Stanford



MarYam Hamedani, PhD

Executive Director & Senior Research Scientist, Psychology

Bio

BIO

I am a social and behavioral scientist with experience leading centers and teams within higher ed. I study and put into practice strategies to help people live, work, and interact in today's diverse and divided world. My expertise is in harnessing the power of culture for behavioral, organizational, and societal change and building cross-sector collaborations to field test data-driven solutions. My research has been published in peer-reviewed journals, covered by national media outlets, and supported by leading foundations.

As Executive Director and Senior Research Scientist at Stanford SPARQ, I partner with public and private sector leaders to use social and behavioral science insights to drive change. I prioritize an approach to research that is grounded in society's biggest problems and centers the perspectives of practitioners working to lead change on the ground. I create opportunities for researchers and practitioners to learn from one another in mutually beneficial partnerships. I also regularly speak and advise on culture change, cross-sector research partnerships, and higher education leadership.

Before Stanford SPARQ, I was Associate Director of Stanford's Center for Comparative Studies in Race and Ethnicity (CCSRE) and Stanford's Center for Opportunity Policy in Education (SCOPE). I am also a Stanford Ph.D. alum in Social Psychology and graduate from Middlebury College with B.A.s in Psychology and Philosophy.

ACADEMIC APPOINTMENTS

- Executive Director & Senior Research Scientist, Psychology

ADMINISTRATIVE APPOINTMENTS

- Executive Director & Senior Research Scientist, Stanford SPARQ, (2022- present)
- Managing Director & Senior Research Scientist, Stanford SPARQ, (2018-2022)
- Senior Research Scientist, Stanford SPARQ, (2016-2018)
- Associate Director, Center for Comparative Studies in Race & Ethnicity (CCSRE), (2012-2016)
- Associate Director, Stanford Center for Opportunity Policy in Education (SCOPE), (2011-2012)

LINKS

- Stanford SPARQ: https://sparq.stanford.edu/
- Personal Website: https://www.maryamhamedani.com/
- LinkedIn: https://www.linkedin.com/in/maryamhamedani/

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

Culture, inequality, behavioral and cultural change, research application

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
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- **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

- **"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

- **The benefits of difference-education interventions in lower-resourced institutions.** *Journal of experimental psychology. General*
  Stephens, N. M., Townsend, S. S., Carey, R. M., Hamedani, M. G., Brannon, T. N., Murphy, M. C.
  2023

- **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

- **Is Diversity Enough? Cross-Race and Cross-Class Interactions in College Occur Less Often Than Expected, but Benefit Members of Lower Status Groups When They Occur** *JOURNAL OF PERSONALITY AND SOCIAL PSYCHOLOGY*
  Carey, R. M., Stephens, N. M., Townsend, S. S. M., Hamedani, M. G.
  2022

- **Difference-Education Improves First-Generation Students' Grades Throughout College and Increases Comfort With Social Group Difference** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Townsend, S. S. M., Stephens, N. M., Hamedani, M. G.
  2021; 47 (10): 1510-1519

- **Difference-Education Improving Disadvantaged Students' Academic Outcomes by Changing Their Theory of Difference** *HANDBOOK OF WISE INTERVENTIONS*
  Stephens, N. M., Hamedani, M. G., Townsend, S. S. M.
  edited by Walton, G. M., Crum, A. J.
  2021: 126-147

- **A Diversity Ideology Intervention: Multiculturalism Reduces the Racial Achievement Gap** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
  Birnbaum, H. J., Stephens, N. M., Townsend, S. S. M., Hamedani, M. G.
  2021; 12 (5): 751-759

- **Empowerment Through Difference: An Online Difference-Education Intervention Closes the Social Class Achievement Gap** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Townsend, S. S. M., Stephens, N. M., Smallets, S., Hamedani, M. G.
  2019; 45 (7): 1068-1083

- **Understanding Culture Clashes and Catalyzing Change: A Culture Cycle Approach** *FRONTIERS IN PSYCHOLOGY*
  Hamedani, M. G., Markus, H.

2019; 10

- **Difference Matters: Teaching Students a Contextual Theory of Difference Can Help Them Succeed** *PERSPECTIVES ON PSYCHOLOGICAL SCIENCE*
  Stephens, N. M., Hamedani, M. G., Townsend, S. S. M.
  2019; 14 (2): 156-174
- **People Are Culturally Shaped Shapers The Psychological Science of Culture and Culture Change** *HANDBOOK OF CULTURAL PSYCHOLOGY, 2 EDITION*
  Markus, H., Hamedani, M. G.
  edited by Cohen, D., Kitayama, S.
  2019: 11-52
- **A Difference-Education Intervention Equips First-Generation College Students to Thrive in the Face of Stressful College Situations** *PSYCHOLOGICAL SCIENCE*
  Stephens, N. M., Townsend, S. S., Hamedani, M. G., Destin, M., Manzo, V.
  2015; 26 (10): 1556-1566
- **Closing the Social-Class Achievement Gap A Difference-Education Intervention Improves First-Generation Students' Academic Performance and All Students' College Transition** *PSYCHOLOGICAL SCIENCE*
  Stephens, N. M., Hamedani, M. G., Destin, M.
  2014; 25 (4): 943-953
- **Who Explains Hurricane Katrina and the Chilean Earthquake as an Act of God? The Experience of Extreme Hardship Predicts Religious Meaning-Making** *JOURNAL OF CROSS-CULTURAL PSYCHOLOGY*
  Stephens, N. M., Fryberg, S. A., Markus, H. R., Hamedani, M. G.
  2013; 44 (4): 606-619
- **In the Land of the Free, Interdependent Action Undermines Motivation** *PSYCHOLOGICAL SCIENCE*
  Hamedani, M. G., Markus, H. R., Fu, A. S.
  2013; 24 (2): 189-196
- **My Nation, My Self: Divergent Framings of America Influence American Selves** *PERSONALITY AND SOCIAL PSYCHOLOGY BULLETIN*
  Hamedani, M. G., Markus, H. R., Fu, A. S.
  2011; 37 (3): 350-364
- **Why Did They "Choose" to Stay? Perspectives of Hurricane Katrina Observers and Survivors** *PSYCHOLOGICAL SCIENCE*
  Stephens, N. M., Hamedani, M. G., Markus, H. R., Bergsieker, H. B., Eloul, L.
  2009; 20 (7): 878-886
- **Does interdependence equal weakness in the land of the free?**
  Markus, H. R., Hamedani, M.
  PSYCHOLOGY PRESS.2008: 720–20