

## Jennifer L. Berdahl

Department of Sociology  
University of British Columbia  
Vancouver, BC Canada  
[jennifer.berdahl@ubc.ca](mailto:jennifer.berdahl@ubc.ca)

### Faculty Positions

2019-present Professor, Department of Sociology, University of British Columbia  
2016-2018 Professor of Leadership Studies: Gender and Diversity, Sauder School of Business, University of British Columbia  
2014-2016 Montalbano Professor of Leadership Studies: Gender and Diversity, Sauder School of Business, University of British Columbia  
2013-2014 Professor, Rotman School of Management, University of Toronto  
2007-2013 Associate Professor, Rotman School of Management, University of Toronto  
2001-2007 Assistant Professor, Rotman School of Management, University of Toronto  
1998-2001 Assistant Professor, Haas School of Business, University of California, Berkeley

### Faculty Affiliations

2020-present VMware Women's Leadership Innovation Lab, Stanford University  
2019-present Peter Wall Institute for Advanced Studies, University of British Columbia  
1998-2001 Institute of Personality & Social Psychology, University of California Berkeley

### Visiting Positions

2017-2018 Department of Sociology, University of British Columbia  
2007 Department of Organizational Behaviour, INSEAD, France  
2005 Institute of Personality & Social Psychology, University of California Berkeley  
2003 Department of Psychology, Princeton University

### Education

Ph.D., Social Psychology, 1999, University of Illinois, Champaign-Urbana. *Thesis:* Perception, power, and performance in small groups: Insights from a computational model.  
*Supervisor:* Joseph E. McGrath  
M.A., Social Psychology, 1996, University of Illinois, Champaign-Urbana. *Thesis:* Gender and leadership in work groups over time: A test of five alternative models. *Supervisor:* Joseph E. McGrath  
M.A., Labor and Industrial Relations, 1993, University of Illinois, Champaign-Urbana.  
*Supervisor:* Francine D. Blau  
B.A., Psychology (Highest Honors), 1989, Macalester College, St. Paul, MN. *Thesis:* Dual-earner stress and coping strategies. *Supervisor:* Jack E. Rossmann

## Academic Publications

- Berdahl, J.L. & Bhattacharyya, B. (in press). Do white women gain status for engaging in anti-Black racism at work? An experimental examination of status conferral. *Journal of Business Ethics*.
- Berdahl, J.L., Cooper, M., Glick, P., Livingston, R.W. & Williams, J.C. (2023). Workplace masculinity contests and culture. In Routledge Handbook of Men, Masculinities and Organizations: Theories, Practices and Futures of Organizing (Chapter 10), Editors J. Hearn, K. Aavik, D. Collinson & A. Thym.
- Bhattacharyya, B. & Berdahl, J.L. (2023). Do you see me? An inductive examination of differences between women of color's experiences of and responses to invisibility at work. *Journal of Applied Psychology*. *NOTE: This article was designated as a Monograph by the journal due to its "broad and deep meta-theoretical treatment of a topic area" and received the "Editor's Choice" award based on its relevance to society, practical impact, and potential for moving research in new directions.*
- Berdahl, J.L., Glick, P. & Cooper, M. (2023). Break up your masculinity contest culture. Chapter 18 in Thriving in a Male-Dominated Workplace, 167-174. *Harvard Business Review Press*.
- Travers, A. & Berdahl, J.L. (2022). Wrestling with jello: "Good Dads" and the reproduction of male dominance in children's baseball. *Sociology of Sport Journal*.
- Berdahl, J.L. & Bhattacharyya, B. (2021). Four ways forward in studying sex based harassment. *Equality, Diversity and Inclusion*, 40(4), 477-492.
- Crosby, F. J., Stockdale, M. S., Bell, M. P. & Berdahl, J. L. (2021). From Me Too to What Now: Advancing scholarship on sex harassment. *Equality, Diversity and Inclusion*, 40(4), 373-374.
- Hershcovis, M. S., Vranjes, I., Berdahl, J. L., & Cortina, L. M. (2021). See no evil, hear no evil, speak no evil: Theorizing network silence around sexual harassment. *Journal of Applied Psychology*, 106(12), 1834-1847.
- Stockdale, M. S., Bell, M. P. Crosby, F. & Berdahl, J. L. (2019). From me too to what now: Advancing scholarship on sex harassment. *Equality, Diversity and Inclusion*, 39, 1-4.
- Berdahl, J. L., Cooper, M., Glick, P., Livingston, R. & Williams, J. C. (2018). Work as a masculinity contest. *Journal of Social Issues*, 74(3), 422-448.
- Glick, P., Berdahl, J. L. & Alonso, N. (2018). Development and validation of the Masculinity Contest Culture Scale. *Journal of Social Issues*, 74(3), 449-476.
- Williams, J., Berdahl, J. L. & Vandello, J. A. (2016). Beyond work-life 'integration.' *Annual Review of Psychology*, 67, 515-539.
- Bai, F., Uhlmann, E. L. & Berdahl, J. L. (2015). The robustness of the win-win effect. *Journal of Experimental Social Psychology*, 61, 139-143.
- Berdahl, J. L., Uhlmann, E. L. & Bai, F. (2015). Win-win: Female and male athletes from more gender equal nations perform better in international sports competitions. *Journal of Experimental Social Psychology*, 56, 1-3.

- O'Reilly, J., Robinson, S., Berdahl, J. L. & Banki, S. (2015). Is negative attention better than no attention? The comparative effects of ostracism and harassment at work. *Organization Science*, 26(3), 633-940.
- Salin, D., Roberge, M. E., Salimaki, A. & Berdahl, J. L. (2014). "I wish I had...": Target reflections on responses to workplace mistreatment. *Human Relations*, 67(10), 1189-1211.
- Berdahl, J. L. & Moon, S. (2013). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Journal of Social Issues*, 69, 341-366.
- Williams, J. C., Blair-Loy, M. & Berdahl, J. L. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues*, 69, 209-234.
- Berdahl, J. L. & Min, J. A. (2012). Prescriptive stereotypes and workplace consequences for East Asians in North America. *Cultural Diversity and Ethnic Minority Psychology*, 18, 141-152.
- Berdahl, J. L. (2011). Susan Fiske. In K. M. Dowding (Ed.), *Encyclopedia of Power*. Thousand Oaks, CA: Sage Publications.
- Berdahl, J. L. & Raver, J. L. (2011). Sexual harassment. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology, Vol. 3* (pp. 641-669). American Psychological Association.
- Berdahl, J. L. & Stuart, H. C. (2010). Group development. In J. M. Levine & M. A. Hogg (Eds.), *Encyclopedia of Group Processes and Intergroup Relations*. Thousand Oaks, CA: Sage Publications.
- Berdahl, J. L. & Aquino, K. (2009). Sexual behavior at work: Fun or folly? *Journal of Applied Psychology*, 94, 34-47.
- Berdahl, J. L. (2008). Social power in action. *Social Justice Research*, 21, 255-262.
- Chatman, J., Boisnier, A., Spataro, S. E., & Anderson, C., & Berdahl, J. L. (2008). The typical, the rare, and the outnumbered: Disentangling the effects of historical typicality and numerical distinctiveness at work. *Organizational Behavior and Human Decision Processes*, 107, 141-160.
- Cortina, L. & Berdahl, J. L. (2008). Sexual harassment in organizations: A decade of research in review. In C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior*, 1, 469-497.
- Jimeno-Ingrum, D., Berdahl, J. L., & Lucero-Wagoner, B. (2008). Stereotypes of Latinos and Whites: Do they guide evaluations in diverse work groups? *Cultural Diversity and Ethnic Minority Psychology*, 15, 158-164.
- Berdahl, J. L. (2007). Harassment based on sex: Protecting social status in the context of gender hierarchy. *Academy of Management Review*, 32, 641-658.
- Berdahl, J. L. (2007). The sexual harassment of uppity women. *Journal of Applied Psychology*, 92, 425-437.
- Fiske, S. T. & Berdahl, J. L. (2007). Social power. In E. T. Higgins & A. W. Kruglanski (Eds.), *Social Psychology: Handbook of Basic Principles*. Oxford University Press.
- Berdahl, J. L. & Martorana, P. (2006). Effects of power on emotion and expression during a controversial group discussion. *European Journal of Social Psychology: Special Issue on Social Power*, 36, 497-510.

