

SSHRC Midterm Report

Appendices

November 2020



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ENGENDERING SUCCESS IN STEM

Appendix A

Engendering Success in STEM Outputs

(Core and Related Publications, Working Papers, Presentations, Media Coverage, & Reports)

Peer-Reviewed Publications (Engendering Success in STEM members in bold, * = HQP, C = Core, R = Related)

1	*Aday, A., & Schmader, T. (2019). Seeking authenticity in diverse contexts: How identities and environments constrain "free" choice. <i>Personality and Social Psychology Compass</i> . doi:10.1111/spc3.12450 [Open Access]	C
2	Akinola, M., Page-Gould, E. , Mehta, P.H. & Liu, Z. (2018). Hormone-diversity fit: Collective testosterone moderates the effect of diversity on group performance. <i>Psychological Science</i> , 29(6), 859-867. doi:10.1177/0956797617744282	R
3	Anderson, A., Anderson, A., Hoffman, B., Livengood, D., Ou Yang, Z.Y., Shannon, L. , Smith, R., & Zurkan, C. (2018). <i>Current State of Women in Science, Technology, Engineering, and Mathematics (STEM) in Yukon</i> , Yukon College and WWEST. 52 p. [Open Access]	R
4	*Ballinger, T. , & Crocker, J. (2020). Understanding Whites' perceptions of multicultural policies: A (non)zero-sum framework? <i>Journal of Personality and Social Psychology</i> . doi:10.1037/pspi0000315	R
5	Bennett, E.H., Bergsieker, H.B. , Coe, I.R., Koch-Kraft, A., Langelier, E., Morrison, S. , Nikoleyczik, K., Schmader, T. , Trivailo, O., Twine, S., & Decker, J.E. (2020). Enacting workplace cultural change for excellence in research: A gender lens. <i>Facets</i> , 5, 228-233. doi:10.1139/facets-2019-0026 [Open Access]	C
6	Bergsieker, H. B. , Wilmot, M. O., *Cyr, E. N. , & Grey, C. B. (2020). A threat in the network: STEM women in less powerful network positions avoid integrating stereotypically feminine peers. <i>Group Processes & Intergroup Relations</i> . doi: 10.1177/1368430219888274 [Open Access]	C
7	*Block, K. , Croft, A., *De Souza, L. , & Schmader, T. (2019). Do people care if men don't care? The asymmetry in support for changing gender roles. <i>Journal of Experimental Social Psychology</i> , 83, 112-131. doi:10.1111/spc3.12450	C
8	*Block, K. , Schmader, T. , *Hall, W. , Inness, M. , & Croft, E. (2018). Should I stay or should I go now: Women's implicit stereotypic associations predict their commitment and fit in STEM. <i>Social Psychology</i> , 49, 243-251. doi:10.1027/1864-9335/a000343	C
9	*Block, K. , Croft, A., & Schmader, T. (2018). Worth less? Why men (and women) devalue care-oriented careers. <i>Frontiers in Psychology</i> , 9, 1-20. doi:10.3389/fpsyg.2018.01353 [Open Access]	R
10	*Block, K. , Gonzalez, A.M. , Schmader, T. , & Baron, A.S. (2018). Early gender differences in core values predict boys' aspired work-family balance. <i>Psychological Science</i> , 29, 1540-1547. doi:10.1177/0956797618776942	R
11	Cheng, P., Shen, W. , & Kim, K. Y. (2020). Personal endorsement of ambivalent sexism and career success: An investigation of differential mechanisms. <i>Journal of Business & Psychology</i> , 35, 783-798. doi:10.1007/s10869-019-09652-9	R
12	Croft, A., Schmader, T. , Beall, A., & Schaller, M. (2020). Breadwinner seeks bottle warmer: How women's future goals predict their mate preferences. <i>Sex Roles</i> , 82, 633-643. doi:10.1007/s11199-019-01080-6.	R
13	Croft, A., Schmader, T. , & *Block, K. (2019). Life in the balance: Are women's career goals constrained by men's domestic involvement? <i>Personality and Social Psychological Bulletin</i> , 45, 808-823. doi:10.1177/0146167218797294	R
14	Cvencek, D., Greenwald, A.G., Meltzoff, A.N., Maddox, C.D., Nosek, B.A., Rudman, L.A., Devos, T., Dunham, Y., Baron, A.S. , et al. (in press). Meta-analytic use of balanced-identity theory to validate the implicit association test. <i>Personality and Social Psychology Bulletin</i> . doi:10.1177%2F0146167220916631	R
15	Danyluck, C., & Page-Gould, E. (2019). Social and physiological context affects the meaning of physiological synchrony. <i>Scientific Reports</i> , 9, 8222. doi:10.1038/s41598-019-44667-5	R
16	Danyluck, C., & Page-Gould, E. (2018). Intergroup dissimilarity predicts physiological synchrony and affiliation in intergroup interaction. <i>Journal of Experimental Social Psychology</i> , 74, 111-120. doi:10.1016/j.jesp.2017.08.001	R
17	Eller, A., Abrams, D., Wright, S. C. & Davis, B. (2020). Effects of intergroup contact and relative gratification vs deprivation on prejudice on both sides of the US/Mexico status divide. <i>Journal of Applied Social Psychology</i> . doi:10.1111/jasp.12669 [Open Access]	R
18	Goyer, J. P., Cohen, G. L., Cook, J. E., Master, A., Apfel, N., Lee, W., Henderson, A.G., *Reeves, S.L. , Okonofua, J.A., & Walton, G. M. (2019). Targeted identity-safety interventions cause lasting reductions in discipline citations among negatively stereotyped boys. <i>Journal of Personality and Social Psychology</i> , 117(2), 229-259. doi:10.1037/pspa0000152	R
19	Gruber, J., Mendle, J., Lindquist, K.A., Schmader, T. Williams, L.A. (2020). The future of women in psychological science. <i>Perspectives in Psychological Science</i> 1-34. doi:10.1177/1745691620952789 [Open Access]	C
20	Gonzalez, A. , Steele, J. , Baron, A.S. (in press). Malleability of implicit race bias across development. <i>Developmental Psychology</i> .	C
21	*Hall, W. M. , Schmader, T. , *Aday, A. , and Croft, E. (2019). Decoding the dynamics of social identity threat in the workplace: A within-person analysis of women's and men's interactions in STEM. <i>Social Psychological and Personality Science</i> , 10, 542-552. doi:10.1177/1948550618772582	C

22	*Hall, W., Schmader, T., *Aday, A., Inness, M., & Croft, E. (2018). Climate control: Cultural predictors of social identity threat for women in engineering. <i>Journal of Personality and Social Psychology</i> , 115, 446-467. doi:10.1037/pspi0000137	C
23	Hässler, T.,... Wright, S.C. , ...Ugarte, L. M. (2020). A large-scale test of the link between intergroup contact and support for social change. <i>Nature Human Behaviour</i> , 4, 380-386. doi:10.1038/s41562-019-0815-z	R
24	*He, J.C. , Côté, S. (2019). Self-insight into emotional and cognitive abilities is not related to higher adjustment. <i>Nature Human Behavior</i> , 3(8), 867-884. doi:10.1038/s41562-019-0644-0	R
25	*He, J.C., Kang, S.K. , Tse, K., & Toh, S.M. (2019). Stereotypes at work: Occupational stereotypes predict race and gender segregation in the workforce. <i>Journal of Vocational Behavior</i> , 115. doi:10.1016/j.jvb.2019.103318	R
26	*He, J.C., & Kang, S.K. (2020). Covering in cover letters: Gender and self-presentation in job applications. <i>Academy of Management Journal</i> . doi:10.5465/AMBPP.2019.275	C
27	Hideg, I., & Shen, W. (2019). Why still so few? A theoretical model of the role of benevolent sexism and career support in the continued underrepresentation of women in leadership positions. <i>Journal of Leadership and Organizational Studies</i> , 26, 287-303. doi:10.1177/1548051819849006	R
28	Kang, S.K., & Kaplan, S. (2019). Working toward gender diversity and inclusion in medicine: Myths and solutions. <i>The Lancet</i> , 393, 579-586. doi:10.1016/S0140-6736(18)33138-6 [Open Access]	C
29	*Kroeper, K. M. , Williams, H. E., & Murphy, M. C. (2020). Counterfeit diversity: How strategically misrepresenting gender diversity elevates women's identity threat concerns by dampening perceived organizational sincerity. <i>Journal of Personality and Social Psychology</i> . doi:10.31234/osf.io/zdhxa	R
30	LaCosse, J., Canning, E.A., Bowman, N, Murphy, M.C., Logel, C. (2020). A social-belonging intervention improves STEM outcomes for students who speak English as a second language. <i>Science Advances</i> . doi:10.1126/sciadv.abb6543 [Open Access]	R
31	Le Forestier, J. M., Page-Gould, E. , Lai, C. K., & Chasteen, A. L. (In Press). Concealability beliefs facilitate navigating intergroup contexts. <i>European Journal of Social Psychology</i> . doi:10.1002/ejsp.2681	R
32	Malhotra, S., Shen, W. , & Zhu, P.-C. (in press). What is (s)he worth? Exploring mechanisms and boundary conditions of the relationship between CEO extraversion and pay. <i>British Journal of Management</i> . doi:10.1111/1467-8551.12424	R
33	Midgley, C., Thai, C., Lockwood, P., Kovacheff, C., & Page-Gould, E. (In Press). When every day is a high school reunion: Social media comparisons and self-esteem. <i>Journal of Personality and Social Psychology</i> . doi:10.1037/pspi0000336	R
34	Ng, A., Steele, J. R. , Sasaki, J., & George, M.* (2020). How robust is the own-group face recognition bias? Evidence from first- and second-generation East Asian Canadians. <i>PLOS ONE</i> , 15(5), 1-20. e0233758. doi:10.1371/journal.pone.0233758 . [Open Access]	R
35	Radke, H. R. M., Kutlaca, M., Siem, B., Wright, S. C. & Becker, J. C. (2020). Beyond allyship: Motivations for advantaged group allies to engage in collective action behaviors, <i>Personality and Social Psychology Review</i> . doi:10.1177/1088868320918698	C
36	Régner, I., Thinus-Blanc, C., Netter, A., Schmader, T. , & Huguet, P. (2019). Implicit bias predicts promoting fewer women in science when evaluators deny discrimination. <i>Nature Human Behavior</i> , 3, 1171-1179. doi:10.1038/s41562-019-0686-32019	C
37	Rhodes, M., & Baron, A.S. (2020). The development of social categorization. <i>Annual Review of Developmental Psychology</i> . doi:10.1146/annurev-devpsych-121318-084824	C
38	Schmader, T. & Sedikides, C. (2018). State authenticity as fit to environment: The implications of social identity for fit, authenticity, and self-segregation. <i>Personality and Social Psychology Review</i> , 22(3), 228–259. doi:10.1177/1088868317734080	C
39	Shen, W. , & Joseph, D. L. (in press). Gender and leadership: A criterion-focused review and research agenda. <i>Human Resource Management Review</i> . doi:10.1016/j.hrmr.2020.100765	R
40	Thai, S., & Page-Gould, E. (2018). ExperienceSampler: An open-source scaffold for building smartphone apps for experience sampling. <i>Psychological Methods</i> , 23, 729-739. doi:10.1037/met0000151	R
41	Williams, A., & Steele, J. R. (2019). Examining exemplar- and category-based implicit attitudes in childhood. <i>Child Development</i> , 90, 322–338. doi: 10.1111/cdev.12991	R
42	Van Grootel, S., Van Laar, Colette, Meeussen, L., Schmader, T. , & Sczesny, S. (2018). Circumventing pluralistic ignorance to change men's communal self-descriptions, attitudes, and behavioral intentions. <i>Frontiers in Psychology</i> , 9, 1-12. doi:10.3389/fpsyg.2018.01344 [Open Access]	R
43	Zhou, S., Page-Gould, E. , Aron, A., Moyer, A., & Hewstone, M. (2019). The extended contact hypothesis: A meta-analysis on 20 years of research. <i>Personality and Social Psychology Review</i> , 23(2), 132–160. doi:10.1177/1088868318762647	R

