

**Dr. Cynthia J. Cranford**  
**2022**  
**C.V.**

**A. BIOGRAPHICAL INFORMATION**

**1. CONTACT**

[c.cranford@utoronto.ca](mailto:c.cranford@utoronto.ca)

**2. DEGREES**

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|-----------|--|
| 1997-2001 | Ph.D. Sociology<br>University of Southern California<br>Thesis: <i>Labor, Gender and the Politics of Citizenship: Organizing Justice for Janitors in Los Angeles</i> |
| 1993-1997 | M.A. Sociology<br>University of Southern California<br>Empirical paper: Gender and Citizenship in the Restructuring of the Los Angeles Janitorial Industry           |
| 1989-1993 | B.S. Sociology<br>University of California, Riverside  |

**Areas of specialization:** gender, work and labour, international migration

**3. EMPLOYMENT**

- |           |   |
|-----------|---|
| 2021      | Professor<br>University of Toronto<br>Department of Sociology<br>Undergraduate appointment: UTM campus<br>Appointed to Tri-Campus Graduate Faculty                    |
| 2008-2021 | Associate Professor, Tenured<br>University of Toronto<br>Department of Sociology<br>Undergraduate appointment: UTM campus<br>Appointed to Tri-Campus Graduate Faculty |
| 2003-2008 | Assistant Professor, Tenure Stream<br>University of Toronto<br>Department of Sociology<br>Undergraduate appointment: UTM campus                                       |

Appointed to Tri-Campus Graduate Faculty

2001- 2003 Post-doctoral Fellow, SSHRC-CURA  
York University, School of Social Sciences, Atkinson Faculty

#### **4. HONOURS**

2022 Jeanette Wright Award for graduate mentorship from tri-campus  
Graduate Department of Sociology

2022 John Porter Tradition of Excellence Book Award from the  
Canadian Sociological Association for *Home Care Fault Lines*

2021 Errol Sharpe Book Prize for *Home Care Fault Lines*

2021 Distinguished Scholarly Book Award, co-winner, from Labor and  
Labor Movements Section of the American Sociological  
Association for *Home Care Fault Lines*

2004 Dean's special merit award

#### **5. PROFESSIONAL AFFILIATIONS AND ACTIVITIES**

American Sociological Association, Sections: Sex and Gender; Organizations,  
Occupations and Work; International Migration, Labor and Labor Movements  
Canadian Sociology and Anthropology Association  
Sociologists for Women in Society  
Society for the Study of Social Problems  
Carework Network

Reviewer for *American Sociological Review*, *Canadian Ethnic Studies Journal*,  
*Canadian Review of Sociology and Anthropology*, *City and Society*, *Ethnicities*, *Gender  
& Society*, *Gender Work and Organization*, *Human Relations*, *International Journal of  
Care and Caring*, *International Migration Review*, *Journal of International Migration  
and Integration*, *Labor History*, *Labor Studies Journal*, *Social Forces*, *Social Problems*,  
*Sociology Compass*, *Work and Occupations*, *Temple University Press*, *Theory and  
Society*, *Nelson Education Ltd.* and the *Social Sciences and Humanities Research Council  
of Canada*.

#### **B. ACADEMIC HISTORY**

##### **6. RESEARCH AWARDS**

2021-2022 Principal Investigator, Peel Social Lab: 6,270  
Understanding Immigrant Labour Markets in Peel Region

- 2020-2021 Principal Investigator, Peel Social Lab: 4,879  
Understanding Immigrant Labour Markets in Peel Region
- 2019-2020 Principal Investigator, Peel Social Lab: 6,498  
Understanding Immigrant Labour Markets in Peel Region
- 2018-2019 Principal Investigator, Peel Social Lab: 5,700  
Understanding Immigrant Labour Markets in Peel Region
- 2012-2019 Co-investigator, SSHRC Partnership Grant: “Gender, Migration and the Work of Care”, ~ 250,000 for the project I led “Understanding and Improving Immigrant Labour Markets for Personal Care Work: A Comparative Analysis of Public Sector Personal Care Work in North America.”
- 2006-09 Principal Investigator, SSHRC Standard Research Grant: \$103,422  
“Negotiating Quality Care and Quality Work: Personal Care Providers and People with Disabilities in Ontario”
- 2005 Principal Investigator, Connaught NSM Grant: \$25,000  
Personal Care-Work in Context: Ontario and California: 1970 to Present
- 2004-06 Co-investigator, SSHRC-CURA  
“Community-University Research Alliance on Contingent Work (Completion Grant)”
- 1999-00 Dissertation Fellowship, Graduate School  
University of Southern California
- Fall 1999 Visiting Doctoral Fellowship, Center for U.S.-Mexican Studies  
University of California, San Diego
- May 1999 Dissertation Fellowship, Workshop Conceptualizing Los Angeles  
Getty Research Institute, Los Angeles
- 1998-1999 Dissertation Fellowship, College of Letters, Arts and Sciences  
University of Southern California

## **B. SCHOLARLY AND PROFESSIONAL WORK**

### **7. REFEREED PUBLICATIONS – ACCEPTED AND PUBLISHED**

\*= graduate student

#### **A. Articles:**

Nazareno, Jennifer, Cynthia Cranford, Lolita Lledo, \*Valerie Damasco and \*Patricia

