

**2009 Olin Conference
Combating Workplace Discrimination
University of Virginia School of Law
April 17-18, 2009**

Friday, April 17, 2009

**Panel I: Sources and Mechanisms of Discrimination: Theory and Evidence
April 17, 9 am – noon, Caplin Pavilion (break 10:30 a.m.)**

What are the sources and mechanisms of workplace discrimination? What are the sources and mechanisms of racial and gender disparities within the workplace other than discrimination?

MODERATOR: Chris Winship, Harvard University Soc Department
Roberto Fernandez, M.I.T.
Elizabeth Gorman, University of Virginia Soc Department
Brian Nosek, University of Virginia Psyc Department
Trond Petersen, University of California, Berkeley Soc Department
Lauren Rivera, Harvard University Soc Department

**Panel II: Regulation of the Workplace: Theory and Evidence
1:30 pm – 5 pm, Caplin Pavilion (break 3:00 p.m.)**

What are effective psychological and organizational checks on stereotyping and prejudice? What are the risks of over- and under-correction associated with different regulatory approaches? Are consciousness-raising and procedural-accountability measures more than symbolic gestures?

MODERATOR: Gregory Mitchell, University of Virginia Law School
Jamie Barden, Howard University Psyc Department
Elizabeth Levy Paluck, Harvard University
Philip E. Tetlock, Haas School of Business, University of California, Berkeley

Saturday, April 18, 2009

**Panel III: Dealing with Uncertainty: How Should Researchers and Courts Proceed?
9 am – noon, Caplin Pavilion (break 10:30 a.m.)**

Are current legislative responses to workplace discrimination adequate? Does current legislation place too great an emphasis on individualized litigation and too little emphasis on structural solutions and human capital development? What role should laboratory experiments

versus field studies versus econometric studies versus social experiments play in research on workplace discrimination and its remedies? How should existing general social science research be used in litigation and policy formulation? What incentives or regulatory measures can be put in place to avoid needless expert battles and ensure candor on the part of expert witnesses?

MODERATOR: Philip E. Tetlock, Haas School of Business, University of California, Berkeley
Eugene Borgida, University of Minnesota Psyc Department
Glenn Loury, Brown University Econ Department
Gregory Mitchell, University of Virginia School of Law
Sarah Turner, University of Virginia Econ Department
Chris Winship, Harvard University Soc Department

12:00 noon – Lunch: Caplin Pavilion

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