

*Professor of Law and Founder, #FREETHETHAIR
Campaign*

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W: <https://drexel.edu/law/faculty/>

SCHOLARLY PROFILE

ACADEMIC POSITIONS

Professor of Law, Drexel University Thomas R. Kline School of Law

September 2019-Present

Frances Lewis Scholar in Residence, Washington and Lee University School of Law

Fall 2019

Visiting Professor of Law, Washington and Lee University School of Law

Spring 2019

- Podium visit teaching Constitutional Law

Inaugural Visiting Scholar, University of California-Irvine School of Law, Center on Law, Equality, and Race (CLEaR)

Spring 2018

Visiting Professor of Law, University of Iowa College of Law

Fall 2017

- Podium visit teaching Critical Race Theory and Employment Law

Visiting Professor of Law, University of Kentucky College of Law

Spring 2017

- Podium visit teaching Constitutional Law I and Constitutional Law II

Professor of Law, Cumberland School of Law at Samford University

April 2013-Present

- Inaugural Scholar in Residence, St. Thomas University School of Law, Miami (Fall 2014)*

Associate Professor of Law (with Tenure), Cumberland School of Law at Samford University

April 2012-April 2013

Academic Positions Continued

Associate Professor of Law, Cumberland School of Law at Samford University

April 2010-April 2012

Assistant Professor of Law, Cumberland School of Law at Samford University

August 2007-April 2010

Director of Faculty Development, Cumberland School of Law at Samford University

April 2012-July 2014

Responsibilities included: organizing external Works-in-Progress Series, faculty exchanges, and internal Works-in-Progress sessions; reviewing faculty scholarship; promoting faculty scholarship and achievements; advising faculty on professional development and publication opportunities and strategies; and developing professional development opportunities for law school faculty; and developing programming for Cumberland faculty, law library and technology staff

ADMINISTRATIVE APPOINTMENTS

COURSES TAUGHT

Constitutional Law I • Constitutional Law II • Critical Race Theory • Employment Law • Employment Discrimination • Equitable Remedies • Real Property • Race and American Law • The Contemporary Workplace: Appearance Discrimination, Dress Codes, and the Law (presently the only course exclusively on this topic offered in U.S. law schools)

RESEARCH INTERESTS

Labor and Employment Law • Appearance and Grooming Codes • Anti-discrimination/Equality Law and Theory • Comparative Slavery and Race Relations Law in the Americas and Caribbean • Critical Race Theory • Law and Literature • American Legal History

PROFESSIONAL HONORS AND DISTINCTIONS

Founder and Originator, #FreeTheHair public awareness campaign: an internationally recognized movement and social media hashtag advancing public advocacy to combat race-based natural hair bias and resulting discrimination in the United States and abroad

**Professional Honors
and Distinctions
Continued**

Hostess and Moderator of the Birmingham Civil Rights Institute Fred L. Shuttlesworth Human Rights Award Juneteenth Celebration of Dr. Angela Y. Davis (June 2020)

Feature Docu-story by NowThis News showcasing the influential nature of my legal publications in the development of the New York City Commission on Human Rights enforcement guidance which treats natural hair discrimination as unlawful race discrimination in New York City public and private schools, public accommodations, and workplaces (June 2019)

Feature Story in Teen Vogue Magazine highlighting the instrumental role of my legal scholarship in the creation of civil rights protections for African descendants discriminated against on the basis of natural hairstyles, including the groundbreaking guidance issued by the New York City Commission on Human Rights in February 2019 (February 2019)

Law and Society Association John Hope Franklin Prize: a national recognition for the best article on race, racism, and law published within the last two years (Spring 2015)

Scholar in Residence, Texas Southern University Thurgood Marshall School of Law (Fall 2015)

- Delivered a public lecture and three additional lectures to the law school faculty and law students related to my scholarship on: grooming codes discrimination and misperception discrimination in the workplace; racial fluidity and anti-discrimination law; and racial classification and race-conscious affirmative action in Brazil and the United States

Inaugural Scholar in Residence, St. Thomas University School of Law, Miami (Fall 2014)

- Developed and taught a course entitled “The Contemporary Workplace: Appearance Discrimination, Dress Codes, and the Law” and delivered a faculty presentation on current legal scholarship on grooming codes discrimination

Diverse: Issues in Higher Education Magazine 2014 “Emerging Scholar” (A national distinction recognizing 12 path-breaking scholars within their academic discipline under the age of 40)

**Professional Honors
and Distinctions
Continued**

Recipient of Xavier University of Louisiana’s Inaugural “40 under 40 Young Alumni Award” (Selected from nearly 300 nominees in 2014)

Lightfoot, Franklin, and White Best Faculty Scholarship Award, Cumberland School of Law (2018 and 2014)

Harvey S. Jackson Excellence in Teaching Award for Upper Level Courses, Cumberland School of Law (2011)

Lightfoot, Franklin, and White Best Junior Faculty Scholarship Award, Cumberland School of Law (2009)

Legal Expert, Drafted and submitted an expert declaration on behalf of African American male students represented by the NAACP-Legal Defense Fund, seeking a preliminary injunction against the enforcement of a high school grooming policy prohibiting them from wearing locs in *Arnold v. Barbers Hill Independent School District*, Civil Action No. 4:20-CV-1802 (May 2020)

Legal Consultant/Legislation Co-Drafter, H.R. 5309/S. 3167, Federal Creating a Respectful and Open World for Natural Hair Act (“C.R.O.W.N. Act”): advised members of the United States Congress and their staff on the significance, scope and language of civil rights legislation; co-drafted federal bills introduced in the United States House of Representatives and the United States Senate in December 2019, which, if passed, would clarify the definition of race and national origin discrimination for federal civil rights protections (June 2019-Present)

Expert Legal Advisor/Expert Witness, Maryland House Bill 1444/ The Maryland “C.R.O.W.N. Act”: advised key legislator sponsoring the legislation concerning its scope and language and testified in support of the bill before the Maryland House Health and Government Operations Committee (November 2019-March 2020)

Expert Legal Advisor, Philadelphia C.R.O.W.N. Act: advised the Philadelphia Commission on Human Relations on the scope and language of the bill under consideration by the Philadelphia City Council (February 2020)

Written Expert Witness Testimony, Wisconsin Assembly Bill 440/ Wisconsin “C.R.O.W.N. Act” (February 2020): filed written testimony on behalf of this civil rights legislation

**Legal Consultancy
and Expert Roles
Continued**

Legal Consultant/Legislation Co-Drafter, *South Carolina House Bill 4692*: presented initial proposal to state legislators to clarify the definition of race, color, and national origin in the South Carolina Code sections prohibiting such discrimination in schools, public accommodations, and workplaces; advised state legislators on the scope and language of the bill; and co-drafted the bill language introduced in January 2020 (May 2019-November 2019)

Legal Expert Statement submitted to the Internal Revenue Service on behalf of African American female lawyer's federal tax deduction, arguing professional hair care expenses to maintain a straightened hairstyle for employment purposes should be treated as an "ordinary" and "necessary" expense to carry out a trade or business (October 2019)

Public Expert Witness Testimony, *Montgomery County, Maryland Bill 30-19/The Montgomery County "C.R.O.W.N. Act"*: the first county-wide C.R.O.W.N. Act enacted in the United States (October 2019)

Legal Consultant/Expert Witness, *California Senate Bill 188/Creating a Respectful and Open Workplace for Natural Hair Act ("C.R.O.W.N. Act")*: advised the California lobbyists and staff of state legislators on legal strategies to support the successful passage of the first state law in the United States to treat natural hair discrimination as unlawful race discrimination in schools and workplaces; testified on behalf of this historic civil rights legislation before the California State Assembly Judiciary Committee and California State Senate Judiciary Committee which adopts the definition of race proposed in my 2008 publication, *Title VII: What's Hair (and Other Race-Based Characteristics) Got to Do with It?* (March 2019-June 2019)

Invited Contributor and Pro-Bono Consultant, *The Human Rights Campaign Report: "Discrimination Based on Perceived Characteristics"* (Released August 2018)

Pre-litigation Expert Consultation and Report drafted for New York-based labor and employment attorney representing an African American woman challenging her discipline and termination by an international sports media company on the basis of race and gender discrimination and retaliation (February 2018)