- Roach. 2022. "Between Women of Color: The New Social Organization of Reproductive Labor." *Gender and Society* 36(3): 342-367.
- Cranford, Cynthia, Angela Hick\* and Louise Birdsell Bauer\*. 2018. "Lived Experiences of Social Unionism: Toronto Homecare Workers in the late 2000s." *Labor Studies Journal* 43(1): 74-96.
- Chun, Jennifer Jihye and Cynthia Cranford. 2018. "Becoming Homecare Workers: Chinese Immigrant Women and the Changing Worlds of Work, Care and Unionism." *Critical Sociology*. 44 (7-8): 1013–1027
- Birdsell-Bauer\*, Louise and Cynthia Cranford. 2017. "The Community Dimensions of Union Renewal: Racialised and Caring Relations in Social Services." *Work, Employment and Society* 31(2): 1-17.
- Engman\*, Athena and Cynthia Cranford. 2016. "Habit and the Body: Lessons for Social Theories of Habit from the Experiences of People with Physical Disabilities." *Sociological Theory* 34(1):27-44.
- Cranford, Cynthia and Diana Miller\*. 2013. "Emotion Management from the Client's Perspective: The Case of Personal Home Care." *Work, Employment and Society* 27(5): 785-801.
- Cranford, Cynthia. 2012. "Gendered Projects of Solidarity: Workplace Organising among Immigrant Women and Men." *Gender Work and Organization* 19(2): 142-164
- Cranford, Cynthia. 2007b. "'It's Time to Leave Machismo Behind': Challenging Gender Inequality in an Immigrant Union." *Gender & Society*, 21(3):409-438.
- Cranford, Cynthia. 2007c. "Constructing Union Motherhood: Gender and Social Reproduction in the Los Angeles Justice for Janitors Movement." *Qualitative Sociology*, 30(3):361-381.
- Cranford, Cynthia, 2005a. "Networks of Exploitation: Immigrant Labor and the Restructuring of the Los Angeles Janitorial Industry." *Social Problems* 52(3): 379-397.
- Cranford, Cynthia, Leah F. Vosko and Nancy Zukewich. 2003a. "The Gender of Precarious Employment in Canada." *Relations Industrielles/Industrial Relations*. 58(3):454-82.  
Reprinted in *Working in a Global Era: Canadian Perspectives*, edited by Vivian Shalla. Toronto: Canadian Scholars Press.
- Cranford, Cynthia, Leah F. Vosko and Nancy Zukewich. 2003b. "Precarious Employment in the Canadian Labour Market: A Statistical Portrait." *Just Labour: A Canadian Journal of Work and Society*. 3 (Fall): 6-22.
- Cranford, Cynthia and Deena Ladd. 2003. "Community Unionism: Organizing for Fair Employment in Canada." *Just Labour: A Canadian Journal of Work and Society*. 3 (Fall):46-59.
- Vosko, Leah F., Zukewich, Nancy and Cynthia Cranford. 2003. "Precarious Jobs: A New Typology of Employment." *Perspectives on Labour and Income* 4 (10):39-49.
- Wilton, Robert and Cynthia Cranford. 2002. "Toward an Understanding of the Spatiality of Social Movements: Labor Organizing at a Private University in Los Angeles." *Social Problems* 47(3):374-94.

- James, Angela, David Grant and Cynthia Cranford. 2000. "Moving Up, But How Far?: African American Women and Economic Restructuring in Los Angeles, 1970-1990." *Sociological Perspectives*. 43(3):399-420.
- Cranford, Cynthia. 1998. "Gender and Citizenship in the Restructuring of Janitorial Work in Los Angeles." *Gender Issues*. 16(4):25-51.  
Reprinted in *Immigrant Women*, edited by Rita Simon. New Brunswick, NJ: Transactions Publishers.
- Myers, Dowell and Cynthia Cranford. 1998. "Temporal Differentiation in the Occupational Mobility of Immigrant and Native-Born Latina Workers." *American Sociological Review*. 63(1):68-93, second author.

## B. Books

- Cranford, Cynthia. 2020. *Home Care Fault Lines: Understanding Tensions and Creating Alliances*. Ithaca: Cornell University Press.
- Cranford, Cynthia, Judy Fudge, Eric Tucker and Leah F. Vosko. 2005c. *Self Employed Workers Organize: Law, Policy and Unions*. Montreal and Kingston: McGill-Queens University Press.

## Book Chapters:

- Cranford, Cynthia. Forthcoming. "Exposing Fault Lines, Flaring Tensions and the Need for New Alliances: Home Care in the time of COVID in Ontario, Canada." *Confronting the Global Care Crisis during COVID-19*, edited by Amy Armenia, Mignon Duffy and Kim Price Glynn. Rutgers University Press.
- Cranford, Cynthia and Jennifer Chun. Forthcoming. "A Multi-level Analysis of Homecare Labor." *Research Handbook on Intersectionality*, edited by Mary Romero and Reshawna Chapple. Edward Elgar Publishing.
- Cranford, Cynthia and Jennifer Jihye Chun. 2017. "Immigrant Women and Home-based Elder Care in Oakland, California's Chinatown." Pp. 41-66 in *Gender, Migration and the Work of Care: A Multi-Scalar Approach to the Pacific Rim*, edited by Sonya Michel and Ito Peng. Palgrave.
- Cranford, Cynthia. 2014a. "Toward Particularism with Security: Immigration, Race and the Organization of Personal Support Services in Los Angeles." Pp 203-225 in *When Care Work Goes Global: Locating the Social Relations of Domestic Work*, edited by Mary Romero, Valerie Preston and Wenona Giles. Ashgate.
- Cranford, Cynthia. 2014b. "Towards Flexibility with Security for (Im)migrant Care Workers: A Comparative Analysis of Personal Home Care in Ontario and California." Pp 173-191 in *Care and Migration: Theory, Policy and Politics*, edited by Bridget Anderson and Isabel Shutes. Palgrave.
- Cranford, Cynthia and Leah F. Vosko. 2006. "Conceptualising Precarious Employment: Mapping Wage Work across Social Location and Occupational Context." Pp. 43-66 In *Precarious Employment: Understanding Labour Market Insecurity*, edited by Leah F. Vosko. Montreal and Kingston: McGill-Queens University Press.
- Cranford, Cynthia, Tania Das Gupta, Deena Ladd and Leah F. Vosko. 2006.

