

Jamillah Bowman Williams, J.D., Ph.D.

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ACADEMIC APPOINTMENTS

Visiting Faculty Fellow, Institute for Business in Global Society, Harvard Business School, 2022-present

Professor of Law, Georgetown University Law Center, 2022-present

Research Interests: Bias and Inequality, Social Psychology, Antidiscrimination Law, Public Policy, Organizational Behavior

Courses: Employment Discrimination, Employment Law, Contemporary Bias and Law, Public Policy and Activism

Associate Professor of Law, Georgetown University Law Center, 2015-2022

Associate Professor of Sociology (Affiliate), Georgetown University, 2021–present

Faculty Director, Georgetown Law Workers' Rights Institute, 2019–present

EDUCATION

STANFORD UNIVERSITY DEPARTMENT OF SOCIOLOGY

Ph.D. Degree, 2013

DISSERTATION: "Status Processes and Inequality in Organizations: The Social Psychology of Inclusion"

STANFORD LAW SCHOOL

J.D. Degree, 2011

UNIVERSITY OF MICHIGAN

M.A. Degree, Higher Education, 2005

CONCENTRATIONS: Access and Equity in Higher Education; Institutional Design and Change

GEORGETOWN UNIVERSITY

B.S. Degree in Business Administration, McDonough School of Business, 2003

Major: International Management; **Individualized Concentration:** Social Psychology

Overseas Study: Chinese University of Hong Kong

PROFESSIONAL EXPERIENCE

THE AMERICAN BAR FOUNDATION, CHICAGO, IL
Visiting Scholar, 2014–2015

PAUL HASTINGS, LLP, CHICAGO, IL
Associate, Employment Law Department, 2011–2014

LAW REVIEW AND JOURNAL ARTICLES

1. *The New Principle-Practice Gap: The Disconnect between Diversity Beliefs and Actions in the Workplace*, SOCIOLOGY OF RACE AND ETHNICITY (first author; with Jonathon Cox) (2022).
2. *Beyond Sex-Plus: Acknowledging Black Women in Employment Law and Policy*, EMPLOYEE RIGHTS AND EMPLOYMENT POLICY JOURNAL (2022) (invited).
3. *#BLM: From Protest to Policy*, 27 WILLIAM & MARY JOURNAL OF RACE, GENDER, AND SOCIAL JUSTICE (first author; with Naomi Mezey and Lisa Singh) (2022) (invited).
4. *Board Gender Diversity: A Path to Achieving Substantive Equality in the U.S.*, 63 WILLIAM & MARY LAW REVIEW 497-560 (with Kimberly Houser) (2021).
5. *Maximizing #MeToo: Intersectionality and the Movement*, 62 BOSTON COLLEGE LAW REVIEW (2021).
6. *#BlackLivesMatter: Getting from Contemporary Social Movements to Structural Change*, CALIFORNIA LAW REVIEW ONLINE (first author; with Naomi Mezey and Lisa Singh) (2021) (invited).
7. *#MeToo as Catalyst for Change: a Glimpse into 21st Century Activism*, UNIVERSITY OF CHICAGO LEGAL FORUM (first author; with Naomi Mezey and Lisa Singh) (2019) (invited).
8. *Diversity as a Trade Secret*, 107 GEORGETOWN LAW JOURNAL 1685-1732 (2019).
9. *Accountability as a Debiasing Strategy: Testing the Effect of Racial Diversity in Employment Committees*, 103 IOWA LAW REVIEW 1593-1638 (2018).
10. *Breaking Down Bias: Legal Mandates vs. Corporate Interests*, 92 WASHINGTON LAW REVIEW 1473-1513 (2017). Reviewed by Marcia L. McCormick in JOTWELL.
11. *Who Are Our Students? Cluster Analysis as a Tool for Understanding Community College Student Populations* (with Bridget Ammons and Roger Mourad), 15 JOURNAL OF APPLIED RESEARCH IN THE COMMUNITY COLLEGE 2, 35-47 (2005). Received Best Paper Award, Michigan Association for Institutional Research.

