

Berkeley Center on Comparative Equality & Anti-Discrimination Law Annual Report 2021



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Who We Are: Introduction

The Berkeley Center on Comparative Equality & Anti-Discrimination Law brings together approximately 900 academics, advocates, and activists 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 from those who study inequality to those who enforce anti-discrimination laws. 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.

Our 2021 Annual Report reviews our work over the past year: our working groups, events, publications and Web courses, and outlines our plans for the future.

We are grateful to everyone who has contributed to the work of the Center over the past year and look forward to a productive and fruitful year ahead.

Who We Are: Our History

On October 13, 2010, nine people met for coffee at Berkeley Law to organize a Study Group to discuss issues in the field of comparative equality and anti-discrimination law. This core group eventually became the Berkeley Center on Comparative Equality & Anti-Discrimination Law.

Our first annual conference was held in 2012 at Sciences Po école de droit, with 50 scholars and activists from Europe and North America in attendance. In 2013, we met at Berkeley Law with more than 60 attendees. Our subsequent conferences have been held in Brussels (2014), Shanghai (2016), Dublin (2017), Melbourne (2018), Stockholm (2019), and Cape Town (2021). In 2022 we will meet in Hong Kong.

At our 2017 meeting in Dublin, Julie Ringelheim and Emmanuelle Rorive suggested we begin producing a monthly journal of abstracts of new publications in our field. Under the leadership of our editor-in-chief Sara Benedi Lahuerta, supported by a team of co-editors and Berkeley student editorial assistants, our journal now reaches thousands of readers.

Later in 2017, Dean Erwin Chemerinsky of Berkeley Law approved our transition from a Study Group to an Academic Center and we became the Berkeley Center for Comparative Equality & Anti-Discrimination Law (BCCE). That year we established Working Groups that focus on specific issues. Our Working Groups now cover Sexual Harassment and Violence; Disability Rights; Global Systemic Racism; Pay Equity and Living Wage; LGBTQI+; Digital Equality; COVID-19 and Global Inequalities; Immigrant Justice & Climate Refugees; and Equity and Criminal Justice.

In 2018, we brought in three Berkeley undergraduate students to help work on our projects. This year we have 40 Berkeley undergraduates participating in the Center, plus 15 Berkeley Law students, and additional volunteers from Australia, Brazil, India, and Sweden. Looking back, our first ten years were a time of rapid growth for the Center. Looking ahead, our members and volunteers from around the globe have a world of inequality to study and transform.

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



Charlotte O'keefe-Stralka

Program Administrator, Berkeley Center on
Comparative Equality & Anti-Discrimination
Law

STUDENT ASSISTANTS



Aileen Wu

Undergraduate Student at the University of
California, Berkeley
Global Systemic Racism, 2022 Hong Kong
Conference, French Police Misconduct Case



Ariana Kretz

Undergraduate Student at the University of
California, Berkeley
Global #MeToo Movement EdX Course,
Development



Alexa Apodaca

Undergraduate Student at the University of
California, Berkeley
Immigrant Justice & Climate Refugees, Earth
Refuge Projects, Media Promotion Group



Benjamin Coleman

Undergraduate Student at the University of
California, Berkeley
Disability Rights, SVSH Podcast, Newsletter



Angel Valdez Ordonez

Undergraduate Student at the University of
California, Berkeley
Sexual Harassment & Violence, Immigrant
Justice & Climate Refugees, Amicus Brief in
Caribbean Abortion Rights Case



Bianca Torres Murray

Undergraduate Student at the University of
California, Berkeley
Global Systemic Racism, Truth &
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Who We Are: Our Staff (cont.)



Charlie Tsunoda

Undergraduate Student at the University of California, Berkeley
Director of Communications
Sexual Harassment & Violence, Annual Report



Emma Lapinsky

Undergraduate Student at the University of California, Berkeley
Co-Director of Administration
Pay Equity EdX Web Course, Truth & Reconciliation Project, Blog



Daria Tehrani

Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Digital Equality, Sexual Harassment & Violence



Emma Tavangari

Undergraduate Student at the University of California, Berkeley
Africa End Sexual Harassment Initiative, Truth & Reconciliation Project, Earth Refuge Project



Eleanor Savas

Undergraduate Student at the University of California, Berkeley
Director of Continuing Legal Education (CLE)
Sexual Harassment & Violence



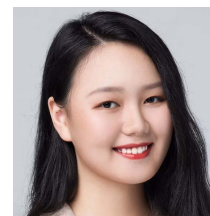
Ernesto Casillas

Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Islamophobia in Europe, Website



Elias Nepa

Undergraduate Student at the University of California, Berkeley
2022 Hong Kong Conference, Earth Refuge Project, Partnership Recruiting



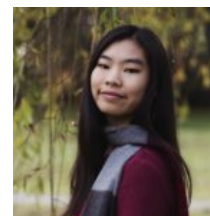
Guanmei Dai

Undergraduate Student at the University of California, Berkeley
Director of Events
Sexual Harassment & Violence, E-Journal



Emily Daniel-Papi

Undergraduate Student at the University of California, Berkeley
Africa End Sexual Harassment Initiative, Truth & Reconciliation Project, Newsletter



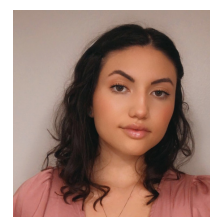
Ianna Zhu

Undergraduate Student at the University of California, Berkeley
Islamophobia in Europe



Emma Cooper

Undergraduate Student at the University of California, Berkeley
Immigrant Justice & Climate Refugees, Earth Refuge Project, Website



Isabella Sanchez

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Research project on diversity with Professor Oppenheimer, Annual Report

Who We Are: Our Staff (cont.)