SELECT
REFERENCES TO
EXPERTISE

Expert Legal Advisor for several race discrimination cases arising under federal and state anti-discrimination laws that challenge workplace grooming regulations of African descendants' natural hair (2017-present)

Co-Author, *Amicus Brief in Support of the EEOC's Petition for Rehearing En Banc filed in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols.*, with the NAACP-Legal Defense Fund, Professor Angela Onwuachi-Willig and Legal Aid Society—Employment Law Center (November 2016)

Ipse Dixit Podcast with Professor Brian Frye, On Hair Discrimination, <https://shows.acast.com/ipse-dixit/episodes/wendy-greene-on-hair-discrimination> (August 29, 2019)

Frank Wu, **Victory for Natural Black Hair Benefits All of Us**, *Diverse: Issues in Higher Education*, <https://diverseeducation.com/article/149645/> (July 12, 2019)

Is Your Job's Dress Code Racist?, African-American Attorney Network Interview with Nareissa Smith, Esq. <https://aaattorneynetwork.com/is-job-dress-code-racist/> (May 8, 2018)

Alexandra Phanor-Faury, **Professors Wage War on School Policies that Discriminate Against Natural Black Hair**, *Konbini* (August 2017)

Sydney Reed, **Skirting the Ceiling: Black Hair Shouldn't Be an Occupational Hazard**, Ms. JD, <https://ms-jd.org/blog/article/skirting-the-ceiling-hair-as-an-occupational-hazard>, (March 7, 2017)

Tommy Harvey III, **We Cannot Hire You "With the Dreadlocks"**, *Campbell Law Observer*, <http://campbelllawobserver.com/we-cannot-hire-you-with-the-dreadlocks/>, (November 7, 2016)

Marcus Wilson, Esq., **Is Your Company's Dress Code Discriminatory?**, *In House: The FindLaw Corporate Counsel Blog*, http://blogs.findlaw.com/in_house/2014/09/is-your-companys-dress-code-discriminatory.html, (September 30, 2014)

SELECT MEDIA
APPEARANCES

Washington Post, *States are Banning Discrimination against Black Hairstyles. For Some Lawmakers, It's Personal* (March 16, 2020)

**Select Media
Appearances
Continued**

The Daily Drum Radio Show with Harold Fisher, Black Hair and the Evolution of the CROWN Act, WHUR/Howard University Radio (March 10, 2020)

Yahoo Lifestyle News, Parents of 8-year-old Barred from School Photos Because of “Extreme Hairstyle”: “Race Has Everything to Do with This” (October 11, 2019)

Washington Post, More States are Trying to Protect Black Employees Who Want to Wear Natural Hairstyles at Work (Washington Post Business Section Front Page Story, September 19, 2019)

Briefcase: Humanities and the Law Podcast, Living and Working in the U.S. While Wearing Natural Hair <http://www.law.uh.edu/podcast/> (August 2019)

New Jersey Record, NJ Looks to Become Third State to Ban Discrimination Based on Hair (July 30, 2019)

BBC World News—Radio and Television (July 4, 2019) discussing the enactment of the California C.R.O.W.N. Act on July 3, 2019

BBC World News Scotland Radio (July 4, 2019) discussing the enactment of the California C.R.O.W.N. Act on July 3, 2019

The Good Morning Show with Oliver (“O.T.”) Thomas, WBOK-New Orleans (July 3, 2019) discussing the California C.R.O.W.N. Act and the state of natural hair discrimination

NYC Hairstyle Guidance Cues Shift to Local Job-Bias Enforcement, Bloomberg Law (March 14, 2019)

Free The Hair, Afro Archives on Air, Radio and Podcast Interview with British Employment Lawyer, Ayesha Casely-Hayford, based in London, England, <https://ayeshacasely-hayford.com/free-the-hair/>, (March 2018)

Please, Don't Touch My Hair: A Conversation about Natural Hair and the Law, Bh.D Podcast (February 2018)

White Policeman with African Ancestry Tests Borders of Race Bias Laws, Bloomberg BNA Daily Labor Report <https://www.bna.com/white-policeman-african-n73014451977/>(June 6, 2017)

**Select Media
Appearances
Continued**

Wearing Dreadlocks Doesn't Support Race Bias Claim, Bloomberg BNA Daily Labor Report (September 16, 2016)

Perceived-as Bias Claims Likely to Increase Under Title VII, but Coverage Varies by Court, Bloomberg BNA Daily Labor Report (March 2, 2016)

Female Deans Taking Charge, The National Law Journal <http://www.nationallawjournal.com/id=1202730008416/Female-Deans-Taking-Charge?mcode=1202615705846> (June 22, 2015)

Identity Performance as a Bottleneck to Employment Opportunity, Concurring Opinions Blog, Invited Contribution to Online Symposium for Professor Joseph Fishkin's Bottlenecks: A New Theory of Equal Opportunity (March 10, 2014)

•Highlighted as one of the "most popular" blog posts on Concurring Opinions (Week of March 10, 2014)

We are Not Our Hair, Interview with Jessica Key of the Indianapolis Recorder on school and workplace grooming codes prohibiting natural hairstyles

•http://www.indianapolisrecorder.com/news/article_2629fadc-1bc4-11e3-b225-0019bb2963f4.html (September 12, 2013)

On *Shelby County v. Holder* and the Constitutionality of Section 5 of the Voting Rights Act of 1965, ABC 33/40 "Focus at 4" Segment (February 28, 2013)

Religious Discrimination in the Private Workplace, Fox News 6 Interview with Scott Richards (February 2011)



KEY CITATIONS

Splitting Hairs: The 11th Circuit's Take on Workplace Bans against Black Women's Natural Hair in EEOC v. Catastrophe Management Solutions, 71 Miami L. Rev. 987 (2017)

•Cited throughout the New York City Commission on Human Rights Legal Enforcement Guidance on Race Discrimination on the Basis of Hair: the first agency guidance in the United States to treat natural hair discrimination in private workplaces, public schools, charter schools, and public accommodations as unlawful race discrimination (February 2019)

**Key Citations
Continued**

•Cited throughout the Office of the Attorney General, New Jersey Division on Civil Rights Guidance on Race Discrimination Based on Hairstyle (September 2019)

Pretext Without Context, 75 MO. L. Rev. 403 (2010)

•Cited in Petition of Writ of Certiorari filed with the United States Supreme Court, *McDaniel v. Perdue*, 2018 WL 1505536 (March 19, 2018)

A Multidimensional Analysis of What Not to Wear in The Workplace: Hijabs and Natural Hair, 8 FIU L. Rev. 333 (2013)

•Cited in the Office of the Attorney General, New Jersey Division on Civil Rights Guidance on Race Discrimination Based on Hairstyle (September 2019)

Categorically Black, White or Wrong: “Misperception Discrimination” and the State of Title VII Protection, 47 Mich. J. L. Ref. 101 (2013)

•Cited in 3A Michigan Digest CIVIL RIGHTS § 13: Racial Discrimination (2019)

•Cited as a definitive source in The Human Rights Campaign Report, “Discrimination Based on Perceived Characteristics,” disseminated to state and federal lawmakers nationwide (August 2018)

•Cited in Arsham v. Mayor & City Council of Baltimore, 2015 WL 590490 (D. Md. Feb. 11, 2015)

Black Women Can’t Have Blonde Hair . . . in the Workplace, 14 J. Gender Race & Just. 405 (2011)

•Cited in the Office of the Attorney General, New Jersey Division on Civil Rights Guidance on Race Discrimination Based on Hairstyle (September 2019)

•Excerpt included in the Equal Employment Opportunity Commission’s Response Motion to the Defendant’s Motion to Dismiss in in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols.

