

DEPARTMENT OF SOCIOLOGY • UNIVERSITY OF WESTERN ONTARIO  
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## SEAN WAITE

### PERSONAL INFORMATION

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Citizenship: Canadian  
Date of Birth: March 8, 1985  
Marital Status: Partnered  
Home Address: 39 Beaconsfield Avenue  
London, Ontario  
Canada, N6C 1B6  
Telephone: Home: (548) 888-2949

### PROFESSIONAL POSITIONS

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2017- Present Assistant Professor, Department of Sociology, University of Western Ontario.  
2016 – 2017 Assistant Professor, Department of Sociology, Memorial University of Newfoundland.

### EDUCATION

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2016 **PhD, Sociology, McGill University**  
Dissertation Title: Essays on the size and sources of gender and sexual minority wage gaps in Canada.  
Supervisor: Michael Smith; Committee Members: Céline Le Bourdais; Eran Shor  
Area Examinations: Deviance and Social Control; Work, Labour Markets and the Economy

2011 **Bachelor of Arts, King's University College at the University of Western Ontario**  
Thesis Title: The Canadian Visible Minority Population: Compositional Factors Affecting Economic Returns  
Supervisor: Don Kerr

## RESEARCH AND TEACHING INTERESTS

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Labour market inequality  
Work and occupations  
Quantitative research

Sexual orientation and labour  
markets  
Criminology and deviance

Research methods  
Social stratification  
Immigrant integration

## TEACHING AND RESEARCH EXPERIENCE

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Assistant Professor, Western University

- Crime and Society (renamed), SOC 2266: Fall 2019; Winter 2020
- Introduction to Criminology, SOC 2266: Fall 2017; Fall 2018
- Social Inequality, SOC 9147: Fall 2017; Winter 2018; Fall 2019
- Society and You, SOC 1025: Winter 2018; Fall 2018; Winter 2020

Assistant Professor, Memorial University

- Introduction to Sociology, SOCI 1000: Fall 2016 & Winter 2017
- Work and Society, SOCI 3220: Fall 2016
- Social Stratification, SOCI 4209: Winter 2017

Course Instructor, McGill University

- Crime, SOCI 388: Fall 2015
- Deviance and Social Control, SOCI 377: Summer 2015

## PUBLICATIONS † denotes graduate student co-author

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### BOOKS UNDER CONTRACT or IN PRESS

Denier, Nicole and Sean Waite. *Working it out?: Sexual orientation in the post-closeted labor market*. Under advanced contract with University of Toronto Press. *Data analysis and writing in progress*.

### PEER-REVIEWED JOURNAL PUBLICATIONS

Smith, Michael and Sean Waite. 2019. "Occupational demand, cumulative disadvantage, and gender differences in the early career earnings of university graduates: Evidence from Canada's National Graduate Survey." *Canadian Journal of Sociology*. 44(2): 165-194.

Denier, Nicole and Sean Waite. 2019. "Sexual orientation at work: documenting and understanding inequality." at *Sociological Compass*. 13(4):1-17.

Waite, Sean and Nicole Denier. 2019. "A research note on Canada's LGBT data landscape: where we are and what the future holds." at *Canadian Review of Sociology*. 56(1): 93-117.

Denier, Nicole and Sean Waite. 2017. "Sexual orientation wage gaps across contexts: Evidence from Canada." *Industrial Relations / Relations Industrielles*. 72(4): 734-762.

Waite, Sean. 2017. "Postgraduate Wage Premiums and the Gender Wage Gap in Canada" *Canadian Journal of Higher Education* 47(2): 156-187.

Smith, Michael, Sean Waite, and Claire Durand. 2017. "Gender differences in the earnings produced by middle range education: The case of Canadian 'colleges.'" *Social Science Research*. 66: 140-153.

Denier, Nicole and Sean Waite. 2016. "Data and Discrimination: A Research Note on Sexual Orientation in the Canadian Labour Market." *Canadian Studies in Population* 43(3-4): 29-36.

Waite, Sean and Nicole Denier. 2016. "Self-employment among same-sex and opposite-sex couples in Canada." at *Canadian Review of Sociology*. 53(2): 143-175 (lead article).

