Director’s Notes

Fall 2005

Gale Summerfield

Veronica Montecinos, Gunesli Berik, and Gale Summerfield at International Association for Feminist Economics conference in Oxford.

This year WGGP has strengthened its focus on global human security and gender equity – stressing migration, livelihood, and health. The year promises to be one of changes at UI as well as one of crucial challenges in world affairs. UI has a new president and our campus has a new chancellor and soon a new provost and a new associate provost for international studies.

As part of global human security issues, WGGP has sponsored two programs this semester on social security issues facing women in the US and other countries. We are finishing the interviews for a pilot study on immigrants in central Illinois and plan to expand our study soon. Other projects focus on recent changes in China such as new laws on property rights in agriculture that now require thirty-year leases and an end to redistributions. Paradoxically as families get more secure tenure to the land they farm, women’s rights are becoming less secure in many ways, and children born after 2001 will no longer have guaranteed use rights.

Summerfield, continued on p.3

Research Notes

Between Islam and Feminism: New Political Transformations and Movements in Morocco

Zakia Salime

This study investigates the dynamics between two major competing women’s movements in Morocco: Islamist groups that hold Islamic law (shari’a) as the unique framework for building a culture of women’s rights; and feminist groups that use the United Nations’ conventions and the feminist discourse of equality to amend the shari’a-based family law (mudawana). My study analyzes how the politics and agendas mobilized by these two movements over the past two decades are in a process of transforming the gender debates, the forms of organizations and the strategies of both movements. Rather than analyzing the feminist and Islamist women’s movements as if they were of separate entities, my study looks at these movements as they relationally build their movements and politics of protest. The core of my dissertation shows how these interactions have led to an Islamization of feminist groups, on the one hand, and a feminization of the Islamist groups on the other. Thus, this approach is located at the intersection of local alternatives to global (universalistic) discourses of women’s rights. By focusing upon subtle interpenetrations and interactions, my research challenges major dichotomizing assumptions at work in the social movement literature and mainstream feminist theory.

Salime, continued on p. 3
WGGP Fall 2005 Activities

WGGP sponsored events:

A Noon Seminar on “The Aging Population and Social Security: Women as the Problem and the Solution,” by Mariann Ferber, Professor Emerita, Economics, UIUC, and Patricia Simpson, Associate Professor, Industrial Relations, Loyola University, November 8.

WGGP co-sponsored events:
Duncan Watts, Professor of Sociology, Columbia University and author, Six Degrees: The Science of a Connected Age (2003), gave a CAS/MillerComm lecture entitled Social Networks and Social Dynamics in a Small World, August 29;
John Feffer, independent journalist and author of North Korea/South Korea: U.S. Policy and the Korean Peninsula (2003) spoke on The Global Food Court: Fast Food, Slow Food, Imperial Food, September 8;
Jason DeParle, Senior Writer, The New York Times, gave a CAS/MillerComm lecture entitled A Shot at the American Dream, September 12;
Global Justice and Peace Teach-In, featuring Nonpumelenko Pinkie Magwaza, a volunteer for Jubilee South Africa and Youth for Work, and George Martin, Program Director for Peace Action Wisconsin and Steering Committee member of United for Peace and Justice, gave a workshop on October 4.
Norman Daniels, Professor of Ethics and Population Health, Harvard School of Public Health, gave a talk on “Why Justice is Good for our Health,” October 17;
Kathleen Carley, Professor, Institute for Software Research International and Director, Center for Computational Analysis of Social and Organizational Systems, Carnegie Mellon University, gave a lecture on “Analysis Applied to Counter Terrorism” as part of The Age of Networks: Social, Cultural, and Technological Connections, a CAS Initiative, on October 24;
David Stark, Arthur Lehman Professor of Sociology and International Affair, Columbia University and External Faculty Member, the Santa Fe Institute, gave a lecture as part of the CAS Initiative, on “Assembling Publics: New Technologies of Deliberation and Demonstration in Rebuilding Lower Manhattan,” Oct. 29;
Allen Ezell, Co-author of Degree Mills: The Billion-Dollar Industry That Has Sold Over a Million Fake Diplomas, gave a lecture as part of the CAS Initiative on “Degree Mills – Yesterday, Today & Tomorrow,” Nov. 14;
Jonathan Shay, Staff Psychiatrist, Dept of Veterans Affairs Outpatient Clinic, Boston and author of Achilles in Vietnam and Odysseus in America, gave a CAS/MillerComm lecture on “From Troy to Baghdad,” Nov. 17.

