

César Cabezas Gamarra

Columbia University • Department of Philosophy

708 Philosophy Hall • 1150 Amsterdam Ave • New York, NY 10027

cgc2125@columbia.edu • cesarcabezas.com • 917-715-9545

RESEARCH INTERESTS

Areas of Specialization Philosophy of Race, Social Philosophy, Political Philosophy

Areas of Competence Philosophy of Law, Ethics, Social Epistemology, Africana Philosophy, and Latin American Philosophy

EDUCATION

2014-2020 **Columbia University**, New York, NY
Ph.D in Philosophy, expected May 2020
M.Phil. in Philosophy, awarded May 2018
M.A. in Philosophy, awarded May 2016

2010-2014 **Grinnell College**, Grinnell, IA
B.A. in Philosophy, with honors

DISSERTATION

Structural Racism and the Explanation of Durable Racial Inequality

Committee: Robert Gooding Williams (sponsor), Michele Moody-Adams, Axel Honneth, Fred Neuhaus

What is structural racism? And why is it important for anti-racist theory and practice? I argue that structural racism offers a unique explanation of durable racial inequality. However, the lack of consensus over the meaning of structural racism makes it difficult to theorize its explanatory power. To overcome this challenge, I develop an account of structural racism in terms of racially oppressive social structures. A defining feature of oppressive social structures—racial and otherwise—is that they systematically disadvantage a social group, while simultaneously benefitting another. Structural racism explains durable racial inequality insofar as it motivates agents who benefit from relations of race-based advantage/disadvantage to act in ways that preserve those advantages. This motivational effect of structural racism ensures the support (active or passive) of enough advantaged agents to maintain racial inequality. My dissertation develops this explanatory claim with reference to a recent sociological case study of a U.S. high school in which white parents support social practices that reinforce racial disparities in students' educational attainment. As the case study makes clear, white parents' support for these social practices is explained by their desire to preserve the competitive advantages that their children derive from them. I further support this explanatory claim by drawing on the psychological theory of

racial prejudice as a sense of group position, as well as on Charles Tilly's historical and sociological work on durable inequality. Given its explanatory power, structural racism is key for developing a comprehensive analysis of the resilience of racial inequality (theory), and for devising effective strategies to solve the problem (practice).

SELECTED HONORS AND AWARDS

2019-2020	Columbia Core Preceptorship in Contemporary Civilization
2019	Columbia Summer Teaching Fellowship (awarded for syllabus design)
2018-2019	Columbia Dissertation Fellowship
2018	Columbia Summer Teaching Fellowship (awarded for syllabus design)
2017-2018	Lead Teaching Fellowship, Columbia's Center for Teaching and Learning
2015-2018	Columbia Teaching Fellowship
2015-2016	Benjamin Wolstein Fellowship, Columbia University
2014-2015	Dean's Fellowship, Columbia University
2014	Worley Prize in Philosophy, Grinnell College (for best graduating senior)
2010-2014	BARSA Scholarship, Institute of International Education

PUBLICATIONS

Under Review

"On the Connection Between Institutional Racism and Racist Ideology" (available upon request)

In Preparation

"Is Structurally-Induced Moral Ignorance Blameless?" (complete draft)

"Institutional Racism and the Challenge of Conceptual Inflation" (complete draft)

"Implicit Bias as Ideology"

"Racial Apathy, Willful Ignorance, and the Reproduction of Racial Inequality"

REFEREED AND INVITED TALKS

(* = invited)

October 2019	*Commentary on Sofia Ortiz-Hinojosa, "Sor Juana's <i>La Respuesta</i> ", <i>New Narratives in Philosophy Symposium</i> , Columbia University.
September 2019	*Commentary on Charles Mills, "Black Radical Kantianism", <i>New York German Idealism Workshop</i> .
April 2019	"What is Structural Racism?", <i>Pacific APA</i> , Vancouver.
January 2019	*Commentary on Annette Martin, "What is White Ignorance?", <i>Eastern APA</i> , New York.

October 2018	"What is Structural Racism?", <i>Understanding Oppression: From Theory to Action and Back</i> , Georgetown University.
October 2018	"The Role of Positional Interests in Structural Explanations of Oppression", <i>Critical Social Ontology Workshop</i> , St. Louis University.
August 2018	"The Role of Positional Interests in Structural Explanations of Oppression", <i>Social Ontology Conference 2018</i> , Tufts University
April 2018	"Racism, Structural Explanation, and Durable Racial Inequality", <i>3rd Latinx Philosophers Conference</i> , Rutgers University.
October 2017	"(Structural) Racism as an Explanatory Concept", <i>Bias in Context Conference #4</i> , University of Utah.
June 2017	"On the Connection Between Racist Ideology and Institutional Racism", <i>North American Society for Social Philosophy (NAASP)</i> , Loyola University Chicago (award for best graduate student paper).
April 2017	"On the Connection Between Racist Ideology and Institutional Racism", <i>2nd Latinx Philosophers Conference</i> , Rutgers University.
April 2017	"On the Connection Between Racist Ideology and Institutional Racism", <i>Inclusive Philosophies Graduate Student Conference</i> , Purdue University (graduate student travel award).
June 2016	"Quijano on Hermeneutical Injustice in a Colonial Context", <i>Caribbean Philosophical Association</i> , University of Connecticut.
May 2016	*Commentary on Erin Pineda, "Civil Disobedience, Civil Rights, and American Exceptionalism", <i>Transformations of Civil Disobedience</i> , Barnard College.
May 2016	*Commentary on Alexander Livingston, "Reconstructing Civil Disobedience: Pragmatism and Making Problems Public," <i>Transformations of Civil Disobedience</i> , Barnard College.
April 2015	*Commentary on Jorge Montiel, "South-to-South Relations in Dussel's "Transmodern" Rationality," <i>1st Latinx Philosophers Conference</i> , Columbia University.
April 2015	*Commentary on Ben Laurence's "Two Conceptions of Ideal Theory," <i>Pragmatist Colloquium</i> , Columbia University.

