

Evava S. Pietri

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Academic Appointments

Associate Professor, Department of Psychology and Neuroscience, University of Colorado Boulder, 2021-Present.

Associate Professor, Department of Psychology, Indiana University-Purdue University Indianapolis, 2021.

Assistant Professor, Department of Psychology, Indiana University-Purdue University Indianapolis, 2015- 2021.

Postdoctoral Associate, Psychology Department and Center for Scientific Teaching, Yale University, 2013- 2015

Education

PhD Psychology, Ohio State University, Summer 2013
Major area: Social Psychology
Minor area: Quantitative Psychology

MA Psychology, Ohio State University, 2009
Major area: Social Psychology
Minor area: Quantitative Psychology

BA Psychology, cum laude, Amherst College, 2007

Honors and Awards

Fellow, *Midwestern Psychological Association*, 2022

Psychology & Neuroscience, University of Colorado Boulder, Departmental Service Award, 2022

Newcomer Faculty, Women's Leadership Award, the Office for Women and the Division of Student Affairs, IUPUI, 2020

Fellow, *Society of Experimental Social Psychology*, 2019

Rising Star Designation, *Association for Psychological Science*, 2019

Faculty mentor for Diversity Student Travel Award Winner (Virginia Rhodes), *Midwestern Psychological Association*, 2019

Faculty mentor for Student Travel Award Winner (Ezgi Ozgumus, Jasmine Beecham, Nadia Floyd, Sheba Aikawa), *Society for Personality Social Psychology*, 2016, 2019, 2022

Favorite Professor, IUPUI Student Athletes, 2016, 2019

Selected paper for the Gender Action Portal, Women and Public Policy Program, Harvard University (Pietri, Johnson & Ozgumus, 2018)

START (Support for Talent Attraction, Retention, and Transition) funding, IUPUI Office of Academic Affairs, 2015

Brock Award for Outstanding Graduate Achievement, Department of Psychology, Ohio State University, 2012

The Brewer Graduate Research Award, Department of Psychology, Ohio State University, 2012

Graduate Student Research Excellence Award, Department of Psychology, Ohio State University, 2011

Baumgardner Travel Award, Department of Psychology, Ohio State University, 2009, 2010, & 2011.

Alliance for Graduate Education and the Professoriate Program for Underrepresented Minorities Conference Travel Grant, College of Social and Behavioral Sciences, Ohio State University, 2009 & 2010.

Ford Foundation Diversity Fellowship, Alternate/Honorable mention, 2008

Graduate Enrichment Fellowship (Graduate Student Fellowship to Enhance Diversity), Ohio State University, 2007 & 2012

Funded Grants

The Society for the Psychological Study of Social Issues. “Untrustworthy ally: The unintended consequences of messages targeting Black women.” (PI: Sheba Aikawa, Mentor: **Evava S. Pietri**; Amount: \$500) 1/2023-2/2024.

International Society for Self and Identity Mini Research Grant. (PI: Nadia Floyd, Mentor: **Evava S. Pietri**; Amount: \$750) 11/2022-6/2023.

SIOP Anti-Racism Grant. Society for Industrial and Organizational Psychology. “Reevaluating the target: Developing messaging strategies to improve the targeted recruitment of Black Americans in organizations.” (PI: Veronica Derricks, Co-PI: India R. Johnson, Leslie Ashburn-Nardo **Evava S. Pietri**; Amount: \$6,750) 2021.

National Science Foundation. “Exploring the unique effects of shared past adversity for enhancing social connection and identity-safety in STEM.” (PI: **Evava S. Pietri**, Co-PI: India R. Johnson; Amount: \$150,938) 2020 - 2022.

Society for the Psychological Study of Social Issues Claro Mayo Grant. “But how “electable” is she? How pluralistic ignorance impacts voting decisions for women candidates in high-stakes political elections.” (PI: Amanda Mosier, Mentor: **Evava S. Pietri**; Amount: \$725) 2020 - 2021.

Indiana University Racial Justice Fund. “Not My Organization: Examining How Black Americans' Perceptions of Performative Allyship Affects Their Sense of Identity Safety Within Organizations.” (PI: Veronica Derricks, Co-PIs: **Evava S. Pietri**, India R. Johnson; Amount: \$14,479) 2020 - 2022.

National Science Foundation ADVANCE adaptation. “The Evidence-informed Promotion of Inclusive Climate (EPIC)” (PI: Kathy Johnson, Co-PIs: Gina Gibau, **Evava Pietri**, Peggy Stockdale, Pratibha Varma-Nelson, Amount: \$999,999) 2019 –2022.

Society for Industrial and Organizational Psychology Small Grant Program. “An empirical investigation of allyship and intersectionality to signal identity safety for stigmatized individuals in the workplace.” (PI: India R. Johnson, Co-PIs: **Evava S. Pietri**, Leslie Ashburn-Nardo, Amount: \$5,200) 2019 –2020.

IUPUI STEM Education Innovation & Research Institute (SEIRI) Seed Grant. “Peer Assistant Role Models in a Graduate Computer Science Course.” (PI: **Evava S. Pietri**, Co-PIs: Leslie Ashburn-Nardo, Snehasis Mukhopadhyay; Amount: \$29,500) July, 2018 – May, 2020.

Welcoming Campus Initiative IUPUI Office of the Chancellor. “Department Workshops for Gender Equity and Inclusion” (PI and Project Leader: Peggy Stockdale, Co-PI: **Evava S. Pietri**, Amount: \$25,000) July 2017-June 2018.