Key Citations Continued

• *Cited by the Equal Employment Opportunity Commission in its Appellate Brief Submitted to the 11th Circuit Court of Appeals in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols. (October 2014)*

Title VII: What's Hair (And Other Race-Based Characteristics) Got to Do With it? 79 U. Colo. L. Rev. 1355 (2008)

• *Quoted in Guam v. Davis, 932 F.3d 822, 836 n. 10 (9th Cir. July 29, 2019).*

• *Cited in Equal Employment Opportunity Commission Federal Guidelines on the Definition of National Origin Discrimination, 29 C.F.R. § 1606.1*

• *Quoted in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols., 837 F.3d 1156, 1170 (11th Cir. 2016)*

• *Quoted in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols., No. 14-13482, 2016 WL 7210059 at *12 (11th Cir. Dec. 13, 2016)*

• *Cited by the Chicago Commission on Human Relations in the matters of Scott v. Owner of Club 720 and Lyke v. Owner of Club 720 (February 16, 2011)*

• *Excerpt included in the Equal Employment Opportunity Commission's Response Motion to the Defendant's Motion to Dismiss in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols.*

• *Cited by the Equal Employment Opportunity Commission in its Appellate Brief Submitted to the 11th Circuit Court of Appeals in Equal Employment Opportunity Comm'n v. Catastrophe Mgmt. Sols. (October 2014)*



PUBLICATIONS

Splitting Hairs: The 11th Circuit's Take on Workplace Bans against Black Women's Natural Hair in EEOC v. Catastrophe Management Solutions, 71 Miami L. Rev. 987 (2017) (Invited for the law review's annual 11th Circuit Issue)

Publications Continued

- *Awarded the 2018 Lightfoot, Franklin, and White Best Faculty Scholarship Award*

- *Featured on Economic Justice Law Review: an online repository for scholarship relating to race, economics and law (October 16, 2017)*

Cited in:

- Crystal Powell, Comment, *Bias, Employment Discrimination, and Black Women's Hair: Another Way Forward*, 2018 B.Y.U. L. Rev. 933, 960 (2018)

- Emily Gold Waldman, *The Preferred Preferences in Employment Discrimination Law*, 97 N.C.L. Rev. 91, 114, 128 (2018)

- Mario L. Barnes and Erwin Chemerinsky, *What Can Brown Do for You?: Addressing McCleskey v. Kemp as a Flawed Standard for Measuring the Constitutionally Significant Risk of Race Bias*, 112 N. W.U. L. Rev. 1293, 1306 (2018)

- Donna M. Gruery, Jemimah L. Young, Chanda Elbert, *Macroaggressions and Civil Discourse*, 6 Women, Gender, and Families 73 (2018)

- Gail Dawson, *I Am Not My Hair, or Am I? Examining Hair Choices of Black Female Executives*, 18 J. of Bus. Diversity 49 (2018)

- Assatu N. Wisseh, *Mapping Mammy 2.0: Insecure and the Middle-Class Black Woman's Burden*, Howard J. of Comm., (2018) (online)

To Be Aggrieved by “Misperception Discrimination” in the Workplace 97 Bulletin of Comparative Labour Relations 3, *Improving Workplace Quality: New Perspectives and Challenges for Worker Well-Being* Edited by William Bromwich & Olga Rymkevich (Kluwer Law International 2017) (Lead Chapter)

All in the Family: Interracial Intimacy, Racial Fictions, and the Law, Review of Angela Onwuachi-Willig, **According to Our Hearts: Rhinelander v. Rhinelander and The Law of The Multiracial Family** (Yale Univ. Press 2013), 4 Cal. L. Rev. Circuit 179 (2013) (Invited)

- Cited in Tamara F. Lawson, *Lawyering in Black and White: A Book Review of According to Our Hearts: Rhinelander v. Rhinelander and The Law of The Multiracial Family*, 100 Iowa L. Rev. 1773, 1774 (2015)

- *Featured on Mixed Race Studies: Scholarly Perspectives on the Mixed Race Experience Blog* (November 2013)

**Publications
Continued**

Categorically Black, White or Wrong: “Misperception Discrimination” and the State of Title VII Protection, 47 Mich. J. L. Ref. 101 (2013)

• *Awarded the 2015 Law and Society Association John Hope Franklin Prize*

• *Awarded the 2014 Lightfoot, Franklin, and White Best Faculty Scholarship Award*

• SSRN Top Ten Download List for: Employment Law eJournal; Legal Scholarship Network (LSN): Employment Discrimination; LSN: Employment Tort Law; and LSN: Legislation (Private Law - Discrimination) (Week of September 17, 2012)

• SSRN Top Ten Download List for Law and Society: Private Law-Discrimination Law eJournal (Week of October 1, 2012)

• SSRN Top Ten Download List for Employment Law eJournal (Weeks of November 12, 2012 and November 19, 2012)

Cited in:

• Tanya Katerí Hernández, *Multiracials and Civil Rights: Mixed-Race Stories of Discrimination*, 93 (New York University Press 2018)

• Mary Ziegler, *What is Race?: The New Constitutional Politics of Affirmative Action*, 50 Conn. L. Rev. 279, (2018)

• Leora Eisenstadt and Deanna Geddes, *Suppressed Anger, Retaliation Doctrine, and Workplace Culture*, 20 U. Penn. J. Bus. Law 147, 159 (2018)

• Leora Eisenstadt, *Enemy and Ally: Religion in Loving v. Virginia and Beyond*, 86 Fordham L. Rev. 2659, 2668 (2018)

• Jessica A. Clarke, *Protected Class Gatekeeping*, 92 N.Y.U. L. Rev. 101 passim (2017)

• Destiny Peery, *(Re)defining Race: Addressing the Consequences of the Law's Failure to Define Race*, 38 Cardozo L. Rev. 1817, 1847 (2017)

• Jacqueline Vega, Note, *Buyer or Victim Beware? Successor Liability Doctrine Lacks Proper Protection for Victims of Discrimination and Sexual Harassment in the Workplace*, 35 Hofstra Lab. & Emp. L.J. 171, 189 (2017)

• Elizabeth E. Aronson, Note, *Perceived-As Plaintiffs: Expanding Title VII Coverage to Discrimination Based on Erroneous Perception*, 67 Case W. Res. L. Rev. 235, 242 (2016)

Publications Continued

- Alex Reed, *Same-Sex Harassment After Boh Brothers*, 2016 Utah L. Rev. 441, passim (2016)
- Supplement to the 7th Edition of *Employment Discrimination Law*, Eds., Arthur B. Smith, Jr., Charles B. Craver, and Ronald Turner (Carolina Academic Press 2015)
- Saru M. Matambandzo, *Reconstructing Pregnancy*, 69 SMU L. Rev. 187, 193 (2016)

- Paul Vincent Courtney, *Prohibiting Sexual Orientation Discrimination in Public Accommodations*, Comment, 163 U. Pa. L. Rev. 1497, 1533 (2015)

- Mario L. Barnes, *Taking A Stand?: An Initial Assessment of the Social and Racial Effects of Recent Innovations in Self-Defense Laws*, 83 Fordham L. Rev. 3179, 3208 (2015)

- Camille Gear Rich, *Elective Race: Recognizing Race Discrimination in the Era of Racial Self-Identification*, 102 Geo. L.J. 1501, 1556 (2014)

- Jason R. Bent, *Curtailing Voter Intimidation by Employers After Citizens United*, 43 Stetson L. Rev. 595, 631 (2014)

- Ifeoma Ajunwa, *Genetic Testing Meets Big Data: Tort and Contract Law Issues*, 75 Ohio St. L. J. 1225, 1230 (2014)
- Jessica Clarke, *Inferring Desire*, 63 Duke L. J. 525, 619 (2013)
- Miriam Cherry, *Teaching Employment Discrimination Law, Virtually*, 58 St. Louis L. J. 83, 87 (2013)
- Cited in *Employment Discrimination: Selected Cases & Statutes*, Eds., Michael Zimmer, Charles Sullivan, and Rebecca Hanner White (8th Edition, Aspen Publishers 2012)

A Multidimensional Analysis of What Not to Wear in The Workplace: Hijabs and Natural Hair, 8 FIU L. Rev. 333 (2013) (Invited)

- Featured as “Immigration Article of the Day,” Immigration Prof Blog (November 27, 2013)

- SSRN Top Ten Download List for Women and Gender Studies Research Network: Other Women & Work (Week of November 11, 2017)