BOOK CHAPTERS, WHITE PAPERS AND OTHER PUBLICATIONS

1. *Beyond the Business Case: Moving from Transaction to Transformation*. LINKEDIN B2B INSTITUTE (February 2022).

2. *Courts Are at a Crossroad on Intersectional Discrimination Claims*. PLI CHRONICLE: INSIGHTS AND PERSPECTIVES FOR THE LEGAL COMMUNITY (October 2021).
3. *COVID-19 Widens Disparities for Black, Indigenous, and Other Workers of Color, in Work Law Under COVID-19* (Sachin S. Pandya & Jeffrey M. Hirsch eds., 2021).
4. *COVID-19 Widens Disparities for Workers of Color*, 35 ABA JOURNAL OF LABOR AND EMPLOYMENT LAW 33 (2020).
5. *Surprise, Surprise. Big Bank Racism is Corrupting PPP Loans*, L.A. TIMES (with Emma Jordan Coleman) (July 17, 2020).
6. *Why Companies Shouldn't Be Allowed to Treat Their Diversity Numbers as Trade Secrets*, HARVARD BUSINESS REVIEW (February 15, 2019).
7. *1 in 4 Government Officials Accused of Sexual Misconduct in the #MeToo Era is Still in Office Today*, THE CONVERSATION (December 3, 2018).
8. *#MeToo and Public Officials: A Post-Election Snapshot of Allegations and Consequences*, GEORGETOWN LAW COMMUNICATIONS (November 9, 2018).

WORKS IN PROGRESS

1. *The Social Psychology of Inclusion: How Diversity Framing Shapes Outcomes for Racial-Ethnic Minorities* (in progress for submission to a peer-reviewed sociology journal).
2. *Measuring the Efficacy of Harassment Training Programs: The Collective Accountability in the Workplace Scale (CAWS)* (first author; with Elizabeth Tippett) (in progress for submission to a peer-reviewed journal in psychology).
3. *Does Social Justice Sell?: Transformational vs Transactional DEI* (in progress for submission to a peer-reviewed journal in management).

SELECTED PRESENTATIONS

Invited Talks

“Forced Arbitration, Workers, and Historically Marginalized Communities,” co-hosted by the Center for Progressive Reform and Georgetown Workers’ Rights Institute (February 15, 2022) (**Event Organizer**).

“Ending Harassment and Promoting Workplace Dignity: An Empirically Informed Approach,” Presented at the American Association of Law Schools Annual Meeting (online due to COVID-19), January 6, 2022.

“Equity Every Day: Creating the New Future,” Presented at the ADColor Conference, New York, New York, October 6, 2021.

“Global Systemic Racism,” Presented and moderated session at conference hosted by the Berkeley Center on Comparative Equality and Anti-Discrimination Law (online due to COVID-19), September 17th, 2021.

“Intersectional Harassment and the #MeToo Movement,” Presented at the American Sociological Association Annual Meeting (online due to COVID-19), August 8, 2021 (**Presidential Session**).

“Current Challenges and Possibilities for Pay Equity and the Living Wage Around the World,” Presented at the Conference on International Pay Equity and Living Wage, co-hosted by the Georgetown Law Workers’ Rights Institute and Berkeley Center on Comparative Equality and Antidiscrimination Law) (online due to COVID-19), June 28–29, 2021 (**Event Organizer**).

“Intersectionality: When Multiple Protected Classes Cumulatively Cause Discrimination,” Presented at the Annual Employment Discrimination Law and Litigation Program, Practising Law Institute (online), June 14, 2021 (**Keynote Address**).

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the Boston College Law School (online due to COVID-19), March 15, 2021.

“COVID-19 and the State of the Black Labor Movement,” Presented at the Hastings Law Journal Symposium on The Pandemic and the People (online due to COVID-19), February 18, 2021.