Waite, Sean. 2015. "Does it get better? A quasi-cohort analysis of sexual minority wage gaps in Canada." *Social Science Research* 54: 113-130.

Waite, Sean and Nicole Denier. 2015. "Gay Pay for Straight Work: Mechanisms Generating Disadvantage." *Gender & Society* 29(4): 561-588.

### **PAPERS UNDER REVISION, REVIEW OR IN PROGRESS**

Sean Waite. "Should I stay or should I go? Should I stay, or should I go? Workplace discrimination and harassment against transgender and other minority employees in Canada's federal public service." Under review at *Journal of Homosexuality*.

Waite, Sean, Nicole Denier and Vesna Pajovic†. "Who gets hitched?: Documenting Selectivity into Partnership Among LGB and Heterosexual Individuals." Under review at *Social Science Research*.

Waite, Sean and Nicole Denier. "Somewhere over the rainbow? An audit study of LGBT employment discrimination in Canada. *First draft complete*, data collection ongoing.

Sean Waite, John Ecker, and Lori Ross. "LGBTQ2S+ Employment and Housing in Canada: A Systematic Review." *Draft complete*.

Sean Waite, Vesna Pajovic† and Nicole Denier. "Gay, lesbian, and bisexual earnings in the Canadian labour market: New evidence from the Canadian Community Health Survey". *Draft complete*.

Nicole Denier and Sean Waite. "Concealable stigma?: Sexual orientation and relationship ambiguity at work." *Qualitative data collection complete, analysis close to completion, draft preparation underway*.

Sean Waite and Anthony Jehn†. "Postgraduate education and the gender wage gap in Canada: Findings from the Canadian Census and National Graduate Survey." *Preliminary results, ongoing analysis*.

Sean Waite, Nicole Denier, and Vesna Pajovic†. "Self-employment and sexual orientation in Canada" *New project*.

### **OTHER PUBLICATIONS AND REPORTS**

MacKay, Jenna and Lori Ross. 2018. Canadian Coalition against LGBTQ2S+ Poverty (CCALP) Partnership Meeting Report. Final Report of the CCALP 2018 Meeting. Section on Employment issues facilitated and prepared by John Ecker and Sean Waite.

Waite, Sean. 2018. *Lesbian, gay, and bisexual (LGB) Canadians are more likely than heterosexual to be the victims of violent crime*. Report prepared for The Canadian Centre for Gender & Sexual Diversity.

Waite, Sean and Nicole Denier. 2018. *LGBTQ people's experience of employment*. Report prepared for the Canadian Coalition against LGBTQ2S+ Poverty (CCALP) Partnership Meeting.

Waite, Sean. 2018. [\*Gender Diverse Employees in the Public Sector: Results from the 2017 Public Service Employee Survey\*](#). Report prepared for The Canadian Centre for Gender & Sexual Diversity.

[\*What are the needs of lesbian, gay, bisexual, trans, and queer \(LGBTQ+\) people that should be addressed by Canada's Poverty Reduction Strategy \(CPRS\)\*](#). 2017. A joint submission from the Canadian Coalition against LGBTQ+ Poverty (CCALP).

Waite, Sean. 2016. "From the Law Firm to the Lecture Hall." *Sociology on the Rock*. 14: 2-4.

Waite, Sean. Fall 2015. "Feature interview." *Canadian Population Society*. 40(2): 2-3.

Waite, Sean and Nicole Denier. March 14, 2016. "There's a wage hierarchy based on sexual orientation." *London School of Economics, Business Review*.

Waite, Sean and Nicole Denier. July 1, 2015. "How your sexual orientation can affect how much you earn" *The London School of Economics and Political Science Daily Blog on American Politics and Policy*.

Waite, Sean and Nicole Denier. May 19, 2015. "Gay Pay for Straight Work" *Gender & Society Blog*.

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#### **PRESENTATIONS AT PROFESSIONAL MEETINGS** † denotes graduate student co-author

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"Concealable Stigma?: Sexual orientation and relational ambiguity at work" Nicole Denier (presenter) and Sean Waite at the *Canadian Association for Work and Labour Studies (CAWLS)* Session: Rights and resistance: sexual orientation, gender identity and work. Vancouver, British Columbia. June 4, 2019.