Publications Continued

- SSRN Top Ten Download List for Law and Society: Private Law-Discrimination Law eJournal (Week of January 18, 2014)
- SSRN Top Ten Download List for Philosophy Research Network: Discrimination, Oppression, Coercion, Consent to Risk or Harm, Violence (Weeks of January 4, 2014 and January 13, 2014)
- SSRN Top Ten Download List for Legal Scholarship Network: Employment Discrimination (Week of December 28, 2013)
- SSRN Top Ten Download List for Anthropology and Archeology Research Network: The Body (Sub-Topic) and LSN: Legislation (Private Law-Discrimination (Week of December 24, 2013)

Cited in:

- Crystal Powell, Comment, *Bias, Employment Discrimination, and Black Women's Hair: Another Way Forward*, 2018 B.Y.U. L. Rev. 933, 935 (2018)
- Shardé M. Davis, *Taking Back the Power: An Analysis of Black Women's Communicative Resistance*, 18 Review of Communication 301 (2018)
- Kate Sablosky Elengold, *Clustered Bias*, 96 N.C. L. Rev. 457, 478 (2018)
- Faegheh Shirazi, *Iran's Compulsory Hijab* in *The Routledge International Handbook to Veils and Veiling*, Eds. Anna-Mari Aimila and David Inglis (Taylor Francis 2017)
- Fatina Abdrabboh, *Muslim Women's Rights in the United States*, 24 Trans'l L. J. Contemp. Probs. 379, 380 (2015)
- Nida Alvi, *Dressed to Oppress? An Analysis of the Legal Treatment of the First Amendment and Its Effect on Muslim Women Who Wear Hijabs*, 21 Cardozo J.L. & Gender 785, 798 (2015)
- Lori Maria Walton, *Attitudes Toward Muslim Lebanese Women in Religious Resurgence: A Study of 284 University Students*, 1(3) Int'l J. of Recent Advances in Multidisciplinary Research, 72, 73 (2014)
- Sahar F. Aziz, *Coercive Assimilationism: The Perils of Muslim Women's Identity Performance in the Workplace*, 20 Mich. J. Race & L. 1 passim (2014)

Publications Continued

•Suzanne B. Goldberg, *Risky Arguments in Social Justice Litigation: The Case of Sex Discrimination and Marriage Equality*, 114 Columbia L. Rev. 2087, 2133 (2014)

Black Women Can't Have Blonde Hair . . . in The Workplace, 14 J. Gender Race & Just. 405 (2011) (Invited)

•Featured on Dressing Constitutionally Blog <http://www.dressingconstitutionally.com/2013/10/22/blonde-highlights-black-woman-termination-from-hooters/>

•Featured Article on JOTWELL—Journal of Things We Like Lots, *More Hair-Raising Decisions and How Professor Wendy Greene Combs Through Their Flaws*, Reviewed by Professor Angela Onwuachi-Willig, <http://worklaw.jotwell.com/more-hair-raising-decisions-and-how-professor-wendy-greene-combs-through-their-flaws/>

Cited in:

- Elizabeth B. Cooper, *The Appearance of Professionalism*, 71 Fla. L. Rev. 1, 14 (2019)
- Crystal Powell, Comment, *Bias, Employment Discrimination, and Black Women's Hair: Another Way Forward*, 2018 B.Y.U. L. Rev. 933, 935 (2018)
- Jaleesa Reed, *Cosmetic Counter Connotations: Black Women and Beauty in The Meanings of Dress*, Edited by Kimberly A. Miller-Spillman, et. al., (Bloomsbury 2019)
- Saran Donahoo, *Owning Black Hair: The Pursuit of Identity and Authenticity in Higher Education* in *Navigating Micro-Aggressions Toward Women in Higher Education*, Edited by Ursula Thompson (IGI Global 2019)
- Ava Kanyeredzi, *Silenced and Out of Place: Feeling Like a Nugatory Self* in *Race, Culture and Gender: Black Female Experiences of Violence and Abuse* (Springer 2018)
- Matthew W. Green Jr., *Same-Sex Sex and Immutable Traits: Why Obergefell v. Hodges Clears a Path to Protecting Gay and Lesbian Employees from Workplace Discrimination Under Title VII*, 20 J. Gender Race & Just. 1, 47 (2017)
- Julia Yates, Tristram Hooley, and Kiren Kaur Bagri, *Good Looks and Good Practice: The Attitudes of Career Practitioners to Attractiveness and Appearance*, 45 British Journal of Guidance and Counselling 547-561 (2016)

Publications Continued

- Breanna Grigsby, *I Am Not My Hair*, Pepperdine University's Currents Magazine (April 1, 2015)
- Peter Brandon Bayer, *Debunking Unequal Burdens, Trivial Violations, Harmless Stereotypes, and Similar Judicial Myths: The Convergence of Title VII Literalism, Congressional Intent, and Kantian Dignity Theory*, 89 St. John's L. Rev. 401, 407 (2015)
- Cheryl Nelson Butler, *The Racial Roots of Human Trafficking*, 62 UCLA L. Rev. 1464, 1501 (2015)

- Anna-Lisa F. Macon, *Hair's the Thing: Trait Discrimination and Forced Performance of Race Through Racially Conscious Public School Hairstyle Prohibitions*, 17 U. Pa. J. Const. L. 1255, 1268-69 (2015)

- Camille Gear Rich, *Elective Race: Recognizing Race Discrimination in the Era of Racial Self-Identification*, 102 Geo. L.J. 1501, 1504 (2014)

- Natsu Taylor Saito, *Life and Legal Fictions: Reflections on Margaret Montoya's Máscaras, Trenzadas, y Greñas*, 32 Chicana/o-Latina/o L. Rev. 81, 85 (2014)

- Zachary A. Kramer, *The New Sex Discrimination*, 63 Duke L. J. 891, 951 (2014)
- Ruthann Robson, *Dressing Constitutionally: Hierarchy, Sexuality, and Democracy from Our Hairstyles to Our Shoes* (Cambridge University Press 2013)
- Employment Discrimination: Selected Cases & Statutes, Eds., Michael Zimmer, Charles Sullivan, and Rebecca Hanner White (8th Edition, Aspen Publishers 2012)
- 2012 and 2013 Supplements to Employment Law: Cases and Materials, Eds., Mark A. Rothstein and Lance Liebman (7th Edition, Foundation Press 2012)
- Carla Pratt, *Sisters in Law: Black Women Lawyers' Struggle for Advancement*, 2012 Mich. St. L. Rev. 1777, 1784 (2012)
- Ann Piccard, *Women's Rights Are Human Rights Redux: Ain't I A Human?*, 26 J. Civ. Rts & Econ. Dev. 753, 787 (2012)

- Nancy Levit, *Changing Workforce Demographics and the Future of the Protected Class Approach*, 16 Lewis & Clark L. Rev. 463, 498 (2012)

**Publications
Continued**

•Natasha Martin, *Diversity and the Virtual Workplace: Performance Identity and Shifting Boundaries of Workplace Engagement*, 16 Lewis & Clark L. Rev. 605, 646 (2012)

Pretext Without Context, 75 MO. L. Rev. 403 (2010) (Invited)

Cited in:

- Petition of Writ of Certiorari filed with the United States Supreme Court, *McDaniel v. Perdue*, 2018 WL 1505536 (March 19, 2018)
- Cynthia Elaine Tompkins, *Title VII at 50: The Landmark Law Has Significantly Impacted Relationship in the Workplace and Society, but Title VII has not Reached its True Potential*, 89 St. John's Law Review 693, 800 (2016)
- Andrew J. Gordon, *End Around: HIV Discrimination in the Post-Amendments Act Workplace*, 36 Berkeley J. Emp. & Lab. L. 215, 247 (2015)
- Tristin K. Green, *Racial Emotion in the Workplace*, 86 S. Cal. L. Rev. 959, 1010 (2013)
- Leora F. Eisenstadt, *The N-Word at Work: Contextualizing Language in the Workplace*, 33 Berkeley J. Emp. & Lab. L. 299, 326, 337 (2012)
- Kerri Lynn Stone, *Taking in Strays: A Critique of the Stray Comment Doctrine in Employment Discrimination Law*, 77 Mo. L. Rev. 149, 197 (2012)

•Natasha T. Martin, *Pretext in Peril*, 75 Mo. L. Rev. 313, 402 (2010)

