

LAURA BETH NIELSEN

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ACADEMIC POSITIONS

Northwestern University

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|----------------|----------------------------------|
| 2014 – present | Professor of Sociology |
| 2007– present | Director, Legal Studies Program |
| 2008– 2014 | Associate Professor of Sociology |
| 2006-2008 | Assistant Professor of Sociology |

American Bar Foundation

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| 1999-present | Research Professor |
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EDUCATION

University of California, Berkeley

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| 1999 | Ph.D. Jurisprudence and Social Policy |
| 1996 | J.D. Boalt Hall, School of Law ¹ |

University of California, Santa Cruz

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| 1992 | B.A. Legal Studies (Honors) and Sociology (Highest Honors) |
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ACADEMIC PUBLICATIONS

Books

- 2017 Ellen C. Berrey, Robert L. Nelson, and Laura Beth Nielsen, [*Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality*](#) (University of Chicago Press)
* Honorable Mention, Best Book 2017, American Sociological Association Sociology of Law Section
- 2007 Laura Beth Nielsen ed., *Theoretical and Empirical Perspectives on Rights*, (Ashgate)
- 2006 Ben Fleury-Steiner and Laura Beth Nielsen eds., *New Civil Rights Research: A Constitutive Approach*, (Dartmouth/Ashgate Press)
* Choice Magazine Outstanding Academic Title, 2008. 2005
- 2005 Laura Beth Nielsen and Robert L. Nelson, eds., *Handbook of Employment Discrimination Research: Rights and Realities*, (Springer)
- 2004 Laura Beth Nielsen, [*License to Harass: Law, Hierarchy, and Offensive Public Speech*](#), (Princeton University Press), paperback, 2006

In Progress and Under Review (* indicates anticipated peer-reviewed publications)

¹ The school is now simply, Berkeley Law School. It was Boalt Hall School of Law when I attended. I'm compromising by utilizing strikethrough text.

- (in review)* Jill D. Weinberg and Laura Beth Nielsen, “Hierarchies of Deservingness: Decisions about Workplace Accommodation by Judges and Citizens”
- (forthcoming)* Laura Beth Nielsen, “Good Moms with Guns: Individual and Relational Rights in the Home, Family, and Society,” Austin D. Sarat, ed.

Published Articles and Book Chapters (* indicates peer-reviewed publications)

- 2017 Laura Beth Nielsen, Ellen C. Berrey, and Robert L. Nelson, “[Dignity and Discrimination: Employment Civil Rights in the Workplace and in Courts](#),” 92 *Chicago-Kent Law Review* 1185.
- 2017* David McEhlhatten, Laura Beth Nielsen, and Jill D. Weinberg, “[Vigilance, Litigiousness, and Cynicism](#): Understanding Race Differences in Perceptions of Discrimination and Legal Mobilization.” 51(3) *Law & Society Review* 669-703.
- 2017 Jill D. Weinberg and Laura Beth Nielsen, [What Is Sexual Harassment: An Empirical Study of Perceptions of Ordinary People and Judges](#).” 36 *St. Louis University Law Rev.* 39-58.
- 2016* Catherine R. Albiston, Su Li and Laura Beth Nielsen, “[Public Interest Law Organizations and the Two-Tier System of Access to Justice in the United States](#),” 42 (4) *Law and Social Inquiry* 990-1022.
- 2016 Amy Myrick, Robert L. Nelson and Laura Beth Nielsen, “Race and Representation: Racial Disparities in Legal Representation for Employment Civil Rights Plaintiffs,” in Samuel Estricher and Joyce Radice, eds. *Beyond Elite Law: Access to Civil Justice in America* (Cambridge University Press).
- 2014* Laura Beth Nielsen, O direito pensante, o direito pensante em movimento, “Thinking Law, Thinking Law in Motion,” *Revista de Estudos Empíricos em Direito (REED)* 1 *Brazilian Journal of Empirical Legal Studies* 12-24.
- 2014* Catherine R. Albiston and Laura Beth Nielsen, “[Funding the Cause](#): How Public Interest Law Organizations Fund their Activities and Why it Matters for Social Change,” 39 *Law and Social Inquiry* 1, 62-95.
- 2013* Laura Beth Nielsen, Nehal A. Patel, and Jacob Rosner, “[‘Ahead of the Lawmen](#):’ Law and Morality in Animated Disney Films 1960-1998,” *Law, Culture, and Humanities* 13:1.
- 2012 Amy Myrick, Robert L. Nelson and Laura Beth Nielsen, “[Race and Representation](#): Racial Disparities in Legal Representation for Employment Civil Rights Plaintiffs,” 15 *New York University Journal of Legislation and Social Policy* 705-759 (2012).
- 2012* Laura Beth Nielsen, “Power in Public: Reactions, Responses, and Resistance to Offensive Public Speech,” in *Speech and Harm: Controversies Over Free Speech*, McGowan and Maitra eds., (Oxford University Press).
- 2012* Ellen C. Berrey, Steven Hoffman, and Laura Beth Nielsen, “Situated Justice: Plaintiffs’ and Defendants’ Perceptions of Fairness in Employment Civil Rights Cases,” [46 Law and Society Review 1 – 36](#). Lead article
- 2012 Laura Beth Nielsen and Jill D. Weinberg, “Examining Empathy: Judge and Plaintiff Minority Status and the Viability of Discrimination Claims at Summary Judgment,” 85 *University of Southern California Law Review* 313.
- The article was originally published and printed with a significant error in Table 4. Online versions are corrected, but original printed versions are incorrect.
- 2011 Laura Beth Nielsen, Amy Myrick, and Jill D. Weinberg, “[Siding with Science](#): In Defense of ASA’s Dukes vs. Wal-Mart Amicus Brief,” 40 *Sociological Methods & Research* 4, 646-667.
- 2011* Marina Zaloznaya and Laura Beth Nielsen, “[Mechanisms and Consequences of Professional Marginality](#): The Case of Poverty Lawyers Revisited,” 36 *Law and Social Inquiry* 4, 919- 944.
- 2010* Laura Beth Nielsen, Robert L. Nelson, and Ryon Lancaster, “Individual Justice or Collective Legal Mobilization? Employment Discrimination Litigation in the Post-Civil Rights United States,” [7 Journal of Empirical Legal Studies 175 – 201](#).

