Abstract

Global Glass Ceiling is an informative research paper based on the validity of how women are affected by discrimination in business and in the work environment. This paper explains why gender diversity in business is important in a global economy. Moreover, it delineates the reasons why certain policies and laws need to be considered concerning equal opportunity, factual research analysis, and also evaluating the gains or pitfalls by weighing the pros and cons. The

material used contains valuable information for business individuals working on reforming the structure of business management. Global Glass Ceiling provides how different views of domestic and foreign countries have an effect on the way women can prosper in a gender diverse business model and how effective women can be in decision making, when holding executive positions. The fact some countries still deny women equal opportunity rights for certain careers and positions in corporate businesses is unethical and unjust. Nevertheless, women should be able to acquire an executive position in a corporation and have the availability to work in job fields of their choice without experiencing segregation or discrimination, especially when they are more qualified for the position than some men. However, we still witness discrimination based on gender and appearance, regardless of what women have accomplished and the laws enacted to provide consistency with women legal rights in the workplace. Because of men's

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indifference and unfairness towards women's equal employment rights, the conflict makes life hard for women as they struggle to advance their careers in business. The information gathered to support the findings and to provide evidence to the claims discussed in this paper is based on the creditability and merit of the information source and research analysis.

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Global Glass Ceiling To this day based on several factors, women are perpetually denied equal opportunity and are discriminated against when pursuing certain careers and job promotions in international economics. It has been a constant struggle for wome to achieve acceptance in the business world. Many countries have laws, regulations, traditions, and cultural or personal beliefs that hinder a woman's success in the job market or on the corporate level. This leads to an even higher unemployment rate for women seeking employment, despite the fact most businesses need women to fill the gender gap and answer questions that men cannot. When corporations develop marketing and advertising campaigns to sell product or provide a service geared towards the focus of women consumers, for example, they fail to reach or exceed their fullest potential in gaining consumer attraction. Most businesses need the insight of women to distribute their womenbased products or provide their services effectively. This will assist in generating consumer awareness through direct marketing strategies developed by the same sex, so they can reach the consumer that can potentially buy their products or services being sold. When women apply for a position in a business, they are judged on appearance rather than qualifications, among a great many other aggravating circumstances, even though they may have more knowledge and

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subjected or rejected due to personal preferences of primarily male management teams and/or hiring or firing committees of the company.

expertise in the field of business than a man. Additionally, women can still be

U.S. Employment Discrimination and Income Inequality The U.S. policies and laws are not flawless and unbreakable but are punishable by law if they are violated or broken. Employment discrimination and income inequality are still targeting women even though the rate of women in the labor force has increased. Dias & Shah (2007) and the U.S. Department of Labor point out, "In 1890, for example, women made up only 15 percent of the labor force; in 2006, the rate was close to 46 percent" (p. 273). However, women are not receiving their fair share of comparable worth because they tend to get paid less than men for the same amount of work and skill. Dias & Shah (2009) state that "[i]n the United States in 2006[,] women earned approximately 81 percent of what men earned" (p. 273). The fact that federal and state governments have monitored comparable worth to make sure equal pay laws are being followed, women still experience disparity among certain job fields. Some fields, however, are considered acceptable for women. Dias & Shah (2009) bear this out; "[F]or instance, bank tellers and librarians (traditionally women's jobs) compared with truck drivers or plumbers (traditionally men's jobs)" (p. 273). We do not, for example, see women working as tree climbers, heavy labor construction work, and

GLOBAL GLASS CEILING these gender stereotypes help to perpetuate examples of employment discrimination and income inequality. **Appearance Discrimination**

Today, we still see in some cases that thin, attractive women are filling the positions of a desk secretary or receptionist. They even acquire a job or promotion for which they are not qualified over a less attractive women, who is more qualified and well-educated than them. Additionally, men, who are considered thin and attractive have a better chance of being hired for a job or obtaining advancement. This is appearance discrimination against men and women According to Rhode (2012), "[I]n a survey by the National Association to Advance Fat Acceptance, 62 percent of its overweight female members and 42 percent of its overweight male members said they had been turned down for a job because of their weight" (p. 247). The simple factor here is appearance. Stereotypically we will more than likely never see a man working as a secretary, but a more attractive woman instead, sitting behind the desk, making calls and receiving them. Women are at a disadvantage when having to compete with women that are considered more attractive than them. According to Rhode (2012), "Etcoff finds that unattractive people are less likely than their attractive peers to be viewed as intelligent, likable, and good. Brownell and Publ have documented that overweight individuals consistently suffer disadvantages at school, at work, and

GLOBAL GLASS CEILING beyond" (p. 247). Even though these prejudices should not diminish the skill level

and qualifications of the less attractive, it still happens. Furthermore, attractive women should be of no threat to the more qualified and experienced woman applying for the job. Corporations and small businesses achieve more goals and growth in a company when they have experienced employees that are educated and competent to work in higher up positions where they are qualified to operate and manage. When this does not happen, it is detrimental to the work environment in a company and to the people who work hard to advance themselves within a company, but they seem to be passed over by a less qualified individual. Is all this standard procedure used by male management or is it an informal company policy? It sure seems that it could be a shared decision of both actions depending on the company and who is behind the executive management team. On the contrary, that is not to say it does not happen along the many different levels of management and responsibility, as part of the chain of command loyalty system in a corporation.

