

AMANDA WILLIAMS

Curriculum Vitae
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EDUCATION

Ph.D. Social Psychology, York University, Canada, 2012
Ed.M. Educational Studies, Western University, Canada, 2005
B.A. Honors Psychology & Sociology, University of Waterloo, Canada, 2003

PROFESSIONAL APPOINTMENTS

2019- Senior Lecturer in Social Psychology, School of Education, University of Bristol
2015-2019 Lecturer in Psychology, School of Education, University of Bristol
2015 Senior Lecturer in Psychology, Department of Psychology, Sociology & Politics,
Sheffield Hallam University
2014-2015 Lecturer in Psychology, Department of Psychology, Sociology & Politics,
Sheffield Hallam University
2013-2014 Postdoctoral Researcher, Department of Psychology, University of Hawai'i at
Manoa

PUBLICATIONS

* = mentored undergraduate/graduate student

Refereed Journal Articles

in press Meyers, C., Yulan, A., & **Williams, A.** Aggressive confrontation shapes perceptions and attitudes toward racist content online. *Group Processes and Intergroup Relations*, 1-40.

Kaneshiro, B., Kon, Z., Tschann, M., **Williams, A.**, Kajiwara, K. Meeting Women's Requests for Intrauterine Device and Contraceptive Implant Discontinuation: An exploratory survey of physicians. *Hawai'i Journal of Health & Social Welfare*, 1-14.

Meyers, C., Aumer, K., Janicki, C., Pauker, K., Chang, E., Gaither, S. & **Williams, A.** Experiences with microaggressions and discrimination in racially diverse and homogenously White contexts. *Cultural Diversity and Ethnic Minority Psychology*, 1-34. Doi: 10.1037/cdp0000293

- 2019 Karmali, F., Kawakami, K., Vaccarino, E., **Williams, A.**, Phills, C., & Friesen, J.P. (2019). I don't see race (or conflict): Strategic descriptions of ambiguous negative intergroup contexts. *Journal of Social Issues, 75*(4), 1002-1034. doi: 10.1111/josi.12353
- Williams, A.**, McKeown, S., Orchard, J., & Wright, K. (2019). Promoting positive community relations: what can RE learn from social psychology and the Shared Space project? *Journal of Beliefs and Values, 40*(2), 215-227. Doi: 10.1080/13617672.2019.1596582
- Friesen, J.P., Kawakami, K., Caprara, R., Sidhu, D., **Williams, A.**, Hugenberg, K., Rodriguez-Bailon, R., Canadas, E., & Niedenthal, P. (2019). Perceived happiness in an intergroup context: The role of race and attention to the eyes in differentiating between true and false smiles. *Journal of Personality and Social Psychology, 116*(3), 375-395. doi: 10.1037/pspa0000139.
- Williams, A.**, & Steele, J.R. (2019). Examining exemplar and category-based implicit racial attitudes in childhood. *Child Development, 90*(3), e322-e338. doi: 10.1111/cdev.12991
- 2018 Steele, J.R., George, M., **Williams, A.**, & Tay, E.* (2018). A Cross-Cultural Investigation of Children's Implicit Attitudes toward White and Black Racial Outgroups. *Developmental Science, 21*(6), e12673. doi: 10.1111/desc.12673
- Williams, A.**, Kajiwara, K., Soon, R., Salcedo, J., Elia, J., Tschann, M., Pauker, K., & Kaneshiro, B. (2018). Recommendations for contraception sterilization: Examining the role of participants' age and race. *Hawai'i Journal of Medicine and Public Health, 77*(1), 7-13. PMID: PMC5760309
- Phills, C. E., **Williams, A.**, & Wolff, J. M., Smith, A., Arnold, R., Felegy, K., & Kuenzig, M.E. (2018). Intersecting race and gender stereotypes: Implications for group-level attitudes. *Group Processes and Intergroup Relations, 21*(8), 1172-1184. Doi: 10.1177/1368430217706742
- 2017 McKeown, S., **Williams, A.**, & Pauker, K. (2017). Stories that move them: Changing children's behaviour toward diverse peers. *Journal of Applied Community Social Psychology, 27*(5), 381-387. doi: 10.1002/casp.2316
- 2016 Pauker, K., Xu, Y., **Williams, A.**, & Biddle, A. (2016). Essentialist reasoning and environmental differences in children's racial stereotyping. *Child Development, 87*(5), 1409-1422. doi: 10.1111/cdev.12592
- Williams, A.**, Oliver, C.*, Aumer, K.C., & Meyers, C.* (2016). Racial microaggressions and perceptions of internet memes. *Computers in Human Behavior, 63*, 424-432. doi: 10.1016/j.chb.2016.05.067
- Williams, A.**, & Steele, J.R. (2016). The Internal Consistency of Child-Friendly Race-Attitude Implicit Association Tests. *Frontiers in Psychology: Quantitative Psychology & Measurement, 7*, 1576. doi: 10.3389/fpsyq.2016.01576

