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**EMPLOYMENT**

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2022-present	<b>Professor</b> , Department of Psychology Faculty of Health, York University Cognitive Science Program Affiliate LaMarsh Centre for Child & Youth Research Affiliate
2010-2022	<b>Associate Professor</b> , Department of Psychology Faculty of Health, York University Cognitive Science Program Affiliate
2018-2019	<b>Visiting Professor</b> , Department of Psychology University of Toronto, St. George Campus
2018-2019	<b>York-Massey Fellow</b> , Massey College University of Toronto, St. George Campus
2015- 2018	<b>Associate Undergraduate Program Director</b> , Department of Psychology Faculty of Health, York University
2005-2010	<b>Assistant Professor</b> , Department of Psychology Faculty of Health, York University
2003-2005	<b>Postdoctoral Fellow (SSHRC)</b> , Department of Psychology University of Waterloo (2003-2004); York University (2004-2005)

**EDUCATION**

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<b>Ph.D.</b> 2003	<b>Harvard University</b> , Cambridge, MA Area: Social Psychology Supervisor: Dr. Nalini Ambady
<b>M.A.</b> 1999	<b>Harvard University</b> , Cambridge, MA Area: Social Psychology
<b>Ed.M.</b> 1997	<b>Harvard University</b> , Cambridge, MA Area: Human Development
<b>B.Ed.</b> 1996	<b>Queen's University</b> , Kingston, ON Concurrent Education; Concentration in French and Math Junior/Intermediate Program (Grades 4-10)
<b>B.A.</b> 1995	<b>Queen's University</b> , Kingston, ON First Class Honours in Psychology

## **ACADEMIC AWARDS AND FELLOWSHIPS**

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### **Awards and Honours**

LaMarsh Jackman Health Scholars Award, 2023  
Society for Personality and Social Psychology (SPSP) Fellow, 2022-present  
Society of Experimental Social Psychology (SESP) Fellow, 2019-present  
York Research Leader, 2018-2019  
Faculty of Health Established Career Service Award Nominee, 2017-2018  
Dean's Health Research Catalyst Award, 2013-2014 & 2015-2016  
Faculty of Health Established Career Teaching Award, 2013-2014  
York University Merit Award, 2005-2006, 2007-2008, 2008-2009  
Derek Bok Distinction in Teaching Award  
Multivariate Analysis in Psychology, Harvard University, 2002  
Senior Teaching Fellow, Derek Bok Center, Harvard University, 2001  
George W. Goethals Award for Excellence in Teaching, Harvard University, 2000

### **Fellowships**

York-Massey Fellowship, 2018-2019  
Social Sciences and Humanities Research Council of Canada (SSHRC)  
Post-Doctoral Fellowship, 2003-2005  
Graduate School of Arts and Science, Harvard University  
Graduate Society Dissertation Completion Fellowship, 2002-2003  
Social Sciences and Humanities Research Council of Canada (SSHRC)  
Doctoral Fellowship, 1998-2001  
Graduate School of Arts and Science, Harvard University  
Harvard Merit Fellowship, 1999-2000; Graduate Society Summer Fellowship, 1999  
Department of Psychology, Harvard University  
Tuition Fellowship, 1997-1998; Doctoral Fellowship, 1997

## **SCHOLARLY AND PROFESSIONAL CONTRIBUTIONS**

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### **PUBLICATIONS**

\* indicates a current or former graduate student, Fulbright scholar, or post-doctoral fellow

\*\* indicates a current or former undergraduate student

<sup>sa</sup> indicates that last authorship denotes senior authorship; in all other cases, order of authorship reflects relative contribution.

### **Summary of Publications and Professional Contributions**

Chapters in books: 6  
Articles in refereed journals: 39  
Papers under review in refereed journals: 4  
Papers in preparation: 6  
Teaching-related /other publications: 4  
Refereed symposia and presentations: 118+  
Invited presentations: 33  
Major Research Grants Awarded (PI): 5 (\$1,112,992Cdn total)  
Major Research Grants Awarded (Co-Applicant): 2 (\$2,707,956Cdn total)

Chapters in books

- Alhstrom-Vij, K., & **Steele, J. R.** (2021). Policy, ignorance, and the will of the people: The case of 'good immigrants'. In E. Edenberg & M. Hannon (Eds.), *Political Epistemology* (pp. 180-208). Oxford University Press.
- Pauker, K., Williams, A.\*, & **Steele, J. R.** (2017). The development of racial categorization in childhood. In A. Rutland, D. Nesdale, & C. S. Brown (Eds.), *The Wiley-Blackwell Handbook of Group Process in Children and Adolescents* (1st ed., pp. 21-30). Wiley-Blackwell.  
<https://www.wiley.com/en-ca/9781118773154>
- About, F. & **Steele, J. R.** (2017). Theoretical perspectives on implicit and explicit prejudice development. In A. Rutland, D. Nesdale, & C. S. Brown (Eds.), *The Wiley-Blackwell Handbook of Group Process in Children and Adolescents* (1st ed., pp. 167-183). Wiley-Blackwell.  
<https://www.wiley.com/en-ca/9781118773154>
- Kawakami, K., Phills, C.\*, **Steele, J. R.**, & Dovidio, J. F. (2012). (Close) distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviours. In G. Haddock & G. R. Maio (Eds.), *Psychology of Attitudes*. London: Sage. (Reprinted with permission from *Journal of Personality and Social Psychology*).
- 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. <https://www.e-elgar.com/shop/usd/women-and-minorities-in-science-technology-engineering-and-mathematics-9781845428884.html>
- Steele, J. R.**, Choi, Y. S., & Ambady, N. (2004). Stereotyping, prejudice, and discrimination: The effect of group based expectations on moral functioning. In T. A. Thorkildsen, J. Manning, & H. J. Walberg (Eds.), *Nurturing Morality* (pp. 77-97). Springer.  
<https://www.springer.com/gp/book/9780306484995>

Articles in refereed journals

- Block, K., Olsson M., van Grootel, S., Meeussen, L., Van Laar, C., Martiny, S., Schuster, C., Sun, M., Croft, A., [...], Lapytskaia Aidy, C.\*, [...], **Steele., J. R.**, [...], & Schmader, T. (accepted). The Gender Gap in the Care Economy is Larger in Highly Developed Countries: Socio-Cultural Explanations for Paradoxical Findings. *American Psychologist*.
- Roy, E., [...] **Steele, J.R.**, Sebastien, J.\*, Sedgwick, J.\*, [...] Lai, C., & Axt, J. (2024). A contest study to reduce attractiveness-based discrimination in social judgment. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspa0000414>
- Schindler, S., Schuster, C., Olsson, M., Froehlich, L., Hübner, A.K., Block, K., Van Laar, C., Schmader, T., Meeussen, L., van Grootel, S., Croft, A., Sun, M. S., . [...], Lapytskaia Aidy, C.\*, [...] **Steele., J. R.**, [...], & Martiny, S. E. (accepted). Policy as normative influence? Investigating the relationship between parental leave policies and social norms in gender division of childcare across 48 countries. *British Journal of Social Psychology*.
- Saxler, F. M., Dorrough, A. R., Froehlich, L., Block, K., Croft, A., Meeuseen, L., Olsson, M., Schmader, T., Schuster, C., van Grootel, S., Van Laar, C. [...], Lapytskaia Aidy, C.\*, [...] **Steele., J. R.**, [...], & Martiny, S. (2024). Did descriptive and prescriptive norms about gender equality at home change during the COVID-19 pandemic? A cross-national investigation. *Personality and Social Psychology Bulletin*. <http://doi.org/10.1177/01461672231219719>

- Cyr., E. N.\*, Kroeper, K. M., Bergsieker, H. B., Dennehy, T. C., Logel, C., **Steele, J. R.**, Knasel, R. A., Hartwig, W. T., Shum, P., Reeves, S. L., Dys-Steenebergen, O., Litt, A., Lok, C., Ballinger, T., Nam, H., Tse, C., Forest, A. L., Zanna, M., Staub-French, S., Schmader, T., Wright, S. C., & Spencer, S. J. (2023). Girls are good at STEM: Opening minds and providing evidence reduces boys' stereotyping of girls' STEM ability. *Child Development*.  
<https://doi.org/10.1111/cdev.14007>
- Steele, J. R.**, & Lipman, C.\* (2023). Children's implicit attitudes toward others who differ by race and gender. *Developmental Psychology*, 59(5), 908–917. <https://doi.org/10.1037/dev0001505>
- Olsson M., van Grootel, S., Block, K., Schuster, C., Meeussen, L., Van Laar, C., Schmader, T., Croft, A., Sun, M., [...], Lapytskaia Aidy, C.\*, [...], **Steele, J. R.**, [...], & Martiny, S. (2023). Gender gap in parental leave intentions: Evidence from 37 countries. *Political Psychology*.  
<https://doi.org/10.1111/pops.12880>.
- George, M.\*, Guilfoyle, J., **Steele, J. R.**, & Struthers, C. W. (2023). A sorry excuse for an apology: Examining people's mental representations of an apologetic face. *Journal of Nonverbal Behavior*, 47, 57–81. <https://doi.org/10.1007/s10919-022-00422-5>
- Steele, J. R.**, Lee, J. J., & Baron, A. S. (2021). Engendering success in politics: A pipeline problem requires a pipeline solution. *Psychological Inquiry*, 32(2), 131-136.  
<https://doi.org/10.1080/1047840X.2021.1930799>
- Lipman, C.\*, Williams, A.\*, Kawakami, K., & **Steele, J. R.**<sup>sa</sup> (2021). Children's spontaneous associations with targets who differ by race and emotional expression. *Developmental Psychology*, 57(7), 1094-1110. <https://doi.org/10.1037/dev0001199>
- Lapytskaia Aidy, C.\*, **Steele, J. R.**, Wong, O.\*, Williams, A.\*, Lipman, C.\*, & Mastragostino, E.\*\* (2021). Examining adolescent daughters' and their parents' academic-gender stereotypes: Predicting academic attitudes, ability, and STEM intentions. *Journal of Adolescence*.  
<https://doi.org/10.1016/j.adolescence.2021.09.010>
- Raissi, A.\*\* & **Steele, J. R.**<sup>sa</sup> (2021). Does emotional expression moderate implicit racial bias? Examining bias following smiling and angry primes. *Social Cognition*, 39(5), 570-590.  
<https://doi.org/10.1521/soco.2021.39.5.570>
- Gonzalez, A. M., **Steele, J. R.**, Chan, E. F., Lim, S. A., & Baron, A. S. (2021). Developmental differences in the malleability of implicit racial bias. *Developmental Psychology*, 57(1), 102-113. <http://dx.doi.org/10.1037/dev0001128>
- Ng, A.\*, **Steele, J. R.**, Sasaki, J., & George, M.\* (2020). How robust is the own-group face recognition bias? Evidence from first- and second-generation East Asian Canadians. *PLOS ONE*, 15(5), 1-20. e0233758. <https://doi.org/10.1371/journal.pone.0233758>
- Williams, A.\*, & **Steele, J. R.** (2019). Examining children's implicit racial attitudes using exemplar and category-based measures. *Child Development*, 90(3), 322–338.  
<https://doi.org/10.1111/cdev.12991>
- Steele, J. R.**, George, M.\*, Williams, A.\*, & Tay, E.\*\* (2018). A cross-cultural investigation of minority and non-White majority children's implicit attitudes towards racial outgroups. *Developmental Science*, 21(6), 1-12. <https://doi.org/10.1111/desc.12673>
- Steele, J. R.**, George, M.\*, Cease, M.\*, Fabri, T.L.\*\* & Schlosser, J.\*\* (2018). Not always Black and White: The effect of race and emotional expression on implicit attitudes. *Social Cognition* (Special Issue: Intersectional and Dynamic Social Categories in Social Cognition), 36(5), 534-558. <https://doi.org/10.1521/soco.2018.36.5.534>

