

CURRICULUM VITAE KERRY KAWAKAMI

Address

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A. EDUCATION, EMPLOYMENT, AND HONORS

I received my Ph.D. in Psychology at the University of Toronto in 1995. In 2002, I started at York University, where I am currently a full professor in the Psychology Department and hold the Walter Gordon York Research Chair in Equity and Diversity. I am a fellow of the Canadian Psychological Association, American Psychological Association, Association for Psychological Science, Society of Experimental Social Psychology, Society of Personality and Social Psychology, and Society of the Psychological Study of Social Issues. I have received the Premiers Excellence Award and I am a two-time recipient (2000 and 2018) of the prestigious Gordon Allport Award by the American Psychological Association's Division 9 -- a feat only 7 other researchers have achieved since it was first awarded in 1968 to Henri Tajfel, a giant in the field of intergroup relations. In 2018, I was honored for "Inspiring History, Inspiring Lives" as the first woman of Asian descent to serve as editor of an APA journal (<https://www.apa.org/pi/women/iampsyched/heritage-months/asian-pacific-heritage>). In 2021, I was designated a York University Research Award Winner.

Education

1995 Ph.D., Psychology, University of Toronto, Canada

1989 *Doctoraal*, Psychology, University of Amsterdam, the Netherlands

1986 *Propedeuse*, Psychology, University of Amsterdam, the Netherlands

Employment

2013-current Full Professor Social Psychology, York University

2004 Associate Professor Social Psychology, York University

2002 Assistant Professor Social Psychology, York University

1995-2002 Assistant Professor Social Psychology, University of Nijmegen

Honors and Awards

- 2021 York University Research Award Winner
- 2021-2026 Walter Gordon York Research Tier I Chair in Equity and Diversity
- 2021 Fellow of the Society of the Psychological Study of Social Issues (SPSSI)
- 2018 Gordon Allport Prize for the Best Article on Intergroup Relations, the Society of the Psychological Study of Social Issues (SPSSI), Division 9 of the American Psychological Association (APA)
- 2018 Inspiring History, Inspiring Lives Certificate, APA
First woman of Asian descent to serve as editor of an APA journal
- 2016 Fellow of the Association for Psychological Science (APS)
- 2014-2020 Dean's Catalyst Research Award
- 2003-2012 York University Faculty Merit Awards (exception 2008; program ended 2012)
- 2010 Fellow of the American Psychological Association (APA)
Fellow of the Canadian Psychological Association (CPA)
Fellow of the Society of Personality and Social Psychology (SPSP)
- 2009 Psychology Dept. Candidate for the Faculty of Health Excellence in Research Award
Established Career
- 2005 Premiers Excellence Award (PREA/ERA) for Early Researchers
- 2003 Dean's Catalyst Research Award
- 2000 Gordon Allport Prize for the Best Article on Intergroup Relations, the Society of the Psychological Study of Social Issues (SPSSI), Division 9 of APA
Fellow of the Society of Experimental Social Psychology (SESP)
- 1994-1995 Ontario Graduate Scholarship (OGS)
Doctoral Fellowship (\$12,000)
- 1991-1994 Social Sciences and Humanities Research Council of Canada (SSHRC)
Doctoral Fellowship (\$58,000)
- 1990-1991 Simcoe Scholarship for Outstanding Academic Achievement,

University of Toronto (\$10,000)

1989 Graduated "Cum Laude," *Doctoraal*, Psychology, University of Amsterdam

B. SCHOLARLY AND PROFESSIONAL CONTRIBUTIONS

I have published 68 peer-reviewed journal articles and chapters, and I have edited four-volume set on prejudice. I currently also have 10 manuscripts under review. Many of these articles are multi-study papers published in the premier journals in social psychology. For instance, I have published 9 articles in the field's flagship outlet, the *Journal of Personality and Social Psychology* (*JPSP*, JIF = 6.34; 95% average JIF percentile), an achievement accomplished by few others. A recent review of my work was also published in *Advances in Experimental Social Psychology* (JIF = 8.73; 97% average JIF percentile), the premier outlet for reviews of mature, high-impact research programs in social psychology. Both journals are in the top ranking of social psychological journals. I have also published in the influential *Social Psychology: Handbook of Basic Principles* and *The Oxford Handbook of Social Cognition*. Authors in these edited editions are a veritable who's who in the field of social psychology and social cognition, respectively. My research can also be found in the top ranked journals of psychology and science, more generally. For example, I have published in *Psychological Science* (JIF = 5.39; 94% average JIF percentile in multidisciplinary psychology), the *Journal of Psychology: General* (*JEP: G*, IF = 3.17; 82% average JIF percentile in experimental psychology), and *Science Magazine* (IF = 41.85; 98% average JIF percentile in multidisciplinary sciences). My work has been cited over 13,400 times with an h-index of 37 (Google Scholar).

I have given 107 research presentations (excluding numerous nonfirst author talks/posters by students and collaborators), including 5 keynote addresses at national social psychological or psychological conferences in Australia, the Netherlands, and the United States as well as at annual conferences on Social Cognition, Nonverbal Behavior, and the York-University of Toronto Conference. I have also given plenary addresses at the Diversity in Psychological Science Conference, at the Department of Justice Canada's International Day for the Elimination of Racial Discrimination, and the Kurt Lewin Instituut in the Netherlands. I have discussed increasing diversity in 6 invited presentations on editorial processes. These talks promoted strategies to increase the number of women, and especially women of color, in editorial roles. My research was also highlighted in a video series on diversity and implicit biases by SPSP (<http://spsp.org/resources/multimedia/experts/diversity>).

I have taken on numerous leadership roles in my field. Specifically, I have been on the editorial boards of 6 journals including *JPSP*, both the first and second sections, and the *Journal of Experimental Psychology: General*. I have also been an Associate Editor at the *European Journal of Social Psychology* and *Social Psychology and Personality Science*. After six years, I am now the Outgoing Editor in Chief of *JPSP: Interpersonal Relations and Group Processes*. This journal is the top ranked empirical journal in the field and receives over 300 submissions every year with a rejection rate of approximately 88%. As editor, my goal was to ensure gender equity in the editorial team and I devoted a significant amount of effort in recruiting visible minorities as Assistant Editors <https://www.apa.org/monitor/2013/10/journal-irgp>.

I am also Past Chair of the Social Personality section of CPA. I was the Program Co-Chair for the 2018 SPSP Annual Conference Program Committee. This conference is the main meeting of social psychologists with over 4000 attendees from around the world. I was an executive member of the International Social Cognition Network (ISCON) and I am currently on the SPSP Fundraising and Development Committee. I have also been on numerous awards committees, including chairing the ISCON Best Social Cognition Paper panel, the Gordon Allport Award panel, and co-chairing the SPSP 5 senior career contributions panel. Despite taking on such onerous leadership roles, I consistently publish in high impact journals and receive federal funding for my research. The primary reason that I have taken on these editorial and leadership roles is to increase social justice in my field by encouraging women, people of color, and their intersection (women of color) to take a seat at the table. By taking a seat and participating in the editorial and conference submission process and awards committees, minorities can increase their visibility and reputation but more importantly they can contribute to discussions about what is presented or published, who gets to present or publish, who is honored, and ultimately who leads.

My research has received widespread media attention on national and international radio and television (e.g., CBC Radio Quirks and Quarks, Global News, CNN, CBC National News, CTV News), in newspapers and magazines across Canada and the United States (e.g., Vancouver Sun, Globe & Mail, Toronto Star, New York Times, Washington Post, The Economist, Time, Psychology Today), and on select podcasts (e.g., Science). My research was also the focus of a CBC special on racism in a special series on Our Canada in 2014.

https://www.youtube.com/watch?v=8ET8KyiY_Nc

My research has had an impact in both legal and educational contexts across Canada and the United States. In particular, my work in collaboration with John Dovidio at Yale University has been cited in 4 US Supreme Court cases. I have testified as an expert witness on implicit bias, to inform policy change in policing and the recruitment and training of police, before the Canada Human Rights Commission as well as the Ontario Human Rights Commission. I have provided a scientific perspective on implicit bias for the Ontario Bar Association as well as the Law Society of Ontario's Professional Development Program. This program delivers education and training related to equity and diversity to large, medium, and small law firms as well as to sole practitioners and legal organizations. I have also served as a panel member for the 2021 Superior Court of Justice (Ontario) Spring Education Seminar on Judging in a Culturally Complex Society. The aim of this panel was to recommend strategies to reduce implicit bias in judges on the Ontario Superior Court. Furthermore, I have served as an advisor to a special review of the Peel District School Board (PDSB), requested by the Minister of Education, Stephen Lecce, on issues related to anti-Black racism (February 2020).

Finally, I have been consistently funded throughout my academic career, including \$2,095,000 as sole principal investigator and \$280,000 as co-investigator for a total of \$2.375 million. Recently, I have been awarded, as principal investigator, a SSHRC Insight grant (\$273,010 in 2018) and a SSHRC Insight Development grant (\$74,832 in 2020). These funds will support my research on emotion perception processes on outgroup faces both within and across cultures. I have received Canada Foundation for Innovation (CFI) New Opportunities Infrastructure and Operating grants (\$289,178) to build and sustain a state of the art laboratory to investigate implicit biases and diversity issues. In June 2021, I was awarded the Walter Gordon York Research Tier I Chair in Equity and Diversity (\$125,000).

