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EDUCATION

HARVARD LAW SCHOOL *Juris Doctor*, June 1994

STANFORD UNIVERSITY SCHOOL OF EDUCATION *Master of Arts*, June 1987

STANFORD UNIVERSITY *Bachelor of Arts*, June 1987

LEGAL EXPERIENCE

PROFESSOR OF LAW & JUSTIN M. ROACH JR. FACULTY SCHOLAR,
Stanford University, School of Law, Sept. 2004–present

VISITING PROFESSOR, Harvard Law School, Winter Term 2007

VISITING PROFESSOR, University of Virginia Law School, Spring 2005 (2 week course)

ASSOCIATE PROFESSOR, Stanford University, School of Law, 2001–2004

ASSISTANT PROFESSOR, Stanford University, School of Law, 1998–2001

JUDICIAL CLERK to the Honorable Barrington D. Parker, Jr., United States District Court,
Southern District of New York, White Plains, New York 1997–1998

REGINALD F. LEWIS FELLOW, Harvard Law School, Cambridge, MA 1996–1997

ASSOCIATE, O'Melveny & Myers, San Francisco, CA 1994–1995
Real estate law practice.

SUMMER ASSOCIATE, Shearman & Sterling, San Francisco, CA Summer 1993
Extended offer of employment following graduation.

SUMMER ASSOCIATE, Calwalader, Wickersham & Taft, New York, NY Summer 1992
Extended offer of employment for the following summer.

SCHOLARLY PUBLICATIONS

Discrimination and Implicit Bias in a Racially Unequal Society, *94 Cal. L. Rev.* 1169 (2006)
(with Jennifer L. Eberhardt and Lee Ross)

African American Intimacy: The Racial Gap in Marriage, *11 Mich. J. Race & L.* 115 (2005) (with Su Jin Gatlin)

Racial Profiling and Antiterrorism Efforts, *89 Cornell L. Rev.* 1201 (2004)

The Story of *Brown v. City of Oneonta*: The Uncertain Meaning of Racially Discriminatory Policing under the Equal Protection Clause, in Constitutional Law Stories 223 (2004) (Michael Dorf, ed.)

The Benign-Invidious Asymmetry in Equal Protection Analysis, *31 Hastings Const. L. Q.* 573 (2003)

Beyond Profiling: Race, Policing, and the Drug War, *56 Stanford Law Review* 571 (2003)

Intimacy and Racial Equality: The Limits of Antidiscrimination, *38 Harv. Civ.Rts.-Civ. Liberties L. Rev.* 455 (2003) (review essay of Interracial Intimacies by Randall Kennedy)

Review of The Ethics of Transracial Adoption, *1 Perspectives On Politics* (2003) (American Political Science Association journal)

Symposium Introduction, *17 Harv. Black Letter L. J.* 23 (Spring 2001)

Race-based Suspect Selection and Color Blind Equal Protection Doctrine and Discourse, *48 UCLA Law Review* 1075 (2001)

Meritocratic Values and Racial Outcomes: Defending Class-based College Admissions, *79 North Carolina Law Review* 1029 (2001)

A Response to Elizabeth Bartholet *107 Yale Law Journal* 2357 (1998) (correspondence regarding The Color of Desire)

The Color of Desire: Fulfilling Adoptive Parents' Racial Preferences through Discriminatory State Action, *107 Yale Law Journal* 875 (1998)

Social Psychological Principles and the Legal Bases of Racial Categorization (with Jennifer L. Eberhardt) in Racism: The Problem and the Response (1998) (Jennifer L. Eberhardt and Susan T. Fiske, eds.)

The Political Economy of Racial Discourse, *9 Yale Journal of Law & the Humanities* 217 (1997) (review essay of Racial Healing, by Harlan Dalton)

"Nondiscriminatory" Perpetuation of Racial Subordination, *76 Boston University Law Review* 669 (1996) (review essay of Black Wealth/White Wealth, by Melvin L. Oliver and Thomas Shapiro)

Toward an Understanding of Black Identity, *2 Harvard Black Letter Law Journal* 215 (1994) (review of Lure and Loathing, Gerald Early, ed.)

