Stanford



Jennifer Eberhardt

Morris M. Doyle Centennial Professor of Public Policy, William R. Kimball Professor at the Graduate School of Business, Professor of Psychology and by courtesy, of Law

Organizational Behavior

Bio

BIO

A social psychologist at Stanford University, Jennifer Eberhardt investigates the consequences of the psychological association between race and crime. Through interdisciplinary collaborations and a wide ranging array of methods—from laboratory studies to novel field experiments—Eberhardt has revealed the startling, and often dispiriting, extent to which racial imagery and judgments suffuse our culture and society, and in particular shape actions and outcomes within the domain of criminal justice.

ACADEMIC APPOINTMENTS

- Professor, Organizational Behavior
- Professor, Psychology
- Professor (By courtesy), Stanford Law School
- Faculty Affiliate, Institute for Human-Centered Artificial Intelligence (HAI)

ADMINISTRATIVE APPOINTMENTS

- Teaching Faculty Member, Departments of Psychology and African and African American Studies, Yale University, (1995-1998)
- Faculty Member, Associate Professor, Department of Psychology, Stanford University, (1998- present)

BOARDS, ADVISORY COMMITTEES, PROFESSIONAL ORGANIZATIONS

- Co-director, Center for Social Psychological Answers to Real-World Questions (SPARQ), Stanford University

PROGRAM AFFILIATIONS

- Center for Comparative Studies in Race and Ethnicity (CCSRE)

PROFESSIONAL EDUCATION

- Ph.D., Harvard University (1993)
- A.M., Harvard University (1990)
- B.A., University of Cincinnati (1987)

LINKS

- Personal website: http://web.stanford.edu/~eberhard////

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

My research is on race and inequality. I am especially interested in examining race and inequality in the criminal justice context. My most recent research focuses on how the association of African Americans with crime might matter at different points in the criminal justice system and how this association can affect us in surprising ways.

Teaching

COURSES

2026-27

- Bridging Divides: In the Workplace and Beyond: OB 528 (Spr)
- SPARQ Lab: PSYCH 183 (Aut, Win, Spr)

2025-26

- Race and Natural Language Processing: CS 329R, CSRE 329R, LINGUIST 281A (Aut)
- Race and Natural Language Processing: OB 687 (Aut)
- Race and Natural Language Processing: PSYCH 257A (Aut)
- Racial Bias and Structural Inequality: OB 528 (Win)
- SPARQ Lab: PSYCH 183 (Aut, Win, Spr)

2024-25

- Race and Natural Language Processing: CS 329R, CSRE 329R, LINGUIST 281A (Aut)
- Race and Natural Language Processing: OB 687 (Aut)
- Race and Natural Language Processing: PSYCH 257A (Aut)
- S-Term: Narrative Strategies for Racial Justice: LAW 7131 (Aut)
- SPARQ Lab: PSYCH 183 (Aut, Win, Spr)

2023-24

- Race and Natural Language Processing: CS 329R, LINGUIST 281A (Aut)
- Race and Natural Language Processing: OB 687 (Aut)
- Race and Natural Language Processing: PSYCH 257A (Aut)
- Racial Bias and Structural Inequality: OB 528 (Spr)
- SPARQ Lab: PSYCH 183 (Aut, Win, Spr)

STANFORD ADVISEES

Doctoral Dissertation Reader (AC)

Alexander Landry, Marie Tano

Doctoral Dissertation Co-Advisor (AC)

Julia Proshan

Doctoral (Program)

Heather Graci

Publications

PUBLICATIONS

- **People who share encounters with racism are silenced online by humans and machines, but a guideline-reframing intervention holds promise.** *Proceedings of the National Academy of Sciences of the United States of America*
  Lee, C., Gligorić, K., Kalluri, P. R., Harrington, M., Durmus, E., Sanchez, K. L., San, N., Tse, D., Zhao, X., Hamedani, M. G., Markus, H. R., Jurafsky, D., Eberhardt, et al
  2024; 121 (38): e2322764121

- **Leveraging body-worn camera footage to assess the effects of training on officer communication during traffic stops.** *PNAS nexus*
  Camp, N. P., Voigt, R., Hamedani, M. G., Jurafsky, D., Eberhardt, J. L.
  2024; 3 (9): pgae359

- **Observers of social media discussions about racial discrimination condemn denial but also adopt it.** *Scientific reports*
  Sanchez, K. L., Harrington, M., Lee, C., Eberhardt, J. L.
  2024; 14 (1): 18246