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Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Annual Report



Michael Diaz

Undergraduate Student at the University of California, Berkeley
Disability Rights, Disability Rights Case



Laura Valencia

Undergraduate Student at the University of California, Berkeley
Co-Director of Memberships & Partnerships
Digital Equality, Amicus Brief in Caribbean Abortion Rights Case



Michelle Rivera

Undergraduate Student at the University of California, Berkeley
Sexual Harassment & Violence, Pay Equity
EdX Web Course, Media Promotion Group



Mari Wong

Undergraduate Student at the University of California, Berkeley
Disability Rights, Blog



Nadia Akbari

Undergraduate Student at the University of California, Berkeley
2022 Hong Kong Conference, South Africa Affirmative Action Research Project



Maria Richards

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Global Systemic Racism, Truth & Reconciliation Project, Development



Qianlin Wang

Undergraduate Student at the University of California, Berkeley
Sexual Harassment & Violence, LGBTQI Network, 2022 Hong Kong Conference



Mariah de Leon

Undergraduate Student at the University of California, Berkeley
Pay Equity EdX Web Course



Raisah Khan

Undergraduate Student at the University of California, Berkeley
2022 Hong Kong Conference, Islamophobia in Europe, Blog



Megan Cistulli

Undergraduate Student at the University of California, Berkeley
Co-Director of Memberships & Partnerships
Sexual Harassment & Violence, Africa End Sexual Harassment Initiative, Development



Shealyn Massey

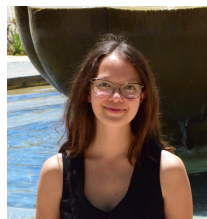
Undergraduate Student at the University of California, Berkeley
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Who We Are: Our Staff (cont.)



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Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Immigrant Justice & Climate Refugees, Newsletter



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Global Systemic Racism, 2022 Hong Kong Conference, Annual Report



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Tim Bott

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Disability Rights, Disability Rights Case



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Global Systemic Racism, Truth & Reconciliation Project, Newsletter



Zoe Hayes

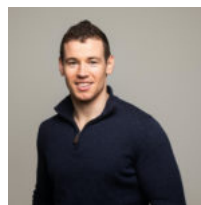
Undergraduate Student at the University of California, Berkeley
Sexual Harassment & Violence, Africa End Sexual Harassment Initiative, Blog

Who We Are: Our Working Group Directors



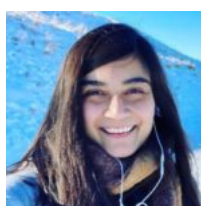
Kristen Barnes

Associate Dean for Faculty Research
and Professor of Law, Syracuse
University
Director, Global Systemic Racism



Peter Dunne

Senior Lecturer at the University of
Bristol Law School and an Associate
Member of Garden Court Chambers
Co-Director, LGBTQI+ Working
Group



Ajita Banerjee

Masters candidate, specializing in
Human Rights and Humanitarian
Policy at SIPA, Columbia University
Co-Director, LGBTQI+ Working Group



Liam Elphick

Associate Lecturer, Monash
University Faculty of Law and
Adjunct Research Fellow, University
of Western Australia Law School
Co-Director, LGBTQI+ Working
Group



Alysia Blackham

Associate Professor at the University
of Melbourne
Director, Age Discrimination
Working Group



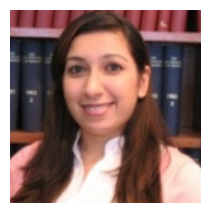
Laverne Jacobs

Professor of Law, University of
Windsor, Ontario
Co-Director, Disability Rights Working
Group



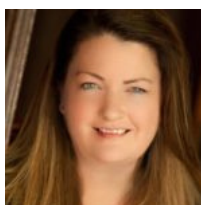
Stephanie Bornstein

Professor of Law at University of
Florida, Levin College of Law
Co-Director, Pay Equity Working Group



Puja Kapai

Associate Professor at University of
Hong Kong
Co-Director, COVID-19 Working
Group



Laura Carlson

Professor at Stockholm University
Co-Director, COVID-19 Working
Group and Digital Equality Working
Group



David Kyuman Kim

Visiting Scholar at Berkeley law
Director, Truth & Reconciliation
Project, Global Systemic Racism
Group



Priyam Cherian

Legal Officer at Lawyers Collective,
Delhi
Director, LGBTQ+ Rights Hub in the
COVID-19 Working Group



Katharina Fast Lappalainen

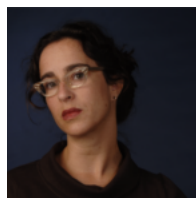
Assistant Professor at Stockholm University
Co-Director, Digital Equality Working Group

Who We Are: Our Working Group Directors (cont.)