FORTHCOMING PUBLICATIONS

Race, Crime and Antidiscrimination (with Jennifer L. Eberhardt and Lee Ross), in Beyond Common Sense: Psychological Science in the Courtroom (2007) (Eugene Borgida and Susan Fiske, eds.)

Beyond the Common Knowledge of Sex and Race Discrimination, in Beyond Common Sense: Psychological Science in the Courtroom (2007) (Eugene Borgida and Susan Fiske, eds.)

The Aftermath of Loving v. Virginia, *Wisc. L.Rev.* (2007)

Race Conscious Affirmative Action and Race Neutral Policies in the aftermath of the Michigan Cases (2007) (chapter in book to be published by the Civil Rights Project)

WORKS-IN-PROGRESS

Class and Culture: Dilemmas of Discrimination (article)

The Law Permits Racial Discrimination by not recognizing it as such, and that is not necessarily a bad thing (article)

How Unconscious Bias Matters (article)

Race, Marriage, and Inequality (book project analyzing the causes and consequences of the racial gap in marriage)

Family Law casebook

Race and the Law Casebook

LECTURES & PRESENTATIONS (PARTIAL LISTING)

University of Chicago Law School, Faculty Workshop, February 2007

Washington and Lee University School of Law, Faculty Lecture, February 2007

Harvard Law School, Faculty Workshop, February 2007

University of Michigan Law School, Faculty Workshop, November 2006

Constitutional Law Stories Conference, Harvard Law School, April 2006

Racial Profiling Conference (sponsored by National Science Foundation), Northwestern University, April 2006

Martin Luther King Day Speaker, Vanderbilt Law School, January 2006

Harvard Civil Rights Project/Earl Warren Legal Institute Working Group Meeting, January 2006

Interpreting Hit Rates Findings in Studies of Racial Profiling, Western Regional Racially Biased Policing Summit, Sacramento, California, Feb. 17, 2004

Roundtable Discussion: Definitions of Racial Profiling, Western Regional Racially Biased Policing Summit, Sacramento, California, Feb. 16, 2004

The Role of Race in Adoption Policy, University of Chicago Legal Forum, University of Chicago Law School, Oct. 25, 2003

Racial Profiling and Antiterrorism Efforts, University of Utah, Sept. 5, 2003

The Study of Hate Crimes Enforcement (commentator on Policing Hatred by Jeannine Bell), Annual Law & Society Association Conference, June 5, 2003

Intimacy and Antidiscrimination, Status and Subordination Seminar, Stanford Law School, Apr. 10, 2003

The Legitimacy of Affirmative Action, University of Virginia Law School conference, Mar. 14, 2003

Realizing Brown: Alternative Conceptions of Equal Educational Opportunity, University of Florida, Apr. 1, 2004

Antidiscrimination and Empirical Studies of Racial Profiling, Harvard Law School Faculty Workshop, Feb. 28, 2003

The Discourse of Racial Profiling, University of Texas Law School Faculty Workshop, Feb. 7, 2003

Racial Justice and Racial Profiling, Stanford Law Review Lecture Series, Stanford Law School, December 3, 2003

Interpreting Studies of Racial Profiling, Case Western Reserve University School of Law, Oct. 14, 2002

Racial Neutrality in Equal Protection Doctrine, Loyola Law School, Los Angeles, CA, Oct. 7, 2002

Children, Education, and Families, Cornell Law School conference April 5, 2002

Conceptions of Colorblindness in Antidiscrimination Law, Washington University School of Law, St. Louis, Missouri, March 11, 2002

Racial Neutrality in Equal Protection, University of California, Davis School of Law, Feb 18, 2002

Empirical Studies of Racial Profiling, University of California, Davis Sociology Department, Feb 18, 2002

Racial Neutrality in Constitutional Law, Social Psychology Colloquium, Psychology Department, Stanford University, Jan. 28, 2002

Faculty Seminar Lecture Discrimination vs. Structural Inequality in Empirical Studies of Racial Profiling, Research Institute for Comparative Studies in Race and Ethnicity, December 4, 2001.

