# Table of Contents

## Who We Are
- 3 Introduction
- 4 Our History
- 5 Our Staff
- 9 Our Working Group Directors
- 11 Our Board of Advisors
- 14 Our Partners
- 15 Mapping Our Members

## Our Working Groups
- 16 COVID-19 and Global Inequalities
- 17 Digital Equality
- 18 Immigrant Justice and Climate Refugees
- 19 Global Systemic Racism
- 20 Sexual Harassment and Violence

## Our Events
- 21 Timeline
- 23 2021 Cape Town Annual Conference
- 24 2022 Hong Kong Annual Conference

## Publications
- 25 Center Publications
- 26 The Global #MeToo Movement
- 27 Our Current Book Projects

## Web courses
- 28 Comparative Equality Law Practicum
- 30 Multi-University Comparative Equality Law Course

## Thank You
- 31 To Our Donors
- 33 Staying Connected
- 34 Looking Ahead
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.
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 ecole 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

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

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

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

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

Bianca Torres Murray
Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Truth & Reconciliation Project, Annual Report
<table>
<thead>
<tr>
<th>Name</th>
<th>Role, Projects/Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlie Tsunoda</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Director of Communications, Sexual Harassment &amp; Violence, Annual Report</td>
</tr>
<tr>
<td>Daria Tehrani</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Global Systemic Racism, Digital Equality, Sexual Harassment &amp; Violence</td>
</tr>
<tr>
<td>Eleanor Savas</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Director of Continuing Legal Education (CLE), Sexual Harassment &amp; Violence</td>
</tr>
<tr>
<td>Elias Nepa</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>2022 Hong Kong Conference, Earth Refuge Project, Partnership Recruiting</td>
</tr>
<tr>
<td>Guanmei Dai</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Director of Events, Sexual Harassment &amp; Violence, E-Journal</td>
</tr>
<tr>
<td>Emily Daniel-Papi</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Africa End Sexual Harassment Initiative, Truth &amp; Reconciliation Project, Newsletter</td>
</tr>
<tr>
<td>Emma Cooper</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Immigrant Justice &amp; Climate Refugees, Earth Refugee Project, Website</td>
</tr>
<tr>
<td>Emma Lapinsky</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Co-Director of Administration, Pay Equity EdX Web Course, Truth &amp; Reconciliation Project, Blog</td>
</tr>
<tr>
<td>Emma Tavangari</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Africa End Sexual Harassment Initiative, Truth &amp; Reconciliation Project, Earth Refugee Project</td>
</tr>
<tr>
<td>Ernesto Casillas</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Global Systemic Racism, Islamophobia in Europe, Website</td>
</tr>
<tr>
<td>Ianna Zhu</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Islamophobia in Europe</td>
</tr>
<tr>
<td>Isabella Sanchez</td>
<td>Undergraduate Student at the University of California, Berkeley</td>
</tr>
<tr>
<td></td>
<td>Research project on diversity with Professor Oppenheimer, Annual Report</td>
</tr>
</tbody>
</table>
Who We Are: Our Staff (cont.)

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

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

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

**Maria Richards**
Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, Truth & Reconciliation Project, Development

**Mariah de Leon**
Undergraduate Student at the University of California, Berkeley
Pay Equity EdX Web Course

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

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

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

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

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

**Shealyn Massey**
Undergraduate Student at the University of California, Berkeley
Truth & Reconciliation Project, COVID-19 EdX Course, Violence Against Women Webinars
Who We Are: Our Staff (cont.)

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

Trinity Durborow
Undergraduate Student at the University of California, Berkeley
Sexual Harassment & Violence, Disability Rights, Global #MeToo Movement EdX Course,

Subaita Rahman
Undergraduate Student at the University of California, Berkeley
Global Systemic Racism, 2022 Hong Kong Conference, Annual Report

Tutti Copping
Undergraduate Law Student at the University of Technology, Sydney.
2022 Hong Kong Conference, Earth Refuge Project, Violence Against Women Webinars

Talia Harris
Undergraduate Student at the University of California, Berkeley
Co-Director of Administration
Sexual Harassment & Violence, Annual Report

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

Tim Bott
Law Student at Berkeley Law
Disability Rights, Disability Rights Case

YeJin Ahn
Undergraduate Student at the University of California, Berkeley
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 Professor at the University of Melbourne
Director, Age Discrimination Working Group

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 Banerjie
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, Digital Equality 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, LGBTQI+ 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

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

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

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

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

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

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

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

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

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

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

Linda Senden  
Professor at Utrecht University  
Director, Gender, Domestic Violence Hub in the COVID-19 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

Alysia Blackham
Associate Professor
University of Melbourne

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

Ursula Basset
Professor of Law
Catholic University of Argentina

Richard Ford
George E. Osborne Professor of Law
Stanford University

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

Sheila Foster
Professor of Law and Public Policy
Georgetown University

Anna Braunroth
PhD Candidate in Law
Ruhr University

Sandra Fredman
Professor of the Laws of the Commonwealth & Director of Oxford Human Rights Hub
University of Oxford
Sergio Garcia  
Vice Chair & Board of Directors  
Centro Legal de la Raza

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

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

Katharina Miller  
President  
European Women Lawyers Association

Joy Milligan  
Professor of Law  
University of Virginia

Shivangi Misra  
Staff Attorney, The Canadian  
Feminist Alliance For  
International Action.