- **"When the Cruiser Lights Come On": Using the Science of Bias & Culture to Combat Racial Disparities in Policing** *DAEDALUS*
  Hetey, R. C., Hamedani, M. G., Markus, H., Eberhardt, J. L.
  2024; 153 (1): 123-150

- **We built this culture (so we can change it): Seven principles for intentional culture change.** *The American psychologist*
  Hamedani, M. G., Markus, H. R., Hetey, R. C., Eberhardt, J. L.
  2023

- **Escalated police stops of Black men are linguistically and psychologically distinct in their earliest moments.** *Proceedings of the National Academy of Sciences of the United States of America*
  Rho, E. H., Harrington, M., Zhong, Y., Pryzant, R., Camp, N. P., Jurafsky, D., Eberhardt, J. L.
  2023; 120 (23): e2216162120

- **The dynamic nature of student discipline and discipline disparities.** *Proceedings of the National Academy of Sciences of the United States of America*
  Darling-Hammond, S., Ruiz, M., Eberhardt, J. L., Okonofua, J. A.
  2023; 120 (17): e2120417120

- **?Can you tell me more about this??: Agentic written feedback, teacher expectations, and student learning** *CONTEMPORARY EDUCATIONAL PSYCHOLOGY*
  Griffiths, C., Murdock-Perriera, L., Eberhardt, J. L.
  2023; 73

- **White patients' physical responses to healthcare treatments are influenced by provider race and gender.** *Proceedings of the National Academy of Sciences of the United States of America*
  Howe, L. C., Hardebeck, E. J., Eberhardt, J. L., Markus, H. R., Crum, A. J.
  2022; 119 (27): e2007717119

- **Believing that prejudice can change increases children's interest in interracial interactions.** *Developmental science*
  Pauker, K., Apfelbaum, E. P., Dweck, C. S., Eberhardt, J. L.
  1800

- **Conversations about race in Black and White US families: Before and after George Floyd's death.** *Proceedings of the National Academy of Sciences of the United States of America*
  Sullivan, J. N., Eberhardt, J. L., Roberts, S. O.
  2021; 118 (38)

- **The thin blue waveform: Racial disparities in officer prosody undermine institutional trust in the police.** *Journal of personality and social psychology*
  Camp, N. P., Voigt, R., Jurafsky, D., Eberhardt, J. L.
  2021

- **Lifting the Bar: A Relationship-Orienting Intervention Reduces Recidivism Among Children Reentering School From Juvenile Detention.** *Psychological science*
  Walton, G. M., Okonofua, J. A., Remington Cunningham, K., Hurst, D., Pinedo, A., Weitz, E., Ospina, J. P., Tate, H., Eberhardt, J. L.
  2021: 9567976211013801
- **The development of race effects in face processing from childhood through adulthood: Neural and behavioral evidence.** *Developmental science*
  Golarai, G., Ghahremani, D. G., Greenwood, A. C., Gabrieli, J. D., Eberhardt, J. L.
  2020: e13058
- **Race influences professional investors' financial judgments.** *Proceedings of the National Academy of Sciences of the United States of America*
  Lyons-Padilla, S., Markus, H. R., Monk, A., Radhakrishna, S., Shah, R., Dodson, N. A., Eberhardt, J. L.
  2019
- **Neural adaptation to faces reveals racial outgroup homogeneity effects in early perception.** *Proceedings of the National Academy of Sciences of the United States of America*
  Hughes, B. L., Camp, N. P., Gomez, J., Natu, V. S., Grill-Spector, K., Eberhardt, J. L.
  2019
- **Americans' Health Mindsets: Content, Cultural Patterning, and Associations With Physical and Mental Health** *ANNALS OF BEHAVIORAL MEDICINE*
  Conner, A. L., Boles, D. Z., Markus, H., Eberhardt, J. L., Crum, A. J.
  2019; 53 (4): 321–32
- **The Numbers Don't Speak for Themselves: Racial Disparities and the Persistence of Inequality in the Criminal Justice System** *CURRENT DIRECTIONS IN PSYCHOLOGICAL SCIENCE*
  Hetey, R. C., Eberhardt, J. L.
  2018; 27 (3): 183–87
- **Language from police body camera footage shows racial disparities in officer respect.** *Proceedings of the National Academy of Sciences of the United States of America*
  Voigt, R., Camp, N. P., Prabhakaran, V., Hamilton, W. L., Hetey, R. C., Griffiths, C. M., Jurgens, D., Jurafsky, D., Eberhardt, J. L.
  2017
- **Cognitive control, attention, and the other race effect in memory** *PLOS ONE*
  Brown, T. I., Uncapher, M. R., Chow, T. E., Eberhardt, J. L., Wagner, A. D.
  2017; 12 (3)
- **Polluting Black space.** *Journal of experimental psychology. General*
  Bonam, C. M., Bergsieker, H. B., Eberhardt, J. L.
  2016; 145 (11): 1561-1582
- **A Vicious Cycle: A Social-Psychological Account of Extreme Racial Disparities in School Discipline** *PERSPECTIVES ON PSYCHOLOGICAL SCIENCE*
  Okonofua, J. A., Walton, G. M., Eberhardt, J. L.
  2016; 11 (3): 381-398
- **Distinct representations of configural and part information across multiple face-selective regions of the human brain** *FRONTIERS IN PSYCHOLOGY*
  Golarai, G., Ghahremani, D. G., Eberhardt, J. L., Gabrieli, J. D.
  2015; 6
- **Distinct representations of configural and part information across multiple face-selective regions of the human brain.** *Frontiers in psychology*
  Golarai, G., Ghahremani, D. G., Eberhardt, J. L., Gabrieli, J. D.
  2015; 6: 1710
- **Two Strikes: Race and the Disciplining of Young Students** *PSYCHOLOGICAL SCIENCE*
  Okonofua, J. A., Eberhardt, J. L.
  2015; 26 (5): 617-624