Spencer Foundation, Small Research Grants. “A social psychological perspective to understanding and addressing the unique challenges of women of color in science and math educational settings.” (PI: **Evava S. Pietri**, Co-PI: India R. Johnson; Amount: \$49,789) October, 2016 – March, 2018.

The Society for the Psychological Study of Social Issues Grant-in-aid. “I Got Stigma on my Mind: The Impact of Stigma Consciousness, Role Models and Educational Setting on Women of Color in Science, Technology, Engineering and Math.” (PI: India R. Johnson, Co-PI: **Evava S. Pietri**, \$1,999), 2016-2017

DRIVE (Developing Diverse Researchers with InVestigative Expertise) IUPUI Office of Vice Chancellor for Research. “One size may not fit all: Exploring how the intersection of race and gender impacts the effectiveness of role models.” (PI: **Evava S. Pietri**, \$13,900) 2016-2017

EMPOWER (Enhanced Mentoring Program with Opportunities for Ways to Excel in Research). IUPUI Office of Vice Chancellor for Research and the IUPUI Office for Women (PI: **Evava S. Pietri**, \$5,000), 2015-2016.

Peer-Reviewed Publications

*Denotes a graduate student collaborator † Denotes an undergraduate mentee

Aragón, O. R., **Pietri, E. S.**, & Powell, B. A. (2023). Gender bias in teaching evaluations: the causal role of department gender composition. *Proceedings of the National Academy of Sciences*, 120(4), e2118466120.

*Lewis, A. N., **Pietri, E. S.**, & Johnson, I. R. (2023). Close but not quite: Exploring the role of shared discrimination in racial outgroup identity-safety cues for Black women. *Journal of Experimental Social Psychology*, 104, 104399. <https://doi.org/10.1016/j.jesp.2022.104399>

*Mosier, A. E., **Pietri, E. S.**, & Johnson, I. R. (in press). Inspiring visibility: Exploring the roles of identification and solidarity for alleviating Black women's invisibility in politics. *Group Processes & Intergroup Relations*, 13684302221105426.
<https://doi.org/10.1177/13684302221105426>

The first two authors contributed equally to this work

Khazvand, S., Zapolski, T. C., Cyders, M. A., & **Pietri, E. S.** (2022). The relationship between racial discrimination and substance use: Does locus of control help explain risk?. *Addictive Behaviors Reports*, 15, 100429. <https://doi.org/10.1016/j.abrep.2022.100429>

Derricks, V., Johnson, I. J., & **Pietri, E. S.** (2022). Black (Patients') Lives Matter: Exploring the role of identity-safety cues in healthcare settings among Black Americans. *Journal of Health Psychology*. <https://doi.org/10.1177/13591053221090850>

Johnson, I. R., & **Pietri, E. S.** (2022). Ally endorsement: Exploring allyship cues to promote perceptions of allyship and positive STEM beliefs among White female students. *Group Processes & Intergroup Relations*. <https://doi.org/10.1177/13684302221080467>

*Burrows, D., **Pietri E. S.**, Johnson, I.R., Ashburn-Nardo, L (2021). Promoting Inclusive Environments: In-group Organizational Endorsement as a Tool to Increase Feelings of Identity-Safety among Black Women. *Sex Roles*, 86, 67–88. <https://doi.org/10.1007/s11199-021-01253-2>

Johnson, I. R., **Pietri, E. S.**, Buck, D. M., & Daas, R. (2021). What's in a pronoun: Exploring gender pronouns as an organizational identity-safety cue among sexual and gender minorities. *Journal of Experimental Social Psychology*, 97.
<https://doi.org/10.1016/j.jesp.2021.104194>

*Mosier, A. E., & **Pietri, E. S.** (2021). The link between stereotypical leader traits and perceived electability: Do Black women politicians face double jeopardy? *Analyses of Social Issues and Public Policy*, (registered report). *Pre-print available here:* <https://psyarxiv.com/hx5ks>

Moss-Racusin, C. A., **Pietri, E. S.**, van der Toorn, J., & Ashburn-Nardo, L. (2021). Boosting the Sustainable Representation of Women in STEM With Evidence-Based Policy Initiatives. *Policy Insights from the Behavioral and Brain Sciences*, 8(1), 50-58.
<https://doi.org/10.1177/2372732220980092>

Johnson, I. R., & **Pietri, E. S.** (2020). An ally you say?: Endorsing White women as allies to encourage perceptions of allyship and organizational identity-safety among Black women. *Group Processes & Intergroup Relations*. <https://doi.org/10.1177/1368430220975482>

Pietri, E. S., *Drawbaugh, M. L., Johnson, I. R., & †Colvin, V. E. (2020). Maybe he is relatable too: Encouraging women to identify with male scientists by highlighting bias against fathers. *Psychology of Women Quarterly*. <https://doi.org/10.1177/0361684320972118>

Pietri, E. S., Johnson, I.J., †Majid, S., & *Chu C. (2020). Seeing What's Possible: Videos Are More Effective Than Written Portrayals for Enhancing the Relatability of Scientists and Promoting Black Female U.S. Students' Interest in STEM. *Sex Roles*, 84, 13-33.
<https://doi.org/10.1007/s11199-020-01153-x>

Wang, K., †Walker, K., **Pietri, E.**, & Ashburn-Nardo, L. (2019). Consequences of confronting patronizing help for people with disabilities: Do target gender and disability type matter?. *Journal of Social Issues*, 75(3), 904-923. <https://doi.org/10.1111/josi.12332>

Pietri, E. S., *Drawbaugh, M. L., *Lewis, A. N., & Johnson, I. R., (2019). Who encourages Latina women to feel a sense of identity-safety in STEM? *Journal of Experimental Social Psychology*, 84. <https://doi.org/10.1016/j.jesp.2019.103827>