Publications

Edited Books, Chapters, and Special Issues

1. Kawakami, K., Meyers, C., & Fang, X. (in press). Social cognition, attention, and eye tracking. In D. E. Carlston, K. Johnson, & K. Hugenberg (Eds.), *The Oxford handbook of social cognition, second edition*. Oxford University Press.
2. Kawakami, K., Hugenberg, K., & Dunham, Y. (2020). Perceiving others as group members: Basic principles of social categorization processes. In P. van Lange, E. T. Higgins, & A. W. Kruglanski (Eds.), *Social psychology: Handbook of basic principles, third edition*, (pp. 411-429). Guilford Press.
3. Kawakami, K., Karmali, F., & Vaccarino, E. (2019). Confronting intergroup bias: Predicted and actual responses to racism and sexism. In R. Mallett & M. Monteith (Eds.), *Confronting prejudice and discrimination: The science of changing minds and behaviors* (pp. 3-28). Academic Press.
4. Kawakami, K. (Ed.). (2014). *The psychology of prejudice* (Four volume set). Sage.
5. Kawakami, K. (2014). Studying intergroup biases: Where to begin and where to end? In K. Kawakami (Ed.), *The psychology of prejudice* (Four volume set, Vol. 1, pp. xix- xlii). Sage.
6. Dovidio, J. F., Gaertner, S. L., & Kawakami, K. (2010). Racism. In J. F. Dovidio, M. Hewstone, P. Glick, & V. M. Esses (Eds.), *Handbook of prejudice, stereotyping, and discrimination* (pp. 312-327). Sage.
7. Dovidio, J. F., Kawakami, K., Smoak, N., & Gaertner, S. L. (2009). The roles of implicit and explicit processes in contemporary prejudice. In R. E. Petty, R. H. Fazio, & P. Brinol (Eds.), *Attitudes: Insights from the new implicit measures* (pp. 165-192). Psychology Press.
8. Hebl, M., Dovidio, J. F., Richeson, J. A., Shelton, J. N., Gaertner, S. L., & Kawakami, K. (2009). Interpretation of interaction: Responsiveness to verbal and nonverbal cues. In S. Demoulin, J-P Leyens, & J. F. Dovidio (Eds.), *Intergroup misunderstandings: Impact of divergent social realities* (pp. 101-116). Psychology Press.
9. Steele, J. R., Reisz, L., Williams, A., & Kawakami, K. (2007). Women in mathematics: Examining the hidden barriers that gender stereotypes can impose. In R. Burke & M. Mattis (Eds.), *Women and minorities in science, technology, engineering, and mathematics: Upping the numbers* (pp. 159-183). Edward Elgar.
10. Dovidio, J. F., Kawakami, K., Gaertner, S. L., ten Vergert, M., Hodson, G., & Falvo, R. (2005). Understanding and addressing racial bias: Insights from Allport. In C. S. Crandall & M. Schaller (Eds.), *Social psychology of prejudice: Historical and contemporary issues* (pp. 57-73). Lewinian Press.

11. Dovidio, J. F., Gaertner, S. L., Nier, J., Kawakami, K., & Hodson, G. (2002). Contemporary racial bias: When good people do bad things. Why can't we just get along? In A. G. Miller (Ed.), *The social psychology of good and evil* (pp. 141-167). Guilford.
12. Dovidio, J. F., Kawakami, K., & Beach, K. (2001). Implicit and explicit attitudes: Examination of the relationship between measures of intergroup bias. In R. Brown & S. Gaertner (Eds.), *Blackwell handbook in social psychology (Vol. 4): Intergroup relations* (pp. 175-197). Blackwell.
13. Dovidio, J. F., Kawakami, K., & Gaertner, S. L. (2000). Reducing contemporary prejudice: Combating bias at the individual and intergroup level. In S. Oskamp (Ed.), *Reducing prejudice and discrimination* (pp. 137-163). Erlbaum.

Refereed Articles

14. Fang, X., Liu, W., & Kawakami, K. (requested revision). Cultural differences in evaluating past expressions in dynamic emotions: Easterners show greater assimilation effects than Westerners. Manuscript submitted to *Emotion*.
15. Fang, X., van Kleef, G. A., Kawakami, K., & Sauter, D. A. (requested revision). Registered report: Categorical perception of facial expressions of anger and disgust in the East and West. Manuscript submitted to *Cognition and Emotion*.
16. Kawakami, K., Vingilis-Jaremko, L., Friesen, J., Meyers, C., & Fang, X. (in press). Impact of similarity on recognition of faces of Black and White targets. Special issue on "Bridging the gap between intergroup and face perception research: Understanding the mechanisms underlying the other-'race' effect." *British Journal of Psychology*.
17. Stewart, T. L., Latu, I. M., Martina, T., Walsh, S. P., Schmidt, A., & Kawakami, K., (in press). Implicit bias reduction that lasts: Putting situational attribution training to the test. Manuscript submitted to *Journal of Applied Social Psychology*.
18. Karmali, F., & Kawakami, K. (in press). Posing while Black: The impact of race and expansive poses on trait attributions, professional evaluations, and interpersonal relations. Manuscript submitted to *Journal of Personality and Social Psychology*.
19. Kawakami, K., Friesen, J., & Fang, X. (2021). Perceiving ingroup and outgroup faces within and across nations. *British Journal of Psychology*, *00*, 1-24.
20. van Doesum, N. J., Murphy, R. O., Aharonov-Majar, E., Athenstaedt, U., Au, W. T., Bai, L., Bohm, R., Bovina, I., Buchan, N. R., Chen, X. P., Dumont, K., B., Engelmann, J. B., Eriksson, K., Euh, H., Fiedler, S., Friesen, J., Gachter, S., Gallucci, M., ... Kawakami, K., ... van Lange, P. A. M. (2022). Reply to Komatsu et al.: From local social mindfulness to global sustainability efforts? *Proceedings of the National Academy of Sciences*, *119*, e2119303118.

21. van Doesum, N. J., Murphy, R. O., Aharonov-Majar, E., Athenstaedt, U., Au, W. T., Bai, L., Bohm, R., Bovina, I., Buchan, N. R., Chen, X. P., Dumont, K., B., Engelmann, J. B., Eriksson, K., Euh, H., Fiedler, S., Friesen, J., Gachter, S., Gallucci, M., ... Kawakami, K., ... van Lange, P. A. M. (2022). Reply to Nielsen et al.: Social mindfulness is associated with country-level environmental performance and individual-level environmental concern. *Proceedings of the National Academy of Sciences*, *119*, e2122077119.
22. Eriksson, K., Strimling, P., Gelfand, M., Wu, J., Abernathy, J., Akotia, C. S., Aldashev, A., Andersson, P. A., Andrighetto, G., Anum, A., Arikan, G., Aycan, Z., Bagherian, F., Barrera, D., Basnight-Brown, D., Batkeyev, D., Belaus, A., Berezina, E., ..., Kawakami, K., ... van Lange, P. A. M. (2021). *Perceptions of the appropriate response to norm violation in 57 societies*. *Nature Communications*, *12*, 1481.
23. Fang, X., van Kleef, G. A., Kawakami, K., & Sauter, D. A. (2021). Cultural differences in perceiving transitions in emotional facial expressions: Easterners show greater contrast effects than Westerners. *Journal of Experimental Social Psychology*, *95*, 104143.
24. Kawakami, K., Friesen, J., Williams, A., Vingilis-Jaremko, L., Sidhu, D., Rodriguez- Bailón, R., Canadas, E., & Hugenberg, K. (2021). Impact of perceived interpersonal similarity on the processing of same-race and other-race faces. *Cognitive Research: Principles and Implications*, *6*, 68.
25. Lipman, C., Williams, A., Kawakami, K., & Steele, J. R. (2021). Children's spontaneous associations with targets who differ by race and emotional expression. *Developmental Psychology*, *57*, 1094-1110.
26. Vaccarino, E., & Kawakami, K. (2021). In the office or at the gym: The impact of confronting sexism in specific contexts on support for confrontation and perceptions of others. Special Issue on the Effects of Sexual Harassment, Assault, and Objectification in *Self and Identity*, *20*, 893-912.
27. van Doesum, N. J., Murphy, R. O., Aharonov-Majar, E., Athenstaedt, U., Au, W. T., Bai, L., Bohm, R., Bovina, I., Buchan, N. R., Chen, X. P., Dumont, K., B., Engelmann, J. B., Eriksson, K., Euh, H., Fiedler, S., Friesen, J., Gachter, S., Gallucci, M., ... Kawakami, K., ... van Lange, P. A. M. (2021). Social mindfulness and prosociality vary across the globe. *Proceedings of the National Academy of Sciences*, *118*, e2023846118.
28. Vingilis-Jaremko, L., Kawakami, K., & Friesen, J. (2020). Other-groups bias effects? Recognizing faces from outgroups. *Social Psychological and Personality Science*, *11*, 908-916.
29. Friesen, J., Kawakami, K., Vingilis-Jaremko, L., Caprara, R., Sidhu, D., Williams, A., Hugenberg, K., Rodriguez-Bailon, R., Canadas, E., & Niedenthal, P. (2019). Perceiving happiness in an intergroup context: The role of race and attention to the eyes in

differentiating between true and false smiles. *Journal of Personality and Social Psychology*, *116*, 375-395.

