

Annual Report 2018-2019
**BERKELEY CENTER ON
COMPARATIVE
EQUALITY AND ANTI-
DISCRIMINATION LAW**



BerkeleyLaw
UNIVERSITY OF CALIFORNIA

Berkeley Center on
Comparative Equality &
Anti-Discrimination Law

The [Berkeley Center on Comparative Equality and Anti-Discrimination Law](#) brings together over 500 scholars, activists, NGO workers, government anti-discrimination agency lawyers and officials, PhD candidates and other graduate students, and legal practitioners from six continents, to address the problems of systemic inequality and discrimination. Our principal mission is to expand our understanding of inequality and discrimination through the tools of comparative legal studies, and to transfer that knowledge between those who study inequality to those who enforce anti-discrimination law. Our objective is not simply to study the problems of inequality and discrimination, but to help activists and advocates use the work of scholars to meaningfully address inequality and discrimination globally.



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Who We Are AN INTRODUCTION

The Berkeley Center on Comparative Equality and Anti-Discrimination Law

brings together over 500 scholars, activists, NGO workers, government anti-discrimination agency lawyers and officials, PhD candidates and other graduate students, and legal practitioners from six continents, to address the problems of systemic inequality and discrimination. Our principal mission is to expand our understanding of inequality and discrimination through the tools of comparative legal studies, and to transfer that knowledge between those who study inequality to those who enforce anti-discrimination law. Our objective is not simply to study the problems of inequality and discrimination, but to help activists and advocates use the work of scholars to meaningfully address inequality and discrimination globally.

To better understand world-wide comparative inequality, we

- Convene working groups to address specific problems where we see opportunities for scholars and activists to work together, including disability rights, sexual harassment and violence, pay equity, and the equality rights of climate migrants/refugees;
- Hold small conferences of leading thinkers in advocacy, leadership and scholarship to address inequality issues;
- Convene video-conference scholarly workshops, at which emerging scholars (including PhD candidates and early career academic instructors) present works in progress to experienced scholars from around the globe;
- Hold an annual scholarly conference at which emerging, experienced and senior scholars from six continents meet to present and discuss new work;
- Publish an electronic journal linked to a home page on the Social Science Research Network ("SSRN"), where abstracts of scholarly work by our members and other scholars are distributed to a broad community of academics, practitioners, and activists;
- Publish books on comparative equality and anti-discrimination law and circulate information about our members' new books in the field;
- Bring visiting scholars to Berkeley Law to conduct research and present their work; and
- Cooperate and partner with research centers and NGOs from around the globe.



Who We Are **OUR STAFF**

ON THE UC BERKELEY CAMPUS



David Oppenheimer

Clinical Professor of Law
Director, Berkeley Center on Comparative Equality & Anti-Discrimination Law
Faculty Co-Director, Pro Bono Program



Caroline Cheng

Program Administrator and Events & Projects Specialist

STUDENT ASSISTANTS



Jenny Jang

August 2018 – Present



Nicole Mendoza

August 2018 – Present



Charlie Tsunoda

July 2019 – Present



Talia Harris

October 2019 – Present



Sarah Imam

August 2018 – August 2019

Who We Are **OUR STAFF**

WORKING GROUPS AROUND THE WORLD



Ann M. Noel

Co-Director of the Sexual Harassment/Violence Working Group (U.S.)



Amy Oppenheimer

Co-Director of the Sexual Harassment/Violence Working Group (U.S.)



Patricia Shiu

Director of the Pay Equity Working Group (U.S.)



Beverly Tucker

Director of the Equality Rights of Climate Refugees Working Group (U.S.)



Gerard Quinn

Co-Director of the Disability Rights Working Group (Ireland, Sweden)



Anna Bruce

Co-Director of the Disability Rights Working Group (Sweden)

Who We Are OUR BOARD OF ADVISORS

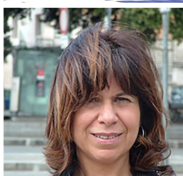
Our Advisory Board is a diverse group of 36 scholars and activists from six continents. Each member is a recognized expert in comparative equality and anti-discrimination law.



