



MarYam Hamedani, PhD

Executive Director & Senior Research Scientist

Psychology

Bio

BIO

I am a social psychologist with experience leading centers and teams within higher ed. I study and put into practice strategies to help people live, work, and thrive in today's increasingly diverse and divided world. My expertise is in harnessing the power of culture to support organizational and societal change and disrupting cultural defaults that lead to bias and inequality. 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 oversee the center's team and projects. I partner with practitioners in criminal justice, education, economic mobility, education, health, media, and technology to leverage behavioral science insights to drive change. I prioritize an approach to research that is grounded in society's most pressing 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 how social science research on race, culture, and inequality can drive strategies for change.

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 a Stanford Ph.D. alum in Social Psychology.

ACADEMIC APPOINTMENTS

- Sr Research Scholar, 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/>

Research & Scholarship

RESEARCH INTERESTS

- Diversity and Identity
- Higher Education
- Leadership and Organization
- Poverty and Inequality
- Psychology
- Race and Ethnicity

Publications

PUBLICATIONS

- **"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. 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. 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. M., Walton, G. M., Crum, A. J.
2021: 126-147
- **A Diversity Ideology Intervention: Multiculturalism Reduces the Racial Achievement Gap** *SOCIAL PSYCHOLOGICAL AND PERSONALITY SCIENCE*
Birnbbaum, H. J., Stephens, N. M., Townsend, 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. 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. 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., 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