Book Chapters

1	Croft, E. (2019). Engineering Change for Good in <i>Rising to the Top: Global Women Engineering Leaders Share Their Journeys to Professional Success</i> , (pp. 107-125). International Federation of Engineering Education Societies and Global Engineering Deans Council.	C
2	*Gonzalez, A.M., Oh, H.J.J., & Baron, A.S. (2020). The hidden classroom: How gender stereotypes affect academic achievement. In F.C. Worrell, T.L. Hughes, & D.D. Dixon (Eds.), <i>The Cambridge Handbook of Applied School Psychology</i> , (pp. 295-313). Cambridge University Press.	C
3	Kang, S.K. (2020). Identity, Diversity, and Inclusion . In E. King, M. Hebl, & Q. Roberson (Eds.), <i>Research in Social Issues in Management</i> . Information Age Publishing.	C
4	Schmader, T, Bergsieker, H.B., & Hall, W.M. (2020). Cracking the culture code: A tri-level model for cultivating inclusion in organizations. In Forgas, K., Fiedler, & W. Crano (Eds.). <i>Applications of Social Psychology: How Social Psychology Can Contribute to the Solution of Real-World Problems</i> (pp. 334-355). Routledge, New York, NY.	C
5	Tropp, L. R., Mazziotta, A., & Wright, S.C. (2018). Recent developments in intergroup contact research: Affective processes, group status, and contact valence. In C.G. Sibley & F. K. Barlow (Eds.), <i>The Cambridge handbook of the psychology of prejudice: Concise Student Edition</i> . Cambridge, UK: Cambridge University Press.	R

Textbooks

1	Greenberg, J., Schmader, T. , Arndt, J., & Landau, M. (2020). <i>Social Psychology: The Science of Everyday Behavior</i> . (3rd Ed.) Worth Publishing, New York, NY. [Open Access Chapters - Understanding Prejudice, Stereotyping, and Discrimination: Responding to and Reducing Prejudice]	R
2	Gross, J.J., Schmader, T. , Martin Hard, B., & Anderson, A.K. (2020). <i>Interactive Psychology: People in Perspective</i> . Norton Publishing, New York, NY. [Note, includes sections and interactives on implicit bias and gender stereotypes]	R

Working Papers, Papers and Books Under Review or in Progress, & Edited Journals (C = Core, R = Related)

1	*Aday, A. E., Schmader, T., Mehta, S., Chen, S., & Sedikides, C. (in prep). Fitting in and feeling real: State authenticity as fit between identity and environment. Target: <i>Journal of Personality and Social Psychology</i> .	C
2	*Block, K., Gonzalez, A.M., Choi, C., Wong, Z., & Baron, A.S. (under review). Malleability of children's implicit gender stereotypes. <i>Journal of Cognition and Development</i> .	C
3	*Block, K., Gonzalez, A.M., Schmader, T., Cimpian, A., & Baron, A.S. (in prep). Development of communal stereotypes and values. Target: <i>Science Advances</i> .	R
4	*Block, K.,...Schmader, T. (in prep). The gender gap in care-economy careers around the globe. Target: <i>Proceedings of the National Academy of Science</i> .	R
5	*Cyr, E., Bergsieker, H., *Dennehy, T., *Aday, A., & Schmader, T. (in prep). Old boys' network: Social exclusion of women reflects implicit bias and predicts career costs. Target: <i>Proceedings of National Academies of Science</i> .	C
6	*Cyr, E. et al. (in prep). Debiasing Boys: Value Affirmation and Latent Ability. Target: <i>Psychological Science</i> .	C
7	*Dennehy, T. C. (in prep) Disrupting the BIAS paradox: Can context information reduce stereotyping in judgments? [working title] Manuscript in Preparation. Target: <i>Journal of Experimental Social Psychology</i> .	R
8	*Dennehy, T.C., Hernanto, J., & Schmader, T. (in prep). Amplification as allyship: How men can signal boost without claiming credit. [working title] Manuscript in Preparation. Target: <i>Psychological Science</i> .	C
9	*De Souza, L., Schmader, T. (under revision). What inhibits allyship? Examining the role of pluralistic ignorance. <i>Manuscript invited for revision at Journal of Personality and Social Psychology</i> .	C
10	Diekmann, A., & Schmader, T. (under review). Gender roles and identity. <i>Invited chapter to appear in</i> D. Carlston, K. Johnson, & K. Hugenberg (Eds.), <i>Oxford Handbook of Social Cognition</i> .	C
11	Gutsell, J., & Page-Gould, E. (in prep). Special Issue on Systemic Racism: Cognitive consequences & interventions in Cognitive Research: Principles and Implications. <i>Cognitive Research: Principles and Implications</i> . [Open Access]	C
12	*Engstrom, H., Laurin, K., Zuroff, D.C., & Schmader, T. (under review). Do people lead men and women differently? <i>Nature Human Behavior</i> .	C
13	Gonzalez, A.M., *Block, K., Oh, H.J.J., Bizzotto, R. & Baron, A.S. (under revision). Measuring implicit gender stereotypes in early childhood using the Preschool Auditory Stroop. <i>Journal of Cognition and Development</i> .	C
14	Gonzalez, A., Odic, D., Schmader, T., & Baron, A. (in prep). Gender stereotypes impair preschool girls' intuitive number sense. Target: <i>PLOS one</i> . [Open Access]	C
15	Hall, W., Schmader, T., Bergsieker, H., & Cyr, E. (in prep). The collective construction of inclusive organizational cultures in STEM. Proposal accepted for submission to <i>European Review of Social Psychology</i> .	C

16	Hall, W., Schmader, T., Inness, M., & Croft, E. (in prep). Climate change: Improving norms for inclusion predicts greater fit for women in STEM. Target: <i>Social and Personality Psychological Science</i> . C
17	Hassler, T.,... Wright, S.C. ,... et al., (under review). Needs satisfaction in intergroup contact: A multi-national study of pathways toward social change. <i>Journal of Personality and Social Psychology</i> R
18	*He, J. C., Kang, S. K. (under review) Re-aligning multiple identities by tweaking job advertisement language. <i>Journal of Applied Psychology</i> . C
19	*He, J., Kang, S., & Lacetera, N. (working paper). Leaning In or Not Leaning Out? Opt-Out Choice Framing Attenuates Gender Differences in the Decision to Compete . <i>National Bureau of Economic Research</i> . doi:10.3386/w26484 [Open Access] C
20	*Jansen, E., *Huynh, A., Bergsieker, H., *Dennehy, T., & Schmader, T. (in prep.) What's in a frame? Attending to inclusion (vs. leadership) activates allyship intentions. [working title] Target: <i>Personality and Social Psychology Bulletin</i> . C
21	Mylett, M., Wright, S. C. , & Levin, Z. (under review). Does extended contact influence disadvantaged group members' endorsement of normative and radical collective action? <i>Group Processes and Intergroup Relations</i> R
22	Palma, P. A., & *Dennehy, T. C. (in prep). Accuracy or sensitivity? Prior experiences of discrimination and appraisals of subtle bias. [working title] Target: <i>Journal of Experimental Social Psychology</i> . R
23	Riggs, A.E., & Gonzalez, A.M. (under revision). Similarity or stereotypes? An investigation of how exemplar gender guides children's math learning. Stage 1 Registered Report at <i>Developmental Science</i> . C
24	Schmader, T., Dennehy, T.C., & Baron, A. (in prep). Why Bias Interventions (Need Not) Fail. Proposal accepted for submission to <i>Perspectives in Psychological Science</i> . [Open Access] C
25	Schmader, T. (in prep). Gender disparities in STEM. Invited manuscript at <i>Annual Review in Psychology</i> . [Open Access] C

Presentations: Invited Talks and Workshops

	Citation	Audience
1	*Aday, A. E. - TAQA North, Calgary, AB, January 2020. <i>Engendering Success in STEM: Cultivating Inclusive Cultures</i> .	Industry
2	Baron, A.S. - Ramat Gan, Israel, December 2018. Foundations of intergroup. Bar-Ilan University.	Academic
3	Baron, A.S. - Vancouver, BC, 2017. Are we born racist?. Human Resources. UBC.	Academic
4	Croft, E. - Melbourne, Australia, August 2018. Women in Leadership & Digital Transformation. CEDA Panel Discussion.	Industry
5	Croft, E. - Edmonton, Canada, March 2018. Creating transformative change in engineering: Goal setting, policies, and actions. University of Alberta.	Academic
6	Croft, E. - Montreal, PQ, November 2017. Towards gender diversity in Engineering: goal setting, policies, and actions. Gender Summit 11.	Academic
7	Bergsieker, H., Lee-Garcia, E., Schmader, T., *Cyr, E., & *Awale, A. - Ontario, February 2020. Inclusive Innovation and Influential Leaders. Workshops delivered to the National Research Council .	Partner
8	Bergsieker, H., Lee-Garcia, E., Wilson, H., Schmader, T., & *Dennehy, T. - Ontario & Quebec, December 2019. Inclusive Innovation & Influential Leaders. Workshops delivered to the National Research Council .	Partner
9	Bergsieker, H. B. - Oberpfaffenhofen, Germany, November 2019. Implicit bias and inclusion. Invited presentation at German Aerospace Center.	Industry
10	Bergsieker, H. B., & *Cyr, E. N. - Hamilton, ON, November 2019. Promoting rising STEM motivation: Updates from a randomized control trial to boost gender equity in STEM. Invited talk presented at Summit of the Ontario Network of Women in Engineering .	Partner
11	Bergsieker, H. B. - Bonn, Germany, November 2019. Unconscious bias – unbewusste Vorurteile und wirkungsvolle Strategien ihnen entgegenzuwirken. Invited presentation at German Aerospace Center.	Industry
12	Bergsieker, H. & Schmader, T. - Ottawa, ON, December 2018. RISE 2018 Workplace Culture Survey Insights. National Research Council .	Partner
13	Bergsieker, H. - Guelph, ON, April 2018. Connecting network dynamics to inclusion and performance of women in engineering. Invited to talk to University of Guelph engineering faculty.	Partner
14	Bergsieker, H. - Waterloo, ON, November 2017. Beyond bias: Deploying diversity science in engineering. Invited talk in Science & Technology in Society Panel at the University of Waterloo.	Academic
15	Bergsieker, H. - Toronto, ON. June 2017. Beyond bias: Engendering success in science and engineering. Invited talk at the 8th Engineering Change Lab workshop.	Partner

