

CROW Hosts Forum for Latinas

On the evening of November 10 nearly 250 Latino women and children gathered at The University of Memphis's University Center for the Primer Encuentro de la Mujer Latina en Memphis/First Meeting of Latino Women in Memphis, co-hosted by the Center for Research on Women and Radio Ambiente 1030 AM, a local Spanish-language radio station. The meeting both celebrated the first anniversary of the radio program *De Mujer a Mujer* (From Woman to Woman) and gave the participants an opportunity to voice—in Spanish—their needs and concerns as recent immigrants in Memphis.

The meeting grew out of the Center for Research on Women's research project "Race and Nation in the Global South," which combines popular education with community-based research on ethnic-racial transformations in the region. The forum was an opportunity to talk to and with resident Hispanic women in order to inform them about various community services and strategies that could help them in their own lives, but more importantly, to listen and learn more about their needs and concerns as a first step in opening up a dialog between Hispanic women and local activists and policymakers.

The meeting was held on a Saturday from 4:00 to 7:00 p.m. and childcare was provided to make it as easy as possible for

women of all ages and family circumstances to participate. Transportation was also available for those who needed it and many took advantage of the service. The fact that about 180 women made the effort to come, bringing with them about 60 infants and small children, is a testament to the tremendous desire and need of these women for both information and support.

The evening began with presentations to the entire group by Mariel Loaiza, a radio journalist with Radio Ambiente, Martha Kantor, an advocate with Latino-Memphis Conexión, and Dr. Marcela Mendoza, senior researcher at the Center for Research on Women. Mendoza briefly outlined what is known about the growing Hispanic population in the United States from census statistics.

The group then divided into four smaller groups to discuss issues of education, workforce

development and advocacy, family and personal life, and health.

Kantor, Mendoza, Loaiza, and Dr. Mary Brasa, a physician with Christ Community Clinic, led these sessions, which were really an opportunity for the women themselves to discuss their own experiences and concerns.

Despite widespread belief that new immigrants do not wish to learn English, the women at the forum expressed a strong desire to become proficient in English and pointed to the need for more English as a Second Language classes—both for themselves and for their school-age children. In the meantime, more bilingual services are needed. Many would welcome tutoring in Spanish in order to work toward obtaining a GED certificate. Driving lessons in Spanish would allow more women to obtain driver's licenses and hence increased mobility and independence. Mothers need bilingual services in the public schools so that they can help their children succeed. A number of women also

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StandPoint now replaces Center News as the newsletter of the Center for Research on Women at The University of Memphis. It is also available on the web at <http://cas.memphis.edu/iscrow>

Please send your comments to crow@memphis.edu



This issue of *StandPoint* highlights immigration and the growing diversity of Memphis, the South, and indeed the nation. In keeping with the Center for Research on Women's long-standing emphasis on the *intersections* of race and class with gender, our research and community outreach continue to grapple with the diversity of women's experience and the impact that globalization is having on work, family, and community. For the first time, our annual Community Issues Forum invited the growing Hispanic population—in our case mostly recent immigrants from Mexico—to a forum conducted entirely in Spanish.

and perspectives and global influences, but also to *put that knowledge to work in our community*.

That there remains some work to be done was evidenced by our experience in organizing this year's forum. Past forums have featured research on the economic status of women and girls in greater Memphis, special issues confronting adolescent girls in the public schools, sexual violence, and the status of women in Tennessee as measured by an Institute for Women's Policy Research national protocol.

The forum has been fortunate each year to access funds earmarked for "public service"; our application for funding was

arguably exclusionary to anyone who did not speak Spanish. That past forums have been exclusionary to non-English speakers of course raises all kinds of issue—issues that we at the Center cannot neglect if we are to remain true to our mission of *transcending* mainstream feminist (white and middle-class) research, theory, and practice.

The Center's research and outreach on violence against women is but one issue wherein diversity is critical to understanding and outreach. For example, the National Survey on Violence Against Women (Tjaden and Thoennes, National Institute of Justice and Centers for Disease Control and Prevention, 1998) reveals that white and African American women were equally likely to respond that they had been victimized by battering or sexual assault in their lifetimes, that Hispanic women were somewhat less likely to so respond, that Asian American women were only half as likely as white and African American women to respond that they had been victimized, and that Native American women were twice as likely to respond that they had been victimized by battering or sexual assault.

Findings from different surveys vary because of the wording of questions, methodology, and the general context of the survey (e.g. the National Crime Victimization Survey inquires about battering and sexual violence in the context of crime and thus appears to discourage responses where some victims—such as "date rape" victims—are ambivalent about the criminality of the offense). Nevertheless, the diversity of racial and ethnic experience and/or tendency to report to authorities is undeniable.

If we are to envision community-based prevention, victim support services, and law enforcement responses that reduce violence or

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Phyllis G. Betts
Acting Director
Center for Research
on Women

"What is meant by diversity and what accommodations should be made by the community remain contested terrain."

Community Understanding of Diversity Cannot Be Taken for Granted

Organized by CROW research associate Marcela Mendoza, an anthropologist from Argentina working with Barbara Ellen Smith on our "Race and Nation" research, the forum enabled Hispanic women to share their experiences and perspectives on a range of issues. Participants have continued to meet as a follow-up to the forum, and CROW is translating input from the forum and ongoing discussion groups for broader discussion among community-wide institutions and service providers in greater Memphis.

