

Curriculum Vitae

Ellen Berrey

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Department of Sociology
University of Toronto Mississauga
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Undergraduate program

Department of Sociology
University of Toronto
725 Spadina Avenue
Toronto, ON M5S 2J4
Canada
Tri-campus graduate program

ACADEMIC POSITIONS

Employment

2019- Associate Professor of Sociology, University of Toronto
2016-2019 Assistant Professor of Sociology, University of Toronto
2015-2016 Assistant Professor of Sociology and Criminology, University of Denver
2008-2015 Assistant Professor of Sociology, University at Buffalo, SUNY

Affiliations

2024- Faculty Affiliate, Distributed AI Research Institute (DAIR)
2018- Affiliate, Center for the Study of the United States, Munk School of Global Affairs and Public Policy, University of Toronto
2010- Affiliated Scholar, American Bar Foundation

DEGREES

2008 Ph.D., Department of Sociology, Northwestern University
1996 A.B., Environmental Studies (with Honors), Brown University

SCHOLARLY AND PROFESSIONAL WORK

Books

2017 Berrey, Ellen, Robert L. Nelson, and Laura Beth Nielsen. *Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality*. University of Chicago Press.

RECOGNITION

- 2018 Distinguished Book Prize Honorable Mention, Sociology of Law section, American Sociological Association
- Selected for Author-Meets-Critics session at the Law & Society Association/Canadian Law & Society Association 2018 meeting

REVIEWED *American Journal of Sociology, Bulletin of Comparative Labor Relations, Cahiers de la LCD, Contemporary Sociology, Contexts, Industrial and Labor Relations Review, Social Forces*

PROFILED *Huffington Post*. Also in *Engineering News-Record, Financial Times, New York Times, The Medium (UTM), Vice*.

- 2015 Berrey, Ellen. *The Enigma of Diversity: The Language of Race and the Limits of Racial Justice*. University of Chicago Press.
- RECOGNITION
- 2016 Herbert Jacob Book Prize, Law & Society Association
 - 2016 Distinguished Book Prize, Sociology of Law section, American Sociological Association
 - 2016 Mary Douglas Book Prize Honorable Mention, Sociology of Culture section, American Sociological Association
 - Selected for Author-Meets-Critics sessions at annual meetings of the American Sociological Association (2016), Law & Society Association (2016), and Eastern Sociological Society (2017)
 - Exemplary Law Books of 2015, *Green Bag Almanac and Reader American Journal of Sociology, Choice, Contemporary Sociology, Contexts, Green Bag Almanac & Reader, Harvard Educational Review* (editor's review), *La Vie des Idées, Law & Society Review, Public Books, Sociology of Race and Ethnicity*
- REVIEWED *New Yorker*, "The Limits of 'Diversity.'" Also in *Ann Arbor Review, Inside Higher Ed, The Conversation, Society Pages*
- PROFILED

Articles and Book Chapters

- 2021 prabhdeep singh kehal, Daniel Hirschman, and Ellen Berrey. "[When Affirmative Action Disappears: Unexpected Patterns in Student Enrollments at Selective U.S. Institutions, 1990-2016.](#)" *Sociology of Race & Ethnicity*. 7(4): 543-560.
- 2020 Berrey, Ellen. "[When Liberal States Bite Back: Cultural Politics and the Far Right American Movement against U.N. Agenda 21.](#)" Pp. 159-181 in *Cultural Diversity and the International Order*, eds. Christian Reus-Smit and Andrew Phillips. Cambridge University Press.
- RECOGNITION OF EDITED VOLUME: 2021 International Studies Association (ISA) Best Edited Book in International Theory; runner up for 2021 ISA Best Edited Book in History and International Relations.
- 2018 Berrey, Ellen. "[Social Enterprise Law in Action: The Organizational Characteristics of U.S. Benefit Corporations.](#)" *Transactions: The Tennessee Journal of Business Law*. 20: 21-114.
- IMPACT Downloaded from journal website 9,574 times as of August 2023.
- ABRIDGED VERSION "The Organizational Characteristics of U.S. Benefit Corporations." *Sustainability Matters*. The Conference Board. 2020.
- 2018 Berrey, Ellen. "Is Diversity Racial Justice? Affirmative Action in Admissions and the Promises and Perils of Law." In *Challenging the Status Quo: Diversity, Democracy, and Equality in the 21st Century*, Eds. Sharon Collins and David G. Embrick. Brill.
- 2018 Nielsen, Laura Beth, Ellen Berrey, and Robert L. Nelson. "[Dignity and Discrimination: Employment Civil Rights in the Workplace and in Courts.](#)" *Chicago-Kent Law Review* 92(3): 1185-1202.

