



# Perspectives

*On the Gendered Conditions of Work*

## CWW Turns 10: Anniversary Event Celebrates Everyday Advocates

UMass Lowell's Center for Women & Work (CWW) celebrated its tenth anniversary by honoring people who have made extraordinary contributions to the lives of working women—people we called “Everyday Advocates for Working Women.” The October 23rd celebration drew a crowd of almost 300 people who were welcomed by CWW Advisory Board Member and former Lt. Gov. Evelyn Murphy. U.S. Representative Niki Tsongas was one of the honorees and gave a keynote address. Tsongas gave credit to all who helped her reach office, stating “I not only stand on the shoulders of female members of Congress like Edith Nourse Rodgers, I stand on each of your shoulders as well.” Throughout her address, Tsongas encouraged the women in attendance to run for public office, emphasizing that “Women can't win if women don't run.”

The *Everyday Advocate* honorees included Greater Lowell Technical High School students Haylee Bacik and Alyssa Raymond; Carole Cowan, president of Middlesex Community College; Linda Brantley, former executive director of the Massachusetts Commission on the Status of Women; union activist Cynthia DeCastro of Dracut; Stacie Hargis, aid to U.S. Representative Tsongas; anti-crime and political activist Annia Lambert of Lawrence; Joan Parker, worker safety director in the Massachusetts Attorney General's office; women in science advocate Tiffini Pearson; Massachusetts Alliance of Portuguese Speakers caseworker Maristela Tosato; and two groups—Women Inspiring Success and Employment (a committee of the Lowell Chamber of Commerce), and the founders of the Lowell-based Women Working Wonders Fund. Eleven UMass Lowell employees were recognized: Donna Allen, Lenore Azaroff, Oneida Blagg, Anne Ciaraldi, Elizabeth Fortin, Mary Kramer, Pauline Ladebauche, Martha Mayo, Julie Nash, Yana Shapiro, and Donna Spellissy. Joyce Gibson, CWW Advisory Board Member and faculty member in the Graduate School of Education, gave a personal tribute to each *Everyday Advocate*.

Chancellor Marty Meehan lauded the events' honorees for their “tenacity and commitment” and praised the Center for its contributions to working women. CWW Director Meg Bond and CWW Advisory Board Member Kristin Esterberg, chair of the event committee, were also recognized by their CWW colleagues. Pictures from the spirited celebration appear on page 5.



## Duffy Takes Lead As Taking Care Takes Off

Faculty Associate Mignon Duffy has been working with her colleagues Nancy Folbre (UMass Amherst) and Randy Albelda (UMass Boston) on a project funded by a University of Massachusetts Creative Economies Initiative entitled “Taking Care: The Costs and Contributions of Care Work in Massachusetts.” The goal of the project is to measure the overall impact of care in Massachusetts by combining three analyses: (1) a measure of unpaid care work performed largely by women taking care of homes and families; (2) an examination of the large and growing number of nurses, teachers, social workers, home health care aides, nursing home assistants, child care workers, and other paid care workers; and (3) an analysis of the state budget's contribution to the care sector through spending on health care, child care, education, and social services. The report will be complete by this summer, and several events will be planned to publicize the results to policy makers and government officials. As part of the project, we will also create a “Massachusetts Cares” website that will bring together information about research and advocacy in the care sector.



This project grew out of the work of the Massachusetts Care Policy Network, a group of scholars committed to bringing research to bear on influencing care policy in the state. Nancy, Randy, and Mignon also traveled to NYC in January to participate in a meeting of scholars and activists hosted by the Russell Sage Foundation to begin to pull together a policy agenda for care.

Some of the initial impetus for this inter-institutional, interdisciplinary initiative was the 2007 CWW *Gathering at the Well Forum* focused on the theme of “Who Cares? The People, Policies, and Politics of Carework.”



## CWW Welcomes New Program Manager, New Staff

With CWW's 10th anniversary, has come additional good news. We have hired our first ever CWW Program Manager, Darcie Boyer. Darcie is a 2004 graduate of the UML masters program in Regional Economic and Social Development (RESO). Upon graduation, she worked at a local non-profit organization as a community organizer. In September of 2008 as Darcie settled in at CWW, she also hit the ground running as a crucial member of the 10th Anniversary Planning Committee.

Joining Darcie in the CWW office is a dedicated group of students. Amy Stanley, a student in the Community Social Psychology Graduate Program, recently graduated from Providence College. She has strong interest in the area of gender-based violence and is currently working with one of our CWW Associates to conduct a community assessment examining the needs and assets of a sexual assault response team in Lowell.