16	*Cyr, E. N., Spencer, S. J., Wright, S., & Bergsieker, H. B. - Ottawa, ON, January 2020. Reducing STEM stereotyping and improving girls' fit in STEM. Talk at the Actua National Convention.	Partner
17	*Cyr, E. - Waterloo, ON, August 2019. "Inclusion at Google Waterloo: Workplace Culture Survey". Google Waterloo.	Industry
18	*Cyr, E. - January 2019. Talk on the PRISM project at the Actua National Convention.	Partner
19	*Dennehy, T. C. - Vancouver, BC, September 2020. UBC Sauder School of Business, Vancouver, BC. Presentation to Sauder's academic hiring committees on inclusive hiring practices.	Academic
20	*Dennehy, T. C., & Hughes, C. [equal co-speakers] - September 2020. Women Who Dare Leadership Seminar. Presentation on gender inclusion in the mining industry. [Cancelled due to COVID-19.]	Industry
21	*Dennehy, T. C. - Vancouver, BC, September 2019. "Gender bias in STEM hiring: What it is (and isn't), where it comes from, how to combat it." Invited talk at TRIUMF .	Partner
22	*Dennehy, T. C. - Webinar, May 2019. "Cues for Engineering Inclusion? Results from a Survey of Workplace Culture" [Presentation of findings from the RISE Workplace Culture Survey]. Invited talk at Mining Industry Human Resources Council webinar .	Partner
23	*Dennehy, T. C. - Vancouver, BC, May 2019. "Crafting Inclusive Job Ads". Invited talk at Creating Connections.	Partner
24	*Dennehy, T. C. - Vancouver, BC, June 2019. "Gender bias in hiring: What it is (and isn't), where it comes from, how to combat it." Invited talk at University of British Columbia, Sauder School of Business.	Academic
25	*Dennehy, T. C. - Vancouver, BC, May 2018. Evidence-based interventions to promote STEM inclusion. Invited talk at City of Vancouver Speaker Series.	Partner
26	*Dennehy, T. C. - Vancouver, BC, June 2018. Implicit biases can constrain women's career success. Invited talk at UBC Sauder School of Business.	Academic
27	Hall, W. M. - Toronto, Ontario, November 2018. Inclusive cultures in STEM workplaces. Invited talk at University of Toronto's Rotman School of Management .	Academic
28	Hall, W.M. - Guelph, ON, March 2020. Inclusive cultures: A sociocultural approach to inclusion. Colloquium at the University Guelph. (Cancelled due to COVID-19)	Academic
29	Kang, S. - October 2020. Women's History Month Armchair discussion: Fifty years of Progress, the Impact of COVID-19, and Where We Go from Here. Organized by WAGE and the Government of Canada.	Academic
30	Kang, S. - March 2020. Gender diversity and inclusion in STEM: Myths and Solutions", Invited Talk at Munk School X Rotman: A Symposium for International Women's Day. Sponsored by GATE .	Partner
31	Kang, S.K. - June 2020. University of Michigan Centre for Positive Organizations, Race, Justice, and Equity in the Workplace Panel .	Academic
32	Kang, S. - February 2020. Creating Cultures of Inclusion, Invited Talk at CEO Global Network's 2020 Women's Leadership Summit.	Industry
33	Kang, S. - Toronto, Ontario, February 2020. Deconstructing Occupational Stereotypes. Invited Talk at Rotman Management Magazine's "Creative Destruction" event. Sponsored by GATE .	Partner
34	Kang, S. - Ontario, Canada, December 2019. Gender Equality in Engineering: Why it Matters and How to Get There. Invited Talk at Professional Engineers of Ontario 30X30 Task Force Meeting.	Industry
35	Page-Gould, E. - New Orleans, LA, U.S., February 2020. Interacting with Friends and Strangers. Invited talk presented at the annual Close Relationships Preconference of the Society for Personality and Social Psychology.	Academic
36	Page-Gould, E. - Toronto, ON, Canada, October 2019. Friendship Within and Across Group Boundaries. Invited talk to be presented at the annual Close Relationships Preconference of the Society for Experimental Social Psychology.	Academic
37	Page-Gould, E. - March 2019. Social interactions with friends and strangers. Ryerson University, Social/Media Psychology Seminar.	Academic
38	Page-Gould, E. - Toronto, Ontario, February 2019. Consent and withdrawal in the age of online research and open science. University of Toronto, Research Ethics Board Annual Retreat.	Academic
39	Page-Gould, E. - Toronto, Ontario, October 2018. All Together: Considering simultaneous processes at the levels of the athlete, their friends, and their team. Keynote address given at the annual meeting of the Canadian Society for Psychomotor Learning and Sport Psychology.	Academic
40	Page-Gould, E. - Québec City, QC, Canada, October 2018. Society for Psychophysiological Research Diversity Symposium. Invited panelist at the annual meeting of the Society for Psychophysiological Research.	Academic

41	Page-Gould, E. - Québec City, QC, Canada, October 2018. Mentorship Roundtable #5: Psychophysiology Methods. Invited participation in mentorship roundtable lunch at the annual meeting of the Society for Psychophysiological Research.	Academic
42	Page-Gould, E. - Québec City, QC, Canada, October 2018. Multilevel Modeling for Psychophysiology. Invited workshop presented at the annual meeting of the Society for Psychophysiological Research.	Academic
43	Page-Gould, E. - Toronto, ON, Canada, May 2018. Introduction to Multilevel Models. Invited workshop presented at the University of Toronto Social Science Methods Week, Department of Sociology.	Academic
44	Page-Gould, E. - Atlanta, GA, US, March 2018. The Function of Social Interactions in the Success of Diverse Societies. Invited address given at the GPIR Preconference of the annual meeting of the Society of Personality and Social Psychology.	Academic
45	Page-Gould, E. - March 2018. The role of the social world in engineering students' success. University of Toronto, Institute for Studies in Transdisciplinary Engineering Education and Practice, Engineering Leadership Seminar Series.	Academic
46	Page-Gould, E. - February 2018. Social interactions and social attitudes. Princeton University, Psychology Department Colloquium.	Academic
47	Page-Gould, E. - September 2017. Exploring the boundaries of the social world with agent-based modelling. York University, co-sponsored Quantitative Methods Forum and Social/Personality Brownbag.	Academic
48	Page-Gould, E. - San Antonio, TX, US., January 2017. Situating Intergroup Relations in the Real World. Invited address given at the Training Preconference of the annual meeting of the Society of Personality and Social Psychology.	Academic
49	Schmader, T. - Seattle, WA, February 2020. Can implicit bias be tamed in the wild? In an invited symposium on Implicit Bias, Explicit Science at the American Association for the Advancement of Science .	Academic
50	Schmader, T. - Los Angeles, CA, February 2020. Who cares? A socio-cultural view of the gender gap in communion. Invited talk at the UCLA Conference on Culture and Preference Formation.	Academic
51	Schmader, T. Bergsieker, H., Dennehy, T., Aday, A., & De Souza, L. - Ottawa, ON, December 2018. The Power of Allies. Invited workshop to the National Research Council .	Partner
52	Schmader, T. - New Orleans, Louisiana, April 2018. Identity Safety: Three Routes to Person-Environment Fit. Invited colloquium to the Department of Psychology. Tulane University.	Academic
53	Schmader, T. - Columbus, Ohio, October 2018. Identity Safety: Three Routes to Person-Environment Fit. Invited colloquium to the Social Psychology Program. The Ohio State University.	Academic
54	Schmader, T. - Vancouver, BC. December 2017. Arts Focus on Canadian Census at Gender Bias in STEM. University of British Columbia.	Academic
55	Schmader, T. - Vancouver, BC, October 2018. Creating allies for inclusion. Engineering Change Lab .	Partner
56	Schmader, T. - Seattle, WA, October 2018. Cracking the culture code: Norms to inclusion and women's success in STEM. Invited talk at the <i>Society of Experimental Social Psychology Groups Preconference</i> .	Academic
57	Schmader, T. - Fontainebleau, France, February 2018. Engendering success in STEM: The social dynamics of social identity threat. Invited talks to INSEAD Women and Work Conference.	Academic
58	Schmader, T. - Portland, Oregon, February 2019. Gender segregation explained: The implication of choices constrained by stereotypes. Gender preconference of the Society of Personality and Social Psychology.	Academic
59	Schmader, T. - Singapore, March 2019. Project RISE: Realizing identity safe environments. Invited talk at the INSEAD Women and Work Conference.	Academic
60	Schmader, T. - Vancouver, BC, May 2019. "Cultivating inclusive workplace cultures". Creating Connections. Vancouver, BC.	Industry
61	Schmader, T. - Visegrad, Hungary, July 2019. "Cracking the culture code: A tri-level model for cultivating inclusion in organizations". Symposium on Applications of Social Psychology.	Academic
62	Schmader, T. - Santa Barbara, California, April 2020. The SAFE Model: Person-Environment Fit and the 'Choice' to Self-Segregate. Invited colloquium to the Department of Psychology. UC Santa Barbara. (Cancelled due to COVID-19)	Academic
63	Schmader, T. - Berkeley, California, April 2020. The SAFE Model: Person-Environment Fit and the 'Choice' to Self-Segregate. Invited colloquium to UC Berkeley's Haas School of Business. (Cancelled due to COVID-19)	Academic
64	Schmader, T. - Tucson, Arizona, April 2020. The SAFE Model: Person-Environment Fit and the 'Choice' to Self-Segregate. Invited colloquium to the Department of Psychology. University of Arizona. (Cancelled due to COVID-19)	Academic

