

ANNA CAROLINA VENTURINI

CONTACT

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ACADEMIC APPOINTMENTS

Brazilian Center of Analysis and Planning – CEBRAP
Postdoctoral Research Fellow, 2019-2020
International Interdisciplinary Postdoctoral Program (IPP)
Supervisor: Prof. Dr. Marcia Lima

EDUCATION

Rio de Janeiro State University (UERJ)
Institute of Social and Political Studies (IESP)
PhD in Political Science, 2019.
Affirmative action in graduate school: the challenges of expanding an inclusion policy.
Advisor: Professor João Feres Junior
Defense committee: Professors Ana Cláudia Nierdhardt Capella (UNESP), Carlos Antonio Costa Ribeiro (IESP-UERJ), Jennifer L. Hochschild (Harvard University) and Luiz Augusto Campos (IESP-UERJ).

University of São Paulo Law School
Master of Laws., Public Law, 2014.

University of São Paulo Law School
LL.B., Law, 2010.

RESEARCH EXPERIENCE

Brazilian Center of Analysis and Planning – CEBRAP
Afro - Research and Training Center on Race, Gender and Racial Justice
Researcher, 2019 –

Democracy and Collective Action Center (NDAC)
Member of the research cluster, 2019 -.

São Paulo Law School - Getúlio Vargas Foundation (FGV DIREITO SP)
Research Center on Law, Gender and Identities
Research Assistant, 2017 – 2018.
Project: Women's participation in senior management positions: gender relations, law and corporate governance.
Conducting interviews with board members and leadership positions.

Harvard University
Graduate School of Arts and Sciences
Visiting Fellow and Full-time Researcher, 2017.
Advisor: Prof. Jennifer Hochschild (Department of Government)

Group for Multidisciplinary Studies of Affirmative Action ([GEMAA](#))
Institute of Social and Political Studies (IESP)
Associate Researcher, 2015 -

Projects: Affirmative action for graduate schools. Affirmative action programs created by the University of São Paulo (USP) and State University of Campinas (UNICAMP). Human Rights and Diversity in Higher Education (funded by CAPES - 2018-2020).

BOOK

Feres Júnior, João; Campos, Luiz Augusto; Daflon, Veronica Toste; Venturini, Anna Carolina. *Ação Afirmativa: conceito, história e debates*¹. 1. ed. Rio de Janeiro: EdUERJ, 2018. 206p.

JOURNAL PAPERS

Venturini, Anna Carolina. [Ações afirmativas e Pós-graduação: uma análise dos programas de inclusão em universidades públicas brasileiras](#)². *Sinais Sociais*, v. 11, n. 34, p. 119-153, 2018.

Venturini, Anna Carolina. (2017). [Formulação e implementação da ação afirmativa para pós-graduação do Museu Nacional](#)³. *Cadernos de Pesquisa*, 47(166), 1292-1313. <https://dx.doi.org/10.1590/198053144438>

Venturini, Anna Carolina; Villela, Renata R. [A Inclusão de Mulheres no Parlamento como Medida de Justiça Social: Análise Comparativa dos Sistemas de Cotas do Brasil e da Bolívia](#)⁴. *Revista Eletrônica de Ciência Política*, vol. 7, n. 1, p. 69-83, 2016.

Venturini, Anna Carolina. A dignidade e os direitos humanos: a concepção filosófica de Ronald Dworkin. *Revista Acadêmica Direitos Fundamentais (FIEO)*, v. 5, p. 89-97, 2011.

WORKING PAPERS

“Affirmative Action for Brazilian Graduate Schools: Patterns of Institutional Change”.

“Affirmative action and the dilemma of meritocracy in Brazilian graduate education”.

“Why Brazilian Graduate Schools Resist to Create Affirmative Action?”.

“The diffusion of affirmative action throughout Brazilian graduate courses”.

“Interviews with social movements” (book chapter).

OTHER PUBLICATIONS

Venturini, Anna Carolina. [Ações Afirmativas nos Programas de Pós-Graduação Acadêmicos de Universidades Públicas](#). *Levantamento das políticas de ação afirmativa GEMAA*, 2019, p. 1-31.

