

Does Slavery Still Exist? Trafficking of Women and Children

The Center for Women and Work held its 8th Annual *Gathering at the Well* Forum on Thursday, April 6, 2006. The topic of this year's forum was the trafficking of women and children, internationally and locally. Although it is difficult to get reliable statistics on the number of people being trafficked, 600,000-800,000 people is the most frequently cited number for victims trafficked across international borders annually.

This year's featured speaker was Dr. Jean L. Pyle, Senior Associate at CWW and Professor Emerita from the UML Department of Regional Economic and Social Development. Jean provided the audience of nearly 80 faculty, staff, students and community members with an overview of trafficking and its issues. She defined human trafficking and

what it encompasses, provided an analysis of why it happens, and described some of the complexities that emerge for those trying to combat trafficking. She discussed the increased focus on sex trafficking, which may be overshadowing other forms of trafficking, such as domestic work or agricultural work, and at the same time leading to divisions regarding how to deal with prostitution.

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Forum Speakers from left: Carol Gomez, Trafficking Victims Outreach and Services; Kyla Mitsunaga, Masters Candidate East Asian Studies, Harvard University; Jean L. Pyle, Featured Speaker, CWW Senior Associate and Professor Emerita UML Department of Regional Economic and Social Development.

CWW at LWW with Programs on Reproductive Rights and Trafficking

CWW sponsored two events during this year's Lowell Women's Week. CWW, in collaboration with Gender Studies Club and Planned Parenthood League of Massachusetts, presented the film "The Last Abortion Clinic," a *Frontline* documentary

that focuses on challenges to reproductive rights and the disappearance of abortion providers in many parts of the U.S. The three sponsoring groups are currently in the process of creating a Voices for Planned Parenthood (VOX) group at UML for the upcoming fall

semester. If you are interested in joining or would like more information, please contact Heather Norcross at CWW.

The second event served as a prelude to this year's *Gathering at the Well* Forum. CWW and the Psychology

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CWW Works on UML Transformation

The UMass Lowell Campus Transformation Project continues this semester after kicking off in November with the formation of 10 planning teams addressing a range of topics. The purpose of the campus-wide project is to improve the physical, economic and social aspects of UML through a variety of initiatives, including developing interdisciplinary teaching and research activities, extending connections to community programs, and maintaining a clean and safe working environment for the University community. One team—the Service Excellence Team—has invited CWW Director Meg Bond and community psychology student Lyndsey Tarsia to join their efforts.

The goal of the Service Excellence Team is to address the day-to-day experience of everyone on campus—faculty, staff, students and external groups involved with UML. The team will conduct focus groups and surveys to assess opportunities for change at UML. Based on the information gathered, the team will recommend strategies for enhancing the quality of work life at UML and improving customer service. Kerri Mead, the team's Communication Liaison, says, "The mission of our team is to advance a culture of inclusiveness, respect and dignity that will become the guiding principles for customer service to the University's internal and external constituents." Larry Siegel (Student Life) and Jack Giarusso (Human Resources) are the Co-Chairs.



Working W.I.S.E. Kicks Off

On February 22, 2006 CWW celebrated the official launch of Project Working W.I.S.E. (Women in Science and Engineering), a project funded by a National Science Foundation grant awarded to CWW for research on work environments for women in STEM (Science, Technology, Engineering, and Math) fields. UML Provost John Wooding and Vice Chancellor Louise Griffin hosted the Project's launch breakfast, and attendees included faculty and staff from a variety of academic disciplines who will serve as an Advisory Council for the project. The diversity of the Council members, whose expertise ranges from nanotechnology to engineering to social sciences, is an enormous advantage for the project.

The project has kicked off to a terrific start, and both Paula Rayman, RESD Professor and Principal Investigator, and Meg Bond, CWW Director and Co-PI, have already found a great deal of national and international interest and support. The first phase of work has involved an in-depth citation analysis of published studies on workplace factors affecting women in STEM fields led by Marion Muskiewicz, Reference Librarian at the Lydon Library. The next steps will include a comprehensive literature review with the help of Mohamed Abdullahi, a graduate research assistant from the Department of Regional Economic and Social Development (RESD) and Christina Bermingham, Project Manager, with additional support provided from Christie Adu, RESD student and CWW Research Assistant. The major themes will be distilled through the application of the Delphi Method administered by Maria Brunette (from the Work Environment Department and consultant to the project). Meg Bond recently returned from a NSF Conference in Washington D.C. where she presented information about Working W.I.S.E. to a large audience of interested scholars and researchers. If anyone is interested in finding out more, contact the project office at CWW (978-934-2727).