- Williams, A., Steele, J.R., & Lipman, C.** (2016). Assessing children's implicit bias with the Affect Misattribution Procedure. *Journal of Cognition and Development, 17*(3), 505-525. doi: 10.1080/15248372.2015.1061527
- Pauker, K., **Williams, A., & Steele, J. R.** (2016). Racial categorization in context. *Child Development Perspectives, 10*(1), 33-38. doi: 10.1111/cdep.12155
- 2015 Ng, A., Steele, J.R., Sasaki, J., Sakamoto, Y., & **Williams, A.** (2015). Culture moderates the relationship between interdependence and face recognition for same-race targets. *Frontiers in Psychology, 6*, 1620. doi: 10.3389/fpsyq.2015.01620.
- 2014 Kawakami, K., **Williams, A., Sidhu, D.***, Choma, B.L., Rodriguez-Bailon, R., Canadas, E., Chung, D., & Hugenberg, K. (2014). An eye for the I: Preferential attention to the eyes of ingroup members. *Journal of Personality and Social Psychology, 107*(1), 1-20. doi: 10.1037/a0036838
- 2007 Drysdale, M.T, **Williams, A., & Meany, G.** (2007). Teachers' perceptions of integrating students with behaviour disorders: The challenges and strategies. *Exceptionality Education International, 17*(3), 35-60.

Book Chapters

- 2019 McKeown, S., **Williams, A., Sagherian-Dickey, T.M., Kucaba, K.** (2019). A new agenda for examining interethnic interactions amongst youth in diverse settings. In P. Tizmann & P. Jugert (Eds.) *Youth in multicultural societies: New directions for future research and interventions* (pp. 292 – 309). Routledge
- 2017 Pauker, K., **Williams, A., & Steele, J.R.** (2017). The development of racial categorization in childhood. In A. Rutland, D. Nesdale, & C. S. Brown (Eds.), *The Wiley-Black handbook of group processes in children and adolescents* (pp. 221-239). New Jersey: Wiley-Blackwell.
- 2007 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: Opening the pipeline* (pp. 159-183). London: Edward Elgar.

Manuscripts Under Review

- Meyers, C. Pauker, K., **Williams, A., & Apfelbaum, E.** The impact of social norms on navigating race in a racially diverse context. *Group Processes and Intergroup Relations, 1-35.*
- Williams, A., Pauker, K., Meyers, C., & Weisbuch, M.** Bias contagion across racial group boundaries. *Journal of Nonverbal Behavior, 1-19.*
- Lipman, C., **Williams, A., Kawakami, K., & Steele, J.R.** The effect of race and emotional expression on children's implicit attitudes toward multiply categorizable targets. *Developmental Psychology, 1-56.*

Phills, C.E., Wolff, J.M., **Williams, A.**, & Griffin, S. Describing the relationship between racial bias and the self-esteem of White people. *Self and Identity*, 1-41.

Lapytskaia Aidy, C., Steele, J.R., Williams, A., Lipman, C., Wong, O., & Mastragostino, E. Examining adolescent daughters' and their parents' academic-gender stereotypes: predicting math attitudes, math ability, and interest in STEM. *Developmental Science*, 1-46.

Manuscripts in Preparation

Williams, A., McKeown, S., & Orchard, J. The Influence of Teachers' Diversity Ideologies on Academic Decisions for Racial Minority Students

Williams, A. & McKeown, S. How Do Primary Teachers Talk About Race in the Classroom?

Williams, A., Meyers, C. & Pauker, K. Investigating the quality of cross-race interactions in children's TV programmes.

McKeown, S., **Williams, A.**, Kucaba, K., Washbrook, L., & Manley, D. Examining the impact of diversity on youth outcomes in the UK.

McKeown, S., **Williams, A.** Prejudice. To appear in R. Crisp, R. Turner, D. Blaylock, & M. Vasiljevic (Eds.), *The Social Psychologist*. London: Sage.

Meyers, C., Novak, T., & **Williams, A.** I Reddit: Communicating social issues online.

Orchard, J., **Williams, A.**, & McKeown, S. Knowledge exchange, intergroup relations, and 'Sharing Space': A community of enquiry for the professional development of teachers of Religion and Worldviews.

Web-based Publications

2020 Williams, A. (Aug 5). Blog series (part 3): Undergraduate dissertation research in the SoE: Showcasing Psychology in Education undergraduate dissertations. *School of Education, University of Bristol webpage*.
<https://schoolofeducation.blogs.bristol.ac.uk/2020/08/05/blog-series-3-undergraduate-dissertation-research-in-soe-showcasing-psychology-in-education-undergraduate-dissertations-2/>

Williams, A. (July 28). Blog series (part 2): Undergraduate dissertation research in the SoE: Showcasing Education Studies undergraduate dissertations. *School of Education, University of Bristol webpage*.
<https://schoolofeducation.blogs.bristol.ac.uk/2020/07/28/blog-series-2-undergraduate-dissertation-research-in-soe-showcasing-education-studies-undergraduate-dissertations/>

Williams, A. (July 21). Blog series (part 1): Undergraduate dissertation research in the SoE: Where to Start? *School of Education, University of Bristol webpage*.

