August 2021

FRANCINE KARMALI

CURRICULUM VITAE

CONTACT INFORMATION \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Psychology Department, Office Tel.: (416) 946-0360

Sidney Smith Hall, Room 624, Email: francine.karmali@utoronto.ca

100 St. George Street,

University of Toronto,

Toronto, Ontario, Canada, M5S 3G3

MAJOR RESEARCH INTERESTS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intergroup Processes, Stereotyping, Prejudice, and Discrimination

Social Cognition

Psychophysiology

Person Perception

Nonverbal Behavior

Diversity and Equity

EDUCATION \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2010-2019 York University PhD (Social Psychology, Supervisor: Dr. Kerry

Kawakami)

2007-2009 York University MA (Social Psychology, Supervisor: Dr. Kerry

Kawakami)

2001-2005 York University BA with Honours (Psychology)

EMPLOYMENT\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2021 – 2023 Postdoctoral Fellow, University of Toronto

2019 - 2021 Postdoctoral Researcher, Engendering Success in STEM research

consortium

2019-2021 Ontario Postdoctoral Fellow, University of Toronto

HONOURS AND AWARDS \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2021-2023 SSHRC Postdoctoral Fellowship ($90,000)

2020 Canadian Psychological Association Certificate of Academic Excellence

2019 York University Dissertation Prize Nomination

2017 Sandra Pyke Award for Graduate Excellence

2011-2015 SSHRC - Graduate Scholarship - Doctoral Award ($105,000)

2014 SPSP Graduate Student Travel Award ($500)

2010-2011 Ontario Graduate Scholarship ($15,000)

2007-2008 York University Graduate Entrance Scholarship ($4,000)

2004-2005 York University Faculty of Arts Academic Achievement List

TEACHING AND RESEARCH MENTORING\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Course Directorship***

2017 Intermediate Research Methods, York University

***Teaching Assistantships***

2009, 2015-16 Introduction to Psychology, York University

2007-2009, Social Psychology, York University

2011, 2012,

2014 -2017

***Guest Lectures***

2021 “Social Psychology,” SPRINT Highschool Outreach program, University

of Toronto

2008, 2011-2016 “Agression and Altruism,” Social Psychology*,* York University

***Undergraduate Thesis and Master’s Thesis Co-mentorship***

2011 Andrea D’Addese, Psychology, B.A.

2012 Jeanine Tang, Psychology, B.A.

Mirna Chandrakumar, Psychology, B.A.

2013 Maria Iankilevitch, Psychology, B.A.

2014 Kevin Loi, Psychology, B.A.

2015, 2016 Elysia Vaccarino, Psychology, M.A.

2016 Christopher Scalzi, Psychology, B.A.

2017 Fatima Khanam, Psychology, B.A.

PUBLICATIONS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Akinola, M., Page-Gould, E., & **Karmali, F.** (2021). Psychophysiology in organizational

change. Forthcoming chapter. In D. B. Szable, D. Coghlan, W. A. Pasmore, & J. Y. Kim

(Eds.), *Handbook of methods in organizational change research*.Edward Eglar Publishers.

**Karmali, F.**,Kawakami, K., Vaccarino, E., Williams, A., Phills, C., & Friesen, J.P. (2019). I

don’t see race (or conflict): Strategic descriptions of ambiguous negative intergroup

contexts. *Journal of Social Issues: Research on Race and Racism, 75*, 1002-1034.

Kawakami, K., **Karmali, F**., & Vaccarino, E. (2018). Condemning racism: Predicted and

actual responses to intergroup bias. In M. Monteith & R. Mallet (Eds.), *Confronting prejudice and discrimination: The science of changing minds and behaviors* (pp.3-28). Academic Press.

**Karmali, F.**, Kawakami, K., & Page-Gould, E. (2017). He said what? Physiological

and cognitive responses to imagining and witnessing outgroup racism. *Journal of*

*Experimental Psychology: General, 146*, 1073-1085.

Kawakami, K., Dunn, E., **Karmali, F.**, & Dovidio, J. F. (2009). MispHredicting affective and behavioral responses to racism. *Science, 323*,276-278*.* Reprinted in Kawakami, K. (Ed.), (2014). *The psychology of prejudice*. London: Sage.

Kawakami, K., Dunn, E., **Karmali, F.**, & Dovidio, J. (2009). Confronting racism:

Response. Science*, 324*, 591-592.

Kawakami, K., Dunn, E., **Karmali, F.**, & Dovidio, J. (2009). Mispredicting affective and

behavioral responses to racism. Science, *323*, 276-278.

*Manuscripts Submitted and in Preparation*

Friesen, J., **Karmali, F.**, & Kawakami, K. (in preparation). Intergroup biases in person

perception: The impact of race and head-tilt on perceived attributions and success.

