

LEIGH SOLANO WILTON, Ph.D.

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ACADEMIC APPOINTMENTS

2021 – present Associate Professor, Department of Psychology, Skidmore College
2015 – 2021 Assistant Professor, Department of Psychology, Skidmore College

EDUCATION

2011-2015 – Ph.D. in Social Psychology Rutgers University
▪ Dissertation: *Diversity stigma and diversity credits: The positive and negative consequences of race and gender diversity for organizations*

2009-2011 – M.S. in Social Psychology Rutgers University
▪ Thesis: *The social consequences of White/Black biracial self-categorization*

1999-2003 – B.A. in Psychology with Honors Princeton University
▪ Thesis: *The effect of situational constraint on social identification and cultural individuation in monoethnic, bicultural, and mixed ethnicity participants*

PUBLICATIONS

*Undergraduate collaborator; †Graduate student/postdoc collaborator

**Joint First Author; authorship presented in alphabetical order.

Wilton, L. S., Sullivan, J. A., Albuja, A., F., & Perry, S. P. (2023). Understanding the challenges and opportunities of talking to children about race and racism in child-facing institutions. *Social Issues and Policy Review*. <https://doi.org/10.1111/sipr.12098>

Young, D. M., **Wilton, L. S.**, & Howansky, K. (2022). Initial evidence for shifting race essentialism beliefs in the classroom. *Teaching of Psychology*, 0(0). <https://doi.org/10.1177/00986283221127384>

Sullivan, J. A.**, **Wilton, L. S.****, & Apfelbaum, E. (2022). How age and race affect the frequency, timing, and content of conversations about race with children. *Child Development, Special Issue on Advancing Scholarship on Anti-racism within Developmental Science*. doi: 10.1111/cdev.13787

Wilton, L. S., Rattan, A., *Genao-Perez, Y., *Abrams, S. (2022). Lay beliefs about who can bridge the Black-White racial gap during interracial exchanges. *Social Psychological and Personality Science*. <https://doi.org/10.1177/19485506211038150>

Bago, B., Aczel, B., Kekecs, Z., P., Kovacs, M., ... **Wilton, L. S.**, ... Chartier, C. R. (2021). Situational factors shape moral judgements in the trolley dilemma in Eastern, Southern and Western countries in a culturally diverse sample. *Nature and Human Behavior*. doi: 10.31234/osf.io/9uaqm

Sullivan, J., **Wilton, L.**, & Apfelbaum, E. P. (2021). Adults delay conversations about race because they underestimate children's processing of race. *Journal of Experimental Psychology: General*, 150(2), 395–400. <https://doi.org/10.1037/xge0000851>

