

Fellowships

Social Sciences and Humanities Research Council of Canada (SSHRC)
 Post-Doctoral Fellowship, 2003-2005
 Graduate School of Arts and Science, Harvard University
 Graduate Society Dissertation Completion Fellowship, 2002-2003
 Social Sciences and Humanities Research Council of Canada (SSHRC)
 Doctoral Fellowship, 1998-2001
 Graduate School of Arts and Science, Harvard University
 Harvard Merit Fellowship, 1999-2000; Graduate Society Summer Fellowship, 1999
 Department of Psychology, Harvard University
 Tuition Fellowship, 1997-1998; Doctoral Fellowship, 1997

Research and Travel Grants

Major Research Grants (P.I.)

Social Sciences and Humanities Research Council of Canada (SRG) <i>The Emergence and Universality of Implicit Racial Bias in Children</i> Total Value: \$95,500 (including a \$15,000 Research Time Stipend)	2009-2012
Canada Foundation for Innovation, Internal Operating Fund Grant <i>Understanding the Development and Consequences of Racial Stereotyping: A Social Cognitive Approach</i> Total Value: \$28,428	2008-2011
Canada Foundation for Innovation, Leaders Opportunity Fund <i>Understanding the Development and Consequences of Racial Stereotyping: A Social Cognitive Approach</i> Total Value: \$394,826	2006-2010
Social Sciences and Humanities Research Council of Canada (SRG) <i>Racial Stereotyping in Children: A Social Cognitive Approach</i> Total Value: \$101,048	2005-2009

Minor Research Grants

Faculty of Health Minor Research Grant, \$2,700 <i>Interracial Interactions and Self Control</i>	2008
Atkinson Junior Faculty Fund, 2006, \$2,000 (\$1,000/year) <i>Examining the Impact of Role Models on Women's Attitudes and Test Performance</i>	2006-2007
SSHRC Post-Doctoral Research Grant, \$5,000	2003-2005
Grants-in-Aid Award, SPSSI, \$900US matched funds	2001
Restricted Funds Research Grants, Harvard University, \$6,833US	1997-2000

Travel Grants

Faculty of Health Conference Travel Funds (to SPSSI), 2008, (to SPSP), 2009
 York Ad Hoc Travel Grant (to SPSP) 2005, (to CPA) 2007
 Atkinson Conference Travel Funds (to SPSP), 2004, 2005 & 2006
 Allport Restricted Funds Travel Grant (to APA), Harvard University, 2001
 Society for Personality and Social Psychology (SPSP) Student Travel Award, 2001
 Allport Restricted Funds Travel Grant (to SPSP & SPSSI), Harvard University, 2000
 SPSP Student Travel Award (to APS), 1999
 McMasters Restricted Funds Travel Grant (to APS), Harvard University, 1998

SCHOLARLY AND PROFESSIONAL CONTRIBUTIONS

PUBLICATIONS

Chapters in books

- Steele, J. R.**, Reisz, L., Williams, A., & Kawakami, K. (2007). Women in mathematics: Examining the hidden barriers that gender stereotypes can impose. In R. Burke & M. Mattis (Eds.), *Women and minorities in science, technology, engineering and mathematics: Upping the numbers* (pp.159-183). London: Edward Elgar.
- Steele, J.**, Choi, Y. S., & Ambady, N. (2004). Stereotyping, prejudice, and discrimination: The effect of group based expectations on moral functioning. In T. A. Thorkildsen, J. Manning, & H. J. Walberg (Eds.), *Nurturing Morality* (pp. 77-97). New York: Kluwer Academic.