"Signaling sexuality and gender? An LGBT audit study of employment discrimination in Canada" Sean Waite (presenter) and Nicole Denier at the *Canadian Association for Work and Labour Studies (CAWLS)* Session: LGBTQ workers and unions. Vancouver, British Columbia. June 4, 2019.

"Gay, lesbian, and bisexual earnings in the Canadian labour market: New Evidence from the Canadian Community Health Survey" Sean Waite, Vesna Pajovic† (Presenter) and Nicole Denier at the *Canadian Population Society Annual Meeting*. Session: Social Diversity. Vancouver, British Columbia. June 7, 2019.

Invited talk: "Somewhere over the rainbow? An LGBT audit study of employment discrimination in Canada". Sean Waite (presenter) and Nicole Denier at the *Population Association of American*. Session: Minority Group Population Dynamics in Canada and the United States. April 13, 2019. Austin Texas.

"Who gets hitched?: Documenting Selectivity into Partnership Among LGB and Heterosexual Canadians" Nicole Denier (presenter), Sean Waite and Vesna Pajovic† at the *International Sociological Association*. Session: Demography of LGBTI Populations. Toronto Ontario. July 17, 2018.

"Documenting selectivity into partnership among lesbian, gay, bisexual, and heterosexual Canadians: Data, methods, and implications for sexual minority wage gap estimates." Sean Waite (presenter), Vesna

Pajovic† and Nicole Denier, at the *Canadian Population Society Annual Meeting*. Regina, Saskatchewan. May 30, 2018.

“Is it my sexual orientation?... LGBTQ employment experiences.” Nicole Denier (presenter) and Sean Waite at the *American Sociological Association*. Roundtable Session: Section on Organizations, Occupations and Work. Montreal, Quebec. August 15, 2017.

Invited Panelist, “Graduate Student Outcomes: What Comes After Grad School for Sociologists?” Sean Waite (presenter) at the *Canadian Sociological Association*. Work, Professions and Occupations Cluster. Toronto, Ontario May 30, 2017.

“My sexual orientation doesn’t matter, but...: Employment experiences of Canada’s LGBTQ community.” Nicole Denier and Sean Waite (presenter) at the *Canadian Sociological Association*. Session: Understanding Inequalities at the Workplace. Toronto, Ontario May 31, 2017.

“Occupational demand, cumulative disadvantage, and gender differences in early career earnings: evidence from Canada’s national graduates survey,” Michael R. Smith, Sean Waite (presenter), and Claire Durand at the *Canadian Population Society Annual Meeting*. Toronto, Ontario May 31, 2017.

“Is it worth it? Postgraduate Wage Premiums and the Gender Wage Gap in Canada.” Sean Waite (presenter) at the *Canadian Sociological Association Annual Meeting*, Calgary, Alberta. May 31, 2016.

“Self-employment among same-sex and opposite-sex couples in Canada.” Sean Waite (Presenter) and Nicole Denier at the *Canadian Population Society Annual Meeting*, Calgary, Alberta. June 3, 2016.

“Sexual orientation wage gaps across local labor market contexts: evidence from Canada.” Nicole Denier (presenter) and Sean Waite at the *Canadian Economic Association annual meeting*. Ottawa, Ontario. June 4, 2016.

“Occupational demand, cumulative disadvantage, and gender.” Michael R. Smith (presenter), Sean Waite, and Claire Durand at the *European Consortium for Social Research*. Tallinn, Estonia. September 11, 2015.

“Sexual orientation and self-employment: Evidence from Canada.” Sean Waite (co-presenter) and Nicole Denier at the *American Sociological Association Annual Meeting* co-sponsored section on work and occupations and sex and gender. Chicago, Illinois. August 24, 2015.

“Does it really get better? A quasi-cohort analysis of sexual minority wage gaps in Canada.” Sean Waite (presenter) at the *2015 Canadian Population Society Annual Meeting and Graduate Student Workshop*, Ottawa Canada. June 3, 2015.

“Sexual orientation wage gaps across local labor market contexts.” Nicole Denier and Sean Waite (co-presenter) at the Quebec Inter-University Centre for Social Statistics (QICSS) New Researchers Conferences. Quebec, Canada. March 13, 2015.

“Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada's National Graduates Survey.” Michael R. Smith (presenter), Sean Waite, and Claire Durand at the *3<sup>rd</sup> Equal is not Enough Conference*. University of Antwerp. February 5, 2015.

“Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada's National Graduates Survey.” Michael R. Smith (presenter), Sean Waite, and Claire Durand at the *XVIII World Congress of Sociology*. Yokohama Japan. July 18, 2014.

“Gay Pay in Canadian Cities: Local Labour Market Effects on Sexual Minority Earnings Gaps.” Nicole Denier (presenter) and Sean Waite at the *Canadian Population Society Annual Meeting*. St. Catharines, Ontario. May 30, 2014.

“Gay Pay for Straight Work: Mechanisms Generating Disadvantage.” Sean Waite (Presenter) and Nicole Denier at the *Population Association of America Annual Meeting*. Boston, Massachusetts. May 3, 2014.

“Cumulative disadvantage and gender differences in early career earnings: Evidence from Canada's National Graduates Survey.” Michael R. Smith (presenter), Sean Waite, and Claire Durand at the *Institute for Social Change*, University of Manchester, United Kingdom. 2013.

“Gender and pay of university graduates: Evidence from Canada's National Graduates Survey.” Michael R. Smith (presenter), Sean Waite, and Claire Durand at the *Social Stratification Research Seminar 2013*, University of Cambridge, United Kingdom. September 13, 2013.

“Gender differences in early career earnings: Evidence from Canada's National Graduate Survey.” with Michael R. Smith (presenter), Sean Waite, and Claire Durand at the conference for the *Society for the Advancement of Social Economics*. Milan, Italy. June 28, 2013.

“Overcoming labour market signaling, or persistent disadvantage? An intra-and intergenerational analysis of the experience-earnings profiles of Canadian visible minority men.” Sean Waite (presenter) at the *Canadian Population Society Annual Meeting & Canadian Sociological Association*. Victoria, British Columbia. June 5, 2013.

## **OTHER TALKS, PRESENTATIONS AND GUEST LECTURES**

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Breakout session facilitator, “LGBTQ people's experiences of employment.” at the Canadian Coalition Against LGBTQ2S+ Poverty (CCALP) Partnership Meeting. Toronto Ontario. June 14, 2018.

Invited Speaker, “What I study: Sexual orientation and the labour market” for SOC 1020 at Western University, Department of Sociology. January 23, 2018.

Invited speaker, “The Nuts and Bolts of the Publishing Process” for the Professional Development Seminar (PROSEM) at Western University, Department of Sociology. October 20, 2017.

Invited speaker, “Honours and Graduate School Information Session.” for the Sociology Undergraduate Society at Memorial University of Newfoundland. November 4, 2016.

Invited speaker, “Sexual orientation and the Canadian labour market: data, methods and discrimination.” for the Masters of Employment Relations Speaker Series at Memorial University of Newfoundland. October 17, 2016.

Invited speaker, “Gay pay for straight work”, in Work and Industry SOCI-312 at McGill University. March 31, 2016.

Invited speaker, “Publish, Publish, Publish”, in Professional Development Seminar in Sociology Seminar at McGill University. February 17, 2016.

“Highly Paid and Highly Unequal? The Gender Wage Gap in Canada, 1981 to 2011” at the McGill Sociology Graduate Publication Workshop at McGill University. February 12, 2016.

Invited speaker, “Sexual Orientation and Labour Market Stratification?” in Social Stratification SOCI-333 at McGill University. November 13, 2015.

Invited discussant at the Immigration, Race and Ethnicity (IRE) Workshop at McGill University. “*Explaining immigrant women’s occupational mobility: the interplay between work and family life*” by Mariona Lozano, PhD. April 9, 2015.

Invited speaker, “Sexual Orientation and Labour Market Discrimination?” in Work and Industry SOCI 312 at McGill University. February 3, 2015.

Invited speaker, “Successfully preparing and defending your thesis proposal”, Sociology Brown Bag Event at McGill University. December 4, 2014.

Invited speaker, “Sexual Orientation and Labour Market Stratification?” in Social Stratification SOCI-333 at McGill University. November 14, 2014.