- Gonzalez, A. M., **Steele, J. R.**, & Baron, A.S. (2017). Reducing children's implicit racial bias through exposure to positive outgroup exemplars. *Child Development*, 88(1), 123–130.  
<https://doi.org/10.1111/cdev.12582>
- Rattan, A., **Steele, J. R.**, & Ambady, N. (2017). Identical applicant but different outcomes: The impact of gender versus race salience in hiring. *Group Processes and Intergroup Relations*, 22(1), 1-18. <https://doi.org/10.1177/1368430217722035>
- Williams, A.\*, **Steele, J. R.**, & Lipman, C.\* (2016). Assessing children's implicit attitudes using the Affect Misattribution Procedure. *Journal of Cognition and Development*, 17(3), 505-525.  
<https://doi.org/10.1080/15248372.2015.1061527>
- Williams, A.\*, & **Steele, J. R.** (2016). The reliability of child-friendly race-attitude Implicit Association Tests. *Frontiers in Psychology: Quantitative Psychology and Measurement*, 7, 1-11. <https://doi.org/10.3389/fpsyg.2016.01576>
- Ng, A.\*, **Steele, J. R.**, & Sasaki, J. (2016). Will you remember me? Culture moderates face recognition biases. *Journal of Experimental Social Psychology*, 64, 21-26.  
<https://doi.org/10.1016/j.jesp.2016.01.003>
- Pauker, K., Williams, A.\*, & **Steele, J. R.** (2016). Children's racial categorization in context. *Child Development Perspectives*, 10(1), 33-38. <https://doi.org/10.1111/cdep.12155>
- Ng, A.\*, **Steele, J. R.**, & Sasaki, J., Sakamoto, Y.\*, & Williams, A.\* (2015). Culture moderates the relationship between interdependence and face recognition. *Frontiers in Psychology: Cultural Psychology*, 6, 1-7. <https://doi.org/10.3389/fpsyg.2015.01620>
- Steele, J. R.**, Bianchi, E. C.\*\*, & Ambady, N. (2014). The effect of racial primes on the test performance of African-American and European-American children. *International Review of Social Psychology* (Special Issue: Stereotype Threat in Children), 27, 161-174.  
<https://www.cairn.info/revue-internationale-de-psychologie-sociale-2014-3-page-161.htm>
- Régner, I., **Steele, J. R.**, Ambady, N., Thinus-Blanc, C., & Huguet, P. (2014). Our future scientists: A review of stereotype threat in young girls from early elementary school to middle school. *International Review of Social Psychology* (Special Issue: Stereotype Threat in Children), 27, 13-51. <https://www.cairn.info/revue-internationale-de-psychologie-sociale-2014-3-page-13.html>
- Régner, I., **Steele, J. R.**, & Huguet, P. (2014). Stereotype threat in children: Past and present. *International Review of Social Psychology* (Special Issue: Stereotype Threat in Children), 27, 5-12. <https://www.cairn.info/revue-internationale-de-psychologie-sociale-2014-3-page-5.htm>
- Bair, A.\*, **Steele, J. R.**, & Mills, J. (2014). Do these norms make me look fat? The effect of exposure to normative body ideals on personal body ideals. *Body Image: An International Journal of Research*, 11 (3), 275-281. <https://doi.org/10.1016/j.bodyim.2014.04.004>
- Ball, L.\*, Cribbie, R., & **Steele, J. R.** (2013). Beyond gender differences: Using tests of equivalence to evaluate gender similarities. *Psychology of Women Quarterly*, 37(2), 147-154.  
<https://doi.org/10.1177/0361684313480483>
- Peach, J. M., Yoshida, E., Spencer, S. J., Zanna, M. P., & **Steele, J. R.** (2011). Recognizing discrimination explicitly while denying it implicitly: Implicit social identity protection. *Journal of Experimental Social Psychology*, 47(2), 283-292. <https://doi.org/10.1016/j.jesp.2010.09.007>
- Bair, A. N.\*, & **Steele, J. R.** (2010). Examining the consequences of exposure to racism for the executive functioning of Black students. *Journal of Experimental Social Psychology*, 46(1), 127-132. <https://doi.org/10.1016/j.jesp.2009.08.016>

- Kawakami, K., **Steele, J. R.**, Cifa, C., Phills, C. E.\*, & Dovidio, J. F. (2008). Approaching math increases Math = Me, Math = Pleasant, and perseverance at math in women. *Journal of Experimental Social Psychology*, 44(3), 818-825. <https://doi.org/10.1016/j.jesp.2007.07.009>
- Kawakami, K., Phills, C.\*, **Steele, J. R.**, & Dovidio, J. F. (2007). (Close) distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviours. *Journal of Personality and Social Psychology*, 92(6), 957-971. <https://doi.org/10.1037/0022-3514.92.6.957>
- Steele, J. R.**, & Ambady, N. (2006). "Math is hard!": The effect of gender priming on women's attitudes. *Journal of Experimental Social Psychology*, 42(4), 428-436. <https://doi.org/10.1016/j.jesp.2005.06.003>
- Ambady, N., Paik, S. K.\*\*\*, **Steele, J. R.**, Owen-Smith, A., & Mitchell, J. P. (2004). Deflecting negative self-relevant stereotype activation: The effects of individuation. *Journal of Experimental Social Psychology*, 40(3), 401-408. <https://doi.org/10.1016/j.jesp.2003.08.003>
- Steele, J. R.** (2003). Children's gender stereotypes in mathematics: The role of stereotype stratification. *Journal of Applied Social Psychology*, 33(12), 2587-2606. <https://doi.org/10.1111/j.1559-1816.2003.tb02782.x>
- Barnett, R. C., Gareis, K. C., James, J. B., & **Steele, J. R.** (2003). Planning ahead: College seniors' concerns about career-marriage conflict. *Journal of Vocational Behavior*, 62(2), 305-319. [https://doi.org/10.1016/S0001-8791\(02\)00028-3](https://doi.org/10.1016/S0001-8791(02)00028-3)
- Steele, J. R.**, James, J., & Barnett, R. (2002). Learning in a man's world: Examining the perceptions of undergraduate women in male-dominated academic areas. *Psychology of Women Quarterly*, 26(1), 46-50. <https://doi.org/10.1111/1471-6402.00042>
- Steele, J. R.**, & Barling, J. (1996). Influence of maternal gender-role beliefs and role satisfaction on daughters' vocational interests. *Sex Roles*, 34 (9/10), 637- 648. <https://doi.org/10.1007/BF01551499>

#### Teaching-related publications

- Steele, J. R.**, & Lockwood, L. (2022). Instructor's resource manual for Aronson, T. D. Wilson, B. Fehr, & S. R. Sommers, *Social Psychology (7<sup>th</sup> Canadian Edition)*. Pearson.

#### Other publications, professional reports, and recordings

- Steele, J. R.** (2019). Children's racial bias. *Video interview used for the Ontario Association of Children's Aid Societies (OACAS) online and in-class training course.*
- Steele, J. R.**, Williams, A.\*, & Faye, C.\* (2009). Children's racial stereotyping and academic orientation. *Summary report provided to the Toronto District School Board.*
- Steele, J. R.**, Choi, Y. S., & Ambady, N. (2003). Stereotyping, prejudice, and discrimination: The effect of group based expectations on moral functioning (synopsis). *LSS Review*, 2(3), 13-15. <https://files.eric.ed.gov/fulltext/ED497157.pdf>

### **SYMPOSIA, PAPER PRESENTATIONS, AND INVITED COLLOQUIA**

#### Refereed Symposia and Presentations

- Steele, J. R.** (2024, February). Associations with Asian women and math: Asian women = women. In A. Gonzalez & J. Steele (Chairs), *Developmental insights into dismantling barriers for women and girls in STEM*. Society for Personality and Social Psychology Annual Convention, San Diego, CA.



- Bergsieker, H. B., Cyr, E. N., **Steele, J. R.**, Spencer, S. J., & Wright, S. C. (2024, February). Helping girls forecast fit in STEM leads to STEM career interest. In A. Gonzalez & J. Steele (Chairs), *Developmental insights into dismantling barriers for women and girls in STEM*. Society for Personality and Social Psychology Annual Convention, San Diego, CA.
- Hall, C. Gonzalez, A., Block, K., **Steele, J. R.**, Schmader, T., & Baron, A. (2023, March). Pathways to reducing bias in the mind and behavior in childhood. In R. Liu (Chair), *Novel insights on the development of social group stereotypes and how to change them*. Society for Research on Child Development (SRCD) biennial meeting, Salt Lake City, UT, United States of America.
- Steele, J. R.**, Sebastien, J., & Si, J. (2022, June). Stereotyping at the intersection of gender and race: Examining associations between Asian women and mathematics. Canadian Psychological Association (CPA) 83<sup>rd</sup> Annual Convention, Calgary, AB.
- Steele, J. R.** (2022, May). Gender or race? Examining children's implicit attitudes toward multiply categorizable others. Flash for the Construction of the 'Other': Development, Consequences, and Applied Implications of Prejudice and Discrimination Special Topic Meeting for the Society for Research on Child Development (SRCD), Rio Grande, PR, United States of America (Conference postponed from May, 2020 due to pandemic).
- George, M.\* & **Steele, J. R.**, (2020, June). You don't look sorry! How gender influences nonverbal apologies. Flash talk accepted for the *Society for the Psychological Study of Social Issues* (SPSSI) Annual Convention, Denver, CO, United States of America. (Conference canceled)
- Steele, J. R.**, Lapytskaia Aidy, C.\*, Williams, A.\*, Lipman, C.\*, Wong, O.\*, & Mastragostino, E.\*\* (2020, April). Examining adolescent daughters' and their parents' math-gender stereotypes. In J. Stang & N. McElvany (Chairs), *Stereotypes in school: Existence, development and effects*. [Symposium]. American Educational Research Association (AERA) 87<sup>th</sup> Annual Meeting, San Francisco, CA, United States of America. (Conference canceled)
- Steele, J. R.**, Williams, A.\*, & George, M.\* (2019, October). The development of implicit racial preferences in childhood. In D. Amodio & M. Cikara (Chairs), *Prejudice formation: New insights from developmental and computational approaches*. [Symposium]. Society for Experimental Social Psychology (SESP) Annual Conference, Toronto, ON, Canada.
- Bair, A.\*, **Steele, J. R.**, & Hickling, F. (2018, November). Black racial ideologies: Finding clarity in the "Ism-Schism Game". In C. Descartes (Chair), *Identity, personality, treatment*. [Symposium]. 4<sup>th</sup> Caribbean Regional Conference of Psychology, Kingston, Jamaica.
- Steele, J. R.**, Lipman, C.\*, & Williams, A.\* (2017, July). The effect of social categorization on children's implicit attitudes. In **J. R. Steele** & L. Cameron (Chairs), *New Directions in the Study of Prejudice in Childhood and Adolescence*. [Symposium]. European Association of Social Psychology (EASP) 18<sup>th</sup> Conference, Granada, Spain.
- Steele, J. R.**, & Williams, A.\* (2016, June). Examining the role of categorization in children's implicit racial bias. In A. Gonzalez & A. Baron (Chairs), *Causes, Consequences and Forms of Intergroup Bias across Development*. [Symposium]. Society of the Psychological Study of Social Issues (SPSSI) 12<sup>th</sup> biennial meeting, Minnesota, MN, United States of America.
- Gonzalez, A., **Steele, J. R.**, & Baron, A. S. (2016, June). Reducing race bias in children through exposure to counter-stereotypical exemplars. In A. Gonzalez (Chair), *Reducing Intergroup Bias across Development*. [Symposium]. Canadian Psychological Association (CPA) 77<sup>th</sup> Annual Meeting, Victoria, BC, Canada.
- Williams, A.\*, & **Steele, J. R.** (2015, August). Individual differences in race salience moderates children's implicit racial prejudice. In E. Page-Gould & A. Koenig (Chairs), *Data blitz: Prejudice*

*and stigma*. [Symposium]. American Psychological Association (APA) 123<sup>rd</sup> Annual Convention, Toronto, ON, Canada.