- Wilton, L. S.,** ⁺Bell, A., ^{*}Vahradyan, M., & Kaiser, C. K. (2020). Show don't tell: Perceived diversity dishonesty harms racial minorities at work. *Personality and Social Psychology Bulletin*, 46(8), 1171–1185. doi.org/10.1177/0146167219897149
- Howansky, K., **Wilton, L. S.,** Young, D. M., ^{*}Abrams, S., & ^{*}Clapham, R. (2019). (Trans)gender stereotypes and the self: Content and consequences of gender identity stereotypes. *Self & Identity*. doi: 10.1080/15298868.2019.1617191
- Shih, M., **Wilton, L. S.,** ⁺Does, S., Goodale, B. M., Sanchez, D. T. (2019). Multiple racial identities as sources of psychological resilience. *Social and Personality Psychology Compass*. doi: 10.1111/spc3.12469
- Wilton, L. S.,** Apfelbaum, E. P., & Good, J. J. (2019). Multicultural diversity philosophies predict greater race essentialism. *Social Psychological and Personality Science*, 10(5), 681-689. doi: 10.1177/1948550618780728
- Wilton, L. S.,** ⁺Bell, A., ⁺Carpinella, C. M., ⁺Meyers, C., & ^{*}Clapham, R. (2019). Lay theories of gender influence support for women and transgender people's legal rights. *Social Psychological and Personality Science*. 10(7), 883–894. doi: 10.1177/1948550618803608
- Wilton, L. S.,** Sanchez, D. T., Unzueta, M. M., Kaiser, C. & ^{*}Caluori, N. (2018). In good company: When gender diversity boosts a company's reputation. *Psychology of Women Quarterly*. 43(1), 59–72. doi: 10.1177/0361684318800264
- ⁺Gomez, E., Young, D. M., ^{*}Preston, A., **Wilton, L. S.,** Gaither, S., & Kaiser, C. (2017). Loss and loyalty: Change in political identity among Clinton supporters after the 2016 U.S. presidential election. *Self & Identity*. doi: 10.1080/15298868.2017.1391873
- Wilton, L. S.,** Rattan, A. & Sanchez, D. T. (2017). White's perceptions of biracial individuals' race shift when they speak out against bias. *Social Psychological and Personality Science*. doi: 10.1177/1948550617731497
- Sanchez, D. T., ⁺Chaney, K. E., ⁺Manuel, S., **Wilton, L. S.,** & Remedios, J. (2017). Stigma by prejudice transfer: Racism threatens White women and sexism threatens men of color. *Psychological Science*, 28(4), 445-461. doi: 10.1177/0956797616686218
- Young, D., Sanchez, D. T., & **Wilton, L. S.** (2017). Biracial perception in Black and White: How Black perceivers respond to biracial cues in the Prototype Model. *Cultural Diversity and Ethnic Minority Psychology*. 23 (1), 154-164. Doi:10.1037/cdp0000103
- Young, D., Sanchez, D. T., **Wilton, L. S.** (2016). Too rich for diversity: Socioeconomic status influences multifaceted person perception of Latino targets. *Analyses of Social Issues and Public Policy*, 16(1). 392-416. doi: 10.1111/asap.12104
- arrival at Skidmore (n = 9)-----
- Wilton, L. S.,** Good, J. J., Moss-Racusin, C., & Sanchez, D. T. (2015). Communicating more than diversity: The effect of institutional diversity statements on expectations and performance by race and gender. *Cultural Diversity and Ethnic Minority Psychology*, 21(3), 315–325. doi: 10.1037/a0037883.
- Lee, T., **Wilton, L. S.,** Kwan, V. S. Y. (2014). Essentializing ethnicity: Identification constraint reduces diversity interest. *Journal of Experimental Social Psychology*, 55, 194-200. doi: 10.1016/j.jesp.2014.07.001

- Wilton, L. S.,** Sanchez, D. T. & Giamo, L. (2014). Seeing similarity or distance? Racial identification moderates intergroup perception after biracial exposure. *Social Psychology*, 45(2), 127-134. doi: 10.1027/1864-9335/a000168
- Sanchez, D. T., Shih, M., & **Wilton, L. S.** (2014). Exploring the Identity Autonomy Perspective (IAP): An integrative theoretical approach to multicultural and multiracial identity. In: V. Benet-Martínez, C. Y. Chiu, and Y. Y. Hong, (Eds.). *Handbook of Multicultural Identity: Basic and Applied Perspectives* (pp. 139 – 159). New York, NY: Oxford University Press.
- Selected as the 2015 Ursula Gielen Global Psychology Book Award Winner.*
- Gaither, S. E., **Wilton, L. S.,** & Young, D. (2014). Perceiving a presidency in Black and (White): Four Years Later. *Analyses of Social Issues and Public Policy, Special Issue: The Social Psychology of the 2012 US Presidential Election*, 14(1), 7 – 21, doi: 10.1111/asap.12018
- Wilton, L. S.,** Sanchez, D. T., & Chavez, G. (2013). Speaking the language of diversity: Spanish fluency, White ancestry, and skin color in the distribution of diversity awards to Latinos. *Basic and Applied Social Psychology*, 35(4), 346-359. doi: 10.1080/01973533.2013.803969
- Wilton, L. S.,** Sanchez, D. T., & Garcia, J. A. (2013). The stigma of privilege: Racial identity and stigma consciousness among biracial individuals. *Race and Social Problems*, 5(1), 41-56. doi: 10.1007/s12552-012-9083-5
- Young, D., Sanchez, D. T., **Wilton, L. S.** (2013). At the crossroads of race: Racial ambiguity and biracial identification influence psychological essentialist thinking. *Cultural Diversity and Ethnic Minority Psychology*, 19(4), 461-467. doi: 10.1037/a0032565
- Sanchez, D. T., Chavez, G., Good, J. J., & **Wilton, L. S.** (2012). The language of acceptance: Spanish proficiency and perceived intragroup rejection among Latinos. *Journal of Cross-Cultural Psychology*, 43(6), 1019-1033. doi: 10.1177/0022022111416979