We expect to combine insights from the forum with complementary projects such as the March Global Cities conference, organized by the Center's Wanda Rushing and York Bradshaw, chair of the sociology department. Consistent with the Center's commitment to community-based research, these efforts are intended not only to strengthen our understanding of diverse experiences

approved once again this year, but only after we addressed concerns that the forum was *too narrowly targeted*.

With strong support from the College of Arts and Sciences, we articulated the position that a substantial and growing segment of the greater Memphis community was *not* being served by conventional programming—that "public service" could not be understood in terms of a singular public with homogenous experiences, interests, and needs.

We are reminded that what is meant by diversity and what accommodations should be offered by the community remain contested terrain. Even though it is certain that previous topics had greater or lesser appeal to different segments of the community, it was nevertheless easy to imagine their appeal to a *generic* public since they did not *call the question* on who constitutes "the public." This year's forum did, and was

Global Cities: Promise and Peril

On March 21 The University of Memphis's Department of Sociology, in collaboration with the School of Urban Affairs and Public Policy, the Office of International Programs, the Center for Research on Women, and Rhodes College will sponsor a conference entitled "Global Cities: Promise and Peril" as a part of a long-term project on Global Cities.

Dr. Saskia Sassen, Ralph Lewis Professor of Sociology at The University of Chicago and Centennial Visiting Professor at the London School of Economics, well known for her pioneering work in this field, will deliver the keynote address.

Following the keynote, panels comprised of academics and policy analysts will discuss "The Movement of Capital, People, and Information in Global Cities" and "Quality of Life, Community Development, and Public Service in Global Cities." Participants will be asked to pay particular attention to linkages among different global cities and to think about Memphis in a global context.

Dr. Wanda Rushing, assistant professor of sociology and faculty affiliate of the Center for Research on Women, will deliver the concluding remarks.

The conference will be held in the Fogelman Executive Center, Room 219, at The University of Memphis, from 1:00 to 5:00 p.m., with a reception following. The symposium is free and parking (also free) is available in the lot that adjoins the Fogelman Executive Center.

For more information, call the Sociology Department at 678-2611.

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expressed an interest in pursuing higher education themselves.

Language barriers were a topic of discussion in the session on work as well. Mothers noted that the lack of Spanish-language daycare made many hesitant to leave their young children for paid employment. English-only centers are too expensive and too unfamiliar for many women.

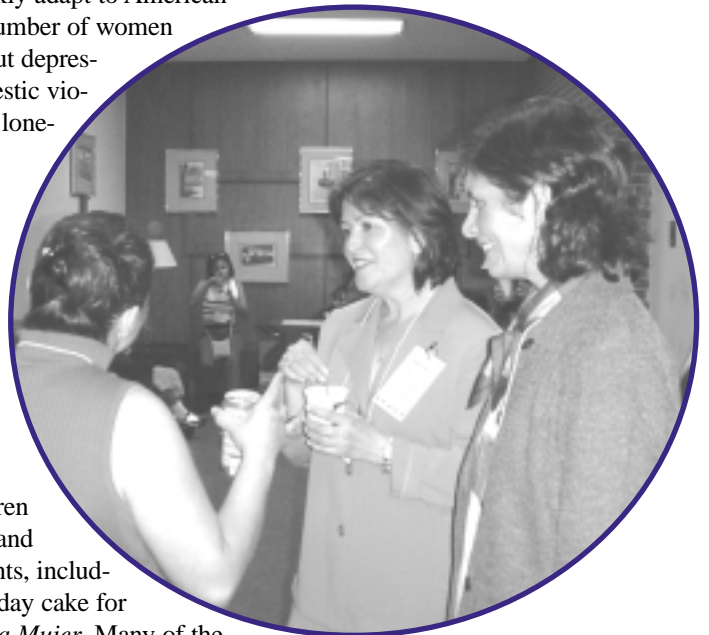
Both language and immigration status are also issues on the job. As one woman reported, "I know that the employer is abusing me but I can't complain because I can't speak English and do not have proper documents." Others told of being forced to work overtime without pay and of having to pay for their own medical care for injuries received on the job, in addition to losing pay for time away from work. Advocacy on labor related issues is much needed. The majority of recently immigrated women expressed an interest in achieving a documented immigration status.

Immigrants would benefit greatly from services and counseling on many personal and family issues related to health care, parenting, family planning, and psychological care. Cultural differences are a concern for many recent immigrants. Many fear that their families will be unable to maintain the close personalized relations that are valued in their countries of origin. They

are wary of the consumer culture of the United States and worry about losing touch with their teenage children, who prefer to use exclusively English and who more quickly adapt to American ways. A number of women spoke about depression, domestic violence, and loneliness.

The evening, however, ended on a festive note as all the women where joined by their children for music and refreshments, including a birthday cake for

De Mujer a Mujer. Many of the women signed up to participate in a follow-up session, which was held in early January and resulted in further cooperation and networking among participants.



Memphis's New Latino Workforce

The Latino population in Shelby County, Tennessee, according to the U.S. Census Bureau, grew by about 23% in the 1990s. New research by the Center for Research on Women suggests that the rate of growth was considerably higher and that local businesses are interested in employing these new immigrants.

