



Women's Voice

Illinois State University

Volume 5, Issue 2, September 1999

From the Director Women and Employment: The Issues and Some Recommendations

What is the connection between globalization and women's labor migration? Between globalization and trafficking in women? Between globalization and the expansion of women's movements? How does the burden of debt servicing affect women and children? Is micro-lending a good thing or at best an inadequate way to alleviate women's poverty? How is the United States government carrying out the commitments it made to the Fourth World Conference on Women? These were but some of the issues addressed at the two panels on globalization and women's employment that began the conference on "Women and Employment: Linking Local and Global". Papers were presented by professors Val Moghadam, Jean Pyle, Maura Toro-Morn, and Kathryn Ward, and by Diane Faulkner of the U.S. Department of Labor's Women's Bureau.

Organized and hosted by the Women's Studies Program, with funding from the AAUW's Education Foundation and other sources, the conference took place at ISU on 17-18 September. It examined issues relevant to working women locally, nationally, and globally.

Papers presented at the panel on supporting maternal employment looked at the employment status of working women, the length of the work day and work week, and the presence or absence of paid maternity leave and quality and affordable childcare for working parents. Here speakers were professors Marianne Ferber, Cynthia Fuchs Epstein, and Barbara Bergmann. At the roundtable, speakers described best practices at State Farm, comparable worth issues, and union proposals. Speakers were Dixie Axley of State Farm, Luellen Laurenti of Illinois NOW and AAUW, and Margaret Blackshere of Illinois AFL-CIO.

Part-time work is increasing in both Europe and the United States. For upper-income people, for example in the profession of law, part-time work is a choice, and the part-time salary is still a good one. However, for workers at the lower end of the occupational pay scale, a part-time salary is very low and comes without benefits. In contrast, women in Sweden work predominantly at part-time jobs, but they receive full benefits. Women in Sweden and other Nordic countries, as well as in France and other continental European countries, also benefit from paid

maternity leaves and quality childcare facilities for their children. These are not available, or are not affordable, in the United States. At the same time, the success of welfare reform in the United States is also highly dependent upon the provision of childcare (and transportation) for participating mothers. Are there any solutions?



Back, left to right: Val Moghadam, Mickey McCombs, Dorothy Harrell, Regina Barr, Ruth Needleman, Luellen Laurenti. Front, left to right: Margaret Blackshere, Katie Jordan. (photo by Sandra Harmon)

One solution offered at the conference was to tie childcare to education reform; that is, if childcare were viewed not as an "entitlement" (unfortunately a dirty word in the U.S.) but rather as pre-school or early education that prepares children for elementary education, more citizens and politicians might support it. And one would certainly need to "sell" the idea, given its cost. Prof. Bergmann estimated that it would cost between 25 and 40 billion dollars to offer quality and affordable childcare throughout the United States. Where would the money come from? Well, the military budget is \$250 billion, so it's obvious that the money is here. Whether it comes out of the military budget (which is funded by our taxes) or by raising taxes, it is clear that affordable and quality childcare is feasible. It is also necessary.

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Visit our website at: <http://www.cas.ilstu.edu/WomenStudies/womenstudies.html>

ANNOUNCEMENTS/FEATURES

From the Director (Continued from Page 1)

Papers presented at the panel on women, men, and the workplace environment examined job evaluations, sexual harassment at the workplace, and recent Supreme Court decisions on sexual harassment and gender discrimination. Papers were by professors Ronnie Steinberg, Louise Fitzgerald, and Joseph Solberg. The roundtable discussion on the subject involved Laurette Stiles of State Farm, Rita Patterson of Mitsubishi, and Patricia Wannamacher, Bloomington-Normal's first female electrical contractor. A lively discussion followed on whether men and women have different styles of management and supervision. The traditional mode of management was "command and control". Now, partly due to women's involvement in management, there is a diversity of managerial styles. This could make for healthier workplace environments.



Panel on women, men, and the workplace environment. Left to right: Joseph Solberg, Ronnie Steinberg, Louise Fitzgerald, John Pryor (Moderator). (Photo by Sandra Harmon)

The roundtable on the women's movement and labor movement began with a paper by professor Ruth Needleman, which discussed unionization as a form of social movement that involves coalition-building across different groups and collectivities. She described the awful working conditions of a plastics plant in which she worked in the 1960s, and the difficulties of organizing the women workers, who were divided by gender, race, ethnicity, and national origin. Later, she observed how the women's movement contributed to unionization – women began coming to the unions through women's support groups. Margaret Blackshere, Dorothy Harrell of the National Education Association, Katie Jordan of CLUW and UNITE, and Mickey McCombs of the ISU clerical workers' union, spoke about their own experiences with union organizing and the labor movement.