Dominique Allen
Senior Lecturer, Business Law & Taxation,
Monash University



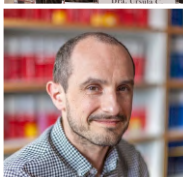
Shreya Atrey
Associate Professor of International
Human Rights Law,
Kellogg College, Oxford University



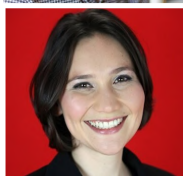
Marzia Barbera
Professor of Law,
University of Brescia



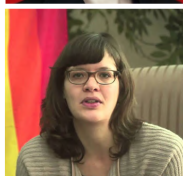
Ursula Basset
Professor of Law,
Catholic University of Argentina



Mark Bell
Head of School & Regius Professor of Law,
Trinity College Dublin, Law



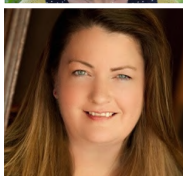
Alysia Blackham
Associate Professor of Law,
University of Melbourne



Anna Braunroth
Legal Officer, Federal Anti-Discrimination
Agency & Berlin PhD Candidate in Law,
Ruhr University



Emmanuelle Bribosia
Director, Center for European Law
Université Libre de Bruxelles



Laura Carlson
Professor of Law,
University of Stockholm



Priyam Cherian
Legal Officer, Lawyers Collective,
New Delhi



Debbie Collier
Associate Professor,
Department of Commercial Law,
University of Cape Town



Richard Ford
George E. Osborne Professor of Law,
Stanford University



Sheila Foster
Professor of Law and Public Policy,
Georgetown University



Sandra Fredman
Rhodes Professor of Laws and Director
of Oxford Human Rights Hub,
University of Oxford



Beth Gaze
Professor of Law and Co-Director of Studies,
Employment, and Labour Relations Law,
University of Melbourne



Kelley Loper
Associate Professor of Law,
The University of Hong Kong



Maleiha Malik
Professor of Law,
Kings College, London



Christopher McCrudden
William W. Cook Global Law Professor,
University of Michigan

Who We Are **OUR BOARD OF ADVISORS**

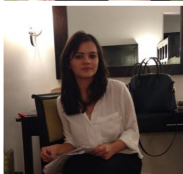
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Marie Mercat-Bruns
Affiliate Professor,
Sciences Po Law School, Paris



Joy Milligan
Assistant Professor of Law,
Berkeley Law



Shivangi Misra
The Lawyer's Collective, Delhi



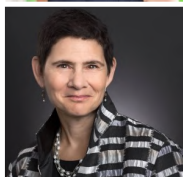
Ann Noel
Former General Counsel,
The California Fair Employment
& Housing Commission



Colm O'Cinneide
Professor of Constitutional and
Human Rights Law,
University College London



Karen O'Connell
Associate Professor,
University of Technology Sydney



Amy Oppenheimer
Attorney,
Law Office of Amy Oppenheimer



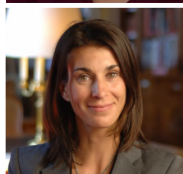
David Oppenheimer
Clinical Professor of Law,
Berkeley Law



Judith Resnik
Arthur Liman Professor of Law,
Yale Law School



Julie Ringelheim
Professor of Law,
University of Louvain



Sophie Robin-Olivier
Professor of Law,
University of Paris I (Sorbonne-Pantheon)



Isabelle Rorive
Professor of Law & President
Institute for European Studies
Université Libre de Bruxelles



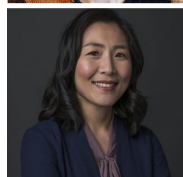
Patricia Shiu
Former Director of Federal Contract Compliance,
United States Department of Labor
(2009-2016)



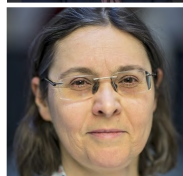
Reva Siegel
Nicholas deB. Katzenbach Professor of Law,
Yale Law School



Susan Sturm
George M. Jaffin Professor of Law and
Social Responsibility,
Columbia Law School



Julie Suk
Dean of Master's Programs &
Professor of Sociology,
City University of New York



Lisa Waddington
Associate Professor & Endowed Chair of
International and European Law,
Maastricht University



Wang Bin
Associate Professor of Law,
Shanghai Jiao Tong University

Who We Are **OUR PARTNERS**

We partner with research centers and NGOs around the globe, including:

The United Nations Secretariat Office on Disability Rights
UN Women

The European Commission Office on Equality Law

The Australian Human Rights Commission (Australia)

The Berkeley Human Rights Center (U.S.)

