

C. ELIZABETH HIRSH
Curriculum Vitae

Department of Sociology
University of British Columbia
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EMPLOYMENT

Associate Professor, Department of Sociology, University of British Columbia, 2012 to present.

Assistant Professor, Department of Sociology, University of British Columbia, 2010-2012.

Assistant Professor, Department of Sociology, Cornell University, 2006-2010.

OTHER AFFILIATIONS

Canada Research Chair in Social Inequality and Law, 2011-present.

Faculty Associate, Peter Wall Institute Center for Advanced Studies, University of British Columbia, 2012 to present.

EDUCATION

Ph.D., Sociology, University of Washington, 2006.

Dissertation: *Organizing Equal Opportunity: How the Workplace Generates and Responds to Sex and Race Discrimination Charges*

M.A., Political Science, Western Washington University, 2001.

B.A., Sociology, Western Washington University, 1999.

RESEARCH AND TEACHING INTERESTS

Work and Organizations, Gender and Race Inequality, Employment Discrimination, Sociology of Law, Quantitative Research Methods.

PEER-REVIEWED PUBLICATIONS

Hirsh, C. Elizabeth, Christina Treleaven, and Sylvia Fuller. 2020. "Caregivers, Discrimination, and the Law: An Analysis of Family Responsibilities Discrimination Claims," *Gender and Society*, 34(5): 760-89.

Fuller, Sylvia and **Elizabeth Hirsh**. 2019. "Family-Friendly Jobs and Motherhood Pay Penalties: The Impact of Flexible Work Arrangements Across the Educational Spectrum," *Work and Occupations* 46(1):3-44.

Hirsh, C. Elizabeth and Youngjoo Cha. 2018. "For Law and Markets: Employment Discrimination Lawsuits, Market Performance, and Managerial Diversity," *American Journal of Sociology*, Vol. 123(4): 1117-1160.

Hirsh, C. Elizabeth and Youngjoo Cha. 2017. "Mandating Change: The Impact of Court-Mandated Policy Changes on Managerial Diversity," *Industrial and Labor Relations Review* 70(1):42-72.

Kmec, Julie, **Elizabeth Hirsh** and Sheryl Skaggs. 2016. "Workplace Regulation of Sexual Harassment and Federal and State-Level Legal Environments," *Research in the Sociology of Work*, Volume 29(1), pp. 215-240.

Hirsh, Elizabeth and Patricia Louie. 2015. "Legal Consciousness, Mobilization, and Discrimination Disputes at Work" *The Oxford Handbook of Employment Discrimination*, edited by Adrienne J. Colella and Eden B. King, Oxford University Press.

Hirsh, C. Elizabeth and Youngjoo Cha. 2015. "Discrimination Lawsuits and Corporate Stock Prices." *Social Currents* 2(March):40-57.

Hirsh, C. Elizabeth. 2014. "Beyond Treatment and Impact: A Context-Oriented Approach to Employment Discrimination." *American Behavioral Scientist* 58(2):256-273.

Hirsh, Elizabeth, Natasha Stecy-Hildebrandt, and Hazel Hollingdale. 2013. "Gender Inequality in the Workplace," Pp. 333-365 in *Handbook of Research on Gender and Economic Life*, edited by Deb Figart and Tonia Warnecke. Edward Elgar Press: Northampton, MA.

Munsch, Christin and **Elizabeth Hirsh**. 2010. "Gender Variance in the Fortune 500: The Inclusion of Gender Identity and Expression in Nondiscrimination Corporate Policy" in *Research on the Sociology of Work: Gender and Sexuality in the Workplace*, Christine Williams (ed.) JAI/Elsevier Press.

Hirsh, C. Elizabeth and Christopher J. Lyons. 2010. "Perceiving Discrimination on the Job: Legal Consciousness, Workplace Context, and the Construction of Race Discrimination." *Law and Society Review* 44(2):269-298.