To end on a political note – the staff of the Women's Studies Program endorse Margaret Blackshere in her candidacy for President of the Illinois AFL-CIO! ☺



Round table on the workplace environment: local perspectives. Left to right: Laurette Stiles, Rita Patterson, Patricia Wannemacher, Gigi Fansler (Moderator). (Photo by Sandra Harmon)



Cynthia Fuchs Epstein responds to a presentation. Also shown: Heather Antecol (left), Barbara Bergmann, Ronnie Steinberg, other attendees. (Photo by Val Moghadam)



Listening to the panel discussion on women, feminism, and the labor movement. Front: Val Moghadam. Second row, left to right: Cynthia Fuchs Epstein, Kathryn Ward, Jean Pyle. Third row, left to right: John Pryor, Marilyn Boyd, Maria Canabal. (Photo by Sandra Harmon)



Standing, left to right: Dorothy Harrell, Ronnie Steinberg, Jean Pyle, Kathryn Ward, Cynthia Fuchs Epstein, Luellen Laurenti, Regina Barr, Sandra Harmon, Mike Matejka, Ruth Needleman, Diane Faulkner. Seated, left to right: John Pryor, Maria Canabal, Margaret Blackshere, Katie Jordan. (Photo by Val Moghadam)

An equal opportunity/affirmative action university encouraging diversity.

NEWS ABOUT WOMEN'S STUDIES STUDENTS AND FACULTY/STAFF

Welcome to Women's Studies Minors

We begin the fall semester with thirty-nine women's studies minors.

Returning Minors

Sarah Anderson--Mass Communications

Corrie Jo Baker--Theatre - Acting

Kara Brown--Philosophy

Leah Bruno--English

Morgan Clark--Interior &
Environmental Design

Sarah Clark--English

Melinda Crabill--Sociology

Julie Dawson--Speech
Communications

Jennifer Day--Sociology

Julie DeHart--Social Work

Katherine Doyle--Sociology

Jennifer Friese--Food-Nutrition

Margaret Gigante--Sociology

Sandra Gilbert--General

Amanda Grant--Mass Communication

Erin Hale--Social Work

Stephanie Kiesewetter--Psychology/English

Regina Petry--Social Work

Joanna Quinley--English

Rosanne Reid--Psychology

Julie Ruby--English

Katherine Ryder--Mass Communication

Lara Saba--Political Science

Sara Schroeder--General Art

Anne Smlak--Political Science

Elizabeth Short--Business Management

Meghan Smith--General

Alison Thomas--Speech Communication Education

Beth Trevino--Theatre--Acting

Diana Weekes--Sociology

Kathleen Wessel--Social Work

Amanda White--Sociology

New minors

Avada Douglas, Social
Work/Economics

Raigan Grane, Public Relations

Jennifer Guarin, Social Work

Audrey Rosenblatt, English

Dru Shirley, Social Work

Amanda Sparr,

Mass Communications

Evanston, Illinois. She taught art and was school librarian at Our Lady of Mercy School and currently tutors neighborhood Hispanic children. She lives in Chicago where she is a stay-at-home mother to her three-year-old daughter. She is also helping rear her thirteen-year-old brother after the death of her mother.

Joyce Fulton who lives in Rantoul, Illinois, is Quality Assurance Coordinator/Personal Planner with Family Service Home Care of Champaign County. Joyce received her undergraduate degree in sociology in 1995 and her masters in Family and Consumer Sciences in 1997 both from Illinois State. She serves on committees with the Mental Health Center and as a facilitator of an Alzheimer's support group. She is also a foster grandparent with Hope for the Children.

Faculty News

Val Moghadam, Women's Studies and Sociology, presented a paper at the Women's Studies Conference on "Women and Employment: Linking Local and Global", on 17-18 September. Her paper was entitled: "Globalizing Women: Female Labor and Women's Mobilizations on a World Scale". She was also a conference organizer.

In other activities, **Dr. Moghadam** spoke at Global Review on 23 September. Her talk was on "The Social Movement for Reform in Iran and the July 1999 Student Protests". She took part in a CAT panel discussion on "Teaching Social Responsibility in the University", on 28 September.

Dr. Maura Toro-Morn, Dept. of Sociology, presented a paper at the conference on women and employment. Her paper was entitled "Globalization Gender, and Migration: A Historical Overview of Migratory Movements."

Dr. Joseph Solberg, Dept. of Finance, Insurance, and Law, also presented a paper at the women and employment conference. His paper was entitled: "An Analysis of Recent Supreme Court Decisions Regarding Sexual Harassment and Gender Discrimination."