MANUSCRIPTS INVITED FOR REVISION, SUBMITTED, OR IN PREPARATION

- Cheney, K. E., **Wilton, L. S.,** Morgenroth, T., & Cippolina, R. (2023). Predictors and implications of parents' beliefs about appropriateness of LGBTQ+ topics for children. *Under review.*
- Dunham, Y. ... **Wilton, L.S.,** et al. (2023). Large-scale cross-societal examination of real- and minimal-group biases. *Under review.*
- Forscher, P. S., Jones Taylor, V.**Wilton, L. S.,** ... et al. (2023). Stereotype threat in Black college students across many operationalizations: Psychological Science Accelerator Study. *In principle acceptance, Nature Human Behavior*
- Mann, I. M.*, Sullivan, C. A., & **Wilton, L. S.** (2023). Race matters? Experimental evidence unpacking stigma and stereotypes in mental health. *Under review.*
- Sullivan, J., Nolan, M.*, Flam, DJ*, Hernandez-Demuner, X.*, Holcomb, S.*, Yacoby, Y.*, & **Wilton, L. S.** (2023). Do adults think talking to children about race is appropriate? Effects of race, age, and conversation content. *Under review.*

Tierney, W., Cyrus-Lai, W.,**Wilton, L. S.**, et al. (2023). Who respects an angry woman? A pre-registered reexamination of the relationships between gender, emotion expression, and status conferral. *Under review*.

Wilton, L. S., Sullivan, J., & Apfelbaum, E. P. (2023). U.S. adults believe that Black children develop capacities to process race earlier than other groups of children. *Under review*.

CONFERENCE & SYMPOSIUM PRESENTATIONS

*Undergraduate collaborator; ⁺Graduate student/postdoc collaborator

Ragland, K. ⁺ & **Wilton, L. S.** (2024). Identity-centered approaches to enhancing diversity practices., Symposium presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, California.

Wilton, L. S., Sullivan, J., & Apfelbaum, E. (June, 2022). Beliefs about (Black and White) children's ability to process race. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Juan, Puerto Rico.

Howansky, K., Wittlin, N., ⁺Albuja, A., Cole, S., **Wilton, L.**, & Young, D. (2021, February). The cognitive and perceptual identity denial of transgender individuals. Society for Personality and Social Psychology Social Cognition Pre-Conference, Virtual Due to COVID19.

Wilton, L. S., ⁺Bell, A., *Vahradyan, M., & Kaiser, C. K. (February, 2021). Show don't tell: Diversity dishonesty harms racial/ethnic minorities at work. In J. Cundiff (Chair). Unintended consequences of diversity initiatives in academic and work contexts. Symposium proposed for the annual meeting of the Society for Personality and Social Psychology, Virtual due to COVID19.

Howansky, K., Young, D. M., & **Wilton, L. S.** (June, 2020). (Trans)gender stereotypes: Content and consequences of cross-racial transgender stereotypes. Symposium conducted at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, Colorado. → **Accepted, in-person conference cancelled due to covid-19**

Wilton, L. S., Sullivan, J., & Apfelbaum, E. P. (February, 2020). Adults' misjudge how and when children process race. In L. Wilton (Chair), How adults (mis)understand and shape children's race and gender experiences. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Wilton, L. S., Apfelbaum, E., & Good, J.J. (March, 2019). Valuing differences and reinforcing them: Multiculturalism increases race essentialism. In A. Geramo (Chair), Uncovering the costs and benefits to popular diversity programs across schools and workplaces. Symposium conducted at the annual meeting of the International Convention of Psychological Science, Paris, France.

