

CURRICULUM VITAE

BRIANNA S. RICHMOND

EDUCATION

University of Mississippi, Oxford, MS Doctor of Philosophy, Expected May 2026
Experimental Psychology, Gender Studies Emphasis
Graduate Minor: Applied Statistics
Dissertation: *Unlearning Ignorance: Historical Knowledge, Intergroup Attitudes, and Metacognitive Training Interventions*
Chair: Joseph D. Wellman, Ph.D.

Western Illinois University, Macomb, IL Master of Science, August 2021
General Experimental Psychology
Master's Thesis: *Development of the White Fragility Scale: A Measure of White Stereotype Threat*
Chair: Kristine M. Kelly, Ph.D.

Austin College, Sherman, TX Bachelor of Arts, May 2019
Graduation with Departmental Honors (Psychology), Magna Cum Laude
Majors: Psychology, History
Minor: Education
Honors Thesis: *Conforming to a Group: Effects of Gender Identity and Peer/Authoritative Influence*
Chair: Lisa M. Brown, Ph.D.

Additional Training

Summer Institute for Social and Personality Psychology, Northwestern University 2025
Course: Gender and Politics
Workshops: Computational Social Science Tools for Theory-driven Research & Primer on Multilevel Modeling

RESEARCH INTERESTS

Social Identity; Intergroup Processes and Interactions;
Social Perceptions; Gender; & Diversity Science

RESEARCH FUNDING

Achieving Equity Investment Grant (\$10,000) – University of Mississippi 2023
 “Understanding Sexual Harassment by Examining the Influence of Gender & Race”

HONORS, AWARDS, AND SCHOLARSHIPS

SREB Dissertation Scholar (\$20,000) 2025

Funding Institution: University of Mississippi

Summer Institute for Social and Personality Psychology Travel Award (\$750) 2025

UM Psychological Science Conference: Excellence in Research Award 2025

UM Psychological Science Conference: Outstanding Research Presentation Award 2025

Graduate Student Travel Grant (\$1,200 each) Spring 2022 to 2025

Funding Institution: University of Mississippi

UM Psychological Science Conference: Outstanding Research Presentation Award 2023

Cole-Eftink Fellow (\$1,000) 2021

Funding Institution: University of Mississippi

Graduate Research and Professional Development Fund (\$500) Fall 2020

Funding Institution: Western Illinois University

College of Arts and Sciences Grant (\$500) Fall 2020

Funding Institution: Western Illinois University

PEER-REVIEWED PUBLICATIONS

Richmond, B. S., Vieira Zaidan, A. C., Araiza, A. M., Beam, A. J., Lee, A. A., & Wellman, J. D. (2024). Gender and race differences in weight discrimination’s relationship to psychological distress and eating behavior. *Journal of Health Psychology*, 0(0), 1-15. <https://doi.org/10.1177/13591053241302285>

*Top 20% Applied Psychology Journals (Scopus)

Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L. (2024). Ignorance of critical race theory (CRT) predicts White Americans’ opposition to it. *Journal of Social Issues*, 80, 240-271. <https://doi.org/10.1111/josi.12601>

*Top 2% General Social Science Journals (Scopus)

Manuscripts Under Review

Richmond, B. S., Shaw, C. M., Wood, N. R., Smith, C. V., Wellman, J. D., & Miller, S. E. Sex Differences in Survey Engagement and Performance as part of an NSF ADVANCE Catalyst Faculty Experiences Survey. *Current Psychology*.

Select Manuscripts in Progress

Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L. Metacognitive training shifts acknowledgment of systemic racism. (*Writing*)

Richmond, B. S. & Kelly, K. M. The White fragility scale: Development and validation of a state and trait measure. (*Writing*)

Richmond, B. S., Garcia, D. M., Wellman, J. D., Beam, A. J., & Nguyen, T. C. When Black women speak up: Ingroup perceptions of sexism claims. (*Data Analysis*)

Arnold, S. E., **Richmond, B. S., Wellman, J. D., & Crandall, C. R.** Are eyes still on the prize? The link between ideology, reference points, and perceptions of racism among White Americans. (*Writing*)

Wicks, S. G., **Richmond, B. S., & Sinclair, H. C.** Swipe White: Examining sexual racism in online dating. (*Data Analysis*)

Toosi, N. R., Wellman, J. D., **Richmond, B. S., & Wilkins, C. L.** Testing three interventions to increase acknowledgement of systemic racism. (*Writing*)

PRESENTATIONS

Chaired symposia

Richmond, B. S. & Toosi, N. R. (2026, February). *Testing Interventions to Increase Acknowledgement of Systemic Racism*. Symposium organized for the annual meeting of the Society for Personality and Social Psychology, Chicago, IL.