- 2017 Hirschman, Daniel and Ellen Berrey. "[The Partial Deinstitutionalization of Affirmative Action in U.S. Higher Education, 1988-2014.](#)" *Sociological Science*. 4:449-68.
 PROFILED *Slate*, "Outside of Elite Colleges, Affirmative Action is Already Disappearing." Also in *Boston Globe*, *Christian Science Monitor*, *National Affairs*, *New Yorker*, *Politico*, *Society Pages*, *Washington Post*.
- 2016 Hirschman, Daniel, Ellen Berrey, and Fiona Rose Greenland. "Dequantifying Diversity: Affirmative Action and Admissions at the University of Michigan." *Theory & Society*. 45(3): 265-301.
- 2015 Berrey, Ellen. "Making a Civil Rights Claim for Affirmative Action: BAMN's Legal Mobilization and the Legacy of Race-Conscious Policies." *Du Bois Review* 12(2): 375-405.
- 2014 Berrey, Ellen. "Breaking Glass Ceilings, Ignoring Dirty Floors: The Culture and Class Bias of Corporate Diversity Management." *American Behavioral Scientist* 59(2): 347-70.
- 2012 Berrey, Ellen, Steve G. Hoffman, and Laura Beth Nielsen. "Situated Justice: A Contextual Analysis of Fairness and Inequality in Employment Discrimination Litigation." *Law & Society Review* 46(1): 1-36.
- 2011 Berrey, Ellen. "Why Diversity Became Orthodox in Higher Education, and How It Changed the Meaning of Race on Campus." *Critical Sociology* 37(5): 573-96.
- 2009 Berrey, Ellen. "Sociology Finds Discrimination in the Law." *Contexts* 8(2): 28-32.
 REPRINTED *The Contexts Reader*, 2nd ed. Eds. Doug Hartmann and Chris Uggen. 2011.
 RECOGNITION *Nominee for Best Feature Article*, Claude Fischer Award for Excellence in *Contexts*, 2010.
- 2008 Nelson, Robert L., Ellen Berrey, and Laura Beth Nielsen. "Divergent Paths: Conflicting Conceptions of Employment Discrimination in Law and the Social Sciences." *Annual Review of Law & Social Science* 4 (December): 103-22.
- 2005 Berrey, Ellen. "Divided over Diversity: Political Discourse in a Chicago Neighborhood." *City & Community* 4(2): 143-170.
 RECOGNITION Graduate Student Paper Award Honorable Mention, American Sociological Association Community and Urban Section, 2004

Papers Under Review & in Progress

Berrey, Ellen and Fatima Al Saadie. "Conspiracy Theory as Performative Political Rhetoric: Mobilizing against U.N. Agenda 21 Infiltration in Local Sustainability Planning." Revise & resubmit, *American Journal of Cultural Sociology*.

Berrey, Ellen, Alex Hanna, Kristen Bass, and Nathan Kim. 2023. "Higher Education Protests and University and Police Responses in the United States and Canada, 2012-2018." Under review, *Socius*.

Dawson, Caleb, Ellen Berrey, and Alex Hanna. "It's Never Just the Name: How Student Activists Challenge White Supremacist Memorialization and Assert Dignity." Paper presented at the annual meeting of the American Sociological Association, Aug. 2024.

with Fatima Al Saadie. "'You Want to Get Rid of Suburbia: Legal Mobilization, Property Rights Discourse, and Conspiracy Theorizing in the Backlash against Sustainability Planning.'" In preparation for submission to *Law & Society Review*.

Projects In Progress

Berrey, Ellen and Alex Hanna. "Student Protests and University Responses in the United States and Canada, 2012-2018." *Data cleaning and writing in process*.

Funded by Social Sciences and Humanities Research Council of Canada, U.S. National Science Foundation, Distributed AI Research Institute (DAIR), UofT Jackman Humanities Institute, UTM Department of Sociology, UTM Peel Social Lab.

Berrey, Ellen. "When A Conspiracy Theory Comes to Town: The Policy Consequences of the Far Right Movement against Sustainability Planning." *Writing in process*.

Funded by Mitacs Foundation, University of Toronto Jackman Humanities Institute, University of Toronto Mississauga (UTM) Department of Sociology, and UTM Peel Social Lab.

Essays, Book Reviews, and Other Scholarly Publications

- 2018 Berrey, Ellen. Book review essay on *The Diversity Bargain: And Other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities*, by Natasha Warikoo, in *Contemporary Sociology* 47(5): 544-549.
- 2017 Berrey, Ellen. Book review of *Race, Class, and Affirmative Action*, by Sigal Alon, in *Contemporary Sociology* 46(6): 648-50.
- 2011 Berrey, Ellen. Book review of *Memphis and the Paradox of Place: Globalization in the American South*, by Wanda Rushing, in *City & Community* 10(2): 205-7.
- 2010 Berrey, Ellen. Book review of *Affirmative Action for the Future*, by James P. Sterba, in *Law & Society Review* 44(3/4): 888-91.
- 2009 Berrey, Ellen. Book review of *Diversity at Work*, Ed. Arthur P. Brief, in *Contemporary Sociology* 38(6): 591-3.
- 2008 Berrey, Ellen. "Pluralism," *Encyclopedia of Social Problems*, Ed. Vince Parrillo, pp. 670-2. Thousand Oaks, CA: Sage Publications.
- 2007 Berrey, Ellen and Laura Beth Nielsen. Book review essay on "Rights of Inclusion: Reintegrating Identity at the Bottom of the Dispute Pyramid." *Law & Social Inquiry* 32(1): 233-260.
- 2007 Berrey, Ellen. "Conversation with Walter Benn Michaels: The Trouble with Diversity." *Contexts* 6(2): 13-14.
- 2004 Berrey, Ellen. "Field Note: The Drive for Diversity." *Contexts* 3(1): 60-1.
- 2002 Berrey, Ellen. Book review of *America's Johannesburg: Industrialization and Racial Transformation in Birmingham*, by Bobby Wilson, in *Ethnic and Racial Studies* 25(3): 523-4.