Katharina Miller

President of the European Women
Lawyers Association
Co-Director, COVID-19 Working
Group and Digital Equality Working
Group



Carrie Rosenbaum

Lecturer at the University of
California, Berkeley
Director, Immigrant Justice & Climate
Refugees Working Group



Ann Noel

General Counsel (Ret.) California Fair
Employment and Housing Commission
Co-Director, Sexual Harassment and
Violence Working Group



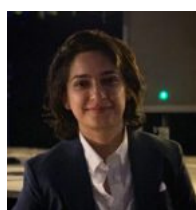
Linda Senden

Professor at Utrecht University
Director, Gender, Domestic Violence
Hub in the COVID-19 Working Group



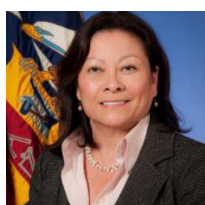
Denise Oldham

Former Title IX Officer and Director of
the Office for the Prevention of
Harassment and Discrimination
Co-Director, Sexual Harassment and
Violence Working Group



Masuma Shahid

Senior Lecturer at the Erasmus School
of Law in the Netherlands
Co-Director, LGBTQI+ Working Group

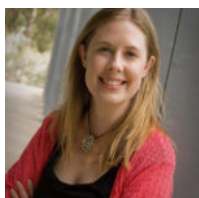


Patricia Shiu

Former Director of Office of Federal
Contract Compliance
Co-Director, Pay Equity Working Group

Who We Are: Our Board of Advisors

Our Advisory Board is a diverse group of 41 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



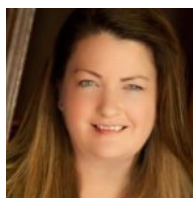
Emmanuelle Bribosia

Professor of Law, Director of the
Center for European Law,
Université Libre de Bruxelles



Shreya Atrey

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



Laura Carlson

Professor
Stockholm University



Marzia Barbera

Professor of Law, Department of
Jurisprudence,
University of Brescia, Italy



Priyam Cherian

Legal Officer, Lawyers Collective,
Delhi
Director, LGBTQ+ Rights Hub in the
COVID-19 Working Group



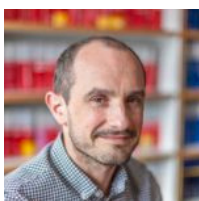
Ursula Basset

Professor of Law
Catholic University of Argentina



Debbie Collier

Associate Professor
Department of Commercial Law,
University of Cape Town



Mark Bell

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



Richard Ford

George E. Osborne Professor of
Law
Stanford University



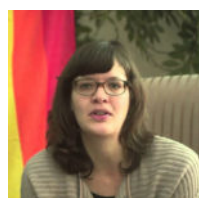
Alysia Blackham

Associate Professor
University of Melbourne



Sheila Foster

Professor of Law and Public Policy
Georgetown University



Anna Braunroth

Legal Officer - Federal Anti-
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PhD Candidate in Law
Ruhr University



Sandra Fredman

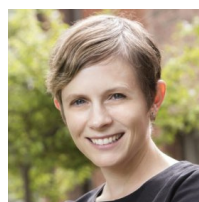
Professor of the Laws of the
Commonwealth & Director of
Oxford Human Rights Hub
University of Oxford

Who We Are: Our Board of Advisors (cont.)



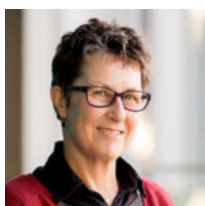
Sergio Garcia

Vice Chair & Board of Directors
Centro Legal de la Raza



Joy Milligan

Professor of Law
University of Virginia



Beth Gaze

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



Shivangi Misra

Staff Attorney, The Canadian
Feminist Alliance For
International Action.



Kelley Loper

Associate Professor of Law
The University of Hong Kong



Ann Noel

General Counsel (Ret.)
California Fair Employment and
Housing Commission



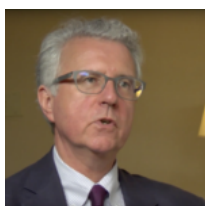
Maleiha Malik

Professor of Law
Kings College, London



Colm O'Kinneide

Professor of Constitutional and
Human Rights Law
University College London



Christopher McCrudden

William W. Cook Global Law Professor
University of Michigan



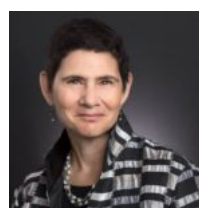
Karen O'Connell

Associate Professor
University of Technology Sydney



Marie Mercat-Bruns

Affiliate Professor
Sciences Po Law School, Paris



Amy Oppenheimer

Law Offices of Amy Oppenheimer



Katharina Miller

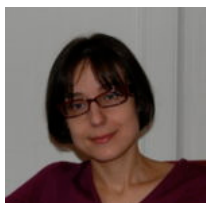
President
European Women Lawyers
Association



Judith Resnik

Arthur Liman Professor of Law
Yale University

Who We Are: Our Board of Advisors (cont.)