Summerfield, cont. from p. 1

Other projects include putting together a publication on transnational migration for care work and projects on the global labor market and health care labor. Budget cuts pose a challenge, but we are fortunate to have donors who support student research in this area, and we have received additional support from them. I encourage those who are graduate students at UI or have students here to apply for the Goodman Fellowship ($12,000 for the new academic year plus tuition and fee waiver) and the Duf-Ferber, Cloud, and Yates awards. We also are grateful for some donations to the Friends of WGGP fund which allows us to print the newsletter and do other projects; we are able to direct all of the donations to projects instead of overhead. People really can make a difference in promoting research efforts on global gender equity issues – even with small donations. When you are thinking of sharing as this calendar year ends, please consider the WGGP funds (you can send a check to us made out to University of Illinois/WGGP and specify which fund you would like to receive your gift; we will have a form at the end of the newsletter.)

Ruth Pearson,
Professor of Development Studies,
University of Leeds,
Wednesday April 19, 2006, 4 pm
“Calling Capital to Account: Corporate Gender Responsibility in the Global Era”

Dr. Pearson’s lecture will address the “Maria Tax,” her recent policy innovation that proposes a tax on all multinational corporations in export processing zones to be used to fund health care and other benefits for employees in these areas, most of whom are women. Her talk will also explore corporate responsibility for acting against gender-based violence, e.g. the killings in Ciudad Juarez. She will also talk about the dangers of relying on companies complying with “good practices” as the primary mechanism of production” – e.g. the GAP and the Cambodian trade agreement. This event is cosponsored by WGGP and the Transnational Seminar.

Salime, cont. from p. 1

This dissertation aims to come to terms, empirically and conceptually, with some of the questions posed by the parallel development and interaction between the secular feminist movements and Islamist women’s movements, over the two past decades. It strives to address some basic questions left unanswered by the literature on women’s movements in the Middle East, as follows: 1) How do these movements interact and what are the changes that have occurred in this process? 2) How do these two movements articulate religion, politics and the universal framework of women’s rights? 3) What are the effects of these articulations on reframing the three spheres of religion, politics and gender debates in Morocco? 4) How are the conjunctural factors such as the structural adjustment program, economic liberalization, political democratization, and the “War on Terrorism,” expressed in these movements’ competition over the leadership of the women’s movement in Morocco?

In short, this study identifies the various ways secular feminist groups have shaped the politics of protest among Islamist women and vice versa. This turn in the discussion is related to my definition of women as “hegemonic agents” (Laclau and Mouffe 1985) articulating competing definitions and agendas about key issues such as democracy, citizenship, women’s rights and religion. Thus, this study is not a mere addition to the existing cases on the women’s movements in the Middle East. It is rather an innovative approach that challenges the static view, based on the opposition between feminism and Islamism, with a more dynamic view that looks at interdependencies, relationships and exchanges between these movements. Furthermore, by locating these dynamics in the changing historical contexts of the 1980s to 2003, my study also identifies the interpenetrations among these movements and their environments--state, political parties, law, and media.

Zakia Salime earned a PhD in Sociology with a GRID minor from UIUC in 2005. She received the Goodman Fellowship in 2003-04. Zakia is currently Assistant Professor of Sociology at Michigan State University. She can be reached at salime@msu.edu.

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NEWS FROM WGGP ASSOCIATES

M. Jocelyn Armstrong, Community Health, published "Grandchildren's influence on grandparents: A resource for integration of older people in New Zealand's aging society" in Journal of Intergenerational Relationships, 3(2) 7-21, 2005. This study draws on interview data collected in qualitative research of social aging among young old women in urban New Zealand to examine grandchildren as a resource for social integration of older adults.

Maimouna Barron, PhD GRID Alum, Curriculum & Instruction, began work in Aug. 2005 as Coordinator of Special Programs and Director of Graduate Studies at the Center for African Studies, UIUC. She is responsible for the MA Program in African Studies and will also be doing outreach work. Maimouna earned a PhD in Education with a GRID minor from UIUC in May 2005.