Hirsh, Elizabeth and Julie Kmec. 2009. "The Impact of Human Resource Structures: Reducing Employers' Discrimination or Raising Employees' Rights Awareness?" *Industrial Relations* 48(3):512-32.

Hirsh, C. Elizabeth. 2009. "The Strength of Weak Enforcement: The Impact of Discrimination Charges on Sex and Race Segregation in the Workplace." *American Sociological Review* 74(2):245-71.

Hirsh, C. Elizabeth. 2008. "Settling for Less? The Organizational Determinants of Discrimination-Charge Outcomes." *Law and Society Review* 42(2):239-274.

Hirsh, C. Elizabeth and Youngjoo Cha. 2008. "Understanding Employment Discrimination: A Multilevel Approach" *Sociology Compass* 2(6):1989-2007.

Hirsh, C. Elizabeth and Sabino Kornrich. 2008. "The Context of Discrimination: Workplace Conditions, Institutional Environments, and Sex and Race Discrimination Charges." *American Journal of Sociology* 113(5): 1394-1432.

Burstein, Paul and **C. Elizabeth Hirsh**. 2007. "Interest Organizations, Information, and Policy Innovation in the U.S. Congress." *Sociological Forum* 22(2):174-199.

OTHER PUBLICATIONS & REPORTS

Hirsh, Elizabeth. "Bias Against Caregivers at Work," *Gender and Society* blog, September 23, 2020 (<https://gendersociety.wordpress.com/2020/09/23/bias-against-caregivers-at-work/>)

Hirsh, Elizabeth and Don Tomaskovic-Devey. 2020. "Metrics, Accountability, and Transparency: A Simple Recipe to Increase Transparency and Reduce Bias," in *What Works: Evidence-Based Ideas to Increase Diversity, Equity, and Inclusion in the Workplace*, edited by David Pedulla (<https://www.umass.edu/employmentequity/what-works>).

Hirsh, Elizabeth. 2019. "Do Lawsuits Improve Gender and Racial Equality at Work?" *Harvard Business Review*, November 14, 2019 (<https://hbr.org/2019/11/do-lawsuits-improve-gender-and-racial-equality-at-work>).

Panel on Measuring and Collecting Pay Information from U.S. Employers by Gender, Race, and National Origin, National Research Council. 2012. *Collecting Compensation Data from Employers*. National Academies Press: Washington, DC.

GRANTS AND AWARDS

Principal Investigator, British Columbia Office of the Human Rights Commissioner, 2021 (\$23,634 CAD).

Co-Investigator (PI: Youngjoo Cha, Indiana University), National Science Foundation, 2018-2020 (\$250,000 USD).

Canada Research Chairs (Tier 2) Award Renewal, 2016-2021 (\$500,000 CAD).

Co-Investigator (PI: Sylvia Fuller), Social Science and Humanities Research Council, 2014-2016 (\$74,490 CAD).

Peter Wall Institute for Advanced Studies, Early Career Scholar Award, 2012-2013 (\$17,000 CAD).

Social Science and Humanities Research Council, 2011-2013, (\$69,230 CAD).

Canada Research Chairs (Tier 2) Award, 2011-2016 (\$500,000 CAD).

Hampton Grant, University of British Columbia, 2011-2013 (\$10,000 CAD).

Institute for the Social Sciences Small Grant, Cornell University, 2008 (\$7250 USD).

Center for the Study of Inequality Seed Grant, Cornell University, 2007-2009 (\$117,881 USD).

National Science Foundation Dissertation Improvement Grant, 2006. (\$6955 USD)

Best Graduate Student Paper Award, Harry Bridges Center for Labor Studies, University of Washington, 2004-2005.

Certification in Social Statistics, Center for Statistics and the Social Sciences, University of Washington, 2004.

Dissertation Improvement Grant, Department of Sociology, University of Washington, 2004.

J. Alan Ross Foundation Research Grant, Western Washington University, 2001.

INVITED PRESENTATIONS

Hirsh, C. Elizabeth. "When Work and Care Clash: "The Gendered Nature of Caregiver Bias," Hilary Term Seminar, Department of Sociology, **University of Oxford**, January 25, 2021.