Johnson, I. R., **Pietri, E. S.**, Fullilove, F., & Mowrer, S. (2019). Exploring identity-safety cues and allyship among Black women students in STEM environments. *Psychology of Women Quarterly*, 43, 131-150. <https://doi.org/10.1177/0361684319830926>

Pietri, E. S., Hennes, E. P., Dovidio, J. F., Brescoll, A., Bailey, A. H., Moss-Racusin, C. A., & Handelsman, J. (2019). Addressing unintended consequences of gender diversity interventions on women's sense of belonging in STEM. *Sex Roles*, 80, 527-547.
<https://doi.org/10.1007/s11199-018-0952-2>

Neise, Z. A., Libby, L., K., Fazio, R. H., Eibach, R., P., & **Pietri, E., S.** (2019). Does the Future Look Bright? Processing Style Determines the Impact of Valence Weighting Biases and Self-Beliefs on Expectations. *Journal of Personality and Social Psychology*, 116, 193-124.
<https://doi.org/10.1037/pspa0000136>

Hennes, E. P., **Pietri, E. S.**, Moss-Racusin, C. A., Mason, K. A., Dovidio, J. F., Brescoll, A., & Handelsman, J. (2018) Increasing the perceived malleability of gender bias using a modified Video Intervention for Diversity in STEM(VIDS). *Group Processes & Intergroup Relations*. 21, 788-809. <https://doi.org/10.1177/1368430218755923>

The first two authors contributed equally to this work

Pietri, E. S., Johnson, I. R., *Ozgumus, E., & Young, A. I (2018). Maybe She Is Relatable: Increasing Women's Awareness of Gender Bias Encourages Their Identification With Women Scientists. *Psychology of Women Quarterly*, 42, 192-219.
<https://doi.org/10.1177/0361684317752643>

Pietri, E. S., Johnson, I. R., & *Ozgumus, E. (2018). One size may not fit all: Exploring how the intersection of race and gender and stigma consciousness predict effective identity-safe cues for Black women. *Journal of Experimental Social Psychology*, 74, 291-306.
<https://doi.org/10.1016/j.jesp.2017.06.021>

Moss-Racusin, C. A., **Pietri, E. S.**, Hennes, E. P., Dovidio, J. F., Brescoll, V. L., Roussos, G., Handelsman, J., (2018). Reducing STEM gender bias with VIDS (video interventions for diversity in STEM). *Journal of Experimental Psychology: Applied*, 24, 236-260.
<https://doi.org/10.1037/xap0000144>

Pietri, E. S., Moss-Racusin, C. A., Dovidio, J. F., Guha, D., Roussos, G., Brescoll, V. L., & Handelsman, J. (2017). Using Video to Increase Gender Bias Literacy Toward Women in Science. *Psychology of Women Quarterly*, 41, 175-196.
<https://doi.org/10.1177/0361684316674721>

Rocklage, M. D. **Pietri, E. S.** & Fazio, R. H. (2017). The weighting of positive vs. negative valence and its impact on the formation of social relationships. *Journal of Experimental Social Psychology*, 73, 65-75. <https://doi.org/10.1016/j.jesp.2017.06.011>

Pietri, E.S., & Fazio, R. H. (2017). Recalibrating valence weighting biases to promote changes in rejection sensitivity and risk-taking. *Journal of Experimental Social Psychology*. 68, 1-10.
<https://doi.org/10.1016/j.jesp.2016.05.004>

Pietri, E.S., Dovidio, J. D., & Fazio, R. H. (2016). Recalibrating valence weighting Tendencies as a means of reducing anticipated discomfort with an interracial interaction. *Group Processes and Intergroup Relations*, 1-18. <https://doi.org/10.1177/1368430216674341>

Pietri, E. S., Vasey, M. W., Grover, M., & Fazio, R. H. (2015). Predicting changes in depressive symptoms from valence weighting during attitude generalization. *Journal of Social and Clinical Psychology*, 34, 859-875.

Gross, D., **Pietri, E. S.**, Anderson, G., Moyano-Camihort, K., & Graham, M. J. (2015). Increased preclass preparation underlies student outcome improvement in the flipped classroom. *CBE-Life Sciences Education*, 14, ar36.

Fazio, R. H., **Pietri, E. S.**, Rocklage, M.R. & Shook, N. J. (2015). Positive versus negative valence: Asymmetries in attitude formation and generalization as fundamental individual differences. Chapter to appear in J. M. Olson & M. P. Zanna (Eds.), *Advances in Experimental Social Psychology* (Vol. 51). San Diego, CA: Elsevier.

Pietri, E. S., Fazio, R. H., & Shook, N. J. (2013) Recalibrating positive and negative weighting tendencies in attitude generalization. *Journal of Experimental Social Psychology, 49*, 1100-1113.

Pietri, E. S., Fazio, R. H., & Shook, N. J. (2013). Weighting positive versus negative: The fundamental nature of valence asymmetry. *Journal of Personality, 81*, 196-208.

Pietri, E., Fazio, R. H., & Shook, N. J. (2012). Valence weighting as a predictor of emotional reactivity to a stressful situation. *Journal of Clinical and Social Psychology. 31*, 746-777.

Peer Reviewed Published Conference Proceedings

E. Pietri, L. Ashburn-Nardo, and S. Mukhopadhyay, “Peer assistant role models in a graduate computer science course,” (in press), accepted at The 16th Int’l Conf. on Frontiers in Education: Computer Science and Computer Engineering (FECS’2020), to appear in Springer Nature - Research Book Series: Transactions on Computational Science & Computational Intelligence, Series Title: Advances in Software Engineering, Education, & e-Learning, 2020.