- Wilton, L. S.** (February, 2019). Psychological insights on fostering equality in diverse classrooms. In N. Lutsky (Chair), Teaching Preconference conducted at the annual meeting of the Society for Personality and Social Psychology, Portland, Oregon.
- Wilton, L. S.,** Sanchez, D. T., Unzueta, M. M., Kaiser, C., & *Caluori, N. (March, 2018). Evaluating gender diverse companies. In C. Meyers (Chair), How different facets of diversity impact intergroup relations. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- Wilton, L. S.,** ⁺Carpinella, C. M., ⁺Bell, A., & ⁺Meyers, C. (June, 2016). Antecedents and consequences of essentialism: Media narratives shape policy support. In C. M. Carpinella and L. S. Wilton (Chairs), Exploring antecedents of essentialism: Precursors to Psychological Essentialism. Symposium conducted at the annual meeting of the Society for Psychological Study of Social Issues, Minneapolis, Minnesota.
- Wilton, L. S.,** Rattan, A., & Sanchez, D. T. (February, 2016). When speaking out for equality is (proto)typical: Confronting racism “colors” perception of biracial individuals. In M. J. Williams (Chair), Phenotypic Racial Stereotypicality, Identity, and Trust: New Connections. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, San Diego, California.
- Wilton, L. S.,** Sanchez, D. T., & Young, D. M. (October, 2014). Race in the body or race in the “soul”: Social constructionism encourages focus on the extrasomatic aspects of race in biracial targets. In A. K. Margevich (Chair), The Motivational Processes Underlying the Social Categorization of Stigmatized People. Symposium conducted at the meeting of the New England Psychological Association annual meeting, Lewiston, ME.
- Wilton, L. S.** (February, 2014). “Diversity stigma and diversity credits: The positive and negative consequences of race and gender diversity for organizations”. Presentation presented at the 7th Graduate Forum on Race and Ethnicity, Rutgers University.
- Young, D. M., Sanchez, D. T., **Wilton, L. S.** (January, 2013). At the crossroads of race: Racial ambiguity and biracial identification influence categorization and psychological essentialist beliefs. In S. Gaither (Chair), Shifting Demographics: Factors that Hinder and Promote Changes in Racial Beliefs in the Face of a Growing Multiracial Population. Symposium conducted at the meeting of the Society for Personality and Social Psychology annual meeting, New Orleans, LA.
- Wilton, L.S.,** Sanchez, D.T. & Chavez, G. (June, 2012). “Soy biracial”: Cultural practice and biracial ancestry in Latino categorization. In D. Sanchez, (Chair), “The Additive Cues Hypothesis in Biracial Categorization: Affirmative Action Implications.” Symposium presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.
- Wilton, L.S.,** Lee, T., & Kwan, V.S.Y. (June, 2012). Essentializing ethnicity and diversity: Check-one vs. check all that apply. Paper presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

Wilton, L.S., Sanchez, D.T. & Giamo, L. (October, 2011). Young adults' motivated perception of racially ambiguous White/Asian biracial targets: Racial identification and intergroup perceptions. In S. Gaither (Chair), "Perceptions of Mixed-Race Individuals Across Development." Symposium conducted at the Society for the Study of Human Development, Providence, RI.

POSTER PRESENTATIONS

*Undergraduate collaborator; +Graduate student/postdoc collaborator

*Adams, N., & **Wilton, L. S.** (2024). What institutional diversity efforts support belonging and performance for underrepresented college students? Poster presented at the Annual Meeting of the Eastern Psychology Association, Philadelphia, PA.

*Wierdsma, A., *Modesti, G., Wojcik, E. & **Wilton, L. S.** (2024). Biracial parents' socialization strategies. Poster presented at the Annual Meeting of the Eastern Psychology Association, Philadelphia, PA.

*Murphy, A., Nazir, A., & **Wilton, L.** (2022). Biased expectations of Black children: Examining U.S. adults' lay beliefs about child development across racial groups. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA.

*Yacoby, Y., Nolan, M., **Wilton, L.**, & Sullivan, J. (2022). Adult's perceptions of the appropriateness of race related conversations with children. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, GA

*Inoa, I., *Tagariello, J., Howansky, K., Young, D. M., & **Wilton, L. S.** (February 2022). Initial evidence for shifting race essentialism beliefs in the anti-racist classroom. Virtual poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Mann, I., Schofield, C. A., & **Wilton, L. S.** (February 2022). The racialization of psychological disorders. Virtual poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Smith-Ramakrishnan, I. & **Wilton, L. S.** (February 2022). Perceiving Black-Asian Biracial Targets. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Young, D. M., & **Wilton, L. S.** (February 2022). Do we include ambiguous others in the ingroup?: Initial Evidence Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Francisco, CA.

*Alfatafta, R. & **Wilton, L. S.** (February 2021). Social norms and parental support for nontraditional gender expression in children. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.

