

Jordan G. Starck

(last updated June 2026)

ACADEMIC POSITION

Stanford University

Department of Psychology
Assistant Professor

2021-Present

EDUCATION

Princeton University

Ph.D., Social Psychology & Social Policy
Dissertation: *Perpetuating Inequality in Pursuit of Diversity*
Advisors: Stacey Sinclair, J. Nicole Shelton
Committee Members: Susan Fiske, Kristina Olson, Alin Coman

2021

Davidson College

B.S. in Psychology
Professional Secondary School Teaching License in Social Studies

2012

PUBLICATIONS

Starck, J.G., Hurd, K., & Proshan, J.* (2025). By Any Means Necessary? Overcoming the Tradeoffs Inherent in Motivating Racially Progressive Policies. *Policy Insights from the Behavioral and Brain Sciences*, 13(1), 69-76. <https://doi.org/10.1177/23727322251399156>

Starck, J.G., Brown, D., Hurd, K., Plaut, V., Tian, H.** & Jacoby-Senghor, D. (2025). Support for diversity and the racial status quo in lay and legal samples. *Communications Psychology*, 3(1), 67. <https://doi.org/10.1038/s44271-025-00242-5>

Blog: “[Support for diversity and the racial status quo in lay and legal samples](https://doi.org/10.1038/s44271-025-00242-5).” Springer Nature Research Communities.

Gantman, A. P., Duker, A., **Starck, J. G.,** Sanchez, A., & Paluck, E. L. (2025). Moralizing Consent: Three Field Studies Testing a Student-Led Intervention at University Parties. *Behavioral Sciences*, 15(8), 1025. <https://www.mdpi.com/2076-328X/15/8/1025#>

Starck, J.G., Hurd, K., Perez, M.J., & Marshburn, C.K. (2024). Interest convergence and the maintenance of racial disadvantage: The case of diversity in higher education. *Journal of Social Issues*. <https://doi.org/10.1111/josi.12606>
***recognized by publisher as among the most-cited articles in this journal for the year

Sinclair, S. & **Starck, J.G.** (2021). George Floyd’s death affected Black and White families differently. [Peer commentary on “Conversations about race in Black and White US families: Before and after George Floyd’s Death,” by Sullivan, J.N., Eberhardt, J.L., & Roberts, S.O.] *Proceedings of the National Academy of Sciences*. <https://doi.org/10.1073/pnas.2115351118>

Paluck, E.L. & **Starck, J.G.** (2021). Perspective getting in a democracy. [Peer commentary on “Can We Achieve “Equality” When We Have Different Understandings of Its Meaning? How Contexts and Identities Shape the Pursuit of Egalitarian Goals,” by Neil Lewis, Jr.]. *Psychological Inquiry*, 32(3), 178-179. <https://doi.org/10.1080/1047840X.2021.1971446>

Turetsky, K.M., Sinclair, S., **Starck, J.G.,** & Shelton, J.N. (2021). Beyond students: How teacher psychology shapes educational inequality. *Trends in Cognitive Sciences*, 25, 697-709. <https://doi.org/10.1016/j.tics.2021.04.006>.

Starck, J.G., Sinclair, S., & Shelton, J.N. (2021). How university diversity rationales inform student preferences and outcomes. *Proceedings of the National Academy of Sciences*, 118 (16) e2013833118; DOI: 10.1073/pnas.2013833118

** Gordon Allport Intergroup Relations Award Winner

Avery, J. J., **Starck, J.G.**, Zhong, Y., Avery, J. D., & Cooper, J. (2020). Is your own team against you? Implicit bias and interpersonal regard in criminal defense. *The Journal of Social Psychology*, 1-17.
<https://doi.org/10.1080/00224545.2020.1845593>

Starck, J.G., Riddle, T., Sinclair, S., & Warikoo, N. (2020). Teachers Are People Too: Examining the Racial Bias of Teachers Compared to Other American Adults. *Educational Researcher*.
<https://doi.org/10.3102/0013189X20912758>

