

Naomi Lightman, PhD | Curriculum Vitae

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ACADEMIC APPOINTMENTS

- 2017- current** **Assistant Professor (Tenure-Track)**
Department of Sociology
University of Calgary
- 2015-2017** **Postdoctoral Fellow, Department of Sociology, University of Toronto**
Funded by the Social Sciences and Humanities Research Council of Canada

EDUCATION

- 2015** **Ph.D. in Sociology of Education, University of Toronto.**
Committee: Dr. Harold Troper (Chair), Dr. Jeffrey Reitz, Dr. James Ryan
- 2009** **M.A. in Political Science, McGill University.**
Thesis Supervisor: Dr. Antonia Maioni.
- 2008** **B.A. (First Class Hon.) in Political Science, McGill University.**

FIELDS OF SPECIALIZATION

Inequality; Gender; Care Work; Immigration; Quantitative Research Methodology

GRANTS, AWARDS AND FELLOWSHIPS

- 2020-2021 SSHRC Partnership Engage Grant. *Caring During the COVID19 Crisis: Immigrant Women Working in Long-Term Care in Calgary*. Principal Investigator. (\$24,691)
- 2020-2021 Thelma Margaret Horte Fellowship in Women and Society. *Disparities and Precarities: Retirement-Aged Immigrant Women Care Workers in Calgary*. Faculty of Arts, University of Calgary. (\$10,000)
- 2018-2021 SSHRC Insight Development Grant. *Sorting and Shaping: The Dynamics of Labour Market Exclusion for Female Migrant Care Workers in Canada, 1980-2014*. Principal Investigator. (\$54,148)
- 2017-2021 Research Fellow, Environics Institute for Survey Research.
- 2017-2019 SSHRC Insight Grant. *Advancing social inclusion in Canada's diverse communities: Neighbourhood, regional and national comparisons*. Co-Investigator with Luann Good Gingrich, P.I. (\$252,949)

- 2017-2018 Seed Grant. *Female Migrant Labour: Developing Indicators of Inclusion*. Faculty of Arts, University of Calgary. (\$2,500)
- 2015-2017 SSHRC Postdoctoral Fellowship. *Discounted Labour: Quantifying the Social Exclusion of Migrant Care Workers in Comparative Perspective*. (\$81,000)
- 2015-2016 Lady Davis Postdoctoral Fellowship, Hebrew University, Israel. (\$30,000). Declined
- 2013-2014 SSHRC Doctoral Fellowship. (\$20,000)

PUBLICATIONS

Books:

Lightman, E. and **Lightman, N.** (2017). *Social Policy in Canada – 2nd Edition*. Don Mills, ON: Oxford University Press.

Peer-Reviewed Journal Articles:

Lightman, N. (Accepted). “Does Care Count for Less? Tracing the Labour Market Trajectories of Lower Skill Female Immigrant Workers in Canada, 1993-2015.” *Canadian Studies in Population*.

Lightman, N. and Link, C. (Accepted). “Gender, Class and the Cost of Unpaid Care: An Analysis of 25 Countries.” *Journal of Comparative Family Studies*.

Lightman, N. (2020). “Comparing Care Regimes: Worker Characteristics and Wage Penalties in the Global Care Chain.” *Social Politics: International Studies in Gender, State & Society*. DOI 10.1093/sp/jxaa008.

Keivins, A. and **Lightman, N.** (2020). “Immigrant Sentiment and Labour Market Vulnerability: Economic Perceptions of Immigration in Dualized Labour Markets.” *Comparative European Politics*, 18, pp. 460-484.

Lightman, N. and Keivins, A. (2019). “Bonus or Burden? Care Work, Inequality, and Job Satisfaction in Eighteen European Countries.” *European Sociological Review*, 35(6), pp. 825-844.

Lightman, N. (2019). “The Migrant in the Market: Care Penalties and Immigration in Eight Liberal Welfare Regimes.” *Journal of European Social Policy*, 29(2), pp. 182-196.

Lightman, N. and Good Gingrich, L. (2018). “Measuring Economic Exclusion for Racialized Minorities, Immigrants and Women in Canada: Results from 2000 and 2010.” *Journal of Poverty*, 22(5), pp. 398-420.

Lightman, N. (2018). “Situating secondary schooling in the transnational social field: Contestation and Conflict in Greater Toronto Area classrooms.” *Critical Studies in Education*, 59(2), pp. 131-148.

Lightman, N. (2017). “Discounted Labour? Disaggregating Care Work in Comparative Perspective.” *International Labour Review*, 156(2), pp. 243-267.