“Does it get better? A quasi-cohort analysis of sexual minority wage gaps in Canada” at the McGill Sociology Graduate Publication Workshop. 2014.

Invited speaker, “Victimization: An empirical analysis using Canada’s GSS Victimization Survey” in Crime SOCI-388 at McGill University. 2014.

“Gay Pay for Straight Work: Occupational Sorting and Earnings of Canadian Sexual Minorities” at the McGill Sociology Graduate Publication Workshop. January 24, 2014.

“What you do and where you live matters: Exploring victimization in Canada using routine activities, social disorganization and collective efficacy theories”, at the McGill Sociology Graduate Publication Workshop. 2013.

Invited speaker, “Sexual Diversity” in Social Problems SOCI-250 at McGill University. 2012.

Invited Speaker, “Gender, Masculinity and Violence”, Introduction to Sociology at King’s University College at the University of Western Ontario. 2011.

## **MEDIA AND INTERVIEWS**

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[Yahoo News Finance, Article. “Wage gap exists for LGBTQ Canadians, and current research doesn’t tell the full story.”](#) June 8, 2016.

[Newsweek Opinion, Article. “Are Gay Employees Paid Less Than Straight Ones?”](#) March 23, 2016.

[GayStarNews, Article. “Canada study confirms that gay men earn less than straight men but lesbians earn more than straight women.”](#) June 19, 2015.

[OUT.com, Article, “Gay Wage: Why We Earn Less than Straight Men](#) June 18, 2015.

[Instinct Article, “Unequal Pay: The Gay Wage Gap. Does it Exist?”](#) June 18, 2015.

[Navigaytour, Article. “The Gay Wage: Why We Earn Less than Straight Men.](#) June 18, 2015.

[Yahoo News Finance, “Gay men make less than straight men, but lesbians out-earn straight women, study finds.](#) June 18, 2015.

[The Atlantic, “Unequal Pay: The Gay Wage Gap; why is it widest for some of the highest-paying jobs?”](#) June 17, 2015.

[The Ottawa Sun. “Sexual orientation affects wages.”](#) June 11, 2015.

[The Kingston Whig Standard, Interview. “Study unveils sexual-orientation wage gaps”](#) June 10, 2015.

[CTV News Montreal, Live Interview. “Pay stud stub.”](#) (Nicole Denier) May 27, 2015.

Radio Interview, AM 770 News Talk Radio May 22, 2015.

[The Loop, Article. “Does it pay to be a straight women? The sad reality about Canadian workplaces.”](#) May 21, 2015.

[Keen Consulting Article, The Sexual Politics of Compensating Employees](#) May 20, 2015.

Radio Interview, CBC homerun Montreal (Nicole Denier) May 20, 2015.

[Toronto SunNews, Article. “Sexual orientation can affect pay”](#) May 20, 2015.

[Global News, Interview. “Does your sexual orientation affect how much you get paid at work? A new study from McGill University says yes.”](#) (Nicole Denier). May 20, 2015.

[Le Journal De Montreal, Article “Les hétérosexuels gagnent plus que les gais et lesbiennes”](#) (Nicole Denier). May 20, 2015.

[Global News, Interview. “Gay men in relationships make less money than straight men.”](#) May 19, 2015.

[My Science, Social Sciences - Business/Economics Article, “Gay pay for straight work”](#) May 19, 2015.

[CTV News, Article. “Gay men earn less than straight men, opposite for gay women: McGill Study Finds”](#) May 19, 2015.

[McGill Newsroom Press Release, “Gay pay for straight work: Wages in the Canadian labour market are stratified by sexual orientation.”](#) May 19, 2015.

## **PROFESSIONAL DEVELOPMENT**

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*Teaching with Technology Workshop* hosted by Teaching Support Centre and WTS’ eLearning Technology. Western University. May 8, 2018.

*Tri-council Policy Statement: Ethical Conduct for Research Involving Humans course on Research Ethics.* (TCPS 2: CORE). September 6, 2016.

*Regression Analysis of Panel Data Using Stata*, University of Western Ontario's Summer School in Longitudinal Data Analysis. Summer 2013.

