



# Winter 2003 IRW NETWORK

## IRW Staff

**Dorothy Sue Cobble**, Director  
**Beth Hutchison**, Associate Director  
**Marlene Importico**, Office Manager  
**Folake Oladapo**, Student Assistant  
**Sandhya Buddi**, Student Assistant

## IRW Executive Committee

**Ed Cohen** (Women's and Gender Studies and English)  
**Elin Diamond** (English)  
**Leela Fernandes** (Political Science and Women's and Gender Studies)  
**Judith Gerson** (Sociology and Women's and Gender Studies)  
**Mary Hartman** (Institute for Women's Leadership; Women's and Gender Studies)  
**Nancy Hewitt** (History and Women's and Gender Studies)  
**Stacey Sutton** (Sociology and Urban Planning)  
**Deborah Gray White** (History and Women's and Gender Studies)

Ex officio members  
**Laurie Bernstein** (History and Women's Studies, Camden)  
**Nancy Diaz** (Women's Studies and Classical & Modern Languages & Literature, Newark)  
**Joanna Regulska** (Women's and Gender Studies and Geography)

## Join Us

Our lectures are at the Ruth Dill Johnson Crockett Building, 162 Ryders Lane, Douglass Campus. Receptions at 4:00 p.m. precede the 4:30 lectures.

Parking is available at Lot 71A for Rutgers faculty and staff; nearby student parking is also available. In addition, campus buses stop at Lot 71A. Visitors to Rutgers may request parking passes in advance from the IRW.

## From the Director

It is an honor to be directing the Institute for Research on Women. And it's been a pleasure to get to know the marvelous staff here at the Institute. My thanks go especially to **Beth Hutchison**, Associate Director of the IRW, and **Marlene Importico**, Office Manager Extraordinaire. I also want to thank the members of the IRW Executive Committee for their insight and encouragement and this year's seminar fellows and visiting scholars for their good humor, enthusiasm, and intellectual engagement.

My goal this year has been to create a collective culture of open inquiry nurtured by reason, creativity, and passion. By connecting the Institute's many different initiatives--the weekly seminar, the visiting scholars, our lectures, roundtables, and panels--to the question of class and class difference, we have been able to engage in new ways with an issue that for too long has been mired in long-lost fantasies of industrial proletariats or shut away in the closet of the American myth of classlessness. Class differences among women locally and globally are real and are widening. Indeed, as **Leslie McCall** noted in our inaugural lecture, speaking in reference to the U.S., while women as a group are still disadvantaged relative to men, class inequality among women is now *greater* than among men. I invite you to join us this spring as we continue to explore the ways class structures and experiences are changing and the implications of these changes for feminist theory, politics, and practice.

In the newsletter that follows you'll find highlights from recent IRW events, announcements of upcoming lectures, seminars, and roundtables, and a call for applications from faculty and graduate students to join us next year as we reconsider the meaning and politics of gender and sexual difference(s). In 1963, Betty Friedan published *The Feminine Mystique*. Forty years later we await a similar deconstruction and unmasking of masculinity and the masculine mystique. Imagine a world in which men and women were as rewarded and valued for the qualities and characteristics historically associated with femaleness as with maleness.

Thanks as well, and a toast, to the two directors who preceded me and to the books that have emerged from their tenures. Congratulations to **Marianne DeKoven** (Professor of English and IRW director 1995-1998) on the publication of *Feminist Locations: Global and Local, Theory and Practice* (Rutgers University Press, 2001), a collection based on scholarship presented at the IRW, including essays by **Anne Bellows**, **Charlotte Bunch**, **Leela Fernandes**, **Susan Stanford Friedman**, **Coco Fusco**, **Cheryl Johnson-Odim**, **E. Ann Kaplan**, **Rajeswari Sunder Rajan**, and **Lynne Segal**. And kudos to **Bonnie G. Smith** (Professor of History and IRW director 1998-2001) and **Beth Hutchison** (IRW and Women's and Gender Studies), who worked their editorial magic with papers from IRW's March 2001 three-day conference, "Gender and Disability Studies." The result, *Gendering Disability*, is forthcoming from Rutgers University Press this year.