Electronic Publications

Online audio recordings of interviewee quotes published in *Rights on Trial* book:

<https://rightsontrial.org/audio/>

Online audio recordings of interviewee quotes published in *Law & Society Review* article:

<https://www.americanbarfoundation.org/research/summary/1040>

Funded Research

- 2023 Alex Hanna (PI) and Ellen Berrey (co-PI). “Social Movements in Universities and Responses to Them.” National Science Foundation, Sociology. \$300,000 USD.
- 2022 Berrey, Ellen. “University Responses to Campus Protests in the United States and Canada, 2012-2018.” Faculty Supervisor, Scholars-in-Residence program, University of Toronto Jackman Humanities Institute
- 2020 Al Saadie, Fatima and Ellen Berrey. “Property Rights and White Racial Politics in the Anti-Sustainability Movement.” Mitacs Research Training Award. \$3,000 CAD.
- 2020-24 Berrey, Ellen with collaborator Alex Hanna. “Student Protests and University Responses in the United States and Canada, 2012-2018.” Insight Grant, Social Sciences and Humanities Research Council of Canada (SSHRC). \$268,072 CAD
- 2020-21 Garces, Liliana and Ellen Berrey. “Hate Speech on Campus: Institutional Responses and the Relevance for Inclusion.” Large Grant, Spencer Foundation. \$375,000 USD. *Advisor to the project. Originally a co-PI, withdrew from project due to pandemic.*
- 2020-21 “When A Conspiracy Theory Comes to Town.” Peel Social Lab Grant, Department of Sociology, University of Toronto Mississauga (multiple grants). \$8,346 CAD
- 2019 “When A Conspiracy Theory Comes to Town.” Faculty Supervisor, Scholars-in-Residence program, University of Toronto Jackman Humanities Institute (with supplemental department funds). \$8,500 CAD plus support for five undergraduate RAs in May 2019.
- 2018-20 Berrey, Ellen and Alex Hanna. “U.S. and Canadian Anti-Racism Student Protests, 2012-2016.” Insight Development Grant, Social Sciences and Humanities Research Council of Canada (SSHRC). \$68,645 CAD
- 2017-21 SSHRC Internal Grant (SIG) and Undergraduate Education Fund. “U.S. Campus Anti-Racism Protests, 2012-2016,” Department of Sociology, University of Toronto Mississauga and PSL Social Lab (multiple awards). \$11,013 CAD total
- 2017 University of Toronto Mississauga Graduate Research Award. \$2,160 CAD
- 2015 Brown University Program in Business, Entrepreneurs, and Organizations Research Funds. \$8,000 USD
- 2014 United University Professors (UUP) Professional Development Award. \$1,000 USD
- 2014 University at Buffalo–SUNY Julian Park Fund. \$1,000 USD

- 2013 Collaborator Grant, “The Changing Dynamics of Employment Discrimination Litigation,” American Bar Foundation. \$11,700 USD
- 2011-12 Research Grant, Baldy Center for Law and Social Policy, University at Buffalo, SUNY. \$1,000 USD
- 2011 Community Scholar-in-Residence Fellowship project, UB2020 Strategic Research Initiative on Civic Engagement and Public Policy. Funding for a community scholar from People United for Sustainable Housing (PUSH) Buffalo. \$3,000 USD
- 2009-10 Small Research Grant, Baldy Center for Law and Social Policy, University at Buffalo, SUNY. \$1,000 USD
- 2008-09 Small Research Grant, Baldy Center for Law and Social Policy, University at Buffalo, SUNY. \$1,000 USD (declined)
- 2008 Collaborator Grant, “The Changing Dynamics of Employment Discrimination Litigation,” American Bar Foundation. \$11,700 USD
- 2004-06 Dissertation Research Grant, Law and Social Science Program, National Science Foundation. \$9,900 USD
- 2004 Research Grant, Northwestern University Graduate School. \$1,500 USD
- 2003-05 MacArthur Research Grants, Department of Sociology, Northwestern University. \$2,300 USD
- 2003 Research Grant, Center for Legal Studies, Northwestern University. \$1,000 USD

Honors, Awards, and Recognition

- 2019 Interdisciplinary Legal Studies Teaching Award Honorary Mention, Consortium for Undergraduate Law and Justice Programs.
- 2018 Featured Educator, World Teacher’s Day, University of Toronto Mississauga.
- 2018 Distinguished Book Prize Honorable Mention, Sociology of Law section, American Sociological Association.
- 2016 Herbert Jacob Book Prize, Law & Society Association.
- 2016 Distinguished Book Prize, Sociology of Law section, American Sociological Association.
- 2016 Mary Douglas Book Prize Honorable Mention, Sociology of Culture section, American Sociological Association, 2016.
- 2014-15 University at Buffalo–SUNY, School of Law, Baldy Center on Law and Social Policy Proposal Development Support award.
- 2013 University at Buffalo–SUNY, School of Law, Baldy Center on Law and Social Policy Book Manuscript Workshop.
- 2010 Nominee for Best Feature Article, Claude S. Fischer Awards for Excellence in Contexts.

- 2007 James E. Blackwell Distinguished Graduate Student Paper Award, American Sociological Association Section on Racial and Ethnic Minorities.
- 2007 Karpf Peace Award, Northwestern Department of Sociology, 2007.
- 2005 Participant, Graduate Student Workshop, Law & Society Association (competitive).
- 2004 Student Paper Award (Honorable Mention), American Sociological Association Community and Urban Sociology Section.
- 2004 Winch Award for Outstanding Graduate Student Lecturer, Northwestern Department of Sociology.
- 2003 Winch Award for Outstanding Published/Presented Paper, Northwestern Department of Sociology.

Fellowships

- 2007-08 Doctoral Dissertation Fellowship, American Bar Foundation.
- 2006-07 Dissertation Year Fellowship, Northwestern University.
- 2004-06 University Fellowship, Northwestern University.
- 2001-02 Graduate Student Fellow, Institute for Policy Research, Northwestern University.
- 2000-01 Graduate Student Fellow, Joint Center for Poverty Research, Northwestern University/University of Chicago.
- 1999-2000 University Fellowship, Northwestern University.

