

**FRANCINE KARMALI
CURRICULUM VITAE**

CONTACT INFORMATION

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MAJOR RESEARCH INTERESTS

Intergroup Processes, Stereotyping, Prejudice, and Discrimination
Social Cognition
Person Perception
Psychophysiology
Nonverbal Behavior
Color Blindness and Diversity

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

2019 -	Postdoctoral Researcher, Engendering Success in STEM research consortium
2019-2021	Ontario Postdoctoral Fellow, University of Toronto

HONOURS AND AWARDS

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)

TEACHING AND RESEARCH MENTORING

Course Directorship

2017 Intermediate Research Methods, York University

Teaching Assistantships

2009, 2015-16 Introduction to Psychology, York University

2007-2009,
2011, 2012,
2014 -2017 Social Psychology, York University

Guest Lectures

2008, 2011-2016 “Aggression 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

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*, <https://doi-org.myaccess.library.utoronto.ca/10.1111/josi.12353>

Kawakami, K., **Karmali, F.**, & Vaccarino, E. (2018). Condemning racism: Predicted and actual responses to intergroup bias. In M. Monteith & R. Mallet (Eds.) *The Psychology of Bias Confrontation*.

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). Mispredicting 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

Karmali, F., Kawakami, K., & Khoury, C. (submitted). Behavioral responses to derogatory comments: The role of the target. *Journal of Personality and Social Psychology*.

Karmali, F., & Kawakami, K. (submitted). Racial biases in person perception: The impact of expansive poses on perceived trait attributions and evaluations of professional and interpersonal success. *Journal of Experimental Psychology: General*

Karmali, F., Steele, J., & Williams, A., Iankilevitch, M. (in preparation). The development of personalized and normative associations: Comparing traditional and personalized IATs among children.

Karmali, F., & Page-Gould, E. (in preparation). Eight ethnic groups and 92 traits: Diversifying knowledge of group personality stereotypes.

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.

Karmali, F., & Page-Gould, E. (in preparation). Nonverbal behavior and race in diverse group interactions: A challenge and threat account.

Meyers, C., **Karmali, F.**, & Vaccarino, E. (in preparation). Denying the negative: The influence of multicultural ideology on color and conflict blindness in ambiguous negative situations.

Hall, W.M., Kang, S.K., Page-Gould, E., Koyama, J., & **Karmali, F.** (in preparation). Negative interactions undermine momentary working memory.

Hall, W.M., He, C., Kang, S.K., Koyama, J., & **Karmali, F.** (in preparation). What does it mean to be an engineer? An examination of the engineering identity.

PRESENTATIONS AND POSTERS

Invited Talks

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 Columbia, 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., & 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., & 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 (JEP:G)

Journal of Personality and Social Psychology (JPSP)

Journal of Experimental Social Psychology (JESP)

Group Processing and Intergroup Relations (GPIR)

Culture Diversity and Ethnic Minority Psychology (CDEMP)

Department/Area Service

2019	Conference Organizer, Society for Experimental Social Psychology (University of Toronto)
2019	Booth Volunteer, Science Rendezvous (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 (APS)

Canadian Psychological Association (CPA)

Midwestern Psychological Association (MPA)

Society for Personality and Social Psychology (SPSP)

RESEARCH EXPERIENCE

Lab Manager

2011, 2013-2017	Social Cognition Laboratory, Supervisor: Dr. Kerry Kawakami, York University
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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

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
- Univariate Statistics
- Research Practicum I
- Research Practicum II
- Social Cognition
- Research Practicum III
- History and Theory
- Psychophysiology Laboratory
- Multivariate Statistics
- Reading Course
- Personality Theory

