

PENELOPE E. ANDREWS
Curriculum Vitae

Address: City University of New York
School of Law
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LEGAL AND PROFESSIONAL EXPERIENCE

Professor of Law - City University of New York Law School at Queens College (since January 1993- tenured 1998). Courses: (1) Torts; (2) International Law and International Human Rights Law; (3) Lawyering Seminar: The Work of a Lawyer; (4) Comparative Perspectives on Race and the Law

Ariel F. Sallows Professor of Human Rights Law – University of Saskatchewan, Canada (Research Chair January to December 2005)

Visiting Professor – Touro Law School Summer Program, University of Potsdam, Germany (June 2004) Course taught : Human Rights and Social Justice

Visiting Professor – Columbia Law School Summer Program, University of Amsterdam School of Law (July 2003) Course taught: Comparative Perspectives on American Tort Law

Parsons Visitor – Sydney University School of Law, Australia (Fall 2002) Gave series of lectures on Human Rights and Restorative Justice

Stoneman Endowed Visting Professor in Law and Democracy - Albany Law School (Spring 2002) Courses taught: (1) The International Protection of Human Rights; (2) Comparative Perspectives on Race and the Law

Visiting Professor - University of Aberdeen, Scotland (Summer 2001) Course taught: Comparative Human Rights Law

Visiting Professor - University of Natal, Durban, South Africa (Summer 2000). Course taught: Public International Law/Human Rights Law

Visiting Professor - University of Maryland School of Law, Baltimore (Spring 1994). Course taught: Law and the End of Apartheid;

- Spring 1992 - Course taught: Race and the Law: The South African Experience;

- Spring 1991 - Course taught: American and South African Perspectives on Race and the Law.

Lecturer - Department of Legal Studies, La Trobe University, Melbourne, Australia (1986 to 1992 - tenured 1992). Taught the following courses: (1) Immigration Law and Policy; (2) Women, Discrimination and the Law; (3) Equal Opportunity Law and Policy; (4) Aborigines and the Law in Australia; (5) Law in Context - Introduction to Australian Law

Legal Advisor - West Heidelberg Community Legal Centre, Melbourne, Australia (Part-time basis - February to May 1991).

Associate in Law - Legal Resources Centre, Johannesburg, South Africa (April 1989 to February 1990 - on leave from La Trobe University). Duties included: consultant to Advice Centres Project; conducting training workshops for para-legal workers and trade unions, servicing legal advice centres in metropolitan Johannesburg and rural areas around Johannesburg; negotiating with government officials on behalf of community groups.

Adjunct Professor - City University of New York Centre for Worker Education, New York (Fall 1985). Course taught: The political economy of Southern Africa.

Legal Intern - NAACP Legal Defense and Educational Fund, Inc. New York (Fall 1984).

Research Assistant - Legislative Drafting Research Fund, Columbia Law School, New York (Summer 1984). Researched and edited sections of National Environmental Policy Act for treatise on Environmental Law (author Professor Frank Grad).

Associate in Law - Legal Resources Centre, Johannesburg, South Africa (November 1982 to July 1983).

Summer Associate - Legal Resources Centre, Johannesburg (Summer 1981). Advised and assisted at law clinic.

Administrator/Coordinator - Legal Aid Clinic, University of Natal, Durban (Part time basis 1977-1982). Assisted with the operation of the Legal Aid Clinic under the supervision of the resident law lecturer/attorney. Acted as coordinator for the course on Legal Aid.

FELLOWSHIPS

Columbia University, Institute of African Studies Seminar Associate (1995 to present).

Columbia Law School, Legislative Drafting Research Fund Chamberlain Fellowship in Legislation (January to December 1985).

CONSULTANCIES

Consultant - to United Nations Development Fund for Women (UNIFEM) (August 2001). Wrote briefing paper for World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, on the effect of Racism on Women and Governance

Consultant - to Ford Foundation, Johannesburg, South Africa (October-November 1994). Evaluated major labor law programs sponsored by the Foundation at three universities. Produced report to this effect. (See *Many Roads to Justice: The Law Related Work of Ford Foundation Grantees Around the World* 2000, 32-33)

Consultant - to Community Peace Foundation, University of the Western Cape (July-September 1994). Assisted in drafting affirmative action legislation for new South African government; conducted workshops and gave lectures on affirmative action to business and community groups, and to the military.