Julie Ringelheim

Professor of Law
Catholic University of Louvain,
Belgium



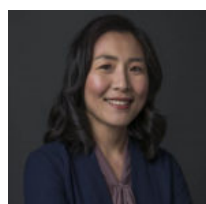
Susan Sturm

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



Sophie Robin-Olivier

Professor of Law
University of Paris I (Panthéon-
Sorbonne)



Julie Suk

Professor of Law
Fordham Law School



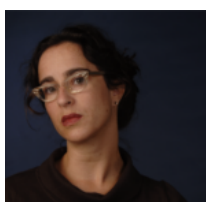
Isabelle Rorive

Professor of Law & President
Institute for European Studies at
the Université Libre de Bruxelles



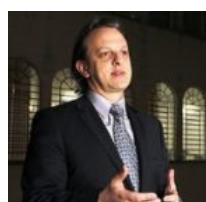
Beverly Tucker

Board Chair
ACLU of Northern California



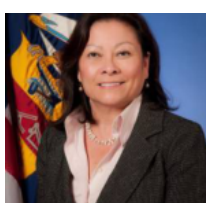
Carrie Rosenbaum

Lecturer at the University of
California, Berkeley
Director, Immigrant Justice &
Climate Refugees Working Group



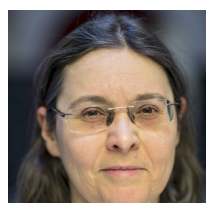
Elton Venturi

Associate Professor of Law
Universidade Federal do Paraná,
Brazil



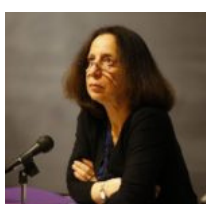
Patricia Shiu

Former Director of Office of
Federal Contract Compliance
Director, Pay Equity Working
Group



Lisa Waddington

European Disability Forum
Professor of European Disability Law
Maastricht University, Netherlands



Reva Siegel

Nicholas deb. Katzenbach
Professor of Law
Yale Law School



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 Miller Institute for Global Challenges and the Law
The United Nations Secretariat Office on Disability Rights
UN Women
The European Commission Office on Gender Equality
The Australian Human Rights Commission
The Berkeley Human Rights Center
Centre for Human Rights, University of Pretoria
Centre for Research on Law, Equality and Diversity in the
Department of Law at Queen Mary University of London
The Centre for Disability Law and Policy at Northern
University of Ireland Galway
The End Sexual Harassment in Africa Project
The Equal Employment Opportunity Commission
Equal Rights Advocates
Fondation des Femmes
The Gender Rights Program at Sciences Po Paris
The German Office of Equality
McGill Centre for Human Rights and Legal Pluralism
The National Women's Law Center
Oxford Human Rights Hub
The Raul Wallenberg Institute
Université Libre de Bruxelles Equality Law Clinic

Who We Are: Mapping Our Members

Center membership is open to all individuals 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.



To learn more about our members, visit the Membership page on our website.

Our Working Groups: COVID-19 and Global Inequalities

Our COVID-19 and Global Inequalities Working Group was founded Spring 2020 under the leadership of Laura Carlson (Sweden); Puja Kapai (Hong Kong); Katharina Miller (Spain); Karen O'Connell (Australia); Debbie Collier (South Africa); Isabel Jaramillo (Colombia); and Panos Kapotas (Greece/UK). The group organized several webinars in 2020 and early 2021 and, under the leadership of Panos Kapotas and David Oppenheimer, organized a fall 2020 multi-university course taught over Zoom on Covid-19 and Global Inequalities. Several of the faculty and students continued to meet during the spring 2021 semester to work on research projects. Many of the lectures from the course were edited by a team of Berkeley students, led by Shealyn Massey and Claire Black, to create the Center's first Berkeley Massive Open Online Course (MOOC) – the Berkeley EdX course COVID-19 and Global Inequalities.

Disability Rights

Our Disability Rights Working Group thanked Gerard Quinn for his leadership of the group as he moved on to take the position of United Nations Special Rapporteur for the Rights of Persons with Disabilities. Our new leaders are Laverne Jacobs of the University of Windsor and Mark Bell of Trinity College Dublin. Under their leadership the group is planning a spring conference on comparative and international disability rights law and considering a book project. In Berkeley, several Center students are working with David Oppenheimer on a disability rights case that is expected to go to trial in Summer 2022.

Our Working Groups: Digital Equality

The first annual conference of the Digital Equality Working Group of the Berkeley Center on Comparative Equality & Anti-Discrimination Law (BCCE) will be held virtually via Zoom on February 14th and 15th, 2022. We are hoping this will be the first of a series of annual conferences to be held by the group.