“Harassment Education Programs: An Empirically Informed Approach,” Presented at the Berkeley Center on Comparative Equality and Anti-Discrimination Law Harassment in Education Conference (online due to COVID-19), January 29, 2021.

“#BlackLivesMatter: Getting from Contemporary Social Movements to Structural Change,” Presented at the Reckoning and Reformation Journal Symposium (online due to COVID-19), December 5, 2020.

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the National Women’s Law Center (online due to COVID-19), November 20, 2020.

“Moving Beyond the Business Case: Why It’s Time for Companies to Realign with the Moral Rationale for Diversity,” Presented at the Academy of Management Annual Meeting (online due to COVID-19), August 8, 2020.

“Can You Hear Us Now?: Black Women in the Workplace,” Presented at Facilitate 2 Motivate, June 18, 2020.

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the Global Resistance to Sexual Harassment/Violence Conference, Berkeley Center on Comparative Equality and Anti-Discrimination Law (online due to COVID-19), June 8, 2020 (**Keynote address**).

“The #MeToo Movement in 7 Charts,” Presented at the Oregon Law Lab (online), May 9, 2020.

"#MeToo for Women in Government: Addressing Sexual Harassment Issues in Government Workplaces," Presented at the Council on Government Ethics Conference, Chicago, IL, December 18, 2019.

"Examining Business vs. Moral Rationales for Diversity in Organizations," Presented at the French Academy of Legal Studies Conference, Paris, France, June 20, 2019 (**Keynote Address**).

"Training: Practices that Evidence Shows Change Behavior," Presented at What Works at Work: Evidence-Based Practices for Preventing and Responding to Sexual Harassment in Low-Wage Workplaces, The Urban Institute, June 4–5, 2019.

"Big Data Insights: #MeToo, Law, and Social Change," Presented at the Workplace Law Conference, Texas A&M School of Law, April 5, 2019.

"Diversity as a Trade Secret," Presented at the University of Minnesota Public Law Workshop, April 1, 2019.

"Diversity as a Trade Secret," Presented at Stanford Law School, November 9, 2018.

"#MeToo, Law, and Social Change," Presented at the University of Chicago Legal Forum, Chicago, IL, November 2, 2018.

"Breaking Down Bias," Presented at the Institute for Gender and the Economy, Rotman School of Management, University of **Toronto**, October 29, 2018 (**Keynote Address**).

"Does Social Justice Sell? Moral vs. Economic Framing of Equity and Inclusion," Presented at the Institute for Research on Race and Public Policy, Chicago, IL, September 21, 2018.

"Does Social Justice Sell?: Business vs. Moral Rationales for Inclusion," Presented at the Academy of Management Annual Meeting, Chicago, IL, August 14, 2018.

"A Multilevel Model of Racial Inequality," Presented at the American Sociological Association Annual Meeting, Philadelphia, PA, August 10, 2018 (**Opening Plenary**).

"Eradicating Unconscious Bias in High Volume Courts." Presented at the District of Columbia Judicial and Bar Conference, Washington DC, April 7, 2017.

"De-biasing and Accountability: Does Race Matter?" Presented at the Law and Economics Colloquium, Antonin Scalia Law School, George Mason University, March 23, 2017.

"Interrupting Bias in the Workplace: Insights from Employment Law and Social Psychology," Presented at the United States Department of Education, Washington, D.C., June 13, 2016.

"Race and Group Process in the Twenty First Century," Presented to the Fellows of the American Bar Foundation, Chicago IL, September 15, 2011.

Conference Participation

“Measuring the Efficacy of Harassment Training Programs: The Collective Accountability in the Workplace Scale,” Presented at the 16th Annual Colloquium on Scholarship in Employment and Labor Law, Vanderbilt Law School (online due to COVID-19), October 16, 2021.

“Second Generation Intersectionality: Directions for Future Research,” Presented at the Culp Colloquium (online due to COVID-19), September 8, 2021.

“Second Generation Intersectionality: Challenges and Opportunities,” Presented at the 14th Annual Lutie Lytle Workshop (online due to COVID-19), June 25–27, 2021.