Center for Human Rights, University of Pretoria (S. Africa)

Center for Research on Law, Equality and Diversity in the Department of Law at Queen Mary
University of London (UK)

The Centre for Disability Law and Policy at Northern University of Ireland Galway (Ireland)

The End Sexual Harassment in Africa Project (Tanzania)

The Equal Employment Opportunity Commission (U.S.)

Fondation des Femmes (France)

The French Defender of Rights (France)

The Gender Rights Program at Sciences Po Paris (France)

The German Office of Equality (Germany)

The Haas Institute for a Fair and Inclusive Society (U.S.)

McGill Centre for Human Rights and Legal Pluralism (Canada)

The Miller Institute for Global Challenges and the Law (U.S.)

The National Women's Law Center (U.S.)

Oxford Human Rights Hub (UK)

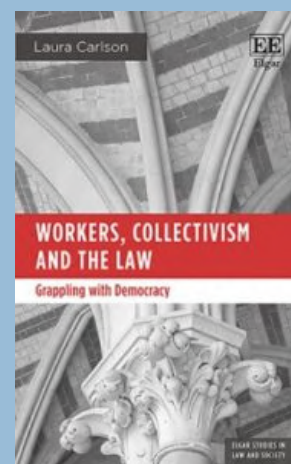
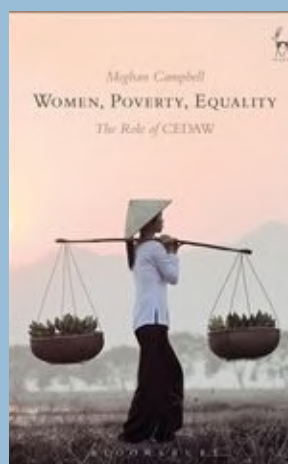
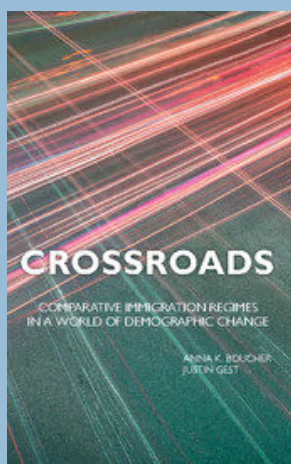
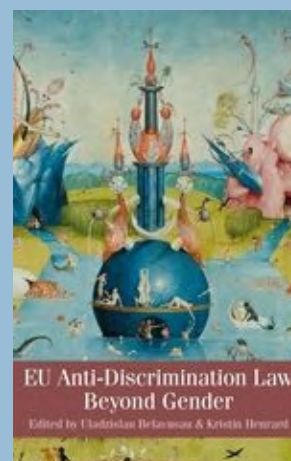
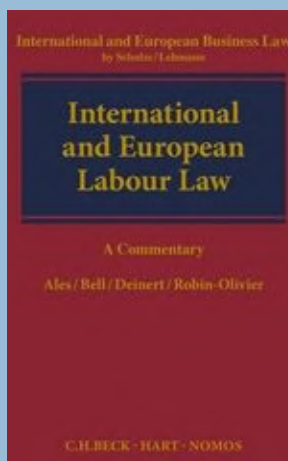
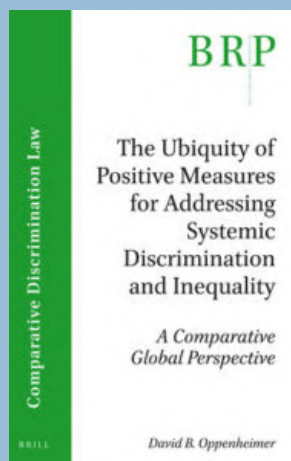
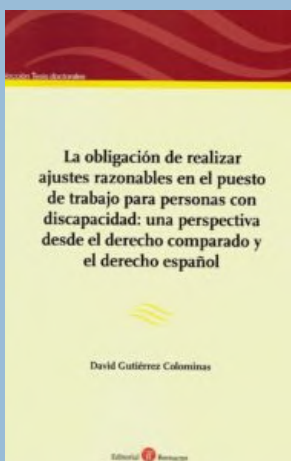
The Raul Wallenberg Institute (Sweden)