- **Racial Disparities in Incarceration Increase Acceptance of Punitive Policies** *PSYCHOLOGICAL SCIENCE*
  Hetey, R. C., Eberhardt, J. L.
  2014; 25 (10): 1949-1954
- **Racial disparities in incarceration increase acceptance of punitive policies.** *Psychological science*
  Hetey, R. C., Eberhardt, J. L.
  2014; 25 (10): 1949-1954
- **Racial Disparities in Incarceration Increase Acceptance of Punitive Policies** *Psychological Science - A Journal of the Association for Psychological Science*
  Hetey, R. C., Eberhardt, J. L.
  2014
- **Race and the Fragility of the Legal Distinction between Juveniles and Adults** *PLOS ONE*
  Rattan, A., Levine, C. S., Dweck, C. S., Eberhardt, J. L.
  2012; 7 (5)
- **The role of social meaning in inattentional blindness: When the gorillas in our midst do not go unseen** *JOURNAL OF EXPERIMENTAL SOCIAL PSYCHOLOGY*
  Rattan, A., Eberhardt, J. L.
  2010; 46 (6): 1085-1088
- **Not yet human: Implicit knowledge, historical dehumanization, and contemporary consequences** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Goff, P. A., Eberhardt, J. L., Williams, M. J., Jackson, M. C.
  2008; 94 (2): 292-306
- **Looking Deathworthy - Perceived Stereotypicality of Black Defendants Predicts Capital-Sentencing Outcomes** *Readings in Social Psychology: General, Classic, and Contemporary Selections*
  Eberhardt, J. L.
  edited by Lesko, W. A.
  Columbus, OH: Allyn & Bacon.2008; 7
- **Looking Deathworthy - Perceived Stereotypicality of Black Defendants Predicts Capital-Sentencing Outcomes** *Readings in Social Psychology: The art and science of research*
  Eberhardt, J. L.
  edited by Fein, S., Kassin, S.
  Boston, MA: Houghton Mifflin.2008; 4
- **Differential development of high-level visual cortex correlates with category-specific recognition memory** *NATURE NEUROSCIENCE*
  Golarai, G., Ghahremani, D. G., Whitfield-Gabrieli, S., Reiss, A., Eberhardt, J. L., Gabrieli, J. D., Grill-Spector, K.
  2007; 10 (4): 512-522
- **Looking deathworthy - Perceived stereotypicality of black defendants predicts capital-sentencing outcomes** *PSYCHOLOGICAL SCIENCE*
  Eberhardt, J. L., Davies, P. G., Purdie-Vaughns, V. J., Johnson, S. L.
  2006; 17 (5): 383-386
- **Imaging race** *AMERICAN PSYCHOLOGIST*
  Eberhardt, J. L.
  2005; 60 (2): 181-190
- **Seeing black: Race, crime, and visual processing** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Eberhardt, J. L., GOFF, P. A., Purdie, V. J., Davies, P. G.
  2004; 87 (6): 876-893
- **Believing is seeing: The effects of racial labels and implicit beliefs on face perception** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Eberhardt, J. L., Dasgupta, N., Banaszynski, T. L.
  2003; 29 (3): 360-370

- **Differential responses in the fusiform region to same-race and other-race faces** *NATURE NEUROSCIENCE*
  Golby, A. J., Gabrieli, J. D., Chiao, J. Y., Eberhardt, J. L.
  2001; 4 (8): 845-850