Evaluator for the Commonwealth Department of Employment Education and Training's Youth Initiative Grant Program on crime prevention (1991/1992). In concert with a team of evaluators from the National Centre for Socio-Legal Studies, had responsibility for evaluating projects which specifically targeted Aboriginal communities and migrant communities from non-English speaking backgrounds.

Consultant - to Commissioner for Equal Opportunity, State Government of Victoria, Australia (Part time basis - July to November 1988). Assisted in preparation of draft submission for changes to Equal Opportunity Act (1984) with specific reference to issues of direct and indirect discrimination. Conducted a workshop for Commissioner's staff on major aspects of Australian anti-discrimination and equal opportunity legislation, and affirmative action policies and procedures.

HONORS AND AWARDS

Penelope E. Andrews Human Rights Award, University of KwaZulu-Natal, Faculty of Law (Inaugurated December 2005)

Scholar in Residence – Rockefeller Conference and Study Center, Bellagio, Italy (2004)

Kate Stoneman Award – Albany Law School (2002)

Public Interest Award – Public Interest Law Association, CUNY Law School (1996)

International Women's Day Award – CUNY Law Women's Coalition (1995)

Women of South Africa Achievement Award – South African-American Association (1995)

Order of the Coif and Graduation Speaker – University of Maryland, School of Law (1985)

EDUCATION

Columbia University School of Law, New York, LL.M. (1984)

University of Natal, Durban, South Africa, LL.B. (1982)

University of Natal, Durban, South African B.A. (Majors - Economic History; Comparative African Government and Administration) (1980)

Minor Courses

Swiss Institute of Comparative Studies, Geneva, Switzerland (September 2002) – Course: International Humanitarian Law

Center for Law in Mediation, New York (June 1998) - Course: Mediation for Lawyers

Australian Universities Law Schools Association (August 1988) – Course: Innovative Methods in Law Teaching

International Law Institute, Georgetown University, School of Law, Washington D.C. (June/July 1983), Course: Orientation in the United States Legal System

PUBLICATIONS

BOOKS

THE POST-APARTHEID CONSTITUTIONS: PERSPECTIVES ON SOUTH AFRICA'S BASIC LAWS (co-edited with Stephen Ellmann 2001)

CHAPTERS IN BOOKS

"The South African Constitution as a Mechanism for Redressing Poverty" in POVERTY AND RIGHTS IN SUB-SAHARAN AFRICA (Muna Ndulo ed. Forthcoming)

"The South African Bill of Rights: Lessons for Australia" in COMPARATIVE PERSPECTIVES ON BILLS OF RIGHTS (Christine Debono and Tania Colwell eds. 2004)

"Aboriginal Women in Australia and Human Rights" in WOMEN AND INTERNATIONAL HUMAN RIGHTS LAW (VOL. 3) 731 (Kelly D. Askin and Doreanne M. Koenig eds. 2001)

Violence Against Aboriginal Women in Australia: Redress from the International Human Rights Framework" GLOBAL CRITICAL RACE FEMINISM: AN INTERNATIONAL READER (Adrien Wing ed. 2000) (reprint from Albany Law Review – see below)

Personal Narrative in *Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That*, Multicultural Women Attorneys Network, American Bar Association (Karen Clanton, Ed. 2000) 96.

"Affirmative Action in South Africa: Some Theoretical and Practical Issues" in THE CONSTITUTION OF SOUTH AFRICA FROM A GENDER PERSPECTIVE (Sandra Liebenberg ed. 1995).

"The Sense of Belonging" in NO FEAR OF FLYING (Jocelyne A. Scutt ed. 1993).

"Aborigines and the Law" (with Geoff Eames QC) in CIVIL LIBERTIES IN AUSTRALIA, Victorian Council for Civil Liberties (July 1991).

"Freedom From Discrimination" in HUMAN RIGHTS FOR SOUTH AFRICANS (M. Robertson ed. 1990).