- Rattan, A., **Steele, J. R.**, & Ambady, N. (2014, August). It's all in their heads: The impact of gender versus race salience on the wage gap. In A. Rattan & K. Savani (Chairs), *New Insights into Wage Inequality: Evidence from Experimental and Field Studies across Nations*. [Symposium]. Academy of Management (AoM) 74<sup>th</sup> Annual Meeting, Philadelphia, PA, United States of America.
- Ng, A. H.\*, **Steele, J. R.**, Sasaki, J. Y., Sakamoto, Y.\*, & Williams, A.\* (2014, July). Will you remember me? Culture moderates face recognition biases. Presented at the *International Association for Cross-Cultural Psychology (IACCP)* 22<sup>nd</sup> biennial Meeting, Reims, France.
- Steele, J. R.**, Williams, A.\*, & Reisz, L.\*, Loi, A.\*\*, & Shapiro, D.\*\* (2013, April). Implicit math-gender stereotyping in childhood: Examining the emergence and predictive ability of age-specific stereotypes. In D. Cvencek (Chair), *How do new implicit and explicit measures of social cognition inform early academic achievement and engagement in school?* [Symposium]. Society for Research on Child Development (SRCD) biennial meeting, Seattle, WA, United States of America.
- Lipman, C.\*, **Steele, J. R.**, & Williams, A.\* (2013, April). The effect of person construal on children's implicit racial attitudes. Paper presented at the fourth *Implicit Bias, Philosophy and Psychology Conference* in conjunction with the Leverhulme-Funded Implicit Bias and Philosophy Project, Sheffield, UK.
- Ng, A. H.\*, Sakamoto, Y.\*, **Steele, J. R.**, & Williams, A.\* (2012, June). Will you remember me? How culture moderates the relationship between interdependence and same-race face recognition. [Student Symposium]. Canadian Psychological Association (CPA) 73<sup>rd</sup> Annual Meeting, Halifax, NS, Canada. [Winner of the John W. Berry award].
- Bair, A.\*, & **Steele, J. R.** (2011, June). Examining the consequences of exposure to racism for the executive functioning of Black students. In J. Peach (Chair), *How do stereotypes decrease performance and what can educators do about it? The debilitating effects of negative stereotypes and two interventions that increase school performance of elementary and university students*. [Symposium]. Canadian Psychological Association (CPA) 72<sup>nd</sup> Annual Meeting, Toronto, ON, Canada.
- Steele, J. R.**, & Williams, A.\* (2011, March). Minority children's implicit biases: A cross-cultural investigation. In C. Spears Brown (Chair), *Evaluating strategies to promote ethnic respect and inclusion among children and adolescents (paced presentation)*. [Symposium]. Society for Research on Child Development (SRCD) biennial meeting, Montreal, QC, Canada.
- Williams, A.\*, & **Steele, J. R.** (2010, July). *The role of task structure in measuring children's implicit bias*. Paper presented at the European Association of Social Psychology (EASP) small group meeting, Lisbon, Portugal.
- Steele, J. R.**, Williams, A.\*, & Mills, L.\* (2010, January). The development of math=male: Implicit academic stereotyping in young children. In J. Stout and N. Dasgupta (Chairs), *Do I belong here? Identifying factors that fortify vs. attenuate women's sense of belonging in stereotypically masculine academic and professional domains*. [Symposium]. Society for Personality and Social Psychology (SPSP) 11<sup>th</sup> Annual Convention, Las Vegas, NV, United States of America.
- Williams, A.\*, & **Steele, J. R.** (2008, June). Children's implicit and explicit awareness of academic racial stereotypes. In S. Kang (Chair), *Developmental perspectives on prejudice and intergroup relations*. [Symposium]. Society for the Psychological Study of Social Issues (SPSSI) 7<sup>th</sup> biennial



meeting, Chicago, IL, United States of America.

- Steele, J. R.**, Williams, A.\* , Reisz, L.\* , Whittam, J.\*\* , & Shapiro, D.\*\* (2007, June). Children's implicit and explicit endorsement of academic gender stereotypes. In S. Kang (Chair), *Developmental perspectives on prejudice, stereotyping, and intergroup relations*. [Symposium]. Canadian Psychology Association (CPA) 68<sup>th</sup> Annual Meeting, Ottawa, ON, Canada.
- Steele, J. R.**, Williams, A.\* , & Reisz, L.\* (2007, January). Children's implicit and explicit endorsement of academic gender stereotypes: When does math=male begin? In B. Corenblum (Chair), *Developmental aspects of stereotyping and prejudice*. [Preconference Symposium]. Society of Personality and Social Psychology (SPSP) 8<sup>th</sup> Annual Convention, Memphis, TE, United States of America.
- Steele, J. R.**, Ambady, N., & Cole, H. (2002, June). Gender activation and women's attitudes towards arts and mathematics. In S. Spencer (Chair), *The impact of stereotype threat and social identity threat on academic performance*. [Symposium]. Society for the Psychological Study of Social Issues (SPSSI) 4<sup>th</sup> biennial meeting, Toronto, ON, Canada.
- Steele, J. R.**, James, J. B., & Barnett, R. C. (2001, August). Perceived discrimination and stereotype threat among women in male-dominated areas. In E. M. Ozer (Chair), *Change in aspirations of undergraduates, 1980-2000: New concepts and concerns*. [Symposium]. American Psychological Association (APA) 109<sup>th</sup> Annual Convention, San Francisco, CA, United States of America.
- Refereed Poster Presentations
- Allen, E.\* & **Steele, J. R.** (2024, February). *Pro-wealth or anti-elite bias? Examining attitudes towards the wealthy*. Society for Personality and Social Psychology (SPSP) 24<sup>th</sup> Annual Convention, San Diego, CA.
- Lapytskaia Aidy, C.\* , Colaco, P.\* , Robinson, K.\* , & **Steele, J.R.** (2024, February). *Examining intersectional race- and gender-stereotypes about South Asian women in STEM*. Society for Personality and Social Psychology (SPSP) 24<sup>th</sup> Annual Convention, San Diego, CA.
- Robinson, K.\* , & Steele, J.R. (2024, February). *Life satisfaction, subjective family social status, and Black-related collective action intentions among adolescents*. Society for Personality and Social Psychology (SPSP) 24<sup>th</sup> Annual Convention, San Diego, CA.
- Allen, E.\* , Lapytskaia Aidy, C.\* , & **Steele, J. R.** (2023, June). *Science = South Asian? Examining stereotyping and perceived employability of South Asian Women and Men*. Breaking Barriers and Building Bridges Conference: Turning rigorous research into concrete strategies for challenging gender biases in STEM. Hosted by Engendering Success in STEM (ESS) and Gender and the Economy (GATE), Rotman School of Management, University of Toronto, Toronto, Canada.
- Lapytskaia Aidy, C.\* , Colaco, P.\* , Robinson, K.\* , & **Steele, J.R.** (2023, November). *Examining intersectional race- and gender-stereotypes about South Asian women in STEM*. Breaking Barriers and Building Bridges Conference: Turning rigorous research into concrete strategies for challenging gender biases in STEM. Hosted by Engendering Success in STEM (ESS) and Gender and the Economy (GATE), Rotman School of Management, University of Toronto, Toronto, Canada.
- Allen, E.\* , Lapytskaia Aidy, C.\* , & **Steele, J. R.** (2023, June). *Science = South Asian? Examining stereotyping and perceived employability of South Asian Women and Men*. Canadian Psychological Association (CPA) 84<sup>th</sup> Annual Convention, Toronto, ON.
- Sedgewick, J.\* , & **Steele, J. R.** (2023, June). *Examining the effects of historical imagery on indigenous stereotypes*. Canadian Psychological Association (CPA) 84<sup>th</sup> Annual Convention, Toronto, ON.

- Cameron, C., Lee, J., **Steele, J. R.**, & Baron, A. (2023, March). *Promoting Girls' Engagement and Sense of Belonging in STEM With Communal Language*. Society for Research in Child Development (SRCD) biennial meeting, Salt Lake City, UT.
- Lee, J., Hall, C., **Steele, J. R.**, & Baron, A. (2023, March). *Who can lead? Children's leadership judgments are shaped by gender and racial biases*. Society for Research in Child Development (SRCD) biennial meeting, Salt Lake City, UT.
- Steele, J. R.**, Allen, E.\*, & Mashhadi, B. \*\* (2023, March). *At the intersection of gender and race: Social categorization impacts implicit math/arts stereotyping of Asian women*. International Convention of Psychological Science (ICPS) Meeting, Brussels, Belgium.
- Allen, E.\*, Mashhadi, B.\*\*, & **Steele, J. R.** (2023, February). *Asian or female? How social categorization shapes math-gender stereotyping of Asian women*. Society for Personality and Social Psychology (SPSP) 23<sup>rd</sup> Annual Convention, Atlanta, GE.
- Allen, E.\*, Mashhadi, B.\*\*, & **Steele, J. R.** (2023, February). *Asian or female? How social categorization shapes math-gender stereotyping of Asian women*. Social Cognition Pre-Conference at the Society for Personality and Social Psychology (SPSP) 23<sup>rd</sup> Annual Convention Atlanta, GE.
- Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2023, February). *Examining the intersection of science identities among South Asian women in STEM*. Society for Personality and Social Psychology (SPSP) 23<sup>rd</sup> Annual Convention, virtual.
- Jarosz, P.\*\*, Sebastien, J.\*\*, & **Steele, J. R.** (2022, June). *Examining gender and racial stereotyping of Asian women in math using a Stereotype Misattribution Procedure*. Canadian Psychological Association (CPA) 83<sup>rd</sup> Annual Convention, Calgary, AB.
- Sebastien, J.\*\*, & **Steele, J. R.** (2022, February). *When stereotypes on explicit and implicit measures diverge: Examining math stereotyping of Asian Women versus Black men*. Society for Personality and Social Psychology (SPSP) 23<sup>rd</sup> Annual Convention, virtual.
- Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2022, February). *Black and non-Black children's implicit academic stereotyping*. Society for Personality and Social Psychology (SPSP) 23<sup>rd</sup> Annual Convention, virtual.
- Sebastien, J.\*\*, Stevenson, C.\*\*, Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2021, August). *Implicit math stereotyping at the intersection of gender and race*. Society for the Psychological Study of Social Issues (SPSSI) 15<sup>th</sup> Annual Convention, virtual.
- Sebastien, J.\*\*, Stevenson, C.\*\*, Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2021, May). *Stereotyping East-Asian women in mathematics: Results from an Ambiguous-Categorization Implicit Association Test (AC-IAT)*. American Psychological Society (APS) 33<sup>rd</sup> Annual Convention, virtual.
- George, M.\*, **Steele, J. R.**, Guilfoyle, J. R., & Struthers, C. W. (2021, February). *Sorry, not sorry? An investigation of female and male apologetic faces*. Society for Personality and Social Psychology (SPSP) 22<sup>nd</sup> Annual Convention, virtual.
- Stevenson, C.\*\*, Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2021, February). *Stereotyping Asian women in STEM: Insights from an ambiguous-categorization Implicit Association Test (AC-IAT)*. Society for Personality and Social Psychology (SPSP) 22<sup>nd</sup> Annual Convention, virtual.
- Stevenson, C.\*\*, George, M.\*, Lapytskaia Aidy, C.\*, & **Steele, J. R.** (2020, May). *Implicit stereotypes of Asian women in STEM*. Canadian Psychological Association (CPA) 81<sup>st</sup> Annual Meeting, Montreal, QC, Canada. (Conference cancelled)

