishing, pp. 235-245.
- “Economic Restructuring,” (co-authored) in *Elgar Companion to Feminist Economics*, Janice Peterson and Margaret Lewis, eds., Elgar Publishing, pp. 289-303.
- “Economic Development, Housing, and the Family: Is the Singapore Approach an Appropriate Model?” 1999 in *Women’s Rights to House and Land: China, Laos, Vietnam*, Irene Tinker and Gale Summerfield, eds., Lynne Rienner, pp. 27-52.
- “Third World Women and Global Restructuring,” in *Handbook of the Sociology of Gender*, Janet S. Chafetz, ed. Plenum Publishing, pp. 81-104.

## **PROFESSIONAL PRESENTATIONS**

### **Meg A. Bond & Jean L. Pyle**

- 2000 Bond, M.A. & Pyle, J.L. Co-presenters at a session on “Work and Gender” at the UML-NIWL Seminar in Stockholm, Sweden, June 13-14, 2000.
- Bond, M.A. & Pyle, J.L. (Co-Chairs). “Exploring Issues related to Gender and Work: Student Projects for the UML Center for Women and Work.” Organized and co-chaired session for conference sponsored by the UML Council on Diversity and Pluralism.

1999 Bond, M.A. & Pyle, J.L. . “The Effect of Discrimination on Health and Work Outcomes: a Model” presented at the Joint NIWL-UML Colloquium on Work, Health and the Global Economy,” at the Tsongas Industrial History Center, University of Massachusetts Lowell, September 24, 1999.

### **Meg A. Bond**

1999 Bond, M.A. (Chair) Invited symposium at the XXVII International Congress of Psychology, Caracas, Venezuela.

Bond, M. A. *Values in partnerships across race and gender*. Paper in symposium (Prilleltensky, I., Symposium Chair) on partnerships with community groups for the Seventh Biennial Conference on Community Research and Action, Yale University.

Angelique, H. & Rosario, M. (Co-Chairs), Barton, H., Bond, M.A., Brodsky, A., Campbell, R., Eby, K., Harrell, S., Hazel, K. L., Levin, G., Lucksted, A., Mulvey, A., Wolfe, S., & Lee, R. *The changing face of mentoring for women: A continuing series*. Session at the Seventh Biennial Conference on Community Research and Action, Yale University.

Coggins, C. Angelique, H., Bond, M.A., Harrell, S., Potts, R. *Racial, cultural and gender issues: Toward accountability structures*. Session at the Seventh Biennial Conference on Community Research and Action, Yale University.

### **Jean L. Pyle**

2000 Co-Chair. Session on “Work and Gender” at the UML-NIWL Seminar in Stockholm, Sweden, June 13-14, 2000.

1999 "Is Singapore's Housing Transformation a Model? A Look at Women's Changed Economic Roles and Social Incentives." Paper presented at the AWID (Association for Women in Development) Conference, Washington, D.C., November 11-14, 1999.

“Sex, Maids, and Export Processing: Gendered Global Production Networks.” Invited paper presented at “Women and Employment: Linking Local and Global” conference at Illinois State University on September 17, 1999.

## **FUTURE PLANS OF THE CENTER FOR WOMEN AND WORK**

Our strategic priorities continue to be:

1. Build stronger ties between the academy and the community
2. Develop a strong research agenda related to issues of women and work
3. Foster a community of equity at UMass Lowell
4. Institutionalize a strong infrastructure for CWW

In all cases we will seek to involve interested faculty, staff, students, and community members as relevant.

### **Build Stronger Ties Between the Academy/University and the Greater Regional Community**

Sponsor Spring 2001 'Gathering at the Well' Forum (our Third Annual Forum)

- Theme TBA
- Keynote and Community Speakers TBA

Support Women-Owned Businesses

- Present results of Women-Owned Business Survey of 1999-2000 to the community and disseminate to local government
- Design follow-up activities which could include
  - Developing and distributing directories of women-owned businesses
  - Conducting forums to address emerging concerns
  - Developing some partnerships with support organizations (Lowell Small Business Assistance Center, various women's business associations)
  - Perhaps developing relevant training in collaboration with the Lowell Women's Business network

Make CWW website resources more inclusive and available <[www.uml.edu/centers/women-work](http://www.uml.edu/centers/women-work)>

- Continue to update website and links to web resources related to women and work issues
- Continue outreach within the community to publicize existence of these resources and ascertain needs for additional types of information
- Respond to numerous incoming requests for information from across the United States

Develop local community-based resources for managing/valuing diversity in organizations

- Build on past consulting and action research related to workplace diversity issues to make resources more available to community-based organizations
- Train and support local people who want to start diversity initiatives within their own organizations

Extend Radio Program (WJUL 91.5)

- Regular segments on issues relevant to women and work on Wed. am show.