65	Schmader, T. – Exeter, England, June 2020. The SAFE Model: Person-Environment Fit and the ‘Choice’ to Self-Segregate. Invited colloquium to the Department of Psychology. University of Exeter. (Cancelled due to COVID-19)	Academic
66	Schmader, T. – Vancouver, BC, March 2017. Engendering Success in STEM. National Research Council.	Partner
67	Schmader, T. - June 2017. Beyond Bias: Engendering Success in Science and Engineering, Webinar to Mining Industry Human Resources Council.	Partner
68	Schmader, T. – Vancouver, BC, May 2017). Beyond Bias: Engendering Success in Science and Engineering, Chief Human Resource Officer Leadership Summit.	Industry
69	Schmader, T. – Vancouver, BC, March 2017. Breaking Down Implicit Gender Bias. UBC Dialogues.	Community
70	Schmader, T., Dennehy, T., Aday, A., & De Souza, L. – Vancouver, BC, September 2018. Project RISE: Realizing Identity Safe Environments. Engineering Change Lab.	Partner
71	Schmader, T. - Toronto, ON, April 2017. Panelist at the Higher Education Quality Council of Ontario, Rethinking Access Panel Discussion.	Industry
72	Schmader, T. – Vancouver, BC, March 2018. Panelist on Women in Engineering Panel on Leadership, UBC Engineering.	Partner
73	Schmader, T. – Vancouver, BC, February 2018. Engendering Success in STEM: Creating more Inclusive Cultures. UBC Equity Office.	Partner
74	Schmader, T. - Ottawa, ON, December 2018. Engendering Success in STEM: Creating more Inclusive Cultures. National Research Council.	Partner
75	Schmader, T. - Vancouver, BC. May 2019. Engendering Success in STEM: Creating more Inclusive Cultures. Creating Connections Conference.	Industry
76	Schmader, T. & *Dennehy, T. - Toronto, ON, May 2019. Engendering Success in STEM: Combating Implicit Bias. Ministry of Canada Women in the Workplace.	Industry
77	Schmader, T. New Westminster, BC, April 2019. Project RISE: Realizing Identity Safe Environments. City of New Westminster.	Partner
78	Schmader, T. - Vancouver BC. June 2019. Panel Discussion at the Pacific Institute for the Mathematical Sciences.	Industry
79	Schmader, T., Lee-Garcia, E., Bergsieker, H., & *Dennehy, T. – Vancouver, BC, June 2019. Inclusive Innovation and Influential Leaders. Workshops delivered to Teck Resources, BC.	Partner
80	Schmader, T., & Bergsieker, H. - Calgary, AB, December 2019. Project RISE Cultivating Inclusive Cultures. Report to WinSETT.	Partner
81	Schmader, T., Kristiansen, C., Bergsieker, H., & *Dennehy, T. - Vancouver, BC, November 2019. Inclusive Innovation and Influential Leaders. Workshops delivered to City of Vancouver.	Partner
82	Schmader, T., Kristiansen, C., Bergsieker, H., & *Aday, A. – Vancouver, BC, March 2020. Inclusive Innovation and Influential Leaders. Workshops delivered to Greater Vancouver Municipalities.	Partner
83	Shannon, L., & Livengood, D. – Burnaby, BC, October 2019. WWEST Community Partners Workshop. SFU Burnaby.	Academic/ Industry
84	Shannon, L. – Victoria, BC, June 2019. Presenter at International Women in Engineering Day 2019. EGBC Victoria	Industry
85	Shannon, L. – Vancouver, BC, March 2019. Keynote Speaker at UBC Women and STEM conference.	Community
86	Shannon, L. – Vancouver, BC, March 2019. Presenter at Women in Science, Health and Innovation Conference. Consulates-General of France, Germany, the Netherlands, Switzerland, United Kingdom, and the United States, and Neuroethics Canada at the University of British Columbia.	Academic/ Industry
87	Shannon, L. – Vancouver, BC, February 2019. Keynote for International Day of Women and Girls in Science, ICORD.	Academic
88	Spencer, S. J. - Cardiff, Wales, November 2017. Women in STEM. Changing Attitudes in Public Discourse. University of Cardiff.	Academic
89	Spencer, S.J. - Burnaby, BC. October 2017. Social Psychological Phenomena. President's Dream Colloquium on Women in Technology: Attracting, Retaining, and Promoting Diverse Talent. NSERC Chair Event	Community Partner
90	Staub-French, S. - Vancouver, BC, June 2019. Breaking Barriers & Building Careers: my approaches for overcoming challenges. Canadian Construction Women.	Industry
91	Staub-French, S. - Montreal, QUE, June 2019. Equity, Diversity, and Inclusion in Engineering: the data, the challenges, and a path forward. Canadian Society of Civil Engineering Meeting of Department Heads.	Academic

92	Staub-French, S. - Vancouver, BC, May 2019. Mentorship and Beyond: What you can do as an individual, community, and organization to create a more inclusive engineering profession. <i>Engineers & Geoscientists of BC</i> .	Partner
93	Staub-French, S. - Vancouver, BC, May 2019. Equity, Diversity, and Inclusion in Engineering: Challenges and approaches to creating an inclusive culture. Association of Consulting Engineering Companies.	Industry
94	Wells, M. - London, Ontario, November 2019. From an Introverted Engineer to an Academic Leader. Women in Management Unity Conference, Western University.	Industry
95	Wells, M. - Mississauga, Ontario, October 2019. Women in STEM – Change the World not the Women. Mississauga Probus Group.	Industry
96	Wells, M. - Guelph, Ontario, April 2019. Using Disruptive Diversity to Shatter Everyone's Glass Ceilings. Guelph Chamber of Commerce Women in STEM.	Industry
97	Wells, M. - Guelph, Ontario, November 2018. Women in STEM – Change the World not the Women. Women in STEM conference at the University of Guelph.	Academic
98	Wells, M. - Burlington, Ontario, February 2018. Closing the Engineering Gender Gap – is it Possible? Appleby Probus Group.	Industry
99	Wells, M. - Toronto, Ontario, January 2018. How Gender Diversity Can Drive Innovation in the STEM Fields. Math High School Teacher Conference at Upper Canada College.	Community
100	Wells, M. - Vancouver, BC, August 2017. Women of Innovation Symposium. <i>Canadian Institute of Mining, Metallurgy, and Petroleum Conference of Metallurgists</i> .	Partner
101	Wells, M. - March 2018. Lynda Shaw Memorial Lecture – “Reflections on ONWiE and Diversity in Engineering”, Invited Talk at Western University, https://www.eng.uwo.ca/media/news/2018/Lynda-Shaw-Memorial-Lecture-gender-equity.html	Academic
102	Wells, M. - November 2017. How Gender Diversity Can Drive Innovation in the STEM Fields, Hatch.	Industry

Presentations: Conference Talks and Posters to Academic Audiences

1. ***Aday, A. E., Schmader, T., & Sedikides, C.** - New Orleans, LA, March 2020. How to Measure ‘Fit?’ Development and Validation of a Scale Measuring Types of Fit and Their Relation to State Authenticity. Society for Personality and Social Psychology, Shared Reality and Authenticity Preconference.
2. ***Aday, A., Lolliot, S. & Schmader, T.** - Eugene, OR, August 2018. When bias education backfires: Antecedents and outcomes of social identity threat after learning about implicit gender bias in STEM. Academy of Management, Fourth Annual Gender & STEM Network Conference.
3. ***Ballinger, J.T., Jiang, T., & Crocker, J.** - Denver, CO, June 2020. Lay theories about diversity drive diversity backlash. Poster presented at the Society for the Psychological Study of Social Issues (SPSSI) conference. (Cancelled due to COVID-19)
4. ***Ballinger, J.T., & Crocker, J.** - Chicago, IL, April 2020. Understanding diversity backlash: Lay theories about diversity trigger social identity threat among majority groups Paper presented at the Midwestern Psychological Association (MPA) conference. (Cancelled due to COVID-19)
5. ***Ballinger, J.T., Jiang, T., & Crocker, J.** - New Orleans, LA, February 2020. Understanding diversity backlash: The mediating role of zero-sum beliefs (ZSBs). Poster presented at the Society for Personality and Social Psychology.
6. ***Block, K., Schmader, T., Olsson, M., van Grootel, S., Martiny, S., Van Laar, C.** - New Orleans, LA. (presented by ***Lucy De Souza** on Block's behalf), July 2018. Put your money where your values are: Communion, gender, and the value of careers. Data-Blitz presented at the Meeting of Society of Personality and Social Psychology.
7. ***Block, K., Baron, A.S., *Gonzalez, A., & Schmader, T.** - Atlanta, GA., March 2018. The Role of Values and Norms in Men and Boy's Interest in Communal Roles. Data-Blitz presented at the 19th Annual meeting of the Society of Personality and Social Psychology.
8. ***Block, K., Baron, A.S., *Gonzalez, A., & Schmader, T.** - Amsterdam, Netherlands, December 2017. The Role of Values and Norms in Men and Boy's Interest in Communal Roles. Paper presented at the meeting of the Association for Social Psychology Researchers (ASPO).
9. ***Block, K., Baron, A.S., *Gonzalez, A., & Schmader, T.** - Granada, Spain, 2017. Men, Boys, & Communal Values: Development & the Role of Stereotypes. Paper presented at the meeting of the European Association for Social Psychology.
10. ***Cyr, E.N. & Bergsieker, H.B.** - New Orleans, LA, February 2020. Same-gender friendship networks strengthen boys' (& stunt girls') STEM trajectories. Poster presented at the 22nd Annual Society for Personality & Social Psychology Conference.
11. ***Cyr, E.N., Pavicic, J., Bergsieker, H.B., Dennehy, T.C., Mahon, S., Wright, S., Spencer, S.** - New Orleans, LA, February 2020. Open to everyone: PRISM interventions reduce boys' gender bias and improve girls' anticipated fit in STEM. Poster presented at the Intervention Science Pre-conference at the 22nd Annual Society for Personality and Social Psychology Conference
12. **Danyluck, C., & Page-Gould, E.** - Atlanta, GA, US, March 2018. The effects of social context on physiological synchrony. Symposium conducted at the annual scientific meeting of the Society of Personality and Social Psychology.