- “Thinking Through Community Unionism.” Pp. 353-378 In *Precarious Employment: Understanding Labour Market Insecurity*, edited by Leah F. Vosko. Montreal and Kingston: McGill-Queens University Press.
- Cranford, Cynthia. 2004. “Gendered Resistance: Organizing Justice for Janitors in Los Angeles.” Pp. 309-329 in *Challenging the Market: The Struggle to Regulate Work and Income*, edited by Jim Stanford and Leah F. Vosko. Montreal and Kingston: McGill Queens University Press.

## **8. NON-REFEREED PUBLICATIONS**

### **B. Books and/or Chapters**

#### **Invited Book Chapters:**

- Cynthia Cranford. 2007a. “¡Aquí Estamos y No Nos Vamos! Justice for Janitors in Los Angeles and New Citizenship Claims.” Pp. 306-326 in *Women in the U.S.-Mexico Borderlands: A Reader*, edited by Denise Segura and Patricia Zavella. Duke University Press.
- Cranford, Cynthia J., Mary Gellately, Deena Ladd and Leah F. Vosko. 2005b. “Community Unionism and Labour Movement Renewal: Organizing for Fair Employment.” Pp. 237-250 In *Paths to Union Renewal*, edited by Pradeep Kumar and Chris Schenk. Toronto and Ottawa: Broadview Press, Garamond Press and the Canadian Centre for Policy Alternatives.
- Hondagneu-Sotelo, Pierrette and Cynthia Cranford. 2006 (1999). “Gender and Migration.” Pp. 105-126 in *Handbook of the Sociology of Gender*, edited by Janet S. Chafetz. New York: Plenum Publishing Company.

#### **Book Reviews**

- Cranford, Cynthia. 2009. Review of Equity, Diversity and Canadian Labour, edited by Gerald Hunt and David Rayside, University of Toronto Press for *Work and Occupations*, 36: 437.
- Cranford, Cynthia. 2007. Review of Immigrants, Unions and the New U.S. Labor Market by Immanuel Ness, *Contemporary Sociology*, 35(4):379-80
- Cranford, Cynthia. 2007. “The Nexus of Restructuring, Immigration and Labor Movement Renewal in Los Angeles.” Symposium on LA Story: Immigrant Workers and the Future of the U.S. Labor Movement by Ruth Milkman, *Labor History*. 48(4).

## **9. Manuscripts in Preparation or Submitted**

- Chun, Jennifer, Cynthia Cranford and Jennifer Nazareno. “Confronting Servitude within the Welfare State: Homecare Labor Markets and Asian Immigrant Women Workers.”

## **10. SELECT PAPERS PRESENTED AT MEETINGS AND SYMPOSIA**

### **Refereed**

## Conference Papers

- Roach, Patricia, Cynthia Cranford and Jennifer Nazareno. 2020. "Organizing Unlikely Subjects: The Constraints and Possibilities for Domestic Worker Organizing in California." *Section on Labor and Labor Movements Roundtables, American Sociological Association Meeting*. August, Online, oral.
- Nazareno, Jennifer and Cynthia Cranford. 2019. "Intersectionality, Gendered Immigrant Care Economies, and New Forms of Servitude in the Privatized Sector of Elder Care." *Care Work/Caring Labor Session, American Sociological Association Meeting*. August, New York, written and oral.
- Chun, Jennifer Jihye and Cynthia Cranford. 2018. "Tensions and Alliances in Intimate Labour: The Case of Co-Ethnic Personal Care." *JS-53 Global Perspectives on Care and Care Work I: Marketization, Migration and Gender Session, International Sociological Association Meeting*. July, Toronto, oral.
- Chun, Jennifer Jihye and Cynthia Cranford. 2017. "Becoming Homecare Workers: Chinese Immigrant Women in California's Oakland Chinatown." *Labor, Gender and Care Work Session, American Sociological Association Meeting*. August, Montreal, written and oral.
- Cranford, Cynthia. 2017. "Flexibility or Security? The Social Organization of Home Care in Ontario and California." *Critical Intersections between Work, Care and Ageing Session, Canadian Sociological Association Meeting*. July, Toronto, written and oral.
- Cranford, Cynthia. 2015. "Conceptualizing the Employment Regime of Migrant Reproductive Labor: Immigrant Personal Support Workers in Private Homes." *Regular Session of the International Migration Section on Precarious Workers and Professionals, American Sociological Association Meeting*. August, Chicago, written and oral.
- Cranford, Cynthia. 2014. "Theorizing Complex Inequality: Personal Support Services Provided to People with Physical Disabilities by Immigrant Workers of Color." *Thematic Session Disability, Poverty and Work: Multiple Locations of Disadvantage Society for the Study of Social Problems Meeting*. August, San Francisco, written and oral.
- Cranford, Cynthia. 2014. "Conceptualizing Flexibility and Security: The Case of Immigrant Personal Home Care Workers." *Regular Session: Work and the Workplace, American Sociological Association Meeting*. August, San Francisco, written and oral.
- Cynthia Cranford and Angela Hick. 2014. "Understanding the Mismatch between Industrial Unionism and Service Sector Employment: A case study of Ontario personal homecare workers." *Section on Social Inequality, the Labour Market and the Great Recession Canadian Sociological Association Annual Meeting*. May, Brock University, written and oral.
- Cranford, Cynthia. 2013. "Philanthropic Gifts or Exploited Labor?: Emotion Management in Personal Home Care Work." *Organizations, Occupation and Work Section Roundtables American Sociological Association Meeting*. August, New York, written and oral.