Invited Talks

Pietri, E. S. (2022, October). *Exploring the Role of Shared Identity-Based Adversity for Fostering Connections and Belonging.* Invited virtual talk presented at Yale University, Social Area Current Works.

Pietri, E. S. (2022, September). *Exploring the Role of Shared Identity-Based Adversity for Fostering Connections and Belonging.* Talk presented at University of Colorado Boulder, Social Area Professional Development Seminar.

Pietri, E. S. (2021, September). *Exploring the Role of Shared Identity-Based Adversity for Fostering Connections and Belonging among Black Women.* Invited virtual talk presented at University of California, Santa Barbara, Social Psychology brownbag

Pietri, E. S. (2021, October). *Exploring the Role of Shared Identity-Based Adversity for Fostering Connections and Belonging among Black Women.* Invited virtual talk presented at Rutgers’ University, Social Psychology brownbag

Pietri, E. S. (2021, September). *Exploring the Role of Shared Identity-Based Adversity for Fostering Connections and Belonging among Black Women.* Invited virtual talk presented at Purdue University, Social Psychology brownbag

Pietri, E. S. (2021, March). *Appreciating the Importance of Intersectional identities for Role Models and Identity-safe cues.* Invited virtual talk presented at Marquette University, Outstanding Young Scholars in Psychology of Gender Panel.

Pietri, E. S. (2021, March). *Who Encourages Feelings of Belonging among Black and Latina women?.* Invited virtual talk presented at University of Miami, Ohio, Social Psychology Virtual Brown Bag.

Pietri, E. S. (2020, October). *Media Matters: Exploring the Unique Benefits of Video Interventions for Promoting Diversity in STEM*. Invited virtual talk presented at CUNY Basic and Applied Social Psychology Virtual Colloquium Series.

Pietri, E. S. (2019, March). *Who signals organizational identity-safety for Black and Latina women?*. Invited talk presented at Bowling Green State University, I/O Psychology brownbag.

Pietri, E. S. (2019, February). *An Overview of Interventions to Promote Gender Equity*. Invited talk presented to Committee Meeting on Addressing the Underrepresentation of Women in Science, Engineering, and Medicine, National Academies of Science.

Pietri, E. S. (2018, October). *Who acts as an identity-safe cue for Black women in STEM?*. Presented as part of an invited symposium at the Society for Experimental Social Psychology, Seattle, Washington.

Pietri, E. S. (2018, October). *Media Matters: Exploring the Benefits of Video Over Written Narrative Interventions*. Invited talk presented at Northwestern University, Social Psychology brownbag.

Pietri, E. S. (2018, April). *Watching is believing: Using video interventions to address gender bias in STEM*. Invited talk presented at the Psychology & Neuroscience department Social Psychology Colloquium Series, Depauw University.

Pietri, E. S. (2018, March). *Media Matters: Using video interventions to address gender bias in STEM*. Invited talk presented at the Gender Preconference at the Society for Personality and Social Psychology, Atlanta Georgia.

Pietri, E. S. (2018, February). *Media Matters: Exploring the Benefits of Video over Written Narrative interventions*. Invited talk presented at the Social Psychology Colloquium Series, Ohio State University.

Pietri, E. S. (2018, February). *Understanding and Addressing Gender bias*. Keynote Presentation, presented at the Equity in Job Search Symposium, Yale University.

Pietri, E.S. (2017, May). *Modifying women's perceptions of female scientists with gender bias information*. Invited talk presented at the Midwestern Psychological Conference, Chicago, Illinois.

Pietri, E. S. (2016, September). *Diversity interventions: Promises, pitfalls, and possible solutions*. Purdue University, Engineering Education brownbag.

Pietri, E. S. (2016, September). *Seeing is believing and also threatening: Exploring the use of visual media as an intervention to raise awareness of gender bias in STEM and its impact on women's belonging*. Indiana University, Social Psychology brownbag.

Pietri, E. S. (2015, October). *Diversity interventions: Promises, pitfalls, and possible solutions*. Purdue University, Social Psychology brownbag.

Pietri, E. S. Co-presented with Dovidio, J. D., and Moss-Racusin, C. A. (2014, July). *The myth of meritocracy? Gender bias in academic science and the influence of diversity interventions*. White House Office of Science and Technology Policy, Washington D.C.

Pietri, E. S. (April, 2014). *The correlates and consequences of valence weighting*. Annenberg's Social Action Lab, Webinar.

Pietri, E. S. Co-presented with Moss-Racusin, C. A. (2014, March). *Testing interventions to reduce gender bias*. The National Academies Summer Institutes on Undergraduate STEM Education Leaders' Meeting, National Academy of Sciences, Washington D.C.

Consulting

2019 – Consultant for the National Academies of Sciences Engineering and Medicine (NASEM)

- I wrote a commissioned paper to help inform the NASEM recently published report: National Academies of Sciences, Engineering, and Medicine 2020. *Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine: Opening Doors*. Washington, DC: The National Academies Press.
<https://doi.org/10.17226/25585>.
- This paper substantially contributed to Chapter 3 of the report “Educational Interventions to Improve Recruitment and Retention” (p. 73 of report).

Community Presentations and Engagement

Pietri, E. S. (2022, September). *Social Psychological Approaches for Understanding Belonging, Trust, and Inclusion*. Virtual Talk presented as part of the Renée Crown Wellness Institute's Research Seminars, University of Colorado Boulder.