Invited Lectures, Presentations, and Workshops

- 2023-24 “Higher Education Protest and University and Police Responses in the U.S. and Canada, 2012-2018.”
 - University of California, Irvine, Department of Criminology, Law and Society. June 2024.
 - University of Michigan Interdisciplinary Committee on Organization Studies (ICOS), April 2024.
 - Columbia University Center for Wealth and Inequality seminar, with Alex Hanna. April 2023
- 2024 “The Work of Diversity, Equity, and Inclusion at the University of Michigan and in Departments of Sociology.” University of Michigan Dept. of Sociology, April 18.
- 2022 “The Diversity-Benefits Paradigm in Higher Ed.” Panel on “Perpetuating Inequality in Pursuit of Diversity?” Inaugural IDEAL Fellows Conference, Stanford University. Oct. 8.
- 2022 “Affirmative Action across the Field of Higher Education.” Presenter. American Sociological Association annual meeting, Los Angeles.
- 2022 “Becoming a Sociologist of Law.” Panelist. American Sociological Association annual meeting, Los Angeles.
- 2022 “[Revisiting Cultural Methods to Address Racism](#).” Panelist. Culture in Contemporary Life Webinar Series of the Sociology of Culture Section, American Sociological Association. Jan. 27.
- 2021 “U.N. Globalists Are Behind This Plan”: How the U.S. Anti-Sustainability Movement Legitimized Conspiracy Theory.” University of Toronto Socio-Legal Workshop. With Fatima Al Saadie. July 15.

- 2021 “Putting Diversity Narratives in Context: Affirmative Action Policy Across the Field of Higher Education.” Harvard University Culture and Social Analysis Workshop. With prabdeep singh kehal and Dan Hirschman. May 4.
- 2021 “How Should We Explain Movements and Policy Motivated by Conspiracy Theory? On the Empirics and Ethics of Studying Trumpism.” Keynote Address, annual meeting of the New York State Sociological Association. With UTM undergraduate Fatima Al Saadie. April 17.
- 2021 “Beyond ‘Diversity.’” Yale University School of Management panel discussion. Apr. 5.
- 2020 “[Are Benefit Corporations Beneficial?](#)” The Conference Board, Sustainability Watch Webinar series. Apr. 16.
- 2019 “Advancing the Study of Racialized Organizations: The Case of Hate Speech on Campus,” Brown University Conference on Race and Organizations (presentation).
- 2019 “University Responses to Anti-Racism Student Protest: Applying a Racialized Organizations Framework,” with Alex Hanna (paper workshop).
- 2017-19 “Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality.”
- Stockholm University, Department of Sociology
 - University of Toronto, Centre for Criminology & Sociolegal Studies
 - University of Colorado, Denver, Department of Sociology.
 - l’Ecole des Hautes Etudes en Sciences Sociales, Paris, France
 - University of Notre Dame, Department of Sociology
 - American Bar Foundation, Chicago, IL
 - University of Toronto Mississauga Celebration of Books
- 2018 “Affirmative Action and the Push for Diversity in Elite American Higher Education,” for Israeli Hope in Academia Delegation, University of Toronto, Munk School.
- 2017 “The Agenda 21 Conspiracy Theory and the Symbolic Politics of the International Order within the United States.” Workshop on Cultural Diversity and the International Order, Social Trends Institute, Barcelona, Spain.
- 2017 “Using Mixed Qualitative and Quantitative Methods to Study Inequality, Law, and Employment Discrimination.” University of California, Irvine, Department of Criminology, Law and Society.
- 2016-17 “The Enigma of Diversity: The Language of Race and the Limits of Racial Justice”
- University of Michigan, Interdisciplinary Committee on Organizational Studies
 - Northwestern University, Department of Sociology
 - Williams College, Lecture Series on Diversity, Equity, and Social Justice
 - Bates College, The Andrew Lecture Series
 - University of California, Irvine Law School, Center on Law, Equality, and Race
 - University of Toronto Mississauga Celebration of Books
- 2016 “Holistic Review: Third Generation Questions,” College Board Access and Diversity Collaborative, Responding to *Fisher II* Strategy Meeting, Washington, DC.
- 2016 “Diversity is for White People,” Harvard Business School, Gender and Work Symposium, Cambridge, MA.
- 2015 “The Enigma of Diversity: The Neighborhood Case Study,” Invited facilitator for a book discussion with the Rocky Mountain Collective on Race, Place, and Law, University of Denver Sturm College of Law.

- 2012 “Bottom-Line Diversity: Race and Productive Pluralism in a Multinational Company.” Center for the Study of Law and Social Policy, School of Law, University of California, Berkeley.
- 2012 “Bottom-Line Diversity: Race and Productive Pluralism in the Post-Civil Rights Era.” Race and Ethnicity Workshop, Department of Sociology, Stanford University
- 2011 “Feminism, Education, and Research.” Association for International Research, Education, and Activism, School of Education, University at Buffalo, SUNY.
- 2009 “Bottom-Line Diversity: Race and Productive Pluralism in the Post-Civil Rights Era.” American Mosaic Project seminar, Department of Sociology, University of Minnesota.
- 2008 “Corporate Diversity Management and Organizational Resource Distribution.” Conference on the Discoveries of the Discrimination Research Group Conference, Stanford Law School.
- 2008 “How Diversity Transforms the Project of Racial Equality.” American Bar Foundation.
- 2007 “Political Opportunities and Hurdles in the Diversity Era.” Conference on Dilemmas of Blackness: Challenges and Continuities of the 21st Century, Department of African-American Studies, University of Illinois at Chicago.
- 2005 “Workplace Challenges for Young Employees of Color.” Internship Seminar of the Business Institutions Program, Northwestern University.
- 2004 “Divided over Diversity: Political Discourse in a Chicago Neighborhood.” Urban Workshop, University of Chicago.

