

## FRANCINE KARMALI CURRICULUM VITAE

### CONTACT INFORMATION

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Psychology Department  
Sidney Smith Hall, Room 624  
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University of Toronto  
Toronto, Ontario, Canada M5S 3G3

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### MAJOR RESEARCH INTERESTS

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Intergroup Processes, Stereotyping, Prejudice, and Discrimination  
Social Cognition  
Psychophysiology  
Person Perception  
Nonverbal Behavior  
Equity, Diversity, and Inclusion

### EDUCATION

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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

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2021 – 2024	SSHRC Postdoctoral Fellow, University of Toronto
2019 - 2024	Postdoctoral Researcher, Engendering Success in STEM research consortium
2019-2021	Ontario Postdoctoral Fellow, University of Toronto

### HONOURS AND AWARDS

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2021-2023	University of Toronto Arts & Science Top-up (\$10,000)
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**

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<b><i>Certificates</i></b>	Advanced University Teaching Preparation Certificate, University of Toronto
2021-2022	

### ***Course Directorship***

2023	Advanced Topics in Social Psychology, University of Toronto
2023	Statistics II, York University
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***

2022	“Social Psychology,” SPRINT Highschool Outreach program, University of Toronto
2021	“Social Psychology,” SPRINT Highschool Outreach program, University of Toronto (online)
2008, 2011-2016	“Agression and Altruism,” Social Psychology, York University

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

2018	Fatima Khanam, Psychology, B.A.
2017	Christopher Scalzi, Psychology, B.A.
2015, 2016	Elysia Vaccarino, Psychology, M.A.
2015	Kevin Loi, Psychology, B.A.
2014	Maria Iankilevitch, Psychology, B.A.
2013	Jeanine Tang, Psychology, B.A.
	Mirna Chandrakumar, Psychology, B.A.
2011	Andrea D’Addese, Psychology, B.A.

## **PUBLICATIONS**

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### ***Peer-Reviewed Publications***

**Karmali, F., & Kawakami, K. (2022).** Posing while black: The impact of race and expansive poses on trait attributions, professional evaluations, and interpersonal relations. *Journal of Personality and Social Psychology*, doi:10.1037/pspa0000313

**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.

### ***Other publications***

**Karmali, F. (2022, July 18).** Posing while Black: Expansive body poses benefit White men, but what about Black men? *Character & Context, Society for Personality and Social Psychology Blog*. <https://spsp.org/news/character-and-context-blog/karmali-black-men-expansive-body-pose>

### ***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.

**Karmali, F.**, Hall, W. M., Jones, K., Schmader, T., Kang, S.K., Page-Gould, E., & Koyama, J. (in preparation). First experiences in STEM: Social identity threat after negative workplace interactions.

**Karmali, F.**, & Kawakami, K. (in preparation). The impact of race and expansive poses on perceptions of emotions and racial and political attitudes.

**Karmali, F.,** Kawakami, K., Shim, J., & Khoury, C. (in preparation). Behavioral responses to derogatory comments: Differentiating process by race. *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 the 2020s: 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.

**Karmali, F.,** & Kawakami, K. (in preparation). Body poses in three races: The development and standardization of a publicly available stimulus set.

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., & Kawakami, K. (in preparation). Denying the negative: The influence of multicultural identity on color and conflict blind behavior in ambiguous negative situations.

Nicholson, H., & **Karmali, F.,** (in preparation). Understanding ethno-racial attitudes among Asian and Caribbean communities in Toronto.

Schmader, T., Page-Gould, L., Kang, S., Wright, S., Spencer, S., Hall, W., Bergsieker, H., & **Karmali, F.,** (in preparation). Engendering Success in STEM: The promise and pitfalls of partnered research. Invited manuscript for *Advanced Methods and Practices in Psychological Science*.

## **PRESENTATIONS AND POSTERS**

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### ***Invited Talks***

**Karmali, F.,** Friesen, J.P., & Kawakami, K., Vaccarino, E., Williams, A., & Phills, C. (2024). Conflict and colorblindness: Exploring racial colorblind behavior in negative contexts. Conflict Preconference, Society for Personality and Social Psychology, San Diego, CA

**Karmali, F.,** Kang, S., Page-Gould, E., Hall, W., Agarwal, G., Choe, A., He, J., Hines, S.,

- Huang, L., Koyama, J., Minah Park, A., Shannon, L., Spencer, S., Staub-French, S., Wells, M., & Wright, S. (2023). Shaping inclusive network cultures: Project SINC looking back and thinking forward. Breaking Barriers and Building Bridges: Engendering Success in STEM Conference, Rotman School of Management, Toronto, ON
- Karmali, F., Kawakami, K., & Page-Gould, E. (2021).** Posing while Black: The impact of expansiveness on person perception and beyond. Social Area Brownbag, University of Florida, Gainesville, FL.
- Karmali, F., Kawakami, K., & Page-Gould, E. (2021).** Diversifying our understanding of nonverbal behavior: Examining the interaction between race and body pose on person perception and beyond. Psychological Science Seminars, Toronto Metropolitan 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., & Hall, W.** (2023). Women's experiences in male dominated STEM fields: Barriers to thriving. Society for Personality and Social Psychology, Atlanta, GA

**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***

Hines, S., **Karmali, F.**, Hall, W. M., Page-Gould, E., Schmader, T., Kang, S.K., & Koyama, J. (2024). First workplace interactions for women in STEM: Threat, burnout, and cognitive costs. Canadian Coalition of Women in Engineering, Science, Trades and Technology, Victoria, BC.