Université Libre de Bruxelles Equality Law Clinic (Belgium)

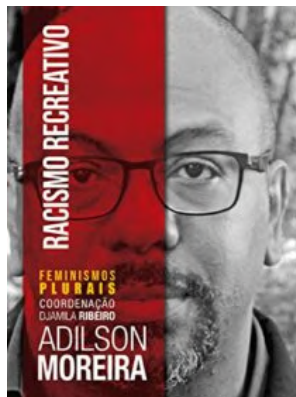


Who We Are OUR MEMBERS

Center membership is open to all persons who work in the field of comparative equality and anti-discrimination law. There are no membership fees or dues. We currently have members from 46 countries and six continents. Many of our members are faculty members at leading universities. Other members work at NGOs or government agencies. We are broadly diverse, in categories that include race/ethnicity, religion, gender identity and sexual orientation, age, disability, and point-of-view. We have approximately 200 members in Europe, 180 in North America, 50 in Australia and Oceania, 40 in Asia, 20 in the Middle East, 10 in Africa, and 10 in Central and South America. We are working on increasing our membership in the Middle East, Africa, and Central and South America.

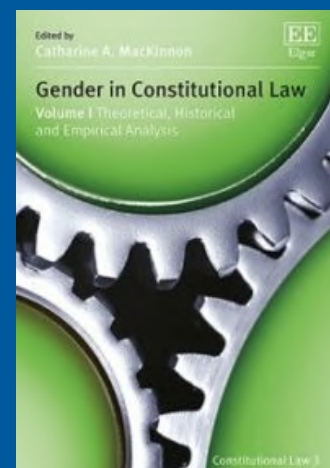


Supporting Legal Scholarship **OVERVIEW**



Our scholarly work takes place through six initiatives: our scholarly workshops via video-conference, annual conferences, SSRN page and electronic journal, book projects, visiting scholars program, and cooperation with other research centers and NGOs. Through this work, we have created a worldwide community of equality and anti-discrimination law scholars. Our work has transformed the study of comparative equality and anti-discrimination law from a lonely vocation, with never more than a handful of scholars at any university, into a connected global community. In the process, we have brought recognition to the subject as a field of study distinct from the fields of anti-discrimination law, law and society, and international human rights law, where it was previously situated.

We hold regular scholarly workshops via video-conference to allow early career academics and PhD candidates to present their works-in-progress to a supportive community of experienced and senior scholars from outside their own institutions. Since 2012, we have hosted approximately fifty video-conference workshops; our goal is to host eight each year. This is a particularly important function for scholars of color and women, whose work often finds less engaged audiences at their home institutions. Our center offers important opportunities for these scholars to test ideas among colleagues who will not be making career judgments about them. In this regard, two of our members who are untenured faculty members in Australia have formed an Early Career Network within the Center.



Supporting Legal Scholarship

2018-2019 PRESENTATIONS AND WORKSHOPS

Fall 2018

Wednesday, September 12

Wanghong Zhang: Chinese Disability Law – Past, Present and Future Law Reform Trends

Wanghong Zhang is Professor of Law at Wuhan University

A video-workshop

Thursday, September 27

Dorota Anna Gozdecka: The Hierarchy of Innocence in Legal Responsibility for Migrant Children

Dr. Dorota Anna Gozdecka is a Senior Lecturer at the ANU College of Law and an Adjunct Professor of Jurisprudence at the University of Helsinki.