<https://schoolofeducation.blogs.bristol.ac.uk/2020/07/21/blog-series-1-undergraduate-dissertation-research-in-soe-where-to-start/>

- 2017 **Williams, A.** (November 28). White children's bias towards other white children is not due to prejudice against black children. *The Conversation*. <https://theconversation.com/white-childrens-bias-towards-other-white-children-is-not-due-to-prejudice-against-black-children-88055>
- 2016 **Williams, A.** (August 15). Why we should talk to children about race. *The Conversation*. <http://theconversation.com/why-we-should-talk-to-children-about-race-59615>

Other Publications

- 2018 Encounter, conversation and interaction: Improving community relations through religious education (February, 2018). *University of Bristol Policy Briefing 56*. <http://www.bristol.ac.uk/policybristol/policy-briefings/improving-community-relations-through-religious-ed/>

AWARDS & HONORS

- 2018 Early Career Award, British Psychological Society (Social-Personality Section), University of Bristol
- 2012 Sandra Pyke Social-Personality Award of Graduate Student Excellence, York University
- 2007 Graduate Teacher Award, Hamilton Elementary Teachers' Local, York University (\$500 CND)
- 2005 Graduate Student Entrance Award, York University (\$4,000 CND)
- 2004 Studentship Award, Research Alliance for Children with Special Needs, Western University (\$5,000 CND)
- 2003 Graduate Student Entrance Award, Western University (\$2,000 CND)

GRANTS AND FELLOWSHIPS

- 2020, 2018 Staff Research Award, School of Education, University of Bristol (£1,300; £1,500)
- 2020, 2017 Returning Carers' Scheme, University of Bristol (£4,456; £8,859)
- 2018-2019 ESRC Impact Acceleration Account Project, University of Bristol (PI, £13,996)
- 2017-2018 ESRC Secondary Data Analysis Initiative, University of Bristol (co-I, £196,890)
- 2016-2017 ESRC Impact Acceleration Account Project, University of Bristol (co-I, £19,991)
- 2016-2017 Westhill Standard Grant, University of Bristol (co-I, £6,000)
- 2016 Strategic Research Initiative Scheme, University of Bristol (£993)
- 2015 Postdoctoral Study Visits Scheme, British Psychological Society, Sheffield Hallam University (£250)

- 2015, 2014 Small Research Grant, Sheffield Hallam University (£5,000; £5,000)
2014 Research Excellence Framework (REF) writing release, Sheffield Hallam University
2013 Grant-In-Aid Program, Society for the Psychological Study of Social Issues, University of Hawai'i at Manoa (\$853 USD)
2009-2010 Ontario Graduate Scholarship, York University (\$15,000 CND)
2009 Psychology Graduate Student Research Grant, York University (\$100 CND)
2008-2009 SSHRC Doctoral Fellowship, York University (\$20,000 CND)
2008-2009 Ontario Graduate Scholarship, York University (\$15,000 CND, declined)
2007-2010 Graduate Research Costs Funds Grants, York University (\$1,525 CND)
2006-2011 Graduate Development Fund Grants, York University (\$4,350 CND)

INVITED TALKS

- 2020 Teachers' use of Diversity Ideologies, School of Psychology, University of Cardiff (talk canceled)
2018 Development of Implicit Bias, Centre for Appearance Research, University of Western England
2016 Visual Attention during Person Perception, School of Psychology, University of Ulster
2015 Development of Implicit Academic Stereotypes, School of Education, University of Bristol
2013 Development of Automatic Racial Bias, Department of Psychology, Sociology, & Politics, Sheffield Hallam University

CONFERENCE ACTIVITY (selected through 2010)

* = mentored undergraduate/graduate student

Chaired Symposia

- 2018 **Williams, A.** & Noor, M. (2018, August). Awakening social psychology from ideological slumber: Raising the potential of relevance and impact, British Psychological Society Social-Personality Section, Keele, UK.
2015 **Williams, A.** & Kawakami, K. (2015, August). Here, there, and everywhere: Examining the role of contextual cues on intergroup relations, American Psychological Association, Toronto, ON.

Papers Presented

- 2021 **Williams, A.** & Steele, J.R. (2021, July). Examining Children's Implicit Racial Attitudes Using Exemplar and Category-based Measures, European Association of Social Psychology, Warsaw, Poland.