- Berdahl, J. L. & Moore, C. (2006). Workplace harassment: Double jeopardy for minority women. *Journal of Applied Psychology, 91*, 426-436.
- Berdahl, J. L. & Anderson, C. (2005). Men, women, and leadership centralization in groups over time. *Group Dynamics: Theory, Research, and Practice, 9*, 45-57.
- Berdahl, J. L. & Henry, K. (2005). Contemporary issues in group research. In S.A. Wheelan, S. A. (Ed.), *Handbook of Group Research and Practice* (pp. 19-37). Thousand Oaks, CA: Sage.
- Meyers, R. A., Berdahl, J. L., Brashers, D., Considine, J. R., Kelly, J., Moore, C., Peterson, J., & Spoor, J. R. (2004). Feminist perspectives on small groups. In M. S. Poole & A. B. Hollingshead (Eds.), *Theories of Small Groups: An Interdisciplinary Perspective* (pp. 241-276). Thousand Oaks, CA: Sage.
- Anderson, C. & Berdahl, J. L. (2002). The experience of power: Examining the effects of power on approach and inhibition tendencies. *Journal of Personality and Social Psychology, 83*, 1362-1377.
- Arrow, H., McGrath, J. E., & Berdahl, J. L. (2000). Small groups as complex systems: Formation, coordination, development, and adaptation. Thousand Oaks, CA: Sage.
- McGrath, J. E., Arrow, H., & Berdahl, J. L. (2000). The study of groups: Past, present, and future. *Personality and Social Psychology Review, 4*, 95-105.
- McGrath, J. E., Arrow, H., & Berdahl, J. L. (1999). Cooperation and conflict as manifestations of coordination in small groups. *Polish Psychological Bulletin, 30*, 1-14.
- Berdahl, J. L. (1998). The dynamics of composition and socialization in small groups: Insights gained from developing a computational model. In M. A. Neale, E. A. Mannix, & D. H Gruenfeld (Eds.), *Research on Managing in Groups and Teams, 1* (pp. 209-227). Greenwich, CT: JAI Press, Inc.
- McGrath, J. E., & Berdahl, J. L. (1998). Groups, technology, and time: Use of computers for collaborative work. In Tindale et al. (Eds.) *Theory and Research on Small Groups* (pp. 205-228). New York, NY: Plenum.
- Waldo, C. R., Berdahl, J. L., & Fitzgerald, L. F. (1998). Are men sexually harassed? If so, by whom? *Law and Human Behavior, 22*(1), 59-79.
- Berdahl, J. L. (1996). Gender and leadership in work groups: Six alternative models. *Leadership Quarterly, 7*(1), 21-40.
- Arrow, H., Berdahl, J. L., Bouas, K. S., Craig, K. M., Cummings, A., Lebie, L., McGrath, J. E., O'Connor, K. M., Rhoades, J. A., & Schlosser, A. (1996). Time, technology, and groups: An integration. *Computer Supported Cooperative Work, 4*(2-3), 253-261.
- Berdahl, J. L., Magley, V. J., & Waldo, C. R. (1996). The sexual harassment of men? Exploring the concept with theory and data. *Psychology of Women Quarterly, 20*, 527-547.
- Berdahl, J. L., & Craig, K. M. (1996). Equality of participation and influence in groups: The effects of communication medium and sex composition. *Computer Supported Cooperative Work, 4*(2-3), 153-178.
- McGrath, J. E., Berdahl, J. L., & Arrow, H. (1995). Traits, expectations, culture and clout: The dynamics of diversity in work groups. In S. E. Jackson & M. Ruderman (Eds.) *Diversity in Work Teams: Research Paradigms for a Changing Workplace* (pp. 17-46). Washington, D.C.: American Psychological Association.

## Publications for General Audiences

### *Newspaper and Magazine*

- Hershcovis, S., Vranjes, I., Berdahl, J.L. & Cortina, L. (2021). Complicity and silence around sexual harassment are common – Cuomo and his protectors were a textbook example. *The Conversation*, August 10.
- Berdahl, J. L. (2019). A tale of two women who exercised their professional independence. *The Georgia Straight*, March 8.
- Berdahl, J. L., Glick, P. & Cooper, M. (2018). How masculinity contests undermine organizations, and what to do about it. *Harvard Business Review*, November 2.
- Berdahl, J. L. (2017). The "crazy/bitch" narrative about senior academic women. Op-ed in *The Georgia Straight*, July 15.
- Berdahl, J. L. (2014). Find the quiet heroes and fire the bad apples. Op-ed in the *New York Times*, October 30.
- Berdahl, J. L. (2014). How to make corporate boards more diverse. Guest column in *The Globe and Mail*, May 26.
- Williams, J., Blair-Loy, M. & Berdahl, J. L. (2013). The flexibility stigma. *Rotman Magazine*, Winter, pp. 34-39.
- Berdahl, J. L. (2011). Passive mistreatment in the workplace. *Rotman Magazine*, Spring, pp. 79-81.
- Chatman, J., Berdahl, J., Boisnier, A., Spataro, S. & Anderson, C. (2010). Being distinctive vs. being conspicuous. *Rotman Magazine*, Spring, pp. 64-70.
- Berdahl, J. L. (2009). The playing field is still uneven. Op-ed article in *The Globe and Mail*, December 2.
- Berdahl, J. L. (2007). The evolution of sexual harassment in the workplace. *Rotman Magazine*, Winter, pp. 48-51.
- Berdahl, J. L. (2006). Shatter the glass ceiling. *The National Post*, January 24.
- Berdahl, J. L. (2005). Gender and leadership in groups. *Rotman Magazine*, Spring/Summer, pp. 40-43.
- Berdahl, J. L. (2004). Coaching Corner in Canada Post's employee newsletter, *Interaction*, December.
- Berdahl, J. L. (2003). How power relations shape behavior and perceptions at work. Article in *Rotman Magazine* (Fall, pp. 26-27), *Canadian HR Reporter*, and *The Globe and Mail*.

## Conference Presentations

### *Academy of Management*

- Bhattacharyya, B. & Berdahl, J. L. (2020). Do white women get away with racist speech?: The effects of identity on perceptions of speech. Vancouver, BC.
- Alonso, N., Dhaliwal, N., Bandari, E. & Berdahl, J. L. (2019). Boys don't cry crocodile tears: The asymmetric effects of crying on punishment. Boston, MA.

- Bhattacharyya, B. & Berdahl, J. L. (2018). *Do you see me? Women of colors' experiences of and responses to invisibility at work*. Chicago, IL.
- Berdahl, J. L., Glick, P. & Alonso, N. M. (2017). *Developing the Masculinity Contest Organizational Culture Scale*. Atlanta, GA.
- Alonso, N. M. & Berdahl, J. L. (2017). Male-male sex-based harassment as an interpersonal masculinity contest. Atlanta, GA.
- Bai, F. & Berdahl, J. L. (2016). Gaining influence by being humble: An empirical test of the virtue theory of status attainment. Anaheim, CA.
- Berdahl, J. L. & Alonso, N. (2016). The blond advantage in women's leadership: Investigating the paradox. Anaheim, CA.
- Roderique, H. & Berdahl, J. L. (2016). From the maternal wall to the parental wall: Moderation of the ideal worker-parent conflict. Anaheim, CA.
- Bai, F., Stuart, C. H. & Berdahl, J. L. (2014). Is status inequality functional for group performance? Examining legitimacy and task type. Philadelphia, PA.
- Berdahl, J. L., Bai, F. & Schieman, S. (2014). The 'ambition gap' explained: Workplace mistreatment as a function of gender, ambition, and rank. Philadelphia, PA.
- Ramarajan, L. & Berdahl, J. L. (2013). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. Orlando, FL.
- Rule, N. & Berdahl, J. L. (2013). The effects of sexual orientation on hiring, treatment, and pay. Orlando, FL.
- Salin, D., Roberge, M. E., Salimaki, a. & Berdahl, J. L. (2013). "I wish I had...": Target reflections on responses to workplace mistreatment. Orlando, FL.
- Berdahl, J. L., Moon, S., Muradov, A. G. & Min, J. A. (2012). Warmth may not cut the ice but cold may break the ceiling: Gender, mistreatment, and advancement in blue and pink collar occupations. Boston, MA.
- Berdahl, J. L., Muradov, A. G. & Min, J. A. (2010). Gendered mistreatment at work: An intrasex phenomenon? Montreal, PQ.
- Berdahl, J. L. & Stuart, H. C. (2009). Modeling diversity and stereotyping in work groups over time. Chicago, IL.
- Min, J. A. & Berdahl, J. L. (2009). Prescriptive stereotypes of Asians in North America: From yellow peril to model minority and back again. Chicago, IL.
- Berdahl, J. L. (2008). *Dark side of employees' behavior: Sex-based harassment*. Anaheim, CA.
- Berdahl, J. L. & Zhong, C. (2007). *The power dilemma*. Philadelphia, PA.
- Berdahl, J. L. (2006). *The sexual harassment of "masculine" women*. Honolulu, HI.
- Berdahl, J. L., Brashers, D., Considine, J. R., Kelly, J., Meyers, R. A., Moore, C., Peterson, J., & Spoor, J. R. (2005). *Understanding groups from a feminist perspective*. Honolulu, HI.
- Berdahl, J. L. (2003). *The dark side of gender and the lighter side of sex: Exploring uncharted waters in sexual harassment research*. Seattle, WA.
- Berdahl, J. L. & Martorana, P. (2003). *Organizational power and voice in decision-making groups*. Seattle, WA.