Anyiwo, N., Palmer, G. J., Garrett, J. M., **Starck, J. G.**, & Hope, E. C. (2020). Racial & Political Resistance: An Examination of the Sociopolitical Action of Racially Marginalized Youth. *Current Opinion in Psychology*.
<https://doi.org/10.1016/j.copsyc.2020.03.005>

Avery, J. J., **Starck, J.**, Xu, Y. , Avery, J. D. and Cooper, J. (2018), Attitudes toward defendants with substance-related charges: An analysis of a national sample of criminal defense attorneys. *American Journal of Addiction*, 27: 639-645. doi:10.1111/ajad.12825

Gantman, A., Gomila, R., Martinez, J., Matias, J., Paluck, E., **Starck, J.**, . . . Yaffe, N. (2018). A pragmatist philosophy of psychological science and its implications for replication. *Behavioral and Brain Sciences*, 41, E127. doi:10.1017/S0140525X18000626

SELECT WORKING PAPERS UNDER REVIEW/REVISION

Starck, J.G. (*Revise & Resubmit: Current Directions in Psychological Science*). Hierarchy Maintenance through the Selective Embrace of Diversity.

Lisnek, J.A., **Starck, J.G.**, Atura, A., & Roberts, S.O. (*Revise & Resubmit: Policy Insights from the Brain and Behavioral Sciences*). Teaching about race and racism in schools.

Starck, J.G., Composto, J., Srinivasan, P., Xu, J., & Sinclair, S. (*Preprint/Initial Submission: Journal of Experimental Psychology--General*). Diversity in Black and White: How Rationales Change the Perceived Focus of Organizations' Diversity Commitments.

Starck, J.G. & Xu, J. (*Preprint/Initial Submission: Organization Science*). Beyond Window Dressing: Organizational Diversity Rationales Impact Anti-DEI Claims-making through Applicant Self-Selection.

*trainee

**undergraduate trainee

SELECT TALKS & PRESENTATIONS

Beyond Window Dressing: Organizational Diversity Rationales Impact Anti-DEI Claims-Making through Applicant Self-Selection. Academy of Management (AoM) in Ince, J. & Smith, L. (Co-Chairs) *Between Ideals and Outcomes: Issues in Addressing Organizational and Institutional Inequality*. Philadelphia, PA, 2026

Pain & Prejudice: Moralizing Diversity Reduces Tolerance for Racist Behaviors. Society for the Psychological Study of Social Issues (SPSSI) in Berkebile-Weinberg, A. (Chair) *Diversity, Discrimination, and Allyship Across Relational, Institutional, and Societal Contexts*. New Orleans, LA, 2026

Student Health & University Diversity Commitments. Society for the Psychological Study of Social Issues (SPSSI) in Nolan, E. & Murrar, S. (Co-Chairs) *Centering Wellbeing: Supporting Marginalized Students in Academic Contexts*. New Orleans, LA, 2026

Diversity & the Perpetuation of Racial Inequality in the U.S. CCSRE Research Institute Faculty Seminar Series, Stanford University. Stanford, CA, 2026

Diversity and the Perpetuation of Racial (Dis)Advantage. Invited Colloquium Talk. Psychology Department, University of California—Santa Cruz. Santa Cruz, CA, 2026

Making the Medicine Go Down: Situated Interventions to Improve Racial Inequality. Institute of Personality and Social Research, University of California—Berkeley. Berkeley, CA, 2025

Diversity and the Institutionalization of Racial (Dis)Advantage. Invited Talk. Haas Business School, University of California—Berkeley. Berkeley, CA, 2025

Diversity & the Maintenance of the Racial Status Quo. IDEAL Conference, Stanford University. Stanford, CA, 2025

Diversity for All a Cure All?: Student Health & University Diversity Commitments. Society for Experimental Social Psychology. Lisbon, Portugal, 2025

Diversity & the Perpetuation of Racial Inequality in the U.S. Ujamaa House, Stanford University. Stanford, CA, 2025

Uncovering Racism Through a Socioecological Approach to Diversity Science. Critical Perspectives in Psychology Pre-Conference Invited Talk, Society for Personality and Social Psychology (SPSP). Denver, CO, 2025

Support for Diversity and the Racial Status Quo in Lay and Legal Samples. Social Psychology and Legal Contexts Pre-Conference Invited Talk, Society for Personality and Social Psychology (SPSP). Denver, CO, 2025

Race, Narrative, & Naivete: Fiction in Law & Lawmaking.