Front Row From Left: Christina Bermingham, Project Manager; Mohamed Abdullahi, Project Research Assistant. Back Row From Left: Marion Muskiewicz, UML Science Librarian; Meg Bond, Co-Principal Investigator and CWW Director; Paula Rayman, Principal Investigator and CWW Senior Associate.

The Center Continues to Focus on Mentoring

One of the Center's initiatives this past year has been to provide mentoring and professional support for women graduate students through a series of lunch time seminars. Seven seminars were facilitated by CWW Associate Susan Moir, ScD, of UMass Boston and staffed by CWW Research Assistant May Elewa. Over 30 women of many nationalities and from different colleges at UML and the Lowell community participated in the seminars. Among the topics for the spring semester seminars were "What Can the University's Career Services Offer Graduate Students?" And "Work, School and Life: Finding the Balance."



From Left: Pawana Burlakoli and Jasmine Mutuku, graduate students in the Department of Regional Economic and Social Development who regularly participated in the Graduate Student seminars.

CWW has also continued to host a professional development and support group that brings together junior women faculty from all departments and colleges at UML. Goals of the group are to provide a supportive environment where junior women faculty can discuss their personal and professional lives while also negotiating the tenure process. Faculty Associate and Assistant Professor of Sociology, Cheryl Najarian, helped to organize the first meeting of the group this semester where topics of discussion included balancing work and family life, publishing, committee responsibilities, balancing heavy teaching loads, and the tenure and promotion process. CWW Affiliate Sharon Wasco will join Cheryl to facilitate future groups.

Outstanding Students

Jamie Weller, CWW Research Assistant, received the UML Community Social Psychology Program Outstanding Graduate Student Award for the 2005-06 academic year. Jamie was honored for her outstanding academic record as well as for her significant contributions to the graduate psychology program and to the Center for Women and Work. She presented her master's project on "Women Throughout *TIME*: A Content Analysis of Magazine

Covers 1923-2005" at the UML Gender Studies Symposium on April 10th.

Artie Maharaj, a member of the CWW Forum Planning Committee, received the UML Community Social Psychology Graduate Research Award for the 2005-06 academic year. Artie has devoted considerable time to working with the South Asian communities in the greater Lowell area and focused her master's thesis on "South Asian Women and Abuse: Advocate Perspectives on Domestic Violence within South Asian Communities."



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The Forum's second speaker was Carol Gomez, Founder of the Trafficking Victims Outreach and Services Network (TVOS) and Co-Director of SafetyNet Project for trafficked and enslaved persons. Carol focused on the issue of trafficking in the state of Massachusetts. She told the audience about some of the roughly 50 victims of trafficking she has encountered in her work over the last two years. One of the stories she shared was about a woman who came to Massachusetts as a mail-order bride, only to be beaten and prostituted by the man who was to be her husband.

Kyla Mitsunaga, a graduate student in the Masters in East Asian Studies Program at Harvard University, followed with some movie clips and a short presentation about her own work in the anti-trafficking movement, including a fellowship in Tokyo with the Polaris Project and the anti-trafficking graduate student group COST-W (Coalition to Stop Trafficking in Women) at Harvard that she and a classmate founded. Kyla and planning committee member Jamie Weller lead the group in some brainstorming and discussion to address the question, "What can you do to combat trafficking?" with the hope of giving everyone a sense that there are things that each of us can do to help combat trafficking. Some of the ideas for action included educating others about the issue, hosting a movie night, supporting local farmers who do not use trafficked persons for labor, and buying from fair trade companies. Additional ideas are summarized on the CWW website at uml.edu/centers/women-work.

The Forum was co-sponsored with the Psychology Graduate Student Organization and funded in part by the UML Council on Diversity and Pluralism, the Graduate Student Association, and the UML Council of Federated Centers and Institutes.



Forum Planning Committee from left: Susan Thomson, CWW Faculty Associate and Adjunct Professor, Middlesex Community College; Artie Maharaj, Graduate Student UML Community Social Psychology; Jamie Weller, CWW Research Assistant; Meg Bond, CWW Director; Heather Norcross, CWW Staff; Imogene Stulken, Campus Protestant Minister; Pia Markannen, CWW Faculty Associate and UML Department of Work Environment; Maria Aguiar, CWW Staff; Robin Toof, Assistant Director, UML Center for Family, Work and Community.