“Measuring the Efficacy of Harassment Training Programs: The Collective Accountability in the Workplace Scale” Presented at the Law and Society Association Annual Meeting (online due to COVID-19), May 27–30, 2021.

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the 15th Annual Colloquium on Scholarship in Employment and Labor Law, Louis D. Brandeis School of Law (online due to COVID-19), October 10, 2020.

“Diversity Narratives: How Color-blindness Shapes Diversity Beliefs and Actions in the U.S. Workplace,” Presented at the American Sociological Association Annual Meeting (online due to COVID-19), August 9, 2020.

“Board Gender Diversity: A Path to Achieving Substantive Equality in the U.S.,” Presented at the Lutie Lytle Workshop, Howard Law School (online due to COVID-19), July 2, 2020.

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the Culp Colloquium, Stanford Law School (online due to COVID-19), June 10, 2020.

“#MeToo as Catalyst: A Glimpse into 21st Century Activism,” Presented at the Law and Society Annual Meeting, Washington, DC, June 1, 2019.

“Contemporary Racism in the Trump Era,” Presented at the Culp Colloquium, Duke University Law School, May 16, 2019.

“#MeToo and its Impact in the Workplace for People of Color,” Presented at the National People of Color Conference, Washington DC, March 22, 2019.

“Diversity Trade Secrets,” Presented at the 13th Annual Colloquium on Scholarship in Employment and Labor Law, University of South Carolina School of Law, September 28, 2018.

“#MeToo and the Failures of Sexual Harassment Law,” Presented at the Southeastern Association of Law Schools Annual Conference, Fort Lauderdale, FL, August 8, 2018.

“Diversity as a Trade Secret,” Presented at the Law and Society Association Annual Meeting, Toronto, Canada, June 13, 2018.

“Trade Secrets and Inclusion: Adverse Consequences of the War on Tech’s Secret Sauce,” Presented at the Culp Colloquium, Stanford Law School, June 4, 2018.

“Breaking Down Bias,” Presented at the Annual Colloquium on Scholarship in Labor and Employment Law, Washington School of Law, September 24, 2016.

“Promoting Equity and Inclusion: The Role of Diverse Hiring Committees,” Presented at the Southeastern Association of Law Schools Annual Conference, Amelia Island, FL, August 8, 2016.

“Debiasing and Accountability: Does Race Matter?” Presented at the Culp Colloquium, Duke Law School, May 19, 2016.

Georgetown Talks

“Beyond Sex-Plus: Acknowledging Black Women in Employment Law and Policy,” Presented at the Gender+ Justice Initiative Annual Colloquium, Georgetown University (online due to COVID-19), April 9, 2021.

“A Woman’s Work: The NFL’s Cheerleader Problem,” Presented at the Workers’ Rights Institute, Georgetown University Law Center (online due to COVID-19), February 26, 2021 (**Event Organizer**).

“Maximizing #MeToo: Intersectionality and the Movement,” Presented at the Georgetown Law Center Faculty Workshop (online due to COVID-19), May 19, 2020.

“COVID-19: The Impact on Workers,” Presented at the Workers’ Rights Institute, Georgetown University Law Center (online due to COVID-19), April 24, 2020 (**Event Organizer**).

“Economic Justice at Georgetown: Workers’ Rights, Poverty Law, and Building Equitable Wealth,” Presented at the Georgetown Labor and Employment Law Society, February 27, 2019.

“Diversity as a Trade Secret,” Presented at the Georgetown University Law Center Faculty Workshop, February 26, 2019.

“Implicit Bias+,” Presented at the Georgetown Gender Equity Task Force, January 22, 2019.

“#MeToo: Converting Conversation into Change,” Presented at the Gender+ Justice Initiative Research Colloquium, Georgetown University, November 11, 2018.

“Contemporary Racism in the Trump Era,” Presented at the Georgetown Journal of Modern Critical Race Perspectives Symposium on Race in the Trump Administration, Georgetown University Law Center, April 7, 2018 (**Keynote Address**).