Pietri, E.S., Panel Member (2021, November). Panel on Intersectionality. *2021 Engendering Success in STEM Annual Meeting*.

Pietri, E.S., Panel Member (2021, September). Innovative Uses of Film in Science Communication. *Science Writers 2021 Virtual Conference*.

Pietri, E.S., Panel Member (2021, March). Discussion about how to Advance Diversity, Equity, and Inclusion in Science. Virtual Panel hosted by *Scientific American*.

Pietri, E.S., Panel Member (2021, February). Leveraging Social Psychology to Increase Diversity, Representation and Inclusion in Academia. *The Society for Personality and Social Psychology Conference*, Virtual Conference.

Pietri, E.S., Featured Chat Participant (2020, December). #SPSPchat 36: *Research with Underrepresented Samples*. Link to chat: <https://wakelet.com/wake/fDni2x2FbeeTFMMu4bSn1>

Pietri, E.S., *Podcast Guest* (2020, December). *Opinion Science: Intersectional Role Models in STEM*. Link to podcast: <http://opinionsciencepodcast.com/episode/intersectional-role-models-in-stem-with-india-johnson-eva-pietri/>

Pietri, E.S., *Featured Guest* (2020, December). *Text to Table discussion on election, pandemic, and looking forward 2021*. Link to conversation: <https://fb.watch/2SQZkunCH8/>

Pietri, E. S., (2019, February). *Diversity: The Impact of Interventions*. As part of *Society and Personality and Social Psychology* prominent scholars in Diversity Science video series. Link to video: <http://spsp.org/resources/multimedia/experts/diversity>

Pietri E. S., (2019, September). *Understanding and Addressing Bias in STEM Classes*. Lead two-session workshop through Center for the Integration of Research, Teaching and Learning (CIRTL) and IUPUI Center for Teaching and Learning.

Pietri, E. S. (2018, August). *Seeing is Believing: Using videos to reduce bias and promote inclusiveness in STEM*. Talk presented as part TechPoint's Board Meeting.

Pietri, E. S. (2018, July). *Seeing is Believing: Using videos to reduce bias and promote inclusiveness in STEM*. Talk presented as part IUPUI School of Science, "Science on Tap".

Pietri E. S., (2018, September). *Interruption and Mitigation of Implicit Bias*. Gave a presentation as part of Center for the Integration of Research, Teaching and Learning (CIRTL) cast series at IUPUI Center for Teaching and Learning.

Pietri E. S., (2017, September). *One size does not fit all: Exploring the intersection of race and gender for effective role models in STEM*. Midwest Region Gender Studies Consortium Meeting.

Pietri E. S., (2017, September). *Inclusive Teaching Strategies*. Speaker on Faculty Teaching Webinar, IUPUI Center for Teaching and Learning.

Pietri E. S., (2017, April). *Encouraging women of color's belonging and trust in STEM environments*. The IUPUI Office for Women

Pietri E. S., (2016, September). *Visual Media as an Intervention to decrease gender bias in STEM*. John T. Hazer, Distinguished Psychology Alumnus Award.

Pietri E. S., (2016, January). *Seeing is believing: Using videos to change beliefs*. Psychology Day for high school students, Psychology Department.

Pietri E. S., (2015, October). *Visual Media as an Intervention to decrease gender bias in STEM*. IUPUI School of Science Emeritus Faculty Homecoming Luncheon.

Pietri E. S., co-presented with Ashburn-Nardo, L. (2015, December). *Gender bias workshop*. Advancing Women's Mentoring Program for students and the IUPUI Office for Women.

Pietri E. S. (2014) *Gender Bias in Science*. Co-Lead Yale's Center for Teaching Advance Teaching Workshop.

Peer Reviewed Conference Presentations

* Denotes a graduate student collaborator, † Denotes an undergraduate mentee

Talks

*Mosier, A. E., **Pietri, E. S.**, & Johnson, I. R. (2022, February). The roles of context and identity-based adversity in promoting identity-safety among Black women in STEM. In symposium- C. Yantis & D. Green (Co-Chairs), *Cueing Identity-Safety for People of Color in Diverse Contexts*. Symposium to be presented at the annual conference of the Society for Personality and Social Psychology, San Francisco, CA.

Derricks, V., **Pietri, E.S.**, Dinh, T., & Johnson, I.R. (2022, February). *Understanding Black Americans' Identity-Safety Responses to Organizational Solidarity Statements*. Talk presented in symposium in C. Yantis & D. Green (Co-Chairs), *Cueing Identity-Safety for People of Color in Diverse Contexts*. Talk to be presented at the annual conference of *the Society for Personality and Social Psychology*, San Francisco, CA.

Johnson, I. R., **Pietri, E. S.**, & *Mosier, A. E. (October 2021). (Societal) context matters: Exploring the role of context and identity-based adversity among Black women in STEM settings. Talk given at *Annual Meeting of the Society for Experimental Social Psychology Conference*. Santa Barbara, CA.

Howansky, K., Johnson, I. R., Maimon, M., & **Pietri, E. S.** (October 2021). Inclusive your syllabi: A practical guide to incorporating identity safety cues into your course syllabi. Co-facilitator for virtual workshop given at *Annual Meeting of the Society for the Teaching of Psychology*.

*Beecham, J., **Pietri, E. S.**, & Lindsey, A. (2021, August). Harmful Consequences of Illegal Interview Questions on Women's Organizational Reactions. Talk presented at the *Annual Conference of the Society for the Psychological Study of Social Issues Virtual Conference*.