As part of the Center's collaborative project, "Race and Nation: Building New Communities in the South," which is investigating both the experiences of and attitudes toward these new immigrants, senior researcher Dr. Marcela Mendoza has worked with

women between 1993 and 1998, they estimate the population to be 31,220. A second estimate, using a method termed Census Method I, which uses both official data on Hispanic school enrollment both locally and nationally along with local birth and death data, produced a figure of 34,602. Their final estimate of 47,705, extrapolated from the growth rate of the population of Latinos in public and private schools, is much higher and hence perhaps less reliable.

All of these methods, however, are based upon data on women and children. There are no good methods of estimating the num-

others are interested in doing so.

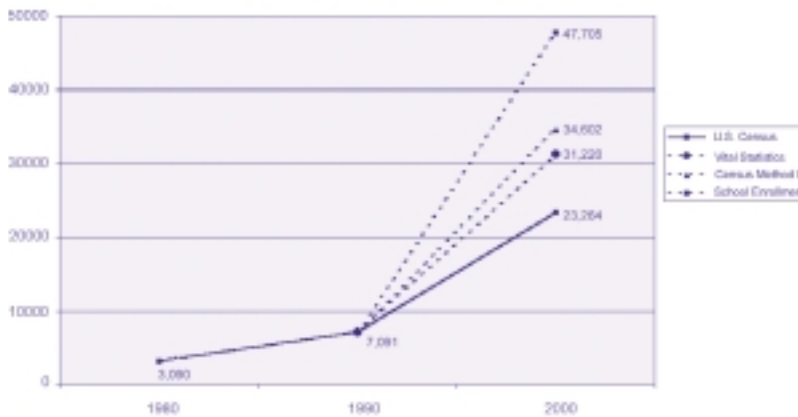
Drs. Marcela Mendoza and Barbara Ellen Smith, graduate students Ying-Ying Yu, Gerise Guy, and Peter B. Walls, along with a team from The Work Place, Inc., surveyed local businesses on their experiences with Latino workers in the spring and summer of 2001 and released a preliminary report in November.

The research teams contacted a total of 264 local employers, a sample drawn initially from local business directories and supplemented by distribution of the survey on the web and at human resource managers meetings. One hundred seventy-five businesses responded, either through a telephone interview or by filling out the survey form. One of these firms, a very large one, was excluded because its responses would have overwhelmed the others and skewed the findings. Researchers focused on employers in industries believed to have a high concentration of Latinos, such as construction and distribution, and asked only about hourly employees.

Eighty-four of the 174 companies, or 48% of those studied, have hired Latino hourly workers and all but one (a firm of only three employees) of the remaining ninety expressed an interest in doing so. A total of 882 Latino workers were reported. This figure does not include all temporary or subcontracted workers. Had these workers also been counted the figure undoubtedly would have been higher, especially in the construction and distribution industries.

The survey reveals that employers in service sector activities that do not involve a high proportion of professional employees are the most likely to employ Latino hourly workers. Sixty-six

Hispanic Population Estimates for Shelby County



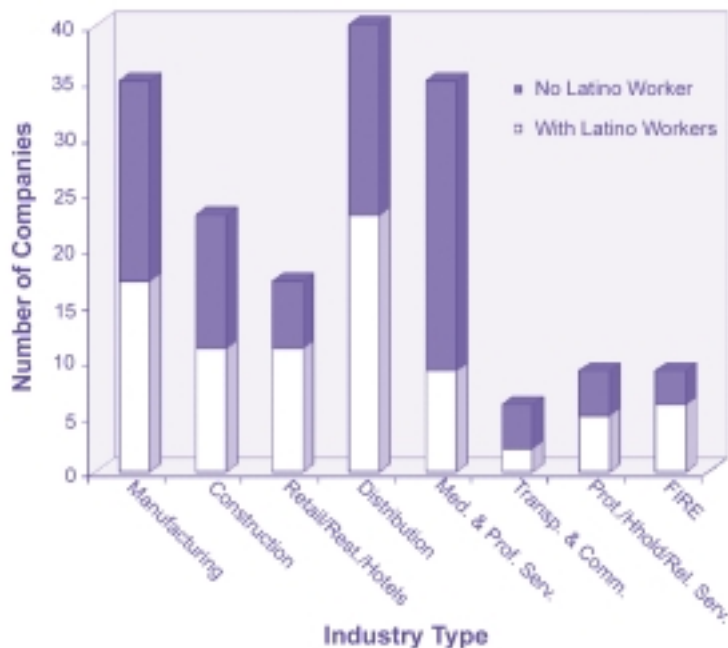
researchers at the Regional Economic Development Center (REDC) at The University of Memphis to better document this growing segment of the population. The 2000 U.S. Census count places the number of Latinos in Shelby County at 23,364. But this number is widely believed to be quite low.

Using three different methods of estimating population growth, REDC and CROW have arrived at much higher numbers. Using birth data from the Shelby County Department of Health on the numbers of children born to Hispanic

bers of single men, a particularly troubling problem given the fact that census findings indicate that adult men outnumber adult women in Shelby County by almost two to one—10,585 men age eighteen and over compared to 5,707 women of the same age.

Latino immigrants cite job opportunities as their main reason for settling in the Memphis area. And a recent survey of employers by CROW and The Work Place, Inc., a nonprofit workforce development organization, shows that in fact many local businesses have hired Latino workers and many

Companies' Employment of Latino Workers by Industry



percent of the firms in the finance, insurance, and real estate (FIRE) sector employ Latinos, as do 65% of the firms in the retail trade, restaurants, and hotels sector. These firms, however, do not necessarily hire Latinos in large numbers—and that is not because these are small firms. Two-thirds of the Latino hourly workers reported are employed in the distribution, manufacturing, and construction sectors, which account for 61% of all the Latino-hiring firms. (This figure is in part a reflection of the heavy representation of these firms in the survey.) Fifty-eight percent of distribution companies, 49% of manufacturing companies, and 48% of construction companies hire Latino workers.