- Center for Racial Justice, Stanford University Law School. Stanford, CA, 2026.
- SPARQHub, Stanford University. Stanford, CA, 2024.

Perpetuating Inequality in Pursuit of Diversity: How Instrumentalizing Diversity Preserves the Status Quo.

- Social Cognition Pre-Conference Invited Talk, Society for Personality and Social Psychology (SPSP). San Diego, CA, 2024
- Invited talk for Ethical Issues of Our Time Conference. Park City, Utah, 2024.

Perpetuating Inequality in Pursuit of Diversity: How university diversity rationales inform student preferences and outcomes.

- Duke University, 2024
- Invited honorary lecture in Ogretta McNeil Emerging Scholar Lecture Series, Holy Cross University. Worcester, MA 2024

Interest Convergence and the Maintenance of Racial Advantage: The Case of Diversity in Higher Education. Society for the Psychological Study of Social Issues. Philadelphia, PA, 2024.

Group Interest and Moral Resistance: The Case of Diversity in Higher Education. Morality Pre-Conference Invited Talk, Society for Personality and Social Psychology (SPSP). Atlanta, GA, 2023

Race-Conscious University Admissions: The Law in Black and White. Society for Experimental Social Psychology. Madison, WI, 2023.

Pain & Punishment: How University Diversity Rationales Affect Responses to Interracial Conflicts

- Academy of Management, in Srinivasan, P. & Zhao, X. (Co-Chairs) *I Meant What I Said, and I Said What I Meant?: Organizational Rhetoric around Social Justice Issues*, Seattle, WA, 2022
- Society for Experimental Social Psychology (SESP), in Rosenblum, M. & Jacoby-Senghor, D. (Co-Chairs) *Inequality Without Inegalitarians: How People Perpetuate Prejudice Without Overt Bigotry*, Santa Barbara, CA, 2021

Toward a Systemic Psychological Understanding of Bias: The Case of “Diversity” in Higher Education

- University of Illinois—Chicago, 2022
- New York University, 2022
- Wesleyan University, 2022

Perpetuating Inequality in Pursuit of Diversity

- University of California—Davis, 2022
- University of Wisconsin—Madison, 2022

The Effects of Systemic vs. Interpersonal Anti-Racist Education

- Society for Personality and Social Psychology (SPSP), in Ritchie, E. (Chair) *The Modern Bias Intervention: New Evidence and Ideal Features*, San Francisco, CA, 2022.

Diversity Practice & Research Trained on Dominant Groups: A Necessary Risk?

- American Psychological Association (APA), in Drain, A. & Starck, J.G. (Co-Chairs) *Rethinking of How Policy and Interventions are Currently Formed*. Virtual, 2021

The Best Case for Diversity: Values vs. Value.

- Institute of Personality and Social Research, *University of California—Berkeley*, Berkeley, CA, 2021
- Social Area, *University of Virginia Psychology Department*. Charlottesville, VA, 2021
- Crockett Lab, *Yale University*, 2021
- Psychological and Brain Sciences Department at the University of Delaware. Newark, DE, 2020
- Society for the Psychological Study of Social Issues (SPSSI). San Diego, CA, 2019
- Weary Symposium on Diversity, Ohio State University, Columbus, Ohio, 2019
- Black Graduate Conference in Psychology, University of Michigan, Ann Arbor, Michigan, 2019
- International Convention of Psychological Science (ICPS), in Georgac, O. & Starck, J.G. (Co-Chairs), *Instrumental diversity rhetoric: Paradoxical effects on commitment to diversity and inclusion symposium*. Paris, France, 2019
- Cimpian Lab, *New York University*, 2019
- Society for Personality and Social Psychology (SPSP), in Georgac, O. (Chair) *Instrumental approaches to diversity: Consequences for organizations, schools, and society symposium*. Portland, OR, 2019
- Education Research Series. Princeton University, NJ, 2018