Articles in refereed journals

- Kawakami, K., **Steele, J. R.**, Cifa, C., Phills, C. E., & Dovidio, J. F. (2008). Approaching math increases Math = Me, Math = Pleasant, and perseverance at math in women. *Journal of Experimental Social Psychology*, 44(3), 818-825.
- Kawakami, K., Phills, C., **Steele, J. R.**, & Dovidio, J. F. (2007). (Close) distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviours. *Journal of Personality and Social Psychology*, 92(6), 957-971.
- Steele, J. R.**, & Ambady, N. (2006). "Math is hard!": The effect of gender priming on women's attitudes. *Journal of Experimental Social Psychology*, 42(4), 428-436.
- Ambady, N., Paik, S. K., **Steele, J.**, Owen-Smith, A., & Mitchell, J. P. (2004). Deflecting negative self-relevant stereotype activation: The effects of individuation. *Journal of Experimental Social Psychology*, 40(3), 401-408.
- Steele, J.** (2003). Children's gender stereotypes in mathematics: The role of stereotype stratification. *Journal of Applied Social Psychology*, 33(12), 2587-2606.
- Barnett, R. C., Gareis, K. C., James, J. B., & **Steele, J.** (2003). Planning ahead: College seniors' concerns about career-marriage conflict. *Journal of Vocational Behavior*, 62(2), 305-319.
- Steele, J.**, James, J., & Barnett, R. (2002). Learning in a man's world: Examining the perceptions of undergraduate women in male-dominated academic areas. *Psychology of Women Quarterly*, 26(1), 46-50.
- Steele, J.**, & Barling, J. (1996). Influence of maternal gender-role beliefs and role satisfaction on daughters' vocational interests. *Sex Roles*, 34 (9/10), 637- 648.

Other publications

- Steele, J.**, Choi, Y. S., & Ambady, N. (2003). Stereotyping, prejudice, and discrimination: The effect of group based expectations on moral functioning (synopsis). *LSS Review*, 2(3), 13-15.

Unpublished professional reports

- Steele, J. R.**, Williams, A., & Faye, C. (2009). Children's racial stereotyping and academic orientation. *Summary report provided to the Toronto District School Board.*

Manuscripts under review

- Bair, A., & **Steele, J. R.** (under review). Consequences of exposure to racism for the executive functioning of Black students. *Revise and resubmit.*
- Peach, J. M., Yoshida, E., Spencer, S. J., Zanna, M. P., & **Steele, J. R.** (under review). Recognizing discrimination explicitly while denying it implicitly: Implicit social identity protection.
- Williams, A., **Steele, J. R.**, Durante, S. (under review). The developmental of implicit racial bias at age 6 and 9: Is racial categorization a precondition for bias?
- Steele, J. R.**, Williams, A., Tay, E. (under review). A cross-cultural investigation of minority children's attitudes towards racial outgroups: Examining the impact of group status and proximity.

SYMPOSIA, PAPER PRESENTATIONS, AND INVITED COLLOQUIA*Refereed Symposia and Paper Presentations*

- Leslie, S., Bair, A. N., & **Steele, J. R.**, (2009, August). Does exposure to racial inequality shift justice beliefs? Examining the relationship between system-justifying beliefs and suggestions of racial privilege. Paper to be presented at the annual meeting of the American Psychological Association, Toronto, ON.
- Williams, A., **Steele, J. R.**, & Durante, S. (2009, April). Examining Developmental Changes in Children's Implicit Racial Bias. Paper presented at the biennial meeting of the Society for Research on Child Development, Denver, CO.
- Bair, A., & **Steele, J. R.** (2009, February). The effect of speaker race and interaction topic on anxiety attributions in interracial and same-race interactions. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Tampa, FL.
- Reisz, L., **Steele, J. R.**, Lamanna, J., & Bair, A. (2009, February). "She said what?!": Effects of peer racism on White students' racial bias. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Tampa, FL.
- Williams, A., & **Steele, J. R.** (2009, February). The reliability of a child-friendly race-IAT. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Tampa, FL.
- Williams, A. & **Steele, J. R.**, (2008, June). Children's implicit and explicit awareness of academic racial stereotypes. In S. Kang (Chair), *Developmental perspectives on prejudice and intergroup relations*. Symposium conducted at the 7th biennial meeting of the Society for the Psychological Study of Social Issues, Chicago, IL.
- Bair, A. & **Steele, J. R.** (2008, June). Examining the meaning of the race-attitude IAT for Black participants. Paper presented at the 7th biennial meeting of the Society for the Psychological Study of Social Issues, Chicago, IL.
- Reisz, L., **Steele, J.**, Staton, S., & Heller, D. (2008, February). The contextual nature of personality: The effects of racial primes on self-reported personality. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Albuquerque, NM.
- Williams, A., **Steele, J.**, Faye, C. (2008, February). Black children's implicit and explicit awareness of academic stereotypes. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Albuquerque, NM.
- Steele, J. R.**, Williams, A., Reisz, L., Whittam, J., & Shapiro, D. (2007, June). Children's implicit