Hirsh, C. Elizabeth. "What Works to Reduce Inequality: The Role of Lawsuits," Radcliffe Exploratory Seminar, **Harvard University** April 20, 2018.

Hirsh, C. Elizabeth. "Mandating Change? The Impact of Mandated Policy Changes on Managerial Diversity," **Georgetown University**, November 5, 2017.

Hirsh, C. Elizabeth. "The Impact of EEO Litigation on Managerial Diversity," EEODataNet Conference, **U.S. Equal Employment Opportunity Commission, Washington, D.C.**, June 22, 2017.

Hirsh, C. Elizabeth. "Mandating Change? The Impact of Mandated Policy Changes on Managerial Diversity," Center for the Study of Law and Society, **University of California, Berkeley**, March 22, 2016.

Invited Oral and Written Testimony on the U.S. Equal Employment Opportunity Commission's Proposal to Collect Compensation Data from Private Employers, Commissioners Meeting, **U.S. Equal Employment Opportunity Commission, Washington, D.C.**, March 16, 2015.

Hirsh, C. Elizabeth. "Primary Fears: The U.S. Presidential Nomination Contest and the Politics of Inequality, Liu Institute for Global Issues, University of British Columbia, March 14, 2016.

Hirsh, C. Elizabeth. "Do Lawsuits Matter? Employment Discrimination Litigation and Corporate Diversity," Population Research Group, **University of Victoria**. March 29, 2014.

Hirsh, C. Elizabeth. "The Impact of Civil Rights Law at Work," Presidential Panel, **Pacific Sociological Association, Portland, Oregon**, March 29, 2014.

Hirsh, C. Elizabeth. "For Law and Markets: The Effect of Discrimination Lawsuits on Managerial Diversity," Booth School of Business, **University of Chicago**, February 5, 2014.

Hirsh, C. Elizabeth. "Litigating for Change: The Origins and Impact of Employment Discrimination Lawsuits in the U.S.?" presented at the Law and Society Speaker Series, **University of British Columbia**, February 14, 2013.

Hirsh, C. Elizabeth. "Litigating for Change: The Origins and Impact of Employment Discrimination Lawsuits in the U.S.?" presented at the Centre for Feminist Legal Studies Lecture Series, **University of British Columbia**, October 16, 2012.

Hirsh, C. Elizabeth. Panelist, roundtable on "The Future of Enforcing Antidiscrimination in Employment Policies" at the annual meeting of the **Association for Public Policy and Management, Washington, D.C.**, November 2011.

Hirsh, C. Elizabeth. "Gathering Data on Pay Equity." Women's Bureau, **U.S. Department of Labor, Washington, D.C.**, December 2010.

Hirsh, C. Elizabeth. "Who Wins at the EEOC?" Invited Lecture, **American Bar Association, San Francisco, CA**, August 2010.

Hirsh, C. Elizabeth. "For Law or Markets? Employment Discrimination, Litigation, and Organizational Change." **Princeton University**, April 2010.

Hirsh, C. Elizabeth. "For Law or Markets? Employment Discrimination, Litigation and Organizational Change." **University of British Columbia**, December 2009.

Hirsh, C. Elizabeth. "For Law or Markets? Employment Discrimination, Litigation and Organizational Change." **Stanford University**, November 2009.

Hirsh, Elizabeth and Youngjoo Cha. "Discrimination Litigation, Firm Financial Performance, and Workplace Equality." **Harvard Business School**, May 28, 2009.

Hirsh, Elizabeth. "Who Gets Charged? Workplace Context and Sex and Race Discrimination Charges," Cornell Population Program, **Cornell University**, February 22, 2008.

Hirsh, Elizabeth. "Discrimination Charges, Inequality, and Organizational Change." **Western Washington University**, May 2006.

Hirsh, Elizabeth. "The Impact of Discrimination Charges on Workplace Diversity: Evidence from Private Firms." **National Academy of Sciences, Washington D.C.**, February 13, 2006.