Instrumental Diversity Rationales Reduce Out-group Consideration in White Americans' Affirmative Action Policy Preferences

- Stanford Graduate School of Business Rising Scholars Conference. Palo Alto, CA, 2020
- Black Social & Personality Psychologists Retreat. New Orleans, LA, 2020
- Society for Personality & Social Psychology (SPSP). New Orleans, LA., 2020

Moralizing sexual consent in college party contexts: Field experiments testing issue framing. 5 College Conference, Princeton University, NJ, 2018

Integration, by what means? Exploring the effects of ideological rationales. 5 College Conference, Cornell University, NY, 2017

Intentional Worlds Theory: Testing Displays from Different Cultural Worlds. Southeastern Psychological Association Conference in New Orleans, LA, 2012.

Rethinking John Ogbu's Cultural-Ecological Model: The Case of a Freedom School in the Davidson College Community.

- Oklahoma Educational Studies Association. University of Oklahoma, Norman, Oklahoma, 2011
- Campus Compact. Johnson C. Smith University, Charlotte, NC, 2010

Mind and Culture: The Co-Constitution of Mind & Environment. Furman University, 2011

Mental Migration: An African American Boy's Psychosocial Exodus From Academia. American Educational Studies Association, Pittsburgh, PA, 2009

FELLOWSHIPS, AWARDS, GRANTS, & HONORS

Society for Personality and Social Psychology Service to SPSP Award (2025) for work on the equity and anti-racism task force to embed equity and justice into SPSP's journals, convention programming, and committees

CCSRE Research Institute Mentoring Award (2025) inaugural recipient for exceptional and sustained contributions to the intellectual, creative, scholarly, and professional development of graduate students pursuing doctoral research related to race, ethnicity, and inequality.

Stanford University Department of Academic Affairs (2025) grant providing post-doctoral support for the project, "Students for Fair Admissions engenders anti-egalitarian actions by distorting perceived reality"

Black Girls Code (2024-26) funded to investigate pathways to make tech more inclusive of Black women and girls

Stanford Institute for Human-Centered Artificial Intelligence (2024) award to use cutting edge AI methods to describe the nature and impact of different components of racial representation in televisual media

Stanford University IDEAL Provostial Fellow (2021-23) selected from a pool of 625 for 3-year fellowship

2022 Gordon Allport Intergroup Relations Prize (2022) as an international recognition from leading professional society celebrating the best intergroup relations paper of the year

The Society for the Psychology Study of Social Issues (2021) \$2,000 Grant-in-Aid research award

Overdeck Education Innovation Fund (2021) \$10,000 to study racial bias in early education assessment

Department of Psychology Graduate Service Award (2021) inaugural award winner for service to department

Ford Foundation Dissertation Award (Declined) full tuition support and \$28,000 academic year stipend

Laurance S. Rockefeller Graduate Prize Fellowship (2020) full tuition support and \$40,000 in stipend and research funding awarded by Princeton's University Center for Human Values

Hamid Biglari *87 Behavioral Science Fellowship (2020) \$41,835 for a full semester of academic support

Invited Early Career Speaker (2019) Ohio State University's Weary Symposium on Diversity & Social Identity

Overdeck Education Innovation Fund (2019) \$3,000 to study diversity rationales' effect on pedagogy

Dean's Grant (2016-2021) awarded \$20,000 of support and research funding from the Graduate School

Society for Multivariate Experimental Psychology (2018) \$1,000 student workshop travel award

President's Fellowship (2016-2018) \$6,000 graduate research fellowship awarded by Princeton University

First Year Fellowship (2016-2017) awarded a year of tuition and stipend support from the Graduate School

Impact Award (2016) for marked positive influence on the Charlotte Country Day student community

John M. Belk Scholar (2008-2012) awarded top full merit scholarship and stipend for collegiate studies

Presidential Award of Appreciation (2012) for dedication & commitment to serving Davidson College

Gladstone Award (2011) for distinguished leadership, service, and potential to better humanity at Davidson College

Edward L. Palmer Service Award (2011) from psychology department for contributions to community

