

KIM DE LAAT

Stratford School of Interaction Design and Business, University of Waterloo
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EMPLOYMENT

2022-present	Assistant Professor Stratford School of Interaction Design and Business, University of Waterloo
2024-present	Adjunct Assistant Professor Department of Sociology and Legal Studies, University of Waterloo
2021-2022	Mitacs Postdoctoral Fellow The Vanier Institute of the Family and Brock University
2017-2020	Postdoctoral Fellow Institute for Gender and the Economy, University of Toronto

EDUCATION

Ph.D.	University of Toronto, Sociology, 2017
M.A.	University of Toronto, Sociology, 2008
B.A.	McGill University, Sociology and Political Science, 2004

AREAS OF SPECIALIZATION

Work & Occupations; Culture; Inequality; Technology; Media

PUBLICATIONS

Peer-reviewed articles (*denotes equal co-authorship)

Stuart, Alanna and **Kim de Laat**.* 2024. Bearing psychic weight and accountability: Navigating racism and microaggressions in creative work. Forthcoming in *Work, Employment, and Society*.

de Laat, Kim. 2024. "Living to work (from home): Overwork, remote work, and gendered dual devotion to work and family." *Work and Occupations*.

de Laat, Kim, Andrea Doucet and Alyssa Gerhardt.* 2023. "More than employment policies? Parental leaves, flexible work and fathers' participation in unpaid care work." *Community, Work & Family*.

de Laat, Kim. 2023. "Remote Work and Post-Bureaucracy: Unintended Consequences of Work Design for Gender Inequality." *ILR Review*, 76(1): 135–159.

de Laat, Kim and Alanna Stuart.* 2023. "Valuations of diversity: The role of marquee quotas in creative industries." (Funded by the Ontario Media Development Corporation). *Socio-Economic Review*, 21(3): 1525-1549.

de Laat, Kim and Allyson Stokes.* 2022. Cultural Sociology and the Politics of Canonization: An Anglo-Canadian Perspective. *Cultural Sociology*, 16(2): 274-298.

de Laat, Kim. 2019. "Singing the romance: Gendered and racialized representations of love and postfeminism in popular music." *Poetics. Journal of Empirical Research on Literature, the Media, and the Arts* 77: 101382.

de Laat, Kim and Shyon Baumann. 2016. "Caring consumption as marketing schema: representations of motherhood in an era of hyperconsumption." *Journal of Gender Studies* 25(2): 183-199.

de Laat, Kim. 2015. "'Write a word, get a third': Managing conflict and rewards in professional songwriting teams." *Work and Occupations* 42: 225-256
- Winner of the U of T Sociology Daniel G. Hill Best Student Paper Award

de Laat, Kim. 2014. "Innovation and Diversity Redux: Analyzing Musical Form and Content in the American Recording Industry, 1990–2009." *Sociological Forum* 29(3): 673-697

Taylor, Judith, and **Kim de Laat**. 2013. "Feminist Internships and the Depression of Political Imagination: Implications for Women's Studies." *Feminist Formations* 25(1): 84-110.

Baumann, Shyon, and **Kim de Laat**. 2012. "Socially defunct: A comparative analysis of the underrepresentation of older women in advertising." *Poetics. Journal of Empirical Research on Literature, the Media, and the Arts* 40 (6): 514-541

Book Chapters:

Baumann, Shyon, and **Kim de Laat**. 2014. "Aspiration and Compromise: Portrayals of Older Adults in Television Advertising." *Aging, Media, Culture*, edited by C. Lee Harrington, Denise Bielby and Anthony Bardo. Lexington Books

Cairns, Kate, **Kim de Laat**, Josée Johnston and Shyon Baumann. 2014. "The Caring, Committed Eco-Mom: Consumption ideals and lived realities of Toronto mothers." *Green Consumption: The Global Rise of Eco Chic*, edited by Rivke Jaffe and Bart Barendregt. Berg Publishers.

WORK IN PROGRESS

“Examining the racial gap in music funding: Arts funding bodies as racialized organizations.” With Alanna Stuart. R&R.

“Immigrant IT worker experiences with remote work: Transnational dispositions towards work and care.” R&R.

“From CDs to MP3s: Discursive valuation and contestation of technological change.” Under review.