- *Claman, M., *Carela, D., *Mann, I., & **Wilton, L. S.** (February 2021). Gendered racism and maternal mortality. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.
- *Moorhead, A., *Mawuli, J., Howansky, K., Young, D., **Wilton, L.** (February 2021). (Trans)gender stereotypes across racial groups: The relationships between stereotypes and deleterious consequences for transgender racial minorities. Society for Personality and Social Psychology Conference, Virtual.
- *Siegel, I., *Alfatafta, R., *Nick, S., Sullivan, J. A., & **Wilton, L. S.** (February 2021). How do parents speak to their children about race? Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Virtual.
- *Benares, B., *Bleckner, I., Howansky, K., Young, D. M., & **Wilton, L. S.** (February, 2020). Expressions Elicited by Attention to Transgender Individuals. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Siegel, I., **Wilton, L.S.**, & Schofield, C.A. (February, 2020). Characterizing Workplace Mental Health Stigma. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Wolters, L., Bell, A., Young, D. M., Carpinella, C., Meyers, C., *Clapham, R., & **Wilton, L.S.** (February, 2020). Lay Theories of Gender Influence Support for Women and Transgender People's Legal Rights. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Wootten, M.E., *Del Rosario, M., Rattan, A., *Genao-Perez, Y., & *Abrams, S., **Wilton, L.S.** (February, 2020). Who do Black and White Americans believe can bridge the racial gap during interracial exchanges? Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Vahradyan, M., & **Wilton, L. S.** (March, 2019). Racial Minorities and Workplace Diversity. Poster presented at the Annual Meeting of the International Convention of Psychological Science, Paris, France.
- *Abrams, S., & **Wilton, L. S.** (February, 2019). Implicit Theory and Judgments of Moral Transgressors Across Moral Foundations. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, Oregon.
- *Bagri, S., **Wilton, L. S.**, Schofield, C. A., *Abrams, S., *Clapham, R., & *DelOlio, K. (February, 2019). Public Stigma Towards Anxiety and Depression in the Workplace Among White and Latinx Populations. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, Oregon.
- *Clapham., R, & **Wilton, L. S.** (February, 2019). Essentialism, attitudes toward transgender individuals, and support for transgender rights. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Portland, Oregon.

*Poster was selected as a Finalist in the Student Poster Competition

- *Vahradyan, M., & **Wilton, L. S.** (May, 2018). African Americans' responses to internal and external cues about workplace diversity. Poster presented at the Annual Meeting of the Association for Psychological Science, San Francisco, California.
- *Abrams, S., & **Wilton, L. S.** (March, 2018). Morality essentialization and behavior toward immoral others. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- *Vahradyan, M., Young, D. M., & **Wilton, L. S.** (March, 2018). The power to confront: Social and personal power relate to racial bias confrontation differently in public and private settings. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Atlanta, Georgia.
- *Abrams, S., *Gunther, C., & **Wilton, L. S.** (May, 2017). White men view gender diversity positively when it's comprised of White (but not Black) women. Poster presented at the Annual Meeting of the Association for Psychological Science, Boston, Massachusetts.
- *Caluori, N., **Wilton, L. S.**, & Sanchez, D. T. (February, 2016). When advertising diversity hurts: Contrasting perceptions of gender-and race-inclusive companies. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
- Wilton, L. S.**, Good, J. J., Apfelbaum, E. P., & Sanchez, D. T. (February, 2016). Multicultural diversity philosophies emphasize group differences and soften awareness of racial progress. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.
- *Ng, L. C., Good, J. J., Sanchez, D. T., & **Wilton, L. S.** (February, 2015). Essentialism as an unintended cost of multicultural diversity philosophies. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, California.
- Wilton, L. S.**, Sanchez, D. T., & Quiros, L. (February, 2015). When the sum is worse than its parts: Black women and their prospective teams experience double jeopardy in work-relevant evaluations. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Long Beach, California.
- Wilton, L. S.**, Sanchez, D. T., & Young, D. (February, 2014). Viewing race as a social construction disadvantages biracial candidates in diversity award decisions. Poster presented at the Group Processes and Intergroup Relations Pre-conference, Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.
- Wilton, L. S.**, Sanchez, D. T., & Quiros, L. (February, 2014). Black women at double jeopardy in perceptions of team participation. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Austin, Texas.