- Chatman, J. A., Berdahl, J. L., Boisnier, A., Spataro, S. E., & Anderson, C. (2000). The typical, the rare, and the outnumbered: Distinguishing the effects of historical typicality and numerical distinctiveness in work groups. Toronto, ON.
- Berdahl, J. L. & Anderson, C. (2000). Shared norms and emergent leadership structures in groups over time. Toronto, ON.

*Society for Industrial and Organizational Psychology*

- Bhattacharyya, B. & Berdahl, J. L. (2018). Women of colors' experiences of invisibility. Chicago, IL.
- Berdahl, J. L., Garcia, A. & Min, J.A. (2009). Sex-based harassment and discrimination in an organization. New Orleans, LA.
- Berdahl, J. L. (2007). Gender and social undermining at work. New York, NY.
- Aquino, K., Berdahl, J. L., & Crossley, C. (2004). R-E-S-P-E-C-T: Find out what it means to me!, Chicago, IL.
- Berdahl, J. L., Moore, C., & Radhakrishnan, P. (2004). Workplace harassment: Double jeopardy for minority women?, Chicago, IL.
- Jimeno, D. I., Berdahl, J. L., & Lucero-Wagoner, B. (2001). Ethnic composition of groups: Effects on group and member outcomes. Toronto, ON.
- Berdahl, J. L., Magley, V. J. & Waldo, C. R. (1994). The sexual harassment of men: A concept in search of definition. Nashville, TN.

*Other Conferences*

- Ramarajan, L. & Berdahl, J. L. (2014). Do women suffer at work when men coworkers suffer at home? The spillover of marital structure and ideology onto gender relations at work. *Work Family Network Research Conference*, New York, New York.
- Berdahl, J. L. (2014). The flexibility stigma. *Work Family Network Research Conference*, New York, New York.
- Berdahl, J. L. (2013). Perspectives on organizational psychology. *American Psychological Society*, Washington, D.C.
- Berdahl, J. L. & Moon, S. (2012). Workplace mistreatment of middle class workers based on sex, parenthood, and caregiving. *Society for the Psychological Study of Social Issues*, Charlotte, North Carolina.
- Salin, D., Roberge, M. E., Salimäki, A. & Berdahl, J. L. (2011). Coping with workplace mistreatment: analyzing the discrepancy between actual and ideal responses. *European Congress on Work and Organizational Psychology*, Maastricht, The Netherlands.
- Stuart, H. D., & Berdahl, J. L. (2010). Modeling diversity and stereotyping in groups over time. *INGROUP*, Washington, D.C.
- Berdahl, J. L. (2006). The derogation of social role violators at work. *Society for Experimental and Social Psychology*, Philadelphia.
- Berdahl, J. L. (2006). The sexual harassment of "uppity" women. *Society of Personality and Social Psychology*, Palm Springs, CA.

- Anderson, C. P. & Berdahl, J. L. (2000). Formal power, personality dominance, and the experiences of threat and reward. *International Society for Political Psychology*, Seattle, WA & *Academy of Management*, Toronto.
- Berdahl, J. L. & Craig, K. M. (1996). To see or not to see: The effects of communication medium and sex composition on participation and influence in groups over time. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L., Johnson, B. & McGrath, J. E. (1996). Role patterns over time in computer-mediated and face-to-face groups. *Midwest Psychological Association*, Chicago.
- Berdahl, J. L. (1995). Gender and leadership in work groups over time: A test of five alternative models. *Midwest Psychological Association*, Chicago.
- Waldo, C. R. & Berdahl, J. L. (1995). Male-male harassment. *Association for Women in Psychology*, Indianapolis.
- McGrath, J. E., Berdahl, J. L. & Arrow, H. (1994). No one has it but all groups do: Diversity as a collective, complex, dynamic property of groups. *Center for Creative Leadership*, Greensboro, NC.
- Berdahl, J. L. & Rossmann, J. E. (1989). Dual earner stress and coping strategies. *American Psychological Society*, Washington, D.C.

### Invited Academic Presentations

- 2023 Stockholm University (Sweden), Keynote Address, Research Workshop on Gender and Work Conditions  
Federation of Post-Secondary Educators of BC (Canada), Academic Freedom Panel  
Princeton University (USA), Department of Psychology
- 2021 The Hong Kong Polytechnic University (Hong Kong), Department of Management and Marketing  
National Academies of Sciences, Engineering, and Medicine, Workshop on Developing Evaluation Metrics for Sexual Harassment Prevention Efforts, Washington D.C.
- 2020 National Academy of Sciences, Summit on Sexual Harassment, Washington D.C., Plenary Address  
Harvard University, John F. Kennedy School of Government
- 2019 Bar-Ilan University, Department of Sociology and Anthropology  
Harvard University, Harvard School of Business  
University of Minnesota, Department of Psychology
- 2018 University of Calgary, Haskayne School of Business  
Oxford University, Saïd School of Business  
Stanford University, VMWare Women's Leadership Innovation Lab
- 2017 University of Michigan, Interdisciplinary Committee on Organizational Studies  
Johns Hopkins University, Carey School of Business  
Harvard University, Harvard School of Business  
University of Leuven, Department of Psychology
- 2016 University of Waterloo & St. Jerome's University, Joint HeForShe Keynote Address  
University of Victoria, Faculty Association  
Stanford University, Graduate School of Business  
Carnegie Mellon University, Tepper School of Business



- 2015 University of Northern British Columbia, IWAU & Faculty Association  
Harvard University, Harvard Business School  
Harvard University, John F. Kennedy School of Government
- 2014 McGill University, Desautels School of Business  
University of Maryland, Robert H. Smith School of Business  
University of British Columbia, Allard School of Law  
Washington University, Olin School of Business
- 2013 University of Michigan, Department of Psychology  
University of British Columbia, Sauder School of Business  
Boston College, Center for Work & Family
- 2012 The University of Alberta, School of Business
- 2011 University of California, Hastings, Center for Worklife Law
- 2009 Emory University, Goizetta School of Business  
University of Waterloo, Department of Psychology
- 2008 Queens University, School of Business
- 2007 INSEAD, Organizational Behavior Division  
University of Neuchâtel, Department of Applied Psychology  
Brock University, Status of Women Committee
- 2006 University of Texas at Austin, McCombs School of Business  
University of Illinois Urbana-Champaign, College of Business  
London Business School  
University of British Columbia, Sauder School of Business  
SUNY Buffalo, School of Management
- 2005 University of California Berkeley, Haas School of Business  
University of California Berkeley, Institute of Personality and Social Research
- 2003 University of Toronto, Department of Psychology  
Princeton University, Department of Psychology
- 2001 University of Michigan, Department of Psychology  
University of Oregon, Department of Psychology  
Dartmouth College, Tuck School of Business  
New York University, Stern School of Business  
University of Toronto, Rotman School of Management  
Yale University, School of Management
- 2000 University of Pennsylvania, Wharton School of Business  
University of California, Berkeley, Institute of Industrial Relations
- 1999 University of California Berkeley, Institute of Personality and Social Research  
University of Oregon, Institute of Cognitive and Decision Sciences  
Stanford University, Behavioral Research Seminar  
University of California, Berkeley, Haas School of Business
- 1998 Northwestern University, Department of Communication Studies

