**EEODataNet Newsletter**

Welcome back to the bi-weekly EEODataNet Newsletter! Again, thank you very much to those who have given permission to share the power point slides from the second successful EEODataNet Conference. Please send an email to EEODataNet@umass.edu if you would like to receive any of the slides from the presentations. We look forward to further collaboration, and will be sharing more information on this on our upcoming website.

**EQUAL EMPLOYMENT OPPORTUNITIES IN THE NEWS**

**“**[**Equal employment officer settles discrimination suit with city for $225,000**](http://www.nydailynews.com/new-york/equal-employment-officer-settles-discrimination-suit-article-1.2347927)**” *The Daily News*. September 3, 2015.**

A former city equal employment opportunity officer who said she was fired after investigating allegations of discrimination among high-ranking members of ex-Mayor Michael Bloomberg’s administration has settled her suit for $225,000. Special Hagan alleged in her Manhattan Federal Court suit she was retaliated against after aggressively investigating allegations in 2010 that Katherine Oliver, commissioner of the Mayor’s Office of Film, Theater and Broadcasting, had fired qualified black and Hispanic employees and replaced them with unqualified white ones.

[**“New city employee rule book clears final council vote**”](http://www.timesfreepress.com/news/local/story/2015/aug/26/new-city-employee-rules-clear-final-vote/321714/) ***Times Free Press.* August 26, 2015. By Louie Brogdon.**

Chattanooga Council members passed a final rule book for city employees Tuesday after weeks of debate and a final attempt last week to remove specific harassment protections for gay and transgender city employees. Councilman Chip Henderson asked that the city adopt verbatim language from a federal Equal Employment Opportunity Commission rules, which didn't specifically protect employees based on their sexual orientation or gender identity, but covered the categories under protections based on sex. In response to Councilman Henderson’s failed effort, Councilman Chris Anderson, who drafted protections for gay and transgender employees, said he was "happy to close the book" on the new rules.

“[**Boss Who Asked Transgender Woman 'What Are You?' Agrees To Significant Settlement**](http://www.huffingtonpost.com/entry/boss-who-asks-transgender-woman-what-are-you-agrees-to-historic-settlement_55f0af61e4b03784e277e215)” ***The Huffington Post.* September 10, 2015. By Lila Shapiro.**

During lunch of Jessi Dye’s first and last day at Summerford Nursing Home, she was asked to go speak with Robert Summerford, the manager of the company, about her paperwork. "What are you?" he asked her, as soon as she'd entered his office. "It was exactly like being punched in the stomach," Dye recalled. After Dye answered Summerford’s question, explaining that she was born male and was in the process of transitioning to female, he asked her, “What am I supposed to do with you?” and then instructed her to get her things and leave the premises. Dye, with the support of lawyers from the Montgomery-based Southern Poverty Law Center, filed a charge of discrimination with the Equal Employment Opportunity Commission. Rather than face a possible fight over Dye’s accusation in federal court, the company agreed to implement a policy that prohibits discrimination against job applicants and employees on the basis of sexual orientation and gender identity, and to conduct sensitivity training concerning LGBT people.

“[**Target Walks Away From Equal Opportunity Complaint With $2.8 Million Bill**](http://thinkprogress.org/economy/2015/08/25/3694876/target-hiring-settlement/)” ***Think Progress.* August 25, 2015. By Bryce Covert.**