*Mosier, A. E., & **Pietri, E. S.** (2021, August). Pluralistic ignorance decreases voting intentions for women primary election candidates. Talk presented at the *Annual Conference of the Society for the Psychological Study of Social Issues Virtual Conference*.

*Mosier, A. E., & **Pietri, E. S.** (2021, April). Shared fate: White women can signal identity safety for Black women in male-dominated STEM fields. Talk presented at the virtual annual conference of the *Society for Industrial/Organizational Psychology*.

*Mosier, A. E., **Pietri, E. S.**, & Johnson, I. R. (2021, February). The roles of descriptive and substantive representation in promoting identity-safety for Black women in politics. Data blitz presented at *the Society for Personality and Social Psychology Gender Preconference*.
Talk can be viewed here: https://iu.mediaspace.kaltura.com/media/t/1_2ysjdx2z

Pietri, E.S. & Johnson, I. R. (2021, February). Who acts an ally for Black female students? Talk presented at *the Society for Personality and Social Psychology Conference*, Virtual Conference.

Johnson, I. R., **Pietri, E. S.**, Ashburn-Nardo, L., & *Burrows, D. (2021, February). You can't be what you can't see (on video): Increasing Black women's access to role models in STEM . Talk presented at *the Society for Personality and Social Psychology Conference*, Virtual Conference.

*Muller, L., **Pietri, E.S.**, & *Abdul Karim, M.F. (April, 2020). Exploring organizational identity-safety cues for lesbian and gay employees. [Talk] *Midwestern Psychological Association conference*, Chicago, IL. (Conference canceled)

†Echola, A., †Armstrong A., †Shr, K., & **Pietri, E. S.** (April, 2020). Encouraging women to identify a successful male computer science student as a role model by highlighting similar past adversity. [Data Blitz Talk] *Midwestern Psychological Association's Conference*, Chicago, IL. (Conference canceled)

*Lewis, A. N, *Trujillo, L., & **Pietri, E.** (February, 2020). Intersectional Allies: Exploring Whether Non-White Women Act as Allies and Promote Belonging for Black Women. Talk presented at *the Society for Personality and Social Psychology Conference*, New Orleans, LA.

*Beecham, J.G., **Pietri, E. S.**, Johnson, I. R., & Ashburn-Nardo, L. (February, 2020). Can biracial women act as effective role models for Black women in STEM? Talk presented at the *Society for Personality and Social Psychology Conference*, New Orleans, LA.

Johnson, I. R. & **Pietri, E. S.** (February, 2020). Will the real ally please stand up: Promoting perceptions of allyship among Black and White women in STEM environments. Talk presented at *the Society for Personality and Social Psychology Conference*, New Orleans, LA.

*Lewis, A. & **Pietri, E. S.**, (June, 2019). "Who will do?": Predicting Effective Identity Safety-Cues for Latinas. Talk presented at *the Society for the Psychological Study of Social Issues Annual Conference*, San Diego, CA.

*Burrows, D., **Pietri E. S.**, & Johnson, R. I. (April, 2019). Encouraging Black female students' belonging in STEM. Talk presented at the *Annual Convention of the Society for Industrial and Organizational Psychology*, National Harbor, MD.

*Rhodes, V., **Pietri, E. S.**, Ashburn-Nardo, L., Varma-Nelson, P. (2019, April). Increasing Women's Self-Efficacy Through Naturally Embedded Peer Role Models. Talk presented at the *Midwestern Psychological Association's Conference*, Chicago, IL.

*Lewis, A. N., & **Pietri, E. S.** (2019, April). "Is she good enough?": Examining intersectional identity safety-cues for Black women. Talk presented at *the Midwestern Psychological Association's Conference*, Chicago, IL.

*Grabowski, M., Ashburn-Nardo, L., & **Pietri, E. S.** (2019, April) Mental Images of Non- and Ex-Offending Job Applicants. Talk presented *the Midwestern Psychological Association's Conference*. Chicago, IL.

*Rhodes, V. L., **Pietri, E. S.**, Ashburn-Nardo, L., & Varma-Nelson, P. (2019, March). Birds of a feather: An exploratory study of the effects of similarity with peer-leaders. Paper presented at *the American Chemical Society National Meeting*, Orlando, Florida.

Wang, K., †Walker, K., **Pietri, E. S.**, & Ashburn-Nardo, L. (February, 2019). Consequences of confronting patronizing help for people with disabilities: Do target gender and disability type matter? Talk presented at *the Society for Personality and Social Psychology Conference* Portland, OR.

*Ozgumus, E., & **Pietri, E.S.** (2018, April). Group Gender Composition as an Identity-Safe Cue During Diversity Trainings. Talk presented at *the Midwestern Psychological Conference*, Chicago, Illinois.

Pietri, E. S., & Johnson, I. R. (2018, April). Who acts an identity-safe cue for Black women? Talk presented at the *Annual Convention of the Society for Industrial and Organizational Psychology*, Orlando, Florida, Chicago, Illinois.

Pietri, E.S. & Johnson, I. R. (2018, March). When do White female leaders function as role models for Black women? Talk presented at *the Society for Personality and Social Psychology Conference*, Atlanta, Georgia.

Johnson I. R., & **Pietri, E.S.** (2018, March). An ally you say: Allyship as a tool to signal identity-safety for Black women. Talk presented at *the Society for Personality and Social Psychology Conference*, Atlanta, Georgia.

*Ozgumus, E., **Pietri, E. S.**, & Cundiff, J.L. (2017, April) Using Compelling Vignettes to Demonstrate Unfair Treatment in STEM Classrooms. Talk presented at *the Midwestern Psychological Association Conference*, Chicago, Illinois.