Davidson Black Alumni Network Award (2011) for dedicated impact on Davidson's Black community

Davidson Research Initiative Summer Fellow (2011) awarded \$6,000 for cultural psychological research

Davidson Research Initiative Summer Fellow (2009) awarded \$6,000 for ethnographic research

TEACHING

Stanford University, *Professor/Lecturer*, 2022-26

- Taught "Advanced Seminar on Bias and Structural Inequality," "Practicum on Racial Bias in the Law," and "Social Psychology"
- Often earned above average student evaluations (e.g., a 4.72/5 and 4.53/5 when the average score for all courses in the school was 4.35/5)
- TAs made a series of social media videos based on my lectures that received hundreds of thousands of views
- Select student feedback about the courses for future students:
 - "I highly recommend this class! You learn an incredible amount and it will make you see the world differently. The discussions you have in class are so interesting and you really get to learn from those around you. Additionally, Professor Starck is so knowledgeable and always does a good job unpacking discussion topics and the readings. The peer led discussions/activities are so fun and you really get to apply ideas from the readings in new ways. Finally, I would recommend not taking this course in the spring or with a heavy course load because you really want to be able to spend time with the readings and course content." (Psych 180)
 - "I would definitely recommend this course to any student interested in understanding real-world social issues like prejudice, bias, and discrimination. The content is really meaningful and tackles topics that matter in our everyday lives and society at large. That said, the class has a pretty

intense tone, and the professor sets high expectations for engagement and critical thinking. It's not an easy or surface-level class, but if you're willing to put in the work, you'll come away learning a lot and gaining new perspectives that really stick with you." (Psych 180)

- "This is an amazing course! Both Dr. Stark and Dr. Pham are incredible professors that are also very knowledgeable. This course felt meaningful and impactful and never felt like I was wasting my time. I would seriously recommend this course if you are interested in the topic and interested in doing meaningful work that is related to the topic. Seriously one of the best courses that I have taken at Stanford so far!" (Psych 188)
- "I highly recommend this class! It has probably been one of the most informative classes I've taken at Stanford." (Psych 188)
- "Such a fun and reflective class and Dr. Stark is amazing and so funny! I loved that they want you to do well!" (Psych 70)
- "Dr. Starck is amazing! He is such an engaging lecturer who truly cares about his students. Class time always flew by and the assignments were interesting to do. I really appreciated how approachable and open the entire teaching team was. This is a class that is invested in its students." (Psych 70)
- "Definitely consider taking this class in the future. Dr. Starck is amazing and he makes the class and content so much more engaging." (Psych 70)
- "Professor Jordan Starck is one of a kind, one of the best professors I've had at Stanford. His passion for social psychology really shows. PSYCH 70 is a great follow-up to PSYCH 1 and, in my opinion, better than the other options. Some content does overlap and can feel a bit repetitive at times, but the class is still worth it. Just make sure to study for the midterm, especially the multiple choice section. It's 20 questions and makes up about 50% of your midterm grade." (Psych 70)
- "Absolutely take it! One of the best classes I have had here." (Psych 70)

Princeton University, *Preceptor (Teaching Assistant)*, 2018-2020

- Led all sections of the course "Prejudice: Causes, Consequences, & Cures", earning an average student evaluation of 4.5/5 (the average score for graduate preceptors was 4.0/5)

Princeton University Preparatory Program, *Graduate Teaching Fellow*, 2017-2020

- Led weekly classes with high-achieving, low-income high schoolers to prepare them for admission to highly selective colleges and universities, focusing on topics related to racial equity and inclusion

Ethnography of Schools and Schooling, Guest Instructor, 2017

- Covered sources and solutions of racial achievement gaps in schools

Charlotte Country Day School, *Teacher*, 2012-2016

- Crafted and taught a multidisciplinary anti-bias unit shown to significantly increased students' self-esteem, respect for classmates, compassion for others, and sensitivity to implicit bias and implemented for the entire 9th grade (i.e., taken by almost all incoming students)
- Taught Social Justice, US History, Freshman Seminar and parts of IB Psychology coursework