Sex Discrimination

The glass ceiling effect is still currently active and it continues to deprecate women's capacity to elevate their job position in companies that have room for growth. According to Wiley & Sons (1998), "The 'glass ceiling' is a figurative name for an artificial, though very real barrier that keeps women from attaining truly equal employment opportunities in mid- and upper-level management" (p.

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230). The income inequality is relevant to the hindrance of equal employment opportunity and is predominately unethical and disturbing to business individuals like myself who support gender diversity in the business world. The situation women experience is they fall in the gap of this gender diversity war by getting trapped in part time positions, so companies do not have to provide benefits for medical, dental, and overtime pay and can keep them earning lower wages unlike full time employees that reap the benefits and rewards. Sex discrimination against women is often an unofficial personnel policy

created by men who are worried about losing their management position and creditability. Or, they fear that they may risk being demoted or lose their job to a woman who is extremely talented and business savvy. Women that are focused and determined have a high potential for success, especially if they have a strong management plan to back it up. This is why some men are scared to be out boxed or out foxed by a lady with a briefcase, work ethic, strong resumé, and a well devised plan that can probably increase revenue for a company to achieve goals to sustain financial stability and to earn profits for shareholders of the corporation. It can be the case, however, that some women are not qualified for a job

promotion or wage increase in a company. According to Congressional Quarterly (2005), "For years, wage discrimination against female workers was attributed to lack of education and training" (p. 127). Nevertheless, in some companies women

GLOBAL GLASS CEILING earn lower wages because of their inadequacy of knowledge of a business or because of their narrow scope of an educational background. A problem arises, however, when women are entitled to a promotion and wage increases for being qualified, knowledgeable, educated, efficient, and effective in their functions of operating a business, but then meet a male resistance to them obtaining advancement in their career. According to Congressional Quarterly (2005), "Female business school graduates, many now in their 30s and 40s, complain repeatedly of a corporate "glass ceiling" preventing them from ever attaining top management jobs" (p. 127). The counter-balance is caused by male executives or board of directors who have control of business decisions in a company where women work and face sex discrimination, which is not the experience women expected or deserved. During job interviews and hiring processes that often entail the job description and benefits available with possible job advancement incentives, women feel they have a real opportunity. But, they later come to realize there is no room for career growth because they are women—there is no job training program available for them to excel and have an opportunity to advance in the company. It is basically a dead end job and the only thing she comes to learn is there is a "glass ceiling" that is immovable. To advance she must persevere by being determined and standout from the rest of the competition and hope for a chance to step up or be noticed by a woman executive or boss if there is one

GLOBAL GLASS CEILING available on staff. In Business and Administrative Communication, Locker and

Kienzler (2008) state, "Few women hold top financial jobs in major U.S." Corporations, even though women earn more undergraduate business degrees than men. Just seven percent of Fortune 500 companines have female CFOs, according to recruiters Heidrick & Struggles International Inc" (p. 437). The need to shatter the glass ceiling and eliminate gender discrimination against women and to narrow the gender gap is a goal worth striving for that is much needed to build a successful future together.

Sexual Orientation Discrimination

Discrimination based on sexual orientation is a factor why some women are denied equal treatment in business and the workplace. Women are discriminated against by fellow employees or management that dislikes their sexual orientation and will refuse to hire, promote, or treat them as equals. Because there are no federal laws protecting them from discrimination, they are treated unfairly. According to Wiley & Sons (1998), "The Equal Employment Opportunity Commission does not regulate discrimination due to sexual orientation and there are no current federal laws banning such discrimination "(p. 229). Even though there is no federal law that is enacted to prevent discriminatory action against sexual orientation, according to Wiley & Sons (1998), "Some cities and states prohibit discrimination against lesbians, homosexuals, bisexuals, and some gay employees have won

GLOBAL GLASS CEILING damages when suing their employers" (p. 229). One way women are protected by federal law is when sexual orientation and discrimination is an issue. According to American Jurisprudence, 2d Edition Job Discrimination § 825 (2012), "A same sex hostile work environment sexual harassment claim may lie under Title VII where a homosexual male or female employer discriminates against an employee of the same sex, e.g., for refusal to engage in sexual acts, or permits such discrimination against an employee by homosexual employees of the same sex" (p. 1). I feel women or men should be clear of any sexual orientation discrimination in business and the workplace as long as it does not affect the quality, success, and image of a company, and they are treated with respect and their liberties are preserved. Additionally, it should be unacceptable to engage in sexual acts while on the job; there is a time for work and a time for play. While on the job, work should be the only thing being done on the company clock. However, people should be free to do with their lives as they choose without being judged or discriminated against **European Union Gender Diversity Gap In Corporate Business**