Hall, W. M., He, C., Kang, S.K., Koyama, J., & **Karmali, F.,** & Page-Gould, E. (in preparation).

What does it mean to be an engineer? An examination of the engineering identity.

Hall, W. M., **Karmali, F.,** Kang, S.K., Page-Gould, E., Koyama, J., & (in preparation).

Negative interactions undermine momentary working memory for women in STEM.

**Karmali, F.**, & Kawakami, K. (requested revision). Posing while Black: The impact of race

and expansive poses on trait attributions, professional evaluations, and interpersonal relations. *Journal of Personality and Social Psychology.*

**Karmali, F.,** & Kawakmi, K. (in preparation). Posing while Black: The impact of race and

expansive poses on perceptions of emotions and racial and political attitudes.

**Karmali, F.**, Kawakami, K., & Khoury, C. (submitted). Behavioral responses to

derogatory comments: The role of the target. *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes*.

**Karmali, F.,** & Page-Gould, E. (in preparation). Eight ethnic groups and 92 traits:

Diversifying knowledge of group personality stereotypes.

**Karmali, F.**, & Page-Gould, E. (in preparation). Nonverbal behavior and race in diverse

group interactions: A challenge and threat account.

**Karmali, F.,** Page-Gould, E., & Miller, I. (in preparation). Revisiting the Princeton trilogy

in 2020: Change in social sentiments on Twitter predict change in ethnic stereotypes.

**Karmali, F.**, Steele, J., & Williams, A., Iankilevitch, M. (in preparation). The development

of personalized and normative associations: Comparing traditional and personalized IATs among children.

Kawakami, K., Kunstman, J., Williams, A., Lloyd, P., Friesen, J., **Karmali, F.,** & Nickel, M. (in preparation). Black lives matter: Perceived racial bias and trustworthiness.

Koyama, J., Cyr, E. N., Jones, K., Hall, W. M., Page-Gould, E., & **Karmali, F.** (in preparation).

Physiological responses in STEM group meetings: Evaluating inclusivity initiatives in the

Engineering classrooms.

Meyers, C., **Karmali, F.,** & Vaccarino, E. (in preparation). Denying the negative: The

influence of multicultural identity on color and conflict blind behavior in ambiguous negative situations.

PRESENTATIONS AND POSTERS\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Invited Talks*

**Karmali, F.**, & Kawakami, K. (2021). Diversifying our understanding of nonverbal behavior:

Examining the interaction between race and body pose on person perception and beyond. Psychological Science Seminars, Ryerson University, Toronto, ON.

**Karmali, F.**, & Kawakami, K. (2019). Racial biases in perceptions of expansive body poses

and questions for future research. Engendering Success in STEM Annual Meeting, University of British Colombia, Vancouver, BC.

**Karmali, F.**, Kawakami, K., Vaccarino, E., Friesen, J., Phills, C., Williams, A., &

Dovidio, J. (2019). Strategic descriptions of ambiguously negative

intergroup contexts. York University and University of Toronto Social and

Personality Area conference, York University, Toronto, ON.

**Karmali, F.**, Kawakami, K., Vaccarino, E., Friesen, J., Phills, C., Williams, A., &

Dovidio, J. (2016). I don’t see race: Boundaries and implications of strategic

colorblindness. York University and University of Toronto Social and Personality

Area conference, York University, Toronto, ON.

**Karmali, F.**, Kawakami, K., Friesen, J., Phills, C., Williams, A., Vaccarino, E., &

Dovidio, J. F., (2015). I don’t see race: Exploring the boundaries and implications

of strategic colorblindness. Society for Philosophy and Psychology, Duke

University, Durham, NC.

**Karmali, F.**, Kawakami, K., & Page-Gould, E. (2014). Responses to outgroup racism

and our ability to predict them. York University and University of Toronto

Social and Personality Area conference, York University, Toronto, ON.

Kawakami, K., **Karmali, F.**, Dovidio, J. F., & Dunn. E. (2009). Mispredicting behavioral responses to racism. Person Memory Interest Group Preconference to the Society for Experimental Social Psychology, Portland, ME.

Kawakami, K., **Karmali, F.**, Dovidio, J. F., & Dunn. E. (2009). Mispredicting affective and behavioral responses to racial injustice. Invited address Symposium on Moral Responses in the Workplace: Justice, Forgiveness, and Revenge. Schulich School of Business, York University, Toronto, ON.

**Karmali, F.**, Kawakami, K., Dunn, E., & Dovidio, J. (2008). Forecasting responses to

racism: Affect and action. York University and University of Toronto

Social and Personality Area conference, York University, Toronto, ON.