13. Sharples, A. & **Page-Gould, E.** - Albuquerque, NM, US, June 2017. Daily experiences of intergroup contact through media and social interaction. In A. L. Weinberg (Chair), Intergroup Friendships, Generating Cross-Group Closeness, & Intergroup Exposure. Symposium conducted at the annual meeting of the Society for the Psychological Study of Social Issues.
14. ***De Souza, L., & Schmader, T.** - August 2020. [What inhibits male allyship? Examining the influence of \(mis\)perceptions of other men's beliefs \[hyperlink to video\]](#). Presentation at the Academy of Management.
15. ***De Souza, L., & Schmader, T.** - May 2020. What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Presentation accepted to Association for Psychological Science Convention (Cancelled due to COVID-19)
16. ***De Souza, L., & Schmader, T.** - New Orleans, Louisiana, February 2020. What inhibits male allyship? Examining the influence of (mis)perceptions of other men's beliefs. Data blitz and poster session presented at the 21st Annual Society for Personality and Social Psychology Convention Gender Preconference.
17. ***Dennehy, T. C., Bergsieker, H. B., *Cyr, E. N., *Aday, A., *De Souza, L., & Schmader, T.** - Chicago, IL, May 2020. The power of majority-group allies: A role for men in women's STEM inclusion. In L. De Souza & T. C. Dennehy (Co-chairs), Understanding the unique impact of majority group allyship. Symposium accepted to be presented at the annual convention for the Association for Psychological Science (Cancelled due to COVID-19)
18. ***Dennehy, T. C.** - San Diego, CA, June 2019. "Threatened belonging: Interpersonal consequences of stereotype threat and subtle sexism". Annual conference for the Society for the Psychological Study of Social Issues.
19. ***Dennehy, T. C.** - Pittsburg, PA, June 2018. Peers, norms, and belonging for women in STEM. Society for the Psychological Study of Social Issues.
20. ***Engstrom, H. R.,** Laurin, K., Zuroff, D. C., & **Schmader, T.,** - August 2020. Group gender affects leadership: A firm hand with men, but a gentle touch with women. Presentation at the Academy of Management.
21. George, M., & **Steele, J.R.** - Denver, CO, June 2020. You don't look sorry!: How gender influences nonverbal apologies. Flash talk accepted for the annual meeting of the Society for the Psychological Study of Social Issues. (Cancelled due to COVID-19)
22. ***Gonzalez, A.M., Steele, J.R., & Baron, A.S.** - Pittsburgh, PA, June 2018. Changing implicit racial bias in childhood. Paper presented at the Society for the Psychological Study of Social Issues symposium on Development of Stereotype, Social Biases, and Group Understanding in Children.
23. ***Gonzalez, A.M., Steele, J.R., & Baron, A.S.** - Atlanta, GA, March 2018. Developmental differences in implicit racial bias change. Paper presented at the Society of Personality and Social Psychology symposium on Long-Term Change in Social Group Attitudes and Stereotypes.
24. ***Gonzalez, A.M., Odic, D., Schmader, T., & Baron, A.S.** - San Antonio, TX, 2017. Gender stereotypes can impair preschool girls' number sense. Poster presented at the Annual Meeting of the Society of Personality & Social Psychology.
25. ***Gonzalez, A.M., & Baron, A.S.** - Austin, TX, 2017. Malleability of implicit intergroup bias. Paper presented at the Biennial Meeting of the Society for Research in Child Development symposium on Development and Reduction of Intergroup Biases.
26. ***Gonzalez, A.M., *Block, K., *Oh, H.J.J., & Baron, A.S.** - San Antonio, TX, 2017. Measuring implicit gender stereotypes using the Child Auditory Stroop. Paper presented at the Annual Meeting of the Society of Personality and Social Psychology preconference on Gender.
27. **Hall, W.M., Schmader, T.S., Inness, M., & Croft, E.** - Chicago, IL, USA, May 2020. Climate Change: Improving Norms for Inclusion Predicts Greater Fit for Women in STEM. In G. Muragishi's (chair), Leveraging Interpersonal Contexts to Address Gender Disparities in STEM. Symposium at the American Psychological Association. (Cancelled due to COVID-19)
28. **Hall, W.M., Schmader, T.S., Inness, M., & Croft, E.** - New Orleans, Louisiana, February 2020. Climate Change: Improving Norms for Inclusion Predicts Greater Fit for Women in STEM. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology.
29. ***He, J. C., Kang, S. K. & Lacetera, N.** - Austin, Texas, April 2020. Leaning in or not leaning out? Opt-out choice framing attenuates gender differences in the choice to compete. Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. (Cancelled due to COVID-19)
30. ***He, J. C., Kang, S. K. & Lacetera, N.** - New Orleans, Louisiana, February 2020. Leaning in or not leaning out? Gender, choice architecture, and competition. In J. C. He & E. Kirgios (chairs), Diversity perceptions and decision-making are shaped by strategic motives. Symposium at the Annual Meeting of the Society for Personality and Social Psychology.
31. ***Hernanto, J., *Dennehy, T. C., & Schmader, T.** - New Orleans, LA, February 2020. "That's what she said": Can amplifying women's ideas impact the allocation of intellectual credit? Poster presented at the Society for Personality and Social Psychology.
32. ***Karmali, F., & Page-Gould, E.** - New Orleans, LA. March 2020. Diversifying knowledge of personality stereotypes. Society for Personality and Social Psychology.
33. **Page-Gould, E.,** Sharples, A., & Song, S. - Toronto, Ontario, October 2019. Effect Sizes for Models of Longitudinal Data. In P. E. Shrout (Chair), Modeling Mediation Processes in Longitudinal Data. Symposium to be conducted at the annual meeting of the Society for Experimental Social Psychology.
34. ***Shum, P.L.C. & Wright, S.C.** - New Orleans, LA, February 2020. Communication behaviors of sexist and non-sexist men and women in cross-gender interactions. Poster at Society for Personality and Social Psychology.

35. **Steele, J.R.** - Rio Grande, PR, May 2020. Gender or race? Examining children's implicit attitudes toward multiply categorizable others. Flash talk at the Society for Research on Child Development (SRCD) (Cancelled due to COVID-19).
36. **Steele, J.**, Lapytskaia Aidy, C., Williams, A., Lipman, C., Wong, O. & Mastragostino, E. - San Francisco, CA, April 2020. [Examining adolescent daughters' and their parents' math-gender stereotypes \[Symposium\]](#). In J. Stang & N. McElvany (Chairs), Stereotypes in school: Existence, development and effects. Accepted symposium for the American Educational Research Association (AERA) annual meeting. (Canceled due to COVID-19)
37. **Steele, J.R.**, Williams, A., & George, M. - Toronto, Canada, October 2019. The development of implicit racial preferences in childhood. In D. Amodio & M. Cikara (Chairs), Prejudice formation: New insights from developmental & computational approaches. Symposium conducted at the Society for Experimental Social Psychology (SESP) annual conference.
38. **Wright, S. C.**, Droogendyk, L., Lubensky, M. E. & Louis, W. R. - San Diego, CA, June 2019. Acting in solidarity: Social psychological challenges for advantaged group "allies". Presentation at Society for the Psychological Study of Social Issues.
39. **Wright, S. C.** & Droogendyk, L. - Lisbon, Portugal, July 2019. Acting in solidarity: Social psychological challenges for advantaged group "allies". Presentation at International Society for Political Psychology.
40. Zhou, S., & **Page-Gould, E.** - Newcastle, New South Wales, Australia, April 2019. A meta-meta-analytic look at intergroup contact theory. Paper presented at the small group meeting on intergroup contact sponsored by the Society for Australian Social Psychologists and the Society for the Psychological Study of Social Issues.

Filmed Interviews with Engendering Science in STEM members:

- Interview with **Andy Baron** by [CBC News](#), "Implicit Bias," September 13, 2020
- Interview with **Lesley Shannon** by [CBC's North by Northwest](#) for a Scientist profile, June 14, 2020
- Interview with **Toni Schmader** at INSEAD Women in Work Conference, Singapore, March 2019.
- In-Camera Session with **Lesley Shannon** following the Women in Science, Health and Innovation Conference, hosted by Consul General of Germany, March 2019
- Interview with **Sonia Kang** by [TVO The Agenda](#), "Working Around Harassment," January 2018
- Interview with **Sonia Kang** by [CBC News](#), "Starbucks staff get anti-bias training," May 2018
- Interview with **Lesley Shannon** by [Carleton Radio](#), The Passionate Friar, December 13, 2017
- Interview with **Mary Wells** by the [Metallurgy and Materials Society of Canada](#), "Women of Innovation Project - The Impact of Leading Canadian Engineers." April 2017

Text Interviews and Media Coverage:

- "Women's mental health disproportionately affected by COVID-19 pandemic: study" - **Hilary Bergsieker**, [CTV News](#), August 13, 2020
- "How to talk to kids about Bias" - **Andy Baron**, [CBC News Vancouver](#), June 4, 2020
- "Psychologists say it's time to rethink the 'mental health day'" - **Sonia Kang**, [Inverse](#), March 8, 2020
- "Implicit gender bias: Overriding the mental shortcuts holding women back in STEM" - **Toni Schmader**, [Science Borealis](#), March 3, 2020.
- "Implicit Bias and Covid-19" - **Andy Baron**, City News Vancouver, February 8, 2020
- "Why Don't People Care That More Men Don't Choose Caregiving Professions?" - ***Kate Block**, [Scientific American](#), February 4, 2020
- "Jennifer Lopez is 50. Why are we so obsessed with her age?" - **Sonia Kang**, [Global News](#), February 3rd, 2020
- "Fix, build, solve: Engaging girls with careers in engineering" - **Elizabeth Croft**, [Monash University](#), January 21, 2020.
- "The engineering gender gap: it's more than a numbers game" - **Toni Schmader**, **Sheryl Staub-French**, **Mary Wells**, [University Affairs](#), January 9, 2020
- "Beyond the Numbers" - **Toni Schmader**, [UC Santa Barbara's Alumni Magazine](#)
- "Why do so many organisations mess up on race?" - **Sonia Kang**, [Financial Times](#), December 28, 2019
- "Women as Role Models in Science" - **Toni Schmader**, [Science Borealis Blog](#), [Immpress Magazine](#), December 16, 2019
- "Make Friends Who Don't Look Like You" - **Elizabeth Page-Gould**, [The Michigan Daily](#), December 8, 2019
- "Not all instances of gender inequality are equally concerning..." - ***Kate Block**, [Reddit](#), September, 2019
- "Empowering the Next Generation" - **Sheryl Staub-French**, [Canadian Consulting Engineer](#), June/July, 2019
- "The Potential is Yours" - **Toni Schmader**, 2018 [UBC Ad Campaign](#), 2019 [UBC Ad Campaign](#).
- "Bosses who do not believe in gender bias seen hiring few women" - **Toni Schmader**, [Reuters](#), August 26, 2019
- "Female scientists 'at disadvantage when applying for promotions' as majority of scientists associate career with masculinity" - **Toni Schmader**, [iNews](#), August 26, 2019
- "Is Gender Bias Really Impacting The Hiring Of Women In STEM" - **Toni Schmader**, [Forbes](#), August 29, 2019
- "Employers who ignore gender bias promote fewer women" - **Toni Schmader**, [CBC](#), August 27, 2019
- "Belief in Gender Bias and Promotions for Women" - **Toni Schmader**, [Inside Higher Ed](#), August 27, 2019
- "Scientists avoid gender bias when they know they're being tested for bias" - **Toni Schmader**, [Ars Technica](#), August 27, 2019
- "Preschool can help nurture tomorrow's female engineers" - **Elizabeth Croft**, [Open Forum](#), March 24, 2019
- "Time's up on gender disparity in STEM: Women in STEM" - **Elizabeth Croft**, [Pearson](#), 2019
- "Call for specialist STEM teachers from primary up" - **Elizabeth Croft**, [Engineers Australia](#), 2019