### **Professional Associations**

Academy of Management  
American Sociological Association  
Society for Experimental Social Psychology (appointed 2005)  
Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology  
Work Family Research Network

### **Service to the Profession**

#### *Grant Reviewing*

National Science Foundation (NSF)  
Research Grants Council (RGC) of Hong Kong  
Social Sciences and Humanities Research Council of Canada (SSHRC)

#### *Journals*

Editor	<p><i>Equality, Diversity and Inclusion</i> Special Issues on Advancing Scholarship on Sex Harassment, 2020 &amp; 2021 With Margaret S. Stockdale, Myrtle P. Bell &amp; Faye Crosby</p> <p><i>Journal of Social Issues</i> Special Issue on Work as a Masculinity Contest, 2018 With Marianne Cooper &amp; Peter Glick</p> <p>Special Issue on The Flexibility Stigma, 2013 With Joan C. Williams, Jennifer Glass, &amp; Shelley Correll</p> <p><i>Social Justice Research</i> Special Issue on Social Action and Inequality, 2008</p>
Associate Editor	<p><i>The Academy of Management Annals</i> (2010-2014)</p>
Editorial Boards	<p><i>Organizational Psychology Review</i> (2009-present)</p> <p><i>Journal of Applied Psychology</i> (2008-2015)</p> <p><i>Journal of Organizational Behavior</i> (2006-2011)</p>
Ad-hoc Reviewing	<p><i>Academy of Management Discoveries</i></p> <p><i>Academy of Management Journal</i></p> <p><i>Academy of Management Review</i></p> <p><i>Administrative Science Quarterly</i></p> <p><i>American Journal of Sociology</i></p> <p><i>Gender &amp; Society</i></p> <p><i>Journal of Experimental Social Psychology</i></p> <p><i>Journal of Personality and Social Psychology</i></p> <p><i>Organizational Behavior and Human Decision Processes</i></p> <p><i>Organization Science</i></p> <p><i>Proceedings of the National Academy of Sciences (PNAS)</i></p> <p><i>Psychological Science</i></p> <p><i>Psychology of Women Quarterly</i></p> <p><i>Sex Roles</i></p> <p><i>Social Forces</i></p>

*Academic Associations*

- Committees Sexual Harassment Policy Task Force, *Society for Industrial and Organizational Psychology*, 2019-2020  
 Gender & Diversity in Organizations Executive Committee, *Academy of Management*, 2013-2016  
 Student Transnational Research Paper Award Committee (Chair), *Academy of Management*, 2014  
 Saroj Parasuraman Award Committee, Gender and Diversity in Organizations, *Academy of Management*, 2011  
 Outstanding Publication in Organizational Behavior Award Committee, *Academy of Management*, 2007  
 William H. Newman Dissertation Award Committee, *Academy of Management*, 2005
- Chair Multiple Identities and Non-Prototypicality: Intersectionality at Work, *Annual Meeting of the Academy of Management*, Vancouver, BC 2020  
 Work as a Masculinity Contest: Measurement, Manifestations, and Management, *Annual Meeting of the Academy of Management*, Atlanta, GA 2017  
 Humility in Organizations, *Annual Meeting of the Academy of Management*, Anaheim, CA 2016  
 Women in Leadership, *Annual Meeting of the Academy of Management*, Philadelphia, PA 2014  
 Crossing paths: The nexus of gender, spousal employment, and professional identity creation, *Annual Meeting of the Academy of Management*, Orlando, FL 2013  
 New directions in studying group diversity, *Annual Meeting of the Academy of Management*, Chicago, IL 2009  
 Social interaction and inequality: The creation and maintenance of hierarchy, *Annual Meeting of the Society for Experimental Social Psychology*, Philadelphia, PA, 2006  
 The staying power of status hierarchies and their effects in organizations, *Annual Meeting of the Academy of Management*, Toronto, Ontario, 2000  
 The enduring effects of demographics: Investigations of hierarchy, expertise, conflict, and performance in work groups, *Annual Meeting of the Academy of Management*, Toronto, Ontario, 2000
- Discussant Symposium: New Approaches to Understanding Harassment, Misconduct, and Reporting in Organizations, *Annual Meeting of the Academy of Management*, Vancouver, BC, 2020  
 Symposium: Dominant Social Identity Work: Exploring Identity Management among Members of Dominant Groups, *Annual Meeting of the Academy of Management*, Atlanta, GA, 2017  
 Coalition for Faculty Diversity Research Publishing Workshop, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010, Boston, MA 2012, Philadelphia, PA 2014, Vancouver, BC 2015, Anaheim, CA 2016  
 Doctoral Consortium, Academy of Management Gender and Diversity in Organizations, *Annual Meeting of the Academy of Management*, Boston, MA 2012

- Symposium, Fake it till you make it: How acting powerful leads to feeling empowered, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- Symposium, New advances in ostracism research, *Annual Meeting of the Academy of Management*, Montreal, QC, 2010
- OB Doctoral Student Consortium, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008
- Symposium, Sexual harassment of special and vulnerable populations in the workforce, *Annual Meeting of the Society for Industrial and Organizational Psychology*, Dallas, TX, 2006
- Paper Session, Work/family interface: Gender, race, and other factors, *Annual Meeting of the Academy of Management*, Seattle, WA 2003
- Panelist Five Decades of Gender Research in the Academy, Four Calls to Action, Two Hours to Get Moving, *Annual Meeting of the Academy of Management*, Anaheim, CA 2016
- Flirting with Danger? Social Sexual Behavior in the Workplace, *Annual Meeting of the Academy of Management*, Vancouver, BC 2015
- Eminent and Emerging Perspectives I: Building a Better Psychological Science of Gender, *Annual Meeting of the American Psychological Society*, Washington D.C., 2013
- Professional Development Workshop, The dark side of employees' behavior: Evaluating our questions, answers, and future directions, *Annual Meeting of the Academy of Management*, Sacramento, CA 2008
- Host Roundtable Discussion/Conversation Hour, How to respond to interpersonal misconducts in the workplace?, *Annual Meeting of the Society for Industrial and Organizational Psychology*, New Orleans, LA 2009

## Funding

### *Grants, Awards, and Fellowships*

- E-Alliance Seed Grant, Gender and Equity in Sport, \$19,860, 2021-present
- Gender and Diversity Research and Outreach Funding Award, \$250,000, 2015-present
- Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant, \$77,086, 2014-2018
- Social Sciences and Humanities Research Council of Canada (SSHRC), Community-University Research Alliance (CURA) Grant, with Wendy Cukier, 2011-2014
- Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant, 2006-2011
- Petro Canada Young Innovators Award, 2003-2004
- Connaught New Staff Matching Grant, University of Toronto, 2002-2004
- Committee on Research Grants, University of California, Berkeley, 1999-2001
- AAUW Dissertation Fellowship, 1997-1998
- University of Illinois Graduate Fellowship, 1997-1998
- General Mills Fellowship for Graduate Study, 1991-1992

## **Teaching**

### *University of British Columbia*

Gender Relations, Undergraduate Level, 2019-present  
Understanding Discrimination, Undergraduate Level, 2020  
Gender and Diversity in Leadership, Undergraduate Level, 2015, 2016  
Advanced Topics in Organizational Behavior, PhD Level, 2015  
Leadership, Masters of Management Level, 2015  
Leadership Development, MBA Level, 2014  
Leadership, Undergraduate Level, 2014

### *University of Toronto*

Managing People in Organizations, MBA Level, 2008-2014  
Power and Influence in Organizations, MBA Level, 2007-2013  
Seminar on Meso Organizational Behavior, PhD Level, 2002-2010  
Seminar on Gender in Organizations, PhD Level, 2001-2002 & 2009-2011  
Gender in Organizations, MBA Level, 2005  
Individual and Group Behavior in Organizations, Undergraduate Level, 2001-2007

### *University of California, Berkeley*

Individual and Group Behavior in Organizations, Undergraduate Level, 1998-2001

### *University of Illinois, Urbana-Champaign*

Social Psychology, Undergraduate Level, 1997-1998  
The Psychology of Women, Undergraduate Level, 1996-1997