- Cranford, Cynthia. 2013. "Flexibility for Whom and at What Cost? Migrant Workers, Racialization and the Struggle for Security in Personal Home Care Work." Presented at *Gender, Migration and the Work of Care Session Social Science and History Meeting*. Chicago, written and oral.
- Birdsell-Bauer, Louise and Cynthia Cranford. 2013 "Caring about Unionism." Presented at *Organizing Precarious Workers: Comparative Perspectives on Low-Wage Workers and Labor Movements Session American Sociological Association Meeting*. August, New York, written and oral.
- Cranford, Cynthia. 2012. "Theorizing Conflict in Intersectional Analyses: Personal Support Services Provided to People with Physical Disabilities by Immigrant Workers of Color." *Society for the Study of Social Problems Annual Meeting*. August, Denver, written and oral
- Cranford, Cynthia and Diana Miller. 2010. "Care or Service?: Conceptualizing personal home care from the perspectives of elderly and younger adults with disabilities in Ontario." *Exploring the World of Care Session Canadian Sociological Association Meeting*. May, Montreal, written and oral.
- Cranford, Cynthia and Mark Easton. 2009. "Explaining the Allocation of Immigrant Women and Men into Bad Jobs." *Economic Integration of Immigrants and Immigrant Offspring Session, Canadian Sociological Association Meeting*. May, Ottawa, written and oral
- Cranford, Cynthia. 2009. "Flexibility or Security?: Personalism and Race in Los Angeles and Toronto Personal Care Models." *CareWork Network Conference Bridging Worlds of Care*. August, San Francisco, oral.
- Cranford, Cynthia 2007. "Flexible Work or Flexible Employment?: Personal Home Care Work in Los Angeles" *Flexibility and Job Security Roundtable of the Organizations, Occupations and Work Section, American Sociological Association Meeting*. August, New York, written and oral.
- Cranford, Cynthia 2007. "Toward Flexibility with Security: Personal Home Care Work in Los Angeles." *Care work Network Conference, Session on Improving Conditions for Care workers*. August, New York, written and oral.
- Cranford, Cynthia. 2006. "The Union Draws Women out of the Closet": Immigrant Organizing in Los Angeles and the Reconstruction of Gender Relations." *Labor Studies Division, Session Building Just, Diverse, and Democratic Workplaces II, Society for the Study of Social Problems Meeting*. August, Montreal, written and oral.
- Cranford, Cynthia. 2006. "'Its Time to Leave Machismo Behind': Immigrant Union Organizing and the Reconstruction of Gender Relations in Los Angeles." *Gender Session: Gender and Restructuring, Canadian Sociology and Anthropology Association Meeting*, May/June, Toronto, written and oral.
- Cranford, Cynthia. 2005. "Projects of Solidarity and Gender Relations at Work: Latina/o Immigrant Janitors in Los Angeles." *Race, Gender, and Class: Occupations and the Workplace Session, American Sociological Association Meeting*. August, Philadelphia. written and oral.
- Cranford, Cynthia. 2004. "Security without Flexibility: Personal Care Workers and People with Disabilities in Ontario." *Regular Session: Carework, American Sociological Association Meeting*. August, San Francisco, written and oral.



- Cranford, Cynthia. 2003. "Networks of Exploitation: Immigrant Labour and the Restructuring of the Janitorial Industry in Los Angeles." *Regular Session: Immigration, Work, American Sociological Association Meeting*, August, Atlanta, written and oral.
- Cranford, Cynthia. 2002. "Class, Gender and Racialized Citizenship in the Justice for Janitors Movement: The Potential for Challenging Multiple Oppressions." *Regular Session: Race, Gender and Class, American Sociological Association Meeting*. August, Chicago, written and oral.
- Cranford, Cynthia. 2001. "Aquí Estamos y No Nos Vamos!: 'Justice for Janitors' and New Citizenship Claims." *Labor and Labor Movements Section Roundtables, American Sociological Association Meeting*. August, Anaheim, written and oral.
- Cranford, Cynthia. 2000. "Toward an Analytics of Power in the Labor Process: Control and Resistance among Latina/o Immigrant Janitors in Los Angeles." *Latin American Studies Association Meeting*. April, Miami, written and oral.

### **Non-refereed**

- Cranford, Cynthia. 2019. "Flexible Care, Secure Work: Tensions and Alliances in Intimate Labor." *Care Work Network Second Global Summit*. June, University of Toronto, oral
- Cranford, Cynthia. 2018. "Tensions and Alliances in Intimate Labour." *Joint Symposium in Global Health and Care*. July 13-14, University of Toronto.
- Cranford, Cynthia. 2017. "Flexible Care, Secure Work." *Care Work Network Global Summit*. June, University of Massachusetts at Lowell.
- Cranford, Cynthia. 2009. "Toward Flexibility with Security: Personal Assistance Services in Los Angeles Public and Private Sectors." *The Global Migration Systems of Domestic and Care Workers Conference*. November 13-14, York University, oral.
- Cranford, Cynthia. 2007. "Precarious Employment: Gaps and Strategies" panel for the *Law Union of Ontario Conference*, February 10, Toronto, oral.
- Cranford, Cynthia. 2006. "'It's Time to Leave Machismo Behind': Immigrant Union Organizing and the Reconstruction of Gender Relations in Los Angeles." *New Voices in Labour Studies in Canada*, October 27-28, Trent University, Peterborough, oral and written.
- Cranford, Cynthia, Mary Gellatly, Deena Ladd and Leah F. Vosko. 2004. "Workers' Centres and Community Unionism: Organizing for Fair Employment in Toronto." *International Colloquium on Union Renewal*. November 18-20, Montreal, oral.
- Cranford, Cynthia and Leah F. Vosko. 2004. "Gender, Nation, and Precarious Self-Employment among Immigrant Women and Men: Reflections on the Canadian Case." *Gender and Work Database Conference, Gender and Work: Knowledge Production in Practice*. October 1-2, Toronto, York University, written and oral.
- Cranford, Cynthia. 2003. "Mapping Precarious Employment in Canada." *Precarious Employment: Mapping precariousness in the Canadian Labour Force Session, Canadian Sociology and Anthropology Association Meeting*. June, Halifax, written and oral.

