

## **ANNA CAROLINA VENTURINI**

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Brazilian Center of Analysis and Planning – CEBRAP  
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### **ACADEMIC APPOINTMENTS**

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#### **Brazilian Center of Analysis and Planning – CEBRAP**

*Postdoctoral Research Fellow*, 2019-2021

- International Interdisciplinary Postdoctoral Program (IPP)
- Research project: Affirmative Action in Brazilian Graduate Education: results and patterns of institutional change
- Supervisor: Marcia Lima, Ph.D.

*Qualitative Methods Professor*, *Cebrap.lab*.

Course "Conducting interviews and analysis of qualitative data in NVivo" at [Cebrap.lab](http://Cebrap.lab).

### **EDUCATION**

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#### **Rio de Janeiro State University (UERJ)**

Institute of Social and Political Studies (IESP)

*PhD in Political Science*, 2019.

- Dissertation: Affirmative action in graduate school: the challenges of expanding an inclusion policy.
- Advisor: João Feres Junior, Ph.D.
- 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**

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#### **Brazilian Center of Analysis and Planning – CEBRAP**

*Afro - Research and Training Center on Race, Gender and Racial Justice*

Research Coordinator, 2020 – present

Researcher, 2019 – present

Projects:

- Effects of the covid-19 pandemic in racial inequalities in Brazil, including public health, education, labor market and security/violence.
- Anti-racist agenda and the construction of public policies for the black population.

*Democracy and Collective Action Center (NDAC)*

- Member of the research cluster, 2019 – present
- Collaboration in different activities (discussions of texts, seminars, etc.).

#### **Center for Analysis of Liberty and Authoritarianism (LAUT)**

*Researcher*, 2020 – present

- Research on academic freedom and discrimination.
- Research coordinator – project on surveillance, vigilantism, and discrimination. Funded by Ford Foundation.
- Co-presenter of the 3<sup>rd</sup> season of [Revoar Podcast](#).

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### 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).

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### BOOK AND BOOK CHAPTERS

1. Feres Júnior, João; Campos, Luiz Augusto; Daflon, Veronica Toste; Venturini, Anna Carolina. *Ação Afirmativa: conceito, história e debates*. 1. ed. Rio de Janeiro: EdUERJ, 2018. 206p.
2. Venturini, Anna Carolina. In-depth interviews. In: Szwako, J., Dowbor, M. & Pereira, M. (orgs.) *Methodologies in motion*, EDUFBA (*forthcoming*).
3. Venturini, Anna Carolina. Adherences and resistances to affirmative actions in graduate school. In: Campos, Luiz; Rios, Flávia; Lima, Raquel (org.). *Race and State in Brazil: debates and policies*. Rio de Janeiro: EdUERJ (*forthcoming*).

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### PEER-REVIEWED PAPERS

1. Venturini, A.C. Affirmative Action for Brazilian Graduate Schools: Patterns of Institutional Change. *Revista de Administração Pública - RAP*, 2021 (*forthcoming*).
2. Venturini, A.C. Políticas de inclusão na pós-graduação: os bastidores e o histórico da edição da Portaria Normativa 13/2016. *Novos Estudos. CEBRAP*, jul. 2021. (*forthcoming*) (“*Inclusion policies at the graduate level: the backstage and the historic of Normative Order 13/2016*”)
3. Venturini, A.C. Comparing diffusion patterns in affirmative action policies for graduate education in Brazil. *Journal of Comparative Policy Analysis*, 2021 (*forthcoming*).
4. Jardim Sousa, Caio & Venturini, A.C. Racial inequalities, education and digital exclusion in Brazil: an overview of Internet access by students during the COVID-19 pandemic. *Survey on the use of information and communication technologies in Brazilian households: ICT Households 2020, São Paulo: Comitê Gestor da Internet no Brasil*, 2021 (*forthcoming*).
5. Venturini, A.C. & Feres Júnior, João. (2020). Affirmative action policy in graduate studies: the case of public universities. *Cadernos de Pesquisa*, 50(177), 882-909. October 28, 2020. <https://doi.org/10.1590/198053147491>
6. Venturini, A.C. (2017). Formulação e implementação da ação afirmativa para pós-graduação do Museu Nacional. *Cadernos de Pesquisa*, 47(166), 1292-1313. <https://dx.doi.org/10.1590/198053144438>
7. Venturini, A.C; 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. *Revista Eletrônica de Ciência Política*, vol. 7, n. 1, p. 69-83, 2016.
8. 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.