On Race, Nationhood and Citizenship, Review of Laura E. Gómez's Manifest Destinies: The Making of the Mexican American Race, 34 T. Marshall L. Rev. 421 (2010) (Invited)

•Cited in Kevin Brown and Tom Romero, II, *Social Reconstruction of Race and Ethnicity of the Nation's Law Students: A Request to the ABA, AALS, and LSAC for Changes in Reporting Requirements*, 2011 Mich. St. L. Rev. 1133, 1160 (2011)

Determining the (In)determinable: Race in Brazil and The United States, 14 Mich. J. Race & L. 143 (2009)

•Featured on *Mixed Race Studies: Scholarly Perspectives on the Mixed Race Experience Blog* (February 2011)

Cited in:

Publications Continued

- Matthew Boles, *Language, The Law, and Marginalization in Latin America: The Impacts of Racism and Language and Identity*, 8 J. Race, Gender, & Poverty 1, 15 (2016-2017)
- Tamara F. Lawson, *Lawyering in Black and White: A Book Review of According to Our Hearts: Rhineland v. Rhineland and the Law of the Multiracial Family*, 100 Iowa L. Rev. 1773, 1785 (2015)
- Lauren Sudeall Lucas, *Undoing Race? Reconciling Multiracial Identity with Equal Protection*, 102 Cal. L. Rev. 1243, 1253 (2014)
- Leland Ware, "Color Struck": *Intragroup and Cross-Racial Color Discrimination*, 13 Conn. Pub. Int. L. J. 75, 79 (2013)

- Angela Onwuachi-Willig, *According to Our Hearts: Rhineland v. Rhineland and the Law of the Multiracial Family* 162 (Yale Univ. Press 2013)

- 2012-13 online supplement to *Comparative Equality and Anti-Discrimination Law: Cases, Codes, Constitutions, and Commentary*, Eds., David B. Oppenheimer, Sheila R. Foster, and Sora Y. Han (Foundation Press 2012) http://www.law.berkeley.edu/files/fieldplacement/Supplement_for_website.pdf

- Dorothy Roberts, *Fatal Invention: How Science, Politics, and Big Business Re-Created Race in the Twenty-First Century* 23 (The New Press 2011)

- Alejandro de la Fuente and Ariela Gross, *Comparative Studies of Law, Slavery and Race in the Americas*, 6 Ann. Rev. of Law & Soc. Sci. (2010)

Title VII: What's Hair (And Other Race-Based Characteristics) Got to Do with It? 79 U. Colo. L. Rev. 1355 (2008)

- Awardeed 2009 Lightfoot, Franklin, and White Best Junior Faculty Scholarship Award
- Excerpt and teaching module based upon this article included in *Diversity in the Workplace: Current Issues and Emerging Trends*, Edited by Marilyn Y. Byrd and Chaunda L. Scott (Routledge Publishers 2014)
- Excerpt included in *Race Law: Cases, Commentary, and Questions*, 3d and 4th Editions, Ed., F. Michael Higginbotham (Carolina Academic Press)

Publications Continued

Cited in:

- Katie R. Eyer, Book Review, *The New Jim Crow is the Old Jim Crow*, 128 Yale L. J. 1002, 1069 (2019)
- Elizabeth B. Cooper, *The Appearance of Professionalism*, 71 Fla. L. Rev. 1, 17 (2019)
- Crystal Powell, Comment, *Bias, Employment Discrimination, and Black Women's Hair: Another Way Forward*, 2018 B.Y.U. L. Rev. 933, 960 (2018)
- April Williams, *My Hair Is Professional Too!: A Case Study and Overview of Laws Pertaining to Workplace Grooming Standards and Hairstyles Akin to African Culture*, 12 S.J. Pol'y & Just. 138, 176 (2018)
- Charles A. Sullivan, *Employing AI*, 63 Vill. L. Rev. 395, 409 (2018)
- Osamudia R. James, *Valuing Identity*, 102 Minn. L. Rev. 127, 131 (2017)
- Leslie P. Culver, *White Doors, Black Footsteps: Leveraging "White Privilege" to Benefit Law Students of Color*, 21 J. Gender Race & Just. 37, 88 (2017)
- Venessa Simpson, Note, *What's Going on Hair?: Untangling Societal Misconceptions That Stop Braids, Twists, and Dreadlocks from Receiving Deserved Title VII Protection*, 47 Sw. L. Rev. 265, 280 (2017)
- Taylor Mioko Dewberry, Note, *Title VII and African American Hair: A Clash of Cultures*, 54 Wash. U. J.L. & Pol'y 329, 339 (2017)
- Anne Li Kringen and Madeline Novich, *Is It "Just Hair" or Is It "Everything"? Embodiment and Gender Repression in Policing, Gender, Work and Organization* (Wiley October 2017)
- Sahar F. Aziz, *Coercing Assimilation: The Case of Muslim Women of Color*, 24 Transnt'l L. & Contemp. Probs 341; 18 J. Gender Race & Just. 389 (2015)
- Nick J. Sciullo, *Richard Sherman, Rhetoric, and Racial Animus in the Rebirth of the Bogeyman Myth*, 37 Hastings Comm. & Ent L.J. 201, 210 (2015)
- Andrew J. Gordon, *End Around: HIV Discrimination in the Post-Amendments Act Workplace*, 36 Berkeley J. Emp. & Lab. L. 215, 242 (2015)
- Sahar F. Aziz, *Coercive Assimilationism: The Perils of Muslim Women's Identity Performance in the Workplace*, 20 Mich. J. Race & L. 1 passim (2014)
- Rachel Roberts, Fatima Iqbal, Zahra Billoo, *The Changing Face of the American Worker*, 21 Asian Am. L.J. 209, 211 (2014)

Publications Continued

- Leland Ware, *“Color Struck”*: *Intragroup and Cross-Racial Color Discrimination*, 13 Conn. Pub. Int. L. J. 75, 79 (2013)
- Angela Onwuachi-Willig, *A Room with Many Views: A Response to Essays on According to Our Hearts: Rhinelander v. Rhinelander and the Law of the Multiracial Family*, 16 J. Gender Race & Just. 725, 808 (2013)
- Jennifer Chacón, *Opening Our Hearts: A Response to Angela Onwuachi-Willig’s According to Our Hearts*, 16 J. Gender Race & Just. 725, 739 (2013)
- Anthony Alfieri and Angela Onwuachi-Willig, *Next Generation Civil Rights Lawyers: Race and Representation in the Age of Identity Performance*, 122 Yale L. J. 1484, 1558 (2013)
- Employment Discrimination: Selected Cases & Statutes, Eds., Michael Zimmer, Charles Sullivan, and Rebecca Hanner White (8th Edition, Aspen Publishers 2012)
- Dawinder S. Sidhu, *Out of Sight, Out of Legal Recourse: Interpreting and Revising Title VII to Prohibit Workplace Segregation Based on Religion*, 36 N.Y.U. Rev. L. & Soc. Change 103, 132 (2012)
- Natasha Martin, *Diversity and the Virtual Workplace: Performance Identity and Shifting Boundaries of Workplace Engagement*, 16 Lewis & Clark L. Rev. 605, 646 (2012)
- LaJuana Davis, *Beyond Xenophobia: The Role of Race and Gender Expectations Behind the LPGA’s English Language Policy*, 2 Wm. Mitchell L. Raza J. 1, 26 (2012)
- Employment Discrimination Law: Cases and Materials, Eds., Arthur B. Smith, Jr., Charles B. Craver, and Ronald Turner (Lexis Nexis 2011)
- Iyiola Solanke, *Infusing the Silos in the Equality Act 2010 with Synergy*, 40 Indus. L.J. 336, 358 (2011)
- Charles Daugherty, Note, *Who Needs Contract Law? A Critical Look at Contractual Indemnification (or Lack Thereof) in FHAA and ADA “Design and Construct” Cases*, 44 Ind. L. Rev. 545, 559 (2011)
- Angela Onwuachi-Willig, *Another Hair Piece: Exploring New Strands of Analysis under Title VII*, 98 Geo. L. J. 1079, 1131 (2010)
- Employment Discrimination: Selected Cases & Statutes, Eds., Michael Zimmer, Charles Sullivan, and Rebecca Hanner White (Aspen Publishers 2009)