Wilton, L.S., Sanchez, D.T., & Chavez, G. (March, 2013). Spanish fluency and White ancestry influence distribution of diversity awards to Latinos. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (March, 2013). Communicating diversity and bias: Diversity statements impact women of color's performance expectations. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

*Kapoor, A., *Chang, A., **Wilton, L. S.,** Sanchez, D. T., Giamo, L. (March, 2013). Racial identification and the motivated perception of biracial targets and intergroup relations. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

*Vargas, E., Sanchez, D. T., Young, D., **Wilton, L. S.** (March, 2013). Biracial ancestry and socioeconomic status in categorization and diversity perception. Poster presented at the Annual Meeting of the Eastern Psychological Association, New York, NY.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (January, 2013). Communicating diversity and bias: The role of institutional diversity statements on performance and performance expectations for women of color. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, Louisiana.

Wilton, L.S., Good, J.J., Moss-Racusin, C., & Sanchez, D.T. (June, 2012). Institutional diversity statements as identity threats for women of color. Poster presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

INVITED TALKS

- Rutgers University – Social Area Brownbag (March 2023)
- University of North Carolina – Social Area Colloquium (March 2023)
- Siena College – Psychology Diversity Speaker Series (March 2022)
- University of Connecticut – Social Area Brownbag (March 2022)
- New York City Library (April 2022)
- Brooklyn Library (March 2021)
- SPSP – Self & Identity Preconference (February 2021), *declined due to conflict*

SELECTED OTHER

- [Behind the Research Video Project, Featured Presenter](#)
- Invited submission: Character & Context Blog. Wilton (2021) [Why companies should “show” not “tell” their commitment to diversity](#)
- Invited submission: Character & Context Blog. Wilton (2019). [The perils of thinking of gender as biology](#)
- <https://www.hr-brew.com/stories/2023/01/13/almost-every-us-company-does-this-one-thing-to-signify-commitment-to-diversity-do-job-seekers-even-notice>

TEACHING EXPERIENCE

Skidmore College

Instructor

- PS 101: Introduction to Psychological Science (Fall 2016)
- PS 102: Colloquium in Psychological Science (Fall 2016, 2019; Spring 2017)
- PS 202: Statistics and Methods I (Spring 2024x2)
- PS 205: Social Psychology (Spring 2017, 2018, 2020, 2021; Fall 2019)
- PS 299: Multiracial Identity (Spring 2022)
- PS 215: Social Identity and Interaction
- PS 303: Research Methods II (Fall 2015, 2017, 2021, 2022, 2023x2; Spring 2016, 2018, 2020)
- PS 335: Psychology of Race (Spring 2016, 2017, 2020; Fall 2017)
- SSP 100: Beliefs about Social Identity (Scribner Seminar; Fall 2019)

Rutgers University

Instructor

- General Psychology (Summer 2013, 2014)
- Quantitative Methods (Summer 2012)
- Infant and Child Development Laboratory (Summer 2010, 2011; Fall 2012, Spring 2014)
- Introduction to the Thesis (Spring 2013, 2015)

Invited Guest Lectures (Undergraduate)

- Seminar on Stereotyping and Prejudice, Topic: Diversity in Organizations March 2014
- Social Psychology, Topic: Behavior and Attitudes July 2011
- Social Psychology, Topic: Cultural and Group Psychology July 2010

Invited Workshops and Presentations (Graduate)

- Teaching Difficult and Controversial Topics October 2014
- New Teaching Assistant Orientation Session August 2014
- Workshop on Diversity in the Classroom April 2014
- Presentation on Teaching Non-Majors November 2013

Pedagogical Training

- Issues in Class Management Workshop Series, Rutgers University 2013-2014
- Introduction to College Teaching, Rutgers University Spring 2013

MENTORSHIP

Undergraduate Honors Thesis Supervision

Skidmore College

- Anneliese Cohen (2015-2016)
 - Received the Michele Kelly '72 Memorial Award (Spring 2016)
- Mariam Vahradyan (2017-2018)
 - Received the Foley Psychology Department Research Fund (Spring 2017)
 - Received Honorable Mention, Fulbright (2019)
- Yedili Perez-Genao (2017-2018)
- Samantha Abrams (2018-2019)
 - Received the Foley Psychology Department Research Prize (May 2018)