The conference, "Setting the Framework for Digital Equality", will expand on many of the themes explored at the working group's kick-off event in 2021, "The Spectrum of Digital Injustice." These themes included algorithmic discrimination, government AI use, AI and hate speech, as well as digitization, harm and vulnerabilities. The conference will be structured around these themes, but given the quick development of this field, other topics will be addressed based on the papers submitted. We are now inviting submissions for workshop presentations on topics related to these themes, and aspects of digital equality law more generally.

Early Career Network

The Early Career Network was founded in 2019 to promote research, engagement, and career development for Center members who are beginning their careers. This network fosters an environment for early career scholars to participate in networking, knowledge sharing, and research. Notably, the Early Career Network created a mailing list to share resources and opportunities pertinent to early career scholars, facilitates casual work-in-progress seminars and workshops, and more. Those that are Masters or doctoral students, research fellows or post-doctoral fellows, or an academic with fewer than 10 years of full-time experience are encouraged to take part in the Early Career Network.

Our Working Groups: Immigrant Justice and Climate Refugees

The Immigrant Justice and Climate Refugees (IJCR) working group, which was created Spring 2019, is composed of scholars, nonprofit and nongovernmental organizations, activists and others who are dedicated to immigrant rights. The IJCR focuses on such topics as how borders function in the issuing of rights, forced displacement due to climate change, and the relationship of borders, rights, and equality to migration.

In late March of 2021, IJCR hosted a solutions based panel, which centered on discussing the contemporary and future solutions to many of the issues climate migrants confront. Later that spring, IJCR partnered with the UK and Germany-based Earth Refuge, “a legal think tank working at the intersections of climate change law, migration law, urban design, and racism.” Additionally, the IJCR contributed to the Biden administration’s Climate Refugees report, and wrote various op-eds and think pieces for Earth Refugee.

Pay Equity and Living Wage

The Pay Equity and Living Wage Working Group was formed in 2019. It is dedicated to a better understanding of gender-based and LGBTQI unfair and unequal pay, and the ways in which they intersect with race, ethnicity, income status, age, disability, and more. In June 2021, the working group co-hosted the Pay Equity and Living Wage Virtual Conference in cooperation with the Georgetown Workers Rights Institute. The conference brought together workers, lawyers, scholars, and activists from across the globe. A group of Berkeley students are now editing the presentations from the conference to use as part of a Berkeley EdX course.

Our Working Groups: Global Systemic Racism

The Global Systemic Racism Working Group is led by law professor Kristen Barnes of Syracuse Law and theologian David Kyuman Kim, visiting at Berkeley Law. The group emerged out of the global *Black Lives Matter* protests in Summer 2020 following the police murder of George Floyd and other BIPOC people around the globe, and is motivated by the necessity to provide a global critical voice to racial injustice.

In September 2021, the group hosted a two-day Global Systemic Racism Conference, attended by preeminent scholars and activists from around the world whose work relates to race and racism. The conference was the first step in creating a book on global systemic racism, which will be edited by Professor Barnes. There will be a second conference in June 2022 to share and edit chapters.

Working with nearly a dozen Berkeley students at the Center, David Kim is leading a truth and reconciliation project. Another group of Berkeley students are working on designing a global systemic racism Berkeley EdX course.

LGBTQI+

The LGBTQI+ Working Group aims to foster the exchange of knowledge and best practices; create opportunities to share and discuss new scholarship and research; facilitate collaboration and partnerships among Working Group members; and promote LGBTQI+ perspectives within the broader work of BCCE.

At the Annual BCCE Conference 2021, the LGBTQI+ Working Group held a brief introductory presentation for the wider Center membership to address aims and future activities.

During the Fall 2021 semester, the LGBTQI+ Working Group will host three online seminars: October 2021: *Trans Men Giving Birth and Reflections on Fatherhood*; November 2021: *Transgender and Gender-Diverse Participation in Sport*; and December 2021: *Legal LGBTQI+ Related Developments in India*.

Our Working Groups: Sexual Harassment and Violence

Since 2017, the Berkeley Center's Sexual Harassment and Violence Working Group has brought together academics, advocates, and activists to discuss effective prevention and response methods to sexual harassment and violence around the world. The Working Group has held international conferences on sexual harassment law and written a book on The Global #MeToo Movement. The group is now developing toolkits on workplace harassment investigations and other practical materials. The Co-Directors of this Working Group are Ann Noel, former General Counsel for California's Fair Employment and Housing Commission, and Denise Oldham, former Title IX Officer and Director of the Office for the Prevention of Harassment and Discrimination, UC Berkeley.

Events and Programs

In January 2021 and again in October we organized and hosted continuing legal education programs on Sexual Harassment in Education. The programs examined the harassment of students, staff, and faculty at schools, colleges, and universities from a US and global comparative perspective. Thank you to our benefactors and partners for your support for this conference.

We will be hosting another continuing legal education program, New Developments in Workplace Sexual Harassment, on January 27th - 28th, 2022. We are excited to welcome Dean Edwin Chemerinsky of Berkeley Law and Professor Furaha-Joy Sekai Saungweme of Tanzania as two of our keynote speakers. The conference will focus on skills for litigators, investigators, and human resource professionals from a US and global comparative perspective. Registration material will be available on our website.

