

## Gender, Race, and the Evaluation of Achievement in the Labor Market

by Prof. Natasha Quadlin  
Associate Professor of Sociology, UCLA

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Scholars of gender inequality have long pointed out that women's achievements in education are only partly borne out in the labor market. In this talk, I consider how workplace evaluations of achievement, especially in light of gender, race, and intersectionality, potentially contribute to these paradoxical trends. The data are drawn from a large-scale audit study in labor markets across the U.S., as well as a survey experiment of employed college graduates collected through Time-Sharing Experiments for the Social Sciences. I discuss findings from these studies, as well as methodological challenges for the study of discrimination.



Natasha Quadlin is an associate professor of sociology at UCLA and a faculty fellow in the California Center for Population Research. She is also currently a visiting scholar at the Russell Sage Foundation. Her research examines social inequality in the contemporary United States, with a focus on gender inequality and access and returns to education--often using experimental approaches to examine the underlying thought processes behind larger-scale demographic patterns. Her work has been published in the *American Sociological Review*, *American Journal of Sociology*, *Social Forces*, and other outlets.

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Enquiry: (852) 2603 7332 / [socrpg@cuhk.edu.hk](mailto:socrpg@cuhk.edu.hk)