- Deleso Alford Washington, *The Anatomy of a “Pantsuit”:
Performance, Proxy and Presence for Women of Color in Legal
Education*, 30 Hamline J. Pub. L. & Pol’y 605, 626 (2009)
 - Bibliography, Race and the Law in Society*, 10 Rutgers Race & L.
Rev. 583 (2009)
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WORKS IN
PROGRESS

#FreetheHair: Locking Black Hair to Civil Rights Movements (under contract with the University of California-Berkeley Press)

Rewritten Opinion of EEOC v. Catastrophe Management Solutions, Feminist Judgments: Employment Discrimination Opinions Rewritten, Edited by Ann McGinley and Nicole Porter (Cambridge University Press, Forthcoming 2020)

Rewritten Opinion of Rogers v. American Airlines, Critical Race Judgments: Rewritten U.S. Court Opinions on Race and Law, Edited by Bennett Capers, Devon Carbado, Robin Lenhardt, and Angela Onwuachi-Willig (Cambridge University Press, Forthcoming 2020)

KEYNOTE AND
PLENARY
ADDRESSES

Invited Plenary Panelist, “Effective Legal Activism,” Annual Black History Month Celebration hosted by the Judges of the United States District Court of the Southern District of Florida in Miami, Florida (February 2020)

Invited Plenary Panelist, “Black Hair: History, Culture, and Identity” hosted at the Aveda Corporate Headquarters in Blaine, Minnesota (February 2020)

Keynote Address, *#FreetheHair: How Black Hair is Making Civil Rights Laws Right*, University of South Carolina (February 2020)

Keynote Address, Black History Month Opening Ceremony, McGill University Faculty of Law in Montreal, Quebec (Canada) (February 2020)

Keynote Address, *C. Clyde Ferguson, Jr. Symposium*, Howard University School of Law and the Howard Human & Civil Rights Law Review (January 2020)

**Keynote and Plenary
Addresses
Continued**

Frances Lewis Scholar-in-Residence Public Lecture, #FreeTheHair: How Black Hair is Making Civil Rights Laws Right, Washington and Lee University School of Law (November 2019)

Inaugural Black History Month Keynote Address, Black Thriving, White Spaces, Washington and Lee University (February 2019)

Invited Plenary Speaker, Inaugural WORLD AFRO DAY, London, England (September 2017)

Special Guest Plenary Panelist, Workplace Discrimination as an Occupational Injury, XIV International Marco Biagi Conference, University of Modena, Modena, Italy (March 2016)

Scholar-in-Residence Public Lecture, Beyond Passing: A Reflection on #AskRachel, Racial Fluidity and the State of U.S. Anti-discrimination Law, Texas Southern University Thurgood Marshall School of Law (October 2015)

Invited Plenary Panelist, Redress and Inequality: Transnational Race, Racial Classification, and Race-Conscious Affirmative Action in Brazil and the United States, National Bar Association International Affiliates Meeting, Salvador da Bahia, Brazil (May 2014)


Keynote Speaker, Logan Lecture on the African Diaspora and/or Black History, "Race and Racial Ideology in Brazil and the United States," Howard University Department of History (April 2010)

Invited Panelist and Moderator, Dr. Rudy Lombard Symposium on Civil Rights: Unapologetically Black, Distinctively Xavier: Alumni Living the Mission, Xavier University of Louisiana (November 2019)

Invited Panelist, Solution Sessions, AFROPUNK-Brooklyn (August 2019)

Invited Presenter, NAACP-Legal Defense Fund Annual Airlie Civil Rights Training Institute, Racial Stereotyping and Employment Discrimination (October 2017)

Invited Lecturer, Legal Fictions in Title VII Race Discrimination Jurisprudence, Equal Employment Opportunity Commission Meeting for the Birmingham and Memphis Offices (October 2017)



PARTICIPATION OF
NOTE

Participation of Note Continued

Invited Presenter by the Government of Karnataka, “Reclaiming Social Justice, Revisiting Ambedkar” International Conference, Bengaluru, India (July 2017)

Invited Faculty Presenter, Sixth Circuit Judicial Conference, Cleveland, Ohio (May 2016)

Selected Participant, Institute for Constitutional History (with the Stanford Constitutional Law Center) summer research seminar, “The Reconstruction Amendments: Freedom, Equality, and the American Constitution,” at Stanford University, Stanford, CA (July 2016)

Invited External Reviewer for Social Problems—the official publication of the Society for the Study of Social Problems—published by Oxford University Press (Spring 2016)

Scholar-in-Residence, Texas Southern University Thurgood Marshall School of Law (October 2015)

- *Hair Equality: Afro-descendant Women in the Americas and Their Struggles Against Hair Discrimination* (Faculty Lecture)
- *Redress and Inequality: Transnational Race, Racial Classification, and Affirmative Action in Brazil and the United States* (Constitutional Law Lecture)
- *Finding One’s Passion in the Legal Profession and the Role of Legal Scholarship in Legal Advocacy* (Law Review and Journal on Gender, Race, and Justice Presentation)

Invited Participant, “Religious Exemptions & Racial Justice Convening” of civil rights advocates, clergy, and academics sponsored by the Public Rights/Private Conscience Project and the Center on Gender & Sexuality Law at Columbia Law School, New York, NY (May 2015)

Invited External Reviewer of Research Proposal, 2015 Postdoctoral Researchers International Mobility Experience (P.R.I.M.E.) for the German Academic Exchange Service Program (Spring 2015)

Invited Paper Presenter, Fifth Annual Seton Hall Employment & Labor Law Scholars’ Forum, Seton Hall University School of Law, Newark, NJ (October 2010)

Invited Presenter, *Administrative Law and the Workplace Impact*, Texas A & M University School of Law Workplace Law Program (April 2020)



PRESENTATIONS

**Presentations
Continued**

Invited Panelist, “Let’s Talk About Hair” Public Forum hosted by Maryland Delegate Jheanelle Wilkins (March 2020)

Invited Panelist, *Worklaw Reform: Federal Challenges, Local Opportunities*, AALS Annual Meeting, Washington, DC (January 2020)

Invited Panelist, *2019 Gamm Comparative Law and Justice Symposium: The Implications of Artificial Intelligence for a Just Society*, Tulane University School of Law (November 2019)

Invited Presenter, *Workshop on Anti-discrimination Law, Litigation, and Empirical Study*, Tulane University’s Murphy Institute Program, Tulane University School of Law (November 2019)

Invited CLE Presenter, *#FreeTheHair: How Black Hair is Transforming Anti-Discrimination Law and Civil Rights Movements*, Tulane University School of Law (November 2019)

Invited CLE Presenter, *#FreeTheHair: How Black Hair is Making Civil Rights Law Right*, National Bar Association Wiley Branton Civil Rights Symposium, Miami, Florida (October 2019)

Presenter, *DNA-Based Race?*, 14th Annual Colloquium on Scholarship in Employment and Labor Law, University of Nevada-Las Vegas Boyd School of Law (October 2019)

Invited Lecturer, *#FreeTheHair: How Black Hair is Making Civil Rights Law Right*, New York Law School Racial Justice Project Speaker Series (October 2019)

Discussant, *Employment Discrimination Law in the Age of Kavanaugh*, SEALS Annual Meeting, Boca Raton, FLA (August 2019)

Invited Panelist, *Eliminating Hair Bias: The Journey to Freedom*, Medgar Evers College, Brooklyn, NY (July 2019)

Invited Panelist, *“Stay Outside Your Lane!”: Decisions Outside of Employment Law Invaluable to Plaintiffs’ Employment Lawyers*, National Employment Lawyers Association Annual Conference, New Orleans, LA (June 2019)

**Presentations
Continued**

Invited Panelist, *The Future of Corporate Reform Through Shareholder Activism*, 2018-2019 Lara D. Gass Annual Symposium: Civil Rights and Shareholder Activism, Washington and Lee University School of Law (February 2019)

Invited Panelist, *Socio-Economic Pedagogy and Implicit Bias*, AALS Annual Meeting, New Orleans, LA (January 2019)