## **Graduate Students**

### *Ph.D. Students Funded*

Natalya Alonso, 2015-2020  
Cameron Anderson, 1998-2000  
Feng Bai, 2012-2016  
Sara Banki, 2009-2010  
Barnini Bhattacharyya, 2016-2022  
Dennis Ma, 2015  
Paul Martorana, 2000-2001  
Ji-A Min, 2008-2011  
Sue Moon, 2010-2011

Celia Moore, 2002-2004  
Alexander Garcia Muradov, 2008-2010  
Hadiya Roderique, 2013-2014  
H. Colleen Stuart, 2006-2010

*Dissertation Committees (\*Chair)*

Anderson, Cameron

Department of Psychology, University of California, Berkeley, 1999-2001  
Currently Professor, Haas School of Business, University of California, Berkeley

\*Alonso, Natalya

Sauder School of Business, University of British Columbia, 2017-2020  
Currently Assistant Professor, Haskayne School of Business, University of Calgary

\*Bai, Feng

Rotman School of Management, University of Toronto & Sauder School of Business,  
University of British Columbia, 2012-2016  
Finalist, *Excellence in Ethics: Dissertation Proposal Competition*  
Currently Assistant Professor, Department of Management & Marketing, Hong Kong  
Polytechnic University

\*Banki, Sara

Rotman School of Management, University of Toronto, 2009-2012 (CHAIR)  
Currently Assistant Professor, Graduate School of Management and Economics, Sharif  
University

\*Bhattacharyya, Barnini

Sauder School of Business, University of British Columbia, 2019-2022  
Currently Assistant Professor, Ivey School of Business, Western University

Brooks, Heidi Schultz

Department of Psychology, University of California, Berkeley, 1999-2002  
Currently Senior Lecturer in Organizational Behavior, School of Management, Yale  
University

Church, Robin

Rotman School of Management, University of Toronto, 2002-2006  
Currently Associate Professor, Ted Rogers School of Management, Ryerson University

Dengate, Jennifer L.

Department of Sociology, University of British Columbia (University Examiner), 2017  
Currently Post-Doc, Department of Sociology, University of Manitoba

Epstein, Lisa D.

Haas School of Business, University of California, Berkeley, 1998-2000  
Currently Director of Jewish Community Relations Council, Jewish Federation of San  
Antonio

Gilbert, April

Haas School of Business, University of California, Berkeley, 1999-2001  
Currently CEO, April Gilbert Consulting

Gonzaga, Gian G.

Department of Psychology, University of California, Berkeley, 2000-2001  
Currently Director of Data Science, Chan Zuckerberg Education Initiative

Hill, Kevin

Rotman School of Management, University of Toronto, 2006-2010  
Currently: Associate Professor, Department of Human Resource Management, HEC  
Montréal

Hollingdale, Hazel

Department of Sociology, University of British Columbia, 2015-2020  
Currently Writer, Savary Island, British Columbia

Holroyd, Heather

Department of Sociology, University of British Columbia (Defense Chair), 2016  
Currently Community-Based Research Coordinator at UBC Learning Exchange

Honea, Heather L.

Haas School of Business, University of California, Berkeley, 1999-2000  
Currently Associate Professor, Fowler College of Business, San Diego State University

Hopkins, Benjamin

School of Music, University of British Columbia, 2020

Lankshear, Sara

University of Western Ontario, 2006-2011  
Currently Professor, Georgian College, President, Relevé Consulting

Moore, Celia

Rotman School of Management, University of Toronto, 2004-2008  
*Winner, INFORMS/OS Dissertation Proposal Competition*  
Currently Professor, Business School, Imperial College London

\*Muradov, Alexander Garcia

Rotman School of Management, University of Toronto, 2010-2013  
Currently Sessional Lecturer, Department of Engineering, University of Toronto

Rowbotham, Kate

School of Management, University of Toronto, 2004-2007  
Currently Adjunct Assistant Professor & Distinguished Faculty Fellow of Organizational  
Behaviour, Smith School of Business, Queens University

\*Stuart, Colleen

Rotman School of Management, University of Toronto, 2007-2011  
*Winner, INFORMS/OS Dissertation Proposal Competition & Academy of Management  
William H. Newman Award for an Outstanding Paper Based on a Recent Dissertation*  
Currently Assistant Professor, Carey Business School, Johns Hopkins University

Werhun, Cherie

Department of Psychology, University of Toronto, 2003-2006  
Currently Associate Dean, Sheridan College Institute of Technology and Advanced  
Learning

Young, Randall C.

Department of Psychology, University of California, Berkeley, 1999-2001  
Currently Associate Professor, Bridgewater College

*Comprehensive Exam Committees*

Umay Kader, Department of Sociology, University of British Columbia, 2020

François Lachapelle, Department of Sociology, University of British Columbia, 2019

**University Service***University of British Columbia*

Graduate Program Committee, Department of Sociology, 2023-present

Indigeneity, Equity, and Diversity Committee, Department of Sociology, Chair 2021-2022,  
Member 2023-present

Dean's Advisory Committee (DAC), Faculty of Arts, 2019-2022

Board of Trustees, Peter Wall Institute for Advanced Studies, 2021-2022

Provost's Task Force on the Impact of COVID-19 on Faculty, May 2020-2022

Undergraduate Honours Thesis Award Committee, Summer 2020

Faculty Search Committee, Computational Sociology, Department of Sociology, 2020

External Review Research Committee, Department of Sociology, 2019-2020

Graduate Admissions Committee, Department of Sociology, 2019-2020

Vice President of Human Resources Search Committee, 2019-2020

Peter Wall Institute Adjudication Committee for 2020-2021 Wall Scholars

Teaching and Research Review Committee, Department of Sociology, 2019-2020

Faculty Association Executive Committee, 2017-2019

Faculty Salary Equity Committee, 2017-2019

Presidential Search Committee, 2015-2016

Vice President of Finance Search Committee, 2014-15

Faculty Search Committee, OBHR, Sauder School of Business, 2014-15

Ph.D. Advisor, Organizational Behavior and Human Resources Division, Sauder School of  
Business, 2014-16

Ph.D. Committee, Sauder School of Business, 2014-16

Awards and Performance Advisory Committee, Sauder School of Business, 2014-16

*University of Toronto*

Tenure Appeals Committee, 2013-14

The Collaborative on Academic Careers in Higher Education (COACHE), Harvard Graduate  
School of Education, Implementation Team, 2013-14

Vice Chair, Social Sciences Humanities & Education Research Ethics Board, 2012-14

Chair, Graduate Academic Appeals Committee, Rotman School of Management, 2011-14

Panel Member, Social Sciences Humanities & Education Research Ethics Board, 2010-12

Task Force on Gender Equity at the Rotman School of Management, Fall 2010

MBA Programs Committee, Rotman School of Management, 2008-11



Faculty Search Committee, Canadian Research Chair in Social Psychology, Department of Psychology, 2009-10  
 New Area Task Force, Rotman School of Management, 2008  
 Faculty Search Committee, OBHRM Area, Rotman School of Management, 2006/07, 2008/09 & 2010/11  
 Speaking Up Survey Advisory Committee, 2006 & 2010  
 Undergraduate Programs Committee, Rotman School of Management, 2004-07  
 Dean Search Committee, Rotman School of Management, 2004  
 Ph.D. Comprehensive Exams Review Committee (Chair), OBHRM Area, Rotman School of Management, 2004  
 Ph.D. Program Review Committee, OBHRM Area, Rotman School of Management, 2004

*University of California Berkeley*

Ph.D. Field Advisor, Organizational Behavior and Industrial Relations Group, Haas School of Business, 2000-2001  
 Faculty Search Committees, Organizational Behavior and Industrial Relations, 1998/99, 1999/00, 2000/01

