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EMPLOYMENT

2010-present **Associate Professor**, Department of Psychology
 Faculty of Health, York University
 Cognitive Science Program Affiliate

2018-2019 **Visiting Professor**, Department of Psychology
 University of Toronto, St. George Campus

2018-2019 **York-Massey Fellow**, Massey College
 University of Toronto, St. George Campus

2015- 2018 **Associate Undergraduate Program Director**, Department of Psychology
 Faculty of Health, York University

2005-2010 **Assistant Professor**, Department of Psychology
 Faculty of Health, York University

2003-2005 **Postdoctoral Fellow (SSHRC)**, Department of Psychology
 University of Waterloo (2003-2004); York University (2004-2005)

EDUCATION

Ph.D.
 2003 **Harvard University**, Cambridge, MA
 Area: Social Psychology
 Supervisor: Dr. Nalini Ambady

M.A.
 1999 **Harvard University**, Cambridge, MA
 Area: Social Psychology

Ed.M.
 1997 **Harvard University**, Cambridge, MA
 Area: Human Development

B.Ed.
 1996 **Queen's University**, Kingston, ON
 Concurrent Education; Concentration in French and Math
 Junior/Intermediate Program (Grades 4-10)

B.A.
 1995 **Queen's University**, Kingston, ON
 First Class Honors in Psychology

ACADEMIC AWARDS AND FELLOWSHIPS

Awards and Honours

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

PUBLICATIONS

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

** indicates a current or former undergraduate student

^{sa} 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: 30
Papers under review in refereed journals: 4
Papers in preparation: 4
Teaching-related /other publications: 4
Refereed symposia and presentations: 98
Invited presentations: 29
Major Research Grants Awarded (PI): 5 (\$833,334 total)
Major Research Grants Awarded (Co-Applicant): 2 (\$2,707,956 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

- Raissi, A.**, & **Steele, J. R.**^{sa} (2021). Does emotional expression moderate implicit racial bias? Examining bias following smiling and angry primes. *Social Cognition*, 39(5), 570-590.
- 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.**^{sa} (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>
- 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: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., Phillips, 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., Phillips, 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. (in press). Instructor's resource manual for Aronson, T. D. Wilson, B. Fehr, & S. R. Sommers, *Social Psychology (7th 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>

Under review

Lapytskaia Aidy, C.*, **Steele, J. R.**, Wong, O.*, Williams, A.*, Lipman, C.*, & Mastragostino, E.** (invited revision). Examining adolescent daughters' and their parents' academic-gender stereotypes: Predicting academic attitudes, academic ability, and interest in STEM.

Steele, J. R., & Lipman, C.* (submitted). Children's implicit attitudes toward others who differ by gender and race.

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. (under review). Why is the gender gap in the care-economy larger in highly developed countries?

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. (under review). Mind the gender gap: Parental leave policies, gender equality, cultural value orientation, and the intended uptake of parental leave in 37 countries.

SYMPOSIA, PAPER PRESENTATIONS, AND INVITED COLLOQUIA

Refereed Symposia and Presentations

Steele, J. R. (2022, May). Gender or race? Examining children's implicit attitudes toward multiply categorizable others. Flash talk accepted 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 cancelled)

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) 87th 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]. 4th 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) 18th 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) 12th 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) 77th 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) 123rd 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) 74th 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)* 22nd 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) 73rd 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) 72nd 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) 11th 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) 7th 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) 68th 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) 8th 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) 4th 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) 109th Annual Convention, San Francisco, CA, United States of America.

Refereed Poster Presentations

- Sebastien, J.***, Stevenson, C.***, Lapytskaia Aidy, C.*, **Steele, J. R.** (2021, August). *Implicit math stereotyping at the intersection of gender and race*. Presented at the Society for the Psychological Study of Social Issues (SPSSI) 15th 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) 33rd 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) 22nd 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)*. Presented at the Society for Personality and Social Psychology (SPSP) 22nd 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) 81st Annual Meeting, Montreal, QC, Canada. (Conference canceled)
- Weinberg, A.* , McMahan, C., & **Steele, J. R.** (2019, May). *Group-level goals in race-related discussions between friends*. American Psychological Society (APS) 31st 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) 3rd 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) 20th 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) 20th 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) 29th 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) 19th 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) 19th 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) 19th 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) 19th 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) 18th 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) 78th 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) 29th 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) 19th 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) 19th 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) 6th 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) 77th 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) 17th 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) 17th 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) 123rd 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) 123rd 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) 17th 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) 76th 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) 16th 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) 16th 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) 15th 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) 15th 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) 121st 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) 14th 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) 14th 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) 14th 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) 14th 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) 41st 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) 13th 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) 13th 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) 13th 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) 72nd 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) 72nd 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) 12th 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) 12th 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) 11th 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) 117th 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) 10th 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) 10th 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) 10th 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) 7th 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) 9th 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) 9th

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) 8th 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) 8th 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) 7th 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) 7th 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) 7th Annual Convention, Palm Springs, CA, United States of America.
- Reisz, L.* , **Steele, J. R.**, Heller, D., & Siekierko, B.** (2006, January). *The contextual nature of personality: Increasing self-reported extroversion through implicit priming*. Society of Personality and Social Psychology (SPSP) 7th 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) 6th 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) 5th 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) 3rd 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) 1st 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) 11th 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) 10th 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. (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) 7th 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) 1st 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) 6th 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