30. Karmali, F., Kawakami, K., Vaccarino, E., Williams, A., Phills, C., & Friesen, J. (2019). I don't see race (or conflict): Strategic descriptions of ambiguously negative intergroup contexts. *Journal of Social Issues: Research on Race and Racism*, *75*, 1002-1034.
 31. Phills, C. E., Kawakami, K., Krusemark, D. R., & Nyguen, J. (2019). Does reducing prejudice increase outgroup identification? The downstream consequences of associating positive concepts with racial categories. *Social Psychological and Personality Science*, *10*, 26-34.
 32. Kawakami, K., Friesen, J., & Vingilis-Jaremko, L. (2018). Visual attention to members of own and other groups: Preferences, determinants, and consequences. *Social Personality Psychology Compass*, *12*:312480, 1-16.
 33. Gomillion, S., Gabriel, S., Kawakami, K., & Young, A. F. (2017). Let's stay home and watch TV: The benefits of shared media use for close relationships. *Journal of Social and Personal Relationships*, *34*, 855-874.
 34. Karmali, F., Kawakami, K., & Page-Gould, E. (2017). He said what? Physiological and cognitive responses to imagining and witnessing racism. *Journal of Experimental Psychology: General*, *146*, 1073-1085.
 35. Kawakami, K., Amodio, D. M., & Hugenberg, K. (2017). Intergroup perception and cognition: An integrative framework for understanding the causes and consequences of social categorization. *Advances in Experimental Social Psychology*, *55*, 1-80.
- *Gordon Allport Prize for the Best Article on Intergroup Relations (SPSSI)
36. Cañadas, E., Lupiáñez, J., Kawakami, K., Niedenthal, P. M., & Rodríguez-Bailón, R. (2016). Perceiving emotions: Cueing social categorization processes and attentional control through facial expressions. *Cognition and Emotion*, *6*, 1149-1163.
 37. Kawakami, K. (2015). Editorial. *Journal of Personality and Social Psychology*, *108*, 58-59.
 38. Kawakami, K., Williams, A., Sidhu, D., Choma, B. L., Rodríguez-Bailón, R., Cañadas, E., Chung, D., & Hugenberg, K. (2014). An eye for the I: Preferential attention to the eyes of ingroup members. *Journal of Personality and Social Psychology*, *107*, 1-20.
 39. Brauer, M., Er-rafy, A., Kawakami, K., & Phills, C. E. (2012). Describing a group in positive terms reduces prejudice less effectively than describing it in positive *and* negative terms. *Journal of Experimental Social Psychology*, *48*, 757-761.
 40. Kawakami, K., Phills, C. E., Greenwald, A. G., Simard, D., Pontiero, J., Brnjas, A., Khan, B., Mills, J., & Dovidio, J. F. (2012). In perfect harmony: Synchronizing the self to activated social categories. *Journal of Personality and Social Psychology*, *102*, 562-575.

41. Mann, N. H., & Kawakami, K. (2012). The long steep path to equality: Progressing on egalitarian goals. *Journal of Experimental Psychology: General*, *141*, 187-197.
42. Phills, C. E., Kawakami, K., Tabi, E., Nadolny, D., & Inzlicht, M. (2011). Mind the gap: Increasing associations between the self and Blacks with approach behaviors. *Journal of Personality and Social Psychology*, *100*, 197-210.
43. Reprinted in Kawakami, K. (Ed.), (2014). *The psychology of prejudice*. Sage.
44. Phills, C. E., Santelli, A., Kawakami, K., Struthers, W., & Higgins, E. T. (2011). Reducing implicit prejudice: Matching approach/avoidance strategies to contextual valence and regulatory focus. *Journal of Experimental Social Psychology*, *47*, 968-973.
45. Gabriel, S., Kawakami, K., Bartak, C., Kang, S., & Mann, N. (2010). Negative self-synchronization: Will I change to be like you when it is bad for me? *Journal of Personality and Social Psychology*, *98*, 857-871.
46. Stewart, T. L., Latu, I. M., Kawakami, K., & Myers, A. C. (2010). Consider the situation: Reducing automatic stereotyping through situational attribution training. *Journal of Experimental Social Psychology*, *46*, 221-225.
47. Kawakami, K., Dunn, E., Karmali, F., & Dovidio, J. F. (2009). Mispredicting affective and behavioral responses to racism. *Science*, *323*, 276-278.
48. Reprinted in Kawakami, K. (Ed.), (2014). *The psychology of prejudice*. London, UK: Sage.
49. Kawakami, K., Dunn, E., Karmali, F., & Dovidio, J. F. (2009). Response to confronting racism. *Science*, *324*, 591-592.
50. Schuller, R., Kazoleas, V., & Kawakami, K. (2009). The impact of prejudice screening procedures on racial bias in the courtroom. *Law and Human Behavior*, *33*, 320-328.
51. Kawakami, K., Steele, J. R., Cifa, C., Phills, C. E., & Dovidio, J. F. (2008). Approaching math increases math = me, math = pleasant. *Journal of Experimental Social Psychology*, *44*, 818-825.
52. Kawakami, K., Dovidio, J. F., & van Kamp, S. (2007). The impact of counterstereotypic training and correction processes on the application of stereotypes. *Group Processes and Intergroup Relation*, *10*, 139-156.
53. Kawakami, K., Phills, C. E., Steele, J. R., & Dovidio, J. F. (2007). (Close) Distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviors. *Journal of Personality and Social Psychology*, *92*, 957-971.
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55. Kawakami, K., Dovidio, J. F., & van Kamp, S. (2005). Kicking the habit: Effects of nonstereotypic association training on the application of stereotypes. *Journal of Experimental Social Psychology, 41*, 68-75.
 56. Van Baaren, R., Holland, R., Kawakami, K., & van Knippenberg, A. (2004). Mimicry and pro-social behavior. *Psychological Science, 15*, 71-74.
 57. Dovidio, J. F., Gaertner, S. L., & Kawakami, K. (2003). Intergroup contact: The past and the future. *Group Processes and Intergroup Relations, 6*, 5-21.
 58. Kawakami, K., Dovidio, J. F., & Dijksterhuis, A. (2003). Effect of social category priming on personal attitudes. *Psychological Science, 14*, 315-319.
 59. Dovidio, J. F., Gaertner, S. L., Kawakami, K., & Hodson, G. (2002). Why can't we just get along? Interpersonal biases and interracial distrust. *Cultural Diversity & Ethnic Minority Psychology, 8*, 88-102.
 60. Dovidio, J. F., Kawakami, K., & Gaertner, S. L. (2002). Implicit and explicit prejudice and interracial interaction. *Journal of Personality and Social Psychology, 82*, 62-28.
 61. Kawakami, K., Spears, R., & Dovidio, J. F. (2002). Disinhibition of stereotyping: Context, prejudice, and target characteristics. *European Journal of Social Psychology, 32*, 517-530.
 62. Kawakami, K., Young, H., & Dovidio, J. F. (2002). Automatic stereotyping: Category, trait, and behavioral activations. *Personality and Social Psychology Bulletin, 28*, 3-15.
 63. Kawakami, K., & Dovidio, J. F. (2001). The reliability of implicit stereotyping. *Personality and Social Psychology Bulletin, 27*, 212-225.
 64. Kawakami, K., Dovidio, J. F., Moll, J., Hermsen, S., & Russin, A. (2000). Just say no (to stereotyping): Effects of training in the negation of stereotypic associations on stereotype activation. *Journal of Personality and Social Psychology, 78*, 871-888.
- *Gordon Allport Prize for the Best Article on Intergroup Relations (SPSSI)
65. Kawakami, K., Dion, K. L., & Dovidio, J. F. (1999). Implicit stereotyping and prejudice and the primed Stroop task. *Swiss Journal of Psychology: Special Issue on Stereotyping and Prejudice, 58*, 241-250.
 66. Kawakami, K., Dion, K. L., & Dovidio, J. F. (1998). Racial prejudice and stereotype activation. *Personality and Social Psychology Bulletin, 24*, 407-416.
 67. Dovidio, J. F., Kawakami, K., Johnson, C., Johnson, B., & Howard, A. (1997). On the nature of prejudice: Automatic and controlled processes. *Journal of Experimental Social*

Psychology: Special Issue on Unconscious Processes in Stereotyping and Prejudice, 33, 510-540.

68. Dion, K. L., & Kawakami, K. (1996). Ethnicity and perceived discrimination in Toronto: Another look at the personal/group discrimination discrepancy. *Canadian Journal of Behavioral Science*, 28, 203-213.
69. Kawakami, K., & Dion, K. L. (1995). Social identity and affect as determinants of collective action: Toward an integration of relative deprivation and social identity theories. *Theory and Psychology*, 5, 551-577.
70. Kawakami, K., & Dion, K. L. (1993). The impact of salient self-identities on relative deprivation and action intentions. *European Journal of Social Psychology*, 23, 525-540.

Manuscripts Submitted to Refereed Journals

- Andersson, P. A., Vartanova, I., Västfjäll, D., Tinghög, G., Strimling, P., Gelfand, M., Wu, J., Abernathy, J., Akotia, C. S., Aldashev, A., Andrighetto, G., Anum, A., Arikan, G., Aycan, Z., Bagherian, F., Barrera, D., Basnight-Brown, D., Batkeyev, B., ... Kawakami, K., ... Eriksson, K. (under review). Social sanctions are judged as more appropriate by those who feel anger and disgust, especially in high individual autonomy societies. Manuscript submitted to *Nature Communications*.
- Fang, X., & Kawakami, K. (under review). Caution emotion crossing: Perceptions of different facial prototypes of anger and disgust across cultures. Manuscript submitted to *Emotion*.
- Friesen, J., Kawakami, K., Vingilis-Jaremko, L., Caprara, R., Memmo, J., Meyers, C., & Fang, X. (under review). Smiling while Black: Trustworthiness judgments of true and false smiles on Black and White faces. Manuscript submitted to *Journal of Personality and Social Psychology*.
- Karmali, F., Kawakami, K., & Shim, J. (under review). Perceptions of targets and perpetrators of racism. Manuscript submitted to *Journal of Experimental Psychology: General*.
- Kawakami, K., Meyers, C., Nickel, M., Kunstman, J., Friesen, J., Williams, A., Karmali, K., Phills, C., & Scalzi, C. (under review). Impact of true and false smiles on perceived trustworthiness of Black and White faces: A Black Perspective. Manuscript submitted to *Journal of Personality and Social Psychology*.
- Kawakami, K., Meyers, C., Kunstman, J., Williams, A., Lloyd, P., Friesen, J., Karmali, F., & Nickel, M. Black lives matter: Perceived racial bias and trustworthiness. (under review). Manuscript submitted to *Journal of Personality and Social Psychology*.
- Rosenbaum, R. S., Kwan, D., Halilova, J. G., Lenton-Brym, A., Craver, C. F., & Kawakami, K. (requested revision). Temporal construal in older adults. Manuscript submitted to *Journal of Experimental Psychology: General*.