Events Cancelled or Participation Withdrawn Due to COVID-19 Pandemic

- 2020 “Hate Speech on Campus: Institutional Responses and the Relevance for Inclusion,” Gender & Sexuality Workshop, Department of Sociology, University of Michigan. Mar. 11.
- 2020 “Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality,” Society, Culture, and Thought Speaker Series and classroom lecture, Bennington College. Apr. 27-28.
- 2020 Panelist on presidential plenary on “Doing Diversity: The Work, the Workers, the Outcomes.” Annual meeting of the 2020 American Sociological Association.

Classroom Guest Lectures (via Skype/Zoom)

Enigma of Diversity: Pennsylvania State University (2017), University of Chicago (2017)
Rights on Trial: Hamilton College (2017), Purdue University (2018), Brandeis University (2020)
Dequantifying Diversity (Theory & Society): NYU Law School (2019)

Conference and Internal University Presentations (selected)

- 2024 with Caleb Dawson and Kendal Kandasamy. “It’s Never Just the Name: How Student Activists Challenge White Supremacist Memorialization and Assert Dignity.” American Sociological Association annual meeting, Montreal.
- 2024 Reader, Author-Meets-Readers session on *Getting to Diversity: What Works and What Doesn’t*, by Frank Dobbin and Alexandra Kalev. American Sociological Association annual meeting, Montreal.
- 2023 with Alex Hanna. “Higher Education Protest and University and Police Responses in the U.S. and Canada, 2012-2018.” Workshop of the Collective Behavior and Social Movements Section, American Sociological Association, Philadelphia.

- 2023 “How Conspiracy Theory Gets Normalized in Local Conservative Politics: The Case of the Anti-Agenda 21 Movement.” American Sociological Association annual meeting, Philadelphia.
- 2021 with Fatima Al Saadie. “U.N. Globalists Are Behind This Plan: How the U.S. Anti-Sustainability Movement Legitimized Conspiracy Theory.” American Sociological Association annual meeting, Chicago/online.
- 2021 with Fatima Al Saadie. “You Want to Get Rid of Suburbia: Conspiracy Theory, Property Rights, and the U.S. Anti-Sustainability Movement.” Law & Society Association annual meeting, Chicago/online.
- 2019 with Fatima Al Saadie*, Kristen Bass*, Matthew Halsall*, Ariel Minott*, and Henry Rhyu*. “When A Conspiracy Theory Comes to Town: The Impacts of the Far Right Movement against Local Sustainability Planning.” Conference on Sustainability: Transdisciplinary Theory, Practice and Action, UTM.
- 2019 “When A Conspiracy Theory Comes to Town: The Impacts of the Far Right Movement against Local Sustainability Planning.” Law & Society Association annual meeting, Washington, DC.
- 2018 “Social Enterprise Law in Action: Organizational Characteristics of U.S. Benefit Corporations,” Law & Society Association/Canadian Law & Society Association joint annual meeting, Toronto.
- 2017 ““She Even Called Me a Black ‘B’: Employment Discrimination Law, Stereotypes, and the Reinscription of Race, Gender, Disability, and Age Hierarchies.” Law & Society Association annual meeting, Mexico City.
- 2017 “Rights on Trial: How Workplace Discrimination Law Perpetuates Inequality,” University of Toronto Mississauga, Department of Sociology, Criminology, Law, and Society Colloquium.
- 2016 “The Enigma of Diversity: Before Trump and Now,” Social Science History Association annual meeting, Chicago, IL.
- 2015 “Making a Civil Rights Claim for Affirmative Action: BAMN’s Legal Mobilization and the Legacy of Race-Conscious Policies.” Law & Society Association annual meeting, Chicago, IL.
- 2014 “Pursuing the Social Good and Private Profits: Benefit Corporations, New Legal Forms, and the ‘Triple Bottom Line.’” American Sociological Association annual meeting, San Francisco, CA.
- 2013 Author-Meets-Critics panelist on *Everyday Law on the Street: City Governance in an Age of Diversity* by Mariana Valverde (University of Chicago Press). Eastern Sociological Society annual meeting, Boston, MA.
- 2013 “Breaking Glass Ceilings, Ignoring Dirty Floors: The Culture and Class Bias of Diversity Management.” American Sociological Association annual meeting, NYC.
- 2012 “Dequantifying Diversity: Affirmative Action in Admissions at the University of Michigan.” Presented by Dan Hirschman and Fiona Rose Greenland at the American Sociological Association annual meeting, Denver, CO.
- 2011 “Inclusion that Pays Off? The Push for Diversity, Race, and the Limits of Productive Pluralism.” American Sociological Assoc. annual meeting, Las Vegas.
- 2010 “Situated Justice: Plaintiffs’ and Defendants’ Perceptions of Fairness in Employment Discrimination.” Law School Faculty Workshop, University at Buffalo, SUNY.
- 2009 “When Plaintiffs and Defendants Agree: Perceptions of Fairness in Employment Discrimination.” Law & Society Association annual meeting, Denver, CO.

- 2007 “Behind the Security Gate: Negotiating Corporate Diversity Management.” Ethnography Workshop, Northwestern University.
- 2006 “The Power of Diversity: Organizational Discourses and Practices in a Neighborhood, a University and a Corporation.” Culture Workshop of the Department of Sociology, Northwestern University.
- 2005 “Building Generalizations from Three Unlikely Field Sites.” Ethnography Workshop of the Department of Sociology, Northwestern University.
- 2005 “Affirmative Action and the Politics of Diversity at the University of Michigan.” Chicago Ethnography Conference.
- 2004 “Affirmative Action and the Politics of Diversity at the University of Michigan.” American Sociological Association annual meeting, San Francisco, CA.
- 2003 “Debating Diversity: The Politics of a Cultural Icon.” Color Lines Conference, The Civil Rights Project, Harvard University, Cambridge, MA.
- 2001 “Divided over Diversity: Symbolic Conflict and Neighborhood Redevelopment.” Joint Center for Policy Research, Northwestern University/ University of Chicago.