Richmond, B. S., & Arnold S. E. L. (2025, June) *Time, Identity, and Ideology Influence Perceptions of Racial Progress*. Symposium organized for the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR.

Oral Presentations

Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L. (2026, February). *Reflecting on Racism: How Metacognition Affects Perceptions About Structural Inequality*. Presentation accepted to the annual meeting of the Society for Personality and Social Psychology held in Chicago, IL. (Symposia)

Toosi, N. R., Wellman, J. D., **Richmond, B. S., & Wilkins, C. L.** (2026, February). *Narrative-Modeling Increases Acknowledgment of Systemic Racism and DEI Support*. Presentation accepted to the annual meeting of the Society for Personality and Social Psychology held in Chicago, IL. (Symposia)

Richmond, B. S., Arnold, S. E. L., Wellman, J. D., Crandall, C. S. (2025, June). *The Influence of Ideology on Temporal Anchoring and Perceptions of Racism*. Presentation given at the annual meeting of the Society for the Psychological Study of Social Issues, Portland, OR. (Symposia)

- Richmond B. S. & Wellman J. D.** (2025, April). *The Stigma of “Diversity Hire”: A Delegitimizing Designation*. Presentation given at the 10th annual conference of Psychological Science at the University of Mississippi, Oxford, MS (Data Blitz)
***Winner: UM Psychology Outstanding Research Presentation Award
- Richmond B. S., Wellman J. D., Garcia, D. M., Beam A. J., & Nguyen T. C.** (2025, March). *Voicing Injustice: Ingroup Responses to Black Women's Sexism Claims*. Presentation given at the annual Isom Student Gender Conference held at the University of Mississippi. (Paper Presentation)
- Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L.** (2025, February). *Shifting Social Perceptions: The Impact of Meta-Cognitive Training Interventions*. Presentation given at the annual Race and Ethnicity Forum held at the University of Mississippi. (Paper Presentation)
- Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L.** (2024, November). *Meta-Cognitive Training Intervention's Influence on Race-Related Beliefs*. Presentation given at the annual meeting of the Society of Southeastern Social Psychologists held in Memphis, TN. (Paper Presentation)
- Richmond, B. S. & Arnold, S. E. L.** (2024, April). *Are eyes still on the prize? The link between ideology, reference points, and perceptions of racism among White Americans*. Presentation given at the 9th annual conference of Psychological Science at the University of Mississippi, Oxford, MS (Data Blitz)
- Toosi, N. R., **Richmond, B. S., Wellman, J. D., & Wilkins, C. L.** (2024, February). *Ignorance of critical race theory (CRT) predicts White's opposition*. Presentation given at the annual meeting of the Society for Personality and Social Psychology held in San Diego, CA. (Symposia)
- Richmond B. S., Wellman J. D., Garcia, D. M., Beam A. J., & Nguyen T. C.** (2023, November). *When Black Women Speak Up: Ingroup Perceptions of Sexism Claim*. Presentation given at the annual meeting of the Society of Southeastern Social Psychologists held in Charlotte, NC. (Paper Presentation)
- Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L.** (2023, June). *Ignorance of critical race theory (CRT) predicts White's opposition*. Presentation given at the annual meeting of the Society for the Psychological Study of Social Issues held in Denver, CO. (Paper Presentation)
- Richmond, B. S.** (2023, April). *Ignorance of critical race theory predicts White American's opposition to it*. Presentation given at the 8th annual conference of Psychological Science at the University of Mississippi, Oxford, MS. (Data Blitz)
***Winner: UM Psychology Outstanding Research Presentation Award

Nguyen, T. C., Wellman, J. D., Beam, A. J., & **Richmond, B. S.** (2022, February). *Are we in this together? The influence of zero-sum thinking on the relationship between Black and Asian Americans*. Presentation given at the annual meeting of the Society for Personality and Social Psychology held in San Francisco, CA. (Data Blitz)

Poster Presentations

Note: ‡ denotes an undergraduate mentee

‡Turnage, M. M., **Richmond, B. S.**, Wellman, J. D. (2025, April). Discrimination Through Intersecting Identities: Insights from Black Women's Evaluations. Presented at the 10th annual conference of Psychological Science at the University of Mississippi, Oxford, MS.