Telga, M., Kawakami, K., & Lupiáñez, J. (under review). The Best Predictor of Future Behavior Is ...: Using Individual Behavioral and Emotional Cues in a Trust Game. Manuscript submitted to *Personality and Social Psychology Bulletin*.

Manuscripts in progress

Karmali, F., & Kawakami, K. The relationship between expansive and constrictive bodily poses by Black and White targets and inferred attitudes and emotions. (in preparation).

Kawakami, K., & Meyers, C. The merest exposure effect: The impact of a single presentation on intergroup behavior (in preparation).

Vingilis-Jaremko, L., Fang, X., & Kawakami, K. York Emotion Database. (in preparation).

Kawakami, K., Vingilis-Jaremko, L., Fang, X., Bissada, E., Hehman, E., Freeman, J., & Khotyakov, M. Intergroup biases in emotion identification. (in preparation).

Selected Conference Presentations and Invited Talks

(This list does not include numerous nonfirst author presentations by students and collaborators)

1. Kawakami, K. (2023). Racial biases in face perception. Understanding People from Faces: From Detection to Discrimination, Kendon Smith Lecture Series, University of North Carolina, Greensboro, NC.
2. Kawakami, K. (2022). Racial biases in nonverbal communication. Keynote address at the Nonverbal Communication Preconference to the Society of Personality and Social Psychology, San Francisco, CA. Cancelled because of pandemic travel.
3. Kawakami, K. (2022). The science and business of EDI: What works and what doesn't." Ontario Bar Association Institute Series, Toronto, ON.
4. Kawakami, K., Vaccarino, E., & Karmali, E. (2021). Standing up to intergroup bias. Society for Experimental Social Psychology, Santa Barbara, CA.
5. Kawakami, K. (2021). Reducing implicit biases. Panel on Challenges Skills, and Strategies to Deal with Unconscious Biases. Superior Court of Justice (Ontario) Spring Education Seminar: Focus on Judging in a Culturally Complex Society. Ottawa, ON.
6. Kawakami, K. (2021). Implicit intergroup bias. Mann Lawyers Mentoring and Management Program, Ottawa, ON.
7. Kawakami, K. (2021). Perceiving intergroup bias. Keynote address at the Social Cognition Preconference to the Society of Personality and Social Psychology, Austin, TX.
8. Kawakami, K. (2020). Experiences and insight as a woman of color in an editorial role. Association for Women in Psychology, Austin, TX.

9. Kawakami, K. (2019). Perceiving the emotions and intentions of others. Keynote address at the Attraction and Relationships Preconference to the Society for Experimental Social Psychology, Toronto, ON.
10. Fang, X., & Kawakami, K. (2019). Co-Chair of Symposium on The impact of culture and race on the processing of emotional expressions. Society of Experimental Social Psychology, Toronto, ON.
11. Kawakami, K. (2019). Pathways to editorship: Experiences and insight from women of color in editor roles. American Psychological Association, Chicago, IL.
12. Kawakami, K. (2019). Intergroup biases in face perception. Keynote address American Psychological Association, Chicago, IL.
13. Kawakami, K. (2019). Intergroup bias. Invited colloquium. Ryerson University, Toronto, ON.
14. Kawakami, K. (2019). Strategies to reduce implicit biases. Invited colloquium. University of Queensland, Brisbane, Australia.
15. Kawakami, K. (2019). Perceiving race. Keynote address Society of Australasian Social Psychologists (SASP), Sydney, Australia.
16. Kawakami, K. (2019). Diversity science: The impact of individuation processes. Video by Society of Personality and Social Psychology, <http://spsp.org/resources/multimedia/experts/diversity>
17. Kawakami, K. (2018). Top-down influences on face perception in an intergroup context. Joint Meeting of the Canadian Society for Brain, Behavior and Cognitive Science and the Experimental Psychology Society, St. John's, NFLD.
18. Kawakami, K. (2018). Plenary address Summit on Diversity in Psychological Science, University of Illinois, Champaign-Urbana, IL.
19. Kawakami, K. (2018). Chair Invited Symposium on The importance of social and personality psychology in the age of Trump. Society of Personality and Social Psychology, Atlanta, GA.
20. Kawakami, K. (2018). Journal editors discuss policy. Society of Personality and Social Psychology, Atlanta, GA.
21. Kawakami, K. (2017). Invited discussant Women's Leadership Workshop Preconference to the Society for Experimental Social Psychology, Boston, MA.
22. Kawakami, K. (2017). Perceiving race. Invited colloquium. University of Washington, Seattle, WA.

23. Kawakami, K. (2017). Recognizing intergroup bias. Invited address Social Minds, Social Brains: Improving Theories through Methodological Diversity Preconference to European Association of Social Psychology, Granada, Spain.
24. Kawakami, K., Friesen, J., & Vingilis-Jaremko, L. (2017). The look of trust: Visual attention to eyes and trustworthiness in intergroup contexts. Society of Experimental Social Psychology. Boston, MA.
25. Kawakami, K., Williams, A., Friesen, J., Vingilis-Jaremko, L., Sidhu, D., Rodríguez- Bailón, R., Cañadas, E., & Hugenberg, K. (2017). Same-same but different: The impact of similarity and race on face perception. European Association of Social Psychology, Granada, Spain.
26. Kawakami, K. (2016). Perceiving race. Keynote address Association for Dutch Social Psychology (ASPO), Leiden, the Netherlands.
27. Kawakami, K. (2016). A social cognitive approach to intergroup bias. Invited colloquium Research Centre for Group Dynamics (RCGD), University of Michigan, Ann Arbor, MI.
28. Kawakami, K., Phills, C., Nguyen, J., & Krusemark, D. (2016). Reducing intergroup bias: The impact of evaluative conditioning on attitudes, identification, and ultimately behavior. Invited address Attitude Preconference to Society of Personality and Social Psychology, San Diego, CA.
29. Kawakami, K. (2015). Perceiving race. Person Memory Interest Group Preconference to the Society for Experimental Social Psychology, Denver, CO.
30. Kawakami, K. (2015). Windows to the soul: Differential attention to the eyes of outgroup vs. ingroup members. Keynote address York – University of Toronto Social, Personality, and Abnormal Psychology Annual Conference (YUTSPA), University of Toronto, Toronto, ON.
31. Kawakami, K. (2015). Intergroup Bias. Keynote speaker International Day for the Elimination of Racial Discrimination. Advisory Committee for Visible Minorities, Department of Justice, Canada. Toronto, ON.
32. Kawakami, K. (2015). I don't see race: Exploring the boundaries and implications of strategic colorblindness. Invited address Society for Philosophy and Psychology, Duke University, Durham, NC.
33. Kawakami, K. (2015). How to publish. Invited discussant Society of Personality and Social Psychology, Long Beach, CA.
34. Kawakami, K. (2015). Contextual and motivational influences for reducing intergroup bias. Society of Personality and Social Psychology, Long Beach, CA.

35. Kawakami, K., Friesen, J., Williams, A., Caprara, R., & Hugenberg, K. (2015). An eye for the I: Preferential attention to the eyes of ingroup members. Invited address Group Processes and Intergroup Relations Preconference to Society of Personality and Social Psychology, Long Beach, CA.
36. Kawakami, K. (2014). Intergroup Bias. Invited colloquium. University of Waterloo, Waterloo, ON.
37. Kawakami, K. (2014). Strategies to reduce intergroup bias. Invited address Groups Preconference to Society of Experimental Social Psychology, Columbus, OH.
38. Kawakami, K., Karmali, F., Mann, N., Williams, A., Phills, C., & Friesen, J. (2014). The impact of egalitarian responses on subsequent intergroup bias. Canadian Psychological Association, Vancouver, BC.
39. Kawakami, K., Williams, A., Sidhu, D., Vilaythong, O., & Hugenberg, K. (2013). Tracking race: Preferential attention to the eyes of ingroup members. Society of Experimental Social Psychology, Berkeley, CA.
40. Kawakami, K. (2013). Intergroup Bias. Invited colloquium. Haas School of Business, University of California, Berkeley, CA.
41. Kawakami, K. (2013). Tracking race. Invited colloquium University of Wisconsin, Madison, WI.
42. Kawakami, K. (2013). Tracking race. Invited colloquium Miami University, Oxford, OH.
43. Kawakami, K. (2012). Tracking race. Invited colloquium University of Granada, Granada, Spain.
44. Kawakami, K. (2012). Tracking race. Invited colloquium University of Waterloo, Waterloo, ON.
45. Kawakami, K. (2012). In perfect harmony: Synchronizing the self to social categories. American Psychological Society, Chicago, IL.
46. Kawakami, K. (2012). Tracking race. Invited address Social Personality Psychology Preconference to the Canadian Psychological Association, Halifax, NS.
47. Kawakami, K. (2012). Social categorization processes related to face perception. Invited Symposium Society of Experimental Social Psychology, Austin, TX.
48. Kawakami, K. (2012). Windows to the soul: Differential eye gaze patterns related to racial and ingroup categories. Invited address Duck Conference on Social Cognition. Duck, NC.