Janjie Chen, PhD GRID student, Anthropology, co-organized a panel and presented a paper on "Graduated Citizenship in Postsocialist States: Regulating Population in China, Poland and East Germany." She attended the American Anthropological Association, Nov 30- Dec. 4, Washington, DC.

Angelina Cotler, PhD GRID Alum, began work in Aug. 2005 as Associate Director of Center for Latin American and Caribbean Studies at UIUC. She is responsible for organizing cultural events, outreach, and development. She earned a PhD in Anthropology with a GRID minor from UIUC in May 2005. Congratulations to Angelina for this appointment and also for her recent marriage, Oct. 17, to Mahir Saul. Manisha Desai, WGGP/Sociology, is President-Elect of Sociologists for Women in Society beginning 2006. She was invited to two conferences this Fall: a conference organized by the Women of Color Resource Group from California on Women's Global Strategies for the 21st Century at Sarah Lawrence College, September 10-13 and Syracuse University's symposium on Gender Justice Post Beijing where she gave a paper on transnational feminism.


Doing Gender in Africa: the value of experiential knowledge in dissertation fieldwork

Joy Williams-Black

Doing Gender: rethinking gender analysis

My decision to undertake a gendered analysis was influenced by my coursework, instructors, review of literature, my interaction with the women and Gender in Global Perspectives (WGGP) Program, and my interest in development (or underdevelopment as Walter Rodney puts it) in sub-Saharan Africa. Joan Scott’s seminal work, *Gender and the Politics of History* (1988), which is considered a foundational text for the discussion of gender analysis, played an important part in my decision to tackle gender. However, it is the work of Black and Third World scholars (like hooks, 1984; Hill Collins, 1990; Basu, 1993; Gbewonyo, 1999, 2002) who criticized Western scholars for subsuming the categories of race, ethnicity, and class rather than equalizing them with gender that I looked to in order to gain a more nuanced perspective of gender, especially since I am a Westerner who would be looking at African women. Gender as a method of historical analysis does not carry one meaning and is interpreted in varied ways. Gender studies has shifted the discourse away from the assertion that one’s consciousness of WGGP Perspectives, *Vol. 26(1)*, Page 6 existing since it acknowledges unequal social relations between the sexes. “From there,” I remember continuing matter-of-factly, “it is a matter of analyzing the degree, form, and consequences the inequality has taken,” quoting Ayesha Imam. I summed up by saying that his concern with my using the binaries of men and women, which he stated African women scholars have challenged, was unavoidable in a study that sought to examine the positionality of women as opposed to that of men. However, after having time to fully reflect upon his concern (and reread my proposal), it dawned on me that perhaps it was necessary to rethink how I was ‘doing’ gender, even within the framework of gender disparity.

It has been said that “all social life is theoretical and therefore all theory is real social practice” (Asea et al., 1999). Or as Louise Tilley puts it “gender analysis should be a social history that gives due respect to human initiative (Tilley, 1989; Varikas, 1995). However, Joan Scott would beg to differ since her position is that ultimately it is the theory not praxis that should determine the research agenda. Creating a balance between gender theory and practice became a major issue in my research as I began to rethink how I was ‘doing’ my analysis, especially the collection of data. Initially, I began to ‘look for the women’ in the archival material I was surveying. I was told they weren’t there so I was going to prove that they were. However, after being queried by my peer at Kenyatta, I began to ask myself how I could integrate my western mentality with an African sensibility that would do justice to the lives of the individuals I am studying. They are African, which doesn’t say much about them aside from denoting geographical location. They are Kenyan either by birth or as permanent residents who migrated from other countries. They are men and women; husbands and wives; students and teachers. They are also mothers and fathers; daughters and sons; sisters and brothers. They are all of these things individually with many identity markers overlapping. So I asked myself, “How does one do a gendered analysis on such a vastly different group of individuals?” Following are the experiences that helped me discover an answer to this question: Getting the most out of overlooked resources:

> News Shows
While contemplating the above question, a Kenyan news program aired that featured Minister of Health, Charity Ngilu. In the interview, Minister Ngilu made a comment that opened up a potential space that could provide an answer to my dilemma. She was asked how she reconciles all of the roles she

