

W.G. HART WORKSHOP 1990

SUSAN ATKINS lectured in sex and race discrimination law at undergraduate and postgraduate level for twelve years at Southampton University. She has published widely on issues concerning sex discrimination, women and E.E.C. law and is co author with Brenda Hoggett of Women and Law (Blackwells, 1984). Her most recent research includes the application of the Women's Law approach in Commonwealth jurisdictions and personal security in transport. She is now a Visiting Fellow at the University of Southampton.

DERRICK A. BELL A.B., Duquesne University, 1952; LL.B. University of Pittsburgh Law School, 1957; admitted to the Bar in District of Columbia, Pennsylvania, New York, California; admitted to practice in U.S. Supreme Court and in Federal Courts of Appeal in the Fourth, Sixth, Eighth and Tenth Circuits. Professor of Law at Harvard University. He has also been an administrator in the field of civil rights. His publications include And We Are Not Saved: The Elusive Quest For Racial Justice (1987); Race, Racism and American Law (2nd ed. 1980), Shades of Brown: New Perspectives on School Desegregation (1980) and "Foreword: The Civil Rights Chronicles" 99 Harvard Law Review 4 (1986). His writings have been included in several books and have appeared in journals published by Harvard, Yale, Columbia, Michigan, Berkeley, Pennsylvania, UCLA, Wisconsin and several other law schools.

GEOFFREY BINDMAN B.C.L., M.A. (Oxon). Solicitor; Legal Adviser to the Race Relations Board 1966-1977; Legal Adviser to the Commission for Racial Equality 1977 to 1983; Honorary Visiting Senior Lecturer in Law, University College, London.

MARY COUSSEY is Director of Employment at the Commission For Racial Equality. She was educated at the University of Bristol and the L.S.E. She has had a career as a trade union in personnel management and in equal opportunities, initially in the private sector until 1977 when she joined the C.R.E.

BARRY FITZPATRICK is a lecturer in law at the University of Newcastle-upon-Tyne and has taught Labour Law and European Community Law for 10 years. He is a solicitor, qualified in Northern Ireland and has an M.A. in Industrial Relations from the University of Warwick.

SANDRA FREDMAN is a Fellow and Lecturer in Law at Exeter College, Oxford. She is co-author of Labour Law and Industrial Relations in Great Britain (1989) and The State as Employer (1989)

JOHN GARDNER has been a Fellow of All Souls College, Oxford since 1986, and a Barrister since 1988. He is interested in the moral and political foundations of legal practices, and has written about legislation against discrimination from this point of view. His current research concerns the relationship between moral responsibility and the principles of criminal liability, but he also continues to work on gender and race issues.

JEANNE GREGORY teaches criminology, women and the law and gender studies at Middlesex Polytechnic, where she also heads a new part-time M.A. course in Gender and Society. She has written several articles on sex discrimination and the law and is the author of a book entitled "Sex, Race and the Law: legislating for equality." Her current research includes a study of settlements under the equal pay and sex discrimination legislation for the Equal Opportunities Commission. She is also a member of Liberty's (N.C.C.L.'s) Women's Rights Committee and is currently involved in setting up an Equal Pay Campaign, initially under the auspices of Liberty.

BOB HEPPLER, Dean and Head of the Department of Law, University College London, was shocked by the extent of racism when he came to Britain as a refugee from the apartheid regime 27 years ago. This led him to write Race, Jobs and the Law in Britain (1968, 2nd ed. 1970), the first socio-legal text on the subject. He became actively involved in community relations and has handled a number of cases for ethnic minorities and women in trade unions such as the Mansfield Hosiery strike inquiry (1972), and the Dibro case (1989). He has been a member of the Commission for Racial Equality since 1986. As a Chairman of Industrial Tribunals he has had some opportunities for innovative judgments, e.g. applying indirect discrimination to part-time work (Meeks v NUAAW, 1976) and developing common law contractual terms against sexual harassment (Wood v Freeloader Ltd, 1977). His current writing on equality and the prohibition of discrimination includes part IB, Title 8 of the Encyclopedia of Labour Relations Law (Sweet & Maxwell).

NICOLA LACEY was a lecturer in law at University College London from 1981-84 and now teaches at New College Oxford. Her research interests are in criminal justice, criminal law, legal theory and feminist issues on legal theory. She is the author of State Punishment (Routledge, 1988) and a co-author of Reconstructing Criminal Law (Weidenfeld and Nicolson, 1990).

ALICE LEONARD is an American Lawyer who has worked in the area of discrimination for nearly 10 years.

Before coming to England in 1983, she was Counsel to the Office for Civil Rights of the United States Department of Health & Human Services in Boston, the agency which has responsibility for monitoring compliance with the federal laws prohibiting discrimination on grounds of race, sex, handicap and religion by agencies which received federal funding.

Her first years in the U.K. were researching the handling of sex discrimination and equal pay cases by the Industrial Tribunals of England, Scotland and Wales. Her study, Judging Inequality, was published in 1985 and was critical of the tribunals and their failure to develop uniform expertise in discrimination issues. The book is now a standard reference.

Ms. Leonard next published Pyrrhic Victories, a study of the women and men who won sex discrimination and equal pay cases over a 5 year period. The study documented how meagre the compensation was for those individuals, and the dedication to principle which motivated them.