- 2020 Steele, J., Lapytskaia Aidy, C., **Williams, A.**, Lipman, C., Wong, O. & Mastragostino, E. (2020, April). Examining Adolescent Daughters' and Their Parents' Math-Gender Stereotypes, American Educational Research Association, San Francisco, CA (Conference Canceled)
- 2019 Steele, J.R., **Williams, A.**, & George, M. (2019, October). A Cross-Cultural Investigation of Children's Implicit Attitudes toward White and Black Racial Outgroups, Society for Experimental Social Psychology, Toronto, Canada.
- 2019 Meyers, C., Aumer, K., Schriml, A., Janicki, C., Pauker, K., Chang, E., Gaither, S. E., & **Williams, A.** (June). Experiences with microaggressions and discrimination in racially diverse and homogenously White contexts, The Ohio State University Weary Symposium on Diversity and Social Identity, Columbus, OH.
- 2018 **Williams, A.** (2018, August). Stories that move them: Changing children's behaviour toward diverse peers, British Psychological Society Social-Personality Section, Keele, UK
- 2017 **Williams, A.**, McKeown, S., & Pauker, K. (2017, July). Stories that move them: Changing children's behavior toward diverse peers, European Association of Social Psychology, Granada, Spain.
- Steele, J. R., Lipman, C., & **Williams, A.** (2017, July). The effect of social categorization on children's implicit attitudes, European Association of Social Psychology conference, Granada, Spain.
- 2016 Steele, J. R., & **Williams, A.** (2016, June). Examining the Role of Categorization in Children's Implicit Racial Bias, Society of the Psychology Study of Social Issues, Minnesota, MN.
- 2015 Meyers, C.*, **Williams, A.**, Pauker, K., & Apfelbaum, E. (2015, August). Can I say that? The influence of social norms on non-Whites' use of colorblind strategies, American Psychological Association, Toronto, ON.
- Williams, A.**, Pauker, K., Weisbuch, M., & Meyers, C.* (2015, August). As seen on TV: The transmission of nonverbal bias, American Psychological Association, Toronto, ON.
- Williams, A.**, & Steele, J. R. (2015, August). Individual differences in race salience moderates children's implicit racial prejudice, American Psychological Association, Toronto, ON.
- Meyers, C.*, **Williams, A.**, Pauker, K., & Apfelbaum, E. (2015, May). Can I say that? The influence of social norms on non-Whites' use of colorblind strategies, Association for Psychological Science, New York, NY.
- Williams, A.**, Pauker, K., Weisbuch, M., & Meyers, C.* (2015, February). Hello out there, it's on the air: The transmission of nonverbal bias through television, Society of Personality and Social Psychology, Long Beach, CA.

- Kawakami, K., Phills, C. E., Mann, M. H., & **Williams, A.** (2015, February). Contextual and motivational influences for reducing intergroup bias, Society of Personality and Social Psychology, Long Beach, CA.
- 2014 **Williams, A.**, Pauker, K., Apfelbaum, E., Dweck, C., & Eberhardt, J. (2014, July). But I thought we were friends?! Interracial anxiety and the decline of children's interracial friendships, European Association of Social Psychology, Amsterdam, Netherlands.
- Ng, A. H., Steele, J.R., Sasaki, J. Y., Sakamoto, Y., & **Williams, A.** (2014, July). Will you remember me? Culture moderates face recognition biases, International Association for Cross-Cultural Psychology (IACCP), Reims, France.
- Kawakami, K., Karmali, F., Mann, N., **Williams, A.**, Phills, C., & Friesen, J. (2014, June). A free pass for prejudice: The impact of egalitarian responding on subsequent intergroup bias, Canadian Psychological Association, Vancouver, BC.
- Williams, A.**, Pauker, K., Apfelbaum, E., Dweck, C., & Eberhardt, J. (2014, February). Believing that prejudice can change: Implications for children's interracial anxiety, Society of Personality and Social Psychology, Austin, TX.
- 2013 Kawakami, K., **Williams, A.**, Sidhu, D.*, & Vilaythong, O. (2013, September). Tracking race: Preferential attention to the eyes of ingroup members, Society of Experimental Social Psychology, Berkeley, CA.
- Lipman, C., Steele, J. R., & **Williams, A.** (2013, April). The effect of person construal on children's implicit racial attitudes, Implicit Bias, Philosophy and Psychology Conference, Sheffield, UK.
- Steele, J.R., **Williams, A.**, Reisz, L., Loi, A.*, & Shapio, D.* (2013, April). Implicit math-gender stereotyping in childhood: Examining the emergence and predictive ability of age-specific stereotypes, Society in Research and Child Development, Seattle, WA.
- 2012 Ng, A., Sakamoto, Y., Steele, J.R., & **Williams, A.** (2012, June). Will you remember me? Culture, interdependence, and same-race face recognition, Canadian Psychological Association, Halifax, NS.
- Williams, A.**, Kawakami, K., Sidhu, D.*, Choma, B.L., & Vilaythong, O. (2012, January). Eye to eye: Gaze patterns and motivation to individuate same and other-race faces, Society of Personality and Social Psychology, San Diego, CA.
- 2011 Steele, J.R., & **Williams, A.** (2011, March). Minority children's implicit biases: A cross-cultural investigation, Society for Research in Child Development, Montreal, QC.
- Kawakami, K., **Williams, A.**, & Sidhu, D.* (2011, January). Here's looking at you: Differential eye gaze patterns for White and Black targets, Society of Personality and Social Psychology, San Antonio, TX.
- 2010 **Williams, A.**, & Steele, J.R. (2010, July). The role of task structure in measuring children's implicit bias, European Association of Social Psychology small group meeting, Lisbon, Portugal.

Steele, J.R., **Williams, A.**, & Mills, L. (2010, January). The development of math=male: Implicit academic stereotyping in young children, Society of Personality and Social Psychology, Las Vegas, NV.

Poster Presentations

2019 **Williams, A.**, Kucaba, K., McKeown Jones, S., Washbrook, L., & Manley, D. (2018, August). Predicting children's diverse friendships, Social-Personality Section of the British Psychological Society, Keele, UK.