We are also pleased to invite you to the third and final webinar of our webinar series on Violence Against Women, organized by Utrecht University in collaboration with BCCE. This webinar will be held on November 11th, 2021 and will be on women's health and sexual and reproductive rights and abortion. Please [click here](#) to register.

A group of Berkeley students working with the Center are using the materials we've generated in our sexual harassment programs to design a Berkeley EdX course on the Global #MeToo Movement.

BCCE Events: Timeline

Spring 2021

January

January 29-30: Sexual Harassment in Education Program
An examination of the law and policy issues governing harassment of students, staff, and faculty at schools, colleges and universities in the US and globally through a series of plenary sessions, workshops, and keynote addresses, with opportunities to meet and network with others in the field.

March

March 29: Earth Refuge X IJCR: A Solutions-Based Panel on Climate Displacement
A discussion of the realities of climate-induced displacement in the US and globally.

April

April 16: Violence Against Women Webinar
The event focused on the nature and the scope of the problem of online violence and effective ways and means to tackle it.

May

May 4: Algorithmic Discrimination in Hiring and Social Welfare Webinar
How algorithms work, how people with disabilities and racial minorities can be especially harmed, and how employers and advocates can mitigate these harms.

BCCE Events: Timeline

Summer/Fall 2021

June

June 28-29: Pay Equity Conference partnered with the Georgetown Law Workers Rights Institute

A select group of international thought leaders discussed the most current data on the causes of the gender pay gap and shared cutting-edge solutions from around the world.

July

July 14-16: Annual Cape Town Conference

Scholars and equality activists presented papers and discussed a variety of topics in comparative equality and anti-discrimination law such as COVID-19 and global Inequalities, gender and sexual identity, racism and xenophobia, disability rights and pay equity.

August

August 27: The Spectrum of Digital Injustice Flash Conference

The event explored the legal and ethical issues relating to digital equality, more specifically, hate speech and revenge porn.

Sept.

September 17-18: Global Systemic Racism Conference

A review of theories, strategies, movements, campaigns, and events as well as patterns and practices of racial oppression, similarities, and divergences

October

October 28-29: Sexual Harassment in Education Program

This was a US and global comparative examination of harassment of students, staff and faculty at schools, colleges and universities in the US and globally.

BCCE Events: The 2021 Cape Town Annual Conference



Thank you to everyone who attended our 2021 Cape Town Annual Conference on July 14th - 16th, 2021.

The conference was co-hosted by the Berkeley Center on Comparative Equality & Anti-Discrimination Law and the University of Cape Town and took place entirely on Zoom. The focus of the conference was *Inequalities in a Time of Global Crisis*, which addressed the question, "What have we learned about effective and proportionate responses?" A conference priority was the development of partnerships between the global north and global south. We registered nearly 200 academics, advocates, and activists, many of whom were from our partner institutions on the African continent. We are delighted that so many global experts in the field were able to participate.

Intersectionality was a cross-cutting theme of the conference. In addition to general anti-discrimination topics, we organized parallel sessions along the following five sub-themes: COVID-19 and global inequalities, gender and sexual identity, racism and xenophobia, disability rights and pay equity.

BCCE Events: 2022 Hong Kong Annual Conference



Our 9th Annual Conference will be held at the Faculty of Law at The University of Hong Kong from June 22nd-24th, 2022.

We plan to hold the conference on-site with options for online participation for those unable to join in person. However, if a face-to-face event turns out to be impossible because of ongoing travel restrictions or other unforeseen circumstances, we will organize an entirely virtual conference instead.

The conference will expand on many of the themes explored at the BCCE's previous events and within its various working groups. It will focus on what Covid-19 has revealed about the causes and nature of inequalities that exist within and across countries and regions. The conference will also consider possibilities for crafting effective short-term and long-term responses as we move forward in a vastly unequal post-pandemic world.

As always, the comparative insights and ideas presented by scholars from around the world will enrich the conference experience. We hope to further expand the BCCE's network and particularly encourage emerging scholars -- from within the Asian region and elsewhere -- to join us.

Cross-cutting themes include: structural discrimination; equality and governance; equality and economic recovery; equality and socio-economic rights (healthcare, education, employment, etc.); enforcement and institutional responses; the impact on communities such as older persons, children, indigenous peoples, and non-citizens; the role of the arts and media in promoting equality; and civil society participation and social movements.

Visit the [2022 Hong Kong Annual Conference](#) page on our website for additional information.