- Reprinted in Eigen and Estreicher, *Labor and Employment Law Initiatives and Proposals under the Obama Administration*, Wolters Kluwer, 2011.
- 2010 Laura Beth Nielsen, “Mixed Methods in Empirical Legal Studies Research,” in Kritzer ed., *Oxford Handbook of Empirical Legal Studies* (Oxford University Press).
- 2010 Laura Beth Nielsen and Jill D. Weinberg, Book Review, “Lawyers of the Right: Professionalizing the Conservative Coalition,” [60 *Journal of Legal Education* 168-173](#).
- 2009 Laura Beth Nielsen, “Social Movements, Social Processes: A Response to Gerald Rosenberg,” 42 *John Marshall Law Review*, 671 – 683.
- 2008* Robert L. Nelson, Ellen C. Berrey, and Laura Beth Nielsen, “Diverging Paths: Changing Conceptions of Employment Discrimination in Law and the Social Sciences,” Hagan, Scheppele, and Tyler, eds., 4 *Annual Review of Law and Social Science* 103.
- 2008* Arthur L. Stinchcombe and Laura Beth Nielsen, “Consent to Sex: The Liberal Paradigm Reformulated,” *Journal of Political Philosophy*, available 4 March 2008 online, 2009 print.
- 2007 Laura Beth Nielsen, “Public Opinion and Legal Consciousness” in *Encyclopedia of Law and Society: American and Global Perspectives*, (Sage Publications).
- 2007 Catherine R. Albiston and Laura Beth Nielsen, “The Procedural Attack on Civil Rights: The Empirical Reality of Buckhannon for Public Interest Litigation,” [54 *UCLA Law Review*, 1087 – 1134](#).
- Reprinted in, *Public Interest Lawyering: A Contemporary Perspective*, Alan K. Chen and Scott L. Cummings (eds) (Kluwer 2012).
- 2007 Ellen Berrey and Laura Beth Nielsen, “Rights of Inclusion: Integrating Identity at the Bottom of the Dispute Pyramid,” 32 *Law & Social Inquiry* 233 - 260.
- 2006 Mitu Gulati and Laura Beth Nielsen, “A New Legal Realist Perspective on Employment Discrimination,” 31 *Law & Social Inquiry* 797 – 800.
- 2006* Laura Beth Nielsen, “Understanding Rights,” in Laura Beth Nielsen ed., *Theoretical and Empirical Perspectives on Rights*, (Ashgate).
- 2006* Laura Beth Nielsen, “The Power of Place in the Construction of Rights,” in Ben Fleury-Steiner and Laura Beth Nielsen eds., *New Civil Rights Research: A Constitutive Approach*, (Dartmouth/Ashgate Press)
- 2006 Ben Fleury-Steiner and Laura Beth Nielsen, “Introduction,” in Ben Fleury-Steiner and Laura Beth Nielsen eds., *New Civil Rights Research: A Constitutive Approach*, (Dartmouth/Ashgate Press).
- 2006 Laura Beth Nielsen and Catherine R. Albiston, “The Organizational Environment of Public Interest Law 1975 – 2000,” 84 *University of North Carolina Law Review* 1592 – 1621.
- 2005* Laura Beth Nielsen and Robert L. Nelson, “Scaling the Pyramid: A Sociolegal Model of Employment Discrimination Litigation,” in Laura Beth Nielsen and Robert L. Nelson, eds., *Handbook of Employment Discrimination Research: Rights and Realities*, (Springer, 2005)
- 2005 Laura Beth Nielsen and Robert L. Nelson, “Rights Realized? An Empirical Analysis of Employment Discrimination Litigation as a Claiming System” *Wisconsin Law Review* 663-711.
- 2004 Laura Beth Nielsen and Aaron Beim, “Media Misrepresentation: Title VII, Print Media, and Public Perceptions of Discrimination Litigation,” 15 *Stanford Law & Policy Review* 101 – 130.
- 2004* Laura Beth Nielsen, “The Work of Rights and the Work That Rights Do,” in Austin Sarat, ed., *Blackwell Companion to Law and Society* (Blackwell)
- 2002* Laura Beth Nielsen, “[Subtle, Pervasive, Harmful: Racist and Sexist Remarks in Public as Hate Speech](#),” 58 *Journal of Social Issues* 265 – 280.
- 2000* Laura Beth Nielsen, “Employee Termination Practices in the United States and Canada,” in *Regulatory Encounters: Multinational Corporations and American Adversarial Legalism*, Robert Kagan and Lee Axelrad, eds. (Berkeley: University of California Press)
- 2000* Laura Beth Nielsen, “[Situating Legal Consciousness: Experiences and Attitudes of Ordinary Citizens about Law and Street Harassment](#)”, 34 *Law and Society Review* 1055-1090.
- Law and Society Association Best Article Prize 2002

- Reprinted in Patricia Ewick, *Legal Consciousness* (Ashgate, 2006)
 - Reprinted in *Analyzing Law's Reach: Empirical Research on Law and Society* (American Bar Association, 2009).
- 2000* Robert L. Nelson and Laura Beth Nielsen, "Cops, Counsel and Entrepreneurs: Constructing the Role of Inside Counsel in Large Corporations," 34 *Law & Society Review* 457.
- Reprinted in Lauren B. Edelman and Mark Suchman, *The Legal Lives of Private Organizations* (Ashgate, 2006)
 - Reprinted in Tanina Rostain, *Lawyers and the Legal Profession, Volume II* (Ashgate, 2008)
 - Reprinted in *Analyzing Law's Reach: Empirical Research on Law and Society* (American Bar Association, 2009)
- 1999* Laura Beth Nielsen, "Paying Workers or Paying Lawyers: Employee Termination in the United States and Canada," 21 *Law and Policy* 247.
- Law and Society Association Graduate Student Paper Prize winner 1998
- 1995 Catherine R. Albiston and Laura Beth Nielsen, "Welfare Queens and Other Fairy Tales: Welfare Reform and Unconstitutional Reproductive Controls," 38 *Howard Law Journal* 473
- 1995 Laura Beth Nielsen, "What's Not So New about Welfare Reform," 10 *Berkeley Women's Law Journal* 165.
- 1995 Laura Beth Nielsen and Catherine R. Albiston, "Gender Roles and Date Rape," in *The Other Side of Silence* (Christine L. Carter, ed. Avocus Press, Washington D.C.)