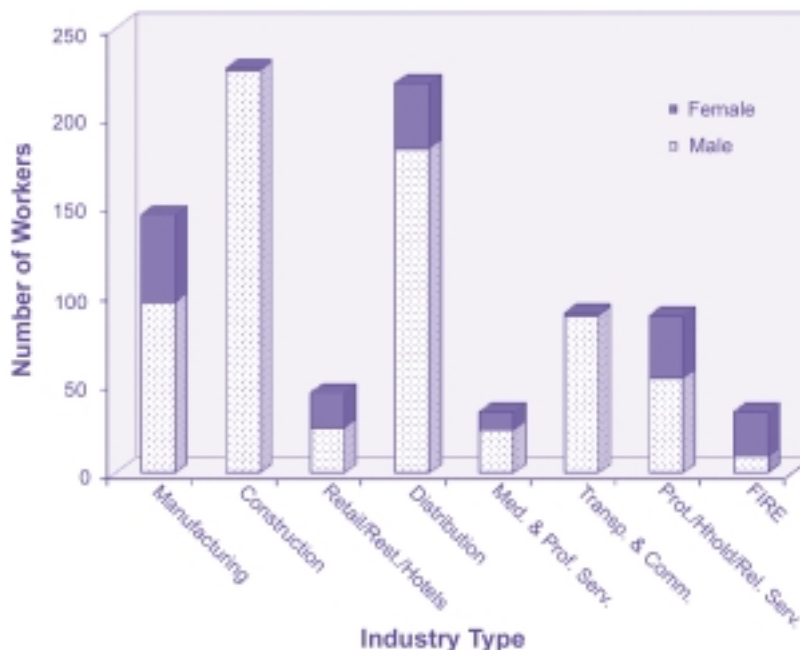
The two sectors least likely to hire Latino hourly workers are medical and professional services and transportation and communication.

Not surprisingly, the gender segregation that prevails throughout the U.S labor force is found among Latino workers as well. Only 1 of the 227 construction workers reported is female and only 2 women are found among the 90 Latino transportation and communication workers. But women account for 74% of the Latinos employed in finance, insurance, and real estate (FIRE) and 44% of those in the retail, restaurants, and hotels sector—the two sectors in which firms are most likely to hire Latinos. The number of women in these two sectors is especially striking when

the extremely high male/female ratio of Shelby County's adult Hispanic population is taken into account. News on the wage front is mixed for Latinas. While they are largely excluded from the transportation and communication sector, which has the highest average hourly wage, they are concentrated in the sector (FIRE) with the third highest wage rate (medical and professional services being the second highest). Women employed in the retail, restaurants, and hotels sector, however, receive among the lowest hourly wages. Women comprise 179 of the 882 Latino hourly workers reported, suggesting that Latinas are about half as likely to work in any of these industries as men.

For more information, see the full reports, *New 2000 Estimates of the Hispanic Population for Shelby County, Tennessee* and *The New Latino Workforce: Employers' Experiences in Memphis*. Both are available for purchase and on our website: <http://cas.memphis.edu/isc/crow>.

Number of Male/Female Latino Workers by Industry



Since income and wealth disparities in American social life are most clearly displayed in data available from economic sources, it might seem obvious that economists would be particularly concerned with those problems of race, class, and gender that are based on wealth and income. In fact, they are not. Mention of differences in social conditions is almost unheard of in the teaching of economics.

The primary problem is straightforwardly ideological. The dominant theme in economics is called methodological individualism. Each individual is seen as independent, endowed with certain resources, and making both work and consumption choices based on a long-run interpretation of his own future satisfaction.

There is little point in complaining that these are very unrealistic assumptions. Though they are unrealistic they serve an important purpose. First, in this model there is no social life. We are all Robinson Crusoes in search of satisfying our personal desires, ignoring the needs or desires of others. Second, the male pronoun above is significant. Economics is a deeply masculine discipline. It is about male workers and male entrepreneurs. The economics of the household or family is largely relegated to the understanding of the desires of the (male) head of household.

Teaching an economics course that manages to get out of these methodological traps is very difficult. I must add here at the beginning that I don't believe I have really succeeded. That is an important reason why I am a faculty affiliate at the Center. CROW has helped me articulate a way to bridge the gap between economics classes and the real world. Three steps seem to work: challenging the ideology, facing your students, and thinking locally.

Teaching Race, Class, and Gender in Economics

By David H. Ciscel
Professor of Economics
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Challenging the Ideology. The discipline of economics is powerful and fruitful, but it just won't let you get a word in edgewise. From the beginning of a semester to the end, professor and students are marched from one part of the analysis of markets to another. At some point you have to yell "halt" to the whole

process and point out that the choices available to a corporate executive are quite different from those the students themselves confront. The reason is simple. While there are clearly other determinants of class membership, class in the U.S. is largely determined and maintained by wealth. And wealth confers privileges that are completely

hidden by the individualistic analysis provided in most economics texts.