- and explicit endorsement of academic gender stereotypes. In S. Kang (Chair), *Developmental perspectives on prejudice, stereotyping, and intergroup relations*. Symposium conducted at the annual meeting of the Canadian Psychology Association, Ottawa, ON.
- Williams, A., **Steele, J. R.**, Reisz, L., Whittam, J., & Shapiro, D. (2007, March). Implicit and explicit math-gender stereotype endorsement across middle childhood. Paper presented at the biennial meeting of the Society for Research on Child Development, Boston, MA.
- Shapiro, D., Williams, A., **Steele, J.R.**, Reisz, L. (2007, March). Children's implicit and explicit attitudes towards mathematics: The effect of a brief role model intervention. Paper presented at the biennial meeting of the Society for Research on Child Development, Boston, MA.
- Steele, J. R.** Williams, A., & Reisz, L. (2007, January). Children's implicit and explicit endorsement of academic gender stereotypes: When does Math=Male begin? In B. Corenblum (Chair), *Developmental aspects of stereotyping and prejudice*. Pre-conference symposium conducted at the annual meeting of the Society of Personality and Social Psychology, Memphis, TE.
- Reisz, L. & **Steele, J. R.** (2007, January). The effect of social comparisons on women's math test performance. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Memphis, TE.
- Bair, A. & **Steele, J. R.** (2007, January). The effects of interracial interactions and racism on executive function: The target's perspective. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Memphis, TE.
- Steele, J. R.**, Williams, A., & Maddox, K. (2006, January). Shifting the perceived Afrocentricity of facial features through social information. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Palm Springs, CA.
- Bair, A., Okada, R., & **Steele, J. R.** (2006, January). Conformity to social norms and body type preference: perpetuating thinness ideals. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Palm Springs, CA.
- Phills, C., Kawakami, K., **Steele, J. R.**, & Dovidio, J. F. (2006, January). (Close) distance makes the heart grow fonder: Improving implicit racial attitudes and interracial interactions through approach behaviours. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Palm Springs, CA.
- Reisz, L., **Steele, J. R.**, Heller, D., & Siekierko, B. (2006, January). The contextual nature of personality: Increasing self-reported extroversion through implicit priming. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Palm Springs, CA.
- Steele, J.**, & Heller, D. (2005, January). Friend or foe? Contextualizing personality through identity activation. Paper presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LO.
- Steele, J.**, & Ambady, N. (2004, January). Unintended discrimination and preferential treatment through category activation in a mock job interview. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Austin, TX.
- Steele, J.**, Ambady, N., & Cole, H. (2002, June). Gender activation and women's attitudes towards arts and mathematics. In S. Spencer (Chair), *The impact of stereotype threat and social*

identity threat on academic performance. Symposium conducted at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.