TEACHING EXPERIENCE

Spring 2020	"Contemporary Civilization in the West II," Instructor
Fall 2019	"Contemporary Civilization in the West I," Instructor
Summer 2018	"Political Philosophy," Instructor

Spring 2018	“Symbolic Logic,” Teaching Assistant
Fall 2017	“Political Philosophy,” Teaching Assistant
Spring 2017	“Epistemology,” Teaching Assistant
Fall 2016	“Feminism and Philosophy,” Teaching Assistant
Spring 2016	“Introduction to Philosophy,” Teaching Assistant
Fall 2015	“Introduction to Philosophy,” Teaching Assistant

OTHER TEACHING EXPERIENCE AND TRAINING

2017-present	Teacher in training, CTL Teaching Development Program (Advanced Track) <ul style="list-style-type: none"> Completed training including: inclusive teaching, learning objectives and backward design, active learning, interdisciplinary teaching, universal design for learning.
2017-present	Co-founder and facilitator, “Writing Workshop for Philosophy Students” <ul style="list-style-type: none"> Developed and started an annual series of workshops for first-year and introduction-to-philosophy students to mentor them in college-level writing.
2017-2018	Lead Teaching Fellow, Center for Teaching and Learning (CTL) <ul style="list-style-type: none"> Acted as liaison between the CTL and my home department (philosophy). Planned and led two pedagogy workshops in my department: 1) Teaching Philosophical Writing, and 2) Syllabus Design: Developing Inclusive Assignments for Philosophy Classes.
2017-present	Discussion Facilitator, “Rethink: A Philosophy Community Outreach Program. <ul style="list-style-type: none"> Facilitated discussions on philosophical topics with court-involved youth and domestic abuse survivors. My tasks also included developing discussion plans, discussing approaches to non-standard pedagogy with the other facilitators, and organizing/leading a tour of Columbia's campus for program participants.

PROFESSIONAL AND ADMINISTRATIVE SERVICE

2015-present	Co-Founder and Organizer, Latinx Philosophers Network <ul style="list-style-type: none"> Founded the annual Latinx Philosophers Conference. Organize events to foster camaraderie and collaborative work among Latinx philosophers. Participate in initiatives that foster the inclusion of Latinx figures in philosophical teaching and scholarship (e.g. Center for New Narratives in Philosophy).
2016-present	Co-Founder and Organizer, NY Graduate Students' Social Philosophy Group

- *Plan and coordinate social philosophy events (e.g. workshops, conferences, reading groups) in the NY-area.*
 - *Secured university and third-party funding for the group's activities.*
- 2014-present **Organizer, MAP (Minorities and Philosophy) chapter at Columbia University.**
- *Organize professional, pedagogical, and academic events to promote the development of philosophers from underrepresented backgrounds.*
 - *Events organized include pedagogy workshops, academic speaker series, job market workshops, and academic conferences.*
 - *Proposed and implemented the consolidation of all NY-area MAP chapters to organize larger-scale events*
 - *Secured grants for MAP-related activities.*
- 2017-2018 **Graduate Representative, Columbia Philosophy Colloquium Committee.**
- *Gathered and processed graduate students' preferences for colloquium speakers.*
 - *Organized the yearly schedule of colloquium events.*
 - *Coordinated with the speakers to arrange their visits.*

ACADEMIC EVENTS ORGANIZED

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| March 2020 | Co-organizer, "The Social and the Individual" Conference |
| Spring 2019 | Co-organizer, NY-MAPWorks Workshop Series #2 |
| October 2018 | Co-founder and organizer, 1 st NY-area MAP Conference: Oppression and Resistance |
| Spring 2018 | Co-founder and organizer, NY-MAPWorks Workshop Series #1 |
| April 2015 | Co-founder and organizer, 1 st Latinx Philosophers Conference, Columbia University. |

ADVISING EXPERIENCE

- 2017-present **Mentor, MAP (Minorities and Philosophy)-Columbia Mentorship Program**
- Offer one-on-one mentorship to Columbia philosophy majors from underrepresented backgrounds on issues such as navigating college-level classes, applying to graduate school, improving their writing skills, and finding research and mentoring opportunities outside Columbia.*
- February 2018 **Mentor, Compass Undergraduate Philosophy Workshop, Princeton University.**
- Facilitated seminar-style discussions with undergraduate philosophy students from underrepresented backgrounds. Advised students on applying to and thriving in philosophy graduate school.*

LANGUAGES Spanish (native speaker), English (fluent in speaking, reading and writing), French (advanced speaking, reading and writing), German (intermediate reading and writing), Italian (intermediate reading).

REFERENCES

Robert Gooding-Williams

M. Moran Weston/Black
Alumni Council Professor of
African-American Studies and
Professor of Philosophy
Department of Philosophy
Columbia University
1150 Amsterdam Avenue
New York, NY 10027
rg2944@columbia.edu

Axel Honneth

Jack C. Weinstein Professor
of the Humanities
Department of Philosophy
Columbia University
1150 Amsterdam Avenue
New York, NY 10027
ah2952@columbia.edu

Michele Moody Adams

Joseph Straus Professor of
Political Philosophy and
Legal Theory
Department of Philosophy
Columbia University
1150 Amsterdam Avenue
New York, NY 10027
moody-adams@columbia.edu

Emmanuelle Saada

Professor of French and History
Department of French and
Roman Philology
Columbia University
1150 Amsterdam Avenue
New York, NY 10027
es2593@columbia.edu
(teaching reference)