--Dorothy Sue Cobble

## Thinking About Women/Thinking About Class Lecture Series 2002-2003

Our first lecture of the year was presented by **Leslie McCall** (Sociology and Women's and Gender Studies). In "The Gender Politics of the New Class Inequality," Professor McCall used employment and income data to illustrate the differential impact of economic restructuring on men and women. The "new" class inequality is old by now, McCall noted, since economic disparities by class have been on the rise since the early 1970s. The gender wage gap has closed and the incomes of white professional women and wives have improved markedly, leading to the mistaken assumption that women are no longer disadvantaged. McCall called for greater attention to the problems of low income women. Earlier in the day, Professor McCall met with the IRW/IWL seminar to discuss her paper "Managing Complexity: Methodologies for the Analysis of Multiple Categories" which proposes the application of quantitative methodologies of analysis to the study of intersectionality.

In October, **Vivyan Adair** (Women's Studies, Hamilton College) used vivid examples from her experiences of childhood poverty and life as a single mother on welfare to illustrate her thesis that not only social but physical markers of difference isolate women and children living in poverty as different, menacing, and/or undeserving. Her tales of children who fail in school because their families could not afford eye examinations; who are shunned because, living in cars, they have no access to adequate hygiene facilities; and who complete their homework by candlelight; made a deep impression, as did her recollections of hiding her identity as a welfare mother while she was in graduate school. After the lecture, Professor Adair met with members of the IRW/IWL seminar for dinner, where she discussed the pilot program she conceived and co-directs at Hamilton College that assists disadvantaged parents in three New York State counties to obtain higher educations.

In partnership with the Center for African Studies at Rutgers, the IRW hosted **Marjorie Mbilinyi** (Institute of Development Studies, University of Dar es Salaam, Tanzania), whose lecture "Gender, Class and the Struggle for Democracy: Lessons from Tanzania" outlined the processes of organizing at the village level to identify needs and make demands on the state pursuant to the national commitment to citizens' right to food, land, and democracy. The rise of globalization and the free market have had direct impacts on local economies and family structure. Men have traditionally controlled key assets, such as land holdings, but are often no longer a family's sole breadwinner. Professor Mbilinyi described how, after working within the local village government structure to arrive at consensus for desired action, a network of non-profit voluntary organizations used posters, graphic narratives, and popular theater to mobilize people for social, civil, and economic rights.

Professor **Evelyn Nakano Glenn** (Ethnic Studies and Women's Studies and Director, Center for Race and Gender, University of California-Berkeley) was scheduled as the final presenter of the semester. On the morning of December 5, she met with seminar fellows and guests to discuss her articles "Gender, Race, and Class: Bridging the Language-Structure Divide" and "From Servitude to Service Work:

Historical Continuities in the Racial Division of Paid Reproductive Labor." Professor Glenn contextualized the origins and trajectories of her work, discussed the inspirations for each article and how her thinking has developed over time, and addressed how class affects the attainment of citizenship for women. She also discussed her work-in-progress, in which the phrase "forced to care" indicates how women's traditional role as nurturers has, for many women of color and low-income women, carried over into paid employment. The conversation continued over lunch, when we were joined by additional members of the community.

Excerpts from Professor Glenn's afternoon lecture (cancelled due to the weather) appear on page 4.

### UPCOMING JANUARY LECTURE "Why You Can't Talk about Gender without Talking about Class"



#### A lecture with Joan C. Williams

Wednesday, January 29,  
4:30-6:00; 4:00 reception

Joan C. Williams (Professor of Law and Executive Director, Program on Gender, Work, and Family, Washington College of Law, American University) will be IRW's guest on January 29 and January 30. On Wednesday afternoon, she will give a lecture drawn from her recent award-winning book *Unbending Gender: Why Work and Family Conflict and What to Do About It* (Oxford University Press, 2000). She will meet with the IRW/IWL seminar on Thursday morning to discuss her work-in-progress, "Fretting in the Force Fields: Why the Distribution of Social Power Has Proven So Hard to Change." The paper is now available on the IRW website.

In *Unbending Gender*, Williams expands the concept of sex discrimination to include the ways in which market institutions deny equity and opportunity to those with domestic responsibilities. The solution to the "work-family" dilemma, Williams claims, is not a further commodification of household labor. Rather, she calls for a "reconstructive feminism" that pushes for the restructuring of market and family work and places class, race, and gender conflicts among women at center stage.

In accepting IRW's invitation to speak, Williams said she was particularly looking forward to the opportunity to talk about how attention to class and class difference is crucial to the future of feminism.



**Patricia Roos** (Sociology), **Leslie McCall** (Sociology and Women's and Gender Studies) and **Mary Hartman** (Director, Institute for Women's Leadership; Women's and Gender Studies) at the inaugural IRW lecture.