PROFESSIONAL HONORS & SERVICE

Northwestern University (College and University Service)

- 2018 – 19 Northwestern University, Committee on Cause
- 2017 – present International Relations Faculty Advisory Board member
- 2017 – 18 Steering Committee, One Book, One Northwestern
- 2015 – 18 Weinberg College of Arts and Sciences Curriculum Policy Committee, Chair
- 2013 – 16 Weinberg College of Arts and Sciences Tenure Committee (elected)
- 2013 – 15 Weinberg College of Arts and Sciences Curriculum Policy Committee
- 2014 Faculty Honor Roll Teaching Award (Associated Student Government)
- 2012 Public Voices Fellow

Law & Society Association

- 2018 Stan Wheeler Outstanding Mentor Prize
- 2016– 17 Chair, Herbert Jacob Book Prize Committee
- 2013 Graduate Student Workshop co-chair
- 2011 – 13 Secretary (elected)
- 2010 Graduate Student Workshop co-chair
- 2008 – 17 Chair and PI, "Law and Society/American Bar Foundation Doctoral Fellowship in Law & Inequality"
- 2004 Program Chair Annual Meeting (Chicago)
- 2001 – 04 Board of Trustees (elected)
- 2002 Article Prize Winner
- 2000 Dissertation Prize Winner
- 1998 Graduate Student Article Prize Winner

American Sociological Association

- 2014 – 17 Chair-Elect, Chair, and Immediate Past-Chair, Sociology of Law Section (elected)
- 2006 – 09 Council Member, Sociology of Law Section (elected)

2002 – 05 Council Member, Sociology of Law Section (elected)

Civil Justice Research Initiative, UC Berkeley, Law

2017-present Founding Board Member

National Public Radio/[Life of the Law](#)

2012– present Advisory Panel

Journals and Editorships

2009 – 13 Editor, *Law & Social Inquiry*

2003 – 09 Editorial board, *Law and Policy*

2001 – 2005 Co-Editor *Law & Social Inquiry*

Center for Advanced Study in the Behavioral Sciences, Stanford, California

2005 – 06 Residential Fellow

University of California, Berkeley

1995 Editor-in-Chief *Berkeley Women's Law Journal*

GRANTS by ORGANIZATION

National Science Foundation

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| \$429,580 | Law and Social Science Dissertation Fellowship and Mentoring Program for Research on Law and Inequality (with Ajay Mehrotra, Traci Burch, and Nicole Gonzalez van Cleve) September 2017 – August 2020 |
| \$15,800 | Doctoral Dissertation Research Grant, #SES-1228456. “Contested Identities: Legal Translation and Social Movement Organizations,” (student: Jeff Kosbie), May 2012 – August 2013 |
| \$256,000 | National Science Foundation #SES-0719602. “Law and Social Science Dissertation Fellowship and Mentoring Program” (with Michael McCann, Robert L. Nelson, Jeannine Bell, and Laura Gomez) September 2012 – August 2017 |
| \$304,000 | National Science Foundation #SES-1228554 Law and Social Science Dissertation Fellowship and Mentoring Program (with Malcolm Feeley, Robert L. Nelson, and Laura Gomez) June 2008 – August 2013 |
| \$165,000 | The Changing Dynamics of Employment Discrimination Litigation: Data Analysis and Write up Grant, #SES-0417389. (with Robert L. Nelson, John Donohue III, and Peter Seigleman) September 2004 – August, 2006. |
| \$22,000 | NSF Summer Supplement (2005) for undergraduate researchers |

The Jack Miller Center for Teaching America's Founding Principles and History

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| \$5,000 | Academic Year 2016-17 Supplemental Funding |
| \$425,000 | The Jack Miller Post-Doctoral Teaching and Research Fellowship in Legal Studies Northwestern University, September 2016 – August 2021. |
| \$300,000 | Jack Miller Center The Hamilton Project with the Jack Miller Post-Doctoral Teaching and Research Fellowship in Legal Studies Northwestern University, (September 2013 – August 2016) |
| \$2,000 | Law in Motion Lecture 2013, for Legal Studies (February 2013) |

Searle Foundation

\$100,000 The Changing Dynamics of Employment Discrimination Litigation: Data Analysis and Write up (with Robert L. Nelson) June 2008 – August 2011

Ford Foundation

\$195,000 Discrimination Research Group (with Robert Nelson, John Donohue III, Lauren Edelman, and Barbara Reskin)

Center for Advanced Study in the Behavioral Sciences

\$200,000 Discrimination Research Group (with Robert Nelson, John Donohue III, Lauren Edelman, and Barbara Reskin)

Stanford Law School

\$15,000 Discrimination Research Group (with Robert Nelson, John Donohue III, Lauren Edelman, and Barbara Reskin)

University of Wisconsin School of Law

\$15,000 Cause Lawyers in Context: The Constraints and Opportunities of Practicing Public Interest Law (with Catherine R. Albiston)

MacArthur Foundation Collaborative Research Grants with Northwestern University Graduate Students

\$2,000 The Sociology of Emergency: 911 Call Centers (with Spencer Headworth)
\$2,000 Benefit of the Doubt: Judge and Plaintiff Minority Status and the Viability of Discrimination Claims at Summary Judgment (with Jill D. Weinberg)
\$2,000 Is Cause Lawyering for Women? Constructing Gender and Professional Identity in Chicago Public Interest Law Firms (with Marina Zaloznaya)
\$2,000 Legaltainment: Portraying Justice and Identity Politics in Daytime Court Television Programming (with Corey Fields)

SELECTED MEDIA PRESENCE

Quoted in, [The Brett Kavanaugh Hearings Will Dominate the Week: Here's what to Watch for](#), Bustle, September 2018.

Quoted in, [Why "Can I Sue My Employer?" Is often the Wrong Question](#), by Rob Walker, New York Times Workologist, August 3, 2018.

Participant, [#MeToo Movement through a Legal Lens](#), Planet Lex, February 21, 2018.

Quoted in, [White Nationalist Richard Spencer is Barred from Speaking at Federal Building](#), Noah Weiland, New York Times, November 2, 2017.

Time Magazine, [Here's What to Know Before you File a Sexual Harassment Lawsuit](#), October 17, 2017.

FOX News, Tucker Carlson, [Free Speech Causes PTSD & Smoking?](#) (not my title), aired June 2017.

FOX News, Tucker Carlson, [Campus Antifa Network](#), aired August 2017.