The European Union is debating among its member states in regards to developing a quota system for gender balance in public company boards. This is

being considered to help alleviate some of the inequalities and discrimination

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The proposed law being considered is to enact a mandate on companies that do not have a gender diverse executive team. The law will force corporations to have at least 40 percent of women on their board of directors. According to Bloomberg business week (2012, Sept 4), "EU said to seek 40 percent quota for women on supervisory boards." This is a major issue and a constant controversy that creates animosity among men and women who are affected by the movement. It also perpetuates dysfunction within a company until the matter is resolved. Moreover, it fosters resentment in the midst of men who predominately own,

operate, and have full control over businesses. Men choose to resist the equal rights debate that advocated for women by ignoring the facts and legitimate arguments that women present. They also embrace their authoritative position and superior power to regulate space over women in certain areas and field of work by playing the role of an oppressor. Men in management positions seem reluctant and unwilling to ease up and let go some of their power, so they can share their executive seats. Would you be willing? Of course not. For selfish reasons, these particular men and elected officials are disputing the EU legislations proposed law that provides women the right to claim, challenge, and inquire about job positions currently dominated by men.

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The European Union can benefit from a gender diverse business model if corporations and EU officials would recognize the opportunity they can gain from women being a factoring voice in helping business succeed. A gender diverse agreement would be good to give women equality without being discriminatory against them, but I feel a 40 percent mandate is not the answer to solving the imbalance in the workplace. Companies today are expanding and are seeing progress. One in particular, ESPN and other sport networks are gaining women viewers' interest by having a woman commentator. The same way companies advertise on television by purchasing commercial time during female related television programs. This is a smart move on their behalf to acquire additional female viewers, ratings, and commercial advertising.

Most women do household shopping, and market studies show women are the biggest consumers. This is why corporations need women in higher up positions coordinating marketing strategies based on demographics and the ideas they develop and present to promote female products to women. Men cannot truly get inside the mind of a woman to see exactly what triggers women to become reactionary buyers. Who better than women to grasp the attention of female consumers to draw them in? Gender diversity gives certain companies the option to adopt change and support it. It also helps to capitalize on the competitive

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advantage it would create and to promote a balanced work environment. As the great Warren Buffet has said, "Women are better investors, they are calm, patient, have better judgement skills on investing and decision making." When managing risk in volatile companies, I agree women are reluctant to take high risks in investing because they are usually cautious and more centered. This helps the company because the company is in business to earn profits. In

2012, a worldwide study of nearly 2,400 companies in the MSCI ACWI (Morgan Stanley Capital International All Country World Index) was done by the Credit Suisse Research Institute (Credit Suisse Research Institute, 2012). In the study, it showed that gender diverse companies really work to increase growth for businesses. According to the study, the C.S.R.I. (2012), "showed that from December 2005 to December 2011, large cap companies with women directors out performed peers with no women directors by 26 percent and small- to mid-cap companies with women on the board out performed their peers with all-male boards by 17 percent in that period" (Credit Suisse Research Institute).

a wise choice. The facts speak for themselves that women are a good fit for business. I personally disagree, however, with enforced quotas. Sometimes a company is backed into a corner and has no choice but to obey a law that will force them to hire under qualified women to fill a quota mandated by law. This can hurt GLOBAL GLASS CEILING

It would be ridiculous to think that having women executives on board is not

a company's growth and stability. I feel if a mandate is set, then also enact a law forcing companies to implement a program that hires women and enroll them into a job training program. The operation of a job training program can evaluate each employee based on their skill level, their interest in the occupation, their expectations and goals, and what they would like to achieve in the company. This can help women who lack experience to recieve on the job training. Additionally, companies can acquire future employees from various colleges around the world to attain a greater selection of women that have the experience, talent, and skills to benefit from a diverse work environment. Furthermore, these same companies would benefit from the creativity of a woman's perspective. This type of business selection would create a win-win situation for both the male and female workers and the company Cons

The proposed mandate can affect businesses by diluting the success and integrity of a company when forced to embrace gender diversity. According o Ahearn & Dittman (2011), "A study of the aftermath of the Norwegian law showed that not only did the quota requirement cause a significant drop in stock price at the announcement of the law, but the quota then led to younger and less experienced boards, increases in leverage and acquisitions, and deterioration in operating performance" (pgs. 137-197). One of the main problems was the limited time

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frame allocated to Norwegian companies who had to find women board directors. The results may equate to a decline in the quality of employees and overall performance of the company. It should be the best man or woman for the job by using standards that hire for qualifications instead of implementing penalties for violating discrimination laws or threats of being accused of such practice. The proposed law for a 40 percent mandate of women on company boards is absurd and men can lose their jobs as a result of this mandate quota system. But how long can women go on working as low level factory workers waiting for the European Union Commissioners to agree? According to Castle (2012), European plans to put more women on boards runs into opposition, "All 27 EU commissioners must agree on the proposed law before a draft is published, and the law then must be approved by national government as well as the European Parliament."