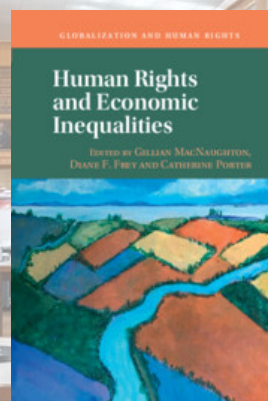
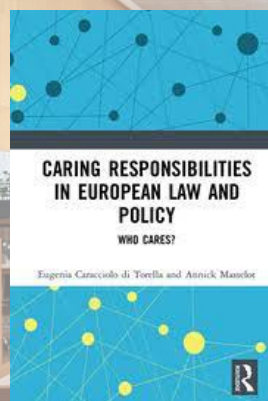
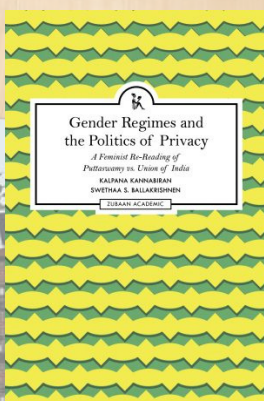
Publications: BCCE Publications

The BCCE has a number of avenues to showcase the work of our members, colleagues, and friends.

Our electronic journal is intended to inform our members about interesting new papers in our field, by distributing abstracts and links to the papers. Our editor-in-chief is Professor Sara Benedi Lahuerta of University College Dublin. She is assisted by a rotating group of associate editors and Berkeley students serving as editorial assistants.

Our recent books collection has descriptions of recent books by our members.

The Center strives to collect recent materials about pay equity, sexual harassment, global #MeToo developments, and the equality rights of climate refugees. [Click here](#) to browse our library of resources.



Publications: The Global #MeToo Movement

On every continent, women are using the new tools of social media to confront one of the oldest barriers to equality: the threat of violence, including sexual harassment, as a tool of male supremacy. In *The Global #MeToo Movement*, produced by the Berkeley Center on Comparative Equality & Anti-Discrimination Law, edited by Ann Noel and David Oppenheimer, forty-eight authors from 28 countries, spanning every continent but Antarctica, tell the story of how social media has driven a social movement against sexual harassment, and how the law has responded, often by helping men to push back.

Twenty-two of the 48 authors are women of color, and many are part of a new generation of young women bringing new insights to the fight against discrimination and harassment. The authors also include leading university professors, NGO activists and government officials, including a justice of the Israeli Supreme Court and a member of the Irish Senate. The first chapter is by the acclaimed feminist legal scholar Catharine MacKinnon.



The Global #MeToo Movement
How Social Media Propelled a Historic Movement
and the Law Responded

Publications: Current Book Projects

Global Systemic Racism book

In September 2021, the Global Systemic Racism Working Group hosted a two-day conference, attended by preeminent scholars and activists from around the world whose work relates to race and racism. The conference served as the first step in creating a book on global systemic racism, which will be edited by Professor Kristen Barnes. There will be a second conference in June to share and edit chapters.



African End Sexual Harassment Initiative book

The African End Sexual Harassment Initiative is working on a book project on sexual harassment law. The project began with a call for papers, which have now been peer-reviewed by scholars and advocates who are experts in sexual harassment law. Papers are currently being edited by a team of seven.



Webcourses

Stanford EdX Course: Comparative Equality & Anti-Discrimination Law

Richard Ford and David Oppenheimer

The Stanford EdX course serves as a companion to the casebook Comparative Equality and Anti-Discrimination Law (3d ed. 2020), written by four of our members (David Oppenheimer, Sheila Foster of Georgetown, Sora Han of UC Irvine and Richard Ford of Stanford) with contributions from many other members. The webcourse and casebook use a problem-based approach to examine a global view of anti discrimination law, comparing US, European, and other national, regional and international legal systems, including those of France, India, Brazil, and South Africa. Professors Ford and Oppenheimer integrate the webcourse discussions with more than 40 Center members, with readings and problems covering employment discrimination, harassment, affirmative action, marriage equality, hate speech, secularism and the free exercise of religion, reproductive rights and the rights of persons with disabilities.

Berkeley EdX Course: COVID-19 and Global Inequalities

Panos Kapotas, Laverne Jacobs, David Oppenheimer, Shealyn Massey and Claire Black

In the fall of 2020 more than twenty Center members from six continents joined together to teach a multi-university online course on COVID-19 and Global Inequalities, with students from 13 universities in South America, North America, Europe and Africa. The course focused on how the COVID-19 pandemic has affected equality rights law, with special attention to the intersection of equality rights with gender, race, disability, age and poverty. Berkeley students Shealyn Massey and Claire Black used the recordings of the class meetings to produce this Berkeley EdX course, allowing anyone with internet access to enroll in the MOOC version of the course.

Coming Soon -- Berkeley EdX Course: The Global #MeToo Movement

The Center is currently preparing a new Berkeley EdX course on sexual harassment and the global #MeToo movement. The course will utilize the Center's publication, *The Global #MeToo Movement*, as its textbook and primary source material. Students will be able to examine resistance to sexual harassment as a global issue through a series of lectures and discussions with academics, advocates and activists from six continents.

Comparative Equality Law Practicum

Berkeley Law students enrolled in the Comparative Equality Law Practicum conduct legal research and advocacy work on equality law cases and/or policy papers under the supervision of Professor David Oppenheimer. Projects include amicus briefs, policy papers, and intervention in litigation in the US and elsewhere around the world.