**Dorothy Sue Cobble** (Director, IRW; Labor Studies, History, Women's and Gender Studies) and **Eileen Appelbaum** (Director, Center for Women and Work; School of Management and Labor Relations) at the inaugural IRW lecture.

## IRW/IWL Seminar 2002-2003 Reconfiguring Class and Gender: Identities, Rights, and Social Movements

With major funding from FAS-New Brunswick and the Office of the Vice President for Academic Affairs, the IRW/IWL faculty-graduate seminar aims to advance cross-disciplinary research, connections and teaching among faculty and graduate students on all three campuses, promote collaboration among the units affiliated with the Institute for Women's Leadership; and provide a space for intellectual exchange between Rutgers researchers and visiting scholars from the U.S. and abroad.

This year's seminar participants represent a wide range of disciplines (including political science, anthropology, history, social work, art history, management, sociology, labor studies, public policy), methodologies, and understandings of how gender, class, race and sexuality can illuminate their research topics. In addition to sessions focused on individual work-in progress, under the direction of convener **Dorothy Sue Cobble**, this year's seminar has featured several discussions relating to feminist methodology and research and has met informally with IRW's distinguished visiting lecturers.

Members of the community are welcome at seminar meetings. Sessions are on Thursdays from 10:30 to noon at the IRW library. Contact the IRW in advance to get a copy of the paper to be discussed, and let us know if you can join us for lunch afterwards.

Work to be discussed during Spring Semester will run the gamut from analyses of past grassroots advocacy and institutionalized concepts of class and poverty to the outlook for the global women's human rights movement as a new generation of young activists seek their place both within and beyond the centers and methods pioneered in the 1980s and 1990s. In addition, featured speakers in the IRW lecture series Thinking About Women, Thinking About Class, including **Joan Williams** (January 30) and **Sheila Rowbotham** (March 27), will join the seminar for informal discussions of their work.

International development work will be highlighted in discussions of **Dorothy Hodgson's** (Anthropology) examination of forms of collective action among African women (January 23) and **Kate Bedford's** (Political Science) research on the World Bank as political entrepreneurs (February 6). A paper by **Lisa Clarke** and **elmira Nazombe** (Center for Women's Global Leadership) will focus on the future of the women's human rights movement (February 13). **Blanche Grosswald's** (Social Work) paper will discuss the concept of "meaningful" work, its impact on families and its gender and class components (February 20). **Julie Whittaker** (Bloustein School of Planning and Public Policy) brings a labor economist's lens to bear on the truism that taking advanced high school math classes results in higher earnings for women (February 27).

Later in the semester, **Laura Curran** (Social Work) will present a paper that looks at how family poverty and child protection intersected in post-WWII social work agencies (March 13). Work by **Carola Frege** (Labor Studies) will spur a discussion of the concept of class and related practices, theories and methods in industrial relations (April 10). The untold story of U.S. women's anti-nuclear activism from the 1950's to early 1980's will be the focus of the seminar paper by **Dee Garrison** (History; April 17). We will also discuss papers by IRW visiting scholars **Zhang Xiao** (Guizhou Social Science Academy, China) on "Gender and the Globalization of Miao (Hmong) Minority Women" (April 3) and **Nina Levent** (Solomon Guggenheim Museum and Art Education for the Blind, Inc.) on "Female Sports and Working Bodies" (April 24). Information about all the seminar discussions is available on the web: <http://irw.rutgers.edu>

## How to Make Contributions to the IRW

Your tax-deductible contributions to the IRW are welcome, and will help sustain and expand our activities in support of our mission: To stimulate research and teaching on women and gender within and across disciplines at Rutgers University.

Checks should be made out to Rutgers University Foundation/IRW and mailed to the IRW. Thank you!

## Race, Gender, and Unequal Citizenship by Evelyn Nakano Glenn



Evelyn Nakano Glenn discussed her work with seminar members the morning of December 5 (see page 2), but unfortunately her afternoon lecture was cancelled due to the heavy snowfall that closed Rutgers. We are pleased that she has permitted us to print excerpts from the talk she was to have presented.

In this talk, I examine citizenship as one of the principal institutions through which unequal race and gender relations have been constituted and also contested in the United States. Citizenship has been key because it has been used to draw

boundaries between those included as members of the community and entitled to respect, protection and rights and those who are excluded and thus denied recognition and rights.