- Curtis, J., Dong, W, **Lightman, N.**, and Parbst, M. (2017). "Race, Language or Length of Residency? Explaining Unequal Uptake of Government Pensions in Canada." *Journal of Aging and Social Policy*, 29(4), pp. 332-351.
- Curtis, J. and **Lightman, N.** (2017). "Golden Years or Retirement Fears? The Rise of Private Pension Inequality for Canada's Immigrants." *Canadian Journal on Aging*, 36(2), pp. 178-195.
- Elrick, J. and **Lightman, N.** (2016). "Sorting or Shaping? Examining the Relationship between Immigration Policy and Immigrant Economic Outcomes Using the Longitudinal Survey of Immigrants to Canada." *International Migration Review*. 50(2), pp. 352-284.
- Good Gingrich, L. and **Lightman, N.** (2015). "The Empirical Measurement of a Theoretical Concept: Tracing Social Exclusion among Racial Minority and Migrant Groups in Canada." *Social Inclusion*, 3(4), pp. 98-111.
- Lightman, N.** (2015). "Caught in a Transnational Nexus: Teacher practices and experiences in a Context of divergent ties to the homeland." *Citizenship Education Research Journal*, 4(1), pp. 29-40.
- Lightman, N.** and Good Gingrich, L. (2012). "The intersecting dynamics of social exclusion: Age, gender, race and immigrant status in Canada's labour market." *Canadian Ethnic Studies*, 44(3), pp. 121-145.
- Peer-Reviewed Book Chapters:*
- Lightman, N.** (2017). "Race, Religion, and Citizenship Capital: Comments on Alba and Reitz." In *Immigration and the Future of Canadian Society*, edited by B. Brym. Oakville, ON: Rock's Mills Press, pp. 50-56.
- Lightman, N.** (2017). "Transnationalism and Secondary Schooling Policy in Ontario, Canada: Globalization, Privatization, and Competing Priorities." In *Transnational Social Policy – Social Welfare in a World on the Move*, edited by L. Good Gingrich and S. Koengeter. London: Routledge, pp. 181-199.
- Lightman, N.** (2015). "Transnational Transformations in Education in Toronto, Canada." In *Transnational Agency and Migration: Actors, Movements and Social Support*, edited by S. Koengeter and W. Smith. London: Routledge, pp. 177-194.
- Lightman, N.** and Hoechsmann, M. (2014). "I wouldn't have had a clue how to start: Reflections on empowerment and social engagement by former youth journalists." In *Media and Information Literacy and Intercultural Dialogue Yearbook 2014: Global Citizenship in a Digital World*, edited by S.H. Culver and P. Kerr. Paris: UNESCO, pp. 191-200.
- Hoechsmann, M. and **Lightman, N.** (2014). "Reframing Reading Youth Writing." In *Learning and Literacy Over Time: Longitudinal Perspectives*, edited by J. Rowsell and J. Sefton-Green. London: Routledge, pp. 134-148.

Community Research Reports:

Wilson, B., **Lightman, N.**, and Good Gingrich, L. (2020). "Spaces and Places of Exclusion: Mapping Rental Housing Disparities for Toronto's Racialized and Immigrant Communities." Toronto: *Social Planning Toronto*.

Lightman, N. and Stroick, S. (2019). "A Profile of Immigrant Health in Calgary." Calgary: *University of Calgary Newcomer Research Network and Calgary Local Immigration Partnership*.

Um, S. and **Lightman, N.** (May 2017). "Seniors' Health in the GTA: How Immigration, Language, and Racialization Impact Seniors' Health." Toronto: *Wellesley Institute*.

Um, S. and **Lightman, N.** (July 2016). "Ensuring Healthy Aging for All: Home Care Access for Diverse Senior Populations in the GTA." Toronto: *Wellesley Institute*.

Articles Under Review:

Lightman, N., and Kevins, A. (Revise and Resubmit) "Women's Work': Welfare State Spending and the Gendered and Classed Dynamics of Unpaid Care". *Gender & Society*.

Lightman, N., Banerjee, R., Kelly, P., Tungohan, E. and de Leon, C. (Revise and Resubmit). "An Intersectional Pathway Penalty: Filipina Immigrant Women Inside and Outside Canada's Live-in Caregiver Program." *International Migration*.

Kevins, A. and **Lightman, N.** (Revise and Resubmit) "How Should the Government Treat Asylum Seekers? The Role of Labour Market Vulnerability and Ethnic Diversity in Europe." *Social Science Research*.

Thomas, C. and **Lightman, N.** "Island Girls': Caribbean women care workers in Canada."