Staff of the History Department, Kenyatta University

has—wife and mother, politician, businesswoman. Minister Ngilu replied that she does so as an extension of her self in service. She extends herself in her nurturing role as wife and mother. She extended herself as a parliamentarian in service to the government. She’s extending herself as minister of health in service to her constituency. I thought, “the extension of one’s self in service, to what we put our effort to the most, could provide an outlet by which to move away from generalizing about individuals based purely on the categorizations of women and men. Male/female binaries, even though they apply to one’s biological sex (and even this category is being blurred by trans-gendered individuals), say little of substance about an individual in and of itself. In addition, I thought, if I examine women am I doing so at the expense of men? Further, I wondered WGGP Perspectives, *Vol. 26(1)*, Page 7
what categories of analysis should be the focus. This forced me to rethink how I was collecting data, which was very important since it would profoundly impact how I ultimately structured my dissertation. 

Listening to the Archives

Ultimately, with this renewed outlook, I began to re-examine archival material but with a more nuanced perspective. I asked myself—“what are they saying about themselves? What information was solicited and what did they volunteer? As a result, what categories emerge as primary?

Conclusion

The discourse on commonalities and differences has been beneficial and transformative to gender studies. I believe that in spite of the problems and issues that have yet to be resolved, gender studies, as pointed out by many scholars, has enhanced the exploration of power relations at various historical moments by deconstructing relationships from the household level to that of the state. It has done so by exploring the impact of change on women’s lives from both internal and external forces. The ways in which gender interests are conceived and investigated, the importance of lived experiences of women, and tension over who is speaking for African and Third World women continue to dominate gender discourse. They are elements to be considered when “doing” gender, which Western scholars examining non-Western people must contend with in their research.

My best advice:

1) When you write your proposal, do it as if what you are proposing is absolutely without a doubt, the project you will undertake. This doesn’t mean it won’t change. You may have to make small adjustments to it or totally abandon it as happened in my case. However, if you begin to see a tentative or weak proposal it could prohibit you from getting funding. So, be of the mindset that you have a strong, well-grounded, totally doable and fund-worthy research topic. If you don’t believe that, you won’t be able to convince any one else that it’s true.

2) Be flexible and open to change. There’s a saying that “change is good.” Personally, I’m a creature of habit and hate change, but I try to deal with it in such a way that it doesn’t totally unravel my sense and sensibilities. Being open to change only prepares you. You may not have to change anything about your proposal or project. If not, there’s no problem. If so, you’ll be ready to make whatever changes are necessary and also be able to defend your work if called upon to do so.

3) Also a very simple suggestion—read and reread your proposal, especially before beginning fieldwork. Know what you are supposed to do, then go about the business of doing it. Keeping in mind, of course, that your field experiences will affect your proposal in some way, for the good and bad, maybe a little; maybe a lot.

4) Use the resources you’ll encounter in the field wisely. This includes reading newspapers, magazines, interacting with individuals—strangers, faculty at the university you are affiliated with, students, watching news shows, and even impromptu discussions. I was having lunch with a faculty member at KU and we were talking about my research. A stranger who happened to be sitting at the table joined in our discussion. He encouraged me to write a book, saying that my topic was interesting and would be widely read by Kenyans. It was encouraging to talk about my work and get such a positive response. However, I just want to get this dissertation finished.

5) And finally, use your dissertation fieldwork to write articles, do presentations and begin to sort out what you’ve learned, share your work and get feedback early in the next phase—dissertation writing. My fieldwork has already produced two paper presentations. The challenges I faced in my dissertation fieldwork have forced me to stretch myself beyond my own narrow thinking. I believe this is especially important and a part of us who are examining individuals from cultures different than our own. If you are using gender as a category of historical analysis in your work, I would just caution you to be open to alternative approaches to undertaking such an endeavor and be mindful that you do ‘gender’ well.