- "Mission to Mars: Nova Rova team's Red Planet challenge" - **Elizabeth Croft**, [Lens – Monash University](#), May 2019
- "Fearless Girl should provide the spark to inspire more female engineers" - **Elizabeth Croft**, [Lens – Monash University](#), March 2019
- "Thank a scientist" - **Elizabeth Page-Gould**, [American Psychological Association](#), November 26, 2018
- "Promoting Gender Equity in STEM Environments" - **Toni Schmader**, [SPSP Newsletter](#), December 21, 2018.
- "American Psychologists want you to understand how racism holds our country back" - **Toni Schmader**, [Los Angeles Times](#), December 21, 2018
- "How young women view men affects how they imagine their future selves" - **Toni Schmader**, [Science Daily](#), December 4, 2018
- "Men place less value on care-oriented jobs that women, research shows" - **Kate Block**, [The Star Vancouver](#), August 20, 2018
- "Listen up, men: Your subtle dismissal of women is damaging" - **Toni Schmader**, [The Globe and Mail](#), July 5, 2018.
- "Celebrating women in STEM" - **Elizabeth Croft**, [Monash University](#), February 2018
- "Early Engagement is Essential for Increasing Girls' Interest in Engineering." - **Mary Wells**, [Canadian Society of Mechanical Engineers Magazine](#), April 2017

Articles in Popular Media Authored by Consortium Members:

- "Addressing gender inequality via choice architecture." - **Joyce He and Sonia Kang**, [Vox EU](#), February 8, 2020
- "Banishing Occupational Stereotypes." - **Joyce He and Sonia Kang**, [Rotman Management Magazine](#), January 1, 2020
- "Gender Diversity and Inclusion in Medicine: Lessons from Management." - **Sonia Kang**, [Rotman Management Magazine](#), 2020
- "Parental leave: Why we need to talk about fatherhood." - **Joyce He**, [Gender and the Economy](#), January 30, 2019
- "When women thrive in male dominated workplaces" - **Will Hall**, [Society for Personality and Social Psychology](#), August 7, 2019
- "Highlighting the 'E' in STEM : Why engineering should be taught in our schools" - **Elizabeth Croft**, [Education Review](#), September, 2018
- "Closing the Gender Gap" - **Mary Wells**, [Design Engineering](#), April 3, 2018
- "'Masculine culture' and micro barriers still major issues for women" - **Elizabeth Croft**, [The Age, The Sydney Morning Herald \(syndicated\)](#), February 12, 2018
- "The debate about quotas" - **Joyce He**, [Gender and the Economy](#), October 26, 2017
- "Opinion: Business should create more science, technology, engineering, math roles for women" - **Elizabeth Croft**, [Vancouver Sun](#), March 17, 2017

Reports

Video White Papers by Partners



Bias busting strategies:
Individual ([English](#) & [French](#))
by UNESCO Canada



Bias busting strategies:
Interpersonal ([English](#) & [French](#))
by UNESCO Canada



Bias busting strategies:
Institutional ([English](#) & [French](#))
by UNESCO Canada

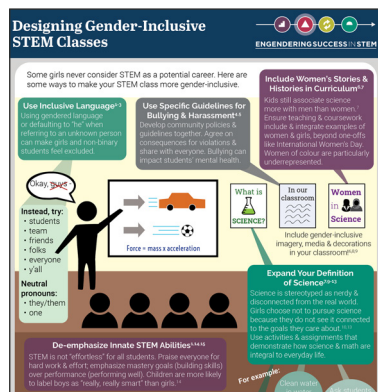


[Do gender quotas work? *](#)
by GATE



[Does diversity training work? *](#)
by GATE

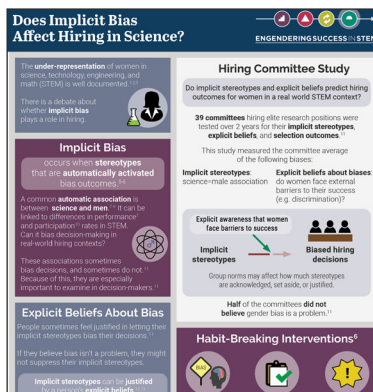
Infographic White Papers



- [Designing gender inclusive STEM classes](#)
- [Reducing boys' gender bias & improving girls' anticipated fit in STEM](#)
- [Role models \(in prep\)](#)
- [De-biasing job advertisements](#)
- [Development of implicit gender stereotypes](#)

† Created by Social Psychophysiological Research and Quantitative Methods Lab, directed by ESS Faculty Member, Dr. Elizabeth Page-Gould

* Created by ESS Consortium Partner, GATE: The Institute for Gender and the Economy at the Rotman School of Management



- [Does implicit bias affect hiring in science?](#)
- [Bias busting strategies for individuals](#)
- [Bias busting strategies for interpersonal interactions](#)
- [Bias busting strategies for institutions](#)
- [Gender inclusive policies & practices in engineering](#)



- [The future of women in psychological science](#)
- [Intersectionality in STEM](#)
- [Ya feel me? Physiological synchrony†](#)
- [The gender equality challenge: Would quotas help?*](#)
- [Does diversity training work?*](#)
- [Why aren't more fathers taking parental leave? *](#)

ESS Newsletter Reports

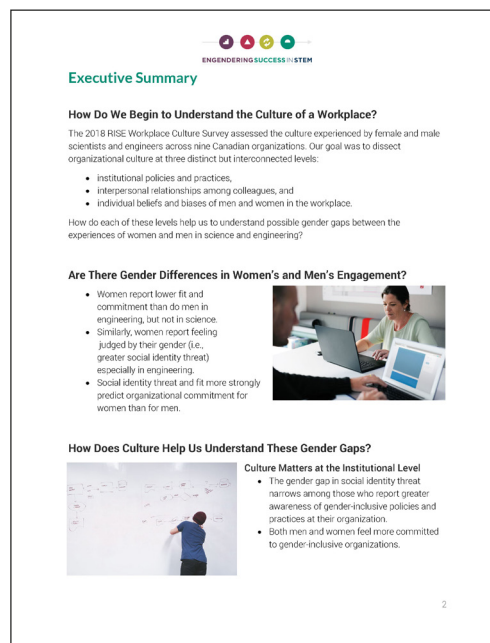
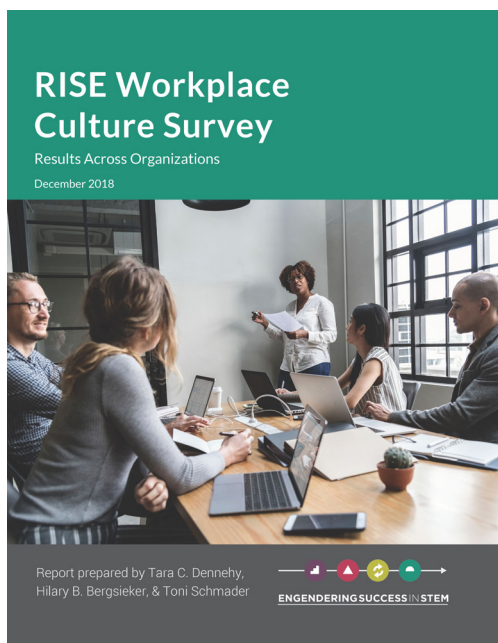
[Year 3 annual report](#) June 2020
[Year 3 midterm report](#) December 2019

[Year 2 annual report](#) May 2019
[Year 2 midterm report](#) November 2018

[Year 1 annual report](#) May 2018

Project RISE Partner Reports

- Workplace culture survey – [1 general report](#)
- Workplace culture survey – 8 tailored reports
- RISE Workshop study – [1 general annual report](#)
- RISE Workshop Study – 4 tailored partner reports
- RISE Workshop Slide Summaries for workshop participants – [Inclusive Innovation](#) & [Influential Leaders](#)



Appendix B

Engendering Success in STEM Knowledge Mobilization

ESS Annual Consortium Meetings and Workshops

Annual Meetings & Workshops	ESS Faculty	Partner Representatives	HQP (Grads & Postdocs)	Other Guests	Total
2016 September, Planning Meeting & Research Workshop, Vancouver (UBC), BC	12	11	8	3 Advisory Board 1 Staff	35
2017 September, Kickoff Meeting & Research Workshop, Vancouver (SFU downtown), BC	13	21	13	4 Advisory Board	50
2018 September, Knowledge Sharing Conference, Waterloo (UWaterloo), ON See public session program HERE See Partner session program HERE	9	21	39	5 Keynote Speakers 4 Advisory Board 3 Collaborators 1 Staff 1 Contractor, 57 General audience	140
2019 October, Annual Meeting and Research Workshop, Vancouver (UBC), BC	10	25	13	5 Keynote speaker & guest presenter 2 Collaborators 2 Staff 1 Contractor 6 Other (lab managers, research assistant, guest professor)	62

Graduate Training Workshops - September 22, 2018, University of Waterloo

Three Graduate Student training workshops were provided to a group of 20 HQP and ESS faculty at the Excellence and Gender Equity in Science and Technology Conference.

Multilevel Modeling Workshop

Dr. Elizabeth Page-Gould, Canada Research Chair in Social Psychophysiology at the University of Toronto, led a statistical training workshop for event participants on multilevel modeling (MLM), also known as “Hierarchical Linear Modelling”. Dr. Page-Gould is internationally recognized for her expertise in MLM and is actively engaged in promoting access to empirical tools to the local and international community through invited statistical workshops. Key workshop topics included the General Linear Mixed Models (GLMM), mixed models, random effects modeling, random coefficient modeling, nested growth curves, and covariance components models. MLM is widely used in the social sciences to study individuals embedded within larger systems (classes, companies, teams) and appropriately control for linkages in their responses, rather than assume interdependence. The advanced statistical workshop was accessible to students familiar with regression and will advance student research careers because it is increasingly needed for academic publishing of complex real-world (i.e., field) data, such as the projects undertaken by the ESS research teams.

Ethical Dimensions of Scientific Research Workshop

Dr. Carla Fehr, Wolfe Chair in Scientific and Technological Literacy and Associate Professor of Philosophy at the University of Waterloo, offered a workshop on identifying, evaluating, and deploying values throughout the research process. Dr. Fehr, an award-winning teacher, has been conducting research and teaching graduate and undergraduate courses on the intersection of race and gender and on the role of values in scientific research for 12 years. The Ethical Dimensions of Scientific Research considers the relationships between Intrinsic Science Ethics, which concerns the role of values in research methods and data analysis; Extrinsic Science Ethics, which concerns the influence of values on the construction of research questions and the reciprocal influence of research on cultural values; and Procedural Science Ethics, which concerns the responsible conduct of research as commonly required of publicly funded science. The workshop was aimed to support students’ ability to conduct and communicate research that is laden with social values, particularly in situations where limited sample sizes make it difficult to engage the experiences of women who are members of racialized groups, in an ethically responsible and academically rigorous manner.