**Selected Media Coverage**

*Print/Online*

*Human Resources Director*, Women of colour feel invisible at work: study, March 29, 2023 <https://www.hcamag.com/ca/specialization/diversity-inclusion/women-of-colour-feel-invisible-at-work-study/441127>  
*The Globe and Mail*, Why racialized women are feeling ‘erased’ at work, March 22, 2023 <https://www.theglobeandmail.com/business/article-why-racialized-women-are-feeling-erased-at-work-plus-how-to-kickstart/>  
*The Globe and Mail*, Majority of racialized women feel invisible at work, Ivey Business School research shows, March 8, 2023 <https://www.theglobeandmail.com/business/article-women-colour-invisible-work/>  
*Phys.Org*, Do you see me? New study examines how women of color experience invisibility in the workplace, March 7, 2023 <https://phys.org/news/2023-03-women-invisibility-workplace.html>  
*She(Bites) the Podcast*, A story about a shirt, <https://www.buzzsprout.com/1861787/9290076>, October 1, 2021  
*The Ubyyssey*, Equity & Inclusion Office saw a 50 per cent increase in discrimination consultations this year, <https://www.ubyssey.ca/news/50-per-cent-increase-EIO-complaints/>, June 28, 2021  
*Psychology Today*, Who should be responsible for reporting sexual harassment? <https://www.psychologytoday.com/us/blog/why-bad-looks-good/202103/who-should-be-responsible-reporting-sexual-harassment>, March 9, 2021  
*Vice*, AI launched in Canada to help tackle workplace harassment, <https://www.vice.com/en/article/jgqz9p/botler-ai-launched-in-canada-to-help-tackle-workplace-harassment>, March 3, 2021

- The Walrus*, Workplace Harassment Goes Virtual, <https://thewalrus.ca/workplace-harassment-goes-virtual/>  
January 28, 2021
- Scientific American*, Why Some Male Leaders Won't Follow COVID-19 Safety Protocols, <https://www.scientificamerican.com/article/why-some-male-leaders-wont-follow-covid-19-safety-protocols/>  
August 1, 2020
- Politico*, Are Women Better Leaders in a Pandemic? <https://www.politico.com/newsletters/women-rule/2020/05/01/are-women-better-leaders-in-a-pandemic-489102>  
May 1, 2020
- Scientific American*, Masks and Emasculation: Why Some Men Refuse to Take Safety Precautions, <https://blogs.scientificamerican.com/observations/masks-and-emasculation-why-some-men-refuse-to-take-safety-precautions/>  
April 30, 2020
- Refinery29*, Bombshell's Oscar-Winning Hairstyles Told A Bigger Story About Fox News, [https://www.refinery29.com/en-us/2019/12/9016163/bombshell-movie-fox-news-blonde-hair?utm\\_source=twitter&utm\\_medium=twitter\\_share](https://www.refinery29.com/en-us/2019/12/9016163/bombshell-movie-fox-news-blonde-hair?utm_source=twitter&utm_medium=twitter_share)  
Feb. 9, 2020
- Vancouver Sun*, Public sector salaries: Where are the women? In B.C., not many are near the top of the pay scale, <https://vancouversun.com/news/local-news/public-sector-salaries-where-are-the-women-in-b-c-not-many-are-near-the-top-of-the-pay-scale/>  
Feb. 1, 2020
- Macleans*, Why would anyone hate Catherine McKenna? <https://www.macleans.ca/politics/ottawa/why-would-anyone-hate-catherine-mckenna/>,  
Nov. 4, 2019
- The Citizen*, Woman endures relentless sexual harassment at Transnet for six years, <https://citizen.co.za/news/south-africa/courts/2198405/woman-endures-relentless-sexual-harassment-at-transnet-for-six-years/>, Oct. 31, 2019
- NBC News*, Reports of sexual harassment wane at work, possibly thanks to #MeToo, <https://www.nbcnews.com/health/womens-health/sexual-harassment-losing-its-effect-women-workplace-possibly-thanks-metoo-n1030871>, July 17, 2019
- CNN*, How Toxic Ideas about Masculinity Corrode the Workplace, <https://www.cnn.com/2018/12/12/success/toxic-masculinity-workplace/index.html>,  
December 12, 2018
- Financial Times*, Macho 'Brogrammer' Culture Still Nudging Women Out Of Tech, <https://amp.ft.com/content/5dd12c50-dd41-11e8-b173-ebef6ab1374a>, December 10, 2018
- The Huffington Post*, The CBS Debacle Uncovered The Real 'Bad Men', [https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired\\_us\\_5b9aaea2e4b0b64a336cf51c](https://www.huffingtonpost.ca/entry/les-moonves-cbs-fired_us_5b9aaea2e4b0b64a336cf51c), September 13, 2018
- The Atlantic*, The Problem With 'Asians Are Good at Science', <https://www.theatlantic.com/science/archive/2018/01/asian-americans-science-math-bias/551903/>, January 31, 2018
- The New Yorker*, Improving Workplace Culture, One Review at a Time, <https://www.newyorker.com/magazine/2018/01/22/improving-workplace-culture-one-review-at-a-time>, January 15, 2018

- CBC, Sexual harassment in the workplace? Not according to Canadian male executives surveyed, <http://www.cbc.ca/radio/thecurrent/the-current-for-december-19-2017-1.4454627/sexual-harassment-in-the-workplace-not-according-to-canadian-male-executives-surveyed-1.4454711>, December 19, 2017
- CBC, Where's the line between free expression and protecting students from hate speech?, <http://www.cbc.ca/radio/thecurrent/the-current-for-december-1-2017-1.4426944/where-s-the-line-between-free-expression-and-protecting-students-from-hate-speech-1.4427115>, December 1, 2017
- CBC, Best response to #MeToo is pledging #IWill and taking action, says Vancouver writer, <http://www.cbc.ca/news/canada/british-columbia/take-action-me-too-social-media-campaign-1.4358447>, October 17, 2017
- The Georgia Straight*, Jennifer Berdahl: The "crazy/bitch" narrative about senior academic women, <https://www.straight.com/news/937181/jennifer-berdahl-crazybitch-narrative-about-senior-academic-women>, July 15, 2017
- Huffington Post*, Hillary Clinton is the most sexually harassed woman in the country right now, [http://www.huffingtonpost.com/entry/hillary-clinton-sexual-harassment-us\\_5808b1ece4b0b994d4c4912c?](http://www.huffingtonpost.com/entry/hillary-clinton-sexual-harassment-us_5808b1ece4b0b994d4c4912c?), October 20, 2016
- The Atlantic*, Fear of a Female President, [http://www.theatlantic.com/magazine/archive/2016/10/fear-of-a-female-president/497564/?utm\\_source=feed](http://www.theatlantic.com/magazine/archive/2016/10/fear-of-a-female-president/497564/?utm_source=feed), October 2016
- Huffington Post*, Working while sick isn't a Hillary thing. It's an American thing, [http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism-us\\_57d6e18fe4b00642712ea22b](http://www.huffingtonpost.com/entry/hillary-clinton-presenteeism-us_57d6e18fe4b00642712ea22b), September 12, 2016
- Inc.com*, Why women who want to be leaders should dye their hair blond, according to science, <http://www.inc.com/minda-zetlin/why-women-who-want-to-be-leaders-should-dye-their-hair-blonde-according-to-scien.html>, September, 2016
- Slate*, Researchers find that female CEOs and Senators are disproportionately blond, [http://www.slate.com/blogs/xx\\_factor/2016/08/25/why\\_are\\_female\\_ceos\\_and\\_senators\\_disproportionately\\_blonde\\_blame\\_sexism.html?wpsrc=sh\\_all\\_dt\\_tw\\_top](http://www.slate.com/blogs/xx_factor/2016/08/25/why_are_female_ceos_and_senators_disproportionately_blonde_blame_sexism.html?wpsrc=sh_all_dt_tw_top), August 25, 2016
- Yahoo*, Who runs the world? Blondes, study says. [https://www.yahoo.com/beauty/who-run-the-world-blondes-study-says-115225385.html?soc\\_src=social-sh&soc\\_trk=tw](https://www.yahoo.com/beauty/who-run-the-world-blondes-study-says-115225385.html?soc_src=social-sh&soc_trk=tw), August 25, 2016
- Huffington Post*, Why an outsized number of blondes are leading the country, [http://www.huffingtonpost.com/entry/blonde-leaders-sexism-us\\_57bdd4f5e4b00c67eca12176](http://www.huffingtonpost.com/entry/blonde-leaders-sexism-us_57bdd4f5e4b00c67eca12176), August 24, 2016
- Huffington Post*, Ailes' downfall is a testament to the rising power of women, [http://www.huffingtonpost.com/entry/ailes-sexual-harassment-us\\_579145bde4b0fc06ec5c6a6f](http://www.huffingtonpost.com/entry/ailes-sexual-harassment-us_579145bde4b0fc06ec5c6a6f), July 21, 2016
- Broad Experience*, [Episode 78: Unpacking Sexual Harassment](#), February 22, 2016
- Wall Street Journal*, Dealing with the daddy track: Men face challenges going part time, <http://www.wsj.com/articles/dealing-with-the-daddy-track-men-face-challenges-going-part-time-1441099800>, September 1, 2015
- Maclean's* The little court case that turned into a tire fire for the RCMP, <http://www.macleans.ca/news/canada/the-little-court-case-that-turned-into-a-tire-fire-for-the-rcmp/>, June 12, 2015
- BBC*, On the ouster of Dilma Rousseff, appointing only white men indicates that 'system is not based on merit,' says Canadian Professor,