At its most general level, citizenship refers to full membership in the community in which one lives. Membership in turn implies certain rights in and reciprocal duties toward the community.<sup>1</sup> There is nothing in this general definition to preclude exclusion on the basis of ascriptive or achieved status, but what has made the U.S. case notable is its philosophical grounding in the doctrine of natural rights and principles of equality. American citizenship has been defined, by those who have it and therefore speak for all citizens, as universal and inclusive (the so-called American Creed), yet it has been highly exclusionary in practice.

A standard historical view has been that liberal egalitarianism eventually prevailed, and that "defects" in the American Creed were gradually repaired over the course of the nineteenth and twentieth centuries as formal civil and political rights were extended to each of the excluded groups. However, a closer examination of historical changes shows that the course of American citizenship has been jagged at best. . . .

In my view, . . . citizenship, is . . . a matter of formal legal status; it is [also] a matter of belonging, including recognition by other members of the community. Formal law and legal rulings create a structure that legitimates the granting or denial of recognition. However, the maintenance of boundaries relies on "enforcement" not only by designated officials, but also by so-called members of the public. During the Jim Crow era, segregation was maintained on a daily basis by ordinary people. For example, segregation of streetcars meant that whites rode at the front and blacks at the rear. However there was no fixed physical line. Rather, whites boarded and paid at the front, blacks paid at the front and reboarded at the rear. The line marking the white section was established by how far back whites chose to sit. Thus, segregation of public conveyances was carried out and enforced not only by white drivers and conductors, but also importantly by white passengers, who imposed sanctions on blacks whom they perceived as violating boundaries.<sup>2</sup>

(continued on page 6)

## UPCOMING MARCH ROUNDTABLE Gender, Class, and Political Identity in Comparative Context

With Sheila Rowbotham, Temma Kaplan, and Leela Fernandes

March 27, 4:30-6:00; Reception at 4:00



**Sheila Rowbotham** (Sociology and International Centre for Labour Studies, Manchester University) will be visiting the IRW for two days in March, joining a roundtable discussion on March 27 with Rutgers professors **Leela Fernandes** (Political Science and Women's & Gender Studies) and **Temma Kaplan** (History and Women's & Gender Studies).

Professor Rowbotham is the author or editor of over two dozen books including such early classics as *Women's Consciousness, Man's World* (1973) and *Women, Resistance, and Revolution* (1974). Rowbotham's more recent work on women's global movements around livelihood, including *Dignity and Daily Bread: New Forms of Economic Organisation among Poor Women in the Third World and the First* (1994) and *Women Resist Globalization: Mobilizing for Livelihood and Rights* (2001), will provide the focal point for the discussion.

Professor Kaplan's research on women's grassroots organizing in Argentina, Chile, South Africa, Spain, and the U.S., and Professor Fernandes's expertise on the politics of class and gender in India will provide additional comparative points of analysis.

Earlier in the day, Professor Rowbotham will join the IRW/IWL seminar for a discussion of her recent essays, "Dear Dr. Marx" and "Bringing Women's Voices into the Dialogue on Technology Policy and Globalization in Asia."

We are sorry to announce that Professor **Chana Kai Lee's** March lecture has been cancelled. We hope to reschedule it later in the semester.



## IRW Visiting Scholars

The IRW's Visiting Scholars program brings post-doctoral researchers to campus for a semester or an academic year. Over the past few years, Rutgers faculty and graduate students have exchanged ideas, pursued joint projects, and made connections with scholars from other institutions in the U.S. and abroad that have transformed their research, writing, and teaching.

For example, noted South Korean feminist theatre critic **Jung-Soon Shim** (IRW Visiting Scholar, 2000-2001; Soongsil University) participated in a writing project with **Drucilla Cornell** (Women's and Gender Studies and Political Science); **Leah Vosko** (IRW Visiting Scholar 1998-1999) worked with **Dorothy Sue Cobble** as a Fulbright



**Sasha Patterson** (Center for American Women and Politics, **Averil Clarke** (IRW visiting Scholar), and **Vilna Bashi** (Sociology; former IRW seminar fellow) at the September 2002 Welcoming Reception.

Fellow from Canada; in 1996-1997 visiting historians **Renate Howe** (Deakin University, Australia) and **Francisca deHaan** (Leiden University, The Netherlands) participated in regular meetings with Women's History faculty and graduate students.