Target [agreed to pay $2.8 million](http://abcnews.go.com/US/wireStory/target-corp-pay-28m-discrimination-settlement-33283900) on Monday to settle a claim that the retailer disproportionately screened out applicants based on their race or gender. The complaint, filed by the Equal Employment Opportunity Commission (EEOC), targeted certain hiring assessments used over the past decade. The sum represents [one of the highest](http://www.startribune.com/target-to-pay-2-8m-to-upper-level-applicants-rejected-based-on-race-gender/322701811/) amounts paid in recent years to settle a claim of hiring discrimination; [most](http://www.eeoc.gov/eeoc/initiatives/e-race/caselist.cfm#hiring) are for less than $1 million. The EEOC said the tests were not sufficiently related to the actual jobs, which were for upper-level positions, and while on their face they were neutral, in practice they kept out particular groups, according to the agency’s statistical analysis. It also found that one of its assessments, by constituting a pre-employment medical exam, violated the Americans with Disabilities Act that bars such tests. The settlement money will be shared among more than 3,000 people who were adversely affected by the hiring assessments. The company also agreed to take steps to ensure the validity of its hiring process, including better data keeping, and it is no longer using the tests.

*Please inform us of any equal employment opportunities media appearances for future newsletters.*

**NEW SCHOLARLY JOURNAL ARTICLES**

**Leskinen, Emily A., Verónica Caridad Rabelo, and Lilia M. Cortina. "" *Psychology, Public Policy, and Law* 21, no. 2 (2015): 192. Available at** <http://apps.webofknowledge.com/full_record.do?product=WOS&search_mode=GeneralSearch&qid=4&SID=3DZTxhiMNwuWg6d7pFu&page=1&doc=9&cacheurlFromRightClick=no>

ABSTRACT: Numerous scholars have noted the disproportionately high number of gay and lesbian workers in certain occupations, but systematic explanations for this type of occupational segregation remain elusive. Drawing on the literatures on concealable stigma and stigma management, we develop a theoretical framework predicting that gay men and lesbians will concentrate in occupations that provide a high degree of task independence or require a high level of social perceptiveness, or both. Using several distinct measures of sexual orientation, and controlling for potential confounds, such as education, urban location, and regional and demographic differences, we find support for these predictions across two nationally representative surveys in the United States for the period 2008-2010. Gay men are more likely to be in female-majority occupations than are heterosexual men, and lesbians are more represented in male-majority occupations than are heterosexual women, but even after accounting for this tendency, common to both gay men and lesbians is a propensity to concentrate in occupations that provide task independence or require social perceptiveness, or both. This study offers a theory of occupational segregation on the basis of minority sexual orientation and holds implications for the literatures on stigma, occupations, and labor markets.

**Is there less gender inequality in the service sector? The gender wage-gap in knowledge-intensive services**

[**http://apps.webofknowledge.com/full\_record.do?product=WOS&search\_mode=GeneralSearch&qid=4&SID=3DZTxhiMNwuWg6d7pFu&page=1&doc=8&cacheurlFromRightClick=no**](http://apps.webofknowledge.com/full_record.do?product=WOS&search_mode=GeneralSearch&qid=4&SID=3DZTxhiMNwuWg6d7pFu&page=1&doc=8&cacheurlFromRightClick=no)

**PROTECTING TITLE VII'S ANTIRETALIATION PROVISION IN THE WAKE OF UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL CENTER V-NASSAR**

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**RELATED UPDATES**

**“**[**EEO-1 Reporting Portal Now Open**](http://www.natlawreview.com/article/eeo-1-reporting-portal-now-open)**” *The National Law Review.* August 27, 2015.**

In addition to filing annual VETS-4212 reports, federal contractors with 50 or more employees and $50,000 or more in contracts (and non-government contract employers with more than 100 employees) must file annual EEO-1 surveys.   The reporting portal for filing the EEO-1 reports opened August 27th, 2015 and will remain open until at least September 30.

*Please inform us of any new equal employment opportunities journal articles for future newsletters.*

**REQUEST FOR METADATA FOR FORTHCOMING EEODATANET WEBSITE**

We are still looking for metadata contributions for the forthcoming EEODataNet website. One goal of the website is to ease the use of EEO data through organizing a collection of metadata. This will greatly help our research community. If you have metadata (e.g. methods memos, codebooks, tricky computer code) you would like to share, even if it is not yet in the format you would want to share, *please contact us.*

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