People are not buying second homes because the "boomers" are getting older; second homes are more numerous because U.S. income distribution has become dramatically less equal over the past three decades. Working people don't shop at WalMart because they enjoy it, but because Dillard's is increasingly out of reach. College students don't take initial poor jobs because it is time to pay their dues, but because poor jobs are a key characteristic of the growing New Economy. Workers don't jump occupations several times during their work lives because the world is changing so fast, but because employers just don't want to commit to the costs of long-term employment. Whether spending or earnings, the U.S. market economy delivers its benefits to a few and neglects the majority.

Wealth brings privilege and power. And privilege often brings more wealth. Affluence has not been the solution to poverty; it has instead exaggerated differences based on income. Even though none of these dynamics is addressed straightforwardly in the economics paradigm, a reality check now and again can remind professor and students that the obvious—money is important to power—can even be glimpsed in a course in economics.

Facing Your Students. I look out at the room. Usually, there are from 50 to 150 faces staring back at me. A few are hostile; many are bored. Economics, both at the sophomore and senior levels, is required in the business school curriculum; it is not one of the free choices we talk about in class. Since economics defines itself as the science of choice, it is important for the class to understand that the classroom is the antithesis of the lecture content.

The gender division is almost equal in most classes. Increasingly, the racial divide is similar. African Americans, Asians, and Latinos often outnumber the mix of other racial/ethnic groups that today are referred to as "white." But there is a surprising homogeneity in the classroom: socioeconomic class. The class is usually composed largely of working people who are first or second generation college students working at hard jobs to get through school and suffering from all the obligations of adulthood as they attempt to gain a college educa-

While there are clearly other determinants of class membership, class in the U.S. is largely determined and maintained by wealth. And wealth confers privileges that are completely hidden by the individualistic analysis provided in most economics texts.

tion. For many, their most precious possession is their car or truck—but since it doesn't earn an income, can it really be called property?

And then I look at the classroom itself. Do I see a small wood-paneled seminar room with indirect lighting in a building designed to look old? No. Humming florescent lights, some missing their covers, illuminate a room with torn and broken chairs. Trash is scattered about, broken equipment lies in a corner. High technology is there, strapped onto hideous carts, used not to enhance learning but to raise teaching productivity by delivering ever more students to one teacher. Just standing there is a great lesson in class privilege.

The students have hope. After all, they are at the university to better themselves. Tennessee does not educate many of its citizens, so they are privileged in a bizarre sort of way. A bachelor's degree, in spite of recent wage and occupational data to the contrary, is still perceived as the way out of a life of insecurity and drudgery. So teaching economics is a tightrope act. A market economy does provide important avenues of upward mobility for a few, and some of those few will be honored at graduation in future years.

I once was eating with my children at McDonalds when I saw one of my favorite students from some years past. He refused to acknowledge me. As I was leaving he came over and apologized. He was embarrassed that he and his children were eating at McDonalds. He hadn't made it. Most of us won't. How do we teach this important lesson without being insulting?

A college education will make a difference. But the economics of life—making enough money to support a family and to purchase a home—will still be hard. There will be a glass ceiling for most graduates, not just based on race and gender, because there just isn't much room up there in a market economy. Struggle, sometimes successful, will be the central feature of students' lives and it is very hard to tell them that.

Teaching Globally, Illustrating Locally. Sometime in the 1970s a television station asked me some questions about the relationship of the national economy to the Memphis economy. It was a turning point in my professional life. I found that I had to know something about the region I lived in to answer the question. And in the process I found out about the economic context of Memphians' lives.

The local economy is the source of far more interesting examples of economic behavior than the current Enron scandal. Within the lifetimes of every student's

parents, African Americans were frozen out of every important stable job, whether it paid little or a lot. The closing of International Harvester, Firestone, and RCA still plagues the lives of many Memphians. Holiday Inns' move to Atlanta and Promus's disappearance into a welter of corporate mergers changed the focus of the whole regional economy from production to distribution. The new focus is working "on the ramp" or in the warehouses of Memphis. The problem is that this source of wealth for some is only a source of "flexible" insecure jobs for many. As the personal income of Memphians has passed national averages in recent years, many Memphians remain poor.

The Memphis economy tells the stories of real people in its everyday economics. And it is here where I think I am most successful in introducing race, class, and gender into economics. We have a rich heritage in Memphis. Most students have stories about their own families and the struggles they have had making a living in the area. Many students know about rural life and the reasons—technological, racial, and social—why the move to the city was not really a choice. Finally, Memphis is small enough that everyone knows someone who has made it—and can tell about the American dream. Students can help you build the social picture that the real economy is about. If you can understand Memphis, in all its contradictions, you can begin to understand the market capitalism of the United States.

Endnote. So, I have come full circle. Economics is about this incredible engine of growth that exists out there. We produce almost thirty thousand dollars worth of goods and services for every person in the United States. The technological and organizational capacity of our economy is hard to rival. These are important lessons to learn about economics. But does this source of wealth really require the level of inequality that exists today? Is it based on an inequality of class and on racial and gender discrimination? As we teach, it is important to bring to our students the reality of struggle that faces the lives of many in a market economy. Creating the bounty is important, but how we share the bounty is also a topic that should be raised in an economics classroom.



Most scholarly research on globalization focuses on national or international level analysis. Few studies examine economic restructuring and social inequality at the regional or sub-national level. In *Complex Inequality*, Leslie McCall examines the global/local dimensions of the new economy by focusing on regional variations in wage inequality that occur in the United States.