Our new work-study students include Hemmilly Souza, a junior psychology major, who has been working with us since the fall of 2008. After graduation, Hemmilly hopes to move to Brazil to pursue academic research. New to the Center this spring are Allison Fahey and Rachael Nwaoha. Allison is a first-year student from Hudson, New Hampshire, majoring in exercise physiology. Rachael, a sophomore, is a liberal arts major. Our veteran work-study student is Maria Aguiar, a senior history major, who has been working at CWW for the last four years. Maria will be missed when she graduates, but hopes to be joining the RESO program in the fall.

Cristina Fernandez, a 2007 graduate of the Community Social Psychology Program, has returned to campus to lend her expertise in website development. She was also an integral member of our 10th Anniversary Event Planning Committee.

## Bond Advises STEM Report

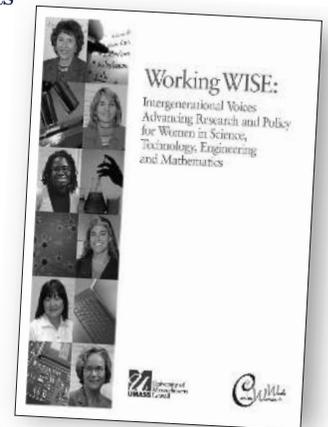
Meg Bond, CWW Director, has been invited to serve on the Advisory Board for an NSF-funded project on "Girls in Science: Key Research Findings on Gender Equity in Science, Technology, Engineering, and Mathematics" being conducted by the American Association of University Women (AAUW). The project involves producing and distributing a report that will highlight key findings from research on gender in science, technology, engineering and mathematics (STEM) and explore reasons behind the persistent gender inequity in STEM fields. The report will strive to summarize key findings in accessible language in order to reach an audience broader than is typical for academic and national policy reports.

## Associate News

### SCIENCE, TECHNOLOGY & DIVERSITY

## Intergenerational Voices on Women in STEM

Project Working WISE (Women in Science and Engineering) sponsored a conference in the spring of 2007, funded by the National Science Foundation, that brought together scholars from diverse disciplines in order to foster dialogue among experts regarding workplace factors associated with women's success in STEM fields. The final conference volume, entitled *Intergenerational Voices Advancing Research and Policy for Women in Science, Technology, Engineering and Mathematics*, is now available. If you would like a copy, please contact us at [cww@uml.edu](mailto:cww@uml.edu). We welcome you to join us for a book reception on March 5th, 4:30-6:00 in the Trustees Room, Cumnock Hall.



## Kuhn Links Arts and Computing

Sarah Kuhn, Department of Regional Economic and Social Development, is the evaluator for an exciting multidisciplinary project at UMass Lowell, which is aimed at revitalizing the undergraduate computer science curriculum and making it more attractive to a variety of students, particularly women and other members of the "underrepresented majority." Now in its second year, *Performamatics* brings together computer science faculty with faculty from the fine and performing arts. Project faculty have created two types of course experiences: First, new undergraduate General Education courses are open to all students and team taught by two faculty, one each from the arts and computer science (CS). Second, advanced students in Art and CS can enroll in existing upper division courses that are paired so that students do a collaborative project with students from the other major.



## INTERNATIONAL OUTREACH & RESEARCH

### Rayman Receives Fulbright

**P**aula Rayman, Department of Regional Economic and Social Development, received a J. William Fulbright Senior Specialist Award, administered by the Council for International Exchange of Scholars and the Bureau of Education and Cultural Affairs of the U.S. Department of State. This award enabled Rayman to participate in a University of Haifa project, “Beyond Co-Existence: Israeli, Arab, and Jewish Relations” during a Spring 2008 sabbatical. “Beyond Co-Existence,” launched in 2007, studies co-existence projects in the Middle East, evaluating them and determining their effectiveness. Rayman’s work focuses on three areas: microenterprise and women’s empowerment, which creates small businesses for Israeli and Jewish women; a low income neighborhood project examining the success of community service projects of Israeli, Arab, and Jewish students; and working with high school teachers and parents to develop a curriculum promoting shared citizenship. “I am working in one of the most conflicted parts of the world,” says Rayman. “There has never been a more important time in human history when there are opportunities to make a difference.” Paula is continuing her collaboration with the University of Haifa and is working with Provost Abdelal in exploring potential international university exchange projects in the Middle East.

### DeMotts Bridges Continents

**R**achel DeMotts, Department of Regional Economic and Social Development, recently returned from a series of project meetings and conferences in South Africa, where she presented work on community-based conservation in Botswana with colleagues from southern Africa, Europe, and the US. The conference, a regional meeting of the International Association for the Study of the Commons, brought together academics and policymakers in the hopes of synthesizing lessons learned about natural resource policy in the region. Her presentation included emphasis on the importance of considering the different needs and livelihood strategies of women and diverse ethnic groups. DeMotts is also the co-PI on a UMass President's Office Creative Economy grant this year and is developing curriculum modules for incorporating issues of fair trade into courses on campus as well as collaborating on outreach events.