- Weinberg, A.\*, McMahon, C., & **Steele, J. R.** (2019, May). *Group-level goals in race-related discussions between friends*. American Psychological Society (APS) 31<sup>st</sup> Annual Conference, Washington, DC, United States of America.
- Lapytskaia, C.\*, & **Steele, J. R.** (2019, March). *Examining adolescent daughters' and their parents' implicit math-gender stereotypes*. International Convention of Psychological Science (ICPS) 3<sup>rd</sup> biennial convention, Paris, France.
- Lapytskaia, C.\*, & **Steele, J. R.** (2019, February). *Are math-gender stereotypes transmitted from parents to children? An examination of adolescents' implicit math-gender stereotypes*. Society for Personality and Social Psychology (SPSP) 20<sup>th</sup> Annual Convention, Portland, OR, United States of America.
- Weinberg, A.\*, & **Steele, J. R.** (2019, February). *Discussing race: Examining goals and mindsets in interracial conversations*. Society for Personality and Social Psychology (SPSP) 20<sup>th</sup> Annual Convention, Portland, OR, United States of America.
- Lapytskaia, C.\*, **Steele, J. R.**, & Mastragostino, E.\*\* (2018, September). *How persistent is the math-gender stereotype? Examining generational differences in implicit math-gender stereotypes*. Excellence and Gender Equity in Science and Technology (EGEST) Conference, Waterloo, ON, Canada.
- Lapytskaia, C.\*, & **Steele, J. R.** (2018, June). *An examination of the cross-generational transmission of math-gender stereotypes from parents to their adolescent daughters*. International Congress of Applied Psychology (ICAP) 29<sup>th</sup> Annual Conference, Montreal, QC, Canada.
- Steele, J. R.**, Lipman, C.\*, & Williams, A.\* (2018, October). *Implicit attitudes in childhood*. Person Memory in Groups Preconference, Seattle, WA, United States of America.
- Bair, A.\*, & **Steele, J. R.** (2018, March). *Are all ideologies created equal? Examining associations between Black racial ideologies and lay conceptualizations of well-being among Black Canadian university students*. Advances in Cultural Psychology Preconference for the Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, Atlanta, GE, United States of America.
- George, M.\*, Baksh, H.\*\*, & **Steele, J. R.** (2018, March). *Implicit bias following social exclusion*. Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, Atlanta, GE, United States of America.
- Lapytskaia, C.\*, Baksh, H.\*\*, & **Steele, J. R.** (2018, March). *The effects of racialized police violence on racial attitudes*. Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, Atlanta, GE, United States of America.
- Weinberg, A.\*, Williams, A.\*, & **Steele, J. R.** (2018, March). *Implicit academic stereotyping among Black and non-Black children*. Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, Atlanta, GE, United States of America.
- George, M.\*, Raissi, A.\*\*, Weinberg, A.\*, Lapytskaia, C.\*, & **Steele, J. R.** (2017, January). *Do angry faces evoke greater implicit racial bias?* Society for Personality and Social Psychology (SPSP) 18<sup>th</sup> Annual Convention, San Antonio, TX, United States of America.
- Steele, J. R.**, Lipman, C.\*, & Williams, A.\* (2017, October). *The effect of social categorization on children's implicit attitudes*. Person Memory in Groups Preconference and Society for Experimental Social Psychology (SESP) Annual Convention, Boston, MA, United States of America.

- Raissi, A.\*\* & **Steele, J. R.** (2017, June). *Can emotional expression moderate racial biases?* Canadian Psychological Association (CPA) 78<sup>th</sup> Annual Meeting, Toronto, ON, Canada.
- Steele, J. R.**, Weinberg, A.\*, Lipman, C.\*, & Williams, A.\* (2017, May). *The effect of gender and race on children's implicit attitudes.* American Psychological Society (APS) 29<sup>th</sup> Annual Conference, Boston, MA, United States of America.
- Bair, A.\*, & **Steele, J. R.** (2017, January). *Pro-Black, pro-White, or proactive? Examining predictors of implicit racial bias in Black participants.* Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, San Antonio, TX, United States of America.
- George, M.\*, Raissi, A.\*\* & Weinberg, A.\*, Lapytskaia, C.\*, & **Steele, J. R.** (2017, January). *Do angry faces evoke greater implicit racial bias?* Society for Personality and Social Psychology (SPSP) 19<sup>th</sup> Annual Convention, San Antonio, TX, United States of America.
- Gonzalez, A. M., **Steele, J. R.**, & Baron, A. S. (2016, August). *Developmental differences in the reduction of implicit racial bias.* Pacific Conference for Prejudice and Culture (PCPC) 6<sup>th</sup> Annual Convention, Bellingham, WA, United States of America.
- Gonzalez, A. M., **Steele, J. R.**, & Baron, A. S. (2016, June). *Reducing race bias in children through exposure to counter-stereotypical exemplars.* Origins, Development, and Malleability of Intergroup Stereotypes in Infancy and Childhood Symposium for the Canadian Psychological Association (CPA) 77<sup>th</sup> Annual Meeting. Victoria, BC, Canada.
- Bair, A.\*, & **Steele, J. R.** (2016, January). *Pro-Black, pro-White, or proactive? Examining predictors of implicit racial bias in Black participants.* Society for Personality and Social Psychology (SPSP) 17<sup>th</sup> Annual Convention, San Diego, CA, United States of America.
- George, M.\*, Schlosser, J.\*\* & **Steele, J. R.** (2015, January). *The role of race and emotional expression in implicit attitudes.* Society for Personality and Social Psychology (SPSP) 17<sup>th</sup> Annual Conference, San Diego, CA, United States of America.
- Raissi, A.\*\* & George, M.\* & **Steele, J. R.** (2015, August). *The effect of emotional expression on implicit racial attitudes.* American Psychological Association (APA) 123<sup>rd</sup> Annual Convention, Toronto, ON, Canada.
- Fabri, T.\*\* & George, M.\* & **Steele, J. R.** (2015, August). *Smiling or Black? The effect of emotion salience on implicit racial attitudes.* American Psychological Association (APA) 123<sup>rd</sup> Annual Convention, Toronto, ON, Canada.
- Raissi, A.\*\* & George, M.\* & **Steele, J. R.** (2015, July). *Are we all equal when we smile?* International Society for the Study of Individual Differences (ISSID) 17<sup>th</sup> biennial meeting, London, ON, Canada.
- George, M.\*, **Steele, J. R.**, Williams, A.\*, & Tay, E.\*\* (2015, June). *The role of proximity in the development of implicit racial biases.* Canadian Psychological Association (CPA) 76<sup>th</sup> Annual Meeting, Ottawa, ON, Canada.
- Gonzalez, A. M., **Steele, J. R.**, & Baron, A. S. (2015, March). *Effect of positive group exemplars on changing children's implicit race attitudes.* Society for Research on Child Development (SRCD) biennial meeting, Philadelphia, PA, United States of America.
- George, M.\*, **Steele, J. R.**, Williams, A.\*, & Tay, E.\*\* (2015, February). *A cross-cultural investigation of early implicit racial bias.* Society for Personality and Social Psychology, (SPSP) 16<sup>th</sup> Annual Convention, Long Beach, CA, United States of America.

- George, M.\*, **Steele, J. R.**, Williams, A.\*, & Tay, E.\*\* (2015, February). A cross-cultural investigation of early implicit racial bias. Attitudes Preconference for the Society for Personality and Social Psychology, (SPSP) 16<sup>th</sup> Annual Convention, Long Beach, CA, United States of America.
- Steele, J. R.**, Cease, M.\*, George, M.\*, Jagayat, A.\*\*, & Lipman, C.\* (2014, February). *Not always Black and White: Examining the impact of social categorization on implicit attitudes*. Society for Personality and Social Psychology (SPSP) 15<sup>th</sup> Annual Convention, Austin, TX, United States of America.
- Steele, J. R.**, Cease, M.\*, George, M.\*, Jagayat, A.\*\*, & Lipman, C.\* (2014, February). *Not always Black and White: Examining the impact of social categorization on implicit attitudes*. ISCON Social Cognition Preconference for the Society for Personality and Social Psychology (SPSP) 15<sup>th</sup> Annual Convention, Austin, TX, United States of America.
- Williams, A.\*, & **Steele, J. R.** (2013, August). *I like me, I like you not: The relationship between implicit and explicit racial biases in childhood*. American Psychological Association (APA) 121<sup>st</sup> Annual Convention, Honolulu, HI, United States of America.
- Lipman, C.\*, **Steele, J. R.**, & Williams, A.\* (2013, April). *Effect of person construal on children's implicit racial attitudes*. Society for Research on Child Development (SRCD) biennial meeting, Seattle, WA, United States of America.
- Williams, A.\*, & **Steele, J. R.** (2013, April). *I like me, I like you not: The relationship between implicit and explicit racial biases in childhood*. Society for Research on Child Development (SRCD) biennial meeting, Seattle, WA, United States of America.
- Lipman, C.\*, **Steele, J. R.**, & Williams, A.\* (2013, January). *Contextual effects on children's implicit attitudes*. Society for Personality and Social Psychology (SPSP) 14<sup>th</sup> Annual Convention, New Orleans, LA, United States of America.
- Ng, A. H.\*, & **Steele, J. R.** (2013, January). *Cultural differences in own-group face recognition bias*. Society for Personality and Social Psychology (SPSP) 14<sup>th</sup> Annual Convention, New Orleans, LA, United States of America.
- Sharples, A.\*\*, Williams, A.\*, Lipman, C.\*, & **Steele, J. R.** (2013, January). *You're mean, he's nice: Visual attention during impression formation*. Society for Personality and Social Psychology (SPSP) 14<sup>th</sup> Annual Convention, New Orleans, LA, United States of America.
- Williams, A.\*, & **Steele, J. R.** (2013, January). *Race salience moderates children's implicit racial biases*. Society for Personality and Social Psychology (SPSP) 14<sup>th</sup> Annual Convention, New Orleans, LA, United States of America.
- Williams, A.\*, **Steele, J. R.**, & Durante, S.\*\* (2012, June). *The development of children's implicit racial attitudes*. Jean Piaget Society (JPS) 41<sup>st</sup> Annual Meeting, Toronto, ON, Canada.
- Sharples, A.\*\*, Williams, A.\*, Lipman, C.\*, & **Steele, J. R.** (2012, January). *Which child is naughty or nice? Visual attention during person perception*. Nonverbal Behaviour Preconference for the Society for Personality and Social Psychology (SPSP) 13<sup>th</sup> Annual Convention, San Diego, CA, United States of America.
- Sharples, A.\*\*, Williams, A.\*, Lipman, C.\*, & **Steele, J. R.** (2012, January). *Which child is naughty or nice? Visual attention during person perception*. Society for Personality and Social Psychology (SPSP) 13<sup>th</sup> Annual Convention, San Diego, CA, United States of America.
- Williams, A.\*, **Steele, J. R.**, & Durante, S.\*\* (2012, January). *Examining the role of categorization in children's implicit racial bias*. Society for Personality and Social Psychology (SPSP) 13<sup>th</sup> Annual Convention, San Diego, CA, United States of America.