Women cannot afford to wait any longer for a change to come about. They have experienced a large amount of unethical hardship. According to Wild, Wild, and Han, in Spain, as in many countries, women have been traditionally denied equal opportunity in the workplace, unemployment has more than doubled for women than for men. The authors write that "Spanish women earn 30 percent to 40 percent less than men in the same occupation." Women also experience a scarcity of low cost day care for children and this makes it difficult when job salaries are low and the cost of childcare is so high. Mothers stay home instead as

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homemakers to take care of the children and household duties. In Japan, too, men traditionally maintain all family responsibilities while women who get married are expected to tend to household responsibilities (p. 51). This comes back to the idea that countries and businesses need a cultural change to stop the unfair unethical behavior to reach a common ground where women can receive a fair chance at life. What will a woman do when she is left alone with no man to provide the essential needs of a household? How will she care for her family while she is forced to seek work? Where will she go with no skills or trades to find work? This is highly unacceptable for our civilization to grow as one and meet our overall goal for a robust economy and establish a unified global nation. It just does not make any fiscal sense if we strive as a unified global economy.

The cultural hierarchy of men supersede the ambition and desire for women to succeed and overcome the oppressor. However, in due time with determination and believing in oneself, women will continue to rise up from being oppressed. But, they also need men to be more flexible in the way they analyze research and development, product productivity, and revise their own ideologies. Moreover, they need to develop a way for women to fit equally into the equation, so the GDP system can achieve bigger profit gains and be able to afford equal opportunities for

Cultural Hierarchy

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Islamic Law Governs Women When we examine the results of business in countries that have accomplished change in the direction of a gender diverse work environment, we see some countries still practicing old habits and risking the chance of being left behind during the expansion of global business. Wild, Wild, and Han (2003) point out, "[C]ountries operating under Islamic Law sometimes segregate women and men in schools, universities, social activities, and restrict women to certain professions" (p. 51). These particular countries and corporations that hinder women from advancement or choice of profession demonstrate their reluctance to change their laws or enact policies that operate the direction of the company and affect the economy. The way they generate their ideas and philosophies is extremely frustrating for women and people that do not agree with such practices. I feel an amendment of the Islamic Law that governs women should be changed for the sole purpose to provide better opportunities to women, so they have a better chance to succeed. According to Omar Sacirbey (2012) from the Religious News Service, an amendment could be possible the same way Hatem al-Haj of the conservative organization Assembly of Muslim Jurists of America in their actions to condone FGM (female genital mutilation) used hadith or story of Islam's Prophet Muhammed to influence others. The author explains it attracted

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opposition by a growing number of religious Muslim leaders and Islamic scholars who issued fatwas (decrees) against the practice of FGM, to try and bring it to a halt (p. 16). Additionally, businesses that have policies or certain operating laws to obey, need to set aside some of their rules and beliefs about women working in a gender diverse work environment. The decision made by some countries who keep women from working as teachers or physicians unless they have all women clients or students are biased and unfair. This system should be changed, so women can have equal rights to pursue their careers under Islamic Law, by giving them the same liberties and treatment as men. It is daunting for women to have to officially cover themselves completely from head to toe wearing a hejab (Islamic dress) and scarves to cover their hair and sometimes face. Islamic women should be allowed to teach, so children can benefit from social interaction within a desegregated school system where boys and girls can learn from one another and move past the sixth grade, or twelve years old, which ever comes first. They need to learn together from both men and women teachers as a gender role model experience of how to act appropriately in public. This change will help with development as they mature because of the early childhood learning experience. This will reinforce and create a solid foundation that will benefit their future on a global spectrum. This method can help children become socially active in their future and new generations to come, so they can adapt to different cultures in the world of

GLOBAL GLASS CEILING economics. Men will also benefit from being exposed to a more open culture at an

early age by being able to see women as equal. Such practices will lead to men finding it less difficult to hire women during job interviews and to women employees being considered for promotions or wage increases. The interactions of a diverse work place is very important for both men and

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women as well as for corporations. It provides a perspective of both genders and is a valuable marketing tool. However, some countries shift blame to companies that operate in their country and claiming they practice foreign business culture. However, this is cultural imperialism, when a company's culture is seen to be outside the scope of a country's laws and regulations. Alternatively, the country could create a cultural diffusion (a process whereby cultural traits spread from one culture to another) by exposing itself to global markets, and as a result of this interaction, they may experience discrepancy in their cultural traits. **India's Gender Caste Imbalance** The Caste System is an imbalance of social mobility and denies women

equal opportunity in the work place. Women are born into this social ranking system, and it is a major hindrance for them to excel and move up in the caste system and experience employment opportunities when they are starting at the

they are a part of a lower rank caste, they have limited work opportunities.