## **11. INVITED LECTURES OR PRESENTATIONS, OR DISCUSSANT COMMENTS**

F. **INVITED LECTURES:** (Title, date, location, inviting organization.)

Invited talks or presentations on *Home Care Fault Lines*:

- Cranford, Cynthia. “Home Care Fault Lines” as part of “Organizing Domestic and Care Workers” panel, *American Sociological Association Meetings*. August 2020 (~30 academics and advocates)
- Illinois State University, Sociology Department, October 16, 2020 (44 faculty & students)
- Women and Gender Studies Feminist Lunchtime Series, University of Toronto Mississauga October 30, 2020 (37 faculty and students)
- Lives on the Edge Workshop on Precarity, Center for Studies of the U.S., Munk Centre, University of Toronto November 19, 2020
- University of Manitoba, Sociology Department, January 22, 2021 (16 faculty and students)
- University of British Columbia, Sociology Department, January 26, 2021 (28 faculty and students)
- California State University, Sociology of the Family Class, February 25, 2021 (~40 students, 2 faculty)
- University of Calgary, Sociology Department, March 10, 2021 (16 faculty and students)
- McMaster University, Sociology Department and Labour Studies, March 24, 2021 (30 faculty and students)
- York University, Global Labour Research Centre, April 19, 2021 (~56 faculty, students and advocates)
- National Union of Public Employees, April 22 (23 union staff, activists and workers)
- Cranford, Cynthia. 2021. “Home Care Fault Lines.” Southern Gerontology Society Meetings, closing plenary co-sponsored by the Carework Network. April 23 (~30 academics and practitioners)
- McGill Institute for the Study of Canada, the Institute for Health and Social Policy and the Center for Research and Expertise in Social Gerontology, May 12, 2021
- University of Toronto, St. George, Public Policy, Context of Policymaking Course, November 4, 2021
- London School of Economics, Department of Social Policy, November 11, 2021
- City University of New York, Graduate Center and Department of Sociology, December 3, 2021
- University of California Los Angeles, Asian American Studies Department, Labor Studies Program, Sociology Department, Center for the Study of International Migration and Institute for Research on Labor and Employment, April 21, 2022
- University of Toronto, Tri-campus Sociology Department, Feminist Theory and Practice Course, March 31, 2022
- Dalhousie Feminist Seminar Series and Canadian Centre for Policy Alternatives, Nova Scotia, February 25, 2022.

Other invited talks or discussant comments

- Discussant. 2020. "Im/migration and Labour Market Integration" Session of the *New Voices in Labor Studies Conference* a Workshop Series of the Global Labour Research Center at York University and the Canadian Association for Work and Labour Studies. October, online.
- Organizer. 2020. *Organizing Domestic and Care Workers: A Conversation across University and Community*, American Sociological Association Annual Meetings. August, Online, oral.
- Organizer/Moderator. 2019. "Panel Session: Organizing Care Workers: Innovative Strategies from Domestic Worker Organizing across Asia and North America." *Care Work Network Second Global Summit*. University of Toronto. June.
- Discussant. 2019. "Panel Session: Regulating Careworker Migration: Immigration Controls in Sending and Receiving Countries." *Care Work Network Second Global Summit*. University of Toronto. June.
- Cranford, Cynthia. 2017. "Flexibility or Security?" Presented at *The Care Connective: The Crisis of Care and the Problem of Social Reproduction* to launch a major curatorial research program *Take Care*. September 22, Blackwood Gallery, UTM.
- Cranford, Cynthia. 2016. "Flexibility or Security? In-Home Personal Support in Ontario and California." Symposium on *International Perspectives on Personalised Social Support and Care*. RMIT University, Melbourne, Australia. August 15.
- Cranford, Cynthia. 2016. "Flexibility or Security? In-Home Personal Support in Ontario and California." Presented at the Social Policy Research Centre University of New South Wales, Sydney, Australia August 16.
- Cranford, Cynthia. 2015. "Community Unionism: Challenging Racialized Labour Markets." *USC Sociology Department's Centennial Symposium Rethinking Race*. Los Angeles: October 28-29, 2015.
- Discussant. 2015. "Intimate Industries in the Making of Precarity." *American Studies Association Annual Meetings*, Toronto, October 8.
- Critic in Author Meets Critic Session. 2013. *Caring for America: Home Health Workers in the Shadow of the Welfare State*. New York: Oxford University Press, by Boris, Eileen and Jennifer Klein. 2012. *Social Science and History Association Meetings*, Chicago.
- Cranford, Cynthia. 2013. "Towards Flexibility with Security: A Comparative Analysis of Personal Home Care Services." *Service Employees International Union, Local 1 Leadership Conference*. Winter, Toronto, oral.
- Cranford, Cynthia. 2011. "Towards Flexibility with Security for (Im)migrant Care Workers: A Comparative Analysis of Personal Care Services in Toronto and Los Angeles." *Making Connections: Migration, Gender and Care Labour in Transnational Context*. April 15-16, Oxford University, written and oral.