*Chaired Symposia*

**Karmali, F.,** & Kawakami, K. (2019). Friend or Foe? Exploring the impact of social cues

on intergroup processing. Society for Personality and Social Psychology, Portland, OR

*Conference and Colloquium Talks*

**Karmali, F.** & Page-Gould, E. (2021). Personality Stereotypes of 8 social groups: Two years

and counting. Social and Personality Research Group, University of Toronto, Toronto, ON.

**Karmali, F.**, & Kawakami, K. (2019). Racial biases in person perception: The impact of

expansive poses. Social and Personality Research Group, University of

Toronto, Toronto, ON.

**Karmali, F.,** & Kawakami, K. (2019). Race and body cues: The effect of posture on

racial biases. Society for Personality and Social Psychology, Portland, OR

**Karmali, F.**, & Kawakami, K. (2018). Nonverbal cues and race: The alarming and

disarming effects of body posture for Black males. Social and Personality Area Colloquium, York University, Toronto, ON

**Karmali, F.**,& Kawakami, K. (2017).Behavioral responses to a derogatory comment:

Black versus White target contexts. Canadian Psychological Association, Social-Personality Pre-conference. Toronto, ON.

**Karmali, F.**, & Kawakami, K. (2016). Behavioral responses to a derogatory comment:

Cross-race vs. same-race contexts. Social and Personality Area Colloquium, York

University, Toronto, ON.

**Karmali, F.**, Kawakami, K., Vaccarino, E., Friesen, J., Phills, C., Williams, A., &

Dovidio, J. (2016). I don’t see race: Boundaries and implications of strategic

colorblindness. Midwestern Psychological Association, Chicago, IL.

**Karmali, F.**, & Kawakami, K. (2016). Blacks in power: The disarming effects of body

posture on perceptions of Blacks. Social and Personality Area Colloquium, York

University, Toronto, ON

**Karmali, F.**, Kawakami, K., & Page-Gould, E. (2015). Responses to outgroup racism

and our ability to predict them. Midwestern Psychological Association, Chicago,

IL.

**Karmali, F.**, & Kawakami, K. (2014). Responses to outgroup racism and our ability to

predict them. Social and Personality Area Colloquium, York University, Toronto,

ON.

Kawakami, K., **Karmali, F.**, Mann, N., Williams, A., Phills, C., & Friesen, J. (2014). The

impact of egalitarian responses on subsequent intergroup bias. Canadian

Psychological Association, Vancouver, BC.

Kawakami, K., **Karmali, F.**, Dovidio, J., & Dunn, E. (2009). Faulty forecasts:

Mispredicting affective and behavioral responses to racism. Society for Personality

and Social Psychology, Tampa, FL.

Inzlicht, M., **Karmali, F.**, & Aronson, J. (2008). Stigma and self-diagnosis:

How being devalued blocks self-knowledge pursuit. Society for the Psychological Study of Social Issues, Chicago, IL.

**Karmali, F**., Kawakami, K., & Dunn, E. (2008). Affective and behavioral forecasting in

an intergroup context. Social and Personality Area Colloquium, York University,

Toronto, ON.

*Poster Presentations*

**Karmali, F.**, & Kawakami, F. (2021). The impact of race and expansive body poses on

perceptions of political attitudes and anger. Society for Personality and Social Psychology.

Virtual Conference.

**Karmali, F.**, & Page-Gould, E. (2020). Diversifying knowledge of personality stereotypes.

Society for Personality and Social Psychology. New Orleans, LA.

**Karmali, F.**,& Kawakami, K. (2018). The alarming and disarming effects of race and

body posture. Society for Personality and Social Psychology. Atlanta, GA.

**Karmali, F.**,& Kawakami, K. (2017).Behavioral responses to a derogatory comment:

Cross-race versus same-race contexts. Southern Ontario Behavioral Decision Conference, Kingston, ON.

**Karmali, F.**,& Kawakami, K. (2017).Behavioral responses to a derogatory comment:

Black vs. White target contexts. Society for Personality and Social Psychology,

San Antonio, TX.

**Karmali, F.**, Kawakami, K., Friesen, J., Phills, C., Williams, A., & Dovidio, J. (2015). I don’t

see race: Exploring the boundaries and implications of strategic

colorblindness. Society for Personality and Social Psychology, Long Beach, CA.

**Karmali, F.**, Kawakami, K, & Page-Gould, E. (2014). In one ear and out the other: A psychophysiological account of responses to outgroup racism. Society for

Personality and Social Psychology, Austin, TX.

**Karmali, F.**, & Kawakami, K. (2012). Becoming more or less bias: The influence of

perceptions of personal prejudices on intergroup bias. Society for Personality and

Social Psychology, San Diego, CA.