Quoted in, [A Post-Cosby Trial Question: Is the System Stacked against Women?](#) Susan Chira, New York Times, June 20, 2017.

LA Times, [The Case for Restricting Hate Speech](#), June 17, 2017.

ABC News Radio, Sydney, Australia, [Vice President Pence defends Trump’s criticism of ‘so-called’ Judge](#), February 6, 2017.

Sky News, [Donald Trump Travel Ban and District Court Stay](#), February 5, 2017.

Playbill, [“Northwestern Will Offer Two Courses Based on Hamilton Musical,”](#) November 2, 2016.

Huffington Post Op-ed, [“Replacing Justice Scalia: Senatorial Dereliction of Duty,”](#) February 24, 2016.

Huffington Post Op-Ed, [“The Conflicting Promises of Speech and Equality,”](#) November 17, 2015.

New York Times Upfront, [“Do We Need Laws against Catcalling?”](#) February 2015.

New York Times, Room for Debate, [“Street Harassment Law Could Reduce Intimidating Behavior,”](#) October 31, 2014.

Al Jazeera English Television Panel Guest, Inside Story, [Terrorism: Used or Abused?](#) February 16, 2014

The Daily Northwestern Guest Column, [Protecting Students and Ensuring Justice on Campus](#), February 11, 2014.

Huffington Post Op-Ed, It’s (Almost) September 17th, Do You Know Where Your Constitution Is?, September 16, 2013

Al Jazeera English Op-ed, [Facebook is Not the Government: Here’s the Difference](#), June 16, 2013.

KQED, Forum Panel Guest, [What is Terrorism](#), May 28, 2013

Reported about by Rick Hampson in USA Today, [Is the Word ‘Terror’ Losing Its Punch?](#) May 22, 2013

Op-Ed, Al Jazeera English, [What is Terrorism](#), op-ed, April 17, 2013; Reprinted in The Nation, April 18, 2013.

Op-Ed, Huffington Post, [Skateboarding Is Still A Crime](#), op-ed, March 22, 2013

National Public Radio, The Life of the Law, [“Block Boss,”](#) Commentator. Aired, Jan 2013 (explicit).

HuffingtonPost Business, [The Price of a Civilized Society for Workers](#), op-ed, Nov. 26, 2012.

PBS, Need to Know, [Democracy at Stake](#), op-ed, Nov. 14, 2012.

WBEZ, The Afternoon Shift, [Declaration of Independence: From Politics to Indie Rock](#),” Aired, July 3, 2012. Also featuring: disability activist Susan Nussbaum; Kim Deal; and Steve Albini,

Quoted in [“Supreme Court to Weigh Sociology Issue in Wal-Mart Discrimination Case,”](#) New York Times, March 27, 2011 by Adam Liptak.

WBEZ Eight-Forty-Eight, [Does the American Workplace Support or Discourage Moral Agendas](#)”, March 20, 2011.

Quoted in [“City Workers’ Bias Suits Rise, Despite Softer Bloomberg Tone,”](#) New York Times, July 5, 2011 by David W. Chen and Jo Craven McGinty.

Quoted in, [“Victimized Twice: Fear of Scrutiny Can Silence Sexual Harassment Victims,”](#) Chicago Tribune, November 13, 2011, by Robert McCoppin, Bonnie Miller Rubin, and Barbara Brotman. Workforce,

Quoted in “Few Discrimination Suits Filed as Class Actions” in Workforce, June 14, 2012.

WBEZ Eight-Forty-Eight, [How are Hate Crimes Defined?](#)” Aired, October 23, 2007.

PROFESSIONAL AFFILIATIONS & SERVICE

Law and Society Association

- Chair, Herbert Jacob Book Prize Chair 2016-17.
- Graduate Student Workshop Committee and Faculty 2015-16.
- Co-chair, Graduate Student Workshop, 2013.
- Elected Secretary, Law and Society Association May 2009 – 2011
- Program Chair, 2004 Annual Meeting, Chicago
- Didactic Workshop Instructor (Qualitative Research Software)
- Membership Committee Chair 2001-2002
- Board of Trustees, Class of 2004
- Membership Committee 2000-2001
- Summer Institute Planning Committee 2001

American Sociological Association

- Chair, Sociology of Law Section (2015-2016)
- Chair-Elect and Program Chair, Sociology of Law Section (2014-2015)
- Chair, Public Understanding of Sociology Award Committee (2009)
- Public Understanding of Sociology Award Committee Member (2007-2008)
- Sociology of Law Section Council Member (2006 – 2009 & 2002-2005)

American Bar Association

- Associate Member
- Academic Advisor, “Civility and Free Expression,” working group.

Ad Hoc Manuscript Review: American Sociological Review; Law & Social Inquiry; Law & Society Review; Studies in Law, Politics, and Society; Stanford University Press; Cambridge University Press; Social Problems; Hart Publishing Referee; National Science Foundation; Doctoral Dissertation Fellowship; American Council of Learned Societies.

SELECTED PRESENTATIONS & CONFERENCE PARTICIPATION

- Invited Presentation, Northwestern University Faculty Senate, “Free Speech and Expression on College Campuses,” Evanston, IL March 13, 2019.
- Northwestern University Law Review, “Conversation with Issa Kohler-Housman,” Northwestern Law School, Chicago, IL March 11, 2019,
- New York Fellows of the American Bar Foundation Luncheon, Offices of Wachtell, Lipton, Rosen & Katz, New York, NY February 20, 2019.
- Law & Society Annual Lecture, “Rights, Racial Inequality, and Reinscription,” York University, Toronto, October 24, 2018.
- Invited Panelist, Constitution Day University of Wisconsin, Stout, [Free Speech on College Campus](#), Menomonie, WI, October 18, 2018.
- Invited Panelist, Constitution Day Rhodes College, [Free Speech on College Campus](#), Memphis, TN, September 17, 2018.
- Invited Speaker, University of Texas, Austin, [25th Annual Labor Law and Employment Conference](#) CLE, Austin, TX, May 11, 2018.
- Panelist, Sexual Consent on Campus: Title IX, University Policy, and Student Responses, Law and Society Association Annual Meeting, Toronto, June 9, 2018.
- Author, Author Meets Reader, [Rights on Trial: How Employment Discrimination Law Perpetuates Inequality](#) (University of Chicago, 2017), Law and Society Association Annual Meeting, Toronto, June 9, 2018.
- Invited Panelist, [Free Speech, Intellectual Diversity, and Civil Dialogue on Campus](#), Arizona State University in Washington D.C., March 28, 2018.
- Invited Moderator and Participant, *Common Threads: Examining State Restrictions on 14th Amendment Rights* Wednesday, American Bar Association, Chicago IL, March 7, 2018.
- Invited Panelist, Free Speech, Intellectual Diversity, and Civil Dialogue on Campus, Inaugural event of the School of School of Civic and Economic Thought and Leadership Arizona State University in Phoenix and Tempe, February 22, 2018.
- Distinguished Alumni Lecture, From [License to Harass](#) to [Rights on Trial](#), University of California, Santa Cruz, Department of Legal Studies, January 16, 2018.
- Invited Speaker, Book Launch Event, Rights on Trial: How Employment Discrimination Law Perpetuates Inequality, L’Ecole des hautes Études en Sciences Sociales, Paris, France, Paris France, December 2017