*The Use of Bootstrap Weights for Variance Estimation*, McGill University, Quebec Inter-University Center for Social Statistics. February 2013.

## **EXTERNAL ACADEMIC SERVICE**

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### **CURRENT & ONGOING EXTERNAL SERVICE WORK**

Treasurer, Canadian Population Society (CPS), 2018 – present.

Webmaster, Canadian Population Society (CPS), 2018-present.

### **OTHER EXTERNAL SERVICE WORK**

Member, Council of the Canadian Population Society (CPS), 2017-2019.

Session Organizer (with Suzanne Mills), “Rights and resistance: sexual orientation, gender identity and work.” at the Canadian Association for Work and Labour Studies. Vancouver, British Columbia. June 4, 2019.

Session Chair, “International Demographic Research.” at the *Canadian Population Society Annual Meeting* Vancouver, British Columbia. June 7, 2019.

Session Organizer, “Social Diversity.” at the *Canadian Population Society Annual Meeting* Vancouver, British Columbia. June 7, 2019.

Session Organizer, “Fertility.” at the *Canadian Population Society Annual Meeting* Vancouver, British Columbia. June 5, 2019.

Committee Member, Journal Subcommittee, *Canadian Population Society (CPS)*, 2017 to 2018.

Co-chair, Canadian Population Society (CPS) Student Paper Awards, 2018.

Session Organizer, “Housing and Living Arrangements.” at the *Canadian Population Society Annual Meeting* Regina, Winnipeg. May 2018.

Research Trainer, *Canadian Population Society (CPS) Graduate Student Conference*. Toronto, Ontario May 30, 2017.

Reviewer, *Canadian Population Society (CPS) Student Paper Awards*, 2017.

Session Organizer (with Xavier St-Denis), “Labour market inequality in Canada.” at the *Canadian Sociological Association Annual Meeting* in the Work, Professions and Occupations Cluster, Calgary, Alberta, May 31, 2016.

Session Organizer “Labour market stratification: The pervasiveness and sources of economic inequality in the “Canadian labour market” at the *Canadian Sociological Association Annual Meeting*, Ottawa, Ontario. June 2015 (merged with another session).

## **INTERNAL ACADEMIC SERVICE**

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### **CURRENT & ONGOING INTERNAL SERVICE WORK**

Comprehensive Exam Committee for Social Inequality. 2017 to present.

Comprehensive Exam Committee for Work, Occupations, and Professions. 2017 to present.

Graduate Committee, Department of Sociology. 2019 to present.

### **OTHER INTERNAL SERVICE WORK**

Undergraduate Committee, Department of Sociology. 2017 to 2019.

Faculty Organizer, Western Sociology Graduate Publication Workshop. 2017 to 2019.

Chair, “New Perspectives in Crime and Policing Research.” Session at the *11<sup>th</sup> Annual Western Sociology Graduate Student Conference*, Department of Sociology, Western University. March 1, 2019

Department / University Representative, Ontario University Fair (OUF), Toronto, September 29, 2018

Master’s Thesis Examiner for Meghan Miller entitled “Transgender YouTubers and the Power of Coming Out: Existentialism, Gender Performance, and Self-Actualization.” October 1, 2018

Master’s Thesis Examiner for Sagi Ramaj entitled “The Economic Integration of LGB Immigrants: The Role of Social Relationships.” August 23, 2018

Chair, Race, Ethnicity and Inclusion Session at the *10<sup>th</sup> Annual Western Sociology Graduate Student Conference*, Department of Sociology, Western University. March 2, 2018

Department / University Representative, Ontario University Fair (OUF), Toronto, September 24, 2017

Master’s Thesis Examiner for Kyle Militello, Department of Sociology, Western University. 2017

Committee Chair, Masters Thesis Committee, Gwynne Ng, August 24, 2017.

Acting Chair, Department of Sociology, Memorial University. May 2017

Comprehensive Examination Committee for Diana Deacon, Department of Medicine, Memorial University. 2017.

Undergraduate Program Liaison, Department of Sociology, Memorial University. 2016/2017.

Hiring Committee, Department of Sociology at Memorial University. 2016/2017.

Undergraduate Ethics Committee, Department of Sociology at Memorial University. 2016/2017.