GLOBAL GLASS CEILING According to Wild, Wild, and Han (2003), "Opportunities for work and advancement are defined within the system, and certain occupations are reserved for the members of each caste" (p. 952). This is a hardship on families that are financially in need of equality when pursuing certain careers and job promotions in a company. Alternatively when lower level factory workers continue to experience unjust and unethical discrimination that they then go on strike and causing the company to decline in productivity. The cultural conceptions of a woman's place in a work environment changes when men find opportunities elsewhere, basically leaving them the leftovers of job positions. Women work mainly in the handloom, powerloom and dyeing industries. According to DeNeve (2005), the every day politics of labour, "the handloom labour force has become massively feminised and today women constitute more than two-thirds of the workforce. Yet, they have not entered the best paid jobs and they have been largely marginalized in male dominated union activity and decision making process" (p. 311). More women may be working within India's informal economy and operating certain positions. However, it is the lower level wage jobs being offered with no room to advance and women are still responsible for household chores, even after they have worked all day. As India's technologies continue to improve the availability of better paying jobs for women should arrive. But as globalization continues to spread, more corporations from other countries will export their goods into India at a lesser

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price than India can manufacture or produce and this will account for the decline in India's gross domestic product. Countries that are stuck in their ways of doing things and do not evolve with new values and social systems will eventually fall behind in the globalization race, even if they are one of the fastest growing economies

> Conclusion In order for all of our ships to sail in the same direction, the world must

develop a stronger bond and understanding with one another. We must diversify our business ethics, culture, and keep an open mind, so we can unify our trade markets, establish solid import/export business relationships among foreign countries, and customize our business to business match-making partnerships The international business world needs both men and women business professionals working together to accomplish our goals in business, to be able to bring a balance to global economies. We need to value a woman's abilities and make it easy for women to voice their opinions and ideas without having to contemplate adverse consequences or conditions, such as losing their job and creating fear and or worry among women employees. We need to ensure economic growth by helping our women to succeed and in the process helping ourselves, so we can have a leg to stand on.

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The equal employment opportunity commission can devise a standard exam for employers to give people who are applying for a job. This can help with some of the pressures and decision making when hiring a person. The person with the higher score receives the top position. We need to provide more services and programs for women to help more women start their own businesses, to receive more tax incentives for single mothers, give more work opportunity tax credits to businesses who hire women and provide continuous training programs and schooling. Give women bonuses or job advancement incentives for higher on-thejob performances, especially those women under extreme pressure to produce positive results for a company and deliver on time and meet every demand or deadline. Women are just as responsible as men and probably even moreso when the going is tough. Some men might be on the sidelines hoping for a woman to fail and come up short, so they can say, "I told you so. Women have no place doing a man's job." However, women can get the job done, even while raising three children and attending evening college classes. They can manage to find time to

Those are the kind of women we need to meet, keep, help, hire, promote, and eventually manage your company. If men would only give women a chance to do so, they might show us a thing or two in how to run an effective business. I do not see why not. Women already manage our lives, children, meals, and bills. We

spend quality time with their children and hold their family together.

men need to appreciate and accept women for who they are and trust them to do a wonderful job especially if we expect the same treatment. In the end, we need women as much as they need us. We probably need them more, and it is up to us to adapt and change or watch our dreams and futures wash away.

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The prison situation is just everyday in the inner city at large magnitudie. In it how the family bribed the officers to have privelages with their son. This made me think of the families that degrade themselves to get things to prisoners. How they allow themselves to be taken advantage because of their love and loyalty to the prisoner. In prison many young people gain confidence in their negativity,

The fear passes, and they learn to that are savage, and these behaviors make them useful, this they become important. The whole experience becomes The families are dis-illusioned to believe that this experience Shakes the prisoner up, and think

> GETTING NEW KNOWLEDGE KAMPALA REMAND STORY

MARCH 10, 2013.

Paul, we where for the fellowship in the Church Under the avoccado free next to the warden two Block, Our friend named Alex came to Us, and Said, there is a work shop and the Training there in the libriary. If you want to go and attend you are most well come. We wanted to know from him, who are those people? And he said There are some two women, there are white people one named BOB and the Other one named Josephine. It was true that we reached the library and fund that two facilities whom they are women and other participants also there Therefore, the Introduction begun and done well. We had standed very well and the first ropic of discussion

was why writing natters. We discuse all these and it was Deganised discussion Indeed. The Second Topic was about how Frederick Bouglass Birth and Back fround was and we fund that this man had Suffered alot in this world that is why he wrote his supporing so that many people in this world could know. Another one was Nelson Mandela our excerpt from

"VOICES OF A DISTANT LADY"

I hear you but it's only a figure of my imagination, yearning to explore the

true essence of your voice. I imagine you having a medium tone. It has a hint of innocent and a dab of firmness, which defines strength and surety. Is this true? Just My curiosity compels me to play out these scenarios inside my head, just the

two of us sitting at a bench on a nice quiet evening next to a body of water as the moon shelters us with light, Conversating about life, our goals, aspirations and ambitions. Yes, doing adult things in an adult place at a perfect time, feeling the chemistry of two opposite sex. No strings attach, no gaming you, just striving to get connected to you. But of course I still imagine your medium tone voice having the center of my attention. You seem like the type if giving the opportunity would choose to be in a relaxing state of mind with no pressure as a burden. Is that true? Just curious!

whisper and then at that moment I'm stuck with curiosity of you...... Written by

as my imagination comes to reality your voice fades to a distant one, almost to a

I'm really curious about everything with you if you would like to know. But

skeleton's of these, derange and strange fruits with strong braided brown stem contrived by envy This fruit has rotten and never will be forgotten