Faculty co-organizer, Law and Society Graduate Student Conference, L'École des hautes Études en Sciences Sociales, Paris, France, Paris France, December 2017.

Invited Panelist, "Addressing Workplace Sexual Harassment," at "No Bro: Strategies to Tackle Gender Discrimination in Tech and Beyond." WeWork National Building and Collaborative, Chicago IL November 14, 2017.

Colby College Cotter Debate, [Free Speech on Campuses: Should There be Any Limits?](#) November 12, 2017.

Faculty Colloquium Speaker, "Rights, Racial Inequality, and Reinscription," University of Toronto, Ontario, Department of Sociology, November 2, 2017.

Faculty Co-Organizer and Panel Participant, "A Fear of Too Much Justice," Northwestern University Law Review Symposium and empirical Critical Race Theory (eCRT) workshop, October 20 and 21, 2017.

Invited Panel, Sociology of Law Presidential Panel, Perceiving Discrimination, Mobilizing Law: Ordinary People's Determinations of Workplace Race Discrimination and the Decision to Turn to Law, 2017 American Sociological Association Meeting, Montreal, Quebec.

Panel Organizer and Participant, "Controversy and Consent to Sex on Campus: Title IX Policies and Practices" Annual Meeting of the Law and Society Association, Mexico City, Mexico, June 22, 2017

Non-Presenting Co-author, "Constructions of Fairness: How Ordinary People and Judges Assess Discrimination Legal Disputes," Annual Meeting of the Law and Society Association, Mexico City, Mexico, June 22, 2017

Non-Presenting Co-author, "She Even Called Me a Black 'B': Employment Discrimination Law, Stereotypes, and the Reinscription of Race, Gender, Disability, and Age Hierarchies," Annual Meeting of the Law and Society Association, Mexico City, Mexico, June 22, 2017

Invited Guest, 6th Circuit Judicial Conferences, "Contested Construction of Discrimination," Cleveland, OH, May 8, 2017

Invited Participant, Author Meets Reader, Amanda Hollis-Brusky, *Ideas with Consequences: The Federalist Society and the Conservative Counterrevolution*, (Oxford University Press: 2015)

Live Law, "A Scholars' Life," Law and Society Association Annual Meeting, New Orleans, LA, June 2016 (live storytelling on stage, available [here](#))

"Race and Representation in Employment Civil Rights," NYU School of Law, book release for *Beyond Elite Law: Access to Civil Justice in America*, New York, NY, April 29, 2016.

Televised discussion/debate about Free Speech on Campus, Drexel University Smart Set Free Speech Forum, with Camille Paglia and me [Part I](#) and [Part II](#), April 22, 2016

Keynote Address, "Free Speech on Campus," Drexel University Smart Set Free Speech Forum, Philadelphia, PA, April 21, 2016.

Jack Miller Center National Summit on Teaching America's Founding Principles and History, "The Commercial Republic Initiative," Philadelphia, PA, November 6, 2015.

Keynote Address, "Liberal Arts, Legal Studies," Bates College, Lewiston, ME October 17, 2015

Keynote Address, "Free Speech on Campus," University of Rochester, Rochester, NY, October 10, 2015

Keynote Address, Department Resource Group, American Sociological Association Annual Meeting, "Sex and Space: Consent to Sex at Work, School, and Home," Chicago, August 24, 2015

Keynote Address, Chair's Workshop, American Sociological Association Annual Meeting, "Sex and Space: Consent to Sex at Work, School, and Home," Chicago, August 21, 2015.

Invited Participant, "Consent to Sex," American Sociological Association Annual Meeting, Chicago, August 23, 2015.

Invited Speaker and Research Advisor, "Rights on Trial: Employment Civil Rights in the Workplace and in Courts." L'École des hautes Études en Sciences Sociales, Paris, France, June 3, 2015.

Invited Speaker and Research Advisor, "Contested Constructions in Employment Civil Rights," L'École des hautes Études en Sciences Sociales, Paris, France, June 11, 2015.

Invited Commentator for PhD students at L'Ecole des hautes Études en Sciences Sociales, Paris, France, June 17, 2015.

Invited Participant: Real-World Experiences and Tactics for Addressing Gender-Based Bullying and Harassment in the Workplace; Jenner & Block, LLP; ABA Commission on Women in the Profession; October 6, 2014.

Guest Speaker: New York Fellows of the American Bar Foundation, Race and Representation in Employment Civil Rights Litigation; Wachtell, Lipton, Rosen, and Katz; New York, NY; September 15, 2014.

Invited Participant: New Legal Realism in Employment Civil Rights Research, University of California, Irvine, Law School, August 29, 2014.