Undergraduate Committee Chair, Department of Sociology, Memorial University. 2016/2017.

Faculty Organizer, Graduate Student Publication, Workshop at Memorial University. 2016/2017.

### **OCCASIONAL REVIEWER FOR:**

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*Social Science Quarterly*  
*Social Science Research*  
*Research in Social Stratification and Mobility*  
*Gender & Society*  
*The Sociological Quarterly*  
*Canadian Review of Sociology*  
*Nelson Education*  
*Canadian Public Policy*  
*Canadian Journal of Higher Education*  
*Oxford University Press*

### **STUDENT MENTORSHIP & SUPERVISION**

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#### **THESIS SUPERVISION**

Katelyn Delania Mitri. 2018. “Does Higher Education Make a Difference? The Influence of Educational Attainment on Women’s and Men’s Employment Outcomes.” (MA Research Paper)

#### **CURRENT GRADUATE STUDENTS**

Rachel Fazzari, Western University. MA supervisor. 2018 – Present.

Katelyn Delania Mitri, Western University. PhD supervisor with Kim Shuey. 2018 – Present.

Vesna Pajovic, Western University. PhD joint supervision with Kim Shuey. 2018 - Present.

#### **GRADUATE RESEARCH ASSISTANTS (GRAs)**

Anthony Jehn, Western University. Project: *Postgraduate employment, earnings, and the gender wage gap: An analysis of the labour market outcomes of Canada’s masters and doctoral graduates*. 2018 – Present.

Vesna Pajovic, Western University. Project: *Who gets hitched?: Documenting Selectivity into Partnership among LGB and Heterosexual Canadians*. 2017- Present.

Katelyn Delania Mitri, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada’s LGBTQ Population*. 2017- 2018.

Gajan Sivakumaran, Western University. Project: *Who gets hitched?: Documenting Selectivity into Partnership among LGB and Heterosexual Canadians*. 2017- 2018.

## UNDERGRADUATE RESEARCH ASSISTANTS (URAs)

Kieran Maingot, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2018-present.

Bertina Lou. Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2019. Post URA: MA at Western University.

Jasmine Sihra, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2018-2019.

Sara Szot, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2018-2019. Post URA: MPP at University of Toronto.

Ina Palii, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2018-2019. Post URA: MA at Western University.

Mackenzie Vozza, Western University. Project: *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population*. 2018-2019. Post URA: LLB at University of Windsor.

Lyndsay Schlarbaum, Memorial University of Newfoundland. Project: *Employment Discrimination against Women and Sexual Minorities: A Canadian Audit Study*. 2017. Post URA: employed

Darien S. Abbott, Memorial University of Newfoundland. Project: *Employment Discrimination against Women and Sexual Minorities: A Canadian Audit Study*. 2017. Post URA: employed.

Xylia Frasier, Memorial University of Newfoundland. Project: *Employment Discrimination against Women and Sexual Minorities: A Canadian Audit Study*. 2017. Post URA: MA at York.

Silver Tresco, Memorial University of Newfoundland. Project: *Employment Discrimination against Women and Sexual Minorities: A Canadian Audit Study*. 2017. Post URA: employed.

## HONORS, AWARDS and GRANTS

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Principal Investigator: Social Sciences and Humanities Research Council of Canada Insight Grant (IG), *Sexual orientation and the Canadian labour market: new data and new insights* with Nicole Denier (co-applicant), Michael Haan (co-Applicant), and Andrea Willson (collaborator). \$87,072. 2019-2021.

Principal Investigator: Social Science & Humanities Review Board (SSHRB) Seed Research Grant at Western, *What can survey and administrative data tell us about Canada's LGBT community? Where we stand and what the future holds*. \$20,578. 2018-2019

Principal Investigator: Social Sciences and Humanities Research Council of Canada Insight Development Grant (IDG), *Employment Discrimination and the Labour Market Experiences of Canada's LGBTQ Population* with Nicole Denier (collaborator), \$71,000. 2017.

Western University, New Faculty Start-up Grant. \$6,000. 2017

Collaborator: Canadian Institute of Health Research (CIHR), Planning Grant, *Partnership Development for Community-Based Research on LGBTQ Identity, Poverty and Health* with Lori Ross (Principal Investigator). \$10,000. 2017.