‡Jones, L. H., ‡Nguyen, S. T., ‡Ranson, K. E., ‡Taylor, C. A., **Richmond, B. S.**, & Wellman, J. D. (2025, April). *Past, Present, and Future: How Temporal Contexts Shape Perceptions of Racism*. Presented at the 10th annual conference on Psychological Science at the University of Mississippi, Oxford, MS.

Richmond, B. S., Shaw, C. M., Wood, N. R., Wellman, J. D., Smith, C. V., & Miller, S. E. (2025, February). *Gender Differences in Survey Engagement and Performance as part of an NSF ADVANCE Catalyst Faculty Experiences Survey*. Presented at the annual meeting of the Society of Personality and Social Psychology, Denver, CO.

Richmond, B. S., Toosi, N. R., Wellman, J. D., & Wilkins, C. L. (2025, February). *Challenging perceptions: Increasing acknowledgement of systemic racism*. Presented at the Critical Perspectives in Psychology preconference as a part of the annual meeting of the Society of Personality and Social Psychology, Denver, CO.

Shaw, C.M., **Richmond, B.S.**, Wood, N.R., Miller, S.E., Smith, C.V., & Wellman, J.D. (2024, November). *Man, I feel like leaving: Perceptions of masculinity contest culture negatively impact faculty*. Presented at the annual meeting of the Society for Southeastern Social Psychologists, Memphis TN.

Wicks, S. G., **Richmond, B. S.**, & Sinclair, H. C. (2024, May). *Swipe White: Examining the effects of implicit and explicit biases in online dating*. Presented at the European Association of Social Psychology and International Association for Relationship Research, virtual.

‡Scott, D., ‡Giray, S., **Richmond, B. S.**, & Wellman, J. D. (2024, April). *They do not break evenly: An exploration of gender differences in White fragility*. Presented given at the 9th annual conference of Psychological Science at the University of Mississippi, Oxford, MS.

Richmond, B. S., Wellman, J. D., Garcia, D. M., Beam, A. J., & Nguyen, T. C. (2024, February). *It's not just about gender: Considering intersectionality in ingroup responses to claims of sexism*. Presented at the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.

- Richmond, B. S.,** Arnold, S. E. L., Wellman, J. D., Crandall, C. S. (2024, February). *Are eyes still on the prize? The link between ideology, reference points, and perceptions of racism among White Americans*. Presented at the Group Processes and Intergroup Relations preconference as a part of the annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- Richmond, B. S.,** Smith, C., Wellman, J. D. (2023, February). *History made salient: White Americans' attitudes towards Black issues*. Presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.
- Zaidan, A. C., **Richmond, B. S.,** Gates, A., Araiza, A. M., Beam, A. J., & Wellman, J. D. (2023, February). *The weight of discrimination: Weight discrimination's relationship to emotional dysregulation, anxiety, and eating behavior by gender and race*. Presented at the annual meeting of the Society of Personality and Social Psychology, Atlanta, GA.
- Nguyen, T. C., Wellman, J. D., Beam, A. J., & **Richmond, B. S.** (2023, February). *Is your gain my loss? How zero-sum beliefs influence the relationship between Black and Asian Americans*. Presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Richmond, B. S. & Kelly, K. M.** (2022, February). *The White fragility scale: A measure of white stereotype threat*. Presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
- Richmond, B. S. & Kelly, K. M.** (2021, October). *A personality model of White fragility*. Presented at the annual meeting of the Society of Southeastern Social Psychologists, virtual.
- Richmond, B. S.,** Sotola, L., Kelly, K. M., Glad, J., & Gaston, M. (2020, May). *Predicting racial system justification in Whites and minorities*. Paper accepted at the annual meeting of the Association for Psychological Science, cancelled due to coronavirus.
- Glad, J., Sotola, L., Kelly, K. M., **Richmond, B. S.,** & Gaston, M. (2020, May). *The relationship between sexism and system justification in men and women*. Paper accepted at the annual meeting of the Association for Psychological Science, cancelled due to coronavirus.
- Richmond, B. S.,** Neas, A., Kelly, K. M. (2021, April). *Development of the White fragility scale*. Paper presented at the annual Midwestern Psychological Association, virtual.
- Richmond, B. S.** (2019, April). *Conforming to a group: Effects of gender identity and peer/authoritative influence*. Paper presented at the annual meeting of the Southwestern Psychology Association, Albuquerque, NM.