Mooresville High School, *Student-Teacher*, 2012

- Taught Advanced Placement Psychology and U.S. History to 90 juniors and seniors

MENTORING

Activities

SABA Lab, *Director*, 2023-present

- Supported research activities and provided training via weekly or bi-weekly lab and project meetings for students and research staff ranging from undergraduates to post-doctoral scholars at Stanford University
- 2024-25: 3 post-docs, 3 PhD students, 1 Masters student in training, 1 lab manager, 1 pre-doctoral scholar, 2 current year honors thesis students, 3 honors thesis students in training, 1 research specialist
- 2023-24: 2 post-docs, 2 PhD students, 1 lab manager, 2 current year honors thesis students, 2 honors thesis students in training, 1 research specialist

SABA Lab-Undergrad Lab, *Director*, 2023-2025

- Provide weekly opportunity for undergraduate research assistants to learn skills, troubleshoot problems, collaborate, and learn about academic research
- Engaged 12 undergraduate/pre-doctoral research assistants in 2024-25

- Engaged 17 undergraduate/pre-doctoral research assistants in 2023-24
- Research Experience Program, 2022-2025
- Provided three research assistantships in the SABA Lab for students enrolled at local community colleges
- Major Advising, 2022-present
- Advised students on their path to completing the requirements for their psychology degrees
- Psychology Department Peer Mentoring Program at Princeton University, 2020-2021
- Rematch Program, 2017-2018
- Oversaw undergraduate summer research by students from underrepresented backgrounds
- Research Experience for Undergraduates (REU) Program, 2018
- Supervised two non-traditional students conducting summer research projects on campus
- Charlotte Country Day School, 2014-2016
- Academic advisor to 8-10 students per year
- Howard Hughes Medical Institute's "Strategies for Success" Program at Davidson College, 2010-2012
- Mentored & trained 8 students from underrepresented backgrounds in strategies for collegiate & professional success

Funding

IRiSS Predoctoral Research Fellowship (2024-2026) funding a pre-doctoral scholar to bolster pipeline to PhD

American Democracy Fellowship (2024-25) \$2,000 in funding to support graduate research of Anmol Gupta

VPUE Undergraduate Research Grant (2024) to support Helen Tian attending the annual conference of the Society for Personality and Social Psychology

Psych Summer (2024) funding to support Cid Muang's summer research in preparation of their honor's thesis

VPUE Small Grant (2024) to support Helen Tian's honors thesis research

Dissertation Committees

- Jun Lin (Chair; 2026), GSB
- Kris Evans (2026), Psychology
- Brandi Cannon-Force (Chair; 2026), GSE
- Tamara Sobomehin (Chair; 2026), GSE
- Maggie Harrington (2023), Psychology
- Candice Kim (Chair; 2023), GSE

Master's Thesis Advising

- Zoey Wilkinson (2025-26), among first co-terminal psychology master's provided by department

Honors Thesis Advising

- Abigail Copeland (2026)
- Daniela Flores (2026)
- Taylor Powell (2026)
- Antuaneth Sosa (secondary; 2026)
- Helen Tian (2024)
- Cid Muang (2024)
- Charleny Martinez Reyes (2023)
- Caleb Robinson (2023)

Major Advising

- Lauren (Lo) Grant '27
- Melisa Ezgi Guleryuz '27
- Omotolani Azeez, '26
- Antuaneth Sosa, '26
- Abigail Copeland, '26
- Elias Applebaum, '25
- Victoria Crevosier, '25
- Chrissy Brown, '25

Post-doctoral Advising

- Jackie Lisnek
- Ronda Lo
- Bryn Bandt-Law

Graduate Advising

- Anmol Gupta (primary)
- Julia Proshan
- Kevin Kennedy
- Kimia Saadatian
- Stacia King
- Kengthsagn Louis '24
- Sakaria Aulua-Toomey '24

Pre-Doctoral Advising

- Mythili Iyer
- Marya Zaray (REP Student)

Unofficial Advising

- Rafaela Wolf '27
- Jacob Roe '27
- Fatima Kane, '25
- Norri Dupree, '25
- Cintia Hinojosa (post-doc)