- Cranford, Cynthia. 2011. "Towards Flexibility with Security: A Comparative Analysis of Personal Home Care Labour in Toronto and Los Angeles." November, Labour Studies Department, McMaster University.
- Cranford, Cynthia. 2010. "Care and Citizenship from Multiple Axes: Personal Support Services Provided to People with Disabilities in Toronto," *Caring Labor and Citizenship: An International Perspective Session, American Sociology Association Meeting*. August, Atlanta.
- Discussant. 2007. *International Migration Section Roundtable: State, Gender, Familial Roles and Migration in Contemporary and Historical Perspective, American Sociological Association Meeting*. August, New York.
- Discussant. 2005. *Exploring Alternatives to the Protection of Vulnerable Workers Session, Canadian Industrial Relations Association Annual Meetings*, , June, London, Ontario.
- Cranford, Cynthia. 2005. "Projects of Solidarity and Gender Relations at Work: Latina/o Immigrant Janitors in Los Angeles." State University of New York, Stony Brook, Department of Sociology Seminar, October, oral.
- Cranford, Cynthia. 2004. "Immigration, Neo-liberal Restructuring and Gender: Homecare Work in Ontario." Keynote lecture for conference *Getting There: Newcomers and Healthcare Occupations*, organized by Gender Studies. University of Toronto, Mississauga, March 9, oral.
- Cranford, Cynthia and Leah Vosko. 2001. "Precariousness in the Canadian Labour Market: Toward New Indicators of Insecurity." *Institute for Work and Health*. University of Toronto, oral.
- Cranford, Cynthia. 2000. "Economic Restructuring, Immigration and the New Labor Movement: Latina/o Janitors in Los Angeles." *Center for Comparative Immigration Studies*. University of California San Diego, written and oral.
- Cranford, Cynthia. 2000. "Immigrant Labour, Union Organizing and Household Gender Relations: Latin American Janitors in Los Angeles." *Centre for Research on Latin America and the Caribbean*. York University, Toronto, written and oral.

#### INVITED OR ORGANIZED WORKSHOPS

- Organized, with Jennifer Chun and Asian Immigrant Women Advocates, *Community Report Back: Asian Immigrant Women Workers Organizing in California's In-Home Supportive Services Sector*. Los Angeles: UCLA Downtown Labor Center. March 15, 2019. Event in Cantonese, Korean, Tagalog and English.
- Participant in "National Workshop on Women and Ancillary Work in Health Care", organized by the National Network on Environments and Women's Health, Toronto, February 9-10, 2006, oral

## **D. LIST OF COURSES**

### **12. A. Undergraduate courses**

Migrant Labour

(SOC460: Fall 2014, Winter 2016, Fall 2018, Winter 2020)

Senior in the Sociology of Work

(SOC412: Winter 2014, Fall 2019, Winter 2022)

Qualitative Analysis

(SOC387: Winter 2019, Winter 2020, Winter 2021, Winter 2022)

Gender and Care

(SOC352: Fall 2018, Fall 2019, Fall 2020, Fall 2021)

Contemporary Issues in Work and Occupations

(SOC228: Winter 2007; SOC341: Winter 2009, Winter 2012, Winter 2013, Winter 2015, Winter 2016, Winter 2020, Fall 2021)

Sociology of Work and Occupations

(SOC207Y: 2004-05, 2005-06; SOC227: Fall 2006, Fall 2011, Fall 2012)

Quantitative and Qualitative Research Methods

(SOC200Y: 2003-04, 2004-05, 2006-07)

### **Other training of undergraduates**

2020. Tasmia Kahn as a research assistant for the Peel Social Lab project, “Understanding and Improving Immigrant Labour Markets in Peel Region.”

2018. Ayesha Tak as a research assistant for Home Care project.

2016-2017. Charmaine Lata (UTM, Sociology) for “Gender, Migration and the Work of Care” Project, training on data management and processing.

2015-2016. Jana Borrás (UTM B.A, York M.A.) for “Gender, Migration and the Work of Care” Project, training on data management and processing.

2014-15, just graduated students Michael Lee (UTSG) and Justin Kong (UBC) to work as RAs on gender, migration and work of care project in the year before applying to graduate school

2013. Carroll, Alex. 2013. *Flexibility and Security: A Profile of Personal Support Workers in the Ontario Independent Living Model*. Final Report of a Research Opportunity Program with Cranford.

2013. Nessar, Maiwand. 2013. *Flexibility and Security: A Profile of Personal Home Care Workers in the Ontario Medical Model*. Final Report of a Research Opportunity Program with Cranford.

September 2005-March 2006, work study student Brittany Lauton (UTM), research assistant for literature organization position

September 2004-March 2005, undergraduate work study student Iram Ashraf (UTM), research assistant for literature organization position.

#### B. Graduate courses

Gender Relations/Core Survey Course

(SOC6019: Spring 2019, Winter 2021)

Sociology of Work: Gender, Work and Migration

(SOC6012: Winter 2014)

Doctoral Research Practicum

(SOC6711: Winter 2012; Winter 2013)

Sociology of Work: Work, Industry and Labour in Global Perspective

(SOC601: Fall 2005)

Directed reading “Labour in Global Perspective” (Summer 2011)

Directed reading “Gender and Care Work”

#### C. Graduate Students

### **GRADUATE SUPERVISION - CURRENT**

#### ***Dissertation Committee Chair***

Youngrong Lee. *The making of ideal gig worker subjectivity: A global comparative study of Seoul and Toronto*. Dissertation proposal under development (2018-ongoing)

Patricia Roach. *Extending Citizenship to Include Unions: A Comparative Study of Political Claims-Making by Home-Based Cleaners’ Unions and Activist Workers in Toronto and Amsterdam*. Dissertation research ongoing (2017-ongoing)

Yukiko Tanaka. *Decolonizing Immigrant Settlement: Immigrant Belonging in the Settler Colonial State*, Dissertation writing (2014-ongoing)

#### ***Committee member***

Bahar Hashemi. “Negotiations over Citizenship rights in Mixed Status Families in Canada: The Case of Sponsored Spouses and Parents and Grandparent who arrive through the Super Visa.” PhD Dissertation (2017-ongoing).