#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 GRANTSMajor Research Grants (PI)

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> Total Value: \$193,082	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> Total Value: \$95,500 (included \$15,000 RTS)	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> Total Value: \$394,826	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> Total Value: \$48,878 Breakdown: \$28,428 (2008-2011); \$16,207 (2017-2018) \$4,243 (2019-2020)	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> Total Value: \$101,048	2005-2009

Major Research Grants (Co-applicant)

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> Total Value: \$2,499,956	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> Total Value: £120,906 (=~\$208,000Cdn)	2017-2018

Minor Research Grants (PI)

Faculty of Health Minor Research Grant, \$3,000 “Stereotyping at the intersection of gender and race: A cross-cultural comparison”	2021
Faculty of Health Minor Research Grant, \$3,000 “The influence of cultural context on own-group face recognition bias”	2019
Faculty of Health Minor Research Grant, \$3,000 “Cross-race friendships and intergroup attitudes”	2016
Faculty of Health Minor Research Grant, \$3,000 “The malleability of implicit attitudes”	2015
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 2009, 2010, 2012, 2014, 2016, 2019 (SPSP)

Faculty of Health Conference Travel Funds 2008 (SPSSI), 2011 (SRCD), 2021 (SPSSI),

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

York University - Undergraduate

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
Seminar in Social Psychology	Fall 2004, 2005
Specialized Honours Thesis Seminar	Fall/Winter 2015-2016, 2016-2017, 2017-2018, 2019-2020 (2 sections)
Professionalism and Communication	Fall/Winter 2020-2021, 2021-2022

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 (instructor) 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

Summary of Research Supervision

Post-Doctoral/Fulbright Students: 2
Doctoral Students (primary supervisor): 4
Masters Student (primary supervisor): 5
Graduate Supervisory and Examining Committees: 21
Minor Paper/ABC Paper/Research Practicum Supervision: 18
Undergraduate Thesis/Individual Research Project students: 51
Paid Undergraduate Research Assistant Positions: 58

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

Primary Supervisor	Christina Lapytskaia Aidy (PhD)
ABC Paper	Christina Lapytskaia Aidy
Undergraduate Thesis Supervision	Julia Sebastien (2021-2022) Jessica Soliman (2021-2022)
Individual Research Project (IRP)	Shernell Hines (2021-2022; Fall-Winter)

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	Meghan George, MA (May, 2015); PhD (Oct, 2020) Christina Lapytskaia, MA (May, 2018) 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	Madeline Nickel, MA (November, 2020 – SP) Amy Shannon, PhD (June, 2018 – Clinical) Elysia Vaccarino, MA (Dec, 2016 - SP) Amy Shannon, MA (Aug, 2015 - Clinical) Jessica Schroeder, PhD (Sept, 2013- CD) Alyssa Council, MA (May, 2013 - QM) Nikki Mann, PhD (Dec, 2012 - SP) Gabriela Markova, PhD (Nov, 2008 - DCP) Zarsheesh Divecha, MA (Dec, 2007 - SP) Curtis Phills, MA (June, 2006 - SP) Ljiljana Radenovic, PhD (2005 - DCP) Yvonne Lai, MA (2005 - SP)
Graduate Examining Committee	Sharon Chan, PhD (November, 2019) <i>External, Applied Psychology and Human Development (OISE), University of Toronto</i> Miao (Kitty) Qian, PhD (April, 2019) <i>External, Applied Psychology and Human Development (OISE), University of Toronto</i> Eden Hennessey, PhD (June, 2018) <i>External, Dept of Psychology, Laurier University</i> Victoria Larocca, PhD Kinesiology (June, 2018) Regis Caprara, MA (Nov, 2015), <i>Chair</i> Megan Smith, PhD (Sept, 2014) <i>External, School and Clinical Child Psychology, (OISE), University of Toronto</i> Kimberly Costello, PhD (Nov, 2012) <i>External, Dept of Psychology, Brock University</i> Emily Filardo, PhD (Nov, 2008 - SP), <i>Dean’s Rep</i> Laura Ball, MA (Oct, 2007 - HT), <i>Dean’s Rep</i>

ABC (Minor) Paper Committee	Francine Karmali (2016) Allison Bair (2012) Andy Ng (2012) Amanda Williams (2010) Laura Ball (2010) Cathy Faye (2009) 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	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

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)

2021-2022 **Shernell Hines***, Patrycia Jarosz, Ali Resz Samani, Julia Sebastien, Jessica Soliman
 2020-2021 Cassie Danz, **Patrycia Jarosz***, Linda Nguyen, Ayla Sadeghi, Ali Reza Samani, **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, **Ijana Kasi***, **Young Kim***,
 Jia Leung, **Debra McKenzie***, Iveta Mengova, Andrea Murua, Jiyoung 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

Committee Work

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 Muisse) 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,
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
Process mapping e-learning event participant, Faculty of Health
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)

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

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/>)

Editorial Board

PlosOne (2018-)

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