Host event during Lowell Women's Week in March 2001

Design settings to gather input and foster a community-based network

- Host 'Brainstorming Breakfasts' with group of advisors to generate ideas for future
- This will assist us in developing an advisory board.

### **Develop a Strong Action-Oriented Research Agenda Related to Issues of Women and Work**

Continue collaborative research on gender and work with the National Institute for Working Life (NIWL) from Sweden

- Joint paper examining 1) the reasons why men and women are in different jobs in both the U.S. and Sweden even though the social policies, laws and regulations differ substantially between the two countries (in contrast to the U.S., Sweden has more extensive policies to support gender equality in the workplace); 2) the consequences of men and women being in

different jobs in terms of personal economic outcomes, health (physical and mental, including stress and musculo-skeletal), and working conditions; and 3 what strategies or interventions would be appropriate to address the gender inequities.

- Cross national surveys (either community-based or in corporate settings, examining gender differences in an organization that has facilities in both countries)
- CWW Network Meeting with Lena Gonas, Director of the Gender and Work Program of NIWL, Lowell, Oct. 25, 2000

Ongoing development of research agenda on the interconnections among discrimination, stress, health, and work outcomes (collaboration with the Kerr Ergonomics Institute of UML)

- Continue national and international networking in this area
- Conduct survey in two diverse plants of our partner corporation to extend model to corporate sector (in two-plant firm with very diverse workforces)
- Report on the survey of UMass Lowell (analysis, write up, and feedback meetings)
- Conference Presentation at American Public Health Association Meetings, November 14, 2000
- Participation in NIH proposal on Health Disparities (if it is funded)

Evaluate “Workplace Diversity Initiative”

- Write up evaluation of multi-year Eastman Gelatine Diversity Training
- Conduct and evaluate 4-8 new training sessions in 2000-01

Complete study of major university-based women’s centers through out the region

- Analyze and summarize interview results
- Share results with directors of other women’s centers
- Explore development of a network among directors of women's centers in region to leverage our efforts in New England.

Publish and disseminate research results:

- Workplace Inequalities: Insights From Economics And Psychology (Pyle & Bond)
- 2000 Climate Survey – based on Master’s thesis
- 2000 Climate Survey – full survey/more comprehensive paper for APHA
- Joint paper with Swedish NIWL (described above)
- Women Owned Business Survey (WOBS) summary
- Women’s Centers Survey results
- Evaluation of Eastman Gelatine Diversity Training

Possible Additional Research Projects:

- Gender & economic development
- Master’s thesis on sexual harassment
- Work-family issues/ child care

### **Foster a Community of Equity at UMass Lowell**

Finish analyses of the 2000 Survey of University staff

- Share feedback with UML Department of Human Resources & Leadership of all staff unions
- Hold open forum for feedback

## **Institutionalize an Infrastructure for CWW**

### Build a Strong Base for CWW

- External
  - Develop a professionally printed brochure
  - Continue to develop mailing list
  - Publish newsletter (1-2 times during the year)
  - Take preliminary steps toward Board development
- Internal – ongoing
  - Continue regular CWW Network Meetings
  - Develop a more permanent staff and organization

### Fund Raising

- CWW Fund (through the Advancement Office)
  - Develop a Direct Letter Campaign
  - Target some major philanthropists (both established and those from the new economy with new views about the purpose and meaning of giving)
- Grants (we are developing a list and timeline)

We will continue to write grants for a variety of internal funds (CFCI, Council on Diversity and Pluralism, Bookstore, UMass system wide grants) but we will seek external funding for endeavors such as:

  - The Discrimination, Stress and Health, and Work Outcomes Study
  - Collaborative research on gender and work with Swedish National Institute for Working Life (NIWL)
  - Spring Forum