This year, IRW Visiting Scholars **Zhang Xiao** (Guizhou Social Science Academy, China) and **Averil Clarke** (Sociology, University of Pennsylvania) are working with Rutgers faculty, Zhang Xiao on a joint research project with **Louisa Schein** (Anthropology and Women's and Gender Studies) on the effect of globalization on Miao (Hmong) women and Averil Clarke in a writing group with **Daphne Lamothe** (English) and **Vilna Bashi** (Sociology). In addition, IRW Visiting Scholars meet and collaborate with graduate students and faculty through the weekly IRW/IWL seminar.

We encourage our Rutgers colleagues to spread the word through their networks of U.S. and international scholars. Application review has begun and will continue until all positions are filled.

Although our visiting scholar positions are unpaid, Visiting Scholars are welcomed as members of our community and provided with offices at the IRW and resources to pursue their research. In addition, the Wittenborn Scholars Residence next door to the Institute offers comfortable, affordable housing for scholars affiliated with the IRW or the other women's units at Rutgers.

More information about the program and how to apply is available on our webpage (<http://irw.rutgers.edu/programs/scholar03-04.pdf>).

## June 2003 Roundtables

The IRW invites faculty, graduate students, and community members to mark their calendars for two special roundtable events in June. Twenty-five Danish trade union women on study tour to the U.S. will join IRW Director **Dorothy Sue Cobble** and other participants on June 18 to discuss strategies for gender parity and greater democracy in the U.S. and global labor movements.

In collaboration with **Nancy Hewitt** (History and Women's and Gender Studies), the IRW will co-host, with the Faculty of Arts and Sciences, the June meeting of the "Work in the Lives of Women of Color" project housed at the University of Maryland. Rutgers professors **Vilna Bashi** and **Nancy Hewitt**, along with some twenty other scholars, including **Vicki Ruiz**, **Evelyn Hu-DeHart**, **Lynn Bolles**, **Elsa Barkley Brown**, **Maria Ontiveros**, **Deborah Willis**, and **Seung-kyung Kim**, are participating in the Ford-funded project directed by Professors **Sharon Harley** and **Francille Rusan Wilson**.

On June 26, a select group of project members will join Rutgers faculty, **Ruth Milkman** (Sociology, UCLA), and other invitees for a IRW Rockefeller-funded roundtable discussion of transnational organizing among immigrant women. Look for more information this spring.

## IRW Webpage Features Expansion, Undergraduate Research

The IRW is exploring ways to use the Internet as a vehicle to support and stimulate research on women and gender. During the coming year, additions to the webpage funded in part by a Rutgers Strategic Resources Opportunity Award (SROA) will feature the research products of IRW/IWL seminar fellows and IRW visiting scholars, as well as a revamped Database of Rutgers Gender Scholars (a joint project with the Institute for Women's Leadership, Margery Sommers Foster Center and Scholarly Communication Center).

In short, we anticipate using the power of the web to make the IRW's work--public lectures, interdisciplinary research seminar papers and discussions, related work by our seminar fellows and visiting scholars--available to anyone with access to the Internet.

We are also supporting and hosting research webpages created by Rutgers undergraduate students. The IRW collaborated with **Nancy Hewitt**, who received support from the National Endowment for the Humanities to enlist undergraduates to create research units for the web as part of her history seminar "Women's Rights in America: Origin Stories".

Professor Hewitt designed the course to build students' understanding of research methods and practices and enable them to present their findings on the web. History graduate student **Jeanne Bowlan** provided in-class tutorials on HTML coding. As a result, undergraduate students **Jaclyn Abruzzese**, **Allison Brayne**, **Vanessa Cole**, **Gabrielle Constantino**, **Daniela Genoble**, **Brianna Marley**, **Janet McGrath**, **Alicia Pasko**, **Alison Sabino**, **Rachel Sakofsky**, **Erin Salmon**, and **Julie Shastri** created web-based research clusters as part of their work for the course.

One of the students' projects has been chosen for inclusion in the nationally acclaimed website, Women and Social Movements in America, housed at SUNY-Binghamton. All of the final projects--Birthplaces of Feminism, Race and Women's Rights, and the Influence of European Socialism on American Women's Rights--are available on the IRW's webpage: <http://irw.rutgers.edu/research/ugresearch/womensrights.html>.