Johnson, I. R., & **Pietri, E.S.** (2017, April) I'm with her: Endorsing allies promotes WOC's belonging in STEM. Talk presented at *the Midwestern Psychological Conference*, Chicago, Illinois.

Pietri, E.S., Johnson, I.R., & *Ozgumus, E. (2017, April). Encouraging Black women's trust and comfort at STEM companies. Talk presented at *the Annual Convention of the Society for Industrial and Organizational Psychology*. Orlando, Florida.

Pietri, E.S., Moss-Racusin, C.A., Hennes, E.P., Dovidio, J.F., Brescoll, V.L., & Handelsman, J. (2017, April). A multiple component intervention to address gender bias in STEM. Talk presented at *the Annual Convention of the Society for Industrial and Organizational Psychology*, Orlando, Florida.

Pietri, E.S., Brescoll, V.L., Dovidio, J.F., Moss-Racusin, C.A., Bailey, A., & Handelsman, J. (2016, June). Bias reduction interventions may increase threat for women in STEM. Talk

presented at *the Society for the Psychological Study of Social Issues Conference*, Minneapolis, Minnesota.

Pietri, E.S., Johnson, I.R., & *Ozgumus, E. (2016, March). One size may not fit all: Exploring the intersection of race and gender and effective role models in *STEM companies*. Paper presented at *the Leadership Excellence and Gender in Organizations Symposium*, Purdue University, West Lafayette, Indiana.

Pietri, E.S. & Johnson, I.R., (2016, March). Women of color in science, technology, engineering, and math (STEM): One size does not fit all. Talk presented at *the Association for Women in Psychology Conference*, Pittsburg, Pennsylvania.

Pietri, E.S., Moss-Racusin, C.A., Hennes, E.P., Dovidio, J.F., Brescoll, V.L., Roussos, G., & Handelsman, J. (2016, January). Visual Media as an intervention to decrease gender bias in STEM. Talk presented at *the Society for Personality and Social Psychology Conference*, San Diego, California.

Schneid, E.D., **Pietri, E.S.**, Carlston, D.E., & Fazio, R. H. (2014) Beanfest meets the iGASSP: Weighting bias in Spontaneous Evaluative Inferences. Talk presented at *the Midwestern Psychology Association Annual Conference*, Chicago, IL.

Pietri, E., & Fazio, R. H. (2013, May) Valence biases in attitude formation and generalization predict past versus future judgments. Talk presented at the annual meeting of *the Midwestern Psychological Association*, Chicago, IL.

Pietri, E., & Fazio, R. H. (2012, May) Recalibrating valence weighting to promote change in risk tolerance. Talk presented at the annual meeting of *the Midwestern Psychological Association*, Chicago, IL.

Pietri, E., Shook, N. J., & Fazio, R. H. (2010, May). Negativity bias: A predictor of reactivity to stressful events. Talk presented at the annual meeting of *the Midwestern Psychological Association*, Chicago, IL.

Pietri, E., Fazio, R. H., & Shook, N. J. (2009, May). Recalibrating the negativity bias. Talk presented at the annual meeting of *the Midwestern Psychological Association Conference*, Chicago, IL.

Posters

*Lewis, A., **Pietri, E. S.** (February 2019). She just doesn't get it: Predicting Effective Identity Safety-Cues for Latinas in STEM. *Poster presented to the Group Processes and Intergroup Relations Pre-conference at the annual conference of the Society for Personality and Social Psychology*. Portland, OR.

*Beecham, J. G., **Pietri, E. S.**, Johnson, I. R., & Ashburn-Nardo, L. (2019, February). Can biracial women act as effective role models for Black women in STEM? Poster presented at *the Society for Personality and Social Psychology Conference*, Portland, Oregon.

*Burrows, D., **Pietri, E.S.**, & Johnson, I. (February 2019). How can organizations promote Black women to trust mentors with different identities? Poster presented at *the Society for Personality and Social Psychology Conference*, Portland, OR.

†Colvin V. & **Pietri, E.S.** (2019, February). Increasing Women's Awareness of Gender Bias Encourages Their Identification with Women Business Leader. Poster presented *the Society for Personality and Social Psychology Conference*, Portland, OR.

*Drawbaugh, M. L., Ashburn-Nardo, L., & **Pietri, E. S.** (2019, February). Penalties Against Working Mothers and Voluntarily Childfree Working Women. Poster presented at *the Society for Personality and Social Psychology Conference*. Portland, OR.

This poster was a finalist for the SPSP conference Best Student Poster Award

†Majid, S., & **Pietri, E.S.** (2018, April). Exploring video versus written role model presentations for Black women. Poster presented at *the Midwestern Psychological Conference*, Chicago, Illinois.

†Maric, D., & **Pietri, E.S.** (2018, April). Video versus written narratives as diversity interventions. Poster presented at *the Midwestern Psychological Conference*, Chicago, Illinois.

*Ozgumus, E. & **Pietri, E.S.** (2018, March). Consequences of Gender Composition During a Diversity Intervention. Poster presented at *the Society for Personality and Social Psychology Conference*, Atlanta, Georgia.

†Zoeller, D., & **Pietri, E.S.** (2017, April). Do positive female scientist role models decrease collective action intentions? Poster presented at *the Midwestern Psychological Conference*, Chicago, Illinois.

*Chu, C. & **Pietri, E.** (2017, April) The effect of diversity intervention media format on racial attitudes. Poster presented at *the Annual Convention of the Society for Industrial and Organizational Psychology*. Orlando, Florida.