Social Network Analysis Workshop

Dr. Hilary Bergsieker, Co-Applicant and Assistant Professor at the University of Waterloo, conducted a workshop on social network analysis (SNA) theory and methods. Dr. Bergsieker has taught undergraduate and graduate statistics courses at Princeton University and the University of Waterloo and presented her SNA research to general, psychology, and engineering audiences. Network theory analyzes ties between people, rigorously quantifying the structure of interpersonal relations across widely varying social contexts—sports teams, classes, work groups, volunteer societies, even terrorist cells—to describe and predict individual and group behaviour. Workshop topics included an introduction to key theoretical concepts in network science (e.g., social capital, structural hole theory, contagion/diffusion), plus collection and analysis techniques for network data using specialized software (UCInet) and more general programs (SPSS, R). SNA methods are rapidly gaining traction in psychology but remain underutilized. This workshop aimed to advance student research capacity by providing a foundation in network theory concepts and methods, equipping them to recognize when SNA could extend their research and how to use this technique. This method is ideally suited for examining women's sense of inclusion in their academic, social, and professional networks.

Media Events

- **Schmader, T.** (October 2020) - Podcast with the Association of Psychological Science, on The Future of Women in Psychological Science.
- **Schmader, T.** (October 2018) - Interview at [Excellence in Gender Equity in Science and Technology Meeting](#).

Public Debates

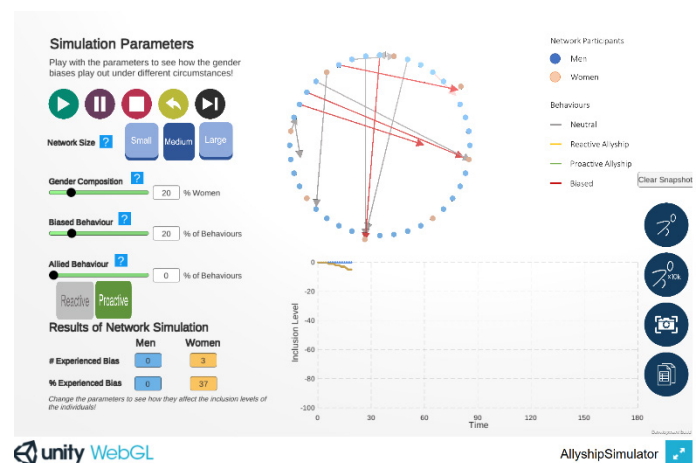
- **Kang, S.** (2019). [Parental leave: Why we need to talk about fatherhood](#). Toronto, Ontario: Rotman School of Management.
- **Kang, S.** (2018). [Does diversity training work?](#) Toronto, Ontario: Rotman School of Management.
- **Kang, S.** (2017). [The debate about quotas](#). Toronto, Ontario: Rotman School of Management.

Interactive Tools

- **Allyship simulation tool v1**: An interactive tool to demonstrate power of allies for fostering inclusion. **Dennehy, T., Aday, A., Schmader, T.** (2020). Preview: ProjectRISE.ca/allyshipsim
- **Research Tool: ExperienceSampler**: <https://experiencesampler.com> (Thai & **Page-Gould, 2018**, Psychological Methods) – Licensed by Sabrina Thai & Elizabeth Page-Gould under an MIT License
- Lu, J. G., **Page-Gould, E.**, & Xu, N. R. (2017). **MicroMacroMultilevel: Micro-Macro Multilevel Modeling**. R package version 0.4.0. <https://CRAN.R-project.org/package=MicroMacroMultilevel>
- **Science World Kiosk** (see photo for example)
- **Virtual Living Lab** portal: www.scienceworld.ca/living-lab
- **Gender-Engineering/Science Implicit Association Test**: https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_3KGuFvy8PtwEqDX



Kiosk at Science World



Allyship simulation tool

Appendix C

Engendering Success in STEM Training and Mentoring

Postdoctoral Funding (Total Funding Awarded = \$430,400)

- 2020: **Kroeper, K.** - [President's Postdoctoral Scholar Fellowship](#) at Ohio State University. Up to \$118,400
- 2019: **Block, K.** - SSHRC postdoctoral award to work with Andrei Cimpian at New York University. \$90,000
- 2019: **Dennehy, T.** Banting Postdoctoral Fellowship. *Beyond Representation: The Potential Power of Men as Allies for Gender Equity*. \$140,000
- 2020: **Dennehy, T.** Net-COVID research award from the Understanding and Exploring Network Epidemiology in the Time of Coronavirus workshop series; \$1000
- 2017: **Hall, W.** - SSHRC postdoctoral award: Interpersonal triggers of social identity threat. \$81,000.

Graduate Student Funding (Total Funding Awarded = \$823,361)

- **Aday, Audrey (\$92,800):**
 - 2018 – (with **Dennehy, Tara**) SPSSI grants-in-aid: The Power of Allies: Using Simulated Social Networks to Inspire Majority-Group Allyship, \$2000
 - 2018 - UBC Four-Year Doctoral Fellowship \$72,800
 - 2017 - UBC Psychology Department Scholarship \$17,500; 2017 - Clara Mayo Grant. \$500
- **Block, Kate (\$1000):**
 - 2018 - SPSSI grants-in-aid: Change my Stereotypes, Change Me; How to Foster Men's Communal Orientation, \$1000
- **Cyr, Emily (Total Funding Awarded: \$142,000):**
 - 2019 - Society of Young Network Scientists – Network Science Institute, \$2,000
 - 2018 - Joseph-Armand Bombardier CGS Program Doctoral Scholarship for project: Egalitarianism for me, traditionalism for you: The impact of (in)accurate romantic partner perceptions on career trajectories & well-being. \$105,000
 - 2018 - UW President's Graduate Scholarship - Doctoral Level, \$35,000
- **De Souza, Lucy (Total Funding Awarded: \$112,061):**
 - 2019 - UBC Four-Year Doctoral Fellowship \$72,800
 - 2018 - UBC Psychology Department Scholarship \$21,761
 - 2017 - Elizabeth Young Lacey Scholarship in Psychology. \$17,500
- **Dys-Steenbergen, Odilia (Total Funding Awarded: \$25,000):**
 - 2019 - Mitacs Accelerate Grant - Supporting Social Inclusion and Well-Being in Metro Vancouver. \$25,000
- **Engstrom, Holly (Total Funding Awarded: \$105,000):**
 - 2019 - Joseph-Armand Bombardier Canada Graduate Scholarship. \$105,000
- **He, Joyce (Total Funding Awarded: \$148,000):**
 - 2020 - Behavioural Economics in Action (BEAR) Ph. D. award. \$7,500
 - 2018 - Behavioural Economics in Action (BEAR) Ph. D. award. \$7,500
 - 2018 - Institute for Gender + the Economy Research Grant. \$6,500
 - 2017 - Joseph-Armand Bombardier Canada Graduate Scholarship. \$105,000
 - 2017 - Institute for Gender + the Economy Research Grant. \$6,500
 - 2016 - Domestic Ontario Graduate Scholars Scholarship. \$15,000
- **Koyama, Jacklyn (Total Funding Awarded: \$125,000):**
 - 2020 – (With **Cyr, Emily** and Jones, Kim) McMaster NSERC Alliance COVID-19 Research Grant: "Ensuring Effective and Equitable Teamwork in Virtual Workplaces" \$20,000
 - 2017 - Joseph-Armand Bombardier Canada Graduate Scholarship \$105,000
- **Shum, Priscilla (Total Funding Awarded: \$122,500):**
 - 2019 - SSHRC Joseph-Armand Bombardier Canada Graduate Scholarship Doctoral Fellowship for project: Closing the gap: Analysis and application of non-sexist communication behaviors in sexism reduction interventions. \$105,000
 - 2018 - SSHRC Joseph-Armand Bombardier Canada Graduate Scholarship Masters Fellowship. \$17,500
- **Traversa, Marissa (Total Funding Awarded: \$20,000):**
 - 2020 - British Columbia Graduate Entrance Scholarship. \$20,000
- **Trickey, Jessica (Total Funding Awarded: \$17,500):**
 - 2020 - SSHRC CGS-M award from the Social Sciences and Humanities Research Council (SSHRC). \$17,500
- **You, Louisa (Total Funding Awarded: \$17,500):**
 - 2020 - SSHRC Joseph-Armand Bombardier CGS-M. \$17,500

Graduate Student and Postdoctoral Awards and Accomplishments



De Souza, Lucy

2020 - Received the [Jenessa Shapiro Graduate Research Award](#) from the Society for Personality and Social Psychology



He, Joyce

2018 - SPSP Diversity Award
2020 - Received the [Jenessa Shapiro Graduate Research Award](#) from the Society for Personality and Social Psychology



Gonzalez, Antonya

2019 - Started a tenure-track position as an Assistant Professor at Western Washington University



Hall, Will

2019 - Accepted tenure-track position as an Assistant Professor at Brock University

Appendix D

Changes to Governance, Management Structure, and Team

Partner Additions:

Partner Name	Justification / ESS Function	Contribution Type	Date Joined ESS
Metro Vancouver	Partner for Project RISE Workshops	In-kind, Cash	June 29, 2020
City of New Westminster	Partner for Project RISE Workplace Culture & Workshops Studies	In-kind, Cash	June 22, 2020
City of West Vancouver	Partner for Project RISE Workshops	In-kind, Cash	August 17, 2020
City of Port Moody	Partner for Project RISE Workshops	In-kind, Cash	October, 2020
Bstro	ESS website development, design, & custom maintenance	In-kind	January 10, 2019
Canadian Commission for UNESCO	Knowledge mobilization partner - collaboration with ESS to produce bias busting videos for CCUNESCO	In-kind	January 25, 2019
City of Vancouver	Partner for Project RISE Workplace Culture and Workshop Studies	In-kind, Cash	June 14, 2018
McElhanney	Partner for Project RISE Workplace Culture	In-kind	June 12, 2018
Science Alive	Data collection partner for Project PRISM	In-kind	June 12, 2018
Cloud Army Inc.	Collaboration with Project RISE/CLIMB	In-kind	November 05, 2018
Gender & the Economy (GATE)	Knowledge mobilization partner & in-kind contributor for ESS Annual Meeting space & logistics	In-kind	November 02, 2018

Partner Withdrawals:

Mozilla	Due to downsizing over the past three years, our contacts were laid off and their positions in EDI were not replaced.	In-kind	April 2019
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Project Team–Faculty Fellow Additions:

- **William Hall**, Assistant Professor of Psychology, Brock University. Originally a postdoctoral trainee on Project SINC, Dr. Hall began as an Assistant Professor at Brock in 2019 and was granted ESS Fellow status in January, 2020.