Joy Williams-Black is a GRID graduate and PhD candidate in History at UIUC. She conducted research in Kenya during September 2004-April 2005. She can be contacted at jwillbkt25@yahoo.com.
Research Report from England and Jamaica

Ethel Hazard

In July 2005, I traveled to Newcastle, England and presented a paper at the 29th Society for Caribbean Studies (SCS) Conference. The paper entitled, "Living on the Edge of Empire and Colony" addressed the practice of political philanthropy by Cuban migrants to Jamaica at the end of the First World War of Independence in 1878. In August, I traveled to Jamaica where I conducted archival research on this same community. The two experiences have enabled me to identify a serious gap in both our conceptualization of philanthropy (i.e. philanthropy as an elite only practice that precipitates charity to the deprived and less privileged) and our identification of who and what counts as a philanthropic contributor. Specifically, I learned that newly emancipated slave and free women of color contributed to the Cuban War of Independence and the abolition of the illegal slave trade in Cuba in ways similar to and different from those of their male counterparts. Equal cultural and economic value for contributions were easily discernable and locked in a web of political complimentarity. For example, these women worked as battlefield medics, contraband transporters, diplomatic negotiators, spies, and political agitators.

The SCS was an extension of my research in that I learned there are less than seventy-five female faculty members (professors and lecturers) of Afro Caribbean or African origin throughout the entire United Kingdom. This was a cause that concerned me and Dr. Cecily Jones at Warwick University whom I met by attending the conference. Both experiences showed me that silences and gaps in knowledge are frequently due to the divergent interests of those who already have a place to speak and do not live on the edge of colony and empire—metaphorically and literally.

Ethel Hazard is a GRID student and a PhD candidate in Anthropology. She can be contacted at hazard@iucuc.edu.

WGGP 2006 SPRING SEMINAR SERIES AT NOON ON MONDAYS

WGGP will host several visiting speakers and campus colleagues who are involved in cutting-edge research on global women's issues. WGGP's noon seminar series is designed to encourage multidisciplinary, policy-oriented explorations of gender, development and globalization issues. Watch for details on our web page about upcoming talks in Room 101 International Studies Building and join this gathering of scholars to collaborate and discuss topics of current interest.

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Research on Brazilian Immigration to Portugal

Beatriz Padilla

In the last few years, I have been working on a post doctorate project, funded by the Portuguese National Foundation, about Brazilian immigration to Portugal. It is quite interesting, as there is a long and historical relation between Brazil and Portugal. On the one hand, Brazil was the rebel colony that won independence without a war and also that attained a higher level of growth and development than the former metropolis, but with the entrance of Portugal to the European Union, the situation changed dramatically, especially regarding immigration. Thus beginning in the 1990s, many Brazilians started to come to Portugal, and in the last few years they have become the larger immigrant community in the country. This wave of immigration, which is primarily labor migration, has been mainly male migration. However, the fluxes are becoming more balanced regarding sex.

Some interesting findings about this migration are: a) Brazilian immigration to Portugal is mainly based on social networks with roots in the place of origin (Brazil) although those networks may be diversified in the country of destiny; b) the integration of Brazilians occurs although it is more difficult than expected due to a number of factors: initial cultural shock which they were not expecting due to perceived cultural similarities and languages; they are used to being in Portugal although most of them do not feel fully integrated, especially due to discrimination and prejudices; ethnic solidarity becomes more complex and difficult as the labor market shrinks and job availability suffers; obstacles to legalization make immigrants feel less integrated, etc.

Even though there are many interesting facts that characterize Brazilian immigration, two are the most relevant. One is the central role that immigrant social networks play in the migration experience being an element that enhances adaptation/integration, insertion in the labor market, etc. Both for men and women. Another is the connotation that Brazilian women have as sexual objects, which ends up branding their experience negatively. Since in Portugal, prostitution and human trafficking are associated with the Brazilian female, most Brazilian women suffer discrimination and prejudices based on this image.

My research was based on interviews with immigrants and some leaders of immigrant associations. However recently, I decided to do a multi-sited ethnography in order to study immigrant social networks in the country of origin. Thus I have been conducting fieldwork with some families from Mato Grosso do Sul who live in Lisbon, and went to Brazil to their town of origin to meet their families and friends and to see their environment. While I just came back and have had little time to reflect on the experience, I can say that in order to understand immigration, it is very important to understand not only people in the receiving society; but also, it is crucial to understand what goes on in the origin that leads them to leave, what happens when immigrants go back to their country of origin, and what can be done at both ends. Some of the issues I intend to explore in more depth now are the relationships among and between these families and networks.