Richmond, B. S., Maienschein, A., Mathew, J., & Findley, M. B. (2019, April). *The importance of romantic satisfaction to well-being among unmarried, working adults*. Paper presented at the annual meeting of the Southwestern Psychology Association, Albuquerque, NM.

Findley, M. B., Maienschein, A., **Richmond, B. S.,** & Mathew, J. (2019, February). *Examining the importance of romantic satisfaction to subjective well-being among unmarried, working adults*. Paper presented at the annual meeting of the Society for Personality and Social Psychology convention, Portland, OR.

Invited Speaker/Panelist

SPSP's Social Psychology Undergraduate Research: Applying to Graduate School Panel (SP24)

University of Mississippi: Interview Weekend Psychology Graduate Student Panel (SP23, SP24, SP25)

Western Illinois University: Interpersonal Relationships Lab (SP22, SP23, SP25)

University of Mississippi: Diversifying Mississippi Student Panel (SP22)

RESEARCH EXPERIENCE

Stigma, Health, Attitudes, Diversity, and Ethnicity Lab, University of Mississippi Fall 2021 to present

- Faculty Supervisor: Dr. Joseph Wellman
- Acted as Lab Manager by coordinating lab projects and Research Assistants (RAs).
- Attended weekly meetings to discuss research projects and psychological research

Lay Beliefs and Culture Lab, University of Mississippi Spring 2023 to present

- Faculty Supervisor: Dr. Grace Rivera
- Attended weekly meetings to discuss research projects and psychological research

NSF: ADVANCE Grant, University of Mississippi Summer 2024 to Summer 2025

- Primary Investigators: Dr. Stephanie Miller, Dr. Carrie Smith, & Dr. Joseph Wellman
- Served as Graduate Research Assistant for the duration of the project
- Researching Equity Surrounding Hiring and Promotion Experiences (RESHAPE) project funded through the National Science Foundation (NSF)

Interpersonal Relationships Lab, Western Illinois University Fall 2019 to Spring 2021

- Faculty Supervisor: Dr. Kristine Kelly
- Attended weekly meetings to discuss research projects and psychological research
- Supervised undergraduate RAs

Graduate Research Assistant, Western Illinois University Fall 2019

- Faculty Supervisor: Dr. Kristine Kelly
- Project: *The Disillusioned Youth: Middle-aged People Do Not Show a Worldview of Disillusion*
- Assisted with study design, proposal, measures, and statistical analyses

Undergraduate Research Assistant, Austin College

Fall 2016 to Spring 2019

- Faculty Supervisor: Dr. Matthew Findley
- Assisted with study design, proposal, measures, and statistical analyses

MENTORING EXPERIENCE

Faculty and Student Success Graduate Student Mentor, University of Mississippi 2023, 2025

- Mentored 2 first-year graduate students in the program.

Undergraduate Teaching Internship Mentor, University of Mississippi

Fall 2024

- Faculty Supervisor: Dr. Kate Kellum
- Mentored Undergraduate Teaching Assistant in the course titled “Introduction to Psychology”

Social-Personality Undergraduate Research Mentor, University of Mississippi

Spring 2024

- Faculty Supervisor: Dr. Joseph Wellman
- Mentored an undergraduate trainee for independent research project

Ronald E. McNair Scholars Mentor, University of Mississippi

Summer 2022

- Faculty Supervisor: Dr. Joseph Wellman
- Mentored 2 McNair Scholars during 8-week summer research program

TEACHING EXPERIENCE

Instructor of Record, University of Mississippi

Fall 2022 to present

- Created and designed syllabus, lecture, activities, and projects for the course
- Directly supervised a Teaching Assistant for the duration of the course (as applicable)

Courses: Introduction to Psychology (3 sections; total enrollment: 236), Social Psychology (2 sections; total enrollment: 184), Industrial Psychology (1 section; total enrollment: 32)

Teaching Assistant, University of Mississippi

Fall 2021 to present

- Reviewed and graded assignments and projects for the course

Courses: Introduction to Psychology (7 sections), Social Psychology (4 sections), Developmental Psychology (1 section)

Statistics Tutor, University of Mississippi

Fall 2023 to present

- Held weekly sessions for students in need of specialized practice of course materials

Course: Statistics for Behavioral Sciences (8 sections)

Lab Instructor, University of Mississippi

Spring 2025

- Supervised by Dr. Merv Matthew
- Led