49. Kawakami, K. (2011). Responding to racism. Invited address Midwestern Psychological Association, Chicago, IL.
50. Kawakami, K. (2011). Publishing advice. Invited address European Association of Social Psychology, Stockholm, Sweden.
51. Kawakami, K., & Phills, C. (2011). Reducing intergroup bias. European Association of Social Psychology, Stockholm, Sweden.
52. Kawakami, K., Williams, A., Sidhu, D., Choma, B., & Tran, O. (2011). Here's looking at you: Differential eye gaze patterns for White and Black targets. Society of Personality and Social Psychology, San Antonio, TX.
53. Kawakami, K., Williams, A., Sidhu, D., Choma, B., & Tran, O. (2011). Here's looking at you: Differential eye gaze patterns for White and Black targets. Invited colloquium York University, Toronto, ON.
54. Kawakami, K., & Phills, C. (2010). The impact of approach training on the self, attitudes, and behavior. Invited address Sixth Annual Southern Ontario Behavioral Decision Research Conference, Schulich School of Business, York University, Toronto, ON.
55. Kawakami, K. (2009). Mispredicting behavioral responses to racism. Person Memory Interest Group Preconference to the Society for Experimental Social Psychology, Portland, ME.
56. Kawakami, K., Karmali, F., Dovidio, J. F., & Dunn, E. (2009). Mispredicting affective and behavioral responses to racial injustice. Invited address Symposium on Moral Responses in the Workplace: Justice, Forgiveness, and Revenge. Schulich School of Business, York University, Toronto, ON.
57. Kawakami, K., Karmali, F., Dovidio, J. F., & Dunn, E. (2009). Faulty forecasts: Mispredicting affective and behavioral responses to racism. Society of Personality and Social Psychology, Tampa, FL.
58. Kawakami, K. (2008). Approaching social categories. Invited colloquium Wilfred Laurier University, Waterloo, ON.
59. Kawakami, K. (2008). Approaching social categories R us. Invited address Duck Conference on Social Cognition. Duck, NC.
60. Kawakami, K. (2008). Strategies to reduce intergroup biases: Changing implicit associations. Invited colloquium Simon Fraser University, Vancouver, BC.
61. Kawakami, K. (2007). Strategies to reduce racial biases: The relationship between attitudes and approach behaviors in an intergroup context. Invited colloquium University of Toronto, Toronto, ON.

62. Kawakami, K., Kang, S., Mann, N., & Phills, C. (2007). Assimilating the self to the social environment. Society for Experimental Social Psychology, Chicago, IL.
63. Kawakami, K. (2006). The real chameleon: Assimilating the self to the social environment. Invited colloquium Ohio State University, Columbus, OH.
64. Kawakami, K. (2006). Approaching social categories. Invited colloquium University of Western Ontario, London, ON.
65. Kawakami, K. (2006). Strategies to reduce intergroup biases: The relationship between approach behaviors, prejudice, and interracial interactions. Invited colloquium Carleton University, Ottawa, ON.
66. Kawakami, K., Phills, C., Greenwald, A. G., Kang, S., Simard, D., Mills, J., Freed, G., & MacKenzie, K. (2006). The real chameleon: The effects of category priming and interdependence on assimilation of the self to the social environment. Person Memory Interest Group Preconference to the Society for Experimental Social Psychology, Philadelphia, PA.
67. Kawakami, K., Phills, C., Steele, J., & Dovidio, J. F. (2006). Strategies to reduce intergroup biases: The relationship between approach behaviors, prejudice, and interracial interactions. Invited address Group Preconference to Society for Experimental Social Psychology, Philadelphia, PA.
68. Kawakami, K., Phills, C., Steele, J., & Dovidio, J. F. (2006). Improving interracial interactions through approaching Blacks. Society for the Psychological Study of Social Issues, Long Beach, CA.
69. Kawakami, K. (2005). The real chameleon: Assimilating the self to the social environment. Society for Experimental Social Psychology, San Diego, CA.
70. Kawakami, K. (2005). On becoming the Terminator, Version 2: Morphing the self to fit the social environment. Invited colloquium State University of New York, Buffalo, NY.
71. Kawakami, K., Greenwald, A. G., Freed, G., & Mills, J. (2005). Morphing our social identities to fit our social environment. Society for Personality and Social Psychology, New Orleans, LA.
72. Kawakami, K., Phills, C., Steele, J., & Dovidio, J. F. (2005). How to succeed at overcoming bias by approaching Blacks, avoiding Whites, and influencing attitudes. Social Cognition Preconference to Society for Personality and Social Psychology, New Orleans, LA.
73. Kawakami, K., Phills, C., Steele, J., & Dovidio, J. F. (2005). How to succeed at overcoming bias by approaching Blacks, avoiding Whites, and influencing attitudes. American Psychological Association, Washington, DC.

74. Kawakami, K. (2004). On becoming the Terminator, Version 2: Morphing our self-identities to fit our social environment. Person Memory Interest Group Preconference to the Society for Experimental Social Psychology, Salado, TX.
75. Kawakami, K. (2004). On becoming the Terminator, Version 2: Morphing our self-identities to fit our social environment. Invited colloquium Brock University, St. Catherines, ON.
76. Kawakami, K. (2004). Implications of social category activations for the self. Society for Personality and Social Psychology, Austin, TX.
77. Kawakami, K. (2003). The impact of social category priming on self-perception. Invited colloquium University of Toronto, Toronto, ON.
78. Kawakami, K. (2003). The impact of social category priming on the self. Invited colloquium University of Waterloo, Waterloo, ON.
79. Kawakami, K. (2003). The impact of social category priming on the self. Invited colloquium University of Western Ontario, London, ON.
80. Kawakami, K. (2003). A change of habit: Successful and unsuccessful strategies to reduce stereotyping. Invited colloquium York University, Toronto, ON.
81. Kawakami, K. (2003). The impact of social category priming on personal attitudes. American Psychological Association, Toronto, ON.
82. Kawakami, K. (2003). Invited consultant and speaker International Graduate College (IGC) 'Conflict and Cooperation between Groups: Perspectives from Social and Developmental Psychology Consultation Seminar, Louvain-La-Neuve, Belgium.
83. Kawakami, K. (2003). Training people to reduce their intergroup biases. Invited colloquium Mississippi State University, Starkville, MS.
84. Kawakami, K., & Dovidio, J. F. (2003). What do we activate when we think of social categories? And is it possible to control processes related to these associations? Invited address Social Psychology Preconference to Canadian Psychological Association, Hamilton, ON.
85. Kawakami, K., & Dovidio, J. F. (2002). Successful and unsuccessful strategies to reduce the automatic activation of stereotypes. European Association of Experimental Social Psychology, San Sebastian, Spain.
86. Kawakami, K. (2002). The inevitability of prejudice: Changes in the activation and application of stereotypes. Invited colloquium University of Washington, Seattle, WA.

87. Kawakami, K. (2001). Social category activations: A clear and present danger. Person Memory Interest Group Preconference to Society for Experimental Social Psychology, Coeur d'Alene, WA.
88. Kawakami, K. (2001). How to reduce stereotyping: A review of a number of successful and unsuccessful strategies for kicking the habit. Invited Keynote State of the Art Lecture for the Kurt Lewin Instituut, Leiden, the Netherlands.
89. Kawakami, K. (2001). The inevitability of prejudice: Changes in the activation and application of stereotypes. Invited colloquium University of Connecticut, Storrs, CT.
90. Kawakami, K. (2001). What do we activate when we think of social categories? European Social Cognition Network, Houffalize, Belgium.
91. Kawakami, K., Dovidio, J. F., Russin, A., & van Kamp, S. (2001). A change of habit: Successful and unsuccessful strategies to reduce stereotyping. Invited address Social Cognition Preconference to Society for Personality and Social Psychology, San Antonio, TX.
92. Kawakami, K., Dovidio, J. F., Moll, J., Hermsen, S., Russin, A., & van Kamp, S. (2000). A change of habit: Strategies to reduce stereotyping. Invited colloquium Colgate University, Hamilton, NY.
93. Kawakami, K., Dovidio, J. F., & van Kamp, S. (2000). Successful and unsuccessful strategies to reduce stereotyping. European Association of Experimental Social Psychology Small Group Meeting on Social Cognition, Lisbon, Portugal.
94. Kawakami, K., Dovidio, J. F., & Spears, R. (1999). A change of habit: Increasing and decreasing stereotyping. European Social Cognition Network, Bergen Dal, the Netherlands.
95. Kawakami, K., Young, H., & Dovidio, J. F. (1999). The structure of stereotypes. European Association of Experimental Social Psychology, Oxford, England.
96. Kawakami, K. (1998). Just say no (to stereotyping): Effects of training in trait negation on stereotype activation. Invited colloquium McGill University, Montreal, QC.
97. Kawakami, K., Dion, K. L., & Weilaard, D. (1998). An integrative model of intragroup and intergroup comparisons. Invited speaker at the Kurt Lewin Workshop on Social Comparisons and Social Identity, Schiermonnikoog, the Netherlands.
98. Kawakami, K., Young, H., & Dovidio, J. F. (1998). Automatic stereotyping related to the elderly: The relationship between social behavior and trait activation. Invited colloquium University of Amsterdam, the Netherlands.

99. Kawakami, K., Dovidio, J. F., & Moll, J. (1997). Stereotyping: Automatically activated! Automatically suppressed? American Psychological Society, Washington, DC.
100. Kawakami, K., Dovidio, J. F., & Moll, J. (1997). Stereotyping: Automatically activated! Automatically suppressed? Invited address German Social Psychology Convention, Constanz, Germany.
101. Kawakami, K., Dion, K. L., & Dovidio, J. F. (1996). The naming task, the Stroop task, and efficient stereotype activation. European Association of Experimental Social Psychology Small Group Meeting on Social Cognition, Schiermonnikoog, the Netherlands.
102. Kawakami, K., Dion, K. L., & Dovidio, J. F. (1996). The naming task, the Stroop task, and efficient stereotype activation. American Psychological Association, Toronto, ON.
103. Kawakami, K., Dion, K. L., & Dovidio, J. F. (1996). Automatic stereotype activation: The effects of category labels and stereotypes as primes. International Congress of Psychology Convention, Montreal, QC.
104. Kawakami, K., Dovidio, J. F., & Dion, K. L. (1996). The effect of instruction, prejudice, and attention on stereotype activation. European Association of Experimental Social Psychology, Gmunden, Austria.
105. Kawakami, K., Dovidio, J. F., & Moll, J. (1996). Kicking the habit: The effects of suppression training on stereotype activation. Invited colloquium University of Constanz, Germany.
106. Kawakami, K., & Dion, K. L. (1995). Effects of prejudice and automaticity on trait activation: Associative and ingroup bias perspectives. American Psychological Society, New York, NY.
107. Kawakami, K., & Dion, K. L. (1993). The impact of salient self-identities and social inequalities on feelings of relative deprivation. American Psychological Association, Toronto, ON.