Beatriz Padilla is a GRID Alum (PhD, Sociology, 1989) who is currently a postdoctoral fellow at CIESIS (Social Sciences University in Lisbon) and visiting professor at ISEG (Superior Institute of Management) in Lisbon, Portugal. She can be contacted at beatriz.padilla@netcabo.pt.

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**Recommended Reading:**

**Human Development Report International cooperation at a crossroads: Aid, trade and security in an unequal world**

The 2005 Human Development Report takes stock of human development, including progress towards the Millennium Development Goals (MDGs). Looking beyond statistics, it highlights the human costs of missed targets and broken promises. Extreme inequality between countries and within countries is identified as one of the main barriers to human development—and as a powerful brake on accelerated progress towards the MDGs.


**Reforming the World Bank: Will the Gender Strategy Make a Difference?**

By Elaine Zuckerman and Wu Qing

This study draws on case examples from China and some samples from other countries.

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**Apple Pie and Enchiladas**

**Latino Newcomers in the Rural Midwest**

By Ann V. Millard and Jorge Chapa

With contributions by others including Eileen Diaz McConnell, Assistant Professor of Sociology at UIUC.

"The region has become the scene of dramatic change involving major issues facing our country—the intertwining of ethnic differences, prejudice, and poverty; the social impact of a low-wage workforce resulting from corporate transformations; and public policy questions dealing with economic development, taxation, and welfare payments."

**Made in China: Women Factory Workers in a Global Workplace**

By Pan Ngai

"Right now, anything that happens in China’s economy affects all of us. Pan Ngai’s book should be required reading. It is jam-packed with richly drawn and provocative insights mined from her field work as a "factory girl" in the midst of South China’s migrant workers."


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**AN INVITATION TO APPLY**

**WGPP Annual Award Opportunities**

Available to new and continuing graduate students in any program at the University of Illinois at Urbana-Champaign:

**RITA AND ARNOLD GOODMAN FELLOWSHIP**

A full scholarship of $12,000 plus tuition and service fee waiver to support graduate students working on such issues as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection with preference given to students whose work promises to make a significant contribution to the improvement of women’s lives and gender equity in the developing world.

**KATHLEEN CLOUD INTERNATIONAL RESEARCH GRANT**

Grants of $1,000 or less for travel expenses related to doctoral dissertation research addressing international issues of women, gender, and development.

**BARBARA A. YATES INTERNATIONAL RESEARCH AWARD**

Awards of up to $500 to support graduate students focusing on policy-oriented research on socioeconomic issues related to women and gender in developing countries for study on campus, conference presentation, or research abroad.

**CONFERENCE TRAVEL GRANT FOR GRID STUDENTS**

Up to three $100 travel grants will be awarded for GRID students making presentations at academic conferences.

**ENROLL IN THE GRID MINOR**

Submit the one-page GRID minor form available at the WGPP office, 320 International Studies Building, 910 South Fifth Street, Champaign, IL 61820 (phone: 217-333-1994) or you can download the form at http://www.ips.uiuc.edu/wgpp/griddoc.shtml

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**TO APPLY FOR WGPP AWARDS**

Submit the award application form available at the WGPP Office or at http://www.ips.uiuc.edu/wgpp/grantfund.shtml.

A student can submit a single application form to be considered for one or more awards. To apply for the fellowship or grants, select the appropriate box (or boxes) on the application form and submit the required materials (listed on the form) by the deadline of February 15, 2006 to: Women and Gender in Global Perspectives, 320 International Studies Building, 910 South Fifth Street, Champaign, IL 61820 (phone: 217-333-1994; fax: 217-333-6270); WGPP website: http://www.ips.uiuc.edu/wgpp/.