Pietri, E.S., Johnson, I.R., & *Ozgumus, E., (2017, January). Encouraging Black women's trust and belonging in STEM: When race and gender Matter. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

*Chu, C., Murrar, S., **Pietri, E.**, & Rosen, R. (2017, January). The effect of diversity intervention media format (visual vs. written) on attitudes toward minorities. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

This poster received the SPSP conference Best Student Poster Award

*Ozgumus, E., & **Pietri, E.S.**, (2017, January). Recognition of gender bias in sciences promotes identification with successful female scientists and builds resilience to failure. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

Johnson, I. R., **Pietri, E. S.**, & Godwin, E. (2017, January). Love It or Hate It (My Thighs That is): Self-Validation and Women's Body Image. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

Murrar, S., *Chu, C., & **Pietri, E. S.** (2017, January). Reducing Prejudice with Visual and Written Narratives. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

Young, A., **Pietri, E. S.**, & Fazio, R. (2017, January). She Looks Like She Can't Cut It: How Beliefs about Women's Scientific Ability Impact What Female Scientists Look Like in the Minds of Participants. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, Texas.

Pietri, E.S., Moss-Racusin, C.A., Dovidio, J.F., Brescoll, V.L., Roussos, G., Handelsman, J. (2015, February). A novel intervention to influence perceptions of women in the sciences. Poster presented at *the Society for Personality and Social Psychology Conference*, Long Beach, California.

Pietri, E., & Fazio, R. H. (2014, January). Recalibrating negative weighting biases to promote changes in rejection sensitivity Poster presented at *the Society for Personality and Social Psychology Conference*, Austin, TX.

Pietri, E., & Fazio, R. H. (2013, January). Unique valence biases predict judgments regarding the past versus future. Poster presented at *the Society for Personality and Social Psychology Conference*, New Orleans, LA.

Pietri, E., & Fazio, R. H. (2012, January). Recalibrating valence biases to promote changes in risky tendencies. Poster presented at *the Society for Personality and Social Psychology Conference*, San Diego, CA.

Pietri, E., & Fazio, R. H. (2011, January). Predicting risk-taking behavior from a negativity bias. Poster presented at *the Society for Personality and Social Psychology Conference*, San Antonio, TX.

Pietri, E., Shook, N. J., & Fazio, R. H. (2010, January). Predicting emotional reactivity from the negativity bias. Poster presented at *the Society for Personality and Social Psychology Conference*, Las Vegas, NV.

Pietri, E., Fazio, R. H., & Shook, N. J. (2009, February). Recalibrating negativity biases to promote more positive interpretation of social events. Poster presented at *the Society for Personality and Social Psychology Conference*, Tampa, FL.

Educational and Professional Workshops

Summer Institute for Social Psychology (Princeton University, Princeton, New Jersey). Accuracy in Interpersonal Perception Workshop with instructors Dr. Judith Hall and Dr. Tessa West. July, 2011.

Culturally Aware Mentoring Training (IUPUI, Indianapolis, Indiana). Workshop given by IUPUI Graduate Mentoring Center. June, 2019.

Teaching and Mentoring

Teaching

Introduction to Social Psychology (Undergraduate), Survey of Social Psychology (Graduate)
Experimental and Statistics Design (Graduate), Attitudes and Social Cognition (Graduate)

Mentoring

PhD Student Advising

2021 – Present – Sheba Aiwaka, Social Psychology, CU Boulder

2021 – Present – Nadia Floyd, Social Psychology, CU Boulder

2019 – 2021 – Amanda Mosier, Applied Social Organization Psychology, IUPUI

2018 – Present – Jasmine Beecham, Applied Social Organization Psychology, IUPUI (Winner of the SPSP Diversity Student Travel Award)

Master's Thesis Advising

2018 - 2020 – Devin Jewel, I/O Psychology, IUPUI

2017 - 2019 -- Virginia Rhodes, I/O Psychology, IUPUI (Winner of the MPA Diversity Student Travel Award)

2015- 2017 -- Ezgi Ozgumus, I/O Psychology, IUPUI (Winner of the SPSP Diversity Student Travel Award)

Undergraduate Thesis Advising

2022- present – Lou Abecassis

2017 - 2018 – Keshia Walker

2016 - 2017 – Demi Zolloer

McNair Scholar Advising

2022- present – Sierra Williams

Undergraduate Research Assistant Mentoring

Tyra Baker, Laura Cooper, Ashlyn Eades, Alanna Echols, Nectar Gonzalez, Sara Hewitt, Priasha Iyer, Sana Maji, Danka Maric, Anna Matthews, Shelby Mellencamp, Stefany Meraz, Lupe Pedraza, Katherine Shr, Grant Walker

Service

Conference

Society of Personality and Social Psychology, Attitudes Preconference Organizer, 2018- Present

Associate Editor

Journal of Experimental Social Psychology –July, 2022- Present

Consulting Editor

Social Psychology and Personality Science, 2019 - Present

Journal of Personality and Social Psychology: Intergroup Relations & Group Processes, 2021 – Present

Personality and Social Psychology Bulletin, 2021 – Present

Cultural Diversity and Ethnic Minority Psychology, 2021 – 2022

Psychology of Women Quarterly, 2016 - 2022

Ad hoc Reviewer

Journals

Equality, Diversity, and Inclusion

Journal of Experimental and Social Psychology

Journal of Social Psychology

Personality and Social Psychology Bulletin

Personality and Social Psychology Review

Psychology of Women Quarterly

Science

Self and identity

Social Cognition

Grants

National Science Foundation

Professional Affiliations

Midwestern Psychological Association

Society for Industrial Organizational Psychology

Society of Personality and Social Psychology

Society for the Psychological Study of Social Issues