Professional Service

Editor in Chief Journal of Personality and Social Psychology:
Interpersonal Relations and Group Processes (2014-2020)

Associate Editor Proceedings of the National Academy of Sciences (Direct Sub. Editor, 2020)
Social Psychological and Personality Science (2010-2013)
European Journal of Social Psychology (2009-2010)
Group Processes and Intergroup Relations (Special Issue Guest Editor, 2003)

Editorial Board Journal of Experimental Psychology: General (2011-2013)
Social Psychological and Personality Science (2010-2020)
Journal of Personality and Social Psychology:
Interpersonal Relations and Group Processes (2003-2020)

Attitudes and Social Cognition (2011-2013)
 European Journal of Social Psychology (2002-2010)
 Personality and Social Psychology Bulletin (1998-1999)

***Ad hoc Reviewer
 Publications***

American Psychologist, Basic and Applied Social Psychology, British Journal of Psychology, British Journal of Social Psychology, Emotion, European Journal of Social Psychology, Group Processes and Intergroup Relations, Journal of Applied Social Psychology, Journal of Behavior Therapy and Experimental Psychiatry, Journal of Experimental Child Psychology, Journal of Experimental Psychology: General, Journal of Experimental Psychology: Human Perception and Performance, Journal of Experimental Psychology: Learning, Memory, and Cognition, Journal of Experimental Social Psychology, Journal of Nonverbal Behavior, Journal of Personality and Social Psychology, Nature Human Behavior, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Personality and Individual Differences, Psychological Bulletin, Psychological Science, Social Cognition, Social and Personality Psychology Compass, Social Psychological and Personality Science, Theory and Psychology, Visual Cognition

Research Grants

Israel Science Foundation (ISF), National Science Foundation (NSF), Netherlands Organization for Scientific Research (NWO), Social Sciences and Humanities Research Council of Canada (SSHRC), Belgium Funds for Scientific Research (FWO)

Prof. Associations

American Psychological Association (APA Fellow), American Psychological Society (APS Fellow), Canadian Psychological Association (CPA Fellow), Canadian Psychological Association – Social Psychology Section (Past Chair), European Association of Social Psychology (EASP Affiliate Member), International Social Cognition Network (Executive Member ISCON), Society for Experimental Social Psychology (SESP Fellow), Society for Personality and Social Psychology (SPSP Fellow), Society for the Psychological Study of Social Issues (SPSSI Fellow)

Committees

SPSP Fundraising and Development Committee, 2021-2024
 ISCON Early Career Award Committee, 2020-2022
 Chair ISCON Best Social Cognition Paper Committee, 2019-2020
 Co-Chair SPSP 5 Senior Career Contribution Awards Panel, 2019-2020
 SPSP 5 Senior Career Contribution Awards Panel, 2018-2019
 ISCON Early Career Award Committee, 2018-2019
 ISCON Executive Committee, 2017-2022
 Co-Chair SPSP Annual Conference Program Committee, 2017-2018
 SPSP Annual Conference Program Committee, 2016-2018
 Chair CPA Social-Personality Section, 2013-2014
 Chair CPA Social-Personality Section Conference, 2013-2014
 Chair-Elect CPA Social-Personality Section, 2012-2013

Chair CPA Social-Personality Preconference, 2012-2013
 EASP Biannual Conference Committee, 2007-2008, 2010-2011
 SPSP Annual Conference Program Committee, 2007-2008
 Chair SPSSI Gordon Allport Award Committee, 2008-2009
 SPSSI Gordon Allport Award Committee, 2006-2008
 SPSSI Small Conference Committee, 2002-2003

Select Media Coverage

- SPSP Character & Context* Posing while Black: Expansive body poses benefit White men, but what about Black men? (2022)
<https://spsp.org/news/character-and-context-blog/karmali-black-men-expansive-body-pose>
- Toronto Star* Crosstown LRT builder showed ‘implicit bias’ when it fired Black worker, say labour board (2022)
<https://www.thestar.com/news/gta/2022/04/01/crosstown-lrt-builder-showed-implicit-bias-when-it-fired-black-worker-says-labour-board.html>
- Yfile Brainstorm* Kawakami researches ways we unconsciously categorize others and their implications (2022)
- SPSP Character & Context* Standing up to sexism: From the gym to the office (2021)
<https://spsp.org/news-center/character-context-blog/standing-sexism-gym-office>
- Greater Good Magazine* How challenging stereotypes can save Black lives (2020)
UC Berkeley https://greatergood.berkeley.edu/article/item/how_challenging_stereotypes_can_save_black_lives
- APA Monitor* How to become a journal editor (2020)
<https://www.apa.org/monitor/2020/04/career-journal-editor>
- Global News* Tribunal rules race of 6-year-old girl was factor in being handcuffed, restrained by Peel police (2020)
<https://globalnews.ca/news/6619593/girl-handcuffed-peel-police-human-rights-tribunal-ruling/>
- CBC* Race was a factor in handcuffing of 6-year-old Black girl in Mississauga school, tribunal says (2020)
<https://www.cbc.ca/news/canada/toronto/human-rights-tribunal-peel-police-girl-handcuffed-1.5483456>

- Globe and Mail* Race was a factor in handcuffing of 6-year-old black girl in Mississauga school, tribunal says (2020)
<https://www.theglobeandmail.com/canada/article-race-was-a-factor-when-peel-police-handcuffed-black-girl-at-ontario/>
- The Star* Race was a factor when police handcuffed 6-year-old Black girl at Mississauga school, human rights tribunal finds (2020)
<https://www.thestar.com/news/gta/2020/03/03/race-was-a-factor-when-police-handcuffed-6-year-old-black-girl-at-mississauga-grade-school-human-rights-tribunal-finds.html>
- APA* Whites struggle to tell real from fake smiles on Black faces (2019)
<https://www.apa.org/news/press/releases/2019/01/fake-smiles>
- Science Daily* Whites struggle to tell real from fake smiles on Black faces (2019)
<https://www.sciencedaily.com/releases/2019/01/190107131228.htm>
- SPSP Character & Context* Friend or foe? Understanding how social cues affect people perceptions (2019)
<https://spsp.org/news-center/blog/friend-or-foe>
- SPSP video series* Diversity (2019)
<http://spsp.org/resources/multimedia/experts/diversity>
- Yfile* York study shows race may bias how you perceive smiles (2019)
<http://health.yorku.ca/2019/01/york-study-shows-race-may-bias-how-you-perceive-peoples-smiles/>
- Independent* Watching box sets with your partner can improve your relationship, finds research (2017)
<https://www.independent.co.uk/life-style/love-sex/box-set-watching-tv-shows-netflix-relationship-improve-partner-boyfriend-girlfriend-research-a7932636.html>
- Psychology Today* Implicit racial prejudice and explicit discrimination (2017)
<https://www.psychologytoday.com/ca/blog/the-conservative-social-psychologist/201701/implicit-racial-prejudice-and-explicit>
- Psychology Today* Binge watch your way to romantic bliss (2017)
<https://www.psychologytoday.com/us/blog/lifetime-connections/201701/binge-watch-your-way-romantic-bliss>
- Research Digest* Watching box sets with your partner can benefit your relationship, claim researchers (2017)
<https://digest.bps.org.uk/2017/09/04/watching-box-sets-with-your-partner-can-benefit-your-relationship-claim-researchers/>

- Scientific American* *The hidden relationship benefits of binge watching (2017)*
<https://www.scientificamerican.com/article/the-hidden-relationship-benefits-of-binge-watching/>
- Washington Post* *How would you respond to sexual harassment training? Probably not how you think (2017)*
https://www.washingtonpost.com/outlook/how-would-you-respond-to-sexual-harassment-probably-not-how-you-think/2017/12/01/2ab6845c-d52a-11e7-b62d-d9345ced896d_story.html?utm_term=.6e70f83dd57e
- Winnipeg Free Press* *Fight or flight? Imagined responses to harassment, inappropriate behavior don't line up with actual ones: Study (2017)*
https://www.winnipegfreepress.com/arts-and-life/life/sci_tech/fight-or-flight-462959193.html
- Psychology Today* *Why tv is better for your relationship than you think (2016)*
<https://www.psychologytoday.com/ca/blog/close-encounters/201608/why-tv-is-better-your-relationship-you-think>
- Psychology Today* *When racism motivates violence (2015)*
<https://www.psychologytoday.com/ca/blog/psych-unseen/201506/when-racism-motivates-violence>
- CBC* *Our Canada series (2014)*
https://www.youtube.com/watch?v=8ET8KyiY_Nc
- CBC National News* *Racism still an uncomfortable truth in Canada (2014)*
<https://www.cbc.ca/news/canada/racism-still-an-uncomfortable-truth-in-canada-duncan-mccue-1.2831066>
- Psychology Today* *Just how offended are we by racist events (2011)*
<https://www.psychologytoday.com/ca/blog/are-we-born-racist/201110/just-how-offended-are-we-racist-events>
- CBC Radio News* *Reactions to racism not as strong as we think, study finds (2009)*
<https://www.cbc.ca/news/technology/reactions-to-racism-not-as-strong-as-we-think-study-finds-1.858913>
- CBC Radio: Quirks and Quarks* *Reactions to racism not as strong as we think, study says (2009)*
<https://www.cbc.ca/news/technology/reactions-to-racism-not-as-strong-as-we-think-study-finds-1.858913>
- CNN* *You may be more racist than you think, study says (2009)*
<http://www.cnn.com/2009/HEALTH/01/07/racism.study/index.html>