2018 Weinberg, A., **Williams, A.**, & Steele, J.R. (2018, March). Implicit academic stereotyping among Black and non-Black children, Society for Personality and Social Psychology, Atlanta, GE.

2017 Steele, J.R., Lipman, C., & **Williams, A.** (2017, October). The effect of social categorization on children's implicit attitudes, Person Memory in Groups preconference, Society for Experimental Social Psychology, Boston, MA.

Steele, J. R., Weinberg, A., Lipman, C., & **Williams, A.** (2017, May). The effect of gender and race on children's implicit attitudes, American Psychological Society, Boston, MA.

2016 Arnold, R., Phills, C., Wolff, J., & **Williams, A.** (2016, January). The invisibility of stereotypes about Black women, Society for Personality and Social Psychology, San Diego, CA.

Caprara, R., Kawakami, K., Friesen, J., Phills, C., & **Williams, A.** (2016, January). The influence of categorical and individuated processing on the ability to distinguish between true and false smiles in an intergroup context, Society for Personality and Social Psychology, San Diego, CA.

Meyers, C.*, **Williams, A.**, Pauker, P., & Apfelbaum, A.E. (2016, January). Can I say that? How social context influences colorblind strategies, Society for Personality and Social Psychology, San Diego, CA.

Vaccarino, E., Kawakami, K., Karmali, F., Friesen, J., Phills, C., **Williams, A.**, & Dovidio, J. (2016, January). Limits and consequences of colorblind strategies, Society for Personality and Social Psychology, San Diego, CA.

Williams, A., & Steele, J.R. (2016, January). Examining the Role of Categorization in Children's Implicit Racial Bias, Society for Personality and Social Psychology, San Diego, CA.

2015 **Williams, A.**, & Steele, J.R. (2015, September). The role of race salience in moderating children's implicit racial attitudes, Social & Developmental sections of the British Psychological Society, Manchester, UK.

George, M., Steele, J.R., **Williams, A.**, & Tay, E. (2015, June). The role of proximity in the development of implicit racial biases, Canadian Psychological Association, Ottawa, ON.

Morris, A. M., Pauker, K., **Williams, A.**, & Carpenter, M. (2015, March). Parents' concerns about appearing prejudiced are related to their child's motivation for interethnic interactions, Society of Research in Child Development, Philadelphia, PA.

Caprara, R., Kawakami, K., Friesen, J., & **Williams, A.** (2015, February). Emotion identification and group membership: Recognizing genuine and false smiles on ingroup and outgroup faces, Society for Personality and Social Psychology, Long Beach, CA.

George, M., Steele, J.R., **Williams, A.**, & Tay, E.* (2015, February). A cross-cultural investigation of early implicit racial bias, Society for Personality and Social Psychology, Long Beach, CA.

Karmali, F., Kawakami, K., Phills, C. E., **Williams, A.**, & Friesen, J. (2015, February). A free pass for prejudice: Effects of avoiding racial terms on subsequent prejudice, Society for Personality and Social Psychology, Long Beach, CA.

Meyers, C.*, **Williams, A.**, Pauker, K., & Apfelbaum, E. (2015, February). Can I say that? Colorblind strategies in a racially diverse environment, Society for Personality and Social Psychology, Long Beach, CA.

Steele, J. R., George, M., **Williams, A.**, & Tay, E. (2015, February). A cross-cultural investigation of early implicit racial bias, Society for Personality and Social Psychology, Long Beach, CA.

George, M., Steele, J.R., **Williams, A.**, & Tay, E. (2015, February). A cross-cultural investigation of early implicit racial bias, Attitudes preconference, Society for Personality and Social Psychology, Long Beach, CA.

2014 **Williams, A.**, Meyers, C.*, Pauker, K., & Apfelbaum, E.P. (2014, September). Can I say that? Non-Whites' use of colorblind strategies, Social-Personality section of the British Psychological Society, Kent, UK.

Ng, A.H., Steele, J.R., Sasaki, J.Y., Sakamoto, Y., & **Williams, A.** (2014, July). Will you remember me? Culture moderates face recognition biases, International Congress for Cross-Cultural Psychology, Reims, France.

Williams, A., Meyers, C.*, Timberlake, M., Sahasrabudhe, P.*, Pauker, K., & Apfelbaum, E.P. (2014, May). Minority individuals' use of colorblind strategies, Association for Psychological Science, San Francisco, CA.

Kawakami, K., **Williams, A.**, Hugenberg, K., Chung, D., & Caprara, R. (2014, February). An eye for the I: Visual attention and intergroup bias, Society for Personality and Social Psychology, Austin, TX.

Meyers, C.*, **Williams, A.**, & Pauker, K., & Weisbuch, M. (2014, February). Hello out there, it's on the air: The transmission of nonverbal bias through television, Society for Personality and Social Psychology, Austin, TX.

Meyers, C.*, **Williams, A.**, & Pauker, K., & Weisbuch, M. (2014, February). Hello out there, it's on the air: The transmission of nonverbal bias through television, Nonverbal Behavior Preconference, Society for Personality and Social Psychology, Austin, TX.