SERVICE, LEADERSHIP, & PROFESSIONAL ACTIVITIES**Academic Service**

American Visibility Project invited guest, *Brown Institute for Media Innovation*, Stanford University, 2026
Speaker at NSF-funded "Race, Gender, and the Science of Science" pipeline program. Columbia, MO, 2025
Colloquium Committee, Stanford University Psychology Department, 2024-present
IDEAL Provostial Fellowships Departmental Reviewer, Stanford University Psychology Department, 2024-present
Panelist for CCSRE Faculty Seminar Series "Teaching Race Now" Panel, Stanford University, 2024
Panelist for CRC Plenary on Teaching Race in Difficult Times, Melon Conference on Race, Democracy, and Social Justice, Yale University, New Haven, CT, 2024
Davidson College, *Trustee, Co-Chair: Education & Reconciliation Committee*, 2023-present
Graduate Admissions Committee, Stanford University Psychology Department, 2023-present
John M. Belk Scholarship Advisory Board, *Member*, 2017-2023
American Psychological Association Conference, *Symposium Co-Chair*, 2021
International Conference of Psychological Science (ICPS), *Symposium Co-Chair*, 2019
Ad Hoc Reviewer
Ad Hoc Mentoring and/or Professional Development Panelist

Diversity, Equity, & Inclusion

Race, Gender and the Science of Science invited panelist and mentor for multi-day NSF-funded workshop hosted by the University of Missouri to provide mentorship to graduate students and early career scholars pursuing research on the science of DEI in academia, 2024
SPSP Anti-Racist Methods in Psychology Seminar, *Organizer*, 2022-23
Inequity by Design: The Structural Forces Making and Erasing Racism, *Conference Organizer*, 2022
Society for Consumer Psychology Webinar on Antiracist Methodologies Panelist, 2022
SPSP Student Council Diversity Webinar on Antiracist Methodologies Panelist, 2021
National Presbyterian School's Annual Summer Diversity Institute, *Co-host*, 2021
Anti-Racist Research Methods Conference, *Coordinator*, 2021
Society for Personality and Social Psychology (SPSP) Anti-Racism & Equity Task Force, *Graduate Member*, 2020
Psychology Department Diversity & Inclusion Committee, *Graduate Member*, 2020-2021

Other Professional Experience

Madison Multicultural Education Solutions, *Co-Founder*, 2013-2019

- Trained educators and police officers on research-based strategies to mitigate implicit bias
- Conducted multi-methods research for firms seeking to economically empower marginalized communities
- Evaluated programs seeking to provide pathways to entrepreneurship for ex-offenders, low-income persons, and/or Black millennials

Professional Memberships

- Academy of Management
- Association for Psychological Science
- Society for Experimental Social Psychology
- Society for Personality and Social Psychology
- Society for the Psychological Study of Social Issues

Select Media Coverage, Public Scholarship, and Public Engagement

- Expert
 - Charles and Helen Schwab Foundation funded “Recipe for Process” collaboration with Teach for America and the Learner-Centered Collaborative uniting researchers, developers, and practitioners to design future of education, *Stanford D School*, 2026
 - for The Independents Responsible University Grand Conference, a convening of 14 global luxury/lifestyle agencies offering comprehensive services in experience, communication & influence, strategy & branding towards fashion, luxury and lifestyle clients. 2025
 - consultant on the mission of the Center for Inclusive Excellence in Teaching at a selective college, MA, 2024
 - on “The moral imperative amid the business imperative” in the “From resistance to results: Making the case for DEI” session in NeuroLeadership Institute’s national summit. 2023
 - panelist sharing my educational research at Stanford TEACH Conference. 2023
- Blog: “The Role of Teachers in Educational Inequality”, *Character and Context*, SPSP, 2022
- Editorial: “Teachers are people too: Racial bias among American educators”, *Brookings Institutes’ Brown Center Chalkboard*, 2020
- “Teachers are as Racially Biased as Everybody Else, Study Shows”, *Education Week*, 2020
- “Teachers Are Just as Likely to be Racially Biased as Anyone Else,” *Forbes*, 2020