- Williams, A.\*, & **Steele, J. R.** (2011, June). *The internal consistency of child-friendly race IATs: An examination of cross-cultural responses*. Canadian Psychological Association (CPA) 72<sup>nd</sup> Annual Meeting, Toronto, ON, Canada.
- Williams, A.\*, **Steele, J. R.**, Reisz, L.\*, Loi, A.\*\*\*, & Shapiro, D.\*\* (2011, June). *The development of math=male: Implicit academic stereotyping in young children*. Social/Personality Preconference for the Canadian Psychological Association (CPA) 72<sup>nd</sup> Annual Meeting, Toronto, ON, Canada.
- Williams, A.\*, **Steele, J. R.**, & Faye, C.\* (2011, March). *Black children's racial identification and implicit racial bias*. Society for Research on Child Development (SRCD) biennial meeting, Montreal, QC, Canada.
- Ng, A. H.\*, Williams, A.\*, & **Steele, J. R.** (2011, January). *Individual differences and cultural effects on face recognition*. Society for Personality and Social Psychology (SPSP) 12<sup>th</sup> Annual Convention, San Antonio, TX, United States of America.
- Williams, A.\*, **Steele, J. R.**, Srivastava, R.\*\*, & Tay, E.\*\* (2011, January). *A cross-cultural investigation of implicit attitudes towards Black and White targets by other minorities*. Society for Personality and Social Psychology (SPSP) 12<sup>th</sup> Annual Convention, San Antonio, TX, United States of America.
- Williams, A.\*, Tay, E.\*\*, & **Steele, J. R.** (2010, January). *A cross-cultural investigation of minority children's attitudes towards racial outgroups: Examining the impact of group status and proximity*. Society for Personality and Social Psychology (SPSP) 11<sup>th</sup> Annual Convention, Las Vegas, NV, United States of America.
- Leslie, S.\*\*, Bair, A.\*, & **Steele, J. R.** (2009, August). *Does exposure to racial inequality shift justice beliefs? Examining the relationship between system-justifying beliefs and suggestions of racial privilege*. American Psychological Association (APA) 117<sup>th</sup> Annual Convention, Toronto, ON, Canada.
- Williams, A.\*, **Steele, J. R.**, & Durante, S.\*\* (2009, April). *Examining developmental changes in children's implicit racial bias*. Society for Research on Child Development (SRCD) biennial meeting, Denver, CO, United States of America.
- Bair, A.\*, & **Steele, J. R.** (2009, February). *The effect of speaker race and interaction topic on anxiety attributions in interracial and same-race interactions*. Society of Personality and Social Psychology (SPSP) 10<sup>th</sup> Annual Convention, Tampa, FL, United States of America.
- Reisz, L.\*, **Steele, J. R.**, Lamanna, J.\*\*, & Bair, A.\* (2009, February). *"She said what?!": Effects of peer racism on White students' racial bias*. Society of Personality and Social Psychology (SPSP) 10<sup>th</sup> Annual Convention, Tampa, FL, United States of America.
- Williams, A.\*, & **Steele, J. R.** (2009, February). *The reliability of a child-friendly race-IAT*. Society of Personality and Social Psychology (SPSP) 10<sup>th</sup> Annual Convention, Tampa, FL, United States of America.
- Bair, A.\*, & **Steele, J. R.** (2008, June). *Examining the meaning of the race-attitude IAT for Black participants*. Society for the Psychological Study of Social Issues (SPSSI) 7<sup>th</sup> biennial meeting, Chicago, IL, United States of America.
- Reisz, L.\*, **Steele, J. R.**, Staton, S.\*\*, & Heller, D. (2008, February). *The contextual nature of personality: The effects of racial primes on self-reported personality*. Society of Personality and Social Psychology (SPSP) 9<sup>th</sup> Annual Convention, Albuquerque, NM, United States of America.
- Williams, A.\*, **Steele, J. R.**, & Faye, C.\* (2008, February). *Black children's implicit and explicit awareness of academic stereotypes*. Society of Personality and Social Psychology (SPSP) 9<sup>th</sup>



Annual Convention, Albuquerque, NM, United States of America.

- Williams, A.\*, **Steele, J. R.**, Reisz, L.\*, Whittam, J.\*\*\*, & Shapiro, D.\*\* (2007, March). *Implicit and explicit math-gender stereotype endorsement across middle childhood*. Society for Research on Child Development (SRCD) biennial meeting, Boston, MA, United States of America.
- Shapiro, D.\*\*\*, Williams, A.\*, **Steele, J. R.**, & Reisz, L.\* (2007, March). *Children's implicit and explicit attitudes towards mathematics: The effect of a brief role model intervention*. Society for Research on Child Development (SRCD) biennial meeting, Boston, MA, United States of America.
- Reisz, L.\*, & **Steele, J. R.** (2007, January). *The effect of social comparisons on women's math test performance*. Society of Personality and Social Psychology (SPSP) 8<sup>th</sup> Annual Convention, Memphis, TE, United States of America.
- Bair, A.\*, & **Steele, J. R.** (2007, January). *The effects of interracial interactions and racism on executive function: The target's perspective*. Society of Personality and Social Psychology (SPSP) 8<sup>th</sup> Annual Convention, Memphis, TE, United States of America.
- Steele, J. R.**, Williams, A.\*, & Maddox, K. (2006, January). *Shifting the perceived Afrocentricity of facial features through social information*. Society of Personality and Social Psychology (SPSP) 7<sup>th</sup> Annual Convention, Palm Springs, CA, United States of America.
- Bair, A.\*, Okada, R., & **Steele, J. R.** (2006, January). *Conformity to social norms and body type preference: Perpetuating thinness ideals*. Society of Personality and Social Psychology (SPSP) 7<sup>th</sup> Annual Convention, Palm Springs, CA, United States of America.
- Phills, C. E., Kawakami, K., **Steele, J. R.**, & Dovidio, J. F. (2006, January). *(Close) distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviours*. Society of Personality and Social Psychology (SPSP) 7<sup>th</sup> Annual Convention, Palm Springs, CA, United States of America.
- Reisz, L.\*, **Steele, J. R.**, Heller, D., & Siewierko, B.\*\* (2006, January). *The contextual nature of personality: Increasing self-reported extroversion through implicit priming*. Society of Personality and Social Psychology (SPSP) 7<sup>th</sup> Annual Convention, Palm Springs, CA, United States of America.
- Steele, J. R.**, & Heller, D. (2005, January). *Friend or foe? Contextualizing personality through identity activation*. Society of Personality and Social Psychology (SPSP) 6<sup>th</sup> Annual Convention, New Orleans, LO, United States of America.
- Steele, J. R.**, & Ambady, N. (2004, January). *Unintended discrimination and preferential treatment through category activation in a mock job interview*. Society of Personality and Social Psychology (SPSP) 5<sup>th</sup> Annual Convention, Austin, TX, United States of America.
- Steele, J. R.**, & Ambady, N. (2002, February). *Gender priming and implicit associations*. Society of Personality and Social Psychology (SPSP) 3<sup>rd</sup> Annual Convention, Savannah, GA, United States of America.
- Steele, J. R.**, Ambady, N., & Rosenthal, R. (2000, February). *Treating boys and girls differently: Teachers' nonverbal behavior during math and vocabulary lessons*. Society of Personality and Social Psychology (SPSP) 1<sup>st</sup> Annual Convention, Nashville, TX, United States of America.
- Steele, J. R.** (1999, June). *Children's gender stereotypes in mathematics: The role of stereotype stratification*. American Psychological Society (APS) 11<sup>th</sup> Annual Conference, Denver, CO, United States of America.

**Steele, J. R., & Barling, J. (1998, May).** *How mothers influence their daughters' career choices.* American Psychological Society (APS) 10<sup>th</sup> Annual Conference, Washington, DC, United States of America.

**Steele, J. R., & Barling, J. (1997, February).** *Influence of maternal gender-role beliefs and role satisfaction on daughters' vocational interests.* Conference in Perspectives in Education, Graduate School of Education, Harvard University, Cambridge, MA, United States of America.

*Invited Presentations*

**Steele, J. R. (2024, June).** *Bias toward intersectional targets: New insights from implicit measures.* Social-Personality pre-conference for the Canadian Psychological Association (CPA) 83<sup>rd</sup> Annual Convention, Ottawa, ON, Canada.

**Steele, J.R. (2023, November).** *Stereotyping at the intersection of gender and race: Examining associations between Asian women and mathematics.* Breaking barriers and building bridges conference: Turning rigorous research into concrete strategies for challenging gender biases in STEM. Hosted by Engendering Success in STEM (ESS) and Gender and the Economy (GATE), Rotman School of Management, University of Toronto, Toronto, Canada.

**Steele, J. R. (2023, June).** *The development of “unconscious” racial bias in children.* LaMarsh Centre for Child and Youth Research, York University, Toronto, Canada.

**Steele, J. R. (2021, November).** *Children’s intergroup attitudes: New insights from implicit measures.* Department of Psychology, University of New Brunswick, NB, Canada.

**Steele, J. R. (2019, March).** *Increasing diversity in STEM fields: Challenges and solutions from childhood to adulthood.* Massey College, University of Toronto, Toronto, ON, Canada.

**Steele, J. R. (2019, January).** *Putting children’s implicit racial biases “in context”.* Department of Psychology, University of Toronto, Toronto, ON, Canada.

**Steele, J. R. (2018, July).** *Stereotype threat and implicit math-gender stereotypes: Obstacles and solutions for women’s advancement in physics.* Women in Physics Canada (WIPC) 7<sup>th</sup> Annual Conference, Sherbrooke, QC, Canada.

**Steele, J. R. (2015, November).** *How and when does racial prejudice develop? Insights from children’s implicit racial biases.* Cognitive Sciences Talk Series, York University, Toronto, ON, Canada.

**Steele, J. R. (2014, March).** *From the expected to the unexpected: What I loved (and didn’t love) about teaching an online course.* Faculty of Health and Faculty of Liberal Arts and Professional Studies Discussion Panel, York University, Toronto, ON, Canada.

**Steele, J. R. (2014, February).** *Creating positive learning environments “fully online”.* York University Board of Governors, York University, Toronto, ON, Canada.

**Steele, J. R. (2014, February).** *Creating positive learning environments “fully online”.* York University Board of Academic Resources Committee, York University, Toronto, ON, Canada.

**Steele, J. R. (2013, May).** *From the expected to the unexpected: What I loved (and didn’t love) about teaching an online course.* Teaching in Focus (TiF) 1<sup>st</sup> Annual Conference, York University, Toronto, ON, Canada.

**Steele, J. R. (2011, May).** *When math=male: Examining the hidden barriers that gender stereotypes can impose.* York University of Toronto Social, Personality, Abnormal (YUTSPA) 6<sup>th</sup> Annual Conference, University of Toronto, Toronto, ON, Canada.