A video-workshop

Thursday, October 25

Jean-Claude Beaujour: Practicing Pro Bono Law in France: Champions and Challenges

Jean-Claude Beaujour is a leading civil rights pro bono lawyer in Paris

Live in Berkeley

Tuesday, October 30

Sandra Fredman: Gender and Transformative Equality: New Horizons

Sandra Fredman is the Rhodes Scholar of Human Rights Law and the Director of the Oxford Human Rights Hub at Oxford

Live in Berkeley

Spring 2019

Tuesday, January 8

Alexandra Timmer: Sex Discrimination under Article 14 ECHR: Oscillating Between Principle and Pragmatism

Alexandra Timmer is Associate Professor at the Netherlands Institute of Human Rights (SIM), at Utrecht University

She teaches human rights law and non-discrimination law.

A video-workshop

Friday, January 11

Eduardo Arenas Catalan: The Right to Health in the Era of Healthcare Commercialization

Eduardo Arenas Catalan is a post-doc in residence at the University of Leiden school of law

Live in Berkeley

Tuesday, March 5

Eva Anduiza: The #MeToo Movement and Women's Protests in Spain

Eva Anduiza is a Professor of Law at the Universitat Autònoma de Barcelona

Live in Berkeley

Tuesday, April 16

Charlotte Proudman: Female Genital Mutilation: Can Criminalization Eradicate the Cruel Cut?

Charlotte Proudman is a human rights barrister and a Junior Research Fellow at Queens' College, Cambridge

Live in Berkeley

Wednesday, July 24

Helena Whalen-Bridge: Comparative Research on Lawyers and Access to Justice

Helena Whalen-Bridge is Associate Professor, University of Singapore, Faculty of Law

Live in Berkeley

Supporting Legal Scholarship 2018-2019 PRESENTATIONS AND WORKSHOPS

Looking Ahead: Fall 2019

Monday, October 14

Judy Heumann: Reflections on the Process of Change and the Role of the U.S. in Global Disability Reform

Judy Heumann was one of the founders of the independent living movement in the U.S. and went on to become Special Adviser on international disability rights in the Obama Administration, serving in the State Department under Secretaries Clinton and Kerry

A video-workshop

Thursday, October 31

Anna Boucher: Measuring the Importance of Legal Representatives in Protecting Migrant Worker Rights: A Comparison of Australia and the United States

Anna Boucher is Associate Professor at the University of Sydney

Live in Berkeley

Monday, November 4 and Wednesday, November 6

Shreya Atrey: Intersectionality Shreya Atrey is a Professor of Human Rights Law at the University of Oxford

Video-workshop on November 4th and live in Berkeley on November 6th

Monday, November 18

Janet Lord: Protecting Persons with Disabilities During Armed Conflicts – New Initiatives From the UN Security Council

Janet Lord is a senior fellow at the Harvard Law School Project on Disability

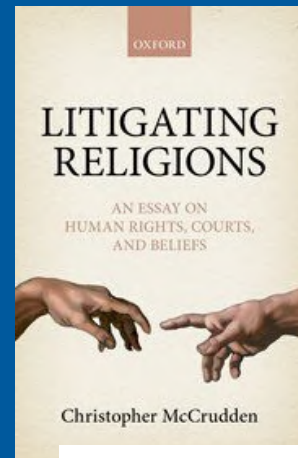
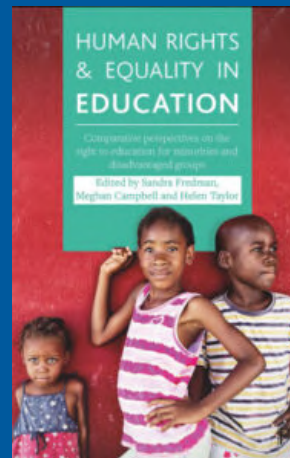
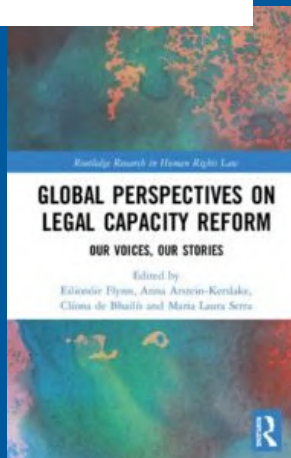
A video-workshop

