December 30, 2011

Welcome students interested in Employment Discrimination!

Our first class will be a general discussion of employment discrimination and employment inequality from both legal and social science perspectives. To provide a conceptual framework for the rest of the semester, we will focus on two central themes in recent employment discrimination scholarship and practice: (1) addressing unconscious bias, and (2) the “structural turn” in conceptualizing and remedying employment discrimination.

For our first class, please read the following excerpts from two key articles in the field. Both articles are posted on the class bSpace page, or, for students not yet registered, are available through Hein on Line:

Linda Krieger, The Content of Our Categories: A Cognitive Bias Approach to Discrimination and Equal Employment Opportunity, 47 Stanford Law Review 1161 (1994-95), **read pp. 1161-1217 only.**

Susan Sturm, Second Generation Employment Discrimination: A Structural Approach, 101 Columbia Law Review 458 (2001), **read pp. 458-520 only.**

I look forward to meeting you!

- Professor Albiston