PUBLIC/POLICY ENGAGEMENT

Public Sociology

- 2018 “Q&A with Ellen Berrey: Thinking about ‘The Enigma of Diversity.’” University of Toronto Munk School of Global Affairs. Interview by Shannon Clarke. May 17.
- 2018 “A U of T Historian and Sociologist Look Back at Trump’s Year of Chaos.” University of Toronto News. Jan. 19.
- 2017 Nielsen, Laura Beth and Ellen Berrey. “Here’s What to Know Before You File a Sexual Harassment Lawsuit,” *TIME motto*. Oct. 17.
- 2017 Berrey, Ellen, Robert L. Nelson, Laura Beth Nielsen. “10 Myths Show the Harsh Realities of Employment Civil Rights Litigation.” *American Bar Association Journal*. Nov. 17.
- 2015 Berrey, Ellen “Diversity Is for White People: The Big Lie Behind a Well-Intended Word,” *Salon*. Oct 26.
IMPACT Shared on Facebook and Instagram more than 33,000 times.
- 2015 Berrey, Ellen. 2015. “On the Enigma of Diversity,” *The Society Pages* Office Hours podcast.
- 2015 Berrey, Ellen. 2015. “Can We Race Together? An Autopsy of a Starbucks Gimmick.” *The Society Pages*. Apr. 6.

Guest Appearances and Interview Commentary

Guardian, Brampton Guardian, Toronto Star, CTV News Channel, CBC Radio Q, CBC News, Global News Canada, Global News Toronto, Metro News Canada, NEWS 1130, TVO, WUFO-1080 (Buffalo, NY)

Ad Hoc Expert Advising

Ontario Arts Council, The Lewis Prize for Music, *New York Times, TVO*, Section 8 Tenants Council (past board member).

Policy Reports

- 2002 Berrey, Ellen. *Report on the Rogers Park Neighborhood and the Reception of Public Housing Residents*. Northwestern University Institute for Policy Research, Project on Community Reception of Public Housing: 1-32.

- 1999 Blum, Barbara B. and Ellen Berrey. *Welfare Research Perspectives: Past, Present, and Future*. National Center for Children in Poverty (NCCP), Columbia University: 1-34.
- 1999 Berrey, Ellen. "Mapping Welfare Research—1999 and Beyond." *the forum*. 2(1). NCCP, Columbia University.
- 1998 Berrey, Ellen. "Financial Incentives Can Be Key to Moving Families off Welfare and Raising Income, Research Reveals." *the forum*. 1(3). NCCP, Columbia University.
- 1998 Berrey, Ellen. "Evaluating Welfare Reform: What Do We Know? How Can We Learn More?" *the forum*. 1(2). NCCP, Columbia University.
- 1997 Zarcadoolas, Chris, Mercedes Blanco, and Ellen Berrey. "Decision-Making Support Systems for Minority and Underserved Workers and their Families" Final report. National Institute of Health, Agency for Health Care and Policy Research.

TEACHING: COURSES AND SUPERVISION

University of Toronto, Mississauga

Undergraduate Courses

- Sociology of Law (SOC216): *Fall 2016, Fall 2017, Winter 2020, Fall 2020, Winter 2021, Fall 2022, Fall 2023, Fall 2024*
- Law, Race, and Racism (SOC311/312): *Winter 2020, Winter 2023, Winter 2024, Winter 2025*
- Law, Culture, & Social Problems (SOC323, recreated course for online): *Summer 2020, Fall 2020*
- Law & Society (SOC323): *Winter 2017, Winter 2018, Winter 2019, Fall 2019,*
- Senior Seminar in Law & Society: Doing Public Sociology (SOC401): *Winter 2018, Fall 2019*
- RECOGNITION Consortium for Undergraduate Law & Justice Programs (CULJP) 2019 Teaching Innovation Award in Interdisciplinary Legal Studies Teaching, honorable mention
- Senior Seminar in Law & Society: Qualitative Research (SOC456): *Winter 2017*
- Sociology of Legal Careers (SOC475): *Winter 2021, Fall 2022, Fall 2023, Fall 2024*

Supervised Undergraduate Research

- University of Toronto Excellence Award: Bakita Kamara, Kendal Kandasamy *Summer 2023*; Fatima Al Saadie, *Summer 2020*
- Mitacs Research Training Award: Fatima Al Saadie, *Fall 2020*
- Independent Studies: Kristen Bass, *Fall 2020*; Harnoor Dogra, *Fall 2020*; Fatima Al-Saadie, *Fall-Winter 2018-19*
- ROPs:
 - 2021-22*: Saisha Ahluwalia, Jei Bacuetes, Moneet Brar, Madison Hollington
 - 2020-21*: David Alvarez Salinas, Carae Henry, Henry Rhyu
 - 2019-20*: Fatima Al Saadie, Ariel Minott, Henry Rhyu

Undergraduate Research Assistants

paid, including Scholars-in-Residence awardees

Past: Khadro Abdulle, Tianna Allen, Jei Bacuetes, Amritpal Bola, Moneet Brar,, Harnoor Dogra, Nimesha Elanko, Karishma Firdausi, Matthew Halsall, Carae Henry, Bakita Kamara, Uliana Kostiw, Joyce Ann Miguel, Jaishree Nayyer, Ishita Parikh, Hannah Robins, David Alvarez Salinas, Salina Suri, Krystal Tsotsos, Allen Wang, Sara Wasim, Ayra Wibowo, Eloya Williams