"Racial Discrimination and the Law" in DISCRIMINATION: THE LAW, THE MEDIA AND EDUCATION, Seminar Proceedings, Victorians for Racial Equality (September 1987).

"Inside South Africa - The Players and Their role in Social Change: The Labour Unions" in SOUTH AFRICA: PROSPECTS FOR PEACE AND SECURITY, International Peace Academy (1987). (Proceedings of Conference on Peace and Security in Southern Africa, Arusha, Tanzania, March 1986).

LAW REVIEWS AND JOURNALS

"Some Middle-Aged Spread, A Few Mood Swings and Growing Exhaustion: The Human Rights Movement at Middle Age, UNIVERSITY OF TULSA LAW REVIEW (forthcoming Spring 2006)

"Perspectives on *Brown*: The South African Experience, NEW YORK LAW SCHOOL LAW REVIEW (forthcoming Summer 2005)

"Reparations for Apartheid's Victims: The Path to Reconciliation?" 53 DE PAUL LAW REVIEW 1155 (2004)

"Transitional Perspectives on Women's Rights", 14 INTERRIGHTS BULLETIN 143 (2004)

"Two 'Colored' Women's Conversation About the Relevance of Feminist Law Journals in the 21st Century, 11 COLUMBIA JOURNAL OF GENDER AND LAW (2003) (co-author Taunya Banks)

"Critical Challenges: A Conversation on Complicity and Civility in Legal Education", 1 SEATTLE JOURNAL FOR SOCIAL JUSTICE 601 (2003) (co-authors Sharon Hom and Ruthann Robson).

"Evaluating the Progress of Women's Rights on the Fifth Anniversary of the South African Constitution", 26 VERMONT LAW REVIEW 829 (Summer 2002)

"From Gender Apartheid to Non-Sexism: The Pursuit of Women's Rights in South Africa" 26 NORTH CAROLINA JOURNAL OF INTERNATIONAL LAW AND COMMERCIAL REGULATION 694 (Summer 2001)

"Making Room for Critical Race Theory in International Law: Some Practical Pointers" 45
VILLANOVA LAW REVIEW 855 (2000)

"Globalization, Human Rights and Critical Race Feminism: Voices from the Margins" 3
JOURNAL OF GENDER, RACE AND JUSTICE 373 (Summer 2000)

"The Constitutional Court Provides Succor for Victims of Domestic Violence: S v Baloyi" 16
SOUTH AFRICAN JOURNAL OF HUMAN RIGHTS (2000)

"Violence Against Women in South Africa: The Role of Culture and the Limitations of the Law"
in 8 TEMPLE CIVIL AND POLITICAL RIGHTS LAW REVIEW Vol. 2 (Spring 1999).

"Affirmative Action in South Africa: Transformation or Tokenism" LAW IN CONTEXT Vol. 15 (2)
Spring 1999.

"Striking the Rock: Confronting Gender Equality in South Africa" 3 MICHIGAN JOURNAL OF
RACE AND LAW 307 (1998).

"Violence Against Aboriginal Women in Australia: Redress from the International Human Rights
Framework" 60 ALBANY LAW REVIEW 917 (1997).

"A Resource for Justice: South Africa's Legal Resources Centre" IN EAST AFRICA JOURNAL
OF PEACE AND HUMAN RIGHTS, Vol. 2 No. 1 (1995).

"Spectators at the Revolution: Gender Equality in a Post-Apartheid South Africa"
in LAW AND ANTHROPOLOGY: INTERNATIONAL YEARBOOK FOR LEGAL
ANTHROPOLOGY, Volume 7 (1994).

"Justice in a Post-Apartheid South Africa" LEGAL SERVICES BULLETIN Vol. 15 No. 3 (June
1990).

"Some Observations about Lawyering for the Poor in a Changing South Africa" AFRICAN
STUDIES ASSOCIATION OF AUSTRALIA AND THE PACIFIC NEWSLETTER Vol. XII No. 1
(June 1990).

"Legal Education in a Changing South Africa" AFRICAN LAW REVIEW Vol. 1 No. 5 (March
1990).