Starting from a sophisticated theoretical approach to race, class, and gender inequality usu-



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ally conceptualized in feminist qualitative research, McCall offers a new methodological framework for analyzing multiple, overlapping, conflicting, and changing structures of inequality. She combines a vigorous macro-quantitative analysis with case study methods to examine five hundred labor markets in 1980 and 1990.

Findings from this “mesocomparative” approach demonstrate that distinct patterns of inequality are associated with specific economic conditions. These explanations of regional profiles of inequality not only contribute to ongoing theoretical discussions about the effects of globalization, but also suggest implications for public policy. An analysis that breaks down inequality into its race, class, gender, and regional components offers a guide to policy debates on ways of reducing inequality.

McCall identifies and describes four unique “configurations of inequality” that bring together the

relationship between constitutive dimensions of the new economy and multiple dimensions of social inequality. Four cities serve as ideal types of these configurations: “industrial” Detroit, “postindustrial” Dallas, “immigrant” Miami, and “high-tech” St. Louis. Comparisons between these cities and global cities such as New York, Los Angeles, and Silicon Valley/San Francisco enhance the discussion of regional variation.

McCall finds that in *no* local economy are all types of inequality systematically lower or higher.

Dr. Wanda Rushing reviews:

Complex Inequality: Gender, Class and Race in the New Economy

Leslie McCall

London and New York: Routledge, 2001

Detroit, the prototypical “old” industrial city, and Dallas, a “new” postindustrial city, exhibit the most complex configurations of inequality, but neither city offers the blueprint for a more equitable future.

Dallas is the inverse of Detroit on every dimension of inequality. Detroit’s history of automobile manufacturing and collective bargaining contribute to higher wages for male workers with low levels of schooling. Male wage inequality—between higher and lower educated men—is higher in Dallas than Detroit. Female wage inequality—between college-educated women and non-college-educated women—is higher in Detroit than in Dallas, while racial inequality is lower. Black men, however, carry the burden of high unemployment in Detroit. In Dallas, a high-growth, flexible labor market environment, racial inequality is substantially higher than in Detroit, and greater than in the nation as a whole. Also, racial

inequality is higher among men than among women in Dallas. Not surprisingly, the Latina/o labor force in Dallas is larger and less educated than in Detroit, and workers are more heavily concentrated in the lowest paying jobs.

The local economy of St. Louis is dominated by high-technology manufacturing, including aerospace and defense industries. This type of economy is believed by many to be associated with higher wages and lower inequality. McCall shows that reduced wage inequality among white men is the chief benefit of the high-tech economy. Racial and gender inequality are higher for both levels of education, but gender inequality is greater in St. Louis than in the other cities.

In Miami’s immigrant-rich economy, gender inequality (between men and women) is very low, but class and racial inequality are very high. Two-thirds of the Miami workforce is non-white; therefore, class inequality is higher in part because of inequality *within* racial and ethnic groups. Also, in Miami and other immigrant-rich cities, inequality among women is higher between the most and least educated groups, and between racial groups.

McCall argues that historically, the United States has implemented “universal,” i.e., class, policies to address inequality (New Deal), or “targeted,” i.e., race and gender policies (affirmative action), but neither strategy fits the current economic situation. Both strategies offer something.

St. Louis and areas with high-technology manufacturing may have the most potential to raise wages, but they also create high levels of gender inequality due to occupational segregation. This type of environment demands gender-based affirmative-action policies.

Areas with large immigrant

populations and a disproportionate share of import-sensitive manufacturing plants demonstrate less gender inequality because of wage integration at the bottom end of the labor market. This type of environment demands broader economic and redistributive strategies—such as a higher minimum wage and greater benefits. McCall focuses solely on the wage structure as the cause of inequality and the focus of public policy. She acknowledges the continuing significance of racial and gender discrimination, but does not address it from a policy standpoint.

Overall, *Complex Inequality* offers a much-needed quantitative analysis of the multidimensional phenomena of inequality. By citing major theoretical and empirical research in the area, and creating a new methodological approach, the book advances both academic and applied research on the impact of the “new economy” on people’s lives. Despite its ambitious research agenda, the book is tedious and cumbersome to read which dilutes the impact of the main points and discourages more general readers. Nonetheless, graduate students and faculty will find it a useful bridge between qualitative and quantitative analysis of race, class, gender, and regional inequality.

CROW/Sociology Minority Fellowship

This program provides advanced undergraduate and graduate minority students the opportunity to earn a summer stipend while participating in social science research projects at CROW. To be eligible, students must be members of a minority group and in good academic standing at The University of Memphis. Priority will be given to students majoring in sociology.

Applicants should submit the following materials:

1. Cover letter with name, mailing address, phone, and email address. Include a brief personal statement describing your interest in the program.
2. Photocopy of transcripts showing your current standing at the university and GPA.
3. One letter of recommendation from a faculty member familiar with your academic work.

Fax or mail application by May 1, 2002 to:

Marcela Mendoza, Fellowship Coordinator
Center for Research on Women
University of Memphis
Memphis, TN 38152
fax: (901) 678-3652

Position Open

Community Relations Coordinator, Center for Research on Women

Job Purpose: Responsibilities include writing, design, layout, and editing of all CROW publications and web sites; initiating and maintaining ties with groups on and off campus; coordinating speaker series, workshops, community forums, and conferences; assisting with grant proposals.