“How Do We Measure Father Involvement? Methodological and Epistemological Issues in a Canadian Mixed Methods Study on Household Tasks and Responsibilities.” With Andrea Doucet. Writing in progress.

“What lies beyond the field? Understanding the relationship between cultural production and social reproduction.” Data analysis in progress.

POLICY BRIEFS, COMMENTARIES, AND WHITE PAPERS

2024. “[Accelerating progress towards gender equity in health and Science.](#)” Commentary published in *The Lancet*. Equally co-authored with Sarah Kaplan and Lechin Lu.

2022. “[The Future of Work: Will Remote Work Help or Hinder the Pursuit of Equality?](#)” SSHRC Knowledge Synthesis grant, co-funded by Employment and Social Development Canada. Second author, with Carmina Ravanera and Sarah Kaplan.

2022. “Intersectional Gender Based Analysis, and Equity, Diversity and Inclusion in the NRC Applied Quantum Computing Challenge Program.” Report prepared for the National Research Council’s Applied Quantum Computing Challenge Program. Co-authored with Lechin Lu.

2022. “[A Framework for Understanding Family Diversities in Canada.](#)” Report for the Vanier Institute of the Family with Margo Hilbrecht and Norah Keating.

2022. “[Closing the gap: Impact and representation of Indigenous, Black, and people of colour live music workers in Canada.](#)” With Alanna Stuart. Policy report funded by the Canadian Live Music Association.

2021. “[Growth Untapped: Designing funding with an equity lens.](#)” Toolkit report co-authored with Chanel Grenaway and Ashleigh Montague. (Funded by the Women Entrepreneurship Knowledge Hub).

2021. “Intersectional Gender Based Analysis, and Equity, Diversity and Inclusion in the NRC Quantum Sensors Challenge Program.” Report prepared for the National Research Council’s Quantum Sensors Challenge Program. Co-authored with Lechin Lu.

2020. “[Growing their own way: High-growth women entrepreneurs in Canada](#).” Policy report co-authored with Meghan Hellstern. (Funded by the Women Entrepreneurship Knowledge Hub).

2020. “[Remote Work and Gender Inequality throughout and beyond the COVID-19 Pandemic](#).” Policy Brief.

2020. “Engaging with diversity in the Toronto indie music industry.” White paper prepared for *Social Resources for Equity* and *Long Winter* inter-arts series

2019. “The Algorithmic Justice League: Using an intersectional lens to challenge algorithmic bias at IBM,” “Gender budgeting in government: Analysis from the UK Women’s Budget Group,” “Volvo’s inclusive automotive safety: Equal vehicles for all.” Grey papers for project on gender analysis (not published).

2019. “Intersectionality and the implications for workplace gender equity,” “Care responsibilities and work-life balance,” “Women and leadership,” “The gender wage gap,” and “Harassment and violence in the era of #MeToo.” Research briefs authored for the *Symposium on Women and the Workplace* sponsored by Employment and Social Development Canada. Available at: <https://www.gendereconomy.org/research-briefs/>

PUBLIC SOCIOLOGY AND MEDIA COVERAGE

2023. “[Improved employment policies can encourage fathers to be more involved at home](#).” Op-ed with Andrea Doucet and Alyssa Gerhardt for *The Conversation*.

2023. “When it comes to inequality, remote work is a double-edged sword.” Article with Carmina Ravanera and Sarah Kaplan for *Rotman Magazine*

2023. “[Make remote work a plus instead of a penalty for gender equality](#).” Op-ed with Carmina Ravanera and Sarah Kaplan in *Policy Options*

2022. “[When it comes to inequality, remote work is a double-edged sword — especially for women](#).” Op-ed with Carmina Ravanera and Sarah Kaplan in the *Toronto Star*; reprinted in *Forbes India* (2024)

2022. “[When it comes to addressing gender inequality in STEM fields, the leaky pipeline problem starts with the metaphor](#).” With Lechin Lu. Commentary in *Work in Progress Blog*.

2022. “[Parental leave needs an overhaul. Reform of the Canadian system should make it more inclusive, equitable and integrated with other benefit programs](#).” Op-ed with Andrea Doucet in *Policy Options*.