"A Small, Sweet Victory" An analysis of the Transvaal Court MAJESTIC TOWERS judgment
involving the rights of Black domestic workers to receive visitors; and public interest law in
South Africa. LEGAL SERVICES BULLETIN Vol. 14 No. 5 (October 1989).

"Autonomy and the Miskito Indian Community of Nicaragua" ABORIGINAL LAW BULLETIN
Vol. 2 No. 32 (June 1988).

"Apartheid: The Legal Death of the Black Worker" HUMAN RIGHTS Vol. 14 No. 2 (Spring
1987).

"The Legal Underpinnings of Gender Oppression in Apartheid South Africa" AUSTRALIAN JOURNAL OF LAW AND SOCIETY Vol. 3 (June 1986).

"Corporate Codes of Conduct Under Apartheid: An Assessment" TRANS AFRICA FORUM Vol. 3 No. 3 (Spring 1986).

"Apartheid: The Road to Disaster" BLACK HEIGHTS Vol. 6 No. 2 (Spring 1985).

"South African Labyrinth: A Study of the Migrant Labour System in South Africa" (co-authored with Anne McDonald) LOS ANGELES WEEKLY (November 1984). Also published in JOURNAL OF BLACK STUDENTS' SOCIETY University of California, Los Angeles (December 1984).

GUEST EDITING

"Guest Editor's Introduction: Special Issue: Reconstruction and Reparations in International Law" THIRD WORLD LEGAL STUDIES (2002-2003)

"Guest Editor's Introduction: Special Issue: Global Issues in Compensatory Justice" LAW IN CONTEXT Vol. 15 (2) Spring 1999.

Guest Editor's Introduction, Special Issue: "Women's Rights and Traditional Law: A Conflict?" THIRD WORLD LEGAL STUDIES (1994-95).

CURRENT RESEARCH

Book Project: From Cape Town to Kabul: Rethinking Women's Human Rights
A History of the Legal Resources Center: The First Ten Years

CONFERENCE, SEMINAR PAPERS AND PRESENTATIONS

Numerous Conference and Seminar Presentations and Lectures in the U.S.A., Australia, South Africa, the Caribbean and Europe. Topics include issues about training lawyers to serve disadvantaged communities, racial and gender discrimination in South Africa, the U.S.A. and Australia, public interest and civil rights lawyering, and international human rights law.

BOOK REVIEWS

TRANSNATIONALISM AND NEW AFRICAN IMMIGRATION TO SOUTH AFRICA (Jonathan Crush and David A. McDonald (eds)) JOURNAL OF ASIAN AND AFRICAN STUDIES (2005)

"A Grand Exercise in Forgiveness or Justice Held Hostage to Truth: South Africa's Truth and Reconciliation Commission" (Review Essay) 24 MELBOURNE UNIVERSITY LAW REVIEW 236 (Summer 2000)

Cook, Rebecca, HUMAN RIGHTS OF WOMEN: NATIONAL AND INTERNATIONAL PERSPECTIVES, University of Pennsylvania Press (1994) for SOUTH AFRICAN JOURNAL OF HUMAN RIGHTS, SOUTH AFRICAN JOURNAL OF HUMAN RIGHTS Vol. 2 Part 4 (1995)

Hirson, Baruch, YOURS FOR THE UNION: CLASS AND COMMUNITY STRUGGLES IN SOUTH AFRICA 1930 - 1947 Zed Books in LABOUR HISTORY (Spring 1991).

Meer, Fatima, HIGHER THAN HOPE: THE AUTHORIZED BIOGRAPHY OF NELSON MANDELA, Penguin, for FIRST EDITION ABC Book programme (March 1990).

Moore, Sally Falk, SOCIAL FACTS AND FABRICATIONS: "CUSTOMARY" LAW ON KILAMANJARO 1880 - 1980 Cambridge University Press in JOURNAL OF INTER-CULTURAL STUDIES (Spring 1989).

Ndabandaba, G.L., CRIMES OF VIOLENCE IN BLACK TOWNSHIPS, Butterworths, IN AUSTRALIAN AND NEW ZEALAND JOURNAL OF CRIMINOLOGY Vol. 21 No. 4 (December 1988).