- Received the Joseph Garrison Parker Prize (May 2019)
- Received the Krawiec Scholar Prize (May 2019)
- Received the National Science Foundation Graduate Research Fellowship (2020-2023)
- Rebekah Clapham (2018-2019)
 - Received the Foley Psychology Department Research Prize (May 2018)
 - Received the Michele Kelly '72 Memorial Award (Spring 2019)
- Daniela Carela (2018-2019)
- Lauren Wolters (2019-2020)
- Rayyan Alfatafta (2020-2021)
 - Received the Foley Psychology Department Research Prize (May 2020)
- Isha Smith-Ramakrishnan (2021-2022)
- Iris Mann (2021-2022) *co-mentored with Dr. Casey Schofield*
 - Received the Foley Psychology Department Research Prize (May 2021)
 - Received the Caren Lane Sass '35 Award in Psychology (May 2022)
 - Received the Rodney Andrews Prize (May 2022)

Rutgers University

- Maria Hernandez (2014-2015)
 - Received Aresty Undergraduate Research Funding (Fall 2014)
 - Received Philips Award for Most Outstanding Thesis Proposal (Fall 2014)
- Janice Tsai (2013-2014)
 - Received Aresty Undergraduate Research Funding (Fall 2013)

RESEARCH FUNDING (Funded and Submitted)

- Spencer Foundation (role: Consultant)
 - Examining the Impact of Anti-LGBTQ+ Education Bills on Parents' Beliefs and Parent-Child Conversations (Funded) \$20,000
- Faculty Development Grant, Skidmore College 2023
 - Adults' Beliefs about Children's Race-Related Reasoning: Child Race Differences, with co-PI Heba Salman '25 (funded) \$650
- Faculty Development Grant, Skidmore College 2021
 - Extending Diversity Dishonesty: How Organizational Diversity Messages Shape Experiences in Education, with co-PI Aliza Nazir '23 (funded) \$650
- Faculty Development Grant, Skidmore College 2021
 - Lay Perceptions of Black versus White Children's Ability to Process Race (funded)
- Psychological Accelerator, PSA005 stereotype threat: Lab grant award
 - Stereotype Threat (funded) \$660
- IdeaLab CoLab, Skidmore College, 2020
 - Beer or wine? Gender discrimination in the political election test, with co-PI Minita Sanghvi (funded)
- Summer Faculty/Student Collaborative, Skidmore College, 2019
 - Shifting Adults' Beliefs about Children's Race-Related Reasoning, with co-PI Isabelle Siegel (funded)
- Summer Faculty/Student Collaborative, Skidmore College, 2018
 - Essentializing Morality, with co-PI: Sam Abrams (funded)
- Summer Faculty/Student Collaborative, Skidmore College, 2018
 - Transgender Rights and Essentialism, with co-PI: Rebekah Clapham (funded)

- Grant-in-Aid Funding, Society for the Psychological Study of Social Issues (SPSSI), 2015
 - Antecedents and consequences of psychological essentialism: How media narratives shape social policy support, with co-PI Colleen Carpinella (funded)

AWARDS AND FELLOWSHIPS

- President's Award for Leadership and Service, 2023
- Diversity Fund Graduate Travel Award, Society for Personality and Social Psychology, 2015
- Social Psychology Teaching Excellence Award, Rutgers University, 2014
- Graduate Travel Award, Rutgers University, 2014
- Dissertation Research Fellowship, Honorable Mention, Ford Foundation, 2013
- Social Psychology Research Excellence Award, Rutgers University, 2013
- Graduate Fellow, Rutgers Academy for the Scholarship of Teaching and Learning, 2013-15
- Diversity Student Travel Award, Society for the Psychological Study of Social Issues, 2012
- Graduate Travel Award, Rutgers University, 2012
- Graduate Research Fellowship, Honorable Mention, National Science Foundation, 2011
- Predoctoral Fellowship, Honorable Mention, Ford Foundation, 2011
- Graduate Merit Award Recipient, Executive Women of New Jersey, 2011
- New Jersey Psychological Association, Minority Graduate Students Scholarship, 2011
- Graduate Service Award Recipient, Department of Psychology, Rutgers University, 2011
- Graduate Research Assistantship, Rutgers University, 2010-2011
- Graduate Travel Award, Rutgers University, 2010
- Departmental Honors, Princeton University, 2003
- Princeton-in-Asia Summer Workplace Fellowship, 2002
- Summer Research Award, President's Office, Princeton University, 2001