Discrimination vs. Structural Inequality in Empirical Studies of Racial Profiling, School of Justice Studies, Arizona State University, November 28, 2001.

Faculty Workshop Speaker Equal Protection and Race-Based Suspect Descriptions in policing, Arizona State University School of Law, November 28, 2001.

Panel Presentation Conceptions of Race in Policing, Conference: A “New Look” at Race: How Social Representations of Race Affect Visual Perception and Attention Conference, Stanford University, November 17, 2001.

“Distinguished Speaker”, Discrimination and Racial Inequality in Equal Protection Doctrine, St. Thomas University School of Law, September 2001.

Panel Presentation, Race and Sex as Equal Protection Paradigms, Law and Society Conference, July 2001, Budapest, Hungary.

Suspect Selection and Equal Protection, Social Justice Workshop, Boalt Hall, University of California, Berkeley, May 2001.

Presentation, Race-based Suspect Selection and Equal Protection Doctrine, Western Law Teachers of Color Conference, March 2001.

Presentation, Race-based Suspect Descriptions and Equal Protection Doctrine, UCLA School of Law, Faculty Workshop, March 2001.

Presentation, Race-based Suspect Descriptions and Equal Protection Doctrine, University of Virginia School of Law, Faculty Workshop, February 2001.

Presentation, Recalibrating Merit in College Admissions, School of Education, Stanford University, December 2000.

Panel Presentation, Race and Policing, Law and Society Conference, May 2000, Miami, Florida.

Presentation, Recalibrating Meritocratic College Admission, Distributive Justice Colloquium, Stanford Law School, April 2000.

Presentation, The Use of Race by Law Enforcement Officers in the Selection of Individuals as Criminal Suspects, Center for Comparative Studies in Race and Ethnicity, Faculty Workshop, Stanford University, February 2000.

Presentation, Recalibrating Merit in College Admissions, Center for Comparative Studies in Race and Ethnicity, Faculty Seminar, Stanford University, June 1999.

Colloquium Participant, Harvard Law School European Law Research Center, Anti-Formalism about Law and the Legal Profession: Comparative and Historical Perspectives, April 1999, Cambridge, MA.

Jing Lyman Lecture, The Racial Dynamics of Adoption, Stanford University, February 1999.

Commentator/Moderator, Established and Emerging Rights: Exploring Juvenile Rights under the Constitution, University of Pennsylvania Journal of Constitutional Law Symposium, February 1999, Philadelphia Pennsylvania.

Panel Presentation, Colorblindness and the Law, NAACP Annual Conference, Continuing Legal Education Program, June 1998. Atlanta, Georgia.

POPULAR PRESS PUBLICATIONS (partial listing)

Social Policy & Politics

Crime-Abortion Link Isn't a Racist Attack, *Los Angeles Times*, August 23, 1999.

Race Matters Most, *Los Angeles Times*, May 22, 1995.

Rutgers, Race and Reality, *New York Times*, March 11, 1995. (with Jennifer L. Eberhardt)

Return the Focus to Redressing Wrongs Traceable to Slavery, *Los Angeles Times*, February 3, 1995.

The Most Insidious Quota of All: The Quota for White Men, *The Evening Sun*, (Baltimore), July 26, 1991.

From Kids to Dealers, *The Atlanta Journal and Constitution*, December 26, 1990.

White Benefits Unchallenged, *The Plain Dealer* (Cleveland), September 25, 1990.

Killer's Plea Shows System for What it is, *The Los Angeles Daily News*, September 9, 1990.

The 'Problem' of Teenage Pregnancy, *The Detroit News*, July 28, 1990.

We Need to Do More About Drugs than 'Just Say No,' *Chicago Tribune*, August 10, 1988.

Race Relations & Cultural Criticism

The Power of Racial Imagery, *San Francisco Chronicle*, April 3, 1995.

We Believe What We Want, *Los Angeles Times*, November 18, 1994.

It's His Celebrity Not His Race, *Los Angeles Times*, July 11, 1994.