Contested Constructions: Employment Civil Rights Litigation in the United States 1988-2003; American Bar Association Mid-Year Meeting, Chicago, IL, (Continuing Legal Education Credit made available by the Tort Trial and Insurance Practice Section of the ABA) February 8, 2014

Direitos on Trial: Estudar Acesso à Justiça, Advogados, Contencioso e contenciosa em um sistema de políticas, Ministério da Justiça, (Rights on Trial: Studying Access to Justice, Lawyers, Litigation and Litigation in Politics and Society, Ministry of Justice), Brasília, Brazil, November 26, 2013

Abordagens Multi-metodológicas na Pesquisa sociolegais, Instituto de Pesquisa de Economia Aplicada (Multi-methodological approaches in sociolegal research, Research Institute of Applied Economics) Brasília, Brazil, November 27, 2013

Métodos de Investigação em Multiperspectival sociolegais, Instituto de Pesquisa de Economia Aplicada (Multiperspectival Methods in Sociolegal Research, Research Institute of Applied Economics) Brasília, Brazil, November 27, 2013

Objetos, Cultura e Contexto: a análise de objetos em Direito, Política e Sociedade, Instituto de Pesquisa de Economia Aplicada, (Objects Culture and Context: the analysis of objects in Law, Politics and Society Research Institute of Applied Economics) Brasília, Brazil, November 28, 2013

Panel Presentation, "Determining Discrimination: The Effect of Race and Political Ideology in Evaluations of Workplace Disputes," Law and Society Association Annual Meeting, Boston, MA, May 2013

Presidential Panel, The Future of Graduate Programming in the Social Sciences," Law and Society Association Annual Meeting, Boston, MA, May 2013

Invited Presentation, "Race and Representation: Racial Disparities in Legal Representation for Employment Civil Rights Plaintiffs," Cornell Law School, Ithaca, NY, January 28, 2013

Invited Presentation, "Situated Justice: Plaintiffs' and Defendants' Perceptions of Fairness in Employment Civil Rights Cases," Cornell, School of Industrial and Labor Relations, Ithaca, NY, January 28, 2013

Panel Participant, "Employment Discrimination Litigation and the Reinscription of Hierarchy," Employment Discrimination and the Law," Law and Society Association Annual Meeting, Honolulu, HI, June 8, 2012.

Presidential Roundtable, "Changing Methodologies," Law and Society Association Annual Meeting, Honolulu, HI, June 7, 2012.

Panel Participant, "You Can Rub My Shoulders But Don't Send Me Emails: Public Perceptions of Sexual Harassment," Law and Society Association Annual Meeting, Honolulu, HI, June 5, 2012.

Panel Participant, "Publicizing the Cause: Media Coverage and the Structure and Strategy of Public Interest Law Organizations," Law and Society Association Annual Meeting, Honolulu, HI, June 5, 2012.

Roundtable Participant, "What Do Critical Race Theory and Empirical Socio-Legal Studies Have to Teach Each Other?" Law and Society Association Annual Meeting, Honolulu, HI, June 5, 2012.

Invited Speaker, "Wal-Mart and the use of Social Science in Litigation," The Impact Fund, February 12, 2012.

Invited Speaker, "Wal-Mart and the use of Social Science in Litigation," Engendering Change: The University of Chicago Graduate Gender/Sexualities Conference," Chicago, IL, April 27, 2012

Invited Speaker, Presidential Panel, "Siding with Science: In Defense of ASA's Dukes vs. Wal-Mart Amicus Brief," American Sociological Association, Las Vegas, Nevada, August 22, 2011

Invited Conference Speaker, Center for the Study of Law and Society, "Law in Motion: The Multiple Futures of Law & Society Research", University of California Berkeley, Boalt Hall School of Law, November 3, 2011

Conceptualizing and Measuring Justice (Conference III), Co-convenor, American Bar Foundation Conference Grant, \$10,000, Chicago, IL October 2011.

Invited Participant, "The Future of Law and Social Science," John Marshall Law School, NSF Sponsored, May 25 and 26, 2012.

Invited Speaker and Research Advisor, "Employment Civil Rights Models" Université Paris Ouest Nanterre la Défense, Nanterre, France, April 8, 2011

Invited Speaker, "Law and Popular Culture," L'Ecole des hautes Études en Sciences Sociales, Paris, France, April 3, 2011.

Invited Speaker, "Law and Society Research on Free Speech," École Normale Supérieure, Paris, France, March 28, 2011. Invited Speaker, "Contested Constructions in Employment Civil Rights," Law and Popular Culture," L'Ecole des hautes Études en Sciences Sociales, Paris, France, March 21, 2011. Conceptualizing and Measuring Justice (Conference II),

Invited Participant, NSF grant SES-1-22712, George Mason University, March 2011.

Lafayette-Orinda Presbyterian Church, First Friday Series, "The Truth about the Litigation Explosion," Orinda, California, January 2011.

Invited Presentation, American Association of Law Schools, "Employment Civil Rights, Litigation, and Inequality," San Francisco, CA January 2011 Conceptualizing and Measuring Justice (Conference I),

Invited Participant, NSF grant SES-1-22712, National Science Foundation, Arlington, Virginia, December 2-3, 2010. Fifth Annual Conference on Empirical Legal Studies, "Benefit of the Doubt: Judge and Plaintiff Minority Status and the Viability of Discrimination Claims at Summary Judgment," Yale Law School, November 5-6, 2010.

National Science Foundation and George Mason University invited conference participation, "Justice." Arlington, VA, November 2010.

Invited Plenary Address, Law and Society Association Early Career Workshop and Graduate Student Seminar, "Multimethod Design in Empirical Legal Scholarship," Chicago, May 2010.

Cornell Law School, Invited Colloquium, "Situating Justice: Plaintiffs' and Defendants' Perceptions of Fairness in Employment Discrimination Lawsuits," Ithaca, NY, April 5, 2010. Emory Law School,

Invited Colloquium, "Situating Justice: Plaintiffs' and Defendants' Perceptions of Fairness in Employment Discrimination Lawsuits," October 2009.

American Sociological Association Annual Meeting, "Situating Justice: Plaintiffs' and Defendants' Perceptions of Fairness in Employment Discrimination Lawsuits" San Francisco, CA June 2009.

American Sociological Association Annual Meeting, "Situating Justice: Plaintiffs' and Defendants' Perceptions of Fairness in Employment Discrimination Lawsuits" San Francisco, CA June 2009.

Invited Conference Participant, John Marshall Law School "Social Movements, Social Processes: A Response to Gerald Rosenberg," Chicago, IL, April 2009.

Invited Participant, American Association of Law Schools Annual Meeting, Joint Program of Sections on Law and the Social Sciences and Remedies, Panel: Civil Case Outcomes: Theory and Reality "Individualized Justice: Litigating Claims of Employment Discrimination in the Post-Civil Rights United States," San Diego, CA January 7, 2009.

Invited Participant, New York University School of Law Center for Employment and Labor Law Conference, "Lawyer, Lawyer, Who's Got a Lawyer," November 13, 2008.