- Steele, J., & Ambady, N.** (2002, February). Gender priming and implicit associations. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Savannah, GA.
- Steele, J., James, J. B., & Barnett, R. C.** (2001, August). Perceived discrimination and stereotype threat among women in male-dominated areas. In E. M. Ozer (Chair), *Change in aspirations of undergraduates, 1980-2000: New concepts and concerns.* Symposium conducted at the annual meeting of the American Psychological Association, San Francisco, CA.
- Steele, J., Ambady, N., & Rosenthal, R.** (2001, February). Treating boys and girls differently: Teachers' nonverbal behavior during math and vocabulary lessons. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Nashville, TX.
- Steele, J.** (1999, June). Children's gender stereotypes in mathematics: The role of stereotype stratification. Hot Topic presentation given at the annual meeting of the American Psychological Society, Denver, CO.
- Steele, J., & Barling, J.** (1998, May). How mothers influence their daughters' career choices. Paper presented at the annual meeting of the American Psychological Society, Washington, DC.
- Steele, J., & Barling, J.** (1997, February). Influence of maternal gender-role beliefs and role satisfaction on daughters' vocational interests. Paper presented at the Conference in Perspectives in Education, Graduate School of Education, Harvard University, Cambridge, MA.

Invited Presentations

- Steele, J.** (2008, March). Women in mathematics: Examining the hidden barriers that gender stereotypes can impose. Presentation given at the Columbia University Department of Psychology Colloquium Series, New York City, NY.
- Steele, J.** (2004, November). Keeping Gloria identified with math and science: How stereotypes shape our social- and self-perceptions. Presentation given at the York University Social Division Brownbag, Toronto, Canada.
- Steele, J.** (2004, January). Stereotype susceptibility: How subtle cues shape our attitudes and performance. Presentation given at Atkinson College, York University, Department of Psychology, Toronto, Canada.
- Steele, J.** (2004, January). Stereotype susceptibility: How subtle cues shape our attitudes and performance. Presentation given at the University of Ottawa, Department of Psychology, Ottawa, Canada.
- Steele, J.** (2003, December). Stereotype susceptibility: How subtle cues shape our attitudes and performance. Presentation given at Wilfrid Laurier University, Department of Psychology, Waterloo, Canada.
- Steele, J.** (2003, November). Children's stereotype development: Consequences for test performance and academic identification. Presentation given at the University of Toronto-Mississauga, Department of Psychology, Mississauga, Canada.
- Steele, J.** (2003, November). Children's stereotype development: Consequences for test performance and academic identification. Presentation given at the University of Waterloo Social Division Research Seminar, Waterloo, Canada.

- Steele, J.** (2003, March). Gender and racial stereotypes: How subtle cues shape impressions, attitudes, and performance. Presentation given at the University of Michigan Business School, Ann Arbor, Michigan.
- Steele, J.** (2002, December). How stereotypes shape our cognitions, attitudes, and perceptions. Presentation given at Wilfrid Laurier University, Department of Psychology, Waterloo, Canada.
- Steele, J.** (2002, December). How stereotypes shape our cognitions, attitudes, and perceptions. Presentation given at the Harvard University Social Psychology Research Workshop, Cambridge, MA.
- Steele, J.** (2002, November). Stereotypes threat: The impact of gender salience on academic performance. Workshop conducted at the monthly meeting of the Harvard University Women in Physics.
- Steele, J., Choi, S. Y., & Ambady, N.** (2002, September). Stereotyping, prejudice, and discrimination: The effect of group-based expectations on moral functioning. Paper presented for the National Invitational Conference on Nurturing Morality, Racine, Wisconsin.
- Steele, J.** (2002, February). Women in math and science: The effect of identity activation and gender stereotypes. Presentation given at the University of Guelph, Department of Psychology, Guelph, Canada.
- Steele, J.** (2001, June). "On ne nait pas femme, on le devient": Examining the attitudinal and behavioral effects of gender stereotypes. Presentation given at The Catholic University of Louvain, Louvain-la-Neuve, Belgium.
- Steele, J.** (2001, April). Women and mathematics: Stereotype susceptibility and stereotype development. Presentation given at the Harvard University Social Psychology Research Workshop, Cambridge, MA.
- Steele, J.** (1999, March). Gender stereotyping: Implications for your child's future. Presentation given at the Harvard University Office of Work and Family, Cambridge, MA.
- Steele, J.** (1998, July). Stereotypes in education: A theoretical framework. Invited colloquium conducted at the Gender Stereotypes in Education Learning Event, World Bank, Washington, DC.
- Steele, J.** (1998, April). Turning an ingroup into an outgroup: The process of stereotype stratification. Presentation given at the Harvard University Social Psychology Research Workshop, Cambridge, MA.