Limbs hanging, off of the tree limbs

For fresh fruits will still hold rot, in their centers 500 years of distorted images

Through greed, that traumatized us And whelps and scabs that never left us

Wounds remain to be tampered

It is hard to forget or forgive

when slave masters' mentalities

so it remains fresh

remains to progress without rest So the tree still grows through funerals and jail bunkers

as I hang with other, young, African Americans Love is two ways

Natural born problem solver-grew up amongst the addicts Trying to find a way out-slice up to the attic Listening to bests-lusio is wy passion Looking out the window-The strip always popp'n Somebody alse copp'n-The cops always watching They love to see us starvin-Steady ask'n "Thate the problem" is don't bave an option out here copper-So we Robb'n Sotta sitch Rocks just to lock some new Cottons Sotta stey stranged cause semabodies always Plotting that goes around comes had! Like "Impty out you nockata" It's either that or end up in a box next By severteen two kids, school plus my hustling Tanchers Lessons lostar with lies so school I was outling it Poster on the corner with what ever drug you wanted loney piling up but real talk I was struggling Venter to play will out it was come I was judgling ov 15 I grew on got by life together or so it seemed it's been storming through the nicest weather Tine to five, Forme proud now we smile together the and my PH thinkin marriage living life together One day, sucher time, trinking how auch I love my life seen a silver Lapela , Something was 'nt right Reard "Can I live" by the Low, Enceling out how- It was cresy How it Happened Hopped out, straps sine? at my bead, I'm thinkin Jose Ascassins Then I heard "Presse Feavel Boy all I kept thinkin dan's is grooked Dy"s Tryin to toss me in the clink- Nithout bail for a week Mot knowing some guy almost died trick or treating Police making up some lie to bring me to the precinct Stuck in the county with a low bail and no bail I said I didn't do it the response was like "Oh well" We gonna put that ass under the jail See ya'll at trial, pick twevle plus another 2 Justice will prevail fuck you and your mother to I blaw so its justice for who? There is only injustice when your black like me.

In school I was average-Pice at Mathmatics

Black Like Me: Part 1

Interview my interview for the John Lay Pact was very intrucing. I of course was nervous, but Professor Dreisinger and Professor Marcus really ped me at lase. To be able to get and Jalk academics and life in general with these two individuals and not what pointy takel's me made all the diffrence in the world. I left the interview with possitive thoughts and optomesm about my chances of being pelected for the program. Frust Papers: I love to write. I truly thought I decla good Job, and I D.D. but Professor Drewings gave me a wake op Call. I still had a lot to learn. Del the RED MARKS and the revisions phe reggerted Inustrated me but hey I deal what needed to be Finot lexaning exchange: Newvous - I really did not know what to expect. I wondered how I (we would be received. The Surry they is I Sind out the lealing were meetial. I goess that what new experiency one all about.

Smeth

Dear Brother in Arms, Hello and may God's blessings, as well as peace, be bestowed upon you as you go through these unfortunate and difficult times. I hope you are in good health and learning from whatever it is that you've

done. The reason I call you my brother in arms is because even though we may be worlds apart, you are still a man, which spiritually you are my brother. My brother, I know that where you are things may appear to be hard, but please keep hope alive. From what I know of your situation, I am informed that you are taking some college courses. I want you to know that I am proud of you. I would also like you to know that with hard work, dedication and strong will to focus and succeed anything that you out your mind to achieve, you will succeed.

As my letter reaches to you and you read these words, I hope that this letter brings you joy. Just to give you a little about my college experience and how I feel, I must say that the experience is truly a blessed one. My professor is a very strong, intelligent woman who is well reserved. With the experience comes hard work, but it is worth it. She not only teaches you to have an open mind but she also proves that not everything is black and white. The college experience is an eye opener to many new things. As for me, being in my first semester in English, it is new, interesting work, but I

I believe that education is the key to success. Just to give you a little about myself, well my name is Rich. I am a talented man who is very creative. I am a God-fearing man who loves to enjoy life. I am a simple, loving person who likes to learn. I hope to hear from you.

With respect,

grew to appreciate it.

23

The Shadow Given Silhouettes of black suits Beholders of dark truths The key's rattle is that of a crumbling roof Fear deriving from the obtuse Concern burns in the stern The solid loses the firm The powers forces to confirm Answers become all but a yearn The Way is all but a sway A tugging might begging you to stay Order is what it portrays

Concealing ruin within the conclave

The flesh is of mesh

A memory like a sketch

A belief to compete

With the Empires that deceit A borrowed path Littered with broken glass Honored by treacherous math The antecedent for boundless wrath A curious blunder of might and slumber The weight of potential crack the tundra A mold that deserves to be scolded Rinsed and decoded Clean it for the filth that contort it And fill it with harmonies that restore it A might manifested through pages

A will acquired by stages

A soul found in the burning flame

As one removes the veil and remembers thy name.

Behold the words that painted a picture once heeded like scripture, and feel our spirits becomes jaded as our self worth is challenged. Are we not human? Are we not being? Can you not sing our song, we practice your dance, model their sound? It becomes double-edged, judment of judgement. Yet our minds become more profound. Though History and lesson were hidden in volumes bound, what is sought will be found. Now the unborn, the infant, can be also the centuries aged, as we scour page after page after page. Cathedrals and cities lost in the mire, medieval cultures, rituals of rebirth through the pyre. The Neanderthal's fabled mystery, the monsters of pre-history, clans, caves, ice ages; hieroglyphics, pyramids, constellations.

Ages Of The Erudite

Unborn, as tomorrow's knowledge awaits our perspective to navigate. Infants in awe of our senses, expressions and recycled emotions.

> Our finite physical, our spirit supernatural;

our exegesis becomes the vicarious.

The lost prophets, we are grown, with new wisdom that blazes the us/them inferno.

Articles upon articles depict the American caste, to generations, from generations past.

Obscure yet distinct traces,

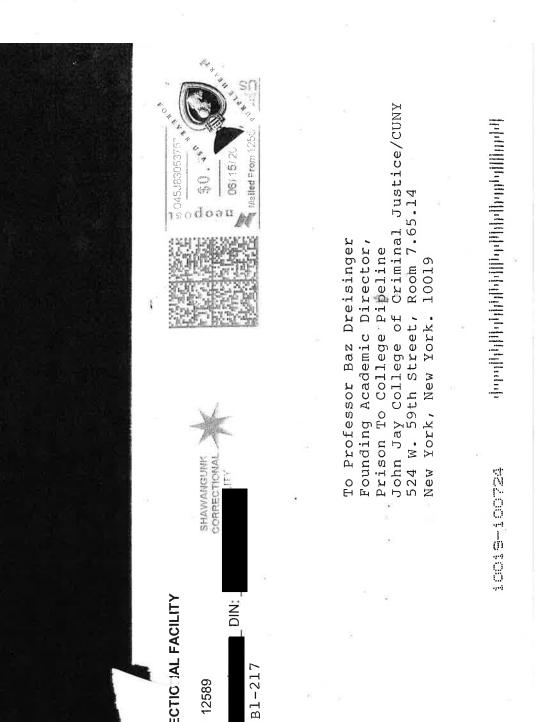
The Pre-requisite Cases.

the Colonial time-line, lashes and whelp-lines. The parallel trajectory of kaleidoscopic paradigms, simultaneously evoked in the erudite's mind. Science remains the nemesis of faith, as depicted within each millennium's page, from kings, crosses, crusades and mockery to medicine, and potion deemed magic and sorcery. Valor, plunder, blood and sand, he archives reveal the nature of man The dead were remembered in song, eventually fading amidst the ancient throng, then resurrected as the erudite reads on. We allow yesterday and today to become our biology, to reinforce our agency, to guide our destiny. We are as old and reborn as the first and last word written.

The Crown's might, the exiled White,

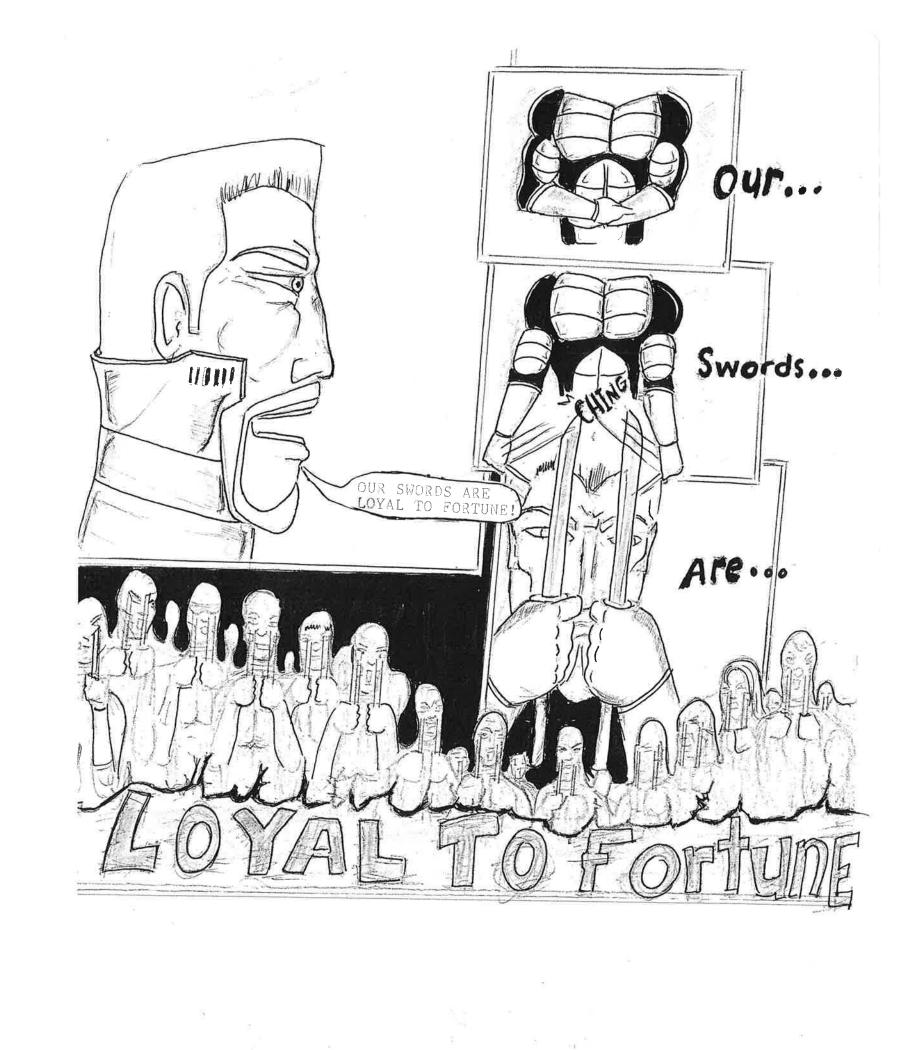
porque você está curioso e queria aprender, não porque você só queria fazer algo diferente. A educação é o caminho para a liberdade. Qualquer chance que você tem de aprender algo novo, certifique-se de aproveitá-la, porque ele vai deixar você expressar se os principais elementos de liberdade, mudança. Uma vez que você começar a mudar você vai começar a ser melhor em resolução de problemas, porque você vai entender o que é preciso para obter os resultados que você está procurando, sempre que você se depara com um problema. Além disso, com cada coisa nova que você aprende virá outra maneira de ocupar o seu tempo de forma produtiva. Minha principal intenção com esta carta é informar de uma maneira de transformar sua situação em uma ferramenta produtiva para que você pode usar seu tempo sabiamente e não desistir da esperança. Quem sabe, talvez a situação pode surgir que dá concessões para aqueles que possuem a mesma habilidade que você estava trabalhando. Para mim, estar na prisão por nove anos, os meus primeiros quatro anos eu estava perdendo meu tempo comendo e dormindo. Não foi até que eu conheci um amigo que me incentivou a aprender sobre quem eu era e por que eu fiz as coisas que fiz, e não apenas as coisas que me aterraram na prisão, mas também as coisas que eu fiz na minha vida todos os dias. Que consistem em me pensando em como fui criada. Eu aprendi que, mesmo que os meus pais me amava e queria o melhor para mim, que me ensinou algumas coisas que estavam erradas Uma vez que eu era capaz de obter uma compreensão de que, eu comecei a reconhecer o poder que possuo quando se trata de meu destino. Eu já não culpou os outros por meus situações quando ele veio para as escolhas que fiz. Todos nós temos escolhas, a escolha de mudar ou permanecer a mesma. Atenciosamente,

Primeiro, quero felicitá-lo pela sua participação neste programa. Espero que você está participando,



PRISONS Prisons, Prisons, Prisons Who brought prisons in the world? No freedom in prisons But sufferings only. In north there are prisons Southwards new prisons are constructed In east prisoners are many in prisons In west prisoners fight over food. Fire fire short of punishment in prisons Everybody needs no more prisons to be in. All people worldwide complain about prisons. What will be in the end?

Prisons, prisons, prisons. What hard life is in prisons. Young and old women and men are imprisoned. Innocent and guilty people are behind bars. Rich and poor are condemned in prisons. For guilty people prisons are right course but Innocent prisoners enjoy being in prisons. Who loves to be in prisons? Prisoners all miss their relatives in prison. All prisoners say suffering is a lesson in prisons. But others say prison life is a lesson. Prisons, prisons, prisons are not the end of life. Every day new prisons are welcomed in prisons.



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With respect,

Hey, there is something shooting every Corner of the world. More than disease More than beaten up More than thinking about it You will hear it south to west You will hear it east to north No one wants to be in it. Everyone is struggling to run away from it. Do it! Push it! Bring it! Put it down! Lift it up! Shuck it! Take it there! Night and day everyone is fighting! Men and women,

Why don't you go back where you came from?

POVERTY

An infinitude cry, but must I lay down and die here confined. Forgotten by many, and remembered by few, for this is the way of the world when it comes to me. Poverty, Poverty! Governments of all nations are doing the Same to their nations! Theft cases cause poverty! Murder cases cause poverty! All cases cause poverty! Poverty, Poverty!

An infinitude cry, before this man lies down and dies. Here in this lingering cold dark cell that could be replaced for a place called hell. Once there, you can never go back and tell about the deep suffering pain that put the body to rest, and now has the mind in flames. Yes, an infinitude of pain, man is it insane.

"An Infinitude cry: Before this Man Lies down and Dies"

This is the reason I myself, keep my infinitude cries hidden, in the darkness of my cell. So, i'll tell everyone while I am still here. Fear and think before you act, but most important, appreciate the little things one has. Because there are many around the world that have less than others have. Yet, appreciate freedom, and from fools, one will hear an infinitude cry, before I lay down and die. My page in confinement comes to an end, but to those in freedom,

the pages have just begun. Keep the pages of freedom alive, and never let them die. From the man in the grave, to the world outside, please remember me when I was alive.

2 Decen