Natalie Adamyk (2018-ongoing), title TBA

Emily Hammond (2021-ongoing), title TBA.

## **GRADUATE SUPERVISION – PAST/COMPLETED**

### ***Post-doctoral Supervisor***

Sohoon Yi. Assistant Professor, Kyungpook National University. “‘Informal’ negotiation between migrant care workers and their South Korean employers.” Post-Doctoral Project (2018).

### ***Dissertation Committee Chair***

Joanne Nowak. Academic Coordinator at the Blum Center on Poverty, Inequality and Democracy, University of California Santa Barbara.

Doctoral Dissertation. 2016. “The Social Nature of Skilled Migration and Integration: Perspectives from Ghanaian Nurses in Canada.”

Diana Miller. Program Evaluation Analyst, Regional Municipality of York.

Doctoral Dissertation. 2016. “Gendering Cultural Fields.”

Louise Birdsell Bauer. Essential Services & Exclusions Officer at the Public Service Alliance of Canada.

Doctoral Dissertation. 2018. “Precarious Professionals: Non-Tenure-Track Faculty in Southern Ontario Universities.”

Yang-Sook Kim. Post-doctoral Scholar with Migration Initiatives, University of California Santa Barbara

Doctoral Dissertation. 2020. “Competing Subjectivities: A Comparative Study of Low-Paid Care Workers in Greater Seoul and the Los Angeles.”

### ***Master’s and Doctoral Practicum Papers Supervisor***

Youngrong Lee. “After a Global Platform Leaves: Understanding the Heterogeneity of Gig Workers through Capital Mobility” Practicum paper published in *Critical Sociology*

\*winner of the Dennis William Magill Canada Research Award.

Natalie Adamyk. “‘You can transfer skills you’ve gained over time’: Contingent academics’ use of emotional capital as skilled emotion management.” Research Practicum Paper (2018-2020).

\*Winner of Canadian Sociological Association’s Best Student Paper Award.

Angela Hick. “Precarious Work, Industrial Unionism, and Union Efficacy:

A case study of Ontario personal homecare workers.” Research Practicum Paper (2013-14).

Yukiko Tanaka. “The Subcontracted Welfare State: Non-profit organizations, citizenship, and immigrant women.” MRP/M.A. Paper (2013-2014).

Joanne Nowak. "New Frontiers for the Culture of Migration Theory: The Inclusion of Skilled Migration." Research Practicum Paper (2008-9).

Ingrid Kittlaus. "Rethinking Independent Living in the Greater Toronto Area." Research Practicum Paper (2008-2009).

Jade Vo. "Finding Support and Resistance within Social Networks: A Case Study of the Live-In Caregiver Program." MRP/M.A. paper (2006-07).

### ***Committee member***

Catherine Cheng. "Intimate Frontiers: Chinese Marriage Migration, Citizenship and Labor in Taiwan and Hong Kong." PhD Dissertation, 2017.

Alice Hoe "Working in 'Bad Jobs': Immigrants in the New Canadian Economy. PhD Dissertation 2017

Siyue Tan. "Living Arrangements and Intergenerational Support among Immigrant and Canadian-born Seniors." PhD Dissertation 2016

Lisa Kaida, "Pathways to Successful Economic Integration: The Dynamics of Low Income and Low-Wage Work among new Immigrants to Canada." PhD Dissertation, 2011

Jennifer Asanin, "Education? It is irrelevant to my job now, it makes me very depressed: Exploring the health impacts of precarious employment among highly skilled recent immigrants in Mississauga, Ontario." (UTM, Geography). External examiner. 2007.

### D. Other graduate teaching or advising

#### Comprehensive Exam Committees

2019-2022	Chair, Stratification, Labour Markets and Work
2017-19	Chair, Gender
2012-14	
2009-2011	Ethnicity and Immigration, Member
2007-2010	Work, Occupations and Organizations, Member
2006, 2020	Gender, Member

#### Research Assistants



June-August 2019 Pam Tsui (PhD Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, translation of Community-University Panel at ASA.

January-March 2019 Anson Au (PhD. Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, translation of Community Report.

2015-2019 Valerie Damasco (PhD. Toronto, OISE.) for “Gender, Migration and the Work of Care” Project, data collection and analysis, translation.

February-August 2015 Yang-sook Kim (PhD Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, data collection, analysis, translation.

2016-2018. Jana Borrás (York M.A.) for “Gender, Migration and the Work of Care” Project, data management, processing, translation.

July-August 2018 Sihwa Kim for “Gender, Migration and the Work of Care” Project, data management, processing, translation

2014-2016 Justin Kong (M.A., Toronto, Sociology) for “Gender, Migration and the Work of Care” data collection, analysis, translation.

May 2014-April 2015 Chi Cheng Wat (Ph.D. Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, data collection, analysis, translation.