Hirsh, Elizabeth, Lowell Hargens, Barbara Reskin, and Mark Handcock. "Measuring Uncertainty in Latent Space Models of Occupational Segregation." Center for Statistics and the Social Sciences, **University of Washington**, April 14, 2004.

CONFERENCE PARTICIPATION

Lachapelle, Francois and Elizabeth Hirsh. "The Gender Gap in Covid-19 Research Authorship," paper presented at the annual meeting of the Canadian Sociological Association, June 2021.

Movahed, Masoud and Elizabeth Hirsh. "The Determinants of Collective Action in the Era of American Resistance," paper presented at the annual meeting of the American Sociological Association, August 2020.

Elizabeth Hirsh Christina Treleaven, and Sylvia Fuller. "Caregiver Discrimination, Gender, and the Law: An Analysis of Employment Discrimination Against Caregivers in Canada," paper presented at the annual meetings of the American Sociological Association, August 11, 2019, New York.

Kmec, Julie and Elizabeth Hirsh. "Workplace Sexual Harassment and the Legal Environment," Paper presented at the American Sociological Association Annual Meetings, San Francisco, California, August 2014.

Kmec, Julie, Elizabeth Hirsh, and Sheryl Skaggs. "The Rule of the Law: Equal Employment Law and Workplace Regulation of Sexual Harassment" Paper presented at the American Sociological Association Annual Meetings, New York, NY, August 2013.

Hirsh, Elizabeth. "Organizational Response to Litigation: The Effect of Monetary Penalties and Court-Mandated Policy Changes in U.S. Employment Discrimination Litigation," Paper presented at the Law and Society Association Annual Meetings, Honolulu, Hawaii, June 9, 2012.

Hirsh, Elizabeth. "The Origins of Litigation: Legal Consciousness and Discrimination Disputes at Work" Paper presented at the American Sociological Association Annual Meetings, Las Vegas, NV, August 2011.

Hirsh, Elizabeth. "The Origins of Litigation" Paper presented at the Law and Society Association Annual Meetings, San Francisco, CA, June 2011.

Organizer, Sociology of Law Section Roundtables, Annual Meeting of the American Sociological Association, August 2009.

Hirsh, Elizabeth and Youngjoo Cha. "Discrimination Litigation, Firm Financial Performance, and Workplace Equality." Paper presented at the American Sociological Association Annual Meetings, Boston, MA, August 1, 2008.

Discussant, Employment Law Section, Conference for Empirical Legal Studies, September 2008.

Discussant, Organizations, Occupations, and Work Section, Annual Meetings of the American Sociological Association, Boston, MA, 2008.

Hirsh, Elizabeth and Christopher J. Lyons. "Social Status, Workplace Contexts, and Perceptions of Discrimination." Paper presented at the American Sociological Association Annual Meetings, New York, New York, August 11, 2007.

Hirsh, Elizabeth. "The Organizational Construction of Discrimination-Charge Outcomes." Paper presented at the American Sociological Association Annual Meetings, Montreal, Quebec, August 2006.

Hirsh, Elizabeth and Julie Kmec. "The Impact of HR Structures: Reducing Employers' Discrimination or Raising Employees' Rights Awareness" Paper presented at the American Sociological Association Annual Meetings, Montreal, Quebec, August 14, 2006.

Hirsh, Elizabeth. "Organizing Equal Opportunity: The Effect of EEO Enforcement on Sex and Race Segregation in the Workplace." Presented at the American Sociological Association Annual Meeting, Philadelphia, Pennsylvania, August 16, 2005.

Hirsh, Elizabeth. "Resolving Discrimination: Employees, Employers, and Charges of Employment Discrimination." Presented at the Law and Society Association Annual Meeting, Las Vegas, Nevada, June 2, 2005.

Hirsh, Elizabeth and Sabino Kornrich. "The Context of Discrimination: The Impact of Firm Conditions on Race and Gender Discrimination." Presented at the American Sociological Association Annual Meeting, San Francisco, California, August 14, 2004.