Conference Convenor, the Discoveries of the Discrimination Research Group, Stanford Law School, November 7 and 8, 2008.

Third Annual Conference on Empirical Legal Studies, “Individualized Justice: Litigating Claims of Employment Discrimination in the Post-Civil Rights United States” Ithaca, NY September 2008.

American Sociological Association Annual Meeting, “Uncertain Justice: Studying Law, Consciousness and Inequality in Employment Discrimination,” Boston, MA, July 2008.

American Sociological Association Annual Meeting, “Dignity, Disrespect, and Discrimination in the Workplace and in the Courts,” Boston, MA, July 2008.

Law and Society Association Annual Meeting, “Uncertain Justice: Studying Law, Consciousness and Inequality in Employment Discrimination,” Montreal, June 2008.

Stanford Law School, Invited Presentation, “Rights and Realities: Studying Law, Consciousness and Inequality in Employment Discrimination,” March 2008.

American Bar Association Mid-Year Meeting, American Bar Foundation Fellows Invited Presentation, “Employment Discrimination Law in Action,” Los Angeles, CA, February 9, 2008.

Loyola Law School Faculty Colloquium, “Rights and Realities: Studying Law, Consciousness and Inequality in Employment Discrimination,” Chicago, IL, March, 2007.

Law and Society Association Annual Meeting, “Rights and Realities: Studying Law, Consciousness and Inequality in Employment Discrimination,” July, 2007,

Berlin, Germany American Sociological Association, Sociology of Law Section Paper Panel, “Social Structure and Formal Law: Social Attributes and the Outcomes of Employment Discrimination Cases,” (Ryon Lancaster, Laura Beth Nielsen, and Robert L. Nelson) New York, NY, August 11, 2007.

Invited Keynote Lecture, Center for Law, Gender, and Sexuality Annual Conference, “Liquid Lives, Wholesome Selves: Change, Legal Ritual, and Autobiographical Narrative,” University of Westminster, London, UK, April 25, 2007

American Bar Association Mid-Year Meeting, American Bar Foundation Fellows Invited Presentation, “They Can’t Do That. . . Can They? How Ordinary People Experience the Legal System,” Miami, FL, January 2007.

American Bar Association Mid-Year Meeting, ABA Leadership Academy Invited Presentation, “The Procedural Attack on Civil Rights: The Empirical Reality of *Buckhannon* for Public Interest Litigation,” Miami, FL, January 2007.

University of Illinois, Champagne-Urbana Law School Faculty Colloquium, “Rights and Realities: Studying Law, Consciousness, and Inequality in Employment Discrimination,” December 2006.

Sociology of Law Section Paper Panel, “Social Structure and Formal Law: Social Attributes and the Outcomes of Employment Discrimination Cases” American Sociological Association, Montreal, August 2006.

Invited Presentation, “License to Harass: Law, Hierarchy, and Offensive Public Speech,” Blue Stockings Bookstore, New York, NY, May 2006.

Invited Presentation, “Consciousness and Claiming: The Socio-Legal Construction of Employment Discrimination,” University of California, Center for the Study of Law & Society, Boalt Hall School of Law, February 2006.

Center for Advanced Study in the Behavioral Sciences Colloquium, “Rights and Realities: Prevalence, Consciousness, and Claiming in American Employment Discrimination Law,” Stanford, CA, January 2006.

Invited Participant, “The Organization of Public Interest Practice,” at “Empirical Studies of the Legal Profession: What Do We Know about Lawyers’ Lives?” conference hosted by University of North Carolina Law Review, October, 2005

Author-Meets-Reader, Distorting the Law, Law & Society Association Annual Meeting, Las Vegas, NV June 4, 2005.

Panel Participant, “The Procedural Attack on Civil Rights: *Buckhannon* and the Eroding Power of the Private Attorney General,” Law & Society Association Annual Meeting, Las Vegas, NV June 4, 2005.

Panel Participant, "Equal Employment Opportunity Commission Claiming and Outcomes," Law & Society Association Annual Meeting, Las Vegas, NV June 3, 2005.

Author-Meets-Reader, License to Harass: Law, Hierarchy, and Offensive Public Speech, Law & Society Association Annual Meeting, Las Vegas, NV June 2, 2005.

Keynote Address, "Beyond the Limits of Law," Law & Society Association, Graduate Student Workshop, Las Vegas, NV, May 31, 2005.

Invited Presentation, University of North Carolina Law School, "Rights Realized? Employment Discrimination and Workplace Inequality," April 14, 2005

Invited Presentation, University of Washington, Seattle, Political Science and Center for Law and Social Science, "License to Harass: Law, Hierarchy, and Offensive Public Speech," April 1, 2005.

Invited Presentation, American Bar Association, Fellows Research Seminar of the American Bar Foundation, Liz and Peter Moser Research Fund Inaugural Research Seminar, "Public Interest Law Organizations: Preliminary Data from a National Sample," February 7, 2005

Invited Presentation, Northwestern University Law School, "Rights Realized? Employment Discrimination and Workplace Inequality," February 2, 2005

Invited Presentation, Northwestern University Department of Sociology, "Rights and Realities: Studying Law, Consciousness, and Inequality," January 06, 2005

Invited Presentation, University of Wisconsin, Madison, "Rights and Realities: Empirical Approaches to Antidiscrimination Law," New Legal Realism Conference, School of Law, June 2004.

Panel Organizer and Chair, "What Illinois Has Done for (or to) the Death Penalty in the United States," Law & Society Association Annual Meeting, May 2004, with former IL Governor George Ryan, author Scott Turow, and Larry Marshall.

Invited Presentation, University of California, Berkeley Goldman School of Public Policy, "Legal Consciousness and Public Policy: Empirical Cases" January 2004.