The following ISU faculty and staff participated in the conference on "Women and Employment: Linking Local and Global":

Val Moghadam (Women's Studies, co-organizer, paper presenter)
Maria Canabal (Family & Consumer Sciences, co-organizer, panel moderator)
Sandra Harmon (Women's Studies and History, co-organizer, panel moderator)
Rozel White (Women's Studies, indispensable conference assistance)
Maura Toro-Morn (Sociology, paper presenter)
Jamal Nassar (Political Science, panel moderator)
Heather Antecol (Economics, panel moderator)
John Pryor (Psychology, panel moderator)
Joseph Solberg (Finance, Insurance, Law, paper presenter)
Gigi Fansler (Diversity and Affirmative Action, panel moderator)
Mark Wyman (History, panel moderator)
Mickey McCombs (Sociology, ISU clerical workers union, roundtable participant)

Women's Studies Alumni: News and Profiles

By Sandra Harmon

As part of our observance of the Women's Studies Program's 25th anniversary, we sent a survey to our alumni to find out what they are doing. Throughout the semester we will highlight the responses we have received.

Shelly Adams, a May 1993 graduate with a major in chemistry, received her M.S. in Chemistry from the University of California at Berkeley in May 1996. While at Berkeley, she was a graduate student instructor in chemistry, served as a union organizer for the Association of Graduate Student Employees/UAW, served an internship with the American Civil Liberties Union, Earl Warren Chapter as affirmative action chairperson later serving on the executive board of the chapter, was a precinct captain for Californians for Justice during the 1996 elections, served on the Chancellors Committee on the Status of Women and was University of California Coordinator and Workshop Sponsor for the 1996 Expanding Your Horizons Science and Technology Conference for girls 616 in San Jose. She had a two-year adventure from 1997-1999 that included bicycling alone through New Zealand, living and working in Sydney, Australia, and backpacking in South-East Asia including Indonesia, Thailand, and Laos. This past summer she moved to Monterey, California.

Christine DeMonte, who graduated with a degree in English in May 1991, earned her Masters of Arts in Teaching from National-Louis University in



Did you know that Women's Studies has a Resource and Documentation Center available to use for your research studies that focus on women's issues? Photo copy service available. We do not allow materials to be checked out. Call 309/438-2947 for information, hours available, or scheduling study-groups. You may also e-mail Rozel White at rwhite@ilstu.edu.

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History of Science, Technology, and Health Series

The Colleges of Arts and Sciences and Nursing, and the Departments of History, Health Sciences, and Philosophy will be presenting an intercollegiate, interdisciplinary, year-long seminar series about the History of Science, Technology, and Health from a variety of disciplinary perspectives. They include **Oct. 7**, STV 401, *Plagues, Policies, and People: Experience and Management of Contagious Diseases in 20th-Century England and the United States*, Lucinda McCray Beier; **Oct. 14**, DEG 551, *History of Statistics in the 18th and Early 19th Centuries*, Dan Headrick; **Oct. 21**, STV 401, *Textile Technology, Gender and the Labor Movement*, Maura Doherty; **Oct. 28** to be announced; **Nov. 4**, *The Development of Nursing Science*, Donna Konradi. The series is open to all and lunch will be served. For further information contact Adedze at 438-8367.



The 1999-2000 academic year marks the 25th anniversary of the Women's Studies Program at Illinois State University. Women's Studies courses were offered as early as 1971, but it was not until November 1974 that the minor was approved. A future issue of *Women's Voice* will carry a story about the beginnings of the program. Do you have any information or experiences from the past 25 years that you would like to share with us? If so, please contact Women's Studies.

Womyn's Coalition News By Kate Wessell, Co-President

The Clothesline Project

On September 9-10, Womyn's Coalition displayed The Clothesline Project on the ISU quad. The Clothesline Project, begun in 1990 by the Cape Cod Women's Agenda, is a visual display of shirts designed by and for women who have been survivors and victims of violence against women. The different colored shirts hung across the quad represent different types of violence women suffer from. The white shirts are for women who have been murdered; yellow and beige are for victims and survivors of domestic violence; red, pink, and orange represent rape or sexual assault; blue and green for women who have survived child sexual abuse or incest; and finally purple and lavender shirts are for women who have suffered violence because they are or were perceived to be a lesbian. The Clothesline Project has spread to over 300 national and international displays.

The shirts displayed by ISU's Womyn's Coalition have come directly from Illinois State and the Bloomington/Normal community, and the display continues to grow. The Clothesline Project is a way of breaking the silence on violence against women through personal testimony and expression. If you or someone you know would like to submit a shirt or receive more information on the clothesline project, please contact Kate at 454-6843 or email Womyn's Coalition at womynsco@hotmail.com.

Take Back the Night, an annual event sponsored by Womyn's Coalition, is scheduled this year for Wednesday, October 20 at 7 p.m.

Womyn's Coalition meets at 7 p.m. on Thursdays in Stevenson Hall, Room 211. If you are interested in joining or learning more about Womyn's Coalition, contact Sarah Anderson at 451-1479 or Kate Wessell at 454-6843.