## Evelyn Nakano Glenn (continued from page 4)

Contrarily, men and women may act on the basis of schemas of race, gender, and citizenship that differ from those in formal law or policy. For example, when the Southwest was taken over by the U.S., the U.S. agreed under the Treaty of Guadalupe Hidalgo in 1848 that all Mexican citizens residing in the territory would be recognized as U.S. citizens unless they elected to remain citizens of Mexico. In an era when full citizenship rested on white racial status, Mexicans by implication were "white." Indeed the explicit policy of the federal government was that Mexicans were "white." For this reason, Mexicans were not enumerated separately from whites in the Census prior to 1930. However, Anglos in the Southwest increasingly did not recognize the official "whiteness" of Mexicans and often refused to view them as "Americans" entitled to political and civil rights.<sup>3</sup>

As a result, even though segregation of Mexicans was technically illegal, de facto segregation was rampant. Consequential public sites--hospitals, municipal buildings, banks, stores, and movie theaters--were Anglo territory. When Mexicans entered Anglo territory, they were confined to certain restricted times or sections. Mexican women "were only supposed to shop on the Anglo side of town on Saturdays, preferably during the early hours when Anglos were not shopping." In Anglo run cafes, Mexicans were allowed to eat only at the counter or to use carry-out, and theaters relegated Mexicans to the balcony.<sup>4</sup>

Attention to how the boundaries and meanings of citizenship are re-enforced, enacted, and contested in raced and gendered ways at the local level and in everyday interaction is useful in three major ways.

First, it clarifies the distinction between formal and substantive citizenship. I view formal citizenship--defined by national, state, and local laws and policies--as setting certain parameters within which individuals and groups maneuver, strategize, and construct meaning. But, what happens when people go about their daily life? Are they recognized as members of the community, allowed to live and work where they want, to vote, to go to school, to enter public facilities, and in general be recognized as a competent adult? The answers to these questions constitute substantive citizenship. This notion of on-going relationships and interactions as constituting substantive citizenship then is an important addition to understanding inequalities in American citizenship.

Second, a focus on the local avoids an overly monolithic view of oppression by revealing the "state of play"--the variability and unevenness--in the race-gender regime of citizenship. The experiences of different groups in different regions of the country can be compared as to similarities and differences in the ways national laws and policies regarding citizenship were interpreted at the local level and in day-to-day relations. Within each region, we can also view variability in the enforcement of boundaries of inclusion/exclusion and changes over time in the drawing of these boundaries.

Third, a focus on everyday interaction highlights the role of human agency, including that of the excluded. . . .

What I am suggesting is that we develop a more sociological conception of citizenship, one that brings it closer to core theoretical and methodological themes in sociology. I suggest conceiving of citizenship as a product of rhetorical and material practices that include everyday interaction through which boundaries of the community are enforced and contested.

This approach makes citizenship amenable to some of the same methods as are used to study other kinds of social categories that involve boundary maintenance and enactment and therefore allows it to

be studied in relation to these other categories: we can ask such questions as how do race, gender and class intersect in the creation and maintenance of citizenship and how does citizenship shape whiteness, manhood, and middle-class status?

By tracing the material and ideological roots of American citizenship, I have tried to expose the extent to which race and gender have been central organizing principles and integral to the ideals and assumptions underlying American democracy. Ironically, however, the very tenets of republican and democratic ideology, that proclaim universal equality, have helped to obscure the existence of institutionalized systems of inequality. To the extent that Americans subscribe to beliefs in independence and free choice and the separation of public and private realms, they deny interdependence between groups (such that privilege for some rests on the subordination and exploitation of others) and are blind to institutional constraints on choice.

Unfortunately, such conclusions ignore the fact that various forms of exclusion and discrimination that Native Americans, African Americans, Mexican Americans and Asian Americans were subjected to in earlier periods are still clearly operative in the contemporary United States.

[See Endnotes, page 7]

## Domestic Partner Benefits Panel, Other Co-Sponsored Events

On October 29, a panel discussion on "Domestic Partner Benefits: Theory and Practice" drew an audience of faculty, staff, students, and labor organizers to hear economist **M.V. Lee Badgett** (University of Massachusetts-Amherst), **Desma Holcomb** (Pride at Work NY, SEIU Local 32BJ), and **Kitty Krupat** (American Studies, NYU). The director of



the Center for Women and Work, **Eileen Appelbaum**, moderated. The panel was a joint project of the Center for Women and Work, the IRW, and the Office of Diverse Community Affairs and Lesbian-Gay Concerns.

**Kitty Krupat** (American Studies, NYU) & **Cheryl Clarke** (Director, Office of Diverse Community Affairs and Lesbian/Gay Concerns) at the Domestic Partner Benefits Panel.

The panel discussed the history and current outlook for domestic partner benefits in the United States. Currently, income is taxed but employee benefits aren't, which means that federal policy subsidizes those employees receiving the most family benefits (married male-female households with children). Conversely, federal law stipulates that the cost of health insurance coverage for same-sex partners of employees is taxed as income.