### Pyle Presents on Women & Migration

**J**ean L. Pyle, Professor Emerita of the Department of Regional Economic and Social Development, has been invited to speak at the Center for Advanced Study at the University of Illinois in early April, 2009. Her presentation “Global Economic Change and the Migration of Asian Women: What are the Issues?” begins by pointing out that the increased migration of Asian women for work over the past few decades has challenged the goals of national governments, involving them in difficult policy dilemmas. On the one hand, governments seek to find viable employment for their citizens, often developing strategies that promote emigration which increases foreign exchange reserves. On the other hand, they are ethically pressed to ensure the well-being of their citizens abroad. Pyle provides an overview of the issues from multi-level points of view, from that of the individual, her household, and her community, and from the region, nation and the international arenas.

### Galizzi Develops Italian Collaboration on Healthy Work

**M**onica Galizzi, Department of Economics, has started a research collaboration with the University of Torino and the LABORatorio R. Revelli, Centre for Employment Studies, Torino, Italy. She is currently a member of a research team that has submitted a grant proposal titled *From Work to Health and Back: The Right to a Healthy Working Life*. This proposal will push forward the frontier of work and health studies using the first, newly released Italian database integrating micro-work histories and health outcomes. The database has been developed by members of the research team on behalf of the Italian Ministry of Health with the participation of INPS (Italian Social Security Administration) and INAIL (Italian National Workers Compensation Agency).

### Punnett Shares Research in Denmark

**L**aura Punnett, Work Environment Department, was in Copenhagen on January 19-22, 2009, for the second annual meeting of the International Scientific Board for the FINALE (Frame for Interventions for Preserved Work Ability: Long term Effect) program of the Danish National Research Center on Work Environment. She also made a presentation on CPH-NEW (Center for Promotion of Health in the New England Workplace) to the FINALE Scientific Board and NRCWE research staff.



## COMMUNITY RESEARCH & ACTION

### Wasco Fosters Community Response to Rape

Sharon Wasco, Department of Psychology, has been working with student, campus and community leaders to raise the level of discussion about sexual assault and to encourage collaborative work on this issue. In tandem with her continued involvement with the Greater Lowell Partnership Against Sexual Assault, Wasco is co-chairing this Spring's CWW *Gathering at the Well Forum*, which will challenge each of us to take an active role in the work of preventing and repairing the harm done by gender-based violence. With co-author Meg Bond, Wasco has enjoyed writing some recent revelations about the study of gender-based violence within a broader analysis of the treatment of gender by community psychologists, to be published as a chapter in the *Handbook of Gender Research in Community Psychology* (Springer, forthcoming).

### Rosa Looks at Women's Work and Health

Katherine Rosa, Department of Nursing, is completing a qualitative project aimed at understanding the life experiences of pregnant Cambodian women living in Lowell. Members of our community, these women have an increased risk for poor health due to the burdens on their families by immigrating. In her research, she includes an opportunity for participants to share meaningful experiences and understand choices that promote their health. Recently as a result of this work, she has been invited to partner with a local community health center as Principal Investigator investigating reproductive health concerns. An interdisciplinary approach involving nursing and psychology is planned. A component of this research will focus on relationships among Southeast Asian women's work, caring for family, and individual, family, and community health.

### Najarian Studies Politicians

Cheryl Najarian, Department of Sociology, was awarded a grant and a Visiting Scholar position by the Center for Women in Politics and Public Policy at UMass Boston to continue her research project, "Moms and Dads on the Hill: How Men and Women Politicians Balance Work and Family," where she is exploring how both men and women politicians experience their lives as public officials and how they negotiate this experience with their private family lives. Through the use of interviews and observations of respondents, she is investigating how these individuals create, manage, implement, and use public policies. As with her previous research, she is exploring this topic while using sociological, gender studies, and disability studies frameworks to consider the interactions among such issues as race, class, gender, and ability.