- Steele, J. R.** (2011, March). *When math=male: Examining the hidden barriers that gender stereotypes can impose*. State University of New York Social Division Colloquium Series, Buffalo, NY, United States of America.
- Steele, J. R.** (2010, October). *Stereotype threat: What is it? Can it be overcome?* University of Richmond Women in Mathematics and Science Group, Richmond, VA, United States of America.
- Steele, J. R.** (2008, March). *Women in mathematics: Examining the hidden barriers that gender stereotypes can impose*. Columbia University Department of Psychology Colloquium Series, New York City, NY, United States of America.
- Steele, J. R.** (2004, November). *Keeping Gloria identified with math and science: How stereotypes shape our social- and self-perceptions*. York University Social Division Brownbag, Toronto, ON, Canada.
- Steele, J. R.** (2004, January). *Stereotype susceptibility: How subtle cues shape our attitudes and performance*. Atkinson College, York University, Department of Psychology, Toronto, ON, Canada.
- Steele, J. R.** (2004, January). *Stereotype susceptibility: How subtle cues shape our attitudes and performance*. University of Ottawa, Department of Psychology, Ottawa, ON, Canada.
- Steele, J. R.** (2003, December). *Stereotype susceptibility: How subtle cues shape our attitudes and performance*. Wilfrid Laurier University, Department of Psychology, Waterloo, ON, Canada.
- Steele, J. R.** (2003, November). *Children's stereotype development: Consequences for test performance and academic identification*. University of Toronto-Mississauga, Department of Psychology, Mississauga, ON, Canada.
- Steele, J. R.** (2003, November). *Children's stereotype development: Consequences for test performance and academic identification*. University of Waterloo Social Division Research Seminar, Waterloo, ON, Canada.
- Steele, J. R.** (2003, March). *Gender and racial stereotypes: How subtle cues shape impressions, attitudes, and performance*. University of Michigan Business School, Ann Arbor, MI, United States of America.
- Steele, J. R.** (2002, December). *How stereotypes shape our cognitions, attitudes, and perceptions*. Wilfrid Laurier University, Department of Psychology, Waterloo, Canada.
- Steele, J. R.** (2002, December). *How stereotypes shape our cognitions, attitudes, and perceptions*. Harvard University Social Psychology Research Workshop, Cambridge, MA, United States of America.
- Steele, J. R.** (2002, November). *Stereotype threat: The impact of gender salience on academic performance*. Harvard University Women in Physics monthly meeting, Cambridge, MA, United States of America.
- Steele, J. R., Choi, S. Y., & Ambady, N.** (2002, September). *Stereotyping, prejudice, and discrimination: The effect of group-based expectations on moral functioning*. National Invitational Conference on Nurturing Morality, Racine, Wisconsin, United States of America.
- Steele, J. R.** (2002, February). *Women in math and science: The effect of identity activation and gender stereotypes*. University of Guelph, Department of Psychology, Guelph, ON, Canada.

- Steele, J. R.** (2001, June). *"On ne nait pas femme, on le devient": Examining the attitudinal and behavioral effects of gender stereotypes*. Catholic University of Louvain, Louvain-la-Neuve, Belgium.
- Steele, J. R.** (2001, April). *Women and mathematics: Stereotype susceptibility and stereotype development*. Harvard University Social Psychology Research Workshop, Cambridge, MA, United States of America.
- Steele, J. R.** (1999, March). *Gender stereotyping: Implications for your child's future*. Harvard University Office of Work and Family, Cambridge, MA, United States of America.
- Steele, J. R.** (1998, July). *Stereotypes in education: A theoretical framework*. Gender Stereotypes in Education Learning Event, World Bank, Washington, DC, United States of America.
- Steele, J. R.** (1998, April). *Turning an ingroup into an outgroup: The process of stereotype stratification*. Harvard University Social Psychology Workshop, Cambridge, MA, United States of America.

## **SELECT MEDIA COVERAGE, SOCIAL MEDIA, AND INTERVIEWS**

CityTV, February 13, 2023. Countering persistent anti-Black bias in children.

[https://www.youtube.com/watch?v=ZQTFYG\\_60ew](https://www.youtube.com/watch?v=ZQTFYG_60ew)

Now Magazine, February 1, 2023. How young is racism starting? Research shows concerning results for Toronto. <https://nowtoronto.com/culture/how-young-is-racism-starting-research-shows-concerning-results-for-toronto/>

#SPSPchat, April 5, 2021. Life after tenure. Twitter chat coordinated by @spspnews.

CBC News (Technology & Science), December 7, 2017: Kids as young as 5 show racial bias, research suggests. <http://www.cbc.ca/news/technology/racial-bias-children-1.4422812>

CBC News Morning Live, December 7, 2017: Kids as young as 5 show racial bias. <https://www.youtube.com/watch?v=hyAxQJgowL0>

Toronto Star, December 8, 2017. N-word debacle at UofT shows need for fourth R of education: 'Racial Literacy'. The Toronto Star. <https://www.thestar.com/opinion/star-columnists/2017/12/08/n-word-debacle-at-u-of-t-shows-need-for-fourth-r-of-education-racial-literacy.html>

Toronto Star, December 1, 2017. York University study suggests kids are racially biased, but mellow with age. <https://www.thestar.com/news/gta/2017/12/01/york-university-study-suggests-kids-are-racially-biased-but-mellow-with-age.html>

CBC News (British Columbia), July 13, 2016: Racial prejudice can be reversed in older children, says UBC study. <https://www.cbc.ca/news/canada/british-columbia/prejudiced-kids-1.3677394>

Chatelaine, December 10, 2015. Canadian Muslim women fear for their safety. <https://www.chatelaine.com/news/canadian-muslim-women-fear-for-their-safety-trumps-not-helping/>

Washington Post, December 11, 2006. With subtle reminders, stereotypes can become self-fulfilling. <https://www.washingtonpost.com/wp-dyn/content/article/2006/12/10/AR2006121000712.html>

**RESEARCH AND TRAVEL GRANTS**Major Research Grants (PI)

Social Sciences and Humanities Research Council of Canada Insight Grant, Principal Investigator Co-Applicant: Dr. Andrew Baron <i>“How Wealth Cues and Race Shape Children’s Intergroup Biases”</i> <b>Total Value: \$237,450</b>	2022-2027
Social Sciences and Humanities Research Council of Canada Insight Grant, Principal Investigator Co-Applicant: Dr. Kerry Kawakami <i>“Understanding Children's Implicit Attitudes and Intergroup Biases”</i> <b>Total Value: \$193,082</b>	2014-2022
Social Sciences and Humanities Research Council of Canada Standard Research Grant, Principal Investigator <i>“The Emergence and Universality of Implicit Racial Bias in Children”</i> <b>Total Value: \$95,500 (included \$15,000 RTS)</b>	2009-2014
Canada Foundation for Innovation Leaders Opportunity Fund, Principal Investigator <i>“Understanding the Development and Consequences of Racial Stereotyping: A Social Cognitive Approach”</i> <b>Total Value: \$394,826</b>	2006-2010
Canada Foundation for Innovation Internal Operating Fund Grant, Principal Investigator <i>“Understanding the Development and Consequences of Racial Stereotyping: A Social Cognitive Approach”</i> <b>Total Value: \$91,086</b> Breakdown: \$28,428 (2008-2011); \$16,207 (2017-2018) \$4,243 (2019-2020), \$42,208 (2023-2024)	2008-2020
Social Sciences and Humanities Research Council of Canada Standard Research Grant, Principal Investigator <i>“Racial Stereotyping in Children: A Social Cognitive Approach”</i> <b>Total Value: \$101,048</b>	2005-2009

Major Research Grants Under Review

Social Sciences and Humanities Research Council of Canada Partnership Grant, P.I: Liz Page-Gould Collaborator <i>“Pathways to Research Excellence Program (PREP)”</i> <b>Total Value: \$2,496,029</b>	2026-2033
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Major Research Grants (Co-applicant or Collaborator)

Social Sciences and Humanities Research Council of Canada Partnership Grant – <b>Stage 1</b> , P.I.: Elizabeth Page-Gould Collaborator <i>“Canada Summer Research Opportunities Program (Canada SROP)”</i> <b>Total Value: \$19,995 (+ Stage 2 invitation)</b>	2025-2026
Social Sciences and Humanities Research Council of Canada Partnership Grant (#895-2017-1025), P.I: Toni Schmader; Co-Applicant <i>“Engendering Success in STEM: A Research Consortium for Gender Equality in Science and Technology”</i> <b>Total Value: \$2,499,956</b>	2017-2024
Leverhulme Trust P.I.: Dr. Heather Rolfe; Co-Applicant: Dr. H. Kristoffer Alstrom-Vih; Co-Applicant <i>“Evidence and Perceptions in the Post-Brexit Immigration Debate”</i> <b>Total Value: £120,906 (≈\$208,000Cdn)</b>	2017-2018

Minor Research Grants (PI)

Faculty of Health Minor Research Grant, \$3,000 <i>“Stereotyping at the intersection of gender and race”</i>	2024
York University Small Research Grant, \$5,000	2023
Faculty of Health Minor Research Grant, \$3,000 <i>“Examining the impact of anti-Black racism education on grade 12 students”</i>	2023
York University Small Research Grant, \$5,000	2022
Faculty of Health Minor Research Grant, \$3,000 <i>“Examining the impact of anti-Black racism education on grade 12 students”</i>	2022
Faculty of Health Minor Research Grant, \$3,000 <i>“Stereotyping at the intersection of gender and race: A cross-cultural comparison”</i>	2021
Faculty of Health Minor Research Grant, \$3,000 <i>“The influence of cultural context on own-group face recognition bias”</i>	2019
Faculty of Health Minor Research Grant, \$3,000 <i>“Cross-race friendships and intergroup attitudes”</i>	2016
Faculty of Health Minor Research Grant, \$3,000 <i>“The malleability of implicit attitudes”</i>	2015



Minor Research Grants (PI) - continued

Faculty of Health Minor Research Grant, \$3,000 "Children's implicit attitudes"	2013
Faculty of Health Minor Research Grant, \$3,000 "Cross-cultural differences in the magnitude of cross-race effect"	2010
Faculty of Health Minor Research Grant, \$2,700 "Interracial interactions and self control"	2008
Atkinson Junior Faculty Fund, 2006, \$2,000 (\$1,000/year) "Examining the impact of role models on women's attitudes and test performance"	2006-2007
SSHRC Post-Doctoral Research Grant, \$5,000	2003-2005
Grants-in-Aid Award, SPSSI, \$900US matched funds	2001
Restricted Funds Research Grants, Harvard University, \$6,833US	1997-2000

Travel Grants

Faculty of Health Conference Travel Funds 2024 (CPA)
Faculty of Health Conference Travel Funds 2009, 2010, 2012, 2014, 2016, 2019 (SPSP)
Faculty of Health Conference Travel Funds 2008 & 2021 (SPSSI), 2011 & 2022 (SRCD)
York Ad Hoc Travel Grant 2005 (to SPSP), 2007 (to CPA)
Atkinson Conference Travel Funds 2004, 2005 & 2006 (to SPSP)
Allport Restricted Funds Travel Grant, Harvard University, 2001 (to APA)
Society for Personality and Social Psychology Student Travel Award, 2001 (to SPSP)
Allport Restricted Funds Travel Grant, Harvard University, 2000 (to SPSP & SPSSI)
SPSP Student Travel Award, 1999 (to APS)
McMasters Restricted Funds Travel Grant, Harvard University, 1998 (to APS)

**TEACHING**

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**York University - Undergraduate**