Monday, December 9

Catalina Devandas: The Role of the UN Special Rapporteur on the Rights of Persons with Disabilities

Catalina Devandas is the first UN Special Rapporteur on the rights of persons with disabilities

A video-workshop



Supporting Legal Scholarship

OUR PUBLICATIONS

In 2018, we began publishing an electronic journal to distribute abstracts of new work, and hosting a [related page on the Social Science Research Network](#). Our home page now contains 170 (mostly) recent scholarly papers, which have been downloaded over 20,000 times.

Here is a [link](#) to the May 2019 issue of our electronic journal.

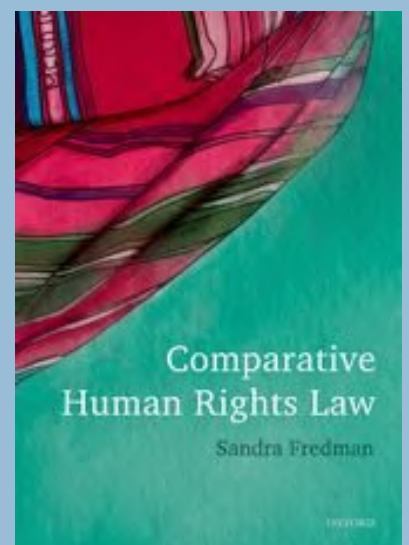
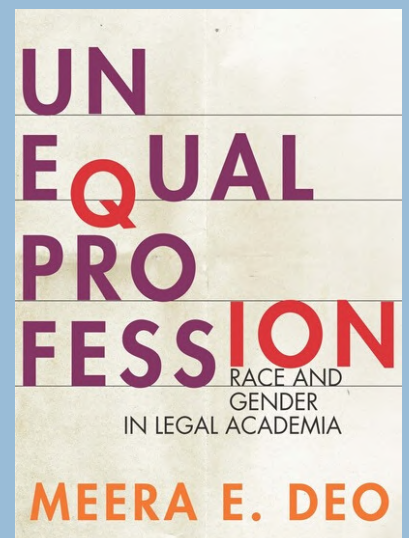
The cost of producing the electronic journal has been underwritten by two research institutes at Berkeley -- The Haas Institute for a Fair & Inclusive Society and the Miller Institute for Global Challenges and the Law -- and research centers at the University of Paris (Sorbonne-Pantheon), King's College London, Hasselt University, and the University of Brescia. Several other research centers from outside the United States have offered to contribute to the costs of the SSRN electronic journal in 2020.

We encourage our members to collaborate on publishing books in the field and have begun our own publishing program. Four members of the Center are the author-editors of the first U.S. casebook in the field, [Comparative Equality & Anti-Discrimination Law: Cases, Codes, Constitutions and Commentary](#) (1st ed. Foundation Press 2012, 2nd ed. Comparative Equality Press 2017, 3rd ed. Edward-Elgar Press forthcoming 2020).

In cooperation with the International Academy of Comparative Law, three members are the author-editors of [Comparative Perspectives on the Enforcement and Effectiveness of Anti-discrimination Law: Challenges and Innovative Tools](#) (Springer 2018).

Another member is the general editor of [Brill Research Perspectives in Comparative Discrimination Law](#), a series of books in our field published by Brill Publishing, in which each volume is written by a Center member. The series to date includes works on the international law of discrimination, race discrimination, age discrimination, empirical proof of discrimination, and the global ubiquity of affirmative action. Our Sexual Harassment/Violence Working Group (described below) is working on a book on the Globalization of the #MeToo movement which will be published in early 2020.

A [page on our website displays recent books in the field](#), many of which were written by Center members.