Mathews, Anthony, FREEDOM, STATE SECURITY AND THE RULE OF LAW: DILEMMAS OF THE APARTHEID SOCIETY Juta & Co. in LEGAL SERVICES BULLETIN Vol. 12 No. 8 (February 1988).

Ronalds, Chris, AFFIRMATIVE ACTION AND SEX DISCRIMINATION: A HANDBOOK ON LEGAL RIGHTS FOR WOMEN Pluto Press in LEGAL SERVICES BULLETIN Vol. 12 No. 2 (April 1987).

Brink, Andre and Coetzee, J.M., (eds.) South Africa: A Land Apart, Penguin, for FIRST EDITION ABC Book Program (October 1986).

ASSOCIATIONS

Member, Board of Directors, Welfare Law Center
Member, International Advisory Board, East Africa Journal of Peace and Human Rights
Member, Board of Trustees, Friends of the Constitutional Court of South Africa
Member, Board of Trustees, Law and Society Association
Member, Board of Directors, Columbia Law School Association
Associate Member, American Bar Association
Member, American Society of International Law
Member, Socio-Legal Studies Association (U.K.)
Member, African Studies Association of the U.S.A.
Member, African Studies Association of Australasia

COMMITTEE MEMBERSHIPS - CITY UNIVERSITY OF NEW YORK SCHOOL OF LAW

Personnel and Budget 1997-1999; 2003 to date
Co-Chair, Faculty Appointments Committee 2003 to date
Law School Representative, CUNY Faculty Senate 1999 - 2003
Chair, Student Recruitment Committee 1998 - present
Burns Chair Committee 1997 - 2002
International Human Rights Internship Coordinator 1995- present
Faculty Appointments Committee 1993-96
Futures Committee 1995
Curriculum Committee 1994-95
Academic Standing Committee 1993-94; 2001-2003
Library Committee 1993-94

WORKSHOPS AND OTHER ACTIVITIES

Presenter, "The Use of International Human Rights in the Domestic Context",
American Bar Association, Central and Eastern European Legal Initiatives Project, Moscow,
Russia (May 2002)

Participant, "Reconstruction in Post-Conflict Societies", American University, Cairo, Egypt
(May 2001)

Organizer, Conference, "Into the 21st Century: Reconstruction and Reparations", International
Third World Legal Studies Association and School of Government, University of the Western
Cape (January 2001)

Presenter, Workshop, "The use of Tort Law to Stem Violence Against Women: Some Lessons
from New York", Women's Law Center, Cape Town, South Africa (June 1999)

Advisor, United Nations Development Fund for Women, *Publication Bringing Equality Home:
Implementing the Convention on the Elimination of All Forms of Discrimination Against Women*
(October 1998)

Organiser, Conference "Bringing it Home: The Use of International Law in the Domestic
Context, City University of New York, School of Law (May 1998)

Organiser, Workshop "Constitutionalism and Democracy in Africa", International Third World
Legal Studies Association (April 1996)

Presenter, Workshop "The use of International Human Rights Instruments in the Australian
Context", Public Interest Interest Advocacy Centre, Sydney, Australia (July 1996).

Coordinator, Workshop "Traditional Law and Gender Equality", International Third World Legal
Studies Association, Orlando, Florida (January 1994).

Organiser, Workshop on Domestic Violence and Child Abuse, Legal Resources Centre,
Johannesburg (January 1990).

Presenter and Organiser, Training workshop on Industrial Relations and Negotiations, Advice Centres Association, Johannesburg (October 1989).

Presenter and Co-Ordinator, Training workshop on unfair labour practice jurisdiction and general operation of Industrial Court, National Congress of Trade Unions (August 1989).

Presenter and Organiser, Workshop on Labour Legislation in South Africa, Legal Resources Centre, Johannesburg (June 1989).

Organiser, Workshop "Developing Constitutional Orders in Sub-Saharan Africa", La Trobe University (November 1988).

Various interviews in magazines, newspapers, op-ed pieces, radio and television in South Africa, the United States and Australia.

REFERENCES

Prof. R. Alta Charo
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