Professionalism and Communication	Fall/Winter 2020-2021(2 sections), 2021-2022, 2025-2026 (2 sections anticipated)
Seminar in Social Psychology	Fall 2004, 2005; Winter 2024, 2025
Social Psychology	Winter 2005, 2008, 2009(2 sections); Summer 2005
Social Psychology (Internet)	Winter 2013, 2014, 2015; Summer 2014, 2015
Social Psychology (Correspondence)	Winter 2006, 2007, 2008, 2009
Specialized Honours Thesis Seminar	Fall/Winter 2015-2016, 2016-2017, 2017-2018, 2019-2020(2 sections), 2022-2023 (2 sections), 2023-2024 (2 sections); 2024-2025 (2 sections); 2025-2026 (2 sections anticipated)

**York University - Graduate**

Social Psychology	Winter 2020, Winter 2022
Stereotyping, Prejudice, and Discrimination	Fall 2007, Winter 2012
Contemporary Issues in Social Psychology	Fall 2012, 2013, 2014, 2020, 2021, 2022
	Fall 2004, 2005 (2 lectures)
	Fall 2008, 2011, 2016 (1 lecture)

**Harvard University** (\* denotes teaching award)

Gender, Race, and Identity	Harvard University, Fall 2002
Multivariate Analysis in Psychology*	Harvard University, Spring 2002 (Teaching Fellow)
Issues in Social Development	Harvard University, Spring 2001 (Co-Instructor)
Sophomore Tutorial*	Harvard University, Fall 1999 - Spring 2000
Intergroup Relations	Harvard University, Fall 1998 (Teaching Fellow)

**ACADEMIC ADVISING AND RESEARCH SUPERVISION**

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**Summary of Research Supervision**

Post-Doctoral/Fulbright Students: 4  
 Doctoral Students (primary supervisor): 4  
 Masters Student (primary supervisor): 9  
 Graduate Supervisory and Examining Committees: 31  
 Minor Paper/ABC Paper/Research Practicum Supervision: 21  
 Undergraduate Thesis/Individual Research Project students: 54  
 Paid Undergraduate Research Assistant Positions: 58

**Current Graduate and Undergraduate Supervision** (S/P area unless otherwise noted)

Post-Doctoral Fellows	Emily Cyr (SSHRC funded 2023-2025)
Primary Supervisor	Erik Allen (PhD1) Patricia Colaco (MA2) Kayla Robinson (MA2)
Undergraduate Thesis Supervision	Emilie Eslamian (2024-2025)
Graduate Committee	Kaiwen Zhou (PhD – SP) Flora Homa Roundbarani (PhD – Clinical) Jennifer Sedgewick (PhD – Schulich)

**Previous Post-Graduate, Graduate, and Undergraduate Supervision**

Post-Doctoral Fellows	Yumiko Sakamoto (Fall/Winter 2010-2011) Amanda Williams (Dec 2012-Jan 2013)
Fulbright Scholar	Maggie Cease (Fall/Winter 2012-2013)
Primary Graduate Supervision	Christina Lapytskaia Aidy, MA (May, 2018); PhD (June, 2023) Meghan George, MA (May, 2015); PhD (Oct, 2020) Allison Bair, MA (March, 2007); PhD (Sept, 2016) Corey Lipman, MA (April, 2013) Amanda Williams, PhD (November, 2012) Leah Reisz, MA (January, 2007)

Graduate Supervisory Committee	<p>Courtney Chan, MA (Jan, 2024 – SP)</p> <p>Naomi Phung, MA (May, 2023 – SP)</p> <p>Memoona Arshad, MA (July, 2023 - SP)</p> <p>Madeline Nickel, MA (November, 2020 - SP)</p> <p>Amy Shannon, PhD (June, 2018 - Clinical)</p> <p>Elysia Vaccarino, MA (Dec, 2016 - SP)</p> <p>Amy Shannon, MA (Aug, 2015 - Clinical)</p> <p>Jessica Schroeder, PhD (Sept, 2013- CD)</p> <p>Alyssa Council, MA (May, 2013 - QM)</p> <p>Nikki Mann, PhD (Dec, 2012 - SP)</p> <p>Gabriela Markova, PhD (Nov, 2008 - DCP)</p> <p>Zarsheesh Divecha, MA (Dec, 2007 - SP)</p> <p>Curtis Phills, MA (June, 2006 - SP)</p> <p>Ljiljana Radenovic, PhD (2005 - DCP)</p> <p>Yvonne Lai, MA (2005 - SP)</p>
Graduate Examining Committee	<p>Mina Aryaie, MA (Oct, 2023), <i>Chair</i></p> <p>Elysia Vaccarino, PhD (June, 2023), <i>Dean's Rep</i></p> <p>Nicolle Fox, MA (June, 2023), <i>Internal/External</i></p> <p>Adrianna Ruggiero, PhD (April, 2022)</p> <p><i>External, Dept of Psychology, Ryerson University</i></p> <p>Megan Earl, PhD (October, 2021)</p> <p><i>External, Dept of Psychology, Brock University</i></p> <p>Sharon Chan, PhD (November, 2019)</p> <p><i>External, Applied Psychology and Human Development (OISE), University of Toronto</i></p> <p>Miao (Kitty) Qian, PhD (April, 2019)</p> <p><i>External, Applied Psychology and Human Development (OISE), University of Toronto</i></p> <p>Eden Hennessey, PhD (June, 2018)</p> <p><i>External, Dept of Psychology, Laurier University</i></p> <p>Victoria Larocca, PhD Kinesiology (June, 2018)</p> <p>Regis Caprara, MA (Nov, 2015), <i>Chair</i></p> <p>Megan Smith, PhD (Sept, 2014)</p> <p><i>External, School and Clinical Child Psychology, (OISE), University of Toronto</i></p> <p>Kimberly Costello, PhD (Nov, 2012)</p> <p><i>External, Dept of Psychology, Brock University</i></p> <p>Emily Filardo, PhD (Nov, 2008 - SP), <i>Dean's Rep</i></p> <p>Laura Ball, MA (Oct, 2007 - HT), <i>Dean's Rep</i></p>
ABC (Minor) Paper Committee	<p>Christina Lapytskaia Aidy (2021)</p> <p>Francine Karmali (2016)</p> <p>Allison Bair (2012)</p> <p>Andy Ng (2012)</p> <p>Amanda Williams (2010)</p> <p>Laura Ball (2010)</p> <p>Cathy Faye (2009)</p>

	Janelle Jones (2007) Polyxeni Kortakis (2005)
Research Practicum Supervision	Christina Lapytskaia (2017-2018; 2019-2020) Octavia Wong (2017-2018) Ashley Weinberg (2016-2017) Meghan George (2014-2015; 2016-2017) Corey Lipman (2012-2013) Andy Ng (2008-2009) Allison Bair (2005; 2007-2008; 2011) Leah Reisz (2007-2008; 2009) Amanda Williams (2005-2006)
Reading Course Supervision	Meghan George (2016), Allison Bair (2006) Leah Reisz (2006)
Undergraduate Thesis Supervision	Shyamaly Vasuthevan (2024) Ali Mohamud (2023) Kayla Robinson (2023) Julia Sebastien (2022) Jessica Soliman (2022) Joey Si (2021; Goranson Poster Award Recipient) Bahar Mashhadi (2020) Emily Mastragostino (2018) Hamza Baksh (2017) Anjali Wisnarama (2017) Jacob Schlosser (2016) Tracy Fabri (2015) Afsaneh Raissi (2015; Templeton Thesis Prize) Maria Iankilevitch (2014) Arvin Jagayat (2014) Jonathan Canzio (2012) Iljana Kasi (2012) Amanda Sharples (2012) Ratika Srivastava (2010) Elaine Tay (2009; Templeton Thesis prize) Christina Internicola (Summer, 2008) Stephanie Durante (2008) Jennifer Lammana (2008) Sheridy Leslie (2008) Anna Loi (2007) Marsha Dunkley (2006) Doriann Shapiro (2006) Jennifer Whittam (2006) Bryan Siekierko (2005) Susan Staton (2005)

Individual Research Project/  
Independent Study Supervision

Liran Lemud (2023-2024)  
Sarah Myint (Winter, 2024)  
Shernell Hines (2021-2022; Fall-Winter)  
Julia Sebastien (Fall/Winter, 2020-2021)  
Patrycia Jarosz (Summer, 2020; Summer 2021)  
Cassandra Stevenson (Fall, 2019; Summer, 2020)  
Cassie Danz (Winter, 2020)  
Dalia Muskat-Brown (Summer, 2016)  
Octavia Wong (Summer, 2016)  
Allison Sletcher (Fall, 2015)  
Jacob Schlosser (Fall/Winter, 2014-2015)  
Tracy Fabri (Winter, 2014)  
Tian Xu (Summer, 2013)  
Arvin Jagayat (Winter, 2013)  
Laine Bourassa (Fall/Winter, 2012-2013)  
Amanda Edwards (Summer, 2012)  
Jonathan Canzio (Summer, 2011)  
Amanda Sharples (Winter, 2011)  
Milena Stelmaszak (Winter, 2010)  
Anna Loi (Winter, 2007)  
Doriann Shapiro (Summer, 2006)  
Faustina Otchere (Fall, 2005)  
Jeanette Pontiero (Summer, 2005)  
Anita Thakurdeen (Fall/Winter, 2004-2005)

**Undergraduate Research Assistants in the IPSC laboratory (\* indicates a paid position)**

2024-2025 Julie Chan, Emilie Eslamian, Leeor Freiman, Liran Lemud, **Sarah Myint\***, Arsh Sandhu, Shyamaly Vasuthevan  
2023-2024 Silas Hearthborn, Sarah Myint, Arsh Sandhu, Shyamaly Vasuthevan  
2022-2023 **Ali Mohamud\***, Silas Hearthborn, Valeria Hernandez, Sarah Myint, **Kayla Robinson\***, Michelle Saltzman, **Arsh Sandhu\***, Shyamaly Vasuthevan  
2021-2022 **Shernell Hines\***, Patrycia Jarosz, **Ali Mohamud\***, **Kayla Robinson\***, **Julia Sebastien\*\***, Jessica Soliman  
2020-2021 Cassie Danz, **Patrycia Jarosz\***, Linda Nguyen, Ayla Sadeghi, **Julia Sebastien\*\***, Joey Si, **Jessica Soliman\***  
2019-2020 **Alyssa Di Bartolomeo\***, Caren Colaco, Cassie Danz, Patrycia Jarosz, Martina Moravcikova, Linda Nguyen, Alycia Park, Ayla Sadeghi, Ali Reza Samani, **Julia Sebastien\***, Joey Si, **Cassandra Stevenson\***, Lucy Xie  
2018-2019 **Alyssa Di Bartolomeo\***, Caren Colaco, Cassie Danz, Bahar Mashhadi, Alycia Park, **Cassandra Stevenson\***, Lucy Xie  
2017-2018 Anita Benerjee, **Alyssa Di Bartolomeo\***, David Herman, Riana Fisher, Alex Kondarassov, Andreea Manea, Alycia Park, Ashley Serrao  
2016-2017 Sam Exame, Ethan Factor, Baila Glogouer, David Herman, Emily Mastragostino, Ashley Serrao, Eden Tanen, Octavia Wong  
2015-2016 Shanyce Fletcher, Howard Green, Brandon Morais, **Vanessa Simoes\***, Allison Sletcher, Sylvie Wiseman, Anjali Wisnarama  
2014-2015 Brandon Morais, Meisha Charles, Anjali Wisnarama, Howard Green, Chang Lee, Ryan Matthews, Vanessa Simoes, Allison Sletcher