**Karmali, F.**, & Kawakami, K. (2011). Becoming prejudiced while trying to be

egalitarian. Midwestern Psychological Association, Chicago, IL.

**Karmali, F.**, & Kawakami, K. (2009). The use of cognitive control in predicted and

actual responses to racism. Society for Personality and Social Psychology, Tampa,

FL.

**Karmali, F.**, Kawakami, K., & Dunn, E. (2008). Affective and behavioral forecasting in

an intergroup context. Society for Personality and Social Psychology,

Albuquerque, NM.

**MEDIA ATTENTION\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Character & Context

(<http://spsp.org/news-center/blog/friend-or-foe>)

National Geographic (<https://www.nationalgeographic.com/science/phenomena/2009/01/08/people-overestimate-their-reactions-to-racism/>

Science Daily

(<https://www.sciencedaily.com/releases/2009/01/090108144747.htm>)

Psychology Today

(<https://www.psychologytoday.com/ca/blog/are-we-born-racist/201110/just-how-offended-are-we-racist-events>)

Research Digest (<https://pdfs.semanticscholar.org/4016/1a16ffd71593a8f479d883b7ff021fbd91e4.pdf>)

CNN

(<https://www.cnn.com/2009/HEALTH/01/07/racism.study/index.html>)

The Star (<https://www.thestar.com/news/gta/2009/01/09/study_exposes_tolerance_of_racism.html>)

The Globe and Mail

(<https://www.theglobeandmail.com/technology/science/racism-persists-because-we-dont-really-find-it-offensive/article20439786/>)

NBC News

(<http://www.nbcnews.com/id/28563183/ns/health-behavior/t/racism-what-we-say-doesnt-match-what-we-do/>)

**PROFESSIONAL ACTIVITIES \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Ad Hoc Reviewing***

Journal of Experimental Psychology: General

Journal of Personality and Social Psychology

Journal of Experimental Social Psychology

PLOS ONE

Personality and Social Psychology Bulletin

Group Processing and Intergroup Relations

Culture Diversity and Ethnic Minority Psychology

International Journal for Intercultural Relations

***Department/Area Service and Community Outreach***

2021 SPRINT Highschool Outreach program, Lecturer, Diversity Panel, and Mentor, (University of Toronto)

2020-2022 Psychology Jobs Groups, Co-Coordinator (University of Toronto)

2020-2022 Psychology Equity Diversity and Inclusion, Committee Member (University of Toronto)

2020 Perspective Student Host, Social Personality and Abnormal Psychology Area (University of Toronto)

2019 Conference Organizer, Society for Experimental Social Psychology

(University of Toronto)

2019 Booth Volunteer, Science Rendezvous (Social

Psychophysiology Research and Qualitative methods Laboratory, University

of Toronto)

2017 Assisted Psychology Department in the Development of Learning

Objective for Undergraduate Research Methods Stream (York

University)

2016-2018 Social Personality Psychology Area Colloquium, Student coordinator

(York University)

2016 York University and University of Toronto Social Personality Area conference, student coordinator (York University)

2014 York University and University of Toronto Social Personality Area conference, student coordinator (York University)

2011-2018 Prospective Student Host, SP Area (York University)

***Professional Affiliations***

Association for Psychological Science

Canadian Psychological Association

Midwestern Psychological Association

Society for Personality and Social Psychology

**RESEARCH EXPERIENCE\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Lab Manager*

2011, Social Cognition Laboratory, Supervisor: Dr. Kerry Kawakami,

2013-2017 York University

*Research Assistantships*

2006-2009 Supervisor: Dr. Kerry Kawakami, York University

2005-2006 Supervisor: Dr. Michael Inzlicht, University of Toronto

2005-2006 Supervisor: Dr. Jennifer Steele, York University

**RELEVANT TRAINING \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Workshops and Training***

2021 Advanced University Teaching Preparation Certificate (in progress), University of Toronto

2017 Eyelink Training, Kawakami Social Cognition Lab

2016 Introduction to Course Design, York University

2016 Applications of Course Design, York University

2011 Bio-Safety Certification, York University

*Graduate Courses*

* Stereotyping
* Contemporary Issues in Personality and Social Psychology
* Social Psychology
* Social Methods
* Research Practicum I, II, & III
* Social Cognition
* History and Theory: Psychology
* Psychophysiology Laboratory
* Univariate & Multivariate Statistics
* Reading Course
* Personality Theory

**REFERENCES\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Kerry Kawakami, Ph.D.***

Professor

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***Elizabeth Page-Gould, Ph.D.***

Associate Professor

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Toronto, ON, Canada, M5S 3G3

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***Joni Sasaki, Ph.D.***

Assistant Professor

University of Hawaii at Manoa, Department of Psychology

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Honolulu, Hawaii, 96822

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