PC: A New Trend? *Oakland Tribune*, September 1, 1991. (with Dorothy Chin)

Blinded by Paranoia, *The Evening Sun* (Baltimore), January 3, 1991.

Why Cling to the Notion of Black Self-Hate? *The Detroit News*, December 28, 1990.

The Legacy of Racism, the Scars, Live Within, *The Evening Sun* (Baltimore), October 8, 1990.

Black Self-Doubt Grounded in History, *The Detroit News*, August 27, 1990.

It Isn't as Simple as Racism vs. Guilt, *Honolulu Star Bulletin*, August 9, 1990.

Symbols, Not Music, Fuel 2 Live Crew Flap, *The Atlanta Journal and Constitution*, July 18, 1990.

Black Artists are more than 'Crossovers,' *The Atlanta Journal and Constitution*, May 3, 1990.

America History is Black, Too, *The Philadelphia Inquirer*, March 3, 1990.

The 4th Isn't a Holiday for Blacks, *The Philadelphia Inquirer*, July 3, 1989.

Education

America's Image as Meritocracy Frays at the Edges, *Los Angeles Times*, April 10, 1992.

Enough Talk About a Minority-Teacher Shortage, *Los Angeles Herald Examiner*, March 7, 1989.

Focus on Minority Teachers is 'Misguided,' *Education Week*, February 15, 1989.

Sending Students the Wrong Message, *Time Tribune* (Palo Alto), February 14, 1989.

Presenting the Good News about Black College Students, *Los Angeles Times*, January 3, 1988.

TEACHING EXPERIENCE

Stanford University, School of Law 1998 – Present
Courses taught: Antidiscrimination Law, Property, Family Law, Employment Discrimination, Race and the Law, Equal Protection, Regulation of Intimate Decision-Making, Real Estate Transactions.

Harvard Law School, January Term 2007
3 week Family Law course

University of Virginia, School of Law, Spring 2005
2 week short course: Race, Marriage and Inequality

Harvard University Department of Sociology 1992-1993, Teaching Fellow, Poverty & the American Underclass.

Stanford University Department of Psychology 1987, Teaching Assistant, Statistics.

Stanford University Graduate School of Business 1986-1987, Teaching Assistant, Financial Accounting.

UNIVERSITY SERVICE (PARTIAL LISTING)

Freshman Advisor, 2006-2007

Faculty Advisory Board, Institute for Research on Women and Gender, 2005-present

University Advisory Panel on Investment Responsibility, 2004-Present

Night School, Founder and Director, Stanford Law School, 2001-2004

Faculty Advisor, Black Law Students Association, 2003-present

Member, Admissions Committee, 2004-2005

Co-Organizer, University commemoration of the 50th Anniversary of Brown v. Board of Education

Legal Research and Writing Committee, 2003-2004

Difficult Dialogues Faculty Workshop, Center for Research on Women and Gender, Stanford University, 2003-2005

Fellowship Application Evaluator, Stanford Humanities Center 2002-2006

Strategic Planning Committee, Stanford Law School, 2000-2001

Information Resources Committee, Stanford Law School, 2000-2001

Co-Chair, Clerkship Committee, Stanford Law School, 1998-2000

Clinical Committee, Stanford Law School, 1999-2000

Task Force on the Mission of Stanford Law School, 1998-1999

Senior Thesis Evaluation Committee, Center for Comparative Studies in Race and Ethnicity, Stanford University, 2001

AWARDS & HONORS (PARTIAL LISTING)

Junior Faculty Fellowship, Stanford Law School, Center for Comparative Studies of Race & Ethnicity, Fall 2001.

Mark de Wolfe Howe Fund Fellowship, Harvard Law School, 1997

Reginald F. Lewis Fellowship, Harvard Law School, 1996

Fellowship for Future Law Professors, Georgetown University Law Center, 1996 (declined)

Cum Laude graduate, Harvard Law School, 1994

Dean's Award for Service, Stanford University, 1986
Granted to only 12 students each year.

Public Service Fellowship, Stanford University, 1985
Awarded grant aimed at increasing public service involvement of Stanford students.

Peninsula Community Foundation Grant, East Palo Alto, CA, 1985