2013 **Williams, A.**, & Steele, J. (2013, August). The development of racial bias: The relationship between children's implicit and explicit attitudes, American Psychological Association, Honolulu, HI.

Lipman, C., Steele, J.R., & **Williams, A.** (2013, April). Effect of person construal on children's implicit racial attitudes, Society in Research and Child Development, Seattle, WA.

Williams, A., & Steele, J.R. (2013, April). I like me, I like you not? The relationship between implicit and explicit racial bias in childhood, Society in Research and Child Development, Seattle, WA.

Lipman, C., Steele, J.R., & **Williams, A.** (2013, January). Contextual effects on children's implicit attitudes, Society of Personality and Social Psychology, New Orleans, LA.

Sharples, A.*, **Williams, A.**, Lipman, C., & Steele, J. R. (2013, January). You're mean, he's nice: Visual attention during impression formation, Society for Personality and Social Psychology, New Orleans, LA.

Williams, A., Steele, J.R., & Lipman, C. (2013, January). Race salience moderates children's implicit biases, Society of Personality and Social Psychology, New Orleans, LA.

2012 **Williams, A.**, Steele, J.R., & Durante, S.* (2012, May). The development of children's implicit racial attitudes, Jean Piaget Society, Toronto, ON.

Sharples, A.*, **Williams, A.**, & Steele, J.R. (2012, January). Visual attention during impression formation, Nonverbal Behaviour preconference, Society for Personality and Social Psychology, San Diego, CA.

Sharples, A.*, **Williams, A.**, & Steele, J.R. (2012, January). Which child is naughty or nice? Visual attention during person perception, Society of Personality and Social Psychology, San Diego, CA.

Vilaythong, O.T., **Williams, A.**, Kawakami, K., & Sidhu, D.* (2012, January). Eyes of a stranger: The impact of motivation to individuate on visual attention to other-race faces, Society of Personality and Social Psychology, San Diego, CA.

Williams, A., Steele, J.R., & Durante, S.* (2012, January). Examining the role of categorization in children's implicit racial bias, Society of Personality and Social Psychology, San Diego, CA.

2011 **Williams, A.**, & Steele, J.R. (2011, June). Child-friendly race IATs: Examining the internal consistency of cross-cultural responses, Canadian Psychological Association, Toronto, ON.

Williams, A., Steele, J.R., Reisz, L., Loi, A.*, & Shapiro, D.* (2011, June). The development of math = male: Implicit academic stereotyping in young children, Social Psychology preconference, Canadian Psychological Association, Toronto, ON.

Williams, A., Steele, J.R., & Faye, C. (2011, April). Black children's racial identification and implicit racial bias, Society in Research and Child Development, Montreal, QC.

Ng, A., **Williams, A.,** Steele, J.R. (2011, January). Individual differences and cultural effects on race recognition, Society of Personality and Social Psychology, San Antonio, TX.

Williams, A., Steele, J.R., Srivastava, R.*, & Tay, E.* (2011, January). A cross-cultural investigation of implicit attitudes towards Black and White targets by other minorities, Society of Personality and Social Psychology, San Antonio, TX.

Williams, A., & Steele, J.R. (2011, January). The internal consistency of child-friendly race IATs: An examination of cross-cultural responses, New Methods preconference, Society of Personality and Social Psychology, San Antonio, TX.

2010 **Williams, A.** (2010, June). Preservice teachers' attitudes towards including students with behaviour difficulties, Society for the Psychological Study of Social Issues, New Orleans, LA.

Williams, A., Steele, J.R., & Tay, E.* (2010, January). A cross-cultural investigation of minority children's attitudes towards racial outgroups: Examining the impact of group status and proximity, Society of Personality and Social Psychology, Las Vegas, NV.

Departmental Talks (Selected)

- 2018 Promoting positive intergroup relations in the classroom, School of Education, University of Bristol
- 2016 Stories that move them: An intervention for increasing children's intergroup interactions, School of Education, University of Bristol
- 2016 Prejudice across the Lifespan. School of Education, University of Bristol
- 2014 The Transmission of Nonverbal Bias, Department of Psychology, Sociology, & Politics, Sheffield Hallam University
- 2014 Development of Implicit Racial Attitudes in Childhood, Department of Psychology, Sociology, & Politics, Sheffield Hallam University
- 2013 Transmission of Nonverbal Bias through Television, Department of Psychology Student Research Dinner, Hawai'i Pacific University
- 2013 Development of Implicit Racial Attitudes in Childhood, Psychology Department, University of Hawai'i at Manoa
- 2010 Implicit Racial Bias among 6 year-olds, 9 year-olds, and adults: The Role of Race Salience, Social-Personality Colloquium Series, York University

TEACHING EXPERIENCE

Graduate Courses

Continuing Educational Research (online)
How Schools Respond to Diversity
Individual Differences
Social Development
Social and Socio-cultural Psychology
Understanding Educational Research

Undergraduate Courses

Applied Social Psychology in Education
Dissertation in Psychology & Educational Studies
Peace & Conflict Psychology
Research Methods & Statistics in Education I
Research Methods & Statistics in Education II
Social Psychology