The IRW co-sponsors a number of events each year. Most recently, we were pleased to help make possible the Department of Women's and Gender Studies' lecture by **Kamala Visweswaran** (University of Texas-Austin) "Gendered States: Rethinking Culture in South Asia Human Rights Work" presented as part of the J.A.L. Foundation Lecture Series in South Asian Women's Studies.

## Focus on Work Time, Unions, Gender

On Thursday, May 9, 2002, the IRW hosted **Kris Rondeau**, principal spokeswoman and lead negotiator for the Harvard Union of Clerical and Technical Workers (HUCTW). Known for the innovative organizing tactics recounted in John Hoerr's *We Can't Eat Prestige: The Women Who Organized Harvard* (Temple University Press, 1997), which documents the union's struggle to represent workers at Harvard, Kris Rondeau brought her unique and deeply humane philosophy to campus in her talk "Women's Ways of Organizing: Unionism in the New Service Work Force." A mantra of the organizing mode pioneered by Rondeau and her colleagues, "It's not about them, it's about us," illustrates the concept that workers' needs, strength and solidarity--rather than grievances or ideas about their employers--should direct their actions [see related story this page]. An enthusiastic audience representing university, labor, and community interests discussed Rondeau's ideas and exchanged related anecdotes at the Labor Education Center.

The next day, the IRW convened a **Roundtable on Unions, Gender, and Worktime** which allowed academics and activists to exchange ideas about how to reclaim and reorganize the workday to provide workers with more flexibility in addressing their non-market needs and responsibilities. These approaches necessarily look beyond gender--as men are increasingly enlisted as caregivers to children, partners, and parents--and scrutinize the varying circumstances and needs of employees based on class and other differences. **Kris Rondeau** (Harvard Union of Clerical and Technical Workers); **Netsy Firestein** (Labor Project for Working Families); **Dan Clawson** (Sociology, University of Massachusetts, Amherst); **Rosanne Currarino** (Mellon Postdoctoral Fellow, University of Pennsylvania); **Ellen Mutari** and **Deborah Figart** (Economics, Richard Stockton College); and Rutgers faculty members **Eileen Appelbaum** (School of Management and Labor Relations and Center for Women and Work), **Joanna Regulska** (Women's and Gender Studies and Geography), **Carola Frege** (Labor Studies), **Debbie Lancaster** (Occupational Training and Education Consortium, SMLR), and **Blanche Grosswald**, School of Social Work were among the participants.

### Photo acknowledgments

Kris Rondeau from webpage, The Saguaro Seminar Civic Engagement in America, John F. Kennedy School of Government, Harvard University (<http://www.ksg.harvard.edu/saguaro/images/rondeau.gif>).

Sheila Rowbotham from webpage, Department of Sociology, University of Manchester (<http://les1.man.ac.uk/sociology/images/Srowboth.jpg>).

Joan C. Williams from webpage, Washington College of Law, American University ([http://www.wcl.american.edu/faculty/williams/williams\\_joan.jpg](http://www.wcl.american.edu/faculty/williams/williams_joan.jpg))

All other photos by IRW; additional photos from our events are at <http://irw.rutgers.edu>

## KRIS RONDEAU: Reorganizing Work is a Feminist, Family Issue

(excerpted from her IRW talk at the Labor Education Center, May 9, 2002)



We have about 5,000 members in the Harvard Clerical and Technical Union and we are about 75 percent women. One of the good things about negotiating with Harvard is that they have a lot of money and so we have been able to do very well in a lot of the economic ways. But we have not really done very much to change the nature of work or to deal with other issues. So in 1999 we decided to have a series of lunchtime meetings to discuss the question: Now that we have taken care of the economics, who do we want to be? We had fun and interesting discussions and three answers emerged: we want participation at work; we want lots and lots and lots and lots of adult learning; and we want to be community builders, to see our workplace as a community.

We tried to make this agenda real in different ways but couldn't convince Harvard to partner with us and without a partner we couldn't do it. So we wrote a letter to our permanent mediator and facilitator, Jim McHealey, and told him that there were three paths that we cared about and that they could choose engagement or they could choose war but we weren't offering anything in-between. Harvard never actually did choose, but the balance tipped and since then things have been increasingly rich and interesting. Right now we have twenty-nine labor-management projects going on that are primarily about two different things. One is about cleaning up what we call "the superfund sites," the places where it is just really bad to work. And the other is about doing some actual work design and changing the way work is done.