Aging in Lowell

CWW Faculty Associates Andrew Hostetler and Susan Thomson recently submitted a Healey and Public Service Endowment Grant Proposal, entitled "Redefining Aging, Redefining Community," to the UML Provost's Office. The proposed project has both community research and curriculum innovation goals. The community research and outreach component is focused on better understanding the needs of the aging population in Lowell with particular attention to differences according to gender, socioeconomic class, and ethnicity. It aims to conduct a "developmental mapping" of community resources and a similar mapping of residents' goals and needs. In addition to identi-

fying gaps in available services, the project will result in a novel planning and resource guide that will allow emerging seniors of the Merrimack River Valley to plot out individualized developmental paths that will meet their anticipated goals for social and community involvement. The primary curriculum innovation objectives are to integrate research-centered service-learning into courses at both Middlesex Community College and UML, establish an interdisciplinary and intergenerational research partnership between students and area senior citizens and service providers, and to encourage students at both institutions to pursue careers in aging-related human services.

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CWW at LWW with Programs on Reproductive Rights and Trafficking

Department co-sponsored two showings of the documentary film "Trading Women." The movie, produced in 2003 by David Feingold, enters the worlds of brothel owners, trafficked girls, voluntary sex workers, corrupt police and anxious politicians in Burma, China, Laos, and Thailand. Both screenings were very well attended and included over 100 students, faculty, staff, and community members at each event.

Interested in becoming a CWW Associate?

The primary goal of the CWW Associates Program is to foster an interdisciplinary, intellectual community at UMass Lowell that supports new projects on women and work, fosters collaborations across disciplines, and builds partnerships between community and university members to address shared concerns. We welcome visiting scholars and community associates as well as resident faculty. If you are interested in exploring an affiliation, please contact Meg Bond (Meg_Bond@uml.edu).



CWW 2006 Working Papers

Bond, M.A., & Punnett, L. (2006). Expanding our understanding of the psychosocial work environment. *Center for Women & Work Working Paper Series*, WP06-01.

Najarian, C.G. (2006). Deaf mothers, maternal thinking, and intersections of gender and ability. *Center for Women & Work Working Paper Series*, WP06-02.

Skidmore, E., & Moir, S. (2006). Pre-apprenticeship model for women entering and succeeding in the construction trades: A report to YouthBuild Providence. *Center for Women & Work Working Paper Series*, WP06-03.

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Najarian Publishes Book on Deaf Women and Work

Cheryl G. Najarian, an Assistant Professor in the Sociology Department and a Faculty Associate at CWW, has published a book entitled, *"Between Worlds" Deaf Women, Work, and Intersections of Gender and Ability* (New York: Routledge, 2006). In her book, Cheryl traces the lives of ten Deaf women as they negotiate their family, educational, and paid work lives. The stories of these women, many of whom are among the first generation of college-educated Deaf women in the United States, add to what is known about the history of women's lives in this country. The book provides an analysis of the structural challenges which these women face in their struggle for a sense of place in the Deaf community, hearing world, and the places, as they describe, "in between." The book discusses the implications for other linguistic minorities in terms of education programs and hiring procedures and is expected to appeal to a wide interdisciplinary audience in the fields of Sociology, Psychology, Gender Studies, Deaf studies, and Disability Studies.



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Awards for Service and Scholarship

CWW Senior Associate Paula Rayman, Department of Regional Economic and Social Development, was presented a Distinguished Service Award by the Mayor of Haifa, Israel and by Stuart Rossman, Chair of the Boston-Haifa Combined Jewish Philanthropies for her efforts as Chair of the Ethiopian Jewry Committee. Professor Rayman and her committee developed economic and social projects to aid in the absorption of Ethiopian Jewry to Israel and settlement in the city of Haifa. She led educational outreach in the Boston area regarding the importance of social justice and community empowerment of Ethiopians and demonstrated "leadership, devotion of time and energy and good advice" to advance the integration of the Ethiopian population into Israeli society. The Award was presented at a celebratory Haifa city-wide event on March 19, 2006.

CWW Faculty Associate Pia Markkanen received recognition from the Department of Work Environment (DWE) when her article "Dangers, Delights, and Destiny on the Sea: Fishers along the East Coast of North Sumatra, Indonesia" was selected as the DWE's "Paper of the Month" for April (New Solutions, Vol 15:2, 2005). The paper describes a collaborative project between the International Labour Organization's International Programme on the Elimination of Child Labour and the Lowell Center for Sustainable Production in identifying work hazards of fishers along the Indonesian east coast of North Sumatra. The fishing sector's gendered job division is palpable and Pia's personal experience illustrated this vividly. The research group had requested an opportunity to join in an overnight fishing trip. First, the skippers responded that "women onboard bring bad luck." Later, the "less superstitious" skippers explained that the overnight fishing trip was impossible because the vessel conditions were unsafe, and furthermore, women would not feel at ease onboard with fishermen who "live tough lives." The study employed qualitative investigation techniques: participant observations at fishing villages and harbors as well as interviews with local fishers and skippers.

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