Project Team–Collaborator Additions:

- **Jennifer Steele**, Associate Professor of Psychology, Faculty of Health at York University. Dr. Steele's research expertise centers on the development of children's implicit racial and gender bias. Dr. Steele joined the ESS Consortium in a Collaborator role in November 2018 and works both with Projects CLIMB and PRISM.
- **Antonya Gonzalez**, Assistant Professor of Psychology at Western Washington University. Dr. Gonzalez was previously a graduate student at UBC. In January 2020, as Assistant Professor, Dr. Gonzalez moved into a Collaborator position and continues to play a key role carrying out research with Project CLIMB.
- **Simon Lolliot**, Assistant Professor of Teaching, Department of Psychology and the University of British Columbia. Dr. Lolliot began as a Postdoctoral trainee at UBC. In January 2020, Dr. Lolliot officially into a Collaborator position and carries out projects connected with Projects SINC and RISE.
- **Darko Odic**, Associate Professor, Department of Psychology, University of British Columbia. Dr. Odic studies the development of children's intuitions about number, space, and time and has published on the gender gap in academic publishing. Dr. Odic joined Project CLIMB in March 2020.

ESS Faculty Fellows Awards

Baron, Andy

- 2020 - Knox Undergraduate Teaching Award from the Department of Psychology at the University of British Columbia;
- 2019 - UBC Killam Research Prize; 2019 - Editorial Board for the Journal of Experimental Child Psychology

Bergsieker, Hilary

- 2019 - Oktoberfest Rogers Women of the Year Award;
- 2019 - Promoted to Associate Professor with Tenure at the University of Waterloo;
- 2018 - Elected as a Fellow of the Society for Experimental Social Psychology;
- 2017 - APS Rising Star Award

Croft, Elizabeth

- 2019 - Fellow, Institute of Engineers Australia;
- 2018 - [R.A. McLachlan Memorial Award](#) from Engineers and Geoscientists British Columbia

Kang, Sonia

- 2020 - Appointed as Canada Research Chair in Identity, Diversity, and Inclusion, University of Toronto

Page-Gould, Elizabeth

- 2019 - Elected to the Board of Directors for the Society of Psychophysiological Research as a Member-At-Large;
- 2019 - Elected as a Fellow of the Association for Psychological Science

Schmader, Toni

- 2020 - Elected as a member of the European Association for Social Psychology;
- 2020 - Theory Innovation Award from European Association of Social Psychology;
- 2019 - Daniel T. Wegner Theoretical Innovation Prize;
- 2018 - Elected as a Fellow of the Association for Psychological Science

Staub-French, Sheryl

- 2019 - Appointed Associate Dean of Equity, Diversity, and Inclusion in the Faculty of Applied Science;
- 2018 - [D.C. Lambert Professional Service Award](#) from Engineers and Geoscientists British Columbia

Wright, Steve

- 2018 to 2020 - International Advisory Board Member, Global-MINDS: European Master in the Psychology of Global Mobility, Inclusion and Diversity in Society (Erasmus Mundas funded Joint Master Degree program)

Wells, Mary

- 2020 - Began as Dean of Engineering at the University of Waterloo;
- 2020 - Named one of the ten global "Woman Engineers You Should Know" by the Society of Engineers;
- 2017 – Began as Dean of Engineering at the University of Guelph

ESS Faculty Grants (Total Funding Awarded = \$688,654)

- 2020: **Hall, W.** (PI) SSHRC Insight Development Grant: "Climates of inclusion: Creating positive interpersonal dynamics in STEM." (with **Toni Schmader**) \$68,098
- 2020: **Page-Gould, E.** (PI) SSHRC Insight Grant: Social Interactions and Relationships in the Context of a Diverse Society. \$230,616
- 2020: **Schmader, T.; Bergsieker, H., Croft, E.** (Co-Applicants; O'Gorman PI) - LOI Submitted July 2020 to New Frontiers in Research Fund Engineering Technological Stewardship: Transforming Engineering Culture through Broad and Pervasive Educational Intervention (with **Mark Abbott, Engineering Change Lab**)
- 2019: **Kang, S.** (PI) - SSHRC Insight Grant for project: "Whitening" Names in Academic and Professional Life: Motivations, Consequences, and a Fluency-Based Intervention. \$242,600
- 2019: **Page-Gould, E.** (PI)- SSHRC Insight Grant for project: Implicit bias in the wild: Building smartphone tools to explore implicit bias in daily life. \$74,947
- 2019: **Schmader, T** (Collaborator) – UBC VPRI Emerging Research Cluster; Decision Insights for Business & Society
- 2018: **Bergsieker, H.** (PI) - HeForShe Gender Equity Research Grant, "Gender Stereotyping by Romantic Partners Constrains Women's Career, Relationship, and Mental Health Outcomes" \$8,496
- 2018: **Fehr, C.** (PI)- SSHRC Connection Grant for Excellence and Gender Equity in Science and Technology Conference held in Waterloo, ON. \$25,000
- 2018: **Kang, S.** (PI)- Institute for Gender and the Economy Research Grant – "Choice Architecture and Women's Leadership Ascension" (with PhD Student, ***Joyce He**, and Nico Lacetera), \$6,500
- 2018: **Schmader, T.** (PI) - SSHRC Insight Development Grant for project "A cross-national study of men's interest in communal roles and careers." (with Ph.D. Student, ***Kate Block**). \$64,350
- 2018: **Schmader, T.** (PI) - Society of Personality and Social Psychology Small Conference Grant; Excellence and Gender Equity in Science and Technology. \$5,000 USD
- 2016-17: **Schmader, T.** (PI) UBC VPRI Grant for Catalyzing Research Cluster, Implicit Gender Bias in STEM, \$29,000

Appendix E

Currently Active Research Teams and Partners by Project Type

ESS General

Project Management

Director: Toni Schmader
Consortium Manager: Trisha Smith
Knowledge Mobilization Manager: Eisha Sharda
Graphic Designer: Rebekah Parker
Industry Partner Liaison: Keltie Sommer
Management Committee Members: * below

Advisory Board

Mark Abbott, *Engineering Change Lab*
 Mahzarin Banaji, *Harvard University*
 Geoff Cohen, *Stanford University*
 Tom Coyle, *University of Toronto*
 Valerie Davidson, *University of Guelph*
 Andrew Meltzoff, *University of Washington*
 Marisa Sterling, *University of Toronto*

Knowledge Mobilization Partners

Actua
 Engineers Canada
 Engineers and Geoscientists BC
 Mining Industry Human Resources Council
 Institute for Gender and the Economy (GATE)
 Canadian Institute of Mining, Metallurgy and Petroleum
 Canadian Commission for UNESCO
 NSERC Chairs for Women in Science & Engineering
 Engineering Change Lab
 Society for Canadian Women in Science & Technology

Currently Active Team Members

Data Collection Partners

Project CLIMB



Lead: Andy Baron*
Team: Antonya Gonzalez, Jennifer Steele, Toni Schmader, Darko Odic
HQP: Kate Block, Clement Choi

Cloud Army
 Science World

Project PRISM



Lead: Steve Spencer* & Steve Wright
Team: Hilary Bergsieker, Sheryl Staub-French*, Jennifer Steele
HQP: Emily Cyr, Tara Dennehy, Priscilla Shum, Odilia Dys-Steenbergen, Haemi Nam, Katie Kroeper, Marissa Traversa, Taylor Ballinger

Actua
 Geering Up
 Science Alive
 ESQ

Project SINC



Lead: Elizabeth Page-Gould* & Sonia Kang
Team: Will Hall, Kim Jones, Mary Wells
HQP: Emily Cyr, Joyce He, Francine Karmali, Louisa You, Jackie Koyama

GATE
 ONWiE
 University of Toronto Engineering
 University of Waterloo Engineering

Project RISE



Lead: Toni Schmader* & Hilary Bergsieker
Team: Sonia Kang, Will Hall, Simon Lolliot, Lesley Shannon, Elizabeth Croft, Anne Condon
HQP: Tara Dennehy, Audrey Aday, Lucy De Souza, Holly Engstrom, Emily Cyr, Joyce He, Jessica Trickey

City of New Westminster
 City of North Vancouver
 City of Port Moody
 City of Vancouver
 District of West Vancouver
 Magnitude | Simba
 McElhanney
 Metro Vancouver
 National Research Council
 Teck Resources
 TRIUMF
 UBC Faculty of Science
 UBC Faculty of Applied Science
 WinSETT

Appendix F

Quantitative Methods Training for Intersectional Diversity in Engineering (Quant-TIDE)

Description

The Quantitative Methods Training for Intersectional Diversity in Engineering (Quant-TIDE) is a unique diversity initiative that aims to provide interdisciplinary training in quantitative social science methods (e.g., advanced statistical methods, behavioural methods) to engineering and social science graduate students. Students will be funded to attend a week-long series of workshops and will pair engineering and social science students to collaboratively design and carry out projects aligned with the goals of diversifying STEM fields. These methods will expand attendee's methodological toolkits with the goal of enriching their research, promoting multidisciplinary understanding and collaboration, and making these students more attractive on the academic or industry job markets.

Eligibility

Any engineering or social science graduate student with intersecting identities that are underrepresented in STEM, with a particular emphasis on the intersection of gender with race/ethnicity, LGBTQ+, class, and disability. We are staying close to our mandate to increase the gender diversity of Science and Engineering while further recognizing the ways that gender-based diversity initiatives can advance white women over women of colour (Crenshaw, 1989).

Vision

Our goal is to establish a long-term training initiative that supports the excellence and multidisciplinary of engineering students from marginalized groups. Quant-TIDE will launch as a pilot program in summer 2021 with 12 graduate students who each receive a \$2000 stipend and \$1000 in research funds toward a collaborative project developed during the week-long program. The pilot year (2021) will be held remotely given ongoing COVID-19 travel restrictions. Following the pilot, we will conduct an evaluation, and revise the programme as needed. If the pilot is successful, we will allocate future training and travel surpluses and/or seek external funding to continue this initiative over the remaining 3 years of the ESS Partnership Grant. After this grant term, we may seek to develop a partnership to make the program sustainable.

Budget Justification

Promotion. In order to recruit students, \$400 will be used to cover the costs of web hosting and other promotional activities for Year 1.

Student Stipends. Twelve students will each receive a \$2,000 stipend to cover the time they will spend learning and developing their projects.

Research Funds. Twelve students will each receive \$1,000 to fund the research project they develop during the week.

Presenter Stipend. Three expert presenters will each receive a \$4000 stipend to develop and deliver a 5-hour workshop on an advanced method, as well as attend and supervise students during the week-long series, with follow-up mentorship as needed. This stipend is typical for a 1-day workshop and recognizes approximately 50 hours of labour at \$80/hour.

Total Budget for Pilot Program: \$48,400