In all of our locals, we believe that work design and work processes are not just a feminist issue but a family issue. We don't really see that it's possible for work to continue to be organized in the way it is every day in order for people who work to do all the things they have to do in their lives. It's just not working; something has to give. We've been able to make flexible work schedules. We've been able to do a lot of different things and nevertheless there is something that just pushes back and pushes back. There is a wall beyond which we cannot go. And because it engages our other values like participation and adult learning, we are putting our eggs in the basket of trying to rearrange work in a way that makes it more satisfying.

But that is a story for another day.

### Notes, Evelyn Nakano Glenn

1. Stuart Hall and David Held, "Citizens and Citizenship," in Stuart Hall and David Held, eds., *New Times: The Changing Face of Politics in the 1990s* (London: Lawrence & Wishart, 1989), p. 175.

2. David Delaney, *Race, Place, and the Law, 1836-1948* (Austin: University of Texas Press, 1998), p. 101; August Meier and Elliott Rudwick, "The Boycott Movement Against Jim Crow Streetcars in the South, 1900-1906," *The Journal of American History* 55 (March, 1969), p. 761; Cliff Kuhn, Harlon E. Joye, and E. Bernard West, eds., *Living Atlanta: An Oral History of the City, 1914-1948* (Athens: University of Georgia Press, 1990), p. 80.

3. Ian Haney Lopez, *White By Law: the Legal Construction of Race* (New York: New York University Press, 1996), pp. 61-62; Mark Reisler, *By the Sweat of their Brow: Mexican Immigrant Labor in the United States, 1900-1940*, (Westport, Conn.: Greenwood Press, 1976), p. 136.

4. David Montejano, *Anglos and Mexicans in the Making of Texas, 1836-1986* (Austin: University of Texas Press, 1987), p. 168; Paul S. Taylor, "Mexican Labor in the United States: Dimmit County, Winter Garden District South Texas," *University of California Publications in Economics*, vol. 6, no.5 (July 31, 1930), p. 407; Neil Foley, *The White Scourge: Mexicans, Blacks and Poor Whites in Texas Cotton Culture* (Berkeley: University of California Press, 1997), pp. 42-44; Lisbeth Haas, *Conquests and Historical Identities in California, 1769-1936* (Berkeley: University of California Press, 1995), p. 185.

## Proposals for 2003-2004 Seminar Fellowships Due 2/18/03

The IRW is now accepting applications from advanced graduate students and faculty for next year's seminar, "**Femininities, Masculinities, and the Politics of Sexual Difference(s)**." Faculty accepted as fellows receive one course release and may apply for an additional research stipend up to \$2,500. Graduate students are awarded \$4,000 for the year as seminar fellows.

The seminar is designed to allow scholars with diverse academic backgrounds, disciplines and methodologies to share their work-in-progress as it relates to the seminar theme. Participants are invited to explore, among other topics, the changing forms and representations of femininities and masculinities; the social construction and fluidity of bodies and of sex differences; the ways in which sexual difference sustains and subverts the structures, institutions, and relationships of power; and the continuing debates within feminist theory, practice, and policy over the recognition and valuation of sexual difference(s).

The seminar will support up to eight Rutgers Faculty Fellows and four Graduate Fellows from diverse Rutgers professional schools and FAS departments/programs on the New Brunswick, Camden, and Newark campuses. Seminar participants attend Thursday morning seminar meetings during Fall and Spring Semesters, provide a paper for discussion in the seminar, and lead a discussion session.

Seminar members will also meet with next year's IRW distinguished lecturers. Already scheduled presenters include **Suzanne Lebsock** (joining the History Department at Rutgers in September), speaking from her new book *A Murder in Virginia: Southern Justice on Trial*. In addition, **Deborah Willis** (Photography, Tisch School of the Arts, New York University) will analyze visual images of black women's femininities. In the Spring, **Joanne Meyerowitz** (History, University of Indiana) will discuss new research stemming from her book *How Sex Changed: A History of Transsexuality in the United States*.

For a full description of the seminar theme and application materials, visit the IRW webpage (<http://irw.rutgers.edu>).

**Deadline for applications has been extended to Tuesday, February 18, 2003. Applicants and departments will be notified by the first week in March.**

---

IRW Network - 8

### **Institute for Research on Women**

Rutgers, The State University of New Jersey  
160 Ryders Lane  
New Brunswick, New Jersey 08901-8555