Principal Investigator: Memorial University, New Faculty Start-up Grant. *Employment Discrimination against Women and Sexual Minorities: A Canadian Audit Study*, \$15,000. 2016.

Principal Investigator: Social Sciences and Humanities Research Council of Canada Postdoctoral Fellowship, *Low Skilled, Low Paid and Part-time Work for Women and Sexual Minorities in Canada*. \$81,000 (declined for tenure-track position). 2016 – 2018.

Principal Investigator: Social Sciences and Humanities Research Council of Canada. Joseph-Armand Bombardier CGS Doctoral Scholarship, *The growth of the immigrant earnings gap: magnitude, causes and attenuation*. \$105,000. 2013- 2016.

Canadian Population Society Student Competition for Best Paper. Does it get better? A quasi-cohort analysis of sexual minority wage gaps in Canada, \$500. 2015.

Canadian Population Society Student Competition for Best Paper. (w/ Nicole Denier), *Gay pay in Canadian Cities: Local labour market effects on sexual minority earnings gaps*, \$500. 2014.

Population Change and Lifecourse Strategic Knowledge Cluster Student Competition for Conference Presentations, \$1,150. 2014.

McGill University Graduate Student Travel Grant, used to present “Gay Pay for Straight Work: Mechanisms Generating Disadvantage” in Boston MA. \$1,150. 2014.

Principal Investigator: Quebec Inter-University Centre for Social Statistics (QICSS) - Entrance Scholarship. “The experience-earnings profiles of Canadian visible minorities in the first, 1.5, second and third generation and beyond.” \$2,000 + \$4,000 in additional grants. 2013 – 2016.

McGill University Graduate Student Travel Grant, used to present “Overcoming labour market signaling, or persistent disadvantage?” in Victoria BC. \$1,000. 2013.

Principal Investigator: Social Sciences and Humanities Research Council of Canada, Joseph-Armand Bombardier Graduate Scholarship (Masters), *Economic returns by educational attainment of first, second, and third generation visible minority Canadians, 1990-2005*. \$17,500. 2011/2012.

Principal Investigator: Ontario Graduate Scholarship, *Economic returns by educational attainment of first, second, and third generation visible minority Canadians, 1990-2005* (declined for SSHRC). \$15,000. 2011/2012.

Faculty Association Award for Outstanding Achievement, King’s University College at the University of Western Ontario, \$300. 2011.

Dr. Jeffrey Cormier Memorial Student Award, King’s University College at the University of Western Ontario, \$1,200. 2010.

Academic Discipline Award: Sociology Department, King’s University College at the University of Western Ontario, \$200. 2010.

Sociology Essay Award, King's University College at the University of Western Ontario: *Educational Obtainment and Generational Income Disparities*, \$100. 2010.

Dean's Honour Roll, King's University College at the University of Western Ontario. 2007 – 2011.

Undergraduate Education Scholarships (various), King's University College at the University of Western Ontario, \$5,500 (total). 2007 – 2011.

## **COMMUNITY EXPERIENCE**

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Member of the Board of Directors of the AIDS Committee of London Ontario. 2009 – 2010.

- Developed and oversaw the implementation of AIDS Committee of London policy, procedures and financials.
- Overall accountability of the organization.

## **PROFESSIONAL WORK EXPERIENCE**

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Law Clerk / Accident Benefits Clerk, Legate & Associates LLP, Personal Injury and Medical Malpractice Lawyers. London Ontario. 2006 – 2011.

- Maximized client's access to necessary insurance benefits.
- Coordinated medical and rehabilitation treatment with health care providers.
- Quantified pecuniary damages in catastrophic injury cases.

## **ACADEMIC ASSOCIATIONS**

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American Sociological Association (ASA); Canadian Sociological Association (CSA); Canadian Population Society (CPS); Population Association of America (PAA); Affiliate Member at McGill's Centre on Population Dynamics (CPD); Population Change and Lifecourse Strategic Knowledge Cluster; [Canadian Coalition Against LGBTQ Poverty \(CCALP\)](#); Western Centre for Research on Social Inequality (CRSI); Network for Economic and Social Trends (NEST)