University of Toronto

Graduate Courses & Workshops

Qualitative Methods I (SOC6712) – *Winter 2024*

Law, Race, and Racism (SOC6106) – *Winter 2019*

Social Dimensions of Sustainability (SSM1120, UTM) – *Winter 2023, Winter 2025*

WriteOn (Grad Student Writing Group) – *Winter 2024, Fall 2024 – Winter 2025*

Graduate and Post-Graduate Research Assistants:

Current: Kristen Bass (Univ of Toronto), Devin Frede (Superior Court of Ontario), Kendal Kamasamy, Nathan Kim (Univ of Michigan), Francesca Lameiro (Univ of Michigan), Tsitsi Macherera (Univ of Toronto),

Past: Andrea Roman Alfaro, Benson Cheung, James Lannigan, Shabnoor Nabi, Kayla Preston, Kyla Simms, Sara Wasim

Student Supervision

PhD Dissertation chair: Firdaous Sbai

PhD Dissertation Co-chair: Kristen Bass, Tyler Bateman, Kayla Preston

PhD Dissertation Committee: Ferdouse Asefi, Jonathan Kauenhowen, Jessica Stallone.

Completed: Samia Teclé

SJD Committee: Jennifer Bergman (Law)

MA Supervisor: Completed: Mena Uchendu-Wogu (MScSM), Aryan Janmejy (MScSM)

Mentor: Past: Kristen Bass, Yvonne Daoleuxay, Gurinder (Paul) Jakhu, Emma Jennings, Asena Yildiz

External Dissertations: Completed: Cedric-Michael Simmons (Boston College), Alejandro Leiva Wenger (Stockholm University)

MA Co-chair: Completed: Elliot Fonarev

Practicum Supervisor: Completed: Kyla Simms

University of Denver

Undergraduate Courses

Soc. of Law, Methods of Sociolegal Research, Soc. of City Life, Environmental Soc.

University at Buffalo, SUNY

Undergraduate Courses

Sociology of City Life, Environmental Sociology, Environment and Society

Graduate Courses

Qualitative Research Methods, Ethnographic Fieldwork, Race and Racism

Student Supervision (completed projects only)

Dissertation Committees: Member: Jessica Fitzpatrick (2015)

Masters Theses: Chair: Stephen Lancaster (2012). Member: Paul Durlak (2010), Kiera Duckworth (2012), Watoii Rabii (2013)
Qualifying Papers: Chair: Jessica Hoffman (2011), Sarah Glann (2013) Member: Tyler Dupont (2013), Paul Durlak (2013), Rob Kappel (2013), Anamika Sharma (2012)
Undergraduate Honors Theses and Contracts Committees: Alyssa Jones (2012), Paul Stephan (2013), Ilana Simhon (2012), Robert Yoos (2012)

ACADEMIC SERVICE

International Professional Service

Editorial Boards

2022- *Law & Social Inquiry*
2020- *Law & Society Review* (member of Editorial Advisory Board since 2023)
2018- *Law & Policy*
2025- *Contexts*
2020-21
2017-20 *Contemporary Sociology*
2011-13 *Contexts*, a peer-reviewed magazine of the American Sociological Association

Councils, Committees, and Other Service

2021-24 Member, Publications Committee and DEI sub-committee, American Sociological Association
2021-22 Co-Chair, 2022 Graduate Student/Early Career Workshop, Law & Society Association
2019-22 Trustee, Law & Society Association Board of Trustees
2020-21 Member, Nominations Committee, Section on Sociology of Law, American Sociological Association
2018-19 Mentor, American Sociological Association Sociologists for Trans Justice
Member, Graduate Student Paper Award Committee, Section on Sociology of Law, American Sociological Association
2018 Member (elected), Publications Committee, Section on Racial and Ethnic Minorities, American Sociological Association
2017-19 Mentor, Section on Sociology of Law, American Sociological Association
2017- Member, Book Award Committee, Section on Sociology of Law, American Sociological Association
2017 Member, James E. Blackwell Graduate Student Paper Award Committee, Section on Racial and Ethnic Minorities, American Sociological Association
2015-17 Chair, Mentoring Committee, Section on Sociology of Law, American Sociological Association
2015-17 Council Member (elected), Section on Sociology of Law, American Sociological Association
2014-16 Member, Law & Society Association 2016 Program Committee
2014-15 Member, Membership Committee, Section on Sociology of Law, American Sociological Association.
2014 Member, Planning Committee, Law & Society Association 50th anniversary commemoration.

- 2011-12 Member, Committee on Nominations, American Sociological Association Section on Sociology of Law.
- 2010 Member, Graduate Student Paper Award Committee, American Sociological Association Section on Racial and Ethnic Minorities.
- 2007-08 Member, Conference Planning Group, Discoveries of the Discrimination Research Group Conference. Organized by the American Bar Foundation, Center for Advanced Study in the Behavioral Sciences, and Ford Foundation.