Essential Functions: 1) Writes, edits, designs, and lays out all public information products including newsletters, brochures, press releases, etc. 2) Initiates and maintains ties with groups on and off campus including representing CROW at meetings and official functions 3) Coordinates logistical arrangements and advertising for CROW events such as speakers, workshops, conferences, forums, etc. 4) Catalogs publications in CROW research room 5) Assists in writing grant proposals.

Job Specifications: Bachelors degree in humanities or social science field and two years experience in public relations media or commercial writing or an equivalent combination of education and experience.

Desired Knowledge and Skills: Excellent oral and written communication skills, knowledge of community-based organizations, and layout and design skills.

This position is part time and reports to the director of CROW. The position will be filled this summer when an official announcement will be made. Potential applicants can leave their name, address, phone number, and email address with the Center at 901-678-2770 and will be contacted when the search begins.

Selected Recent Scholarship on Latinos and Immigration

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- Blea, Irene I. 1997. *U.S. Chicanas and Latinas within a Global Context: Women of Color at the Fourth World Women's Conference*. Westport, Conn.: Praeger.
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Change-Makers: Women's Activism in Memphis

As part of its celebration of Women's History Month, the Center for Research on Women is again helping to sponsor "Change-Makers: Women's Activism in Memphis" on March 17 from 2:00 to 5:00 p.m. at Lindenwood Christian Church, 2400 Union Avenue, Memphis.

The afternoon will feature six female activists from different generations who will discuss their work. Panelists are, Sharon Pollard, who successfully sued Dupont Co. for sexual harassment; Franketta Guinn, an entrepreneur and minority business consultant; Mariel Loaiza, a radio producer; Georgia King, veteran community organizer; Jocie Wurzburg, who organized diverse women to combat discrimination in the 1960s; and Gale Jones Carson, head of the Shelby County Democratic Party. Panelists will be joined by professors from local colleges: Dr. Joann Keyton of The University of Memphis will discuss her research on sexual harassment in the workplace; Dr. Femi Ajanaku of LeMoyné-Owen will talk about her study of women's community activism; and Dr. Gail Murray of Rhodes College will discuss the local history of women in political and social reforms in the 1960s.

Sponsors of the event are Women of Achievement, the Women's Foundation for a Greater Memphis, the Center for Research on Women, and the Academic Women's Alliance, comprised of faculty from The University of Memphis, the University of Tennessee-Memphis, LeMoyné-Owen College, Rhodes College, Christian Brothers University, and Southwest Tennessee Community College.

The event is free, open to the public, and handicap accessible. For more information contact CROW at 678-2770, or Dr. Phyllis Betts, acting director, CROW, at 678-2780.

New Research at CROW

Globalization and the Political Crisis in Argentina

Dr. Marcela Mendoza, senior researcher at the Center for Research on Women, in collaboration with Dr. Claudia Briones of the University of Buenos Aires, has begun a new research project

on the extraordinary political developments in her native country of Argentina.

The unprecedented political opposition to the economic consequences of globalization that is currently destabilizing civil society in Argentina

has been effective largely because of the widespread participation of the urban middle class. These professionals, business owners, and other affluent citizens blame the economic policies of former President Carlos Menem, who opened the country's markets and systematically privatized the Argentine economy, for current economic woes. Having seen unemployment soar while foreign goods inundated local markets and multinational corporations increasingly dominated the economy, this middle-class constituency draws on strong nationalist sentiment to fortify its demands for debt cancellation and protectionism. Women, too, are playing a key role in the current protests. The widespread participation of women and their gendered utilization of domestic symbolism to

dramatize declining standards of living are central to the popular mobilization of the middle class.

These protests are decidedly procapitalist but antiglobalization; protesters seek to protect private property, national resources, and economic prosperity—for Argentines. Mendoza believes that

the emergence of this “bourgeois nationalism” may portend a new form of antiglobalization protest—one ultimately far more powerful and internationally significant than philosophical objections to environmental degradation, genetically engineered agricultural products, or other contentious issues related to free trade.

Drs. Mendoza and Briones plan to study and document *in situ* the political, ideological, and organizational response of the urban middle class to the economic and political crisis in Argentina.



Globalization and the Paradoxes of Place: Poverty and Power in Memphis

Memphis, home of Federal Express and the world's busiest cargo airport, is more than a distribution node in the global economy. Memphis is a *place* defined by three characteristics—geographic location, material form, and investment with cultural meaning and value. An urban center shaped by the production and exchange of cotton, Memphis has been transformed by such technologies as railroads, trucks, cargo planes, and the internet. Also, the people of Memphis and the Mid-South have played important roles in the transformation of American politics and popular culture. Historically and at present, the city serves the Mid-South region and the nation as an important center of commerce and culture, and maintains a vital link to the global economy.

Dr. Wanda Rushing, assistant professor of sociology and faculty affiliate of the Center for Research on Women, has begun a new project which examines the three characteristics of place, and pays attention to the contradictions of race, class, wealth, and power. Her work demonstrates how sociological studies of globalization and urbanization can be informed by an analysis of place, and an understanding of the people who live and act there.

Dr. Rushing's work is part of a long-term project on “Global Cities” initiated by three units within The University of Memphis—the Department of Sociology, the School of Urban Affairs and Public Policy, and the Office of International Programs.