Invited Presenter, *#FreeTheHair: Locking Black Hair to Civil Rights Movements*, American Constitution Society, Cumberland School of Law (September 2018)

Invited Panelist, "The Kennedy Retirement: A Retrospective and Gaze at the Future," Southeastern Association of Law Schools Conference, Ft. Lauderdale, Florida (August 2018)

Invited Presenter, *DNA-Based Race?* with Professor Trina Jones and Professor Jessica Roberts, Washington and Lee University School of Law Academic Roundtable (June 2018)

Faculty Presentation, *#FreetheHair: Locking Black Women's and Girls' Hair to Contemporary Civil Rights Advocacy*, University of California, Irvine School of Law (April 2018)

Invited Lecturer, *#FreetheHair: Locking Black Women's and Girls' Hair to Contemporary Civil Rights Advocacy*, Professor Trina Jones' Employment Discrimination Law Course, Duke University School of Law (March 2018)

Invited Presenter, *The Fourteenth Amendment: 150 Years Later*, Louisiana State University Law Center Law Review Symposium (January 2018)

Faculty Presentation, *#FreetheHair: Locking Black Women's and Girls' Hair to Contemporary Civil Rights Advocacy*, University of Iowa College of Law (November 2017)

CLE Presenter, *Antidiscrimination and Equality Law: What's Hair Got to Do With It?*, Tulane University Law School Alumni Weekend Continuing Legal Education Program (November 2017)

**Presentations
Continued**

Invited Lecturer, *Immutability and Title VII*, Alabama State Bar Association Labor and Employment Law Section Annual Seminar, Sandestin, Florida (October 2017)

#FreetheHair: Locking Afro-Descendant Women's Hair to Contemporary Civil Rights Advocacy, Lutie A. Lytle Black Women Law Faculty Writing Workshop, University of Michigan School of Law (July 2017)

Invited Presenter, *#FreetheHair: Locking Black Women's and Girls' Hair to Contemporary Civil Rights Advocacy*, Louisiana State University Paul M. Hebert Law Center Faculty Colloquium (March 2017)

Invited Lecturer, *Money Talks: Exploring the Wage Gap in the United States*, University of Kentucky College of Law Student Public Interest Law Foundation and Women's Law Caucus Lecture (March 2017)

Invited Presenter, *Occupational Hazards: What's Hair Got to Do with It?*, University of Houston Law Center Health Law & Policy Institute Spring Speaker Series (March 2017)

Invited Panelist, Florida A & M University College of Law Marshall-Bell Legal Society Program on Natural Hairstyle Bans in the Workplace (February 2017)

Invited Lecturer, *#FreetheHair: Locking Black Women's Hair to Contemporary Civil Rights Advocacy*, University of Kentucky College of Law Black Law Students Association and Women in Law Association Black History Month Program (February 2017)

Invited Moderator and Facilitator, *The Path Not Taken: Revisiting Disparate Impact and Equal Protection*, Critical Race Theory and Empirical Methods Workshop, Yale Law School (November 2016)

Invited Presenter, *Membership Has Its Privileges, But Should It?: A Reflection on the Protected Class Paradigm in U.S. Anti-discrimination Law*, Seton Hall Symposium to Honor the Life and Work of Professor Michael J. Zimmer (October 2016)

Invited Presenter, *Color, Race, Gender, and Society: A Global Analysis of the Impact of Discrimination*, National Bar Association Annual Convention Presidential Showcase, St. Louis, MO (July 2016)

**Presentations
Continued**

Discussant, *Advancing Diversity with Feminist Legal Theory*, Law and Society Association Annual Meeting, New Orleans, LA (June 2016)

Panelist, Color, Race, Gender and Society CLE Panel, National Bar Association International Affiliates Meeting, Havana, Cuba (May 2016)

Invited Guest Speaker, Jefferson County Public Defender/Community Law Office Leadership Academy (April 2016)

Co-Moderator, *Sex and Death: Gender and Sexuality Matters in Trusts and Estates*, AALS Annual Meeting, New York, NY (January 2016)

Panelist, *The Regulation of Appearance in the Workplace and the Meaning of Discrimination*, AALS Annual Meeting, New York, NY (January 2016)

Presenter, *Beyond Passing: A Reflection on #AskRachel, Racial Fluidity and the State of U.S. Anti-discrimination Law*, The Present and Future of Civil Rights Movements Conference, Duke University Law School (November 2015)

Invited Presenter, *Hair Equality: Afro-descendant Women in the Americas and Their Struggles Against Hair Discrimination*, New Horizons, Birmingham, AL (October 2015)

Moderator, *#BlackWisconsinLivesMatter: What Can eCRT Add to the Movement?*, Critical Race and Empirical Methods Workshop and Wisconsin Law Review Symposium, University of Wisconsin Law School (October 2015)

Presenter, *Slavery, Public Memory, and Reparations: Connecting the United States, France, and Brazil*, Association for the Study of African American Life and History (ASALH) Centennial Conference, Atlanta, GA (September 2015)

Moderator and Discussant, *Can Employees Be "Too Hot"? and (Re) Emerging Issues of Appearance Discrimination in the Workplace*, SEALS Annual Meeting, Boca Raton, Florida (August 2015)

Panelist, *Colorism in Cuba and Beyond*, Midwestern People of Color Legal Scholarship Conference Retreat, Havana, Cuba (July 2015)

**Presentations
Continued**

Invited Presenter, *Some Things New, Some Things Old: (Re) Emerging Issues in Race Discrimination Cases*, National Employment Lawyers Association 50th Anniversary National Convention, Atlanta, GA (June 2015)

Panelist, Closing Plenary, AALS Mid-Year Workshop on *Next Generation Issues of Sex, Gender, and Law*, Orlando, Florida (June 2015)

Moderator, Opening Plenary, AALS Mid-Year Workshop on *Next Generation Issues of Sex, Gender, and Law*, Orlando, Florida (June 2015)

Invited Presenter, *Hair Equality: Afro-descendant Women in the Americas and Their Struggles Against Hair Discrimination*, Faculty Development Lecture Series, Elon University School of Law (February 2015)

Invited Panelist, *The Moynihan Report: 50 Years Later*, Georgetown Journal of Law and Modern Critical Race Perspectives Symposium, Georgetown University Law Center (February 2015)

Invited Panelist, *Unprotected by the Protected Class Approach: Tales from the Title VII Darkside*, The Future of Law & Inequality Symposium, Tulane University Law School (November 2014)

Invited Presenter, *Hair Equality: Afro-descendant Women in the Americas and Their Struggles Against Hair Discrimination*, Faculty Workshop Series, Seattle University School of Law (November 2014)

Invited Presenter, *Some Things New, Some Things Old: (Re)emerging Issues in Race Discrimination Cases*, Labor and Employment Section of the Alabama Bar Association Annual Seminar, Orange Beach, AL (October 2014)

Invited Presenter, *Hair Equality: Afro-descendant Women in the Americas and Their Struggles Against Hair Discrimination*, Ideas and Innovations Faculty Workshop Series, University of Wisconsin Law School (October 2014)

Panelist, *Racial Misperceptions and Stereotypes: Navigating Race in Criminal and Civil Contexts*, 2014 National Bar Association Continuing Legal Education Panel, Baileys Bay, Bermuda (August 2014)

Presentations Continued

Moderator, *The Jurisprudence of Equality: 50 Years of Interpreting, Construing, and Implementing the 1964 Civil Rights Act*, 2014 National Bar Association Annual Convention Continuing Legal Education Panel, Atlanta, GA (July 2014)

Moderator, *In Pursuit of Social Justice: Critical Perspectives on Personhood and the Law*, National Bar Association Annual Convention Continuing Legal Education Panel, Atlanta, GA (July 2014)

Works-in-Progress Presenter, *Title VII: Standing in a “Post-Racial” Era*, Lutie Lytle 8th Annual Black Women Law Faculty Writing Workshop, University of Wisconsin School of Law (June 2014)

Works-in-Progress Presenter, *“Transnational Race and Racial Ideology” and the “Multiracial Distraction” in Brazilian and American Social, Political, and Legal Discourse*, AALS Workshop on Transnational Perspectives on Equality Law, Washington, DC (June 2014)