Bringing Together Scholars & Activists **OUR CONFERENCES**



Our annual conference permits emerging, experienced, and senior scholars from six continents to meet, present, and discuss new work. Since 2012, over 150 scholarly papers have been presented and discussed, and most have been subsequently published. The [conference programs are available on our website](#).

[Our 2018 Annual Conference:](#) [University of Melbourne](#)

On June 11-12, 2018, members from 5 continents gathered in Melbourne, Australia to discuss 24 papers delivered by 37 members and hear from keynote speakers Susan Sturm of Columbia Law School and Colm O'Cinneide of University College London. We were joined by members and staff of the Australian Human Rights Commission as well as state equality commissioners.

[Our 2019 Annual Conference:](#) [University of Stockholm](#)

On June 17-18, 2019, members from 6 continents gathered in Stockholm, Sweden to discuss 54 scholarly papers presented by 78 speakers, in 18 workshops, roundtables or plenary sessions, and hear from keynote speakers Catharine Bernard of Trinity College Cambridge, Tom Pegram of University College London, and Theresia Degener of the Protestant University of Applied Sciences of Germany. We were joined by members and staff of the Swedish Human Rights Commission and the Swedish Ombudspersons' Office.

[Our 2020 Annual Conference:](#) [University of Cape Town](#)

Our 2020 conference will be held at the University of Cape Town. Our focus will be "Diversity and Inclusivity: A Lens on Africa, Birthplace of Humanity." We are currently raising funds to ensure a robust turnout from equality scholars from Africa and elsewhere in the global south.

Bringing Together Scholars & Activists

2019 CONFERENCE ON THE GLOBAL #METOO MOVEMENT

In addition to our annual conferences, we sponsor regional conferences, working group conferences, leadership conferences and training conferences. On May 13-15, our Sexual Harassment/Violence Working Group held its second conference on the worldwide #MeToo movement. The group met in Berkeley with 64 scholars and activists from around the globe working on the problem of sexual harassment and gender violence. Over half of the participants were from outside the United States. On Monday, May 13, most of the speakers spent the day sharing their experiences with addressing harassment and violence (Many of these scholars have written chapters for a book we are publishing early next year on the Globalization of the #MeToo Movement). On the 14th, we hosted a full-day CLE program bringing our 60+ speakers together with approximately 100 California lawyers for a series of workshops on comparative approaches to the problem, with multiple small group sessions to encourage participation from all. On the morning of the 15th, the speakers again met to synthesize what we'd learned and plan next steps. For our conference site, see [here](#).

As a result of the meeting, we are working with the UN and two groups in Africa on a toolkit for addressing sexual harassment and violence; our pay equity working group recruited several new members to work on the intersection of sexual harassment and unjust pay; we reached an agreement with Full Court Press to publish our new book on #MeToo on an accelerated schedule; we facilitated several new collaborations between scholars and activists, and we all learned from one another. For a list of our speaker/participants, see [here](#).

Keynote presentations by:

[Catharine MacKinnon](#), Professor of Law, University of Michigan/Harvard, who pioneered the legal claim for sexual harassment as sex discrimination in employment and education;
[Watch Catharine MacKinnon's presentation](#)

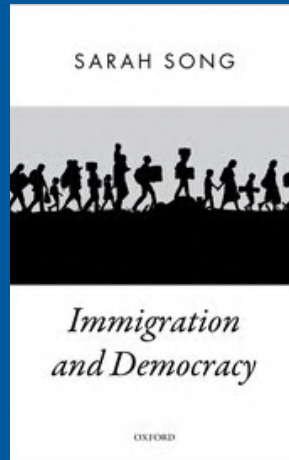
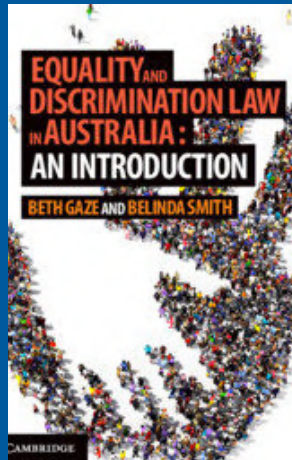
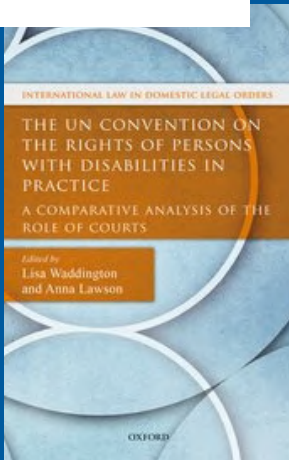
[Purna Sen](#), Executive Coordinator and Spokesperson on Addressing Sexual Harassment and Other Forms of Discrimination, United Nations;
[Watch Purna Sen's presentation](#)