2021. “[To improve funding for women entrepreneurs, start at the very front end of the investment pipeline](#).” Op-ed in *The Globe & Mail*

2021. “[The outdated myth of the ‘growth at all costs’ entrepreneur is hurting women.](#)” Op-ed with Jill Earthy in *The Globe & Mail*

2015. “[Managing conflict and rewards in postbureaucratic work environments: The case of songwriters.](#)” Blog entry for *Work in Progress*, the ASA Organizations, Occupations and Work public sociology blog.

2014. “A brief Q&A with Shyon Baumann, incoming co-editor of Poetics.” Interview conducted with Shyon Baumann for the CSA Sociology of Culture Cluster blog.

2010. Blogger for Music and the Entertainment Economy, Martin Prosperity Institute.

Quoted, referenced, or interviewed in media:

2024. “[U.S. company fires new mom who asked to work remotely to care for baby in NICU. Why this wouldn't be legal in Ontario.](#)” Interview with Andy Takagi for the *Toronto Star*.

2023. “[Fathers want parental leave too – but bias can get in the way.](#)” Interview with Stacy Thomas for HRD Canada.

2023. “Singing the Romance” Interview with Alexis Torres for BIPOC FEMME Power Hour podcast.

2023. “[Policy Talks: Canadian policy leaders meet in person to talk remote work.](#)” Featured in article by Ian Hartlen for *BetaKit* about remote work.

2023. “The Future of Work: Will Remote Work Help or Hinder the Pursuit of Equality?” Report covered by [Forbes](#), [The Varsity](#), [The Globe and Mail](#), [Philippine Canadian Inquirer](#), [Canadian HR Reporter](#), [The Tyee](#).

2022. “Closing the gap: Impact and representation of Indigenous, Black, and people of colour live music workers in Canada.” Report release covered by *CP24*, *cbc.ca*, *ctvnews.ca*, and *yahoo.ca*

2022. “Women-led startups get much less funding than men. Female investors hope to change that.” *CBC News* interview with Nisha Patel.

2021. “Productivity and Parenting in a Pandemic.” Interview with Sarah Gauen and Sacha Leduc for Algonquin College Inclusion Infusions podcast.

2021. “‘Third places’: The ways losing our local haunts hurts us” interviewed by Angela Henshall for *BBC News* to provide insight into the gendered implications of public closures for working mothers.

2021. “The Canadian IPO’s woman problem: Men named David have better odds than women at taking companies public on the TSX” interviewed by Aleksandra Sagan for *The Logic* to provide commentary on the experiences of high-growth women founders.

2021. “Women entrepreneurs continue to face major financing barriers.” *CBC Radio* interview with Rubina Ahmed-Haq

2020. “Women entrepreneurs are finding new, creative pathways to success, despite barriers” by Janelle Swift for the *North Island Gazette* and *Victoria News*. Article about my report on High-growth women entrepreneurs in Canada.

2020. “Entrepreneurs will power the recovery, but they'll need more than a little help from government” by Kevin Carmichael. Article mentions my research and policy recommendations regarding flexible work arrangements. Covered in the *Financial Post* and Saltwire.com

2017. “Canadian economic sociology: What is it, and how is it distinct? Three Canadian economic sociologists explain.” With David Calnitsky and Sylvia Fuller. Interview by Josée Johnston and Clayton Childress for *Accounts*, the ASA Economic Sociology newsletter.

2012. “Majority of moms in TV ads are 'intensive,' family focused, analysis finds,” by Sarah Boesveld for *The National Post*. Article on my research with Shyon Baumann about depictions of intensive mothering in television advertising.

2011. Interview with Stuart Maclean on the CBC radio show *The Vinyl Café* about on my research on innovation and creativity in pop music.

GRANTS, AWARDS, AND FELLOWSHIPS

External:

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| 2022-2027 | “What is the Best Policy Mix for Diverse Canadian Families with Young Children? Re-imagining Family Policies.” SSHRC Partnership Grant. Co-Investigator (\$2,499,444) |
| 2021-2022 | “Examining the Relationship between Men’s Use of Flexible Work Arrangements and Parental Leave.” Mitacs Postdoctoral Fellowship (\$30,000) |
| 2017-19 | “The Motherhood Penalty in High Tech Firms: Bridging Theories of Tokenism and Gendered Organizations.” SSHRC Postdoctoral Fellowship (\$81,000) |
| 2018 | “Diversity Discourse in the Canadian Music Industry.” Ontario Media Development Corporation. Co-Investigator. (\$10,000) |
| 2013 | Ontario Graduate Scholarship (\$10,000) |
| 2011 | “Culture industries in Canada and the United States: A Comparative Analysis of the Effects of Organizational Strategies and Arts Funding on Musical Diversity.” SSHRC Michael Smith Foreign Study Supplement (\$6,000) |
| 2010-12 | American Sociological Association Student Forum Travel Award (\$225) |
| 2009-12 | “Diversity and Innovation in the Canadian Music Industry.” SSHRC Joseph-Armand Bombardier Canada Graduate Scholarship (\$105,000) |