Venturini, Anna Carolina; Feres Júnior, João. [Efeitos das alterações do PAAIS-Unicamp nos vestibulares de 2016 e 2017](#). *Textos para discussão GEMAA*, n. 16, 2018, pp. 1-20.

Venturini, Anna Carolina; Feres Júnior, João. [Onze anos da ação afirmativa sem cota da UNICAMP](#). *Textos para discussão GEMAA*, n. 11, 2016, pp. 1-24.

Venturini, Anna Carolina. [O programa de inclusão social da USP \(INCLUSP\)](#). *Textos para discussão GEMAA*, n. 9, 2015, p.1-17.

AFFILIATIONS

2017 Visiting Fellow, Harvard University.

2017-2018 Member on the Committee for Racial Equality of the Brazilian Bar Association of São Paulo

2016 - 2018 Member of Editorial Board, Cadernos de Estudos Sociais e Políticos
2010 - Brazilian Bar Association of São Paulo.

GRANTS

2018 Mark Cluster Mamolen Fellowship. The Mark Cluster Mamolen Dissertation Workshop on Afro-Latin American Studies organized by the Afro-Latin American Research Institute at the Hutchins Center, Harvard University.

¹ Affirmative action: concept, history and debates.

² Affirmative Action and Graduate Studies: an analysis of inclusion programs in Brazilian public universities.

³ Formulation and implementation of affirmative action for graduate courses of the National Museum.

⁴ Inclusion of women in parliament as a measure of social justice: comparative analysis of the quota systems of Brazil and Bolivia

COMPLEMENTARY COURSES	2019	<i>Basics of Quantitative Methods for Public Policy Analysis</i> taught by professor Bruno Cautrès (SciencePo) during the IPSA-USP Summer School.
	2018	<i>Introduction and tools for quantitative analysis using SPSS</i> – Cebrap.Lab
	2018	<i>Conducting Field Research in Political Science: Interviewing and Mixed Methods Approaches</i> , taught by professor Melani Cammett (Harvard University) during the IPSA-USP Summer School.
	2018	<i>Survey Research Design</i> , taught by professor Soledad Prillaman (Nuffield College at Oxford University) during the IPSA-USP Summer School.
	2017	<i>Qualitative Analysis of Mixed with NVIVO</i> . 18th Brazilian Congress of Sociology, SBS, Brazil.
	2016	<i>Programming in R for Analysis of Data</i> . Rio de Janeiro State University. (Portuguese)
	2016	<i>Qualitative Research Methods in Social Sciences</i> . Rio de Janeiro State University. (Portuguese)
	2015	<i>ER22.1x: Justice</i> . Harvard University, HarvardX (edX platform). (English)
	2015	<i>Diversity in Corporations</i> . Fundação Getúlio Vargas. FGV Online. (Portuguese)
	2007	<i>Intensiv Deutschkurz</i> . Goethe Institut, Bonn, Germany

PRESENTATIONS	2018	The Mark Cluster Mamolen Dissertation Workshop on Afro-Latin American Studies.
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CONFERENCE PRESENTATIONS	2019	43 rd Annual Congress of the National Association of Graduate Studies and Research in Social Sciences (ANPOCS) (October 21-25, 2019).
	2019	VIII Oxbridge Conference on Brazilian Studies, Cambridge University, UK. (October 4-5, 2019)
	2019	X Congreso Lationamericano de Ciencia Política, de la Asociación Latinoamericana de Ciencias Políticas (ALACIP)
	2019	1 st USP Social Sciences Intersectional Studies Congress.
	2019	IX Meeting of Empirical Research in Law - EPED
	2019	19 th Brazilian Congress of Sociology.
	2019	2019 Congress of the Latin American Studies Association (LASA). “Affirmative Action for Brazilian Graduate Schools: Patterns of Institutional Change”.
	2018	42 nd Annual Congress of the National Association of Graduate Studies and Research in Social Sciences (ANPOCS). “Affirmative Action for Brazilian Graduate Schools and patterns of institutional change”.
	2018	2018 ECPR General Conference in Hamburg/Germany (August, 2018). “ Affirmative Action for Brazilian Graduate Schools: decision-making process and patterns of institutional change ”
	2018	3 rd National Meeting on Public Policies (<i>Encontro Nacional de Políticas Públicas</i>).
	2017	41 st Annual Congress of the National Association of Graduate Studies and Research in Social Sciences (ANPOCS).
	2017	1st Afro-Latin American Graduate Student Conference - Harvard University .
	2017	18 th Brazilian Congress of Sociology.
	2017	13 th Women’s Worlds (WW) Congress & Doing Gender (Fazendo Gênero) 11.
	2016	10 th Congress of the Brazilian Political Science Association.
	2016	40 th Annual Congress of the National Association of Graduate Studies and Research in Social Sciences.

INVITED LECTURES	“Affirmative action in graduate school: the challenges of expanding an inclusion policy.”
	• Lecture at the event in celebration of 10 years of GEMAA, November, 2019.

- Lecture at the Graduate School of Education of the University of São Paulo (USP), August, 2019.
- Lecture at the Graduate School of Social Sciences of the Pontifical Catholic University of Rio de Janeiro (PUC-Rio), September, 2019.
- Lecture at the Graduate School of Education of the Federal University of Rio de Janeiro (UFRJ), August, 2019.
- Lecture at the 19th Brazilian Congress of Sociology, July, 2019.

BLIND-REVIEWS FOR JOURNALS

[Dados](#) – Revista de Ciências Sociais (2 reviews in 2019)
[Cadernos de Pesquisa](#) (Fundação Carlos Chagas) (1 review in 2019)
 Revista Brasileira de Ciência Política – RBCP (1 review in 2019)
 Expressa Extensão (UFPel) (1 review in 2019)
[The Journal of Higher Education](#) (1 review in 2019)

TEACHING EXPERIENCE

2018 *Fundamental Rights I*, Graduate Teaching Assistant (Prof. Conrado Hübner Mendes), University of São Paulo Law School.
 2011-2012 *Fundamental Rights I*, Graduate Teaching Assistant (Prof. Virgílio Afonso da Silva), University of São Paulo Law School.
 2012 *Constitutional Law I*, Graduate Teaching Assistant (Prof. Marcos Paulo Verissimo), University of São Paulo Law School
 2011 *Constitutional Law II*, Graduate Teaching Assistant (Prof. Marcos Paulo Verissimo), University of São Paulo Law School
 2007 *Introduction to the Study of Law*, Monitor (Prof. Ronaldo Porto Macedo Junior), University of São Paulo Law School.

PROFESSIONAL EXPERIENCE

2016 - **Pluraliza (pluraliza.com.br)**
 Founder / Diversity Consultant
 Coordination of diversity and inclusion projects for our companies and NGOs, including the diagnosis of diversity issues through the collection of quantitative and qualitative data, as well as the recommendations of actions e policies that could help reducing diversity challenges and transform the work environment into more plural and inclusive.
 Experience in conducting interviews and focus groups with employees and employers to know more about their perspective and to measure the effectiveness of existing policies.
 Workshops and lecture on the benefits of diversity in the labor market, ethnic-racial diversity, privileges, colorism, unconscious biases and stereotypes, disability.
 Recent projects and assessments on gender and race inequalities in the workplace: Pinheiro Neto Advogados, Lefosse Advogados, Lemann Foundation, Conectas, etc.

2011-2016 **Pinheiro Neto Advogados**
 Associate Lawyer
 Real Estate / Public Law / Member of the Diversity Committee

2010 **Third Regional Federal Court**
 Intern

2007 - 2010 **Pinheiro Neto Advogados**
 Intern - Real Estate / Tax Litigation

LANGUAGES

Portuguese Native
 English Speak, read and write
 Certificate of Proficiency in English from Cambridge University
 TOEFL: 103 (28 reading, 28 listening, 23 speaking, 24 writing)
 German Speak, read and write (intermediate)
 Spanish Speak, read and write (intermediate)

French Speak (basic), read (intermediate) and write (basic)
Italian Speak, read and write (basic)

SOFTWARES

R, SPSS, Stata, NVivo, ATLAS.ti and Tableau.

**Brazilian Academic
Curriculum**

<http://lattes.cnpq.br/4246058679776328>