Invited Presentation, University of Delaware, Justice Studies, "Media Misrepresentation: Title VII, Print Media, and Public Perceptions of Discrimination Litigation," November 2003

Panel Participant, "The Myth of Remedy? Anti-Discrimination Law and the Media" Law & Society Association Annual Meeting, Pittsburgh, PA, June 2003 (with collaborator, Aaron Beim)

Conference Co-Organizer and Presenter, "Rights and Realities: Social Scientific Approaches to AntiDiscrimination Law." Information about the conference including the program can be seen at www.abfconference.org

Women Law Student Association Conference, Arizona State University, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," Law School, February 2002

Congressional Briefing on Understanding the Harm of Hate Speech, "Research on Being the Target of Hate Speech," U.S. Capitol, House of Representatives, October 2, 2002

Invited Presentation, Stanford University, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," Law School, August 2002

Roundtable Organizer and Participant, "New Directions in Inequality and Legal Consciousness Research," Law & Society Association Annual Meeting, Vancouver, Canada, May 2002

Panel Participant, The Legal Construction of Discrimination: A Sociological Model of Employment Discrimination Law," Law & Society Association Annual Meeting, Vancouver, Canada, May 2002 (with collaborator, Robert Nelson)

Panel Participant, "Mapping Law and Social Reform in the New Millennium: Results from a National Random Sample of Public Interest Law Firms in the United States," Law & Society Association Annual Meeting, Vancouver, Canada, May 2002 (with collaborator, Catherine R. Albiston).

Invited Presentation, University of California, Irvine, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," Department of Criminology/Law and Society, March 2002.

Panel Participant, "Cause Lawyering in the 21st Century: Four Preliminary Case Studies of the New Public Interest Law Firm Model," Law & Society Association Annual Meeting, Budapest, Hungary, July 2001.

Faculty Participant and Planner, Summer Institute, Law & Society Association, Chicago, IL, June 2001.

Invited Presentation, University of California, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," Law and Society Department, Santa Barbara, CA, March 2001.

Invited Presentation, University of Wisconsin, Madison, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," School of Law, March 2001.

Participant, "Cops, Counsel and Entrepreneurs: Constructing the Role of Inside Counsel in Large Corporations," Law, Culture, and the Humanities Conference, Austin, TX, March 2001.

Invited Presentation, University of California, "License to Harass: Offensive Public Speech, Legal Consciousness, and Hierarchies of Race, Gender, and Class," Jurisprudence and Social Policy, Boalt Hall School of Law, Berkeley, September 2000.

Participant, Summer Institute, Law & Society Association, Buffalo, NY, July 2000. Panel Organizer and Participant, "Law in the Jungle of Social Life: Legal Consciousness, Social Institutions, Normative Systems, and Doctrine," Law & Society Association Annual Meeting, Miami, FL, May 2000.

Chair/Discussant, "Plaintiff's Lawyers in a Rapidly Changing Market," Law & Society Association Annual Meeting, Miami, FL, May 2000.

Panel Participant, "Going Where the Data Are: Offensive Public Speech, Legal Consciousness, and the First Amendment," Law & Society Association Annual Meeting, Chicago, IL, June 1999.

Panel Participant, "Offensive Public Speech, Legal Consciousness, and the First Amendment: Preliminary Findings," Law & Society Association Annual Meeting, Aspen, CO, June 1998.

Panel Participant, "Paying Workers or Paying Lawyers: Employee Termination in the United States and Canada," Law & Society Association Annual Meeting, St. Louis, MO, June 1997.

Invited Presentation, The Comparative Legal Systems Project, "Employee Termination Practices in Cross-National Perspective: The United States and Canadian Experiences," Center for the Study of Law and Society, University of California, Berkeley, November 1996.

Panel Participant, "Welfare Queens and Other Fairytales: Welfare Reform and Unconstitutional Reproductive Controls," Western Political Science Association, San Francisco, CA, March 1996.

Panel Participant, "Welfare Reform and Social Control," Law & Society Association Annual Meeting, Toronto, Ontario, Canada, June 1995.

Panel Participant, "Welfare Reform and Social Control of the American Family: Race, Gender, and Class Issues," Pacific Sociological Association Annual Meeting, San Francisco, CA April 1995.

Participant, Graduate Student Workshop, Law & Society Association, Phoenix, AZ, June 1994.

TEACHING

Northwestern University Weinberg College of Arts and Sciences (Legal Studies and Sociology)

- Law and Society (LS & SOC 206) Spring 2014, Winter 2013, Winter 2012, Winter 2010, Fall 2007, Winter 2008
- Advanced Research Seminar in Legal Studies (LS 398-1, 2, & 3) Fall/Winter/Spring 2006-07, 2005-06
- Advanced Research Seminar in Legal Studies (LS 398-1 & 2) Fall/Winter 2017-18

Northwestern University School of Law

- Empirical Approaches to Anti-Discrimination Law (LAW 476 Spring 2002)
- Perspectives in Law and Social Science (Spring 2001)

Law Instituto de Pesquisa de Economia Aplicada, Brasilia, Brazil (Fall 2013)

- Abordagens Multi-metodológicas na Pesquisa sociolegais, (Multimethodological approaches in sociolegal research, Research Institute of Applied Economics)
- Métodos de Investigação em Multiperspectival sociolegais, Instituto de Pesquisa de Economia Aplicada (Multiperspectival Methods in Sociolegal Research, Research Institute of Applied Economics)
- Objetos, Cultura e Contexto: a análise de objetos em Direito, Política e Sociedade, Instituto de Pesquisa de Economia Aplicada, (Objects Culture and Context: the analysis of objects in Law, Politics and Society Research Institute of Applied Economics)

Université Paris Ouest Nanterre la Défense, Nanterre, France (Spring 2011)

- Employment Civil Rights Models
- Contested Constructions in Employment Civil Rights

L'Ecole des hautes Études en Sciences Sociales, Paris, France (Spring 2011)

- Law and Popular Culture
- Law and Society Research on Free Speech

International Institute for the Sociology of Law (IISL), Oñati, Spain (Spring 2003 and 2004)

- Empirical Approaches to the Legal Profession

University of California, Berkeley, Graduate Student Instructor, Legal Studies Department

- Theories of Law and Society, Spring 1995
- American Legal and Constitutional History, Fall 1994
- Law, Politics, and Society, Spring 1994
- Courts and Social Policy Legal Studies Department, Fall 1993

University of California, Santa Cruz, Teaching Assistant, Legal Studies Department

- Introduction to Legal Process (Fall 1991)

LEGAL EXPERIENCE

Litigation Consultant/Expert Witness, San Francisco Superior Court December 1999, Hines v. Mason-MacDuffie, Case # 989716 Provided expert testimony regarding being the target of racial harassment in the workplace.

Law Clerk, Child Care Law Center, San Francisco, CA, Summer 1994

Legal Intern, San Francisco District Attorney's Office, General Litigation Division, Summer 1993

Legal Intern, Santa Clara County Public Defender's Office, Summer, 1991