Internal:

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| 2023 | “Creative work, creative care: Exploring the challenges of navigating childcare and creative careers.” UW/SSHRC Explore Grant. Principal investigator. (\$6755) |
| | UW/SSHRC Travel Grant for ASA Conference attendance. (\$1400) |

TEACHING EXPERIENCE

University of Waterloo

Graduate:

Principles of Marketing in a Globalized World, 2022

Special topics in Business and Innovation (Business Planning and Feasibility Analysis), 2023

Undergraduate:

Portfolio and Professional Communication, 2023

Other Universities

Sociology of Judgement, McMaster University, 2021

Economic Sociology, University of Toronto, 2013-2015

Other Teaching Experience

Teaching associate for Gender Analytics, an online course offered by The Institute for Gender and the Economy, Rotman School of Management, 2019-2020

INVITED PANELS/TALKS

“Beyond the Pipeline: Fostering equity in our quantum future” Invited talk at the Institute for Quantum Computing, University of Waterloo, October 2023

“Living to work (from home): Gendered work-family devotion in the overwork era” Invited talk at the Institute for Work & Health, Online, June 2023

“Beyond the business case for diversity: Why do diversity initiatives in creative industries go wrong, and how can we make things right?” Invited speaker at the BLEND Conference, Stratford Ontario, March 2023

“The Future of Work: Will Remote Work Help or Hinder Equality?” Invited speaker for The Conference Board of Canada’s Council on Inclusive Work Environments (CIWE), Online, March 2023

“Policy Talks: A Discussion on Remote Work” Panel sponsored by CSA Group and Springboard Policy, Toronto, March 2023

“Canadian Independent Music Association (CIMA) x Breaking Down Racial Barriers (BDRB) Next Steps Workshop: The Live Music Sector.” Invited panelist and presenter, Online, December 2022

“Canadian Live Music Association (CLMA) Closing the Gap: Impact and Representation of Indigenous, Black, and People of Colour Live Music Workers.” Invited presenter, Online, March 2022

“Our Ethical Future.” Invited panelist at the Greater Niagara Chamber of Commerce Niagara Economic Summit, Online, November 2021.

“The Upcoming Cultural Phase Transition: The Future Broader Community.” Invited speaker at Quantum Days Conference, Online, January 2021.

“Flexible work arrangements: A state of the art.” Invited talk at the Canada-EU Dialogue on Employment, Social Affairs and Decent Work session on Caregiving and Flexible Work Arrangements, Department of Employment and Social Development Canada, Ottawa, November 2018.

RECENT PRESENTATIONS

“Immigrant experiences with remote work: Transnational dispositions towards work and care.” Paper presented at the United Nations Committee on the Status of Women NGO Parallel Event, on behalf of Sociologists for Women in Society, New York, March 2024.

“Causes and consequences of the racial gap in music funding: Arts funding bodies as racialized organizations.” Paper presented with Alanna Stuart at the 118th Annual Meeting of the American Sociological Association, Philadelphia, August 2023.

“Immigrant experiences with remote work: Transnational dispositions towards work and care.” Paper presented at the 118th Annual Meeting of the American Sociological Association, Philadelphia, August 2023.

“Family Diversity and Wellbeing in Canada.” Paper presented with Norah Keating and Margo Albrecht at the annual Canadian Sociological Association Conference, Toronto, May 2023

“Fathering and Care/Work: Methodologies and Divisions of Responsibility among Fathers in Dual-Earning Relationships.” Paper presented with Andrea Doucet at the annual Canadian Sociological Association Conference, Toronto, May 2023.

“Scaling the gender gap: Actionable Ways to Make Entrepreneurship More Inclusive and Equitable.” Paper presented on the Gender and Entrepreneurship Presidential Panel at the SWS Winter Meeting, New Orleans, January 2023.