Reskin, Barbara, Lowell Hargens and Elizabeth Hirsh. "Picturing Segregation: The Structure of Occupational Segregation by Sex, Race, Ethnicity and Hispanicity." Presented at the American Sociological Association Annual Meeting, San Francisco, California, August 15, 2004.

TEACHING EXPERIENCE

Undergraduate Courses:

Sociology 352: The Organization of Work, 2012, 2013, 2015, 2017, 2018, 2020, University of British Columbia.

Sociology 470: Law and Justice, 2010, 2013, University of British Columbia.

Sociology 215: Introduction to Organizations, 2007, 2009, Cornell University.

Sociology 362: Employment, Inequality, and the Law, 2006, 2007, 2008, 2009, Cornell 2015 University.

Sociology 360: Social Stratification, 2005, University of Washington.

Graduate Courses:

Sociology 514: Quantitative Data Analysis in Sociology, 2011, 2012, 2013, 2014, 2015, 2016, 2018, 2019, 2020, 2021, University of British Columbia.

Sociology 506: Research Methods II, 2007, 2008, 2009, 2010, Cornell University.

Sociology 502 (co-taught with Paul LePore): Teaching Sociology, 2006, University of Washington.

DEPARTMENTAL AND UNIVERSITY SERVICE

Member, Status of Women Committee, University of British Columbia, 2021-present.

Search Committee, Race and Ethnicity, Department of Sociology, University of British Columbia, 2020.

Chair of Graduate Studies, Department of Sociology, University of British Columbia, 2015-16, 2020.

Executive Committee, Department of Sociology, University of British Columbia, 2017-20.

Graduate Council, Graduate and Postdoctoral Studies, University of British Columbia, 2017-present.

Member, Search Committee, Computation Sociology, Department of Sociology, University of British Columbia, 2019.

Member, Headship Search Committee, Advisory to the President, University of British Columbia, 2015-16.

Member, Provost's Advisory Committee on Equity and Diversity, University of British Columbia, March 2011-2015.

Chair, Graduate Admissions Committee, Department of Sociology, University of British Columbia, 2012-2015.

Executive Committee, Department of Sociology, University of British Columbia, 2010-2013.

Member, Study Leave Adjudication Committee, College of Arts, University of British Columbia, Fall 2013.

Member, Graduate Admissions Committee, Department of Sociology, University of British Columbia, 2010-11.

Member, Graduate Program Committee, Department of Sociology, Cornell University, 2009-10.

Grant Proposal Reviewer, Institute for Social Sciences, Cornell University, 2009.

Member, Faculty Search Committee, Department of Sociology, Cornell University, 2008-09.

Member, Colloquium Committee, Department of Sociology, Cornell University, 2008.

Member, Mentoring Committee, Department of Sociology, Cornell University, 2008.

Member, Awards Committee, Department of Sociology, Cornell University, 2006-08.

Web Editor, Department of Sociology, Cornell University, 2007-10.

Member, Graduate Admissions Committee, Department of Sociology, University of Washington 2005-06.

Member, Executive Committee, Department of Sociology, University of Washington, 2003-2004.

PROFESSIONAL COMMITTEES AND SERVICE

Secretary-Treasurer, Organizations, Occupations, and Work Section, American Sociological Association, August 2021-2024.

Panelist, U.S. National Academies of Sciences, Committee on National Statistics, Panel to Evaluate the Quality of Compensation Data Collected from U.S. Employers, 2020-present.

Officer, Organizations, Occupations, and Work Section Council, American Sociological Association, 2014-2017.

Chair, Distinguished Career Award Committee, Section on Organizations, Occupations, and Work, American Sociological Association, 2016-2017.

Chair, Organizations, Occupations and Work Distinguished Scholar Committee, American Sociological Association, 2016-17.

Chair, Nominations Committee, Organizations, Occupations, and Work Section, American Sociological Association, 2015-16.

Editorial Board, *Social Problems*, 2012-2014.

