

# LEAH E. GLASS

Sociology Dept. Room 6112.04  
Graduate Center, CUNY  
[lglass@gradcenter.cuny.edu](mailto:lglass@gradcenter.cuny.edu)  
leaheglass.com

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## Education

- 2015-2022                    **The Graduate Center, CUNY**  
PhD in Sociology  
**Dissertation:** “Diversion: diversity, equity, and inclusion and the non-profit organization”  
Committee: Erica Chito-Childs (*chair*), Jessie Daniels, Jessica Hardie, L’Heureux Lewis-McCoy (NYU)
- 2021                         **The Graduate Center, CUNY**  
M.Phil in Sociology
- 2014                         **New York University**  
M.A. in Applied Quantitative Research
- 2011                         **Providence College**  
B.A. in Global Studies

## Research and Teaching Interests

Race and Ethnicity, Organizations & Work, Diversity & Inclusion, Critical Race Theory, Sociology of Education, Digital Sociology, Mixed Methods

## Publications

- Glass, L. E. (2022). A change in regime: Examining diversity theater and racial inequality at an education nonprofit. *Ethnic and Racial Studies*, 1–21. <https://doi.org/10.1080/01419870.2022.2041207>
- Glass, L. E. (2022). Social Capital and First-Generation College Students: Examining the Relationship Between Mentoring and College Enrollment. *Education and Urban Society*.  
<https://doi.org/10.1177/00131245221076097>
- Glass, L.E. “White Supremacy at Work and Performative Race-Consciousness” (forthcoming 2023)

## Working Papers

- Glass, L.E., Smith, A., Pichizaca, B. "I still don't feel 100% comfortable': Sense of belonging in first-generation college students"

## Papers in Preparation

Glass, L.E., “The toll it takes: embodied experiences of diversity workers in tech”

Glass, L.E., “Making a statement: exploring the discursive tools of impression management in tech and nonprofit organizations”

## Teaching Experience

- Fall 2018 Adjunct Professor, Race & Ethnicity SOC 2601  
Brooklyn College
- 2012-2013 Co-Lecturer, Global Studies Capstone Seminar  
with Tom R. King, PhD. and Kara Cebulko, PhD.  
Providence College
- Fall 2011 Fulbright English Teaching Assistant  
Oral Communication Skills, Conversational English  
Mehmet Akif Ersoy University, Burdur, Turkey

## Research Experience & Employment

- 2022-present Senior Product Researcher, Stack Overflow
- 2020 - 2022 Senior Manager, Analytics & Research, Swing Left
- 2018-2020 Associate Director of Organizational Learning, iMentor
- 2017-2018 Senior Research Analyst, iMentor
- 2016-2017 Research Analyst, iMentor
- 2014-2016 Data Manager, iMentor
- 2014-2015 Research Assistant, NYC Department of Education Research, Policy, and Support Group

## Presentations

- Summer 2021 “I still don’t feel 100% comfortable”: Sense of belonging in first-generation college students” *American Sociological Association Annual Meeting*, Virtual
- Summer 2019 “Examining the effect of mentoring on college enrollment: a case study of an NYC intervention” *American Sociological Association Annual Meeting*, New York City, NY
- Summer 2018 “Good Culture Fit: Exploring the structures and feelings of diversity work in the non-profit world”, *American Sociological Association Annual Meeting*, Philadelphia, PA
- Winter 2018 “Managing Around the Margins”: exploring diversity work and culture at an NYC non-profit. *Eastern Sociological Society Annual Meeting*, Baltimore, MD

- Winter 2017 "Toning it Down": Talking about Race, Equity, and Inclusion at an NYC non-profit". *Eastern Sociological Society Annual Meeting*, Philadelphia, PA
- Spring 2016 "Mentoring in Schools: The Predictors and Products of High-Quality Relationships" Panel presentation at *American Educational Research Association*, Washington D.C.
- Spring 2014 "Highly Educated Racists? Exploring the Correlation between Education and Colorblind Prejudice"  
Presentation at *Investigating Inequalities: An interdisciplinary academic conference*, Fordham University

### Grants, Fellowships, & Awards

- 2021 Provost University Fellowship  
2018-2019 Doctoral Student Research Grant Recipient  
2015-Present Tuition Fellowship Award, CUNY Graduate Center  
2011-2012 Fulbright English Teaching Fellowship  
2011 Sigma Delta Pi (Spanish Honor Society), Providence College  
2008-2011 Liberal Arts Honors Program, Providence College
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### Professional Affiliations

American Sociological Association  
American Educational Research Association  
Eastern Sociological Society  
Referee: *Sociology of Race and Ethnicity*, *Youth and Society*, *American Journal of Evaluation*

### Skills and Languages

Stata, SPSS, R, SQL, ATLAS.ti, arcGIS, Google Analytics, Tableau, Metabase  
Typeform, Qualtrics,  
Microsoft Office Suite, Google Suite  
Proficient in Spanish  
Basic Knowledge of German