## Thank you to the many individuals and groups who made our 10th anniversary celebration

### Sustaining Sponsors

Enterprise Bank & Trust Company  
Middlesex Community College  
UMass Lowell Office of Continuing Education & Corporate Studies  
UMass Lowell School of Health and Environment  
UMass Lowell College of Management  
Wheelabrator North Andover

Division of Sciences  
Gender Studies Program  
Graduate School of Education  
Graduate Student Association  
Labor Extension Program  
Office of Career Services  
Office of Community Outreach  
Office of Student Affairs  
Psychology Department

### Supporting Organizations

Eisai Human Health Care  
7NEWS, WHDH-TV, CW56  
Collegiate Project Services  
Greater Lowell Chamber of Commerce  
Jeanne D'Arc Credit Union  
Massachusetts Bay Commuter Railroad  
Merrimack Valley Labor Council, IBEW Local 11505, & UNITE HERE  
Lowell Spinners  
R & L Associates, Inc.  
WAGE Project, Inc.  
Women Working Wonders Fund

### Individual Sponsors

Meg A. Bond  
Melinda Carmichael  
Joyce Taylor Gibson  
Judie & John Post  
Laura Punnett  
Paula Rayman  
John Wooding

### Silent Auction Donors

iRobot  
Brew'd Awakening  
Jim Otis  
Lowell Brewing Company  
Lowell River Hawks  
Lowell Spinners  
Nina Coppens  
Office of University Advancement  
Stanley Family

### University of Massachusetts Lowell Sponsors

Office of the Chancellor  
Center for Field Services & Studies  
Division of Fine Arts, Humanities, & Social Sciences





University of Massachusetts Lowell

## 11th Annual CWW Gathering at the Well Forum

**Thursday, April 2, 2009**  
**8:30 a.m. — 12:30 p.m.**

### **Working Against Gender-Based Violence: Coordinating Community Change**

**Featured Speaker: Rebecca Campbell,  
Michigan State University**

**Performance by: interACT,  
Cal State University, Long Beach**

Light lunch will follow; suggested donation of \$25  
For more information: [www.uml.edu/womenwork](http://www.uml.edu/womenwork)

Suffolk Conference Center — Wannalancit Mill Building  
UMass Lowell East Campus (600 Suffolk Street, Lowell)

RSVP by March 24th to [cww@uml.edu](mailto:cww@uml.edu) or 978-934-4380

Funds contributed by FOX Relocation Management Corporation,  
Saints Foundation, Enterprise Bank, Jeanne D'Arc Credit Union

UMass Lowell Office of Student Activities and Multicultural Affairs,  
& Department of Psychology

Co-Sponsored by the UMass Lowell Center for Family,  
Work & Community, and Protestant Campus Ministry

## Hostetler Goes to Press

Andrew Hostetler, Department of Psychology, has had a productive year. He has completed or is nearing completion of eight manuscripts. The two most directly related to his work at CWW are entitled *Senior Centers in the Era of the Third Age: Country Clubs or Community Centers?* and *The Ecology of Family Wellbeing in Dual-Earner, Middle-Class Households*. Three new manuscripts, due for publication in 2009, further his work on the contexts of gay and lesbian development, scholarship that is tied to a broader interest in the dynamic relationship between choice and constraint in lifespan development.

Hostetler, A. J. Single by choice? Assessing and understanding voluntary singlehood among mature gay men. *Journal of Homosexuality*.

Hostetler, A. J. Homosexuality & bisexuality: Cultural and historical perspectives. In R. A. Shweder, T. R. Bidell, A. C. Dailey, S. D. Dixon, P. J. Miller, & J. Modell (Eds.), *The Chicago companion to the child*. Chicago: University of Chicago Press.

Hostetler, A. J. (2009) Generativity and time in gay men's life stories. P. Hammack & B. J. Cohler (Eds.), *The story of sexual identity: Narrative perspectives on the gay and lesbian life course*. New York: Oxford University Press.

## The Center for Women and Work 2008/9

### Leadership Team:

Meg A. Bond, Director  
Laura Punnett  
Jean L. Pyle  
Paula Rayman

### Affiliates:

Maria Brunette  
Pia Markkanen  
Susan Moir  
Margaret Searsdale  
Imogene Stulken  
Susan Thomson  
Robin Toof  
Susan Winning

### Associates:

Rachel DeMotts  
Mignon Duffy  
Monica Galizzi  
Michelle Haynes  
Andrew Hostetler  
Sarah Kuhn  
Cheryl Najarian  
Katherine Rosa  
Jana Sladkova  
Sharon Wasco

Office: Coburn Hall—B11

E-mail: [cww@uml.edu](mailto:cww@uml.edu)



Center for Women and Work  
University of Massachusetts Lowell  
850 Broadway Street  
Lowell, MA 01854-3000  
(978) 934-4380

### Staff:

Maria Aguiar  
Darcie Boyer  
Allison Fahey  
Eika Hunt  
Jody Lally  
Rachael Nwaoha  
Hemmilly Souza  
Amy Stanley

Non-Profit Org  
U.S. Postage  
**PAID**  
UMass Lowell  
Permit No. 69