Panelist, Law and Social Science Division Advisory Panel, National Science Foundation, Fall 2013.

Member, Book Award Committee, Inequality, Poverty and Mobility Section, American Sociological Association, 2014.

Panelist, U.S. National Academy of Sciences, Panel on Measuring and Collecting Pay Information from U.S. Employers by Gender, Race, and National Origin, National Research Council, Washington, D.C., 2011-2013.

Grant Reviewer, National Research Foundation, South Africa, January 2013.

Member, Awards Committee, Sociology of Law Section, American Sociological Association, 2010-2011.

External Reviewer, National Science Foundation, March 2011.

Panelist, U.S. Department of Labor, Women's Bureau Summit on Equal Pay, December 2010.

Manuscript Reviewer:

American Journal of Sociology, American Sociological Review, British Journal of Sociology, Canadian Review of Sociology, Cities, Empirical Legal Studies, Demography, Gender and Society, Journal of Health and Social Behavior, Law and Social Inquiry, Law and Society Review, Industrial Relations, Journal of Health and Social Behavior, Management Science Review, Social Currents, Social Forces, Social Science Research, Sociological Quarterly, Sociological Forum, Work and Occupations.

CONSULTING AND LEGAL CONTRIBUTIONS

British Columbia Office of the Human Rights Commissioner, 2021

Department of Justice, Canada, 2020

National Women's Law Center, Washington DC, 2016-2020

Contributed to Amicus Brief of Statisticians, Economists, Management Researchers, and other Employment Analysts in *National Women's Law Center v. Office of Management and Budget* (No. 19-5130), 2019

Occasional Consulting, U.S. Equal Employment Opportunity Commission, 2006-2018

Contributed to Amicus Brief of Labor Economists and Social Scientists in *Richard M. Villarreal v. R.J. Reynolds Tobacco Co.* (No. 16-971), 2017

Contributed to American Sociological Association Amicus Brief in *Grutter v. Bollinger* (539 U.S. 306), 2003

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Research Associate, U.S. Equal Employment Opportunity Commission, 2002-2018.

Member:

American Sociological Association
Law and Society Association,
Society for the Study of Social Problems
Pacific Sociological Association

MEDIA CONTRIBUTIONS AND INTERVIEWS (LAST FIVE YEARS)

CBC, “Working from Home Post-Pandemic Could Offer Mixed Results for Women, Researchers Say,” by Maryse Zeidler, June 2021

RadioNews Canada, Topic: Work from home and gender inequality, June 2021

Huffington Post, “Why Corporate Canada Unsurprisingly Failed to Show up for Black History Month,” by Cheyenne Lopez, February 2021

Globe and Mail, “Power Gap: To Stop Gender Discrimination at Work, Canada has all the Tools it Needs but the System is Broken,” by Robyn Doolittle, January 2021

Forbes, “How to Actually Hire for Diversity,” by Aline Holzwarth, February 2021

BBC, “The Corporate Ideals Driving Secret Parenting,” by Melissa Hogenboom, November 2020

Harvard Business Review, “Diversity and Inclusion Efforts that Really Work,” by David Pedulla, May 2020

HRdive, “How to Apply Evidence-Based Ideas to D&I,” by Sheryl Estrada, May 2020

Forbes, “How Getting Sued for Workplace Discrimination Can Lead to More Diverse Teams,” by Elana Lyn Gross, November 2019

Spice Radio, Topic: Remediating Race and Ethnic discrimination, November 2019

Ubysey, “Women, Minorities Underrepresented on List of UBC’s Best Paid Employees,” by Rumneek Johal, November 2018

FiveThirtyEight, “What Does a Typical Sexual Harasser Look Like? We Don’t Know,” Interviewed by Amelia Thomson-DeVeaux, October 2017

Wall Street Journal, “U.S. Push for Fair Pay Wracks Up Few Victories,” Interviewed by Lauren Weber, January 2016

CKNW Radio, Topic: The U.S. Presidential Primary, Gender, and Inequality, March 2016