TEACHING

York University - Undergraduate

Social Psychology	Winter '05, '08, '09 (2 sections), Summer '05
Social Psychology (Correspondence)	Winter '06, '07, '08, '09
Seminar in Social Psychology	Fall '04, '05

York University - Graduate

Stereotyping, Prejudice, and Discrimination	Fall '07
Proseminar in Social Psychology	Fall '04 & '05 (2 lectures), Fall '08 (1 lecture)

Harvard University (* denotes teaching award)

Gender, Race, and Identity	Harvard University, Fall 2002
Multivariate Analysis in Psychology*	Harvard University, Spring 2002 (Teaching Fellow)
Issues in Social Development	Harvard University, Spring 2001 (Co-Instructor)
Sophomore Tutorial*	Harvard University, Fall 1999 - Spring 2000
Intergroup Relations	Harvard University, Fall 1998 (Teaching Fellow)

ACADEMIC ADVISING AND RESEARCH SUPERVISION

Current Graduate and Undergraduate Supervision

Primary Supervisor	Allison Bair (PhD3) Leah Reisz (PhD3) Amanda Williams (PhD4)
Graduate Committee Member	So-Jin Kang (PhD)
Minor Paper Committee	Laura Ball Laura Mills
Research Practicum Supervision	Andy Ng (2008-2009)

Previous Graduate and Undergraduate Supervision

Primary Graduate Supervision	Allison Bair, MA (March, 2007) Leah Reisz, MA (January, 2007)
Graduate Committee Member	Gabriela Markova, PhD (Nov, 2008) Zarsheesh Divecha, MA (Dec, 2007) Curtis Phills, MA (June, 2006) Yvonne Lai, MA (2005)
Graduate Examining Committee	Emily Filardo, PhD (Nov, 2008), Dean's Rep Laura Ball, MA (Oct, 2007), Dean's Rep Ljiljana Radenovic, PhD (2005), External
Minor Paper Committee	Cathy Faye (2009) Janelle Jones (2007) Polyxeni Kortakis (2005)
Research Practicum Supervision	Allison Bair (2005; 2007-2008) Leah Reisz (2007-2008) Amanda Williams (2005-2006)

Reading Course Supervision	Allison Bair (2006) Leah Reisz (2006)
Undergraduate Thesis Supervision	Elaine Tay (2009; Templeton Thesis prize) Christina Internicola (Summer, 2008) Stephanie Durante (2008) Jennifer Lammana (2008) Sheridy Leslie (2008) Anna Loi (2007) Marsha Dunkley (2006) Doriann Shapiro (2006) Jennifer Whittam (2006) Bryan Siekierko (2005) Susan Staton (2005)
Independent Study Supervision	Anna Loi (Winter 2007) Doriann Shapiro (Summer 2006) Faustina Otchere (Fall 2005) Jeanette Pontiero (Summer 2005) Anita Thakurdeen (2004-2005)

Undergraduate Research Assistants in the IPSC laboratory (* indicates a paid position)