January-June 2016 Catherine Cheng (PhD, Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, data analysis, translation

February – June 2016. Conly de Leon (PhD, Toronto, OISE) for “Gender, Migration and the Work of Care” Project, data management, processing, translation

July-December 2015 Minyoung Kye for “Gender, Migration and the Work of Care” Project, data management, processing, translation

October 2015-April 2016 Yuk Yiu Michael Lee (MA, Toronto, Public Policy) for “Gender, Migration and the Work of Care” Project, data management, processing, translation

May 2013-April 2014 Angela Hick (Ph.D. Toronto, Sociology) for “Gender, Migration and the Work of Care” Project, data analysis.

Jan- April, 2010; Jan 2012-April 2012 Athena Engman (Ph.D. Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, data processing, analysis.

2008– 2012. Ph.D. student Diana Miller (Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, sampling, recruitment, developing interview guide, doing interviews. coding, analysis, writing.

May 2008– September 2008, M.A. student Nicole Freeman (Toronto, Sociology) for “Negotiating Quality Care and Quality Work” Project, sampling, recruitment, developing interview guide, doing interviews.

2005-2009. Ph.D. student Ingrid Kittlaus (Toronto, Sociology) for Connaught and SSHRC personal home care projects, sampling, recruitment, developing interview guide, doing interviews and coding.

2006-2007, M.A. student Jade Vo (Toronto, Sociology), for SSHRC personal home care project, training on sampling, recruitment, developing interview guides and doing interviews.

2004- 2005, Ph.D. student Filip Alexandrescu (Toronto, Sociology) preliminary work for Precarious Employment and Immigration project, training on coding and analysis of existing survey data.

2002- 2005, Ph.D. student, James Beaton (York, Sociology) for “Mapping Precarious Wage Work in Canada” project, training on coding and analysis of existing survey data.

2003 – 2004, M.A. student Olivia Wilson (Toronto, Sociology), migration module of the Gender and Work Database project, training on library research and writing of abstracts for the literature side of the GWD.

2003–2004, Ph.D. student Reem Atiech (York, Sociology), migration module of the Gender and Work Database (GWD) project, training on research into data sources, sample sizes, feasibility of various derived variables and cross tabulations for the numeric side of the GWD.

2001- 2002, Ph.D. student, Kate Laxer (York, Sociology), research assistant for “Mapping Precarious Wage Work in Canada” project, training on coding and analysis of existing survey data.

#### Internal-external Examiner

Valerie Gail Damasco. 2019. *Circumventing Border Control and Restrictive Immigration Policies: The Transnational Labour Migration and Mobility of Filipino Nurses to Canada from the Philippines and via the United States, 1957 to 1969*. Department of Leadership, Higher and Adult Education, University of Toronto

Christina Young. 2020. *Constrained Care: Doula practice and hospital birth*. Doctoral Dissertation. School of Public Health, University of Toronto.

#### External Examiner

Linda Cohen. 2013. *The ‘Other’ Professors: Job Insecurity, Health and Coping Strategies among Contractual University Teachers*. Doctoral Dissertation. Department of Sociology, Memorial University.

Gloria Adagbon. (to be defended Jan 2021). *The 'Dream' Team? Multilevel Marketing, Integration and New Immigrants*. Doctoral Dissertation. Sociology Department, York University.

## **E. ADMINISTRATIVE POSITIONS**

### **13. A. Within the University**

#### Administrative Positions

January-June 2018	Acting Chair, Sociology Department, University of Toronto Mississauga
2011-2016	Associate Chair, Sociology Department, University of Toronto Mississauga

#### Committees

2021-22	Tri-Campus Anti-Racism and Equity Committee UTM Sociology Department Anti-Racist Task Force UTM Tenure Reading Committee UTM Tenure Committee UTM, President's Scholars of Excellence Program, Faculty- Student Mentorship Program
2020-21	UTM Sociology Department Anti-Racist Task Force Graduate Chair Search Committee UTM Interim Year Review Committee
2019-2020	UTM, Reading Tenure Committee UTSC, Reading Tenure Committee UTSC & Graduate Faculty Search Committee Graduate Fellowship Committee UTM Dean's Rep on Historical Studies/Indigenous Studies Search Committee
2018-2019	UTM, Interim Review Committee
2017-2018	UTM, Interim Review Committee
2016-2017	UTM, Interim Review Teaching Committee
2015-2016	UTM Curriculum Committee UTM PTR Committee

2014-2015	UTM Curriculum Committee UTM PTR Committee UTM Faculty Search Committee UTM Interim Review (Reading) Committee UTM Tenure Committee UTM Promotions Committee
2013-2014	Chair, UTM Curriculum Committee UTM PTR Committee
2012-2013	Chair, UTM Curriculum Committee UTM PTR Committee UTSC, Tenure reading committee UTM, Third year review committee UTM Faculty Search Committee Graduate Executive Committee
2011-2012	Chair, UTM Curriculum Committee UTM PTR Committee
2009-2010	UTM, Academic Affairs Committee Graduate Admissions Committee St. George Chair Search Committee, FAS UTM Tenure Committee
2008-2009	UTM Department Faculty Search Committee Sefton Lecture Committee, St. George Industrial Relations Program Graduate Fellowship Committee UTM, Dean's Representative on Hiring/Recruitment Committee, Economics
2007-2008	Graduate Chair Search Committee, Sociology Department
2006-2007	UTM Ethics Review Committee,
2006 Fall	Graduate Curriculum Committee

2005-2016 Member of the Women's Studies/Gender Studies Board, UTM  
2004–2007 UTM Department space committee  
2005-2006 St. George & Graduate Department faculty search committee  
Ad Hoc Committee for Gender Comprehensive Exam  
UTM Department faculty search committee

B. Outside the University

2017-ongoing Coordinating Committee of *Carework Network*  
2019 Organizer of Second Global Summit of the Carework Network at  
University of Toronto, Hart House.  
2011-2015 Editorial Board, *Social Problems*