Papers in Preparation:

Lightman, N. and Elrick, J. "Intersectional Entry Categories and Economic Outcomes: The Case of Canadian Immigration Policy, 1982-2016."

Lightman, N. "Caring During the COVID-19 Crisis: A Mixed-Methods Analysis of Immigrant Women Health Care Aides in Calgary."

Good Gingrich, L. and **Lightman, N.** "Inclusion and exclusion for refugee newcomers in Canada: You can't have one without the other."

INVITED TALKS

2021. "Gender, Class and the Cost of Unpaid Care: An Analysis of 25 Countries." *Annual Speaker Series in the School of Politics and International Studies*. Loughborough University: March 5th.

2020 "Spaces and Places of Exclusion: Mapping Rental Disparities in Toronto" *Future Cities Canada: Unexpected Solutions*. Evergreen Brick Works Annual Summit: October 24th.

“Caring Work During the COVID-19 Crisis”. *Canadian Institute for Health Research, Best Brains Exchange*. July 29th.

“Caring Jobs in Canada’s Workforce: A Critical Analysis of Current Strategies to Fill ‘Gaps’ in the Labour Market.” *Public Panel, Social Justice Centre*. Concordia University, Montreal: February 13th.

“Prisoner of Love or Commodification of Emotion? Care Work, Job Satisfaction, and National Inequality.” *Annual Colloquium Series, Department of Sociology*. University of Western Ontario, London: January 24th.

2019 “Does Care Count for Less? Female Immigrant Workers in Canada.” *Global Labour Research Centre, Speaker Series*. York University, Toronto: November 7th.

“Immigrant Women in Canada’s Workforce: Challenges and Opportunities.” *National Immigration Centre*. Conference Board of Canada, Banff: October 17th.

“Can’t Depend on Love: The Gendered and Classed Effects of Dependency in Canadian Immigration Policy, 1982-2015.” With J. Elrick. *Research Matters/Recherche en point de mire*. Immigration, Refugees and Citizenship Canada headquarters, Ottawa: April 15th.

“A Profile of Immigrant Health in Calgary: Findings and Reflections.” *Calgary Local Immigration Partnership Counsel*. Calgary Public Library, Calgary: February 28th.

2017 “Female Migrants in the Market.” Faculty of Arts Showcase, *Newcomer Research Network*. University of Calgary, Calgary: October 18th.

2016 “Race, Religion and ‘Citizenship Capital’? Comments on Richard Alba and Jeffrey Reitz.” S.D. Clark Symposium on *Immigration and the Future of Canadian Society*. University of Toronto, Toronto: November 4th.

SELECTED CONFERENCE PRESENTATIONS

2020 “Does Care Count for Less? A Longitudinal Analysis of Care Work Wages in Canada, 1993-2015.” *American Sociological Association, Annual Conference*. Cancelled due to COVID-19.

“Caribbean Care Workers in Canada.” With C. Thomas. *Canadian Sociological Association, Annual Conference*. Cancelled due to COVID-19.

2019 “A Care Convergence? Quantifying Wage Disparities for Migrant Care Workers Across Three Welfare Regimes.” *American Sociological Association, Annual Conference*. New York City, New York: August.

“Who Cares? Patterns of Precarious Employment and Care Work in the Canadian Labour Market.” *2019 Global Carework Summit*. Toronto, Ontario: June.

“Bonus or Burden? Care Work, Job Satisfaction and Inequality in Eighteen European Countries.” *Canadian Sociological Association, Annual Conference*. Vancouver, B.C.: June.

- "Using the IMDB to Unpack the Gendered and Classed Effects of Labour Market Dependency in Canadian Immigration Policy: A Longitudinal Analysis." *21st National Metropolis Conference*. Halifax, Nova Scotia: March.
- 2018 "Bonus or Burden? Care Work and Job Satisfaction in Eighteen European Countries." *American Sociological Association, Annual Conference*. Philadelphia, Pennsylvania: August.
- "Migration and a Care Conundrum? Factors Affecting Care Penalties across Four Welfare Regimes." *ISA World Congress of Sociology*. Toronto, Canada: July.
- "The Migrant in the Market: Measuring Disparities in Care Work for Immigrants." *20th National Metropolis Conference*. Calgary, Alberta: March.
- 2017 "The Migrant in the Market: Migration and Care Work Across Eight Liberal Welfare Regimes." *American Sociological Association, Annual Conference*. Montreal, Quebec: August.
- "The Citizenship Divide: Individual and Contextual-Level Factors Affecting Immigrant Sentiment Across Thirteen Countries". With J. Curtis. *Canadian Sociology Association, Annual Conference*. Toronto, Ontario: May.
- 2016 "Gender, Nativity, and Race in Care Work: The more things change..." With M. Boyd. *American Sociological Association, Annual Conference*. Seattle, Washington: August.
- "Determinants of Government Pension Access in Canada: The Competing Forces of Ethnicity, Language, and Immigration, 1996-2011." With W. Dong, J. Curtis and M. Parbst. *Canadian Sociological Association, Annual Conference*. Calgary, Alberta: May.
- 2015 "The Dynamics of Economic Exclusion for Immigrants and Racialized Communities in Canada: Results from 2000 and 2010." *International Conference on Immigration, Integration and Inclusion (c4i)*. Quebec City, Quebec: June.