Invited Panelist, *Plessy Revisited: The Strategic Deployment of Multiraciality in Historic and Contemporary Equality Litigation and Discourse*, Law and Society Association Annual Meeting, Minneapolis, MN (May 2014)

Invited Panelist, *Combating Workplace Discrimination Against Women of Color: What's Hair and Hijabs Got to Do with It?*, Race, Labor, and Law Symposium, Institute for Research on Labor and Employment at UCLA (February 2014)

Invited Lecturer, *Title VII: What's Black Women's Hair Got to Do with It?*, Samford University Black History Month “Lunch and Learn” Speakers Series (February 2014)

Panelist, *Law and the Crossroads for Freedom and Equality: Exploring the Moral and Legal Issues for the Fight for Justice*, Association of the Study of African American Life and History (October 2013)

Invited Panelist, *Dream Deferred? Reflections on the 50th Anniversary of the March on Washington*, Birmingham Civil Rights Institute (August 2013)

**Presentations
Continued**

Discussant, *What Works (and What Doesn't Work) To Encourage Faculty Research and Scholarship*, Southeastern Association of Law Schools (SEALS) Annual Meeting (August 2013)

Moderator and Discussant, *Whither the McDonnell Douglas Employment Discrimination/Retaliation Framework at 40*, 2013 SEALS Annual Meeting (August 2013)

Moderator and Panelist, *How to Become a Law Professor*, National Bar Association Annual Convention, Miami, Florida (July 2013)

Moderator, *The Obama Effect in Education and the Workplace*, 2013 Southeast/Southwest People of Color Legal Scholarship Conference, University of Arkansas-Little Rock Bowen School of Law (April 2013)

Panelist, *Whiteness Defined*, 2013 Southeast/Southwest People of Color Legal Scholarship Conference, University of Arkansas-Little Rock Bowen School of Law (April 2013)

Invited Panelist, *Teaching Employment and Labor Law*, Wefel Center for Employment Law and the Saint Louis University Law Journal Symposium, Saint Louis University School of Law (February 2013)

Invited Panelist, *Minding the Gap: Reflections on the Achievement Gap Between Men and Women in the Workplace in 2013*, Law Review Symposium, Florida International University College of Law (February 2013)

Invited Panelist, *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, Berkeley Journal of Gender, Law, and Justice Symposium (March 2013)

Panelist, *New Topics in the Legal History of Race, Slavery, and Civil Rights in the United States*, 2012 Annual Meeting of the American Society for Legal History (November 2012)

Categorically Black, White, or Wrong: "Misperception Discrimination" and the State of Title VII Protection

- Seventh Annual Colloquium on Current Scholarship in Labor and Employment Law, Loyola-Chicago and Northwestern Law Schools (September 2012)

- Sixth Annual Lutie A. Lytle Black Female Law Faculty Workshop, Suffolk University Law School (June 2012)

Presentations Continued

•Faculty Colloquium Presentation, Cumberland School of Law (March 2012)

•Mid-Atlantic People of Color Legal Scholarship Conference, Howard University School of Law (January 2012)

•Invited, Fifth Annual Seton Hall Employment & Labor Law Scholars' Forum (October 2010)

Who Are We in the Workplace?: How Title VII and GINA Work Together to Combat DNA-Based Race Discrimination with Professor Jessica Roberts, Sixth Annual Colloquium on Current Scholarship in Labor and Employment Law, Loyola Law School, Los Angeles, CA (September 2011)

Moderator and Panelist, *Real People, Real Property: Exploring the Multi-Dimensionality of Land Rights Claims in Latin America and the Caribbean*, Southeastern Association of American Law Schools Annual Meeting, Hilton Head, SC (July 2011)

Invited Panelist, *Lessons from the Professors: Defeating Summary Judgment and Enforcing the Right to Trial by Jury*, National Employment Lawyers Association Annual Convention, New Orleans, LA (June 2011)

Panelist, *The Counter-Intuitive Development of Employment Discrimination Law*, Law and Society Association Annual Meeting, San Francisco, CA (June 2011)

Invited Panelist, First Annual Sesquicentennial Civil War Symposium: *Why are We Still Fighting the Civil War?*, Alabama A & M University/ University of Alabama-Huntsville (April 2011)

Panelist and Moderator, *Employment and Equality*, Joint Meeting of the Southeast/Southwest and Midwestern People of Color Legal Scholarship Conferences (March 2011)

Panelist, *Examining Appearance Codes at the Intersection*, Third National People of Color Legal Scholarship Conference, Seton Hall University Law School (September 2010)

Invited Panelist, *Race No More? Race, Color, and American Race Relations in the 21st Century*, Law and Literature Panel, SEALS Annual Meeting (August 2010)

Presentations Continued

Moderator and Discussant, “Author Meets Reader” The Long Lingering Shadow: Law, Liberalism and Cultures of Racial Hierarchy and Identity in the Americas by Robert Cottrol, Law and Society Association Annual Meeting, Chicago, IL (May 2010)

Panelist, AALS 2010 Mid-Year Meeting: “Post Racial Civil Rights Law, Politics and Legal Education: New and Old Colorlines in the Age of Obama” (June 2010)

Faculty Exchange Presenter, *Black Women Can’t Have Blonde Hair...in the Workplace*, Stetson University College of Law (April 2010)

Invited Panelist, *United States Supreme Court Update* Panel, Southeast/Southwest People of Color Legal Scholarship Conference, University of South Carolina School of Law (March 2010)

Panelist, *States of Blackness*, Critical Race Studies Symposium: “Intersectionality: Challenging Theory, Reframing Politics & Transforming Movements,” UCLA School of Law (March 2010)

Panelist, *Examining Appearance Codes at the Intersection*, Critical Race Studies Symposium: “Intersectionality: Challenging Theory, Reframing Politics & Transforming Movements,” UCLA School of Law (March 2010)

Invited Panelist, *New Approaches to Race* Panel, CAPALF/Western Law Teachers of Color Conference, The University of Arizona James E. Rogers College of Law (March 2010)

Invited Panelist, *Race, Gender, and Class at a Crossroads: A Survey of Their Intersection in Employment, Economics, and the Law* Symposium, University of Iowa College of Law (February 2010)

Race No More? Race, Color, and American Race Relations in the 21st Century, Faculty Colloquium Presentation, Cumberland School of Law (January 2010)

Invited Panelist, *5th Annual Fred Gray, Sr. Civil Rights Symposium: The Obama-Effect on the Legal Profession*, Faulkner University—Thomas Goode Jones School of Law (October 2009)

Racial Equality at a Crossroads: Redressing Race Discrimination in the Workplace during a “Post-Racial” Moment, Fourth Annual Colloquium

on Current Scholarship in Labor and Employment Law, Seton Hall University Law School (September 2009)

On Law and Literature: George Schuyler's Black No More

• Invited Panelist, SEALS Annual Meeting (August 2009)

• Law and Society Association Annual Meeting, Denver, Colorado (May 2009)

• Southeast/Southwest People of Color Legal Scholarship Conference (March 2009)

Invited Panelist, *The Legal Construction of Race, the Racial Construction of Nationality in the United States*, Texas Southern University Thurgood Marshall School of Law (November 2008)

Putting It in Context: Words, Race, and Title VII

• CRT 20: Honoring Our Past, Charting Our Future Conference, The University of Iowa College of Law (April 2009)

• Faculty Colloquium Presentation, Cumberland School of Law (February 2009)

• Third Colloquium on Current Scholarship in Labor and Employment Law, University of San Diego School of Law (October 2008)

Determining the (In)Determinable: Race in Brazil and the United States

• Invited Faculty Academic Enrichment Guest Speaker, University of Las Vegas, Nevada William S. Boyd School of Law (September 2008)

• The Joint Meeting of the Law and Society and the Canadian Law and Society Associations, Montreal, Quebec, Canada (May 2008)

• Faculty Colloquium Presentation, Cumberland School of Law (April 2008)

Invited Panelist, "New Developments in Critical Theory," *Race Matters: Applied Critical Whiteness Theory*, SEALS Annual Meeting, West Palm Beach, Florida (July 2008)

Title VII: What's Hair (And Other Race-Based Characteristics) Got to Do with It?, Second Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Denver Sturm College of Law (September 2007)