- Globe & Mail* Racism persists because we don't really find it offensive (2009)
<https://www.theglobeandmail.com/technology/science/racism-persists-because-we-dont-really-find-it-offensive/article20439786/>
- MSNBC* Racism: What we say doesn't match what we do (2009)
<http://www.nbcnews.com/id/28563183/ns/health-behavior/t/racism-what-we-say-doesnt-match-what-we-do/#.XUNdu-hKiUI>
- National Geographic* People overestimate their reactions to racism (2009) by Ed Yong
<https://www.nationalgeographic.com/science/phenomena/2009/01/08/people-overestimate-their-reactions-to-racism/>
- NBC News* Racism: What we say doesn't match what we do (2009)
<https://www.nbcnews.com/health/health-news/racism-what-we-say-doesnt-match-what-we-do-flna1c9454102>
- New York Times* Hate is still a cocoon (2009)
<https://www.nytimes.com/2009/06/13/opinion/13blow.html>
- Reuters* Whites may be more racist than they think: Study (2009)
<https://www.reuters.com/article/us-racism/whites-may-be-more-racist-than-they-think-study-idUSTRE5076YX20090108>
- Science Podcast* Kawakami Interview (2009)
<https://science.sciencemag.org/content/suppl/2009/01/08/323.5911.276.DC2>
- The China Post* Whites may be more racist than they think: Study (2009)
- The Economist* The price of prejudice (2009)
<https://www.economist.com/science-and-technology/2009/01/15/the-price-of-prejudice>
- Time* Study: Racist attitudes are still ingrained (2009)
<http://content.time.com/time/health/article/0,8599,1870408,00.html>
- Toronto Star* Study exposes tolerance of racism (2009)
https://www.thestar.com/news/gta/2009/01/09/study_exposes_tolerance_of_racism.html
- Vancouver Sun* Whites may be more racist than they think – study (2009)

Impact of My Research in Legal and Educational Contexts

My research has also been cited in several US Supreme Court Cases:

Fisher I: Brief for Abigail Thernstrom, Stephan Thernstrom, Althea K. Nagai, and Russell Nieli as Amici Curiae in Support of Petitioner

Fisher I: Brief of Amicus Curiae the American Psychological Association in Support of Respondents

Fisher II: Brief of 823 Social Scientists as Amici Curiae in Support of Respondents

Fisher II: Brief of Amicus Curiae the American Psychological Association in Support of Respondents

I will testify as an expert witness on implicit biases in a labour grievance arbitration proceeding: Ontario Nurses Association, Cavalluzzo LLP (Fall 2022)

As an expert in implicit biases, I have contributed as a panel member to an education program by the Ontario Bar Association on “The Science & Business of EDI: What Works & What Doesn’t,” Markham, ON (February 2022).

I have testified as an expert witness on implicit biases in RCMP recruitment and training: Canada Human Rights Tribunal (Winter 2022)

I have testified as an expert witness on implicit biases in a labour grievance arbitration proceeding: Labours’ International Union of North America, Cavalluzzo LLP (October 2021)

As an expert on implicit biases, I contributed as a panel member to the Superior Court of Justice (Ontario) Spring Education Seminar on Judging in a Culturally Complex Society, Ottawa, ON. The aim of this panel was to recommend strategies to reduce discrimination and implicit biases in judges on the Ontario Superior Court (May 2021)

I have provided a scientific perspective on implicit biases and Equity, Diversity, and Inclusion for Associates, Junior Partners, and Students at Mann Lawyers Mentoring and Management Program (March 2021)

I have testified as an expert witness on implicit biases in the Ontario Government workplace: AMAPCEO and The Crown in Right of Ontario, Goldblatt Partners (April 2020)

I was an advisor to a review of the Peel District School Board (PDSB), requested by the Minister of Education, Stephen Lecce, on issues related to anti-Black racism (February 2020).

I have testified as an expert witness on implicit biases in policing: Ontario Human Rights Tribunal (October 2019)
<https://globalnews.ca/news/6619593/girl-handcuffed-peel-police-human-rights-tribunal-ruling/>

I have provided a scientific perspective on implicit biases for the Law Society of Ontario’s Continuing Professional Development (CPD) eProgram on Equity, Diversity, and Inclusion in the legal profession (January 2019). <https://store.lso.ca/e-courses> (Hour 1 and Hour 2)

I was the keynote speaker for the 2015 International Day for the Elimination of Racial Discrimination. Advisory Committee for Visible Minorities, Department of Justice, Canada. Toronto, ON.

I have collaborated with Kimberly Papillon at the Practising Law Institute (PLI) in 2003 on a large-scale research project related to reducing racial bias in the Californian judicial system. The PLI is a not-for-profit organization dedicated to continuing legal education by setting up programs and publishing materials addressed to the bar, bench, and business community.

Funding

2022	Canadian Foundation for Innovation Fund (CFI) Infrastructure Operating Fund (IOF) (\$9,811)
2021-2026	Walter Gordon York Research Chair (YRC) Tier I in Equity and Diversity (\$125,000)
2020-2023	Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Development Grant Application (\$74,832)
2020-2021	YUFA Joint Sabbatical Leave Fellowship (\$7,725)
2020	Canadian Foundation for Innovation Fund (CFI) Infrastructure Operating Fund (IOF) (\$12,200)
2018-2023	Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant (\$273,010)
2018	Canadian Foundation for Innovation Fund (CFI) Infrastructure Operating Fund (IOF) (\$4,500)
2014-2019	Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant (\$193,082) (co-applicant with PI Jennifer Steele)
2013-2018	Social Sciences and Humanities Research Council of Canada (SSHRC) Insight Grant (\$256,000)
2010-2013	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant (\$96,400)
2007	Canadian Foundation for Innovation Fund (CFI) Infrastructure Operating Fund (IOF) (\$27,000)
2006-2010	Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Research Grant (\$102,101)

- 2005-2008 Social Sciences and Humanities Research Council of Canada (SSHRC)
Standard Research Grant (\$86,216)
(co-applicant with PI Regina Schuller)
- 2005 Premiers Excellence Award (PREA/ERA) for Early Researchers (\$150,000)
- 2005 Faculty of Arts
Research Grant (\$5,000)
- 2004 Canadian Foundation for Innovation Fund (CFI)
New Opportunities Infrastructure Grant (\$245,478)
- 2004 Faculty of Arts
Research Grant (\$4,000)
- 2003-2006 Social Sciences and Humanities Research Council of Canada (SSHRC)
Standard Research Grant (\$120,700)
- 2002-2006 Netherlands Organization for Scientific Research (NWO)
ASPASIA Grant (\$250,000)
- 2002 Netherlands Organization for Scientific Research (NWO)
Travel Grant (\$8,000)
- 2001-2005 Netherlands Organization for Scientific Research (NWO)
Project Grant (\$183,000)
- 1997-2001 University of Nijmegen Faculty Grant (\$150,000)

C. TEACHING AND STUDENT MENTORSHIP

In my undergraduate teaching, I have focused on three main courses, *Introduction to Social Psychology*, *Behavior in Groups*, and a *Seminar in Social Psychology*. All these courses are popular, often with waitlists. For example, *Introduction to Social Psychology*, is a second-year course with an enrollment of over 180 students, *Behavior in Groups* is a third-year course with an enrollment of over 100 students, and the *Seminar in Social Psychology* is a fourth-year course with an enrollment of 30 students. I have taught 5 different graduate courses including *Social Methods* and *Social Cognition*.

I am an active and enthusiastic undergraduate student mentor. In particular, I have supervised 40 independent studies and honors theses. Many of these students have gone on to excellent graduate programs in psychology and counselling (e.g., University of Toronto, University of Waterloo, University of Calgary) and professional programs in law and medicine (e.g., University of Toronto). I also coordinate a large laboratory with approximately 20 students per year gaining valuable hands-on research experience. Through this participation, students learn the value of empirical research and its potential to change society. Not surprisingly, given the focus of my research, many lab members

are visible minorities and they have noted that this opportunity provides them with a safe space to openly discuss issues related to prejudice and discrimination and to contribute to an increased understanding of these processes. I typically fund 5 undergraduate students during the regular and summer terms through the RAY program.

I have an excellent record of attracting national and international graduate and postdoctoral students. Specifically, I have been the primary supervisor of 7 Masters and 7 PhD students. Typically, graduate students with other primary supervisors at York are also members of my lab. Almost all my students have received SSHRC funding if Canadian or OGS if international. Many of these students have gone on to postdoctoral positions at prestigious universities (Duke University, Northwestern University, University of Bern, University of Calgary, University of Hawaii, University of Toronto, University of Western Ontario). I have also mentored and funded 8 national and international (from China and the United States) postdoctoral students. Many of my past students now hold academic positions (Carleton University, Toronto Metropolitan University, University of Bristol, University of Edmonton, University of London, University of North Florida, University of Winnipeg, Whitman College, Zhejiang University) and are leaders in the field of implicit bias, intergroup relations, and diversity. These students have increased the reputation of York as a leading research institution throughout the world.