[Saru Jayaraman](#), Co-Founder and Co-Director of the Restaurant Opportunities Centers United (ROC United), Director of the Food Labor Research Center at UC Berkeley, and San Francisco Chronicle 2019 Visionary of the Year for her advocacy for restaurant workers' rights, including against sexual harassment.
[Watch Saru Jayaraman's presentation](#)



Bringing Together Scholars & Activists

OUR WORKING GROUPS



At the heart of our mission is the transfer of our scholarship to promote equality and non-discrimination worldwide, and creating an opportunity for scholars to learn from activists. To transfer our understanding of equality and discrimination to a broad audience of collaborating activists and practitioners, we sponsor projects (“working groups”) on:

1. Sexual Harassment/Violence,
2. Disability Rights,
3. Pay Equity and
4. Equality Rights of Climate Migrants/Refugees.

The working groups combine scholars, students, activists/practitioners, and industry leaders from around the globe, and meet regularly through video-conferencing, regional meetings, and international meetings. The object of the working groups is to move beyond an academic understanding of inequality and discrimination to articulate and disseminate practices that will have a meaningful impact. Although the groups operate in different “silos,” they cross-pollinate their work, as many of the most serious problems in inequality law are intersectional.

Thank You

TO OUR SUPPORTERS

We are grateful to our institutional and individual donors:

The Honorable G. William and Ariadna Miller Institute for Global Challenges and the Law
The Berkeley Law Dean's Office
The Fox Corporation
The Haas Institute for a Fair and Inclusive Society
Facebook
Linklaters LLP
The National Women's Law Center
Keker, Van Nest & Peters LLP
Jackson Lewis
The Mintz Group
The Thelton Henderson Center for Social Justice
Van Dermyden Maddux
The Shaw Law Group
The Law Office of Amy Oppenheimer
Jeffrey Demain & Lauren Brener
Marcy Kates & David Oppenheimer
Boies Schiller Flexner
King's College London
The University of Brescia
Hasselt University
The University of Paris I (Sorbonne-Pantheon)
Sanford Heisler Sharp
Sunrun
The German Academic Exchange Service
Lewis & Llewellyn LLP
Dale Brodsky
Jessica Ergmann

Thank You
**LOOKING
AHEAD**

Our center began in 2010 as an occasional lunch gathering by a handful of Berkeley Law faculty and visiting scholars from Europe who shared an interest in comparative equality and anti-discrimination law. Today we have over 500 members from every continent but Antarctica. While most of our members live in Europe or North America, we have a growing presence in the global south. Our 2020 annual meeting at the University of Cape Town will focus on equality and anti-discrimination law in Africa.

In addition to our annual conference, we are currently planning to organize meetings in 2020 on sexual harassment, pay equity, and the equality rights of climate refugees. We will be expanding the number of video workshops we sponsor to help emerging scholars present their work. Our new book, *The Globalization of the #MeToo Movement* will be published by Full Court Press in a \$16 paperback version and a free download version to make it as accessible as possible. We expect to expand the number of visiting scholars and researchers we host at Berkeley Law. Our membership will grow as our reach is extended.

Our growth has been made possible because of the generosity of our members and sponsors. We are very grateful to those individuals and organizations who have stepped up to support our work.

If you would like to donate to our center, you can do so below:



DONATE

To those who have supported our work, in any and every fashion, THANK YOU. We are excited for what is ahead.

Photo of Center
Staff