Organizer and Discussant for Panels, Workshops, and Other Scholarly Events

- 2023 Organizer and Moderator, “The Politics of Racial Diversity Initiatives in U.S. Higher Education.” American Sociological Association annual meeting, Philadelphia.
- 2023 Discussant, “Political Narratives, Movements, and Counter-Movements,” Law & Society Association annual meeting, San Juan, Puerto Rico.
- 2023 Discussant, University of Toronto Department of Sociology Annual Practicum Conference. April 5, 20 23.
- 2019 Presider, “How Does Legal Representation Impact Social Outcomes,” Law & Society Association annual meeting, Washington, DC.
- 2019 Faculty opponent presentation and questioning. “Three Faces of Diversity,” PhD thesis defense, University of Stockholm, Sweden.
- 2018 Moderator, *When the Levees Break: Re-visioning Regulation of the Securities Market*. Author-Meets-Readers session, Law & Society Association/Canadian Law & Society Association joint annual meeting, Toronto.
- 2017 Discussant, “‘It’s Like, Let’s Control Them’: Racial Reaffirmation, Diversity, and Administrators’ Responses to ‘Racial’ Issues.” Graduate Fellow Workshop, Clough Center for the Study of Constitutional Democracy, Boston College.
- 2017 Organizer, Session on “Law, Discrimination, and Constructions of Inequality,” Law & Society Association annual meeting, Mexico City.
- 2017 Organizer, Author-Meets-Critics session on Natasha Kumar Warikoo’s *The Diversity Bargain: And Other Dilemmas of Race, Admissions, and Meritocracy at Elite Universities* (University of Chicago Press). Eastern Sociological Society annual meeting, Philadelphia, PA.
- 2015 Organizer, Session on “Legal Mobilization and Institutional Politics,” American Sociological Association annual meeting, Chicago, IL.
- 2014 Organizer, Session on “Race and Law on the 50th Anniversary of the U.S. Civil Rights Act,” American Sociological Association annual meeting, San Francisco, CA.
- 2014 Organizer, Session on “Situating Justice in Context,” Law & Society Association annual meeting, Minneapolis, MN.
- 2013 Organizer, Author-Meets-Critics session on Mariana Valverde’s *Everyday Law on the Street: City Governance in an Age of Diversity* (University of Chicago Press). Eastern Sociological Society annual meeting, Boston, MA.
- 2012 Organizer, Session on “Interpretive Approaches to Race and Law,” Law & Society Association annual meeting, Honolulu, Hawai’i.
- 2011 Discussant, Session on “Space and Place: Comparative Perspectives,” American Sociological Association annual meeting, Las Vegas, NV.
- 2010 Organizer, Session on “Ethnography/Ethnographic Studies,” American Sociological Association annual meeting, Atlanta, GA.

Manuscript Reviewer- Journals

Asia Pacific Education Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Canadian Review of Sociology, City & Community, Contexts, Critical Sociology, Journal of Urban Affairs, Law & Policy, Law & Social Inquiry, Law & Society Review, Race and Social Problems, Regulation & Governance, Research in the Sociology of Work, Social Anthropology, Social Currents, Social Problems, Sociological Forum, Sociological Inquiry, Sociological Perspectives, Sociological Quarterly, Sociological Science, Sociology of Education, Sociology of Race & Ethnicity, Sociology Compass, Studies in Law, Politics, & Society, Theory & Society, Urban Studies

Manuscript Reviewer- Books

Cambridge University Press, Columbia University Press, Palgrave, Routledge, University of California Press, University of Chicago Press, University of Georgia Press

University Service

University of Toronto

University of Toronto

- 2024-26 Council Member, University of Toronto Faculty Association (UTFA)
- 2023 Member, Delegated Ethics Review Committee (DERC), course-based research
- 2022-23 Member, Committee on Standing Terms of Reference, UTM
- 2020-21 Academic Representative, Space Planning and Management Committee, UTM
- 2018-21 Member, President's International Council on the United States
- 2018 Discussant, Ethnic & Pluralism Studies Graduate Research Conference
- 2016-19 Member, Academic Appeals Subcommittee, UTM

Department of Sociology – Area and Comprehensive Exam Committees (Graduate)

- 2024-25 Member, Comp Exam Committee on Qualitative Methods
- 2023-24 informal: advocate for St. George office space for UTM/UTSC faculty
- 2023-24 Area Head, Colonialism, Racialization, Indigeneity
- 2022-24 Area Head, Crime & Law
- 2020-21 Member, Comp Exam Committee on Race, Ethnicity, & Immigration
- 2020 Member, Comp Exam Committee on Environmental Sociology
- 2019-20 Member, Comp Exam Committee on Crime & Law
- 2016-18 Member, Comp Exam Committee on Crime & Law
- 2016- Member of Area Committees on Colonialism, Racialization, Indigeneity; Crime & Law; Qualitative Methods (as of 2024); Environmental Sociology (short term)

Department of Sociology – Other Graduate and Undergraduate Service

- 2020-21 Member, Tri-Campus Anti-Racism and Equity Committee
- 2018-21 Co-founding Member, Ad Hoc Committee on Gender and Sexual Diversity
- 2019 Member, Search Committee, UTM
- 2019-20 Faculty Advisor, UTM Sociology & Criminology Society
- 2019-20 Tri-Campus Graduate Committee on Appeals/FOE
- 2018 Member, Tri-Campus Graduate Scholarship Committee
- 2018 Member, PTR Committee, UTM
- 2018 Member, Tri-Campus Graduate Admissions, Scholarship, Awards Committee
- 2016-17 Member, Criminology, Law, and Society Undergraduate Curriculum, UTM

University of Denver

2015 Member, Faculty Search Committee, Dept. of Sociology and Criminology

University at Buffalo, SUNY

2014-15 Faculty Consultant, Center for the Development of Human Services (CDHS) Fellows Program, Dept. of Sociology.

2013-15 Faculty Coordinator, Qualifying Exam Committees on Race (Social Inequality) and Qualitative Methods (Advanced Methods), Dept of Sociology.

2013-15 Member, Qualifying Exam Committees on Sociology of Law and Urban Sociology, Dept. of Sociology.

2012-14 Member, ad hoc Committee on the Qualifying Exam, Dept. of Sociology.

2013-14 Faculty Representative, Adjudication Committee, Dept. of Sociology.

2010-13 Member, Graduate Affairs Committee, Dept. of Sociology.

2011 Steering Committee Member, Community Scholar-in-Residence Fellowship, UB2020 Strategic Research Initiative on Civic Engagement and Public Policy.

2009-10 Member, Ad Hoc Committee on Research Awards, Dept. of Sociology.

Parental and Medical Leaves

2006, 2010-11, summer/fall 2022, fall 2023