SERVICE TO PROFESSION

2016-2020 Consulting Editor, *Journal of Personality and Social Psychology*
2020 Abstract Reviewer, American Educational Research Association
2018 Abstract Reviewer, Society for the Psychological Study of Social Issues
2016 Abstract Reviewer, Society for Personality and Social Psychology

Ad Hoc Reviewing

2020 *International Journal of Intercultural Relations; PLOS One*
2019 *Developmental Psychology; European Journal of Social Psychology; PLOS One*
2018 *Developmental Science, Journal of Personality and Social Psychology, PLOS One*
2017 *Child Development Perspectives, Cyberpsychology*
2016 *Psychology of Education Review*
2015 *Group Processes and Intergroup Relations, Journal of Applied Social Psychology, Journal of Cognition and Development, Journal of Personality and Social Psychology*
2014 *International Review of Social Psychology, Journal of Experimental Child Psychology*
2013 *Basic and Applied Social Psychology, Canadian Journal of Behavioural Science*

DEPARTMENTAL/UNIVERSITY SERVICE

Chair, Research Ethics Committee for School of Education, University of Bristol, 2017-
Member, Faculty of Social Sciences Research Ethics Committee, University of Bristol, 2017-
Member, Research Committee in School of Education, University of Bristol, 2017-
Programme Director, MSc Psychology of Education (BPS), University of Bristol, 2019-2020
Member, Lab Technician Search Committee, School of Education, University of Bristol, 2019
Member, School of Education Doctoral Committee, University of Bristol, 2018-2019
PhD Admissions Tutor, School of Education, University of Bristol, 2018-2019
Member, Faculty of Social Sciences Early Career Network, University of Bristol, 2018-2019

Programme Director, MSc Educational Research, University of Bristol, 2018-2019
Founder & Chair, School of Education Writing Support Group, University of Bristol, 2018-2019
Member, Research Ethics Committee for School of Education, University of Bristol, 2016
Reviewer, Faculty of Social Sciences Ethics Committee, Sheffield Hallam University, 2015
Member, Athena SWAN Committee, Dept. of Psychology, Sheffield Hallam University, 2016
Founder & Chair, Dept of Psychology Writing Group, Sheffield Hallam University, 2014-2015
Founder & Chair, Dept of Psychology Writing Support Group, University of Hawai'i, 2013
Co-Chair, Dept of Psychology Speaker Series, University of Hawai'i, 2013

COMMUNITY OUTREACH

Public Lectures

- 2020 The Playground: examining the importance of race during childhood. Invited Guest Speaker. Hosted by House of African Art, London, UK (postponed)
2018 Difficult Conversations: gender, ethnicity, and religion in the classroom. Invited panel member. Hosted by LMKco Think and Action Tank at The Engine Shed, Bristol, UK

Teacher Engagement

Shared Space Impact Project

Website: <https://www.natre.org.uk/about-natre/projects/the-shared-space-project/>

Website: <http://www.bristol.ac.uk/research/impact/social-sciences-law/soe/impact-story-mckeown-jones-schools-shared-spaces/>

Teacher Toolkit:

<https://www.natre.org.uk/uploads/Additional%20Documents/Teachers%20toolkit%20FINAL.pdf>

Christopher, K., Orchard, J., & **Williams, A.** (Summer 2018). Promoting Good Community Relations: What can RE Learn from Social Psychology? *RE Today*, 35, 56-59.

McKeown, S. **Williams, A.** & Orchard, J. (May 24, 2018). Five ways to celebrate diversity in the classroom. *TES*. <https://www.tes.com/news/five-ways-celebrate-diversity-classroom>

McKeown, S., Orchard, J., **Williams, A.**, & Christopher, K. (May 9, 2018). Using contact hypothesis in RE. *SecEd Magazine*. <http://www.sec-ed.co.uk/best-practice/using-contact-hypothesis-in-re/>

Media Coverage

Channel 4 The Segregation Experiment (January 14, 2020).

<https://www.channel4.com/press/news/channel-4-goes-back-school-discuss-issue-unconscious-racial-bias-segregation-experiment>

Della Nave, H. (November 20, 2019). What makes a good friend? *We The Curious blog*.

<https://medium.com/wethecurious/what-makes-a-good-friend-5ad6d0427be6>

Minority children develop implicit racial bias in early childhood (May 17, 2018). *University of Bristol News Page* (internal press release). <http://www.bristol.ac.uk/news/2018/may/implicit-racial-bias.html>

York U study finds minority children develop implicit racial bias in early childhood (May 16, 2018). *York University News Page* (internal press release).