Our projects include:

- an amicus brief for the Supreme Court of Japan on behalf of a feminist activist who spoke out against pornography and was sued for defamation;
- a policy paper on discrimination against Muslim women and girls in Europe;
- an amicus brief for the Inter-American Human Rights Commission on extralegal state killing based on national origin
- a racial profiling case; and
- an intersectional employment discrimination case involving disability rights for communities of women of color, with the hope of having an impact on the opportunities of women of color with disabilities to be treated equally in STEM positions.

We work closely with public interest firms and NGOs around the globe.

Multi-University Comparative Equality Law Course

Our multi-university Comparative Equality Law course uses a problem-based approach to examine how the law protects (or fails to protect) equality rights in different jurisdictions.

The course comparatively examines US, European, and other national, regional, and international legal systems (including those of India, Brazil, Colombia, Canada, and South Africa) and provides a global overview of legal responses to inequalities.

The course covers five topic modules:

- theories and sources of contemporary equality law;
- employment discrimination law (race, sex, age, disability, LGBTQ+);
- secularism, human rights and the legal rights of religious minorities;
- sexual harassment/violence; and
- affirmative action (race, caste, origin)/gender parity.

The course includes students and faculty from Universidad de Buenos Aires-Facultad de Derecho (Argentina); Free University of Brussels (Belgium); MacKenzie University School of Law - São Paulo (Brazil); University of Hong Kong (China); University of Paris I-Sorbonne-Panthéon (France); University of Milan (Italy); University of Palermo (Italy); Utrecht University (The Netherlands); University of Stockholm (Sweden); Bahcesehir University (Turkey); University of Portsmouth (UK) and UC Berkeley.

Member Spotlight

On November 5th, Emmanuelle Bribosia, a founding member of the Center, was administered the oath of office by King Philippe of Belgium, placing her on the Constitutional Court.



Emmanuelle Bribosia

**Professor of Law and Director of the
Center for European Law at Université
Libre de Bruxelles**



Thank You: To Our Donors

We are grateful to our institutional donors:

The Honorable G. William and Ariadna Miller Institute for
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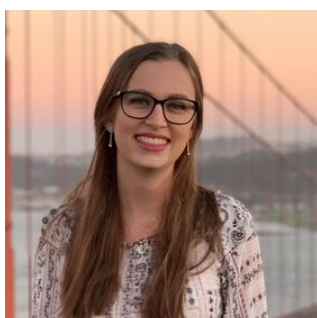
Simon Rice

Kristen Law Sagafi

Rebecca Wexler

Thank You: Staying Connected

Our Center has undergone tremendous growth over the past year and we would like to thank the individuals who have dedicated their time and energy to make this growth possible.



Kristina Marter

Former Student Assistant

Graduated from the University of California, Berkeley

August 2020 - May 2021

Kristina is currently an Executive Assistant for Giffords: Courage to Fight Gun Violence. Giffords was founded by Congresswoman Gabrielle Giffords and her husband Senator Mark Kelly in 2013 (originally Americans for Responsible Solutions.) She is so grateful to the Center for all the opportunities and connections to amazing people.



Jenny Jang

Former Student Assistant

Graduated from the University of California, Berkeley

August 2018 - June 2020

Jenny is currently an associate at NextGen America, a progressive advocacy nonprofit that focuses on turning 11 target battleground states blue by getting out the youth vote. Jenny is grateful to the Center for teaching her to lead with compassion and fight for what is right over what is easy.



Nicole Mendoza

Former Student Assistant

Graduated from the University of California, Berkeley

August 2018 - May 2020

Nicole Mendoza is a Communications Associate at The Hub Project, a DC-based progressive advocacy organization. Nicole is grateful for BCCE for grounding her research in the firm belief that marginalized communities deserve not just to be studied, but centered in the work that affects them the most.

We would also like to thank our amazing Annual Report team who put this report together. The team consisted of Charlie Tsunoda, Talia Harris, Isabella Sanchez, Julianna Bass, Bianca Murray and Subaita Rahman.

Thank You: Looking Ahead

As we look ahead to next year, we have a number of exciting projects that will bring together academic, advocates, and activists working together on comparative equality and anti-discrimination law.

We are forming a number of new working groups, including an Equity and Criminal Justice Working Group and a Climate Change Working Group. Our new Global Systemic Racism working group is beginning work on a book, as is our Disability Rights Working Group. Several of our working groups are in the process of producing Berkeley EdX MOOC courses, including our Sexual Harassment/Violence Working Group and our Pay Equity–Wage Fairness Working Group.

We are currently planning to organize meetings in 2022 on sexual harassment, disability rights, migration, and global systemic racism. Our annual meeting will be held in June at the University of Hong Kong.

We are completing our collaboration with the Open Society Foundations on a report on the impact of religious clothing restrictions on Muslim women in Europe, which is expected to be published late 2021 or early 2022.

We now have over 60 students working with the Center, including eight part-time paid student staff and a full-time Program Administrator, Charlotte Grace O’Keefe Stralka. 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. Please consider joining them by clicking the button below.



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