Ann Noel  
General Counsel (Ret.)  
California Fair Employment and  
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  
Law Offices of Amy Oppenheimer

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

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

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

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

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

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
Professor of Law
Fordham Law School

Beverly Tucker
Board Chair
ACLU of Northern California

Elton Venturi
Associate Professor of Law
Universidade Federal do Paraná, Brazil

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

Wang Bin
Associate Professor of Law
Shanghai Jiao Tong University
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
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 Refugee, “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 LGBTQ 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 LGBTQ 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.
<table>
<thead>
<tr>
<th>Month</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>January 29-30: Sexual Harassment in Education Program</td>
</tr>
<tr>
<td></td>
<td>An examination of the law and policy issues governing harassment of</td>
</tr>
<tr>
<td></td>
<td>students, staff, and faculty at schools, colleges and universities</td>
</tr>
<tr>
<td></td>
<td>in the US and globally through a series of plenary sessions,</td>
</tr>
<tr>
<td></td>
<td>workshops, and keynote addresses, with opportunities to meet and</td>
</tr>
<tr>
<td></td>
<td>network with others in the field.</td>
</tr>
<tr>
<td>March</td>
<td>March 29: Earth Refuge X IJCR: A Solutions-Based Panel on Climate</td>
</tr>
<tr>
<td></td>
<td>Displacement</td>
</tr>
<tr>
<td></td>
<td>A discussion of the realities of climate-induced displacement in the</td>
</tr>
<tr>
<td></td>
<td>US and globally.</td>
</tr>
<tr>
<td>April</td>
<td>April 16: Violence Against Women Webinar</td>
</tr>
<tr>
<td></td>
<td>The event focused on the nature and the scope of the problem of</td>
</tr>
<tr>
<td></td>
<td>online violence and effective ways and means to tackle it.</td>
</tr>
<tr>
<td>May</td>
<td>May 4: Algorithmic Discrimination in Hiring and Social Welfare</td>
</tr>
<tr>
<td></td>
<td>Webinar</td>
</tr>
<tr>
<td></td>
<td>How algorithms work, how people with disabilities and racial</td>
</tr>
<tr>
<td></td>
<td>minorities can be especially harmed, and how employers and</td>
</tr>
<tr>
<td></td>
<td>advocates can mitigate these harms.</td>
</tr>
</tbody>
</table>
**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.
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.
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.
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:**

BCCE Publications

**ANNUAL REPORT 2021**
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.
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.
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.
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 Global Challenges and the Law
The Open Society Foundations Women’s Rights Project
The Haas Institute for a Fair and Inclusive Society
The Thelton Henderson Center for Social Justice
The German Academic Exchange Service
The National Women’s Law Center
Anonymous
Oppenheimer Investigations Group LLP
Facebook
Keker, Van Nest & Peters LLP
Van Dermyden Maddux
Jackson Lewis
Mora Employment Law
The Mintz Group
The Shaw Law Group
Public Interest Investigations
Boies Schiller Flexner
Sanford Heisler Sharp
Huchinson Black & Cook

Quinn Emanuel Urquhart & Sullivan LLP
Sunrun
Lewis & Llewellyn LLP
Gordon Rees Scully Mansukhani
Gwilliam Ivery Chiosso Cavalli & Brewer
Lozano Smith
Bell & Kelly
Folger Levin
Fidelity Charitable Gift Fund
American Endowment Foundation
Mallari Enterprises
Sarah Church Reese Investigations
Bayer Law & Mediation
Outten & Golden
Levy Vinick Burrell Hyams LLP
Bohbot & Riles PC
Ferber Law
Munger Tolles & Olson
Levenfeld Winter LLP
We are grateful to our individual donors:

Laura Fox & Ben Bandebunt
Alica Del Valle
Sergio Garcia-Rodriguez
Barry & Sandra Goldstein
Amy Oppenheimer & Jennifer Krebs
Marcy Kates & David Oppenheimer
Vivian and David Auslander
Lisa Waddington
Marjori Gelb & Mark Aaronson
Jane Ruth Kaplan & Donatello Bonato
Jeffrey Demain & Lauren Brener
Jennie Kim
Rachel Arnow-Richman
Karen Bell and Scott Carino
Shalini Swaroop
Kath Delaney
Arthur Schilhab
Rebecca Wexler
Simon Rice
Kara A Rubashkin

Mariana Santos Vargas
Nancy Cantalupo
Taina Da Cunha Bitar
Peter Esquierdo
Dale Brodsky
Lisa Maureen Balestrini
Elizabeth Jean Gaze
Amy Barrow
Caroline Cheng
Theresia Degener
Mary Theresa Keating
Jessica Ergmann
Beth Gaze
Laverne Jacobs
Hon. David Krashna
Sara Church Reese
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 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.