- [http://www.bbc.com/portuguese/brasil/2016/05/160513\\_entrevista\\_professora\\_canada\\_jf\\_cc](http://www.bbc.com/portuguese/brasil/2016/05/160513_entrevista_professora_canada_jf_cc), May 14, 2016
- Financial Times*, Women in Business — Jennifer Berdahl, professor of leadership, <http://www.ft.com/intl/cms/s/2/5d7dcb04-e43f-11e4-9e89-00144feab7de.html#axzz3XsFvv55f>, April 20, 2105
- Maclean's*, Inside the RCMP's biggest crisis, <http://www.macleans.ca/society/inside-the-rcmps-biggest-crisis/>, February 27, 2015
- New York Times*, Find the Quiet Heroes and Fire the Bad Apples, <http://www.nytimes.com/roomfordebate/2014/10/29/reversing-gender-bias-in-the-tech-industry/find-the-quiet-heroes-and-fire-the-bad-apples>, October 31, 2014
- Globe & Mail*, How do we combat subtle sexism in the workplace? <http://www.theglobeandmail.com/life/giving/have-your-say-how-do-we-combat-subtle-sexism-in-the-workplace/article21378687/>, October 30, 2014
- Science Daily*, Gender equality leads to more Olympic medals for men, women <http://www.sciencedaily.com/releases/2014/09/140930112035.htm>, October 14, 2014
- Olympic.ca*, Gender equality means more Olympic medals: professor, <http://olympic.ca/2014/10/10/gender-equality-means-more-olympic-medals-professor/>, October 10, 2014
- Boston Globe*, How to win Olympic medals: equality, <http://www.bostonglobe.com/ideas/2014/09/20/you-smell-like-you-agree/jiLI6OEBc3OyyytojbCBPP/story.html>, October 9, 2014
- Globe & Mail*, Gender equality is a strong predictor of Olympic success, <http://www.theglobeandmail.com/report-on-business/careers/business-education/smartphone-theft-could-compromise-more-than-your-selfies/article20984339/>, October 8, 2014
- Globe & Mail*, These dads say long work hours are costing them a full family life – so they're opting out, <http://www.theglobeandmail.com/life/parenting/these-dads-say-long-work-hours-are-costing-them-a-full-family-life-so-theyre-opting-out/article21056736/>, October 10, 2014
- The Wall Street Journal*, The Daddy Juggle: Work, life, family and chaos, <http://www.wsj.com/articles/the-daddy-juggle-work-life-family-and-chaos-1402616356>, June 12, 2014
- The New York Times*, Dollars for dads, [http://economix.blogs.nytimes.com/2014/02/10/dollars-for-dads/?\\_php=true&\\_type=blogs&smid=tw-share&r=0](http://economix.blogs.nytimes.com/2014/02/10/dollars-for-dads/?_php=true&_type=blogs&smid=tw-share&r=0), February 10, 2014
- Financial Times*, A call for equal child-rearing rights, <http://www.ft.com/intl/cms/s/0/825b6bbc-7bc6-11e3-84af-00144feabdc0.html>, January 14, 2014
- Canadian Business*, Working dads push for more family-friendly policies, making life better for working moms, <http://www.canadianbusiness.com/economy/working-dads-push-for-more-family-friendly-policies-making-life-better-for-working-moms/>, October 6, 2013
- Toronto Star*, Sexist campus chants fed by sexism like Blurred Lines, <http://www.thestar.com/yourtoronto/education/2013/09/13/sexist-campus-chants-fed-by-sexism-like-blurred-lines.html>, September 13, 2013
- The Globe and Mail*, Mothers face challenges when returning from a long leave, <http://www.theglobeandmail.com/report-on-business/careers/career-advice/life-at->

- [work/mothers-face-challenges-returning-from-a-long-leave/article14292704/](http://www.theglobeandmail.com/work/mothers-face-challenges-returning-from-a-long-leave/article14292704/), September 12, 2013
- The Globe and Mail*, Paternity-leave dads seen as 'not man enough,' <http://www.theglobeandmail.com/report-on-business/careers/business-education/paternity-leave-dads-seen-as-not-man-enough/article13821961/>, August 20, 2013
- The New York Times*, The unspoken stigma of workplace flexibility, <http://www.nytimes.com/2013/06/15/your-money/the-unspoken-stigma-of-workplace-flexibility.html?smid=fb-share&r=0>, June 14, 2013
- Wall Street Journal*, Why Dads Don't Take Paternity Leave, <http://www.wsj.com/articles/SB10001424127887324049504578541633708283670>, June 12, 2013
- The Globe and Mail*, Professor adds voice to proposed harassment suit by women against the RCMP, <http://www.theglobeandmail.com/news/british-columbia/professor-adds-voice-to-proposed-harassment-suit-by-women-against-the-rcmp/article12489120/>, June 12, 2013
- The Globe and Mail*, Dirty work: How household chores push families to the brink, <http://www.theglobeandmail.com/life/relationships/dirty-work-how-household-chores-push-families-to-the-brink/article12300024/?page=1>, June 1, 2013
- Forbes*, One company's evolving view of gender equity, <http://www.forbes.com/sites/hbsworkingknowledge/2013/05/08/one-companys-evolving-view-of-gender-equity/>, May 8, 2013
- The Globe and Mail*, Choose: Be devoted to your work or your family? <http://www.theglobeandmail.com/report-on-business/careers/career-advice/life-at-work/choose-be-devoted-to-your-work-or-your-family/article7678414/>, January 24, 2013
- Time*, Closing the chore gap, <http://business.time.com/2012/12/21/closing-the-chore-gap/>, December 21, 2012
- The New York Times*, The myth of male decline, <http://www.nytimes.com/2012/09/30/opinion/sunday/the-myth-of-male-decline.html?r=0>, September 29, 2012
- The Globe and Mail*, Why are women less likely to lobby for promotion? <http://www.theglobeandmail.com/report-on-business/small-business/sb-managing/human-resources/why-are-women-less-likely-to-lobby-for-promotion/article4520306/>, September 6, 2012
- Toronto Star*, The 'bamboo ceiling': University of Toronto researchers look at why it's so hard to crack, [http://www.thestar.com/news/gta/2012/06/01/the\\_bamboo\\_ceiling\\_university\\_of\\_toronto\\_researchers\\_look\\_at\\_why\\_its\\_so\\_hard\\_to\\_crack.html](http://www.thestar.com/news/gta/2012/06/01/the_bamboo_ceiling_university_of_toronto_researchers_look_at_why_its_so_hard_to_crack.html), Jun 1, 2012
- The Atlantic*, Study of the Day: There's a 'Bamboo Ceiling' for Would-Be Asian Leaders, <http://www.theatlantic.com/health/archive/2012/05/study-of-the-day-theres-a-bamboo-ceiling-for-would-be-asian-leaders/257135/>, May 15, 2012
- Toronto Star*, Facebook's Sheryl Sandberg says women burdened by 'ambition gap.' Is she right? [http://www.thestar.com/business/2012/02/07/facebooks\\_sheryl\\_sandberg\\_says\\_women\\_burdened\\_by\\_ambition\\_gap\\_is\\_she\\_right.html](http://www.thestar.com/business/2012/02/07/facebooks_sheryl_sandberg_says_women_burdened_by_ambition_gap_is_she_right.html), February 7, 2012