“Fathering, Parenting Leaves, Flexible Work, and Care/work Responsibilities: A Mixed-Methods Canadian Study.” Paper presented with Andrea Doucet at the Work and Family Researchers Network 6th Biennial Conference, New York, June 2022.

“Canadian fathers’ use of parental leave and/or flexible work arrangements: Do they increase involvement in direct and indirect care tasks?” Paper presented with Andrea Doucet and Alyssa Gerhardt at the annual Canadian Sociological Association Conference, May 2022.

“Living to work (from home): Gender inequality and work/family devotion in the age of overload.” Paper presented at the United Nations Committee on the Status of Women NGO Parallel Event, on behalf of Sociologists for Women in Society, March 2022.

“Canadian fathers’ use of parental leave and/or flexible work arrangements: Do they shift gendered responsibilities for household work and care?” With Andrea Doucet. Presentation for Care Work in the Recovery Economy Research Roundtable sponsored by the institute for Gender and the Economy, University of Toronto, January 2022.

“Be weary: Racialized emotional labour in creative careers.” With Alanna Stuart. Paper presented at the 116th Annual Meeting of the American Sociological Association, August 2021

“Cultural Sociology and the Politics of Canonization: A Canadian Perspective.” Paper presented at the Canadian Sociological Association, University of Alberta, June 2021

“Scaling women-founded firms: A Discussion on the start of the art.” Paper presented at the Canadian Council for Small Business and Entrepreneurship (CCSBE) Conference, October 2020.

“Barriers to flexible work arrangements: The unintended consequences of work design.” Paper presented at the 115th Annual Meeting of the American Sociological Association, August 2020

“Valuations of diversity: The socio-economic role of marquee quotas in creative SMEs.” With Alanna Stuart. Paper presented at the 115th Annual Meeting of the American Sociological Association, August 2020, and at the Global Labour Research Centre (GLRC) New Voices in Work & Labour Studies Workshop Series, November 2020

“Economies of Diversity: Informal quotas as racial commensuration.” Paper presented at the Annual Meeting of the Eastern Sociological Society, Boston, March 2019.

SERVICE

Departmental Service

2024	Interim chair, AD-EDI committee
2023-	Committee member, Antiracism, decolonization, and equity, diversity and inclusion committee (AD-EDI)
2022-	Facilitator/organizer of the MDEI Intensive Design Sprint

Service to the Discipline:

Ad-hoc journal referee:

Alternate Routes, American Sociological Review, Community, Work & Family, Contexts, Gender & Society, ILR Review, Journal of Men’s Studies, Journal of Popular Music Studies, New Technology, Work and Employment, Organization Science, Poetics, Psychology of Women Quarterly, Social Forces, Sociological Forum, Socius, Qualitative Sociology, Work, Employment & Society, Work and Occupations

2024-	Committee member, International Committee, SWS
2024	Committee member, Zelizer Book Award in Economic Sociology, ASA
2023	Panel organizer for ASA Sociology of Culture annual conference sessions
2019	Panel organizer for CSA Sociology of Culture Research Cluster
2018	Panel organizer at ISA, “Cultural Production, Power, and Inequality”
2017	SSHA panel discussant, “Meaning Making as Valuation Practice in Cultural Economies”
	Panel organizer for CSA Sociology of Culture Research Cluster
2015	Committee member, graduate student prize in the ASA History of Sociology section
	Panel organizer for CSA Sociology of Culture Research Cluster
2014	Panel organizer at CSA, “Cultural Industries in the 21 st Century”
2013	Co-founder of the CSA Sociology of Culture Research Cluster

Other Service

2023	Consultant for Policy Horizons Canada, the center for strategic foresight within the Government of Canada
2021	Project co-lead for “Closing the gap: Impact and representation of Indigenous, Black, and people of colour live music workers in Canada.” Policy report funded by the Canadian Live Music Association.
2020	GBA+ consultant for the National Research Council Quantum Sensors Challenge Program
2019-2020	Collaborator and member of <i>Social Resources for Equity</i>

PROFESSIONAL MEMBERSHIPS

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- American Sociological Association
 - Canadian Sociological Association
 - Sociologists for Women in Society
 - Work and Family Researchers Network