Since 1986, Ms. Leonard has been Deputy Legal Adviser to the Equal Opportunities Commission.

LAURENCE LUSTGARTEN teaches a course called Racism, Discrimination and the Law as well as Constitutional and Administrative Law at the University of Warwick. Author, Legal Control of Racial Discrimination and 'Racial Inequality and the Limits of Law' (M.L.R. 1986). Main intellectual interests: social inequalities and institutions of repression.

MARTIN MABILETSA, Advocate of the Supreme Court of South Africa and Member of the Johannesburg Bar. Senior/Principal Legal Officer with the Commission for Racial Equality (Special Functions - Legal Advice to CRE and other Agencies. Tribunal Representation on behalf of Individuals in employment cases and the CRE: Training Trade Unionists and others in representation) and employment law.

DR WERNER F. MENSKI is a lecturer in Hindu and Modern South Asian Laws at SOAS since 1981 and Chairman of G.E.M.S., the Group for Ethnic Minority Studies at SOAS.

Teaching several courses on South Asian law, a course on Ethnic Minorities and the Law, and is developing teaching and research in immigration law. Reviews Editor of Immigration and Nationality Law and Practice. Large number of publications on South Asian laws, currently editing [with Dieter Conrad] a book on Government Policy, Law and Society in India for publication in the Collected papers on South Asia [London: Curzon Press].

TARIQ MODOOD has lectured in political theory at a number of universities and is currently an Honorary Research Fellow at University College Swansea and Principal Employment Officer at the Commission for Racial Equality.

JONATHAN MONTGOMERY is a lecturer in law at the University of Southampton.

PASEKA NCHOLO B.A.(Law) Lesotho, LL.M (UCL) is currently an MPhil/PhD research student in law at University College, London. He has written an article for the Centre for Southern African Studies' 15th Annual Conference on Research in Progress entitled "South Africa and the Bill of Rights Controversy: Do we need a Bill of Rights". Presently researching on "The ideas of equality and affirmative action in the Bill of Rights context for a post-apartheid South Africa".

JOE O'HARA graduated in law from Queen's University, Belfast in 1972, and qualified as a Solicitor in 1975. Between 1980 and 1984 he worked for Industrial Relations Services, writing and later editing the Industrial Relations Legal Information Bulletin. Since 1984 he has been National Legal Officer with the GMB Trade Union.

PROFESSOR BIKHU PAREKH is Professor of Political Theory at the University of Hull and until recently was Deputy Chairman of the Commission for Racial Equality. From 1981-84 he was Vice Chancellor of the University of Baroda, India. He is the author of some half dozen books on political theory including works on Bentham, Karl Marx and Gandhi.

EDWARD PHILLIPS took his first degree at the University of Malaya in Malaysia and the BCL at Oxford. He has taught at the Universities of Malaya and Hull. He is currently a lecturer in law at the University of Buckingham. His research interests embrace a wide range of subjects including Comparative Law.

GWYNETH PITT is a lecturer in the Faculty of Law at the University of Leeds, where she teaches Labour Law, Jurisprudence and Business Ethics. She is currently Deputy Director of the inter-disciplinary Centre for Business and Professional Ethics.

DR SEBASTIAN POULTER is a Reader in Law at Southampton University and the author of English Law and Ethnic Minority Customs (Butterworths, 1986) and Asian Traditions and English Law (Runnymede, 1990)."

ALBIE SACHS, South African lawyer and writer. Director of the South African Constitution Studies Centre and member of the African National Congress Constitutional Committee.

VERA SACKS is a Senior Lecturer in Law at Kingston Polytechnic. Her main interests are Constitutional and Administrative Law; EEC Law. Research includes: 1982 Sex Discrimination law with particular reference to enforcement mechanisms in the U.S.A. (Visiting Scholar, University of Washington); 1986 Equal Opportunities Commission; 1989 Use of Positive Action Provisions of the SDA. Adviser to Cyprus Government on sex equality law and practice. Past Vice-Chair of Fawcett Society and of National Alliance of Women's Organisations.

JOSEPHINE SHAW is a Lecturer in Law at the University of Exeter. Special interests: European Law and Comparative Law, particularly German Law. She is interested in developing a comparative methodology around law and issues of gender in the European sphere which takes into account the Community dimension".

JANET SMITH is the Staff Lawyer at the Womens Legal Defence Fund.

DEIDRE STANLEY graduated from Duke University, Durham, North Carolina in 1986 with a B.A. degree in Public Policy and Math; graduated from Harvard Law School in 1989 with a J.D. degree. While at Harvard, she was an Instructor in Legal Methods (a course for first year students) for two years. She was also an editor of the Harvard Law Review. Awarded the Sheldon Fellowship from Harvard University to do a comparative study of racial discrimination law in Great Britain and the United States. Publications include The Anti-discrimination Principles in the Common Law, Harvard Law Review, vol. 102 (June edition). She is currently enrolled in the LL.M. program at the LSE.

ERIKA SZYSZCZAK lectures in European Community law and employment law at the LSE. She is a joint author of Women's Rights and the EEC and Equality and Sex Discrimination Law. She is interested in the role of law and the regulation of the labour market and has recently completed a book on Partial Unemployment: The Regulation of Short Time Working in Britain.