- <http://yfile.news.yorku.ca/2018/05/16/york-u-study-finds-minority-children-develop-implicit-racial-bias-in-early-childhood/>
- Study: Minority children develop implicit racial bias in early childhood (May 14, 2018). *York University News Page* (internal press release).
<http://news.yorku.ca/2018/05/14/study-minority-children-develop-implicit-racial-bias-in-early-childhood/>
- How RE lessons can reduce prejudice and improve community relations (April 9, 2018).
University of Bristol News Page (internal press release).
<http://www.bristol.ac.uk/news/2018/april/re-lessons.html>
- Paradkar, S. (December 8, 2017). N-word debacle at U of T shows need for fourth R of education: ‘Racial Literacy’. *Toronto Star* <https://www.thestar.com/opinion/star-columnists/2017/12/08/n-word-debacle-at-u-of-t-shows-need-for-fourth-r-of-education-racial-literacy.html>
- Mortillaro, N. (December 7, 2017). Kids as young as 5 show racial bias, research suggests. *CBC News; Technology & Science*. <http://www.cbc.ca/news/technology/racial-bias-children-1.4422812>
- Mortillaro, N. (December 7, 2017). Kids as young as 5 show racial bias. *CBC News Morning Live* <https://www.youtube.com/watch?v=hyAxQJgowL0>
- Fitzpatrick, B. (December 1, 2017). York University study suggests kids are racially biased, but mellow with age. *The Toronto Star* <https://www.thestar.com/news/gta/2017/12/01/york-university-study-suggests-kids-are-racially-biased-but-mellow-with-age.html>
- York University research finds children show implicit racial bias from a young age: New research sheds light on how racial prejudice develops (November 30, 2017). *Pride News*.
<http://pridenews.ca/2017/11/30/york-university-research-finds-children-show-implicit-racial-bias-young-age-new-research-sheds-light-racial-prejudice-develops/>
- Children show implicit racial bias from a young age, research finds (November 27, 2017).
Science Daily <https://www.sciencedaily.com/releases/2017/11/171127152100.htm>
- York U research finds children show implicit racial bias from a young age (November 27, 2017).
EurekaAlert: The Global Source for Science News.
https://www.eurekaalert.org/pub_releases/2017-11/yu-yur112717.php
- York U research finds children show implicit racial bias from a young age (November 27, 2017).
Yfile: York University's News. <http://yfile.news.yorku.ca/2017/11/27/york-u-research-finds-children-show-implicit-racial-bias-from-a-young-age/>
- Nankervis, T. (November 24, 2017) Experts say racism can develop in kids as young as five.
Tripe M (Australia News) <https://www.triplem.com.au/news/national/experts-say-racism-can-develop-in-kids-as-young-as-five>
- Smith, A. (November 23, 2017). Racism can start when children are only five. *Metro News*
<https://www.google.co.uk/amp/metro.co.uk/2017/11/23/racism-can-start-when-children-are-only-five-7103629/amp/#ampshare=http://metro.co.uk/2017/11/23/racism-can-start-when-children-are-only-five-7103629/>
- Cork, T. (November 23, 2017). White children as young as five show “implicit racism”, say new study from Bristol University. *Bristol Post* <http://www.bristolpost.co.uk/news/bristol-news/white-children-young-five-show-823519>
- Children show implicit racial attitudes from a young age, research confirms (November 23, 2017). *Phys.org* <https://phys.org/news/2017-11-children-implicit-racial-attitudes-young.html>

Children show implicit racial attitudes from a young age (November 23, 2017). *University of Bristol News Page* (internal press release).

<http://www.bristol.ac.uk/news/2017/november/racism-children.html>

Interpreting racist internet memes (June 14, 2016). *University of Bristol News page* (internal press release). <http://www.bristol.ac.uk/news/2016/june/interpreting-racist-internet-memes.html>

ACADEMIC ADVISING AND RESEARCH SUPERVISION (selected through 2010)

Postdoctoral Research Associates

2018 Katarzyna Kucaba (co-supervisor), University of Bristol

Doctorate Supervision Committee

2019- Jon Harper PhD; University of Bristol

2018- Carol Sin EdD; University of Bristol

2017- Zhanat Tutesheva PhD, Terri Chan EdD, Tiffany Cheng EdD; University of Bristol

Masters Dissertations

2019 11 students; University of Bristol

2018 6 students (2 co-supervised); University of Bristol

2016 7 students (2 co-supervised); University of Bristol

2015 3 students; Sheffield Hallam University

2014 2 students (co-supervised); Sheffield Hallam University

Undergraduate Dissertations

2019 2 students; University of Bristol

2015 6 students; Sheffield Hallam University

2013 1 student (co-supervised); University of Hawai‘i at Manoa

2012 2 students (co-supervised); York University

2011 1 student (co-supervised); York University

Students Supervised for Research Assistantships

2016 4 students; University of Bristol

2015 7 students (5 paid position, 2 work placements); Sheffield Hallam University

2014 6 students (6 paid position); Sheffield Hallam University

2012 7 students (co-supervised); University of Hawai‘i at Manoa

2011 13 students (co-supervised); York University

2010 2 students (co-supervised); York University

Students Supervised as Personal Tutor

2019 22 students; University of Bristol

2018 26 students; University of Bristol

2017 23 students; University of Bristol

MEMBERSHIPS

British Psychological Society (Social-Personality Section); Society of Personality and Social Psychology

CAREER BREAKS

Dec 2018- Sept 2019 Maternity Leave, University of Bristol

Sept 2016 – Aug 2017 Maternity Leave, University of Bristol