- 2013-2014 Amy Alexander, **Laine Bourassa\***, **Deanna Casaluze\***, **Angela De Ciantis-Whitley\***, **Amanda Edwards\***, **Maria Iankilevitch\***, Natalia Ivanovski, Tracy Fabri, Arvin Jagayat, Ryan Matthews, Afsaneh Raissi, **Jacob Schlosser\***, **Erika Soroka\***, **Lyn Vankampen\***, Tian Xu
- 2012-2013 Amy Alexander, **Laine Bourassa\***, **Deanna Casaluze\***, Amanda Edwards, **Tracy Fabri\***, Arvin Jagayat, **Lyn Vankampen\***, Tian Xu
- 2011-2012 Amy Alexander, **Laine Bourassa\*\***, **Jonathan Canzio\***, **Deanna Casaluze\***, Christa Dang, **Amanda Edwards\*\***, **Tracy Fabri\***, **Olivia Filetti\***, Emma Fletcher, Pelin Gul, **Iljana Kasi\***, **Young Kim\***, Jia Leung, **Debra McKenzie\***, Iveta Mengova, Andrea Murua, Jiyeon Oh, Nicole Reyes, Stacey Reyes, **Amanda Sharples\*\***, **Daniela Shulman\***, **Lyn Vankampen\***, **Lina Vishnevsky\***
- 2010-2011 Catherine Bianca, Jenny Cao, Jessica Cho, Joshua Lipszyc, Sydney McMurther, Vi Pham, **Amanda Sharples\***, Gayoung (Lucy) Yun
- 2008-2009 Sharise Alonto, Javeria Arshad, Beren Avci, Stevenson Baker, Renee Bucci, Alana Caldarola, Steve DeLuca, Kiersten Frenette, Mike Goldberg, Svetlana Israilova, Eugene Ji, **Jenny Richmond\***
- 2007-2008 Beren Avci, **Carolyn Bell\***, Amanda Bertacco, Wendy D'Souza, **Stephanie Durante\***, Rachel Eapen, Reta Franci, Maria Kaikov, Laura Kester, Alan Ko, Jackie Kosta, **Sheridy Leslie\***, George Nasiakos, **Dan Quattrociocchi\*** Skye Stephens, **Tanya Stone\***, Amanda Trentin, Shauna Thompson,
- 2006-2007 Sarah Baldeo, Chantal Bennett, Paul Brewster, **Cindy Do\***, Maria Garcia, Amina Grimen, Violeta Kolundzic, Jennifer Lammana, **Sheridy Leslie\***, **Anna Loi\***, **Linda Loi\***, **Daniel Nadolny\***, **Doriann Shapiro\***, **Laura Orlando\***, Faustina Otchere, **Masarat Saqib\***, Hardeep Shergill, Theresa Smith, **Kristyn Wright\***
- 2004-2006 Zareen Ali, Sandeep Aujla, Bharat Bhal, Jude Botchway, Paul Brewster, Cindy Do, Marsha Dunkley, Tamara Glumicic, Francine Khan, Christy Lau, **Anna Loi\***, Thuy Luong, Josie Marando, Daniel Nadolny, Andy Ng, Faustina Otchere, Orit Rivietz, Emmanuel Tabi, **Anita Thakurdeen\***, **Stacie Zilber\***

### **Prior Committee Member or Co-Supervisor for Masters and Undergraduate Theses**

- 2002 - 2003 Sara Beautz, Masters Thesis, Extension School, Harvard University
- 2002 - 2003 Abigail Garcia & Carlene MacMillan, Psychology, Harvard University
- 2001 - 2002 Sue Paik, Department of Psychology, Harvard University
- 2000 - 2001 Emily Bianchi & Amy Trahan, Psychology, Harvard University
- 1999 - 2000 Macarena Correa & Lisa Silverman, Psychology, Harvard University

### **Additional Academic Advising**

- Psychology Academic Advisor Kirkland House, Harvard University, 1999-2003
- Resident Tutor Kirkland House, Harvard University, 1999-2003
- Graduate Writing Fellow Derek Bok Center, Harvard University, Spring 2001



## **SERVICE AND PROFESSIONAL DEVELOPMENT**

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### **Committee Work**

#### **2024-2025**

Equity, Diversity, and Inclusion Committee, Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology

#### **2023-2024**

Tenure and Promotion Committee Member, Department of Psychology  
Equity, Diversity, and Inclusion Committee, Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology

#### **2022-2023**

Special Committee of Council for Small Programs, Lassonde School of Engineering,  
Senate Subcommittee  
Tenure and Promotion Committee Member, Department of Psychology  
Equity, Diversity, and Inclusion Committee, Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology  
Graduate Executive Member, Department of Psychology  
Social/Personality Area Coordinator, Department of Psychology

#### **2021-2022**

Specialized Honours Program Coordinator, Department of Psychology  
Graduate Executive Member, Department of Psychology  
Social/Personality Area Coordinator, Department of Psychology

#### **2020-2021**

Specialized Honours Program Coordinator, Department of Psychology  
Graduate Executive Member, Department of Psychology  
Social/Personality Area Coordinator, Department of Psychology

#### **2019-2020**

Specialized Honours Program Coordinator, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
YUTSPA conference co-coordinator, Social-Personality Area  
*(Applied for and received a YUFA Teaching and Learning Grant worth \$2500 (with Struthers and Muise) as well as to \$1500 through the VPRI to support this event and our colloquium series; postponed to 2022)*

#### **2018-2019 (Sabbatical)**

SSHRC Insight Grant Review Committee

#### **2017-2018**

SSHRC Insight Grant Review Committee  
Special Advisor to the Dean on the Undergraduate Psychology Curriculum,  
Faculty of Health  
Student Success Council (SSC) Member, Faculty of Health  
Associate Undergraduate Program Director, Department of Psychology

Executive Committee Member, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology

**2016-2017**

Academic Standards, Curriculum, and Pedagogy (ASCP) Senate Committee  
Special Advisor to the Dean on the Undergraduate Psychology Curriculum,  
Faculty of Health  
Student Success Council (SSC) Member, Faculty of Health  
Associate Undergraduate Program Director, Department of Psychology  
Executive Committee Member, Department of Psychology  
Tenure and Promotion Committee Member, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
Alternative Stream Hiring Committee and Affirmative Action Representative,  
Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology  
Missed Test Working Group Committee Chair, Department of Psychology  
URPP Working Group Committee Member, Department of Psychology  
New Program Implementation Working Group Committee Member,  
Department of Psychology

**2015-2016**

Academic Standards, Curriculum, and Pedagogy (ASCP) Senate Committee  
Senate Equity Subcommittee, York University  
Special Advisor to the Dean on the Undergraduate Psychology Curriculum, FoH  
Faculty of Health  
Associate Undergraduate Program Director, Department of Psychology  
Executive Committee Member, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
Specialized Honours Program Coordinator, Department of Psychology  
Tenure and Promotion Committee Member, Department of Psychology  
Social/Personality Hiring Committee Member, Department of Psychology

**2014-2015**

Academics Standards, Curriculum, and Pedagogy (ASCP) Senate Committee  
Graduate Executive Member, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
Social/Personality Area Coordinator, Department of Psychology  
Outstanding Teacher Promotional Video, York University

**2013-2014**

Social/Personality Area Coordinator  
Graduate Executive Member, Department of Psychology  
Undergraduate Studies Committee Member, Department of Psychology  
Graduate Scholarship Rater (OGS, incoming class)  
Process mapping e-learning event participant, Faculty of Health  
Virtual classroom focus group, Learning Technology Services, York University

**2012-2013**

SSHRC Insight Development Grant Adjudication Committee  
Social/Personality Area Coordinator  
Graduate Executive Member, Department of Psychology  
Graduate Scholarship Rater (OGS, incoming class)  
Undergraduate Studies Committee Member, Department of Psychology  
Teaching in Focus Participant, Teaching Commons  
AIF online course participant  
Fall Recruitment Days Participant

**2011-2012**

SSHRC Insight Development Grant Adjudication Committee  
Faculty of Health/FGS representative on the Teaching Commons  
Educational Developer Search Committee  
Faculty of Health Teaching Commons Consultation Group Meeting Participant  
Undergraduate Studies Committee Member, Department of Psychology  
YUTSPA conference co-coordinator, Social-Personality Area  
*(Applied for and received a YUFA Teaching and Learning Grant worth \$4500 as well as SSHRC Ad-Hoc funds worth \$1,000 to support this event and our colloquium series)*  
Tenure and Promotion file preparation committee for Raymond Mar  
Fall and Spring Recruitment Days Participant  
2011 York/Seneca Summer Science & Technology Mentoring Program  
PGSA training session guest speaker (Being a great TA)

**2009-2010** *(Maternity leave); 2010-2011 (Sabbatical)*

**2008-2009**

Social/Personality Area Year-End Evaluation Committee  
Department of Psychology Executive Committee  
Faculty of Health Merit Award Committee

**2007-2008**

Social/Personality Area Colloquium Series Coordinator, Department of Psychology  
*(Applied for and received a YUFA Teaching and Learning Grant worth \$2500 to support this series)*  
Social/Personality Area Year-End Evaluation Committee  
Department of Psychology Executive Committee  
CD Area Recruitment and Hiring Committee  
OGS Provincial Selection Panel

**2006-2007** *(Maternity leave during the summer and fall of 2006)*

Social/Personality Area Colloquium Series Co-Coordinator, Department of Psychology  
Social/Personality Area Year-End Evaluation Committee Member  
Norm Endler Award Nomination Committee  
Dean's Advisory Group on Technology (DAGT), Atkinson Faculty  
Dean's Advisory Group on Technology (DAGT), Faculty of Health

## **2005-2006**

Social/Personality Area Colloquium Series Coordinator, Department of Psychology  
Hiring Committee for CLA positions, Atkinson Faculty  
Dean's Advisory Group on Technology (DAGT), Atkinson Faculty  
Attended the IT focus groups to provide feedback on our technological needs  
Met with UPR consultants to provide feedback on the Atkinson Psychology program

## **2004-2005** (*Officially a post-doctoral fellow during this year*)

Social/Personality Area Webpage Assistant Coordinator, Department of Psychology  
Norm Endler award nomination committee for the Social/Personality Area  
UPR Undergraduate Program Review, Department of Psychology, Retreat Participant

## **Advisory Board**

Project Implicit Scientific Advisory Board Member (July 2021- )

"Project Implicit is a non-profit organization and international collaborative network of researchers investigating group-based bias and disparities such as those based on race, gender, or sexual orientation...The mission of Project Implicit is to educate the public about bias and to provide a 'virtual laboratory' for collecting data on the internet."

(<https://www.projectimplicit.net/>)

## **Ad-Hoc Reviewer (Selected)**

Analyses of Social Issues and Public Policy  
Asian Women  
Basic and Applied Social Psychology  
Canadian Journal of Behavioral Science  
Child Development  
CFI Research Grants  
Cultural Diversity and Ethnic Minority Psychology  
Developmental Psychology  
European Journal of Social Psychology  
Experimental Psychology  
Group Processes and Intergroup Relations  
International Review of Social Psychology  
Journal of Experimental Social Psychology

Journal of Personality and Social Psychology  
Merrill-Palmer Quarterly  
NSF Research Grant Proposal  
Proceedings of the National Academy of Science  
PlosOne  
Personality and Social Psychology Bulletin  
Psychological Science  
Sex Roles  
SSHRC Research Grants  
Social Development  
Social Psychology of Education  
Social Psychology Textbooks (Nelson; Wiley)  
Social Psychological and Personality Science  
Trends in Cognitive Sciences

## **Professional Memberships**

American Educational Research Association  
American Psychological Society  
Canadian Psychological Association  
Society of Experimental Social Psychology  
Society for Personality and Social Psychology  
Society for Research in Child Development  
Society for the Psychological Study of Social Issues