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New Illinois International Publication and Website

The University of Illinois at Urbana-Champaign is pleased to announce a new international publication, the Illinois International Review. The first issue, released in Fall 2005, included articles on human trafficking in Russia, Eastern Europe and Eurasia; North Korea's weapons of mass destruction program; Illinois' agricultural initiatives in Afghanistan; and an article by WGGP Director Gale Summerfield on human security issues in the Midwest. Additionally, 'The Arts at Illinois' features a broad range of visual, fine or performing arts at the University. The 'Academic Nook' features a department, activity or school within the University and its efforts to promote international programs. Finally, as a joint project among the University's area studies centers, the Review provides easier access to the University's broad K-16 international program offerings in the "Global Engagement" section. The Review may be viewed on-line at http://www.inter.uie.edu

In Fall 2005, the Office of the Associate Provost for International Affairs launched a redesigned web site as a comprehensive guide to international programs and resources available on the Urbana campus. As the campus online portal to international programs, the Illinois International site connects faculty, staff and students with programs and resources to assist in their international studies. For visitors external to the university, Illinois International provides connections to resources available to the public, including links to international programs across campus, an international faculty experts database, and a calendar of international events. As the international dimension of the Illinois campus grows, the Illinois International site will continue to provide up-to-date information on Illinois' international resources. For more information, please visit the site at http://www.iijnt.uiue.edu

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NCRW Letter to the Editor in Wall Street Journal

The Wall Street Journal printed a letter to the editor from the National Council for Research on Women (of which WGGP is a member) and ran it as the "Lead" letter on November 7, 2005. The letter points out that it's not women who are responsible for the snail's pace at which they're moving into leadership positions across industries and fields, but rather inflexible structures and attitudes that constrain rather than encourage and support them:

Women as Leaders: Structural vs. Personal
I applaud Carol Hymowitz's "In the Lead" column, "Too Many Women Fall for Stereotypes of Selves, Study Says" (Marketplace, Oct. 24) debunking the stereotype that women don't have what it takes to be great leaders. Surely, shifting the debate from whether women can cut it to how companies can retain them is long overdue.

Studies by the National Council for Research on Women's members show that the remaining barriers to women's advancement are structural, not personal. Despite Neil French's egregious remarks about women in advertising being "undeserving" of advancement in his field, women leave because the workplace doesn't accommodate workers with families or other commitments, and because discrimination still exists at critical points along the way.

Let's hope both the advertising industry and Harvard University (whose president made equally uninformed remarks about women in science) will take the cue and devote time and money to changing the structures in which we work. Such transformation will only be good for both worker retention and the bottom line.

After all, it's not only women who want flexible workplaces, adequate childcare and family leave. Our members' studies are finding that younger men want these things, too.

Linda Busch
President, National Council for Research on Women, New York
For further information, see http://www.ncrw.org

Giving Opportunity:
An Easy Way to Support WGGP Research
Your contributions, even small donations, can make a real difference in promoting research efforts on global gender equity issues. During this holiday season, please consider supporting any of WGGP's programs listed below. Please make your check payable to "University of Illinois/WGGP." Include this form and send to WGGP at UIUC, 320 International Studies Building, 910 South Fifth Street, Champaign, IL 61820. Please include your return address. Your gift is tax deductible. We greatly appreciate your support.

- Friends of WGGP: supports faculty and grad student research projects, publication of the newsletter, and symposia with visiting speakers.

- Rita and Arnold Goodman Fellowship: supports graduate students at the University of Illinois at Urbana-Champaign (UIUC) who are preparing to work in the field of women, gender, and international development on such issues as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection. In selecting recipients, preference is given to students whose work promises to make a significant practical contribution to the improvement of women's lives and gender equity in the developing world.

- Dues and Fober International Research Award for Doctoral Dissertation Research: international graduate students at UIUC from developing countries selecting the Gender Relations in International Development (GRID) interdisciplinary Minor offered by WGGP are eligible to apply for grants of up to $1,000 for travel expenses related to their dissertation research addressing international issues of women, gender, and development. Preference will be given to female students whose work promises to make significant contributions to the improvement of women's lives and gender equity in the developing world. One quarter of the funding will be made available to African women.

- Barbara Yates International Research Fund: established by the founding director of WGGP (originally the WID Office), supports graduate students enrolled in WGGP's Gender Relations in International Development (GRID) Minor Program at the University of Illinois at Urbana-Champaign.

- Kathleen Cloud International Research Grant: supports GRID students at the University of Illinois at Urbana-Champaign doing doctoral dissertation research on gender relations in developing countries.

Enclosed is my gift of:

- $20
- $50
- $100
- Other

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