PUBLIC SOCIOLOGY & MEDIA ATTENTION

- McGarvey, D. "Calgary researcher shines light on immigrant long-term care workers". *CBC.ca*. Jan. 19, 2021. (Interview also aired that day on radio, 'Calgary Eyeopener' and 'The Homestretch').
- Smith, A. "Immigrant women face 'dangerous' working conditions in long-term care: Uof C researcher". *Calgary Herald*. Jan. 16 2021.
- McCoy, H. "New study examines impact of pandemic on immigrant women care workers". *Utoday*. Jan. 14 2021
- Gibson, V. "Three times more racialized renters live in overcrowded housing in Toronto than non-racialized renters – and the starkest gap is among those born in Canada, study says". *Toronto Star*. Nov. 16 2020.
- MacCharles, T. "How will COVID-19 affect you? Your postal code matters as much as your genetic code, says top doctor." (**Research directly quoted by CMO Dr. Teresa Tam**) *Toronto Star*. Oct. 28, 2020.

- Zafar, A. "COVID-19 has taken 'heavy toll' on female immigrants working in health care, report says". *CBC.ca*. Sept. 10, 2020. (Interview also aired that day on radio and TV, 'The World at Six' and 'The National').
- Lightman, N. "COVID-19 and the Caring Crisis in Canada." *Carework Network Responds*. Blog post published on July 28, 2020.
- Mann, A. Pandemic episode #7: "The Frontline". *Canadaland Commons* podcast. Interview aired June 3, 2020.
- Scofield, H. "People who care for the elderly are essential workers. It's long past time to start treating them right." *Toronto Star*. May 14, 2020.
- Hardcastle, L. and Lightman, N. "A Balancing Act: Re-Opening Provincial Economies while Prioritizing Health Risks to Vulnerable Groups." *University of Calgary Faculty of Law Blog*. May 6, 2020.
- Lightman, N. and McCoy, T. "Canada's she-cession: COVID-19, care work and the decline of the service sector." *Rabble.ca*. May 6, 2020.
- McCoy, T. and Lightman, N. "The Pandemic's Unflattering Glare: How the Crisis Is Affecting Care Workers and Prisoners." *Canadian Dimension*. April 29, 2020.
- Beyond the Headlines. "The Immigrant Health Paradox". *CIUT-FM Campus Radio and podcast*. Interview aired January 13, 2020.
- Myers, S. "Study provides benchmark on understudied area of immigrant health in Calgary." *UToday*. February 26, 2019.
- Yousif, N. "Immigrants in Calgary report overall better health outcomes than those who are Canadian-born, research suggests." *Toronto Star*. January 19, 2019.
- Falvo, N. "Book Review: Social Policy in Canada (2nd edition)." *The Progressive Economics Forum*. Sept. 11, 2017.
- Keung, N. "'Significant' health gaps found between Canadian and immigrant seniors" *Toronto Star*. May 16, 2017.
- "Insiders and outsiders in health and social care." *Politudes: International Social Policy Monitor*. January 23, 2017.
- Keung, N. "Immigrant seniors face unequal access to home care: report." *Toronto Star*. July 18, 2016.

TEACHING

Social Statistics: The General Linear Model (Graduate Seminar)
Department of Sociology, University of Calgary (Fall 2020).

- Advanced graduate course focused on multivariate quantitative analyses
- Includes applied (lab) components and project-based assignments

Gender and Care Work

Department of Sociology, University of Calgary (Fall 2020, Winter 2020, Fall 2017).