**Karmali, F.** (2024). Posing while Black: The impact of race and expansive poses on person perception and beyond. Social and Personality Research Group, University of Toronto, Toronto, ON.

**Karmali, F. & Kawakami, K.** (2023). The impact of race and expansive poses on perceptions of attitudes and emotions. Nonverbal Behavior Preconference, Society for Personality and Social Psychology, Atlanta, GA.

**Karmali, F., Hall, W. M., Page-Gould, E., Schmader, T., Kang, S.K., & Koyama, J.** (2023). First workplace interactions for women in STEM: Threat, burnout, and cognitive costs. Society for Personality and Social Psychology, Atlanta, GA.

**Karmali, F., & Vingilis-Jaremko, L.** (2022). Evidence-based approaches to supporting girls in STEM. Canadian Coalition of Women in Engineering, Science, Trades and Technology, Halifax, NS.

Kawakami, K., Vaccarino, E., **Karmali, F.**, & George, M. (2021). Standing up to intergroup bias. Society for Experimental Social Psychology, Santa Barbara, CA.

**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**

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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](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**

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### ***Ad Hoc Reviewing***

Biological Psychology

Culture Diversity and Ethnic Minority Psychology

Group Processing and Intergroup Relations

International Journal for Intercultural Relations

Journal of Experimental Psychology: General

Journal of Experimental Social Psychology

Journal of Personality and Social Psychology

Personality and Social Psychology Bulletin

PLOS ONE

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

2024	Invited Presentation: Building your Curriculum vitae, SPRQL undergraduate Lab, University of Toronto
2023	Invited Presentation: Pathways to Help. Diversity Open House, University of Toronto
2023	Getting Ready for the Job Market workshop, Psychology Department, University of Toronto
2023	Getting a Postdoc and Thriving panelist, SPRG meeting, University of Toronto
2022	Invited Presentation: Pathways to Help. Grad Student Townhall, University of Toronto
2022	Invited Presentation: Pathways to Help. Diversity Open House, University of Toronto
2022	Conference signal presentation reviewer, Society for Personality and Social Psychology
2022	Conference undergraduate presentation reviewer, Society for Personality and Social Psychology
2020-2024	Psychology Equity Diversity and Inclusion, Committee Member, University of Toronto
2020-2024	Psych Jobs Groups, Lead Coordinator, University of Toronto

2022	Professional Development Speaker, Summer Research Opportunities Program (SROP), University of Toronto
2022	Highschool Research Mentor, Summer Psychology Research Initiative (SPRINT), University of Toronto
2022	Careers in Psychology panelist, Summer Psychology Research Initiative (SPRINT), University of Toronto
2022	You Belong in STEM bias expert panelist, Canadian Association of Girls in Science (CAGIS), Toronto
2021	Equity, Diversity, and Inclusion session moderator, Engendering Success in STEM Annual Meeting (ESS), University of British Columbia.
2021	Equity, Diversity, and Inclusion panelist, Summer Psychology Research Initiative (SPRINT), University of Toronto
2021	Highschool Research Mentor, Summer Psychology Research Initiative (SPRINT), University of Toronto
2021	Conference single presentation reviewer, Society for Personality and Social Psychology
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***

American Psychological Association  
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

### ***Paid 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**

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### ***Workshops and Training***

2024 Multilevel Modeling Statistics Workshop, University of Toronto  
2024 Qualitative and Indigenous Psychology Workshop, Annecy Behavioral Science Lab  
2023 Cleaning and Analyzing Own Race Bias data, York University  
2022 Identify, Assist, Refer, University of Toronto  
2022 Noldus FaceReader and Observer XT, University of Toronto  
2017 Eyelink eye-tracker Training, Kawakami Social Cognition Lab  
2016 Introduction to and Application of Course Design, York University  
2015 VivoSense LifeVest Training, 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**

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### ***Kerry Kawakami, Ph.D. (Graduate Supervisor)***

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### ***Joni Sasaki, Ph.D. (Colleague)***

Associate Professor  
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### ***Elizabeth Page-Gould, Ph.D. (Postdoctoral Supervisor)***

Professor  
University of Toronto,  
Department of Psychology  
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