- The Globe and Mail*, In the RCMP, women not wanted, [http://www.theglobeandmail.com/news/british-columbia/gary\\_mason/in-the-rcmp-women-not-wanted/article2263644/](http://www.theglobeandmail.com/news/british-columbia/gary_mason/in-the-rcmp-women-not-wanted/article2263644/), December 8, 2011
- Toronto Star*, Discrimination ruling revives work-life balance debate, [http://www.thestar.com/news/world/2011/08/19/discrimination\\_ruling\\_revives\\_worklife\\_balance\\_debate.html](http://www.thestar.com/news/world/2011/08/19/discrimination_ruling_revives_worklife_balance_debate.html), August 19, 2011
- Forbes* (India), Passive mistreatment in the workplace, <http://forbesindia.com/interview/rotman/passive-mistreatment-in-the-workplace/25952/1?id=25952&pg=1>, June 20, 2011
- Toronto Star*, Sex harassment centres around power, [http://www.thestar.com/business/economy/2011/05/16/sex\\_harassment\\_centres\\_around\\_power.html](http://www.thestar.com/business/economy/2011/05/16/sex_harassment_centres_around_power.html), May 16, 2011
- The Globe and Mail*, Are men being robbed of their masculinity?, <http://www.theglobeandmail.com/life/are-men-being-robbed-of-their-masculinity/article575478/>, September 30, 2010
- The Globe and Mail*, For working moms, job takes back seat to baby after maternity leave, <http://www.theglobeandmail.com/life/work/for-working-moms-job-takes-back-seat-to-baby-after-maternity-leave/article1494196/>, March 8, 2010
- The Globe and Mail*, The playing field is still uneven, <http://www.theglobeandmail.com/news/opinions/the-playing-field-is-still-uneven/article1386210/>, December 2, 2009
- The Globe and Mail*, Romancing the boss, <http://www.theglobeandmail.com/life/family-and-relationships/romancing-the-boss/article1300194/>, September 24, 2009
- Wall Street Journal*, Valentine's Day: Sexual behavior in the office, <http://blogs.wsj.com/juggle/2009/02/13/valentines-day-sexual-behavior-in-the-office/>, February 13, 2009

#### TV & Radio

- CBC Radio*, What's next for the #MeToo movement?, with Michelle Eliot, <http://www.cbc.ca/listen/shows/bc-today/episode/15546876>, May 25, 2018
- CBC Radio*, On executives' denial of sexual harassment as a problem in their organizations, December 20, 2018
- CBC Radio*, *The Current with Anna Maria Tremonti*, On academic freedom and free speech, <http://www.cbc.ca/radio/popup/audio/listen.html?autoPlay=true&mediaIds=1107575363883>, December 1, 2018
- CBC Radio*, *On the Coast with Gloria Macarenko*, The #metoo movement against sexual harassment, October 17, 2017
- CBC Radio*, On International Women's Day, various local syndicates, March 8, 2017
- CBC Radio*, *The Early Edition with Stephen Quinn*, On the RCMP apology and settlement for sexual harassment, <http://www.cbc.ca/player/play/2695968867/>, October 7, 2016
- CBC Radio*, *The Current*, On interrupting implicit bias in the workplace, [http://podcast.cbc.ca/mp3/podcasts/current\\_20161007\\_70934.mp3](http://podcast.cbc.ca/mp3/podcasts/current_20161007_70934.mp3), October 7, 2016
- Global News TV*, RCMP apologize and offer compensation to harassed female members, <http://globalnews.ca/video/2988946/rcmp-apologize-and-offer-compensation-for-harassed-female-members>, October 6, 2016

- Roundhouse 983* with Stirling Faux, On the RCMP apology and settlement for sexual harassment, <http://cirh.streamon.fm/listen-pl-5366>, October 6, 2016
- CBC Radio BC Almanac* with Gloria Macarenko, Reporting harassment and bullying in the workplace, [http://podcast.cbc.ca/mp3/podcasts/bcalmanac\\_20150416\\_69955.mp3](http://podcast.cbc.ca/mp3/podcasts/bcalmanac_20150416_69955.mp3), April 16, 2015
- CBC Radio On the Coast* with Stephen Quinn, The gender wage gap, <http://www.cbc.ca/player/RADIO+HOLDING+PEN/Masseys/ID/2657387239/>, March 6, 2015
- CBC Radio, On the Coast* with Stephen Quinn, Sexual harassment in the Workplace, <http://www.cbc.ca/onthecoast/past-episodes/>, December 3, 2014
- CBC Radio, The World This Weekend*, Sexual harassment in the workplace, November 2, 2014
- CBC TV*, Liberal MPs and sexual harassment, November 5, 2014
- Global News TV*, Lack of Female CEOs in BC, <http://globalnews.ca/video/1698689/lack-of-female-ceos-in-bc>, December 12, 2014
- CTV News*, Work-life balance? June 20, 2013
- OMNI TV*, Backlash against South Asian male sports broadcasters, September 21, 2013
- CTV News*, Class action lawsuit filed against RCMP, March 29, 2012

## **Outreach & Consulting**

- Panelist, Vancouver Startup Week, Building Inclusive Cultures, September 2019
- Panelist, Vancouver-Granville & Hillcrest Youth Councils, Gender Equality and Equity with Jodi Wilson Raybould, May 2018
- Panelist, University of British Columbia, On Sexual Harassment with Anita Hill, April 2018
- Panelist, Lancaster House, Vancouver, BC November 2017
- Keynote Speaker, Arc'teryx, Vancouver, BC July 2017
- Panelist, Women in Infrastructure, Vancouver, BC December 2016
- Speaker, Association of American Medical Colleges, Seattle, WA November 2016
- Researcher and Consultant, Lawrence Livermore National Laboratory, Livermore, CA Fall 2016
- Speaker and Consultant, Unbounce, Vancouver, BC July 2016
- Keynote Speaker, DevOpsDays Vancouver, BC April 2016
- Speaker, PricewaterhouseCoopers Private Company Conference, Vancouver, BC November 2015
- Keynote Speaker, The Vancouver Institute, Vancouver, BC October 2015
- Keynote Speaker, Sauder School of Business MBA Leads Reception, Vancouver BC, March 2015
- Keynote Speaker, Professional Women's Network, Vancouver, BC, February 2015
- Panelist, University of British Columbia Dialogues, Vancouver, BC September 2014, Toronto, ON November 2014, Calgary, AB February 2015
- Planned and moderated panel, What Works for Women at Work, with Joan Williams, Christine Day, Gail St. Germain, Rhonda Hymers, & Tracey McVicar, December 11, 2014

Keynote Speaker, Diversity on Boards, First West Credit Union, Kelowna, BC September 2014

Academic Expert, Royal Canadian Mounted Police Academic Outreach, Ottawa, ON, August 2014

Academic Expert, Canadian House of Commons / Chambre des communes Meeting of Experts Summit: Challenges Facing the Royal Canadian Mounted Police, Ottawa, ON, January 2014

National Workforce Roundtable, Deloitte and Boston College Center for Work & Family, Boston MA, Fall 2013

The Conference Board, Work Life Leadership Council, New York NY, Fall 2013

Toronto Police Service Work Environment Analysis and Report, 2009

Building a Civilized Work Environment, Executive Session for Hospital for Sick Children Pediatric Surgeons, Rotman School of Management, 2009

University of Toronto Staff Work Environment Analysis and Report, 2008

United Steelworkers, International Women of Steel Conference, 2007

University of Toronto Faculty Work Environment Analysis and Report, 2006

UNITE! Employee Work Environment Analysis and Report, 2003

### **Expert Witnessing**

Sharlene Hudson and Brinda Wilson-Demuth v. Her Majesty The Queen, Federal Court Proposed Class Proceeding, 2019-present

Abdalla v Seattle Central College, Case No. 19-2-32554-2SEA

Mandalena Lewis v. Westjet Airlines Ltd., Class Action Lawsuit, 2019-2020

Sherry Heyder, Amy Graham and Nadine Schultz-Nielson v. Attorney General of Canada, class action lawsuit alleging gender discrimination, sexual harassment and assault in the Canadian Armed Forces, 2018

Larry Beattie v. Attorney General of Canada, class action lawsuit alleging sexual harassment and assault in the Canadian Armed Forces, 2018

Janet Merlo v. Canada (Attorney General), Royal Canadian Mounted Police Class Action Lawsuit, 2013-2014

Canadian House of Commons Standing Committee on the Status of Women, 2013

U.S. Equal Employment Opportunity Commission v. McPherson Companies, Inc., The Federal Civil Lawsuit, 2011-2012

Brandolini & Charlebois v. William Paterson University, 2009