- 2008-2009 Sharise Alonto, Javeria Arshad, Beren Avci, Stevenson Baker, Renee Bucci, Alana Caldarola, Steve DeLuca, Kiersten Frenette, Mike Goldberg, Svetlana Israilova, Eugene Ji, **Jenny Richmond***
- 2007-2008 Beren Avci, **Carolyn Bell***, Amanda Bertacco, Wendy D'Souza, **Stephanie Durante***, Rachel Eapen, Reta Franci, Maria Kaikov, Laura Kester, Alan Ko, Jackie Kosta, **Sheridy Leslie***, George Nasiakos, **Dan Quattrociocchi*** Skye Stephens, **Tanya Stone***, Amanda Trentin, Shauna Thompson,
- 2006-2007 Sarah Baldeo, Chantal Bennett, Paul Brewster, **Cindy Do***, Maria Garcia, Amina Grimen, Violeta Kolundzic, Jennifer Lammana, **Sheridy Leslie***, **Anna Loi***, **Linda Loi***, **Daniel Nadolny***, **Doriann Shapiro***, **Laura Orlando***, Faustina Otchere, **Masarat Saqib***, Hardeep Shergill, Theresa Smith, **Kristyn Wright***
- 2004-2006 Zareen Ali, Sandeep Aujla, Bharat Bhal, Jude Botchway, Paul Brewster, Cindy Do, Marsha Dunkley, Tamara Glumicic, Francine Khan, Christy Lau, **Anna Loi***, Thuy Luong, Josie Marando, Daniel Nadolny, Andy Ng, Faustina Otchere, Orit Rivietz, Emmanuel Tabi, **Anita Thakurdeen***, **Stacie Zilber***

Prior Committee Member or Co-Supervisor for Masters and Undergraduate Theses

2002 - 2003	Sara Beautz, Masters Thesis, Extension School, Harvard University
2002 - 2003	Abigail Garcia & Carlene MacMillan, Psychology, Harvard University
2001 - 2002	Sue Paik, Department of Psychology, Harvard University
2000 - 2001	Emily Bianchi & Amy Trahan, Psychology, Harvard University
1999 - 2000	Macarena Correa & Lisa Silverman, Psychology, Harvard University

Additional Academic Advising

Psychology Academic Advisor	Kirkland House, Harvard University, 1999-2003
Resident Tutor	Kirkland House, Harvard University, 1999-2003
Graduate Writing Fellow	Derek Bok Center, Harvard University, Spring 2001

SERVICE AND PROFESSIONAL DEVELOPMENT

Committee Work

2008-2009

Social Area Year-End Evaluation Committee Member, Department of Psychology
 Department of Psychology Executive Committee
 Faculty of Health Merit Award Committee Member

2007-2008

Social/Personality Area Colloquium Series Coordinator, Department of Psychology
 Social Area Year-End Evaluation Committee Member, Department of Psychology
 Department of Psychology Executive Committee
 CD Area Recruitment and Hiring Committee
 OGS Provincial Selection Panel

2006-2007

Social/Personality Area Colloquium Series Co-Coordinator, Department of Psychology
 Social Area Year-End Evaluation Committee Member, Department of Psychology
 Norm Endler Award Nomination Committee
 Dean's Advisory Group on Technology (DAGT), Atkinson Faculty
 Dean's Advisory Group on Technology (DAGT), Faculty of Health

2005-2006

Social/Personality Area Colloquium Series Coordinator, Department of Psychology
 Hiring Committee for CLA positions, Atkinson Faculty
 Dean's Advisory Group on Technology (DAGT), Atkinson Faculty
 Attended the IT focus groups to provide feedback on our technological needs
 Met with UPR consultants to provide feedback on the Atkinson Psychology program

2004-2005

Social Area Webpage Assistant Coordinator, Department of Psychology
 Norm Endler award nomination committee for the Social Area
 UPR Undergraduate Program Review, Department of Psychology, Retreat Participant

Ad-Hoc Reviewer

Basic and Applied Social Psychology
Canadian Journal of Behavioral Science
Child Development
European Journal of Social Psychology
Group Processes and Intergroup Relations
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Merrill-Palmer Quarterly
NSF
Sex Roles
Social Development

Professional Memberships

American Psychological Association
American Psychological Society
Canadian Psychological Association
Society for Personality and Social Psychology
Society for Research in Child Development
Society for the Psychological Study of Social Issues