Undergraduate

Courses

Psyc 2120 3.0 Social Psychology – 26 sections

Psyc 3430 3.0 Behavior in Groups – 4 sections

Psyc 4020 3.0 Seminar in Social Psychology – 4 sections

Independent Studies Supervision

Andrew Chan (2008)

Beenish Khan (2011)

Anudhi Munasinghe (2016)

Natalya Palladino (2020)

Honours Thesis Supervision

Natalie Curl, Julie Cook, Amy Paul, Curtis Phills, Kathleen MacKenzie, Tina Singh (2004)

Francine Khan, Judi Siklos, Claudia Cifa (2005)

Eve Sedhazechuk (2006)

Thuy Luong, Joyce van Andel, Jeannette Pontiero, Emmanuel Tabi, Daniel Nadolny (2007)

Taras Babyuk (2008)

Ana Rankovic, Amy Brnjas (2009)

Jin Shim, David Sidhu (2010)

Andrea D'Adesse (2011)

Mirna Chandrakumar, Jeanine Tang (2012)

Mustafa Rajab (2013)

Kevin Loi, Rebecca Ventendelli (2014)

John Nguyen (2015)

Michal Khotyakov, Caydianne Palmer, Christopher Scalzi (2017)

Maryam Samani, Fatima Khanam (2018)

Naureen Ahmed, Jessica Memmo (2019)
 Amanda Penner (2020)
 Raquel Andary (2022)

Graduate

Courses

Psyc 6400 3.0 Contemporary Issues – 17 sections
 Psyc 6410 3.0 Social Psychology – 1 section
 Psyc 6150B 3.0 Social Methods – 2 sections
 Psyc 6405 3.0 Social Cognition – 2 sections
 Psyc 6173 3.0 The Self in Social Psychology – 1 section

Masters Thesis Supervision

Curtis Phillips (2005)
 Approaching social categories

Zarsheesh Divecha (2007)
 Moral credentials related to prejudice

Francine Karmali (2008)
 Affective forecasting of responses to racial slurs

Oth Vilaythong (2013, incomplete)
 Social perception of racial categories

Regis Caprara (2015)
 Perceiving race

Elysia Vaccarino (2016)
 A free pass to prejudice

Madeline Nickel (2020)
 Impact of perceived racism on person perception

Emily Bissada (expected 2023)

Courtney Chan (expected 2023)

Hannah Tran (expected 2024)

Zoe Fagnoli Brown (expected 2024)

Masters Thesis Committees

Julie Coleman (2006) Clinical
 Benjamin Giguere (2005) Social Personality
 Gwen Jenkins (2005) Social Personality

Mike Logue (2006) Social Personality
 Veronica Kazeolas (2006) Social Personality
 Kyle Nash (2009) Social Personality
 Leah Reisz (2006) Social Personality
 Katrina Fong (2011) Social Personality
 Corey Lipman (2013) Social Personality
 Chelsea Ferriday (2015) Social Personality
 Alexandria West (2015) Social Personality
 Rhonda Lo (2017) Social Personality
 Jacqueline Hogue (2017) Clinical
 Linda Farmus (2019) Quantitative Psychology

Ph.D. Dissertation Supervision

So-Jin Kang (2008, ABD)
 Bicultural identities

Curtis Phills (September, 2012)
 The impact of approaching social categories on the self

Harleen Nikki Mann (October, 2012)
 Racial prejudice and goal pursuit

Regis Caprara (2017, incomplete)
 Social categorization processes and eye gaze

Francine Karmali (June, 2019)
 Affective forecasting of responses to racism

Elysia Vaccarino (August, 2022)
 Responding to targets and victims of prejudice

Kevin Zhou (2025, expected)
 Familiarity in an intergroup context

Dissertation (Ph.D.) and Minor Area Paper (M) Committees

Judy Eaton (2005) Social Personality (Ph.D.)
 Janelle Jones (2008) Social Personality (Ph.D.)
 Emily Filardo (2008) Social Personality (Ph.D.)
 Amanda Williams (2012) Social Personality (Ph.D.)
 Elena Canadas (2012) Social Personality (Ph.D.)
 Rachel Zarb (2010) Clinical (M)
 Noelia Vasquez (2010) Social Personality (Ph.D. and M)
 Curtis Phills (2011) Social Personality (Ph.D. and M)
 Nikki Mann (2011) Social Personality (Ph.D. and M)
 Alex Santelli (2009) Social Personality (Ph.D. and M)
 Donna Kwan (2015) Clinical Psychology (Ph.D)

Kristina Howansky (2019) Rutgers University, NJ (Ph.D)
 Ronda Lo (2021) Social Personality (Ph.D.)
 Julia Halilova (2021) Clinical Psychology (M)

PhD External Examiner

Dan Dolder (2003) University of Waterloo
 Cherie Werhun (2006) University of Toronto

Postdoctoral Supervision

Jennifer Steele, faculty position, York University
 (SSHRC funded postdoc, 2004)
 Raymond Mar, faculty position, York University
 (SSHRC funded postdoc, 2007)
 Becky Choma, faculty position, Ryerson University
 (SSHRC funded postdoc, 2008)
 Amanda Williams, faculty position, University of Bristol (2012-2013)
 Justin Friesen, faculty position, University of Winnipeg (2013-2015)
 Larissa Vingilis-Jaremeko, President, Canadian Association for Girls in Science
 (NSERC funded postdoc, 2015-2018)
 Chanel Meyers, faculty position, University of Oregon (2018-2020)
 Xia Fang, faculty position, Zhejiang University (2018-2021)
 Kunalan Manokara (2022-)

Other Teaching Related Activities

I was a member of the Kurt Lewin Institute in the Netherlands from 1995-2002. During this time, I taught and supervised a large number of graduate students in a variety of settings. The main objective of the Kurt Lewin Institute was to provide focused supervision to graduate students attending five major Dutch research universities (University of Amsterdam, Nijmegen, Free, Leiden, and Groningen). This supervision included, but was not limited to, formal presentations, teaching participation at workshops, attending and providing feedback at regular research meetings, and individual one-on-one mentorship.

I was an instructor in 2003 in the International Graduate College (IGC) ‘Conflict and Cooperation between Groups: Perspectives from Social and Developmental Psychology Consultation Seminar, Louvain-La-Neuve, Belgium. This program provides graduate students from four European centers (Universities of Kent, Louvain, Sussex, and Jena) an opportunity to broaden their scientific knowledge through exposure to new theoretical frameworks by interacting with internationally renowned researchers.

Undergraduate Courses Taught at Other Institutions

University of Toronto 1994-1995

Social Psychology of Prejudice and Stereotyping

University of Nijmegen 1995-2002

Group Dynamics

Advanced Social Psychology

Stereotyping and Intergroup Relations
 Applied Social Psychology
 Judgments and Decision Making

Course/Curriculum Development

As coordinator of the Social-Personality area at York University in 2006-2008 and 2009-2010, I managed our graduate program which consisted of more than 30 students and 14 faculty members. In this role, I formalized the goals for our program for the coming years. One of my main aims as the coordinator was to improve the overall quality of graduate students admitted into our program and to ensure that our students were graduating on time with the skills they needed to succeed in academic careers. To meet these goals, I developed a new procedure to evaluate both prospective and current graduate students.

Service on Teaching Committees

Psychology Dept. Graduate Student Executive, 2006-2008, 2009-2012
 Psychology Undergraduate Committee, 2003-2005

D. SERVICE

I have served on numerous committees at the university, departmental, and area level. For example, I was a York representative for provincial scholarship review (OGS) and I have participated as a peer reviewer for Tri-Council submissions from York. I have also served repeatedly as area coordinator for Social and Personality Psychology (a group that consists of approximately 12-15 members) and as coordinator of the annual York/University of Toronto Social, Personality, and Abnormal (YUTSPA) Psychology conference (with over 80 attendees). I have also repeatedly served on tenure and promotion committees as well as the hiring committees for the psychology department.

My most important contribution, however, is related to my role as the coordinator of the Psychology Research Pool (PRP) and chair of the working group on exploring ways to improve this resource. The PRP currently provides approximately 3500 students, from 12 sections of the Introductory Psychology course and upper level psychology courses, the opportunity to participate in studies by psychology faculty, graduate students, and honours thesis students. This participation affords valuable experiential learning to undergraduate students and offers them insider knowledge about how information in their textbooks is accumulated thereby increasing their appreciation for science and their understanding of the importance of research in testing psychological theories. The PRP is also critical to research productivity in the Department of Psychology. Without the ability to recruit students from this resource, research by faculty members and students would be severely hampered. This pool provides us with over 28,000 hours of research participation and our reliance on it has become even more critical during the current pandemic.

University Committees

Strategic Project and Opportunity Review Team (SPORT), 2021-2023
 Extended Advisory to Working Group on Anti-Black and Anti-Indigenous Racism, 2021-2022
 Ontario University Fair, Faculty of Health Representative, 2019-2020
 Tri-Council Internal Peer Review Committee, 2016-2017

York representative on Provincial OGS Scholarship Committee, 2011-2012
 Curriculum Committee for the Faculty of Pure and Applied Science, 2002-2004

Departmental Committees

Tenure and Promotion Committee, 2015-2017, 2018-2023
 Tenure and Promotion File Preparation Committees (Jennifer Steele, Ian McGregor, Dale Stevens, Joni Sasaki, Jennifer Steeves, Michael Pettit, Amy Muise, Jennifer Steele, Joey Cheng)
 Psychology Research Pool Coordinator, 2017-2020, 2021-
 Chair, Psychology Research Pool Working Group, 2017-2020
 Member, Psychology Research Pool Working Group, 2016-2017
 Psychology Graduate Student Executive, 2006-2008, 2009-2012
 Templeton Undergraduate Thesis Prize Award Committee, 2004-2006, 2011-2012
 Psychology Scholarship Rater, 2003-2005, 2009-2011
 Norm Endler Research Fellowship Committee, 2006-2007, 2008-2010
 High School Student Recruitment Day, 2010, 2019
 Hiring Committees - Social Personality, 2006; Neuroscience, 2008; Social Personality, 2018;
 Personality Alternative Stream, 2018; Cultural Psychology, 2020
 Psychology Undergraduate Committee, 2003-2005
 Frequent Faculty New Hire Mentor

Service to Social-Personality Area

Graduate Student Admission Rater, 2002-2020
 Norm Endler Award Committee, 2018-2019
 York/University of Toronto (YUTSPA) Conference Coordinator, 2005-2007, 2013-2017
 Sandra Pyke Award Committee, 2013-2015
 Strategic Hires Committee Chair, 2009-2012
 Retreat Coordinator, 2010-2012
 Area Coordinator, 2006-2008, 2009-2010
 Coordinator Student Presentation Day, 2008-2010
 Graduate Admission Coordinator, 2008-2009
 Year End Evaluation Committee, 2003-2005
 Colloquium Coordinator, 2003-2005