Department of Sociology, University of Toronto, Mississauga Campus (Fall 2016)

- Developed new course focused on how gender and immigrant status shape the work of care (paid and unpaid), and its value in society
- Focuses on the challenges and opportunities experienced by female caregivers internationally

Introductory Social Statistics I

Department of Sociology, University of Calgary (Fall 2019, Fall 2018)

- Quantitative research methodology course focused on understanding and interpreting basic statistics
- Includes theoretical and applied (lab) component

Social Policy

Department of Sociology, University of Calgary (Fall 2018)

- Course explores the mechanisms and tools of transfer and redistribution in Canadian social policy
- Applies a problem-based learning approach; students develop a multi-stage group research project

Sociology of Work

Department of Sociology, University of Calgary (Winter 2018)

- Course focuses on contrasting theories of work and labour relations
- Major student paper connects research on precarious work to individual employment experiences

Introductory Social Statistics II

Department of Sociology, University of Calgary (Winter 2018)

- Advanced undergraduate course focuses on applied quantitative analysis of Canadian datasets
- Students develop research projects based on areas of prior interest for final presentations

Sociology of International Migration

Department of Sociology, University of Toronto, Mississauga Campus (July/August 2016)

- Senior-level undergraduate course focuses on contemporary trends in immigration
- Major assignment entails semi-structured interview with an adult immigrant in GTA

Quantitative Analysis for Social Science Research

Department of Sociology, University of Toronto, St. George Campus (May/June 2016, Winter 2015)

An Introduction to Regression Analysis (Online)

Department of Sociology, University of Toronto, St. George Campus (Summer 2015)

Applications for Quantitative Methodology

Department of Sociology, University of Toronto, St. George Campus (Fall 2013).

GRADUATE STUDENT SUPERVISION

Supervisor: Courtney Baay, M.A. Student, Department of Sociology, University of Calgary

- *A Mental Health Penalty? A Study of Women Immigrants in Care Work in Canada*

Co-Supervisor: Carieta Thomas, PhD Candidate, Department of Sociology, University of Calgary.

- *“Technologies of Power and Intersectionality: Implications of Pre-employment Screening for Caribbean Immigrant Careworkers.”*

Committee Member: Sepideh Borzoo, PhD Candidate, Department of Sociology, University of Calgary.

- *“Body in beauty service work: A study on cosmetics saleswomen.”*

Committee Member: Zahra Espanani, PhD Candidate, Department of Economics, University of Calgary

- *“Immigration, Aging and Social Capital.”*

Committee Member: Omid Asayesh, PhD Student, Department of Sociology, University of Calgary.

- *“The Non-Voluntary Non-Migrant Phenomenon: A Study of the Causes and Consequences, with a Special Focus on Iran.”*

ACADEMIC SERVICE & PROFESSIONAL CONTRIBUTIONS

Committee Work – Service to the Discipline.

Member, Gender Equity, Diversity and Inclusion Subcommittee, Social Wellbeing Advisory Committee, *City of Calgary*. 2021-2023.

Mentor, Canadian Sociological Association’s Mentorship Programme for Black, Indigenous and Racialized Graduate Students, *Canadian Sociological Association*. 2020-2022.

Chair, John Porter Tradition of Excellence Book Award Nominations Committee, *Canadian Sociological Association*. 2020-2022.

Member, Global Carework Summit Planning Committee, *Carework Network*. 2020-2022.

Member, Research Advisory Committee – Understanding Experiences of Inclusion project, *Centre for Race and Culture*. 2019-2021.

Member, John Porter Tradition of Excellence Book Award Nominations Committee, *Canadian Sociological Association*. 2019-2020.

Editorial Board, *Transnational Social Review* (London: Routledge). 2013-2016.

Committee Work – University of Calgary.

Member, *Research and Scholarship Committee*, Faculty of Arts. 2020-2022.

Member, *College of Reviewers*, *SSHRC Insight Development Grants*. 2019-2021.

Conference session organizer:

“Caring Work in Canada”. *Canadian Sociological Association, Annual Conference (2020)*. Cancelled due to COVID-19.

“Understanding Immigrant Health and Well-being from Multiple Perspectives.” With S. Um. 21st National Metropolis Conference. Halifax, Nova Scotia: March 2019.

“Refugees, Citizenship Capital and the Boundaries of Inclusion.” With P. Banerjee. 20th National Metropolis Conference. Calgary, Alberta: March 2018.

Ad Hoc Reviewer:

American Journal of Sociology, Canadian Journal of Sociology, Socio-Economic Review, Social Science Research, Canadian Review of Social Policy, Social Policy & Administration, Journal of Comparative Family Studies, International Migration Review, International Migration, Journal of Ethnic and Migration Studies, Journal of Immigration & Refugee Studies, Journal of Income Distribution, Journal of Community Practice, Girlhood Studies: An Interdisciplinary Journal, and Canadian Journal of Aging.

Professional associations:

Carework Network

Canadian Sociological Association

American Sociological Association