

**FRANCINE KARMALI
CURRICULUM VITAE**

CONTACT INFORMATION

Psychology Department,
Sidney Smith Hall, Room 624,
100 St. George Street,
University of Toronto,
Toronto, Ontario, Canada, M5S 3G3

Office Tel.: (416) 946-0360
Email: francine.karmali@utoronto.ca

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

2019 - 2022	Postdoctoral Researcher, Engendering Success in STEM research consortium
2019-2021	Ontario Postdoctoral Fellow, University of Toronto

HONOURS AND AWARDS

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

Guest Lectures

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). 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

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., & Kawakami, 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 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. & 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

2020	Psychology Jobs Groups, Co-Coordinator (University of Toronto)
2020	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, 2013-2017 Social Cognition Laboratory, Supervisor: Dr. Kerry Kawakami, 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

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