Table of Contents

Acknowledgements xi
Introduction xiii

Laura Beth Nielsen and Robert L. Nelson

**Section I**

**Overview: Socio-Legal Approaches to Anti-Discrimination Law**

Chapter 1
Scaling the Pyramid: A Sociolegal Model of Employment Discrimination Litigation 03

Laura Beth Nielsen and Robert L. Nelson

Chapter 2
Law’s Role in Addressing Complex Discrimination 35

Susan Sturm

Chapter 3
What We Know About the Problem of the Century: Lessons from Social Science to the Law, and Back 59

Susan T. Fiske

**Section II**

**Debating the Prevalence and Character of Discrimination**

Chapter 4
Including Mechanisms in Our Models of Ascriptive Inequality 75

Barbara F. Reskin

Chapter 5
Understanding the Sources of Ethnic and Racial Wage Gaps and Their Implications for Policy 99

Pedro Carneiro, James J. Heckman and Dimitriy V. Masterov

Chapter 6
Discrimination in Consummated Car Purchases 137

Ian Ayres
Chapter 7
William Bridges

Chapter 8
Employment Discrimination Based on Sexual Orientation: Dimensions of Difference
Kathleen E. Hull

Chapter 9
Occupational Mobility Among African-Americans: Assimilation or Resegregation
Sharon M. Collins

Section III
Changing Boundaries: Historical and Social Development of Anti-Discrimination Law

Chapter 10
Discrimination and Diplomacy: Recovering the Fuller National Stake in 1960s Civil Rights Reform
Mary L. Dudziak

Chapter 11
Sowing the Dragon’s Teeth: Materialization in Lesbian and Gay Anti-discrimination Rights
Jonathan Goldberg-Hiller

Chapter 12
Rights or Quotas? The ADA as a Model for Disability Rights
Katharina Heyer

Section IV
Mobilizing Law: Rights Consciousness, Claiming Behaviour, and the Dynamics of Litigation

Chapter 13
The Evolution of Employment Discrimination Law in the 1990s: A Preliminary Empirical Investigation
John J. Donohue III and Peter Siegelman
Chapter 14
Perceiving and Claiming Discrimination
Brenda Major and Cheryl R. Kaiser

Chapter 15
Mobilizing Employment Rights in the Workplace
Catherine R. Albiston

Chapter 16
The Intersectionality of Lived Experience and Anti-Discrimination
Empirical Research
Tanya Kateri Hernández

Chapter 17
Law at Work: The Endogenous Construction of Civil Rights
Lauren Edelman

Chapter 18
Discrimination Against Caregivers? Gendered Family Responsibilities, Employer Practices, and Work Rewards
Erin L. Kelly

Section V
Social Psychology of Bias

Chapter 19
Aversive Racism: Bias Without Intention
Samuel L. Gaertner, John F. Dovidio, Jason Nier, Gordon Hodson and Melissa A. Houlette

Chapter 20
Applying Social Research on Stereotyping and Cognitive Bias to Employment Discrimination Litigation: The Case of Allegations of Systematic Gender Bias at Wat-Mart Stores
William T. Bielby

References
409
About the Authors
451
Index
453
Handbook of Employment Discrimination Research
Rights and Realities
Nielsen, L.B.; Nelson, R.L. (Eds.)
2008, XX, 461 p., Softcover