SELECTED RESEARCH, SERVICE AND ACTIVITIES

To Psychology Department

- Psychology Department Research Fund Committee Member, 2023-2024
- Psychology Department Assessment Committee Member, 2017-2018; 2019-2022
- Psychology Department Clinical Search Diversity Advocate, Fall 2019
- Psychology Department Health Search Committee Member, Fall 2019
- Faculty Advisor to Psi Chi (International Psychology Honor Society), 2017-2018
- Psychology Review Board Member, 2016-2017
- Psychology Department Cognitive Search Participant, Fall 2015
- Psychology Department Developmental Search Participant, Fall 2015
- Student Advising (16-32 students per semester), Fall 2016-present

To Skidmore

- Assessment and Tenure Committee (ATC), Member 2022-2024
- Committee on Educational Policies & Planning (CEPP), Summer 2020-Spring 2023
 - Elected Fall 2019 for Fall 2020-Spring 2023 service (Fall 2021 maternity leave)
 - Chair Fall 2022-Spring 2023
- First Year Experience, Summer Advising, Summer 2019, 2020
- First Year Experience Backus Scholarship Selection Committee, Spring 2020
- First Year Experience Book Selection Committee, Spring 2019
- Scholarly and Creative Endeavors (SCE) Groups Leader, Spring 2018

- Black Faculty and Staff Caucus, Fall 2018-present
- “Enhancing the College Environment”, Panelist, Spring 2018
- Discovery Tour Dinner, Faculty Participant, 2017, 2018
- Faculty Member of the Science Librarian Search Committee, Spring-Summer 2017
- Entered All College Service Pool; Ad-hoc Service Pool, Fall 2016
- Roundtable Session for Untenured Faculty Panelist, New Faculty Orientation, Fall 2016

To the Discipline

- SPSP, Primary Undergraduate Institutions (PUI) Committee, Member, 2020-2023
- Network of Multiracial Scholars (NOMS)
 - submitted & received Community Catalyst Grant to develop a networking and professional development opportunity for Multiracial Personality and Social Psychologists, 2020
 - developed and administered Early Career Registration Award and Remote Accessibility Award, 2021
- Society for the Improvement of Psychological Science, Diversity Committee, 2018-2020
- National Science Foundation, Ad Hoc Grant Reviewer, 2017-2019
 - Grants Reviewer, 2018, 2019
 - Research at Primarily Undergraduate Institutions Grants Reviewer, 2017
- Ad Hoc Conference and Grant Reviewer, 2016-2020
 - APA Division 8 (Social Psychology) Conference Submission Reviewer, 2018, 2019
 - SPSP Graduate Poster Award Reviewer, 2016, 2018
 - SPSP Graduate Travel Awards Reviewer, 2016, 2018
 - SPSSI Conference Submission Reviewer, 2017
- Society for Personality and Social Psychology, Mentoring
 - “A Day in the Life of an Early Career Researcher” Roundtable Leader, March 2020
 - “Academic Job Search: Liberal Arts and Teaching Colleges” Roundtable Leader March 2018
 - GSC Mentor Match-up Program, Mentor, SPSP, 2014
- Ad Hoc Manuscript Reviewer (listed in alphabetical order), 2015-current
 - *Basic and Applied Social Psychology, British Journal of Social Psychology, Cultural Diversity and Ethnic Minority Psychology, Current Directions in Psychology, European Journal of Social Psychology, Frontiers, Group Processes and Intergroup Relations (2015 Premier Reviewer Award Recipient), Journal of Experimental Social Psychology, Journal of Experimental Psychology: General, Perspectives on Psychological Science, Personality and Social Psychology Bulletin, Psychology of Women Quarterly, Psychological Science, Race and Social Problems, Social Justice Research, Social Psychological and Personality Science, The ANNALS of the American Academy of Political and Social Science, The Journal of Adolescence*

ORGANIZATIONAL EXPERIENCE

Consultant, ZS Associates, Princeton, NJ; Chicago, IL; London, UK
Business and Learning & Development Consultant

2004–2009

AFFILIATIONS

- Society for Personality and Social Psychology
- Society for the Psychological Study of Social Issues

ADDITIONAL INFORMATION

- On-site work experience in US, UK, France, Germany, Spain, India, and Taiwan