Upcoming Events

March 13, 2002

Art Exhibit and Discussion

Lisa Yuskavage, Painter, and
Katy Siegel, Professor of Art History, Hunter College
and Art Critic for *ArtForum*
Memphis Brooks Museum of Art, 7:00 p.m.

March 15, 2002

Heel Talk: A Dance Concert

Karen Bell, Interim Dean of Fine Arts and
Vickie Blaine, Professor Emeritus
The Ohio State University
Communications and Fine Arts, Room 124, 7:00 p.m.
Reception to follow at the Fogelman Executive
Center

March 17, 2002

Change-Makers: Women's Activism in Memphis

Featuring a panel of six female activists:
Sharon Pollard, Franketta Guinn, Mariel Loaiza,
Georgia King, Jocie Wurzburg, and Gale Jones Carson
Lindenwood Christian Church, 2:00-5:00 p.m.

March 21, 2002

An American Dilemma: Race, Culture, and Prison Intellectuals

Dr. Joy A. James
Department of Ethnic Studies
University of Colorado
Marcus W. Orr Center for the Humanities -
Benjamin Hooks Series
Johnson Hall Auditorium, 4:00 p.m.

March 21, 2002

Global Cities: Promise and Peril

Keynote address by Dr. Saskia Sassen,
Ralph Lewis Professor of Sociology,
The University of Chicago
Centennial Visiting Professor,
London School of Economics
Sponsored by the Department of Sociology, the
School of Urban Affairs and Public Policy, the
Office of International Programs, CROW, and
Rhodes College
Fogelman Executive Center, Room 219, 1:00-5:00 p.m.

April 4, 2002

The International Origins of the Civil Rights Movement

Dr. Doug McAdam
Department of Sociology
Stanford University
Sponsored by the Benjamin Hooks Institute for
Social Change, the Marcus W. Orr Center for the
Humanities, and the Department of Sociology
Johnson Hall Auditorium, 1:30 p.m.

April 19, 2002

Film: Long Night's Journey into Day

Directed by Deborah Hoffmann and Frances Reid
Discussion led by Dr. Jonathan Judaken
Department of History
The University of Memphis
Marcus W. Orr Center for the Humanities -
Human Rights into the 21st Century Series
Johnson Hall Auditorium, 1:30 p.m.

In Our Next Issue . . .

The fall 2002 issue of *StandPoint* will focus on women's health, in recognition of the new Institute for Women's Health, a joint project of the University of Tennessee-Memphis, The University of Memphis, and Methodist Healthcare established to promote interdisciplinary women's health research. Look for a feature on Dr. Nancy Hardt, newly appointed chair of excellence in women's health at UT Memphis and director of the institute, a teaching column by Dr. Bettina Beech of the Center for Community Health at The University of Memphis, an interview with Dr. Andrea Simpson, 2001-2002 Rockefeller Fellow at the Center for Research on Women, whose work focuses on environmental justice movements in the South, our usual book review and bibliography, and more.



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DIRECTOR, cont. from p. 2

its consequences, researchers and practitioners must continue to grapple with diversity and the sometimes contradictory findings inherent in imperfect methodology.

While anecdotal reports in Memphis suggest an appreciable incidence of battering and sexual violence among immigrant Hispanic, Asian, and African women, we know from the Memphis Sexual Assault Resource Center and the Memphis Police Department that victims remain virtually silent in terms of reporting to authorities. For example, the 2000 census estimates 25,000 Hispanic residents in Shelby County (with independent estimates carried out by CROW and the Regional Economic Development Center doubling that number). Nevertheless, 2001 saw no more than a handful of reports from Hispanic women to police or the Resource Center. While we expect underreporting to be rooted in both cultural values and isolation from service providers (aggravated when immigrants are not documented), only when women are enabled to speak for themselves can we expect to turn greater understanding into advocacy. This, among other things, is what the Community Issues Forum was designed to do.

Selected CROW Publications on Ethnicity and Ethnic Identity

New 2000 Estimates of the Hispanic Population for Shelby County, Tennessee

By Luchy S. Burrell, Steve Redding, Sonya Schenk, and Marcela Mendoza
21 pages. 2001.
Color: \$6.50. No. Copies ____
B&W: \$3.50. No. Copies ____

The New Latino Workforce: Employers' Experiences in Memphis

By Marcela Mendoza
32 pages. 2001.
Color: \$6.50. No. Copies ____
B&W: \$3.50. No. Copies ____

Latino Immigrants in Memphis, Tennessee: Their Local Economic Impact

By Marcela Mendoza, David H. Ciscel, and Barbara Ellen Smith
16 pages. 2001.
\$5.00. No. Copies ____

Our Mothers' Grief: Racial Ethnic Women and the Maintenance of Families

By Bonnie Thornton Dill
56 pages. 1986.
\$6.00. No. Copies ____

Doing Diversity: Dangers, Deceptions, and Debates

By Maxine Baca Zinn
20 pages. 1995.
\$6.00. No. Copies ____

Time Traveling and Border Crossing: Notes on White Identity Development

By Becky Thompson
46 pages. 1993.
\$8.00. No. Copies ____

"Lifting as We Climb": How Scholarship by and about Women of Color Has Shaped My Life as a White Feminist

By Maxine Baca Zinn
32 pages. 1992.
\$6.00. No. Copies ____

Now Available

The New Latino South: An Introduction

By Barbara Ellen Smith

A Joint Project of the Center for Research on Women,
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Barbara Ellen Smith, Director

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