“Workplace De-biasing Strategies: Where Do We Go From Here?” Presented at the Georgetown University Law Center Faculty Workshop, July 18, 2017.

“De-biasing in the 21st Century: Changing Minds, Changing Hearts, and Changing Structures,”

Presented at the Symposium on the Brain and Discrimination, Georgetown University, January 17, 2017 (**Event Organizer**).

“Implicit Bias in the Workplace,” Presented at the Institutional Diversity, Equity, and Affirmative Action Programs Fall Series, Georgetown University, October 31, 2016.

“School Discipline and Policing: Implicit, Explicit, and Structural Bias,” Presented at Georgetown University Law Center, November 16, 2015.

AWARDS

Business in Global Society Fellowship, Harvard Business School, 2022-24

Georgetown Gender+ Justice Fellowship, 2022

Michael J. Zimmer Memorial Award, awarded annually to a rising scholar in employment law, 2021

Georgetown Gender+ Justice Initiative Grant, 2019

Exemplary Diversity Dissertation Award, National Center for Institutional Diversity, University of Michigan, 2013

Dornbusch Award in Social Psychology, Stanford Department of Sociology, 2010

Dissertation Improvement Grant, National Science Foundation, 2010-12

American Bar Foundation Doctoral Fellowship in Law & Inequality, 2010-12

Professor John B. Hurlbut Scholarship, Stanford Law School, 2008-11

Earl Warren Civil Rights Training Scholarship, NAACP Legal Defense Fund, 2008-10

Robert Duffey Award, awarded annually to a Georgetown University student-athlete who best embodies academic and athletic excellence, 2003

Division I All American Track & Field, NCAA, 2000, 2001

TEACHING & MENTORING

Current Teaching Activities

Employment Discrimination, 2016, 2017, 2019, 2020, 2021

Employment Law, 2016, 2018, 2020, 2022

Contemporary Bias and Law Seminar, 2015, 2016, 2019, 2020, 2022

Contemporary Bias and Law RISE Mini-Course, 2021

Public Policy and Activism (Summer), 2020, 2021

Supervised Research, 2016, 2017, 2018, 2019, 2020, 2021

Prior Teaching Experience

Race and Politics, Stanford University, 2007

Social Psychology & Interpersonal Relations, Stanford University, 2006, 2007

Sociology of Law, Stanford University, 2006, 2007

Methodological Issues in Research on Race and Ethnicity (TA), University of Michigan ICPSR, 2006

PROFESSIONAL SERVICE

External Leadership Roles

Editorial Board, Social Psychology Quarterly, 2022–present

MPact Diversity, Equity, and Inclusion Coach, University of Michigan, 2021–present

Pay Equity Working Group, Berkeley Center for Comparative Equality, 2021–present

Harassment Working Group, American Sociological Association, 2018–present

Chair, Law and Society Association, John Hope Franklin Prize Committee, 2016–17

Georgetown Leadership Roles

Georgetown Law Inclusion Council, 2021–present

Research Advisory Board, Active Bystandership for Law Enforcement, 2021–present

Faculty Director, Workers' Rights Institute, 2019–present

Faculty Senate, 2016–17, 2019, 2021–present

Faculty Advisor, Georgetown Student Labor and Employment Law Society, 2017–present

Co-Founder, Georgetown Law Empirical Methods Faculty Working Group, 2016–present

Gender Equity Task Force, 2018–20 (university-wide, charged by President John DeGioia)

Search & Hiring Committee, Workers' Rights Institute Executive Director, 2018–19

Search & Hiring Committee, Director of Track and Field, 2016

Search & Hiring Committee, Director of Equity, Community, and Inclusion, 2016

Georgetown Law Committees

Careers and Clerkships, 2015–16, 2016–17; Fellows and Teaching, 2017–18, 2018–19;

Journals, 2019–20, 2020–21

Peer Review & Referee Activities

University Press: Harvard University Press, 2021

Journals:

Peer Reviewer, Social Psychology Quarterly, Article Selection, 2021

Peer Reviewer, Sociology of Race and Ethnicity, Article Selection, 2018

Peer Reviewer, Law and Social Inquiry, Article Selection, 2015

Peer Reviewer, Yale Law Journal, 2021

Peer Reviewer, Georgetown Law Journal, 2016, 2020

Peer Reviewer, Stanford Law Review, 2019

Awards:

Committee Member, American Sociological Association, Race, Class, Gender Graduate Student Paper Award, 2019

Committee Member, Law and Society Association, Junior Scholars Workshop, 2018–19

Committee Member, Law and Society Association, John Hope Franklin Prize, 2016

PROFESSIONAL ASSOCIATIONS

Academy of Management Association, 2017–present

Law and Society Association, 2008–present

American Sociological Association, 2005–present

American Bar Association, 2007–2014

National Employment Law Council, 2012–2014

MEDIA COVERAGE

“American Workers Oppose Racial Discrimination, but Do Little About It,” coverage by *Houston Chronicle*, January 11, 2021, featuring forthcoming research by Associate Professor Jamillah Bowman Williams.

“With PepsiCo’s Second-Quarter Earnings Out, Activists Look Beyond Profits and Losses,” coverage by *Marketplace*, July 13, 2020, featuring Associate Professor Jamillah Bowman Williams.

“Rejecting Organizational Silence in Times of Racial Crisis: 5 Things Companies Can Do Now,” coverage by *Model Expand*, June 10, 2020, quoting Associate Professor Jamillah Bowman Williams and referencing her paper.

“Racism at Work – Corporate America, We’re Looking at You,” coverage by *Revolt TV*, June 23, 2020, featuring Associate Professor Jamillah Bowman Williams.

“As Corporate America Faces Racial Reckoning, Here’s How Experts Say Changes Can Be Made,” coverage by *ABC News*, June 17, 2020, featuring Associate Professor Jamillah Bowman Williams.

“Corporate America Says Black Lives Matter, It Needs to Hold Up a Mirror,” an opinion piece in *The New York Times*, June 15, 2020, featuring Associate Professor Jamillah Bowman Williams.

“Georgetown University’s OWN IT Summit Aims to Develop Young Female Leaders,” coverage by *Voice of America*, March 8, 2020, mentioning Associate Professor Jamillah Bowman Williams.

“Sexual Misconduct as a Non-partisan Issue and the Impact of the #MeToo Movement on Voters,” coverage by *The Racquet Press*, August 14, 2019, referencing a report by Associate Professor Jamillah Bowman Williams.

“MeToo Movement Sparks Changes, More Accountability on Capitol Hill,” coverage in *WHSV 3*, April 23, 2019, featuring Associate Professor Jamillah Bowman Williams.

“Silicon Valley is Using Trade Secrets to Hide its Race Problem,” coverage by *Bloomberg*, February 13, 2019, quoting Associate Professor Jamillah Bowman Williams and referencing her paper.

“1 in 4 Government Officials Accused of Sexual Misconduct in the #MeToo Era is Still in Office Today,” an opinion piece by Associate Professor Jamillah Bowman Williams, in *Salon*, December 6, 2018.

“Critics Say General Assembly Harassment Proposal Sidesteps Key Concerns,” coverage by the *Indiana Lawyer*, November 28, 2018, quoting Associate Professor Jamillah Bowman Williams.

“After the Midterms, over 100 US Public Officials Accused of Sexual Misconduct Are Out of Office,” coverage in *Quartz*, November 10, 2018 featuring Associate Professor Jamillah Bowman Williams.

“#MeToo Gets Results: 75% of Officials Accused Will Be Gone by 2019,” coverage by *Axios*, November 9, 2018, featuring a report by Associate Professor Jamillah Bowman Williams.

“Political Clashes at Work Can Put Employers in Legal Hot Seat,” coverage in *Bloomberg Law*, November 2, 2018, featuring Associate Professor Jamillah Bowman Williams.