

Professor Adia Wingfield, Washington University in St. Louis

“From Discrimination to DEI: The Possibilities and Limits of Addressing Race in the Workplace”



Description: In the US, work has historically perpetuated racial inequality, with workers of color locked out of jobs that could provide pathways to economic security. In the late 20th century, legal and policy interventions sought some limited redress, with efforts to expand occupational opportunities to groups who had previously been systematically excluded. Yet those policies were tailored to address historic forms of discrimination and failed to account for rapidly changing workplaces, labor practices, and racial demographics. In this presentation, I consider how these failures limited social policy ostensibly designed to broaden occupational pathways, and how future interventions and organizations can rectify these mistakes.

Adia Harvey Wingfield is the Mary Tileston Hemenway Professor of Arts & Sciences and Assistant Vice Provost at Washington University in St. Louis, where she co-directs the Office of Public Scholarship. Professor Wingfield’s research examines how racial and gender inequality persist in professional occupations and includes multiple award-winning books and articles published in top peer-reviewed sociology journals. She is the 116th President of the American Sociological Association, a fellow of the Canadian Institute for the Advancement of Research, and an elected member of the American Academy of Arts & Sciences.

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12:30-2:00pm

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