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### OTHER PAPERS

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

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1. Venturini, A.C. “Ações afirmativas em concursos para docentes de universidades públicas e a adoção de comissões de heteroidentificação” (*forthcoming at Boletim de Análise Político-Institucional – BAPI/IPEA*).
2. Venturini, A. C. “Affirmative action and the dilemma of meritocracy in Brazilian graduate education”. (in English, *under review at Dados*)
3. Venturini, A.C. “Practices of Brazilian Public Universities in Supporting Vulnerable Students During the Covid-19 Pandemic”.
4. Venturini, A.C. “Ações afirmativas para indígenas em programas de pós-graduação”

## AWARDS

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- 2020 Award for the Best Dissertation of Political Science, [Contest for Best Doctoral Dissertation](#) defended in 2019, Institute of Social and Political Studies (IESP), Rio de Janeiro State University (UERJ).
- 2020 Doctoral dissertation nominated for the 2020 Edition of the Brazilian ANPOCS Contest for Theses and Dissertations in Social Sciences and the CAPES Award for Doctoral Dissertations 2020.

## OTHER PUBLICATIONS

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1. Venturini, Anna Carolina; Lima, M. ; Sousa, C. J. ; Bertolozzi, T. B. [As desigualdades educacionais e a covid-19](#). *Informativos Desigualdades Raciais e Covid-19*, AFRO-CEBRAP, n. 3, nov. 2020.
2. Sousa, C. J. ; Paz, H. ; Lima, M. ; Franca, D. ; Milanezi, J. ; **Venturini, Anna Carolina**; Bertolozzi, T. B. [Desigualdades raciais de mobilidade e acesso a serviços de saúde de alta complexidade em São Paulo](#). *Informativos Desigualdades Raciais e Covid-19*, AFRO-CEBRAP, n. 2, nov. 2020.
3. Venturini, Anna Carolina. [Os pobres privilegiados](#). Review of the book “*The Privileged Poor – How Elite Colleges Are Failing Disadvantaged Students*”. Nov., 2019.
4. 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.
5. 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.
6. 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.
7. Venturini, Anna Carolina. [O programa de inclusão social da USP \(INCLUSP\)](#). *Textos para discussão GEMAA*, n. 9, 2015, p.1-17.

### Nexo Políticas Públicas:

- Affirmative action policy in graduate studies (text addressing the main aspects of the doctoral dissertation) [[Política de ação afirmativa na pós-graduação](#)]
- Affirmative action in graduate programs: 2002 to 2020 (Timeline) [[Ações afirmativas na pós-graduação stricto sensu: 2002 a 2020 \(Linha do Tempo\)](#)]
- Affirmative action policies in undergraduate courses [[As políticas de ação afirmativa em cursos de graduação](#)]
- Still meritocracy? The debate over affirmative action in graduate schools [[Ainda a meritocracia? O debate sobre ações afirmativas na pós-graduação](#)]
- [Ensino superior público e cortes orçamentários: discricionariedade ou discriminação?](#) [*Public higher education and budget cuts: discretion or discrimination?*] (in Portuguese)
- [Democracia e o acesso ao ensino superior](#) [*Democracy and access to higher education*] (Video, in Portuguese)
- [Autonomia universitária e liberdade acadêmica](#) [*University autonomy and academic freedom*] (in Portuguese)
- [As leis antidiscriminação: 1988 a 2016](#) [*Anti-discrimination laws: 1988 to 2016*] (Timeline written with Luisa Mozetic Plastino)

## AFFILIATIONS

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- 2021 Member of the Commission on Gender, Race and Sexual Diversity of the Brazilian Association of Political Science
- 2020 Board member of the Harvard Alumni Club of Brazil. Member of the Giving back and diversity committee.
- 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

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- 2021 Small grant given by [Instituto Serrapilheira](#) and [Instituto Ibirapitanga](#) to support the research about affirmative action in graduate education.
- 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.
- 2016-2019 Doctoral research grant - Research Support Foundation of the State of Rio de Janeiro - FAPERJ.

## COMPLEMENTARY COURSES

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- 2021 Course on Scraping and Data Mining with R, Cebrap.lab.
- 2020 Tools for Academic Engagement in Public Policy, MITx (edX platform).
- 2019 *Basics of Quantitative Methods for Public Policy Analysis* taught by professor Bruno Cautrès (SciencePo) during the IPSA-USP Summer School.
- 2018 *Introduction and tools for quantitative analysis using SPSS* – Cebrap.Lab
- 2018 *Conducting Field Research in Political Science: Interviewing and Mixed Methods Approaches*, taught by professor Melani Cammett (Harvard University) during the IPSA-USP Summer School.
- 2018 *Survey Research Design*, taught by professor Soledad Prillaman (Nuffield College at Oxford University) during the IPSA-USP Summer School.
- 2017 *Qualitative Analysis of Mixed with NVIVO*. 18th Brazilian Congress of Sociology, SBS, Brazil.
- 2016 *Programming in R for Analysis of Data*. Rio de Janeiro State University. (Portuguese)
- 2016 *Qualitative Research Methods in Social Sciences*. Rio de Janeiro State University. (Portuguese)
- 2015 *ER22.1x: Justice*. Harvard University, HarvardX (edX platform). (English)
- 2015 *Diversity in Corporations*. Fundação Getúlio Vargas. FGV Online. (Portuguese)
- 2007 *Intensiv Deutschkurz*. Goethe Institut, Bonn, Germany

## PRESENTATIONS

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- 2021 Affirmative Action in Graduate Studies in Brazil: Possibilities and Challenges. [Harvard's Brazil Studies Program Seminar Series](#). 24/02/21.
- 2020 Portrait of diversity in Brazilian graduate studies ([Retrato da diversidade na pós-graduação brasileira](#)), participation in the 5th Serrapilheira Encounters organized by Instituto Serrapilheira.
- 2020 Participation in more than 10 webinars to present the results of the doctoral research on affirmative action in graduate schools.
- 2020 Racism in Science: how to increase diversity in the scientific environment? (UFPel)
- 2020 Diversity, recognition, and justice. (UFRGS)
- 2019 Affirmative action in graduate school. Lectures at the University of São Paulo (USP), the Pontifical Catholic University of Rio de Janeiro (PUC-Rio), the Federal University of Rio de Janeiro (UFRJ), and the 19<sup>th</sup> Brazilian Congress of Sociology.
- 2018 The Mark Cluster Mamolen Dissertation Workshop on Afro-Latin American Studies.

## CONFERENCE PRESENTATIONS

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- 2021 5th International Conference on Public Policy (ICPP5) (July, 2021).
- 2020 The Agenda Setting Journal Virtual Conference (October 30, 2020)
- 2020 12<sup>th</sup> Congress of the Brazilian Political Science Association (Oct 19-23,2020)
- 2019 43<sup>rd</sup> 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 Latinoamericano de Ciencia Política, de la Asociación Latinoamericana de Ciencias Políticas (ALACIP)
- 2019 1<sup>st</sup> USP Social Sciences Intersectional Studies Congress.
- 2019 IX Meeting of Empirical Research in Law - EPED
- 2019 19<sup>th</sup> 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<sup>nd</sup> 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<sup>rd</sup> National Meeting on Public Policies (*Encontro Nacional de Políticas Públicas*).
- 2017 41<sup>st</sup> Annual Congress of the National Association of Graduate Studies and Research in Social Sciences (ANPOCS).
- 2017 [1<sup>st</sup> Afro-Latin American Graduate Student Conference - Harvard University](#).
- 2017 18<sup>th</sup> Brazilian Congress of Sociology.
- 2017 13<sup>th</sup> Women’s Worlds (WW) Congress & Doing Gender (Fazendo Gênero) 11.
- 2016 10<sup>th</sup> Congress of the Brazilian Political Science Association.
- 2016 40<sup>th</sup> Annual Congress of the National Association of Graduate Studies and Research in Social Sciences.

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### **BLIND-REVIEWS FOR RESEARCH GRANTS**

- 2021 The São Paulo Research Foundation (FAPESP)

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### **BLIND-REVIEWS FOR JOURNALS**

- 2019-2021 [Dados](#) – Revista de Ciências Sociais (2019-)
- 2019-2021 [Cadernos de Pesquisa](#) (Fundação Carlos Chagas)
- 2019-2021 Revista Brasileira de Ciência Política – RBCP
- 2019 Expressa Extensão (UFPEl)
- 2019 [The Journal of Higher Education](#)

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### **TEACHING EXPERIENCE**

- 2020-2021 Professor of the course "Conducting interviews and analysis of qualitative data in NVivo" (3 classes in 2020 and 2 classes in 2021) at [Cebrap.lab](#).
- 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. Virgilio 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.

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### **PROFESSIONAL EXPERIENCE**

- 2020 **Harvard Alumni Club of Brazil (HACB)**  
Board member  
Elected for a 3-year mandate as part of a Board of 11 members who voluntarily represent over 1,700 hundred Harvard University Alumni in Brazil.
- 2020 **Instituto Pluraliza**  
Co-founder  
The goal of the Institute is to support black and indigenous students to enter the labor market. The Institute will offer mentoring, language courses, soft skills courses, among other things.
- 2016 - **Pluraliza ([pluraliza.com.br](http://pluraliza.com.br))**  
Founder / Diversity Consultant  
Diversity & 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 policies.  
Experience in conducting interviews and focus groups with employees and employers. Workshops and lecture on the benefits of diversity in the labor market, ethnic-racial diversity, privileges, colorism, unconscious biases and stereotypes, disability.
- 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

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## LANGUAGES

Portuguese	Native
English	Speak, read and write (advanced) Certificate of Proficiency in English from Cambridge University TOEFL (2016): 103.
German	Speak, read and write (intermediate) Intensive course at the Goethe Institut - Bonn (July 2007).
Spanish	Speak, read and write (intermediate)
French	Speak (basic), read (intermediate) and write (basic)
Italian	Speak, read and write (basic)

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## SOFTWARES

R (intermediate) | SPSS (intermediate) | Stata (intermediate) | NVivo (advanced). | ATLAS.ti (basic) | L<sup>A</sup>T<sub>E</sub>X (advanced) | Tableau (basic)

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**Brazilian Academic Curriculum:** <http://lattes.cnpq.br/4246058679776328>

**ORCID:** <https://orcid.org/0000-0001-8370-5476>

**ResearchGate:** <https://www.researchgate.net/profile/Anna-Venturini-6>

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## References

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(1) Dr. João Feres Junior

Instituto de Estudos Sociais e Políticos (IESP), Universidade do Estado do Rio de Janeiro (UERJ)

E-mail: [jferes@iesp.uerj.br](mailto:jferes@iesp.uerj.br) | Ph.D. Advisor

(2) Dr. Jennifer Hochschild

Harvard University – Government Department

E-mail: [hochschild@gov.harvard.edu](mailto:hochschild@gov.harvard.edu) | Supervisor during visiting fellowship and member of the dissertation defense committee

(3) Dr. Márcia Lima

Afro-CEBRAP and USP

E-mail: [mrlima@usp.br](mailto:mrlima@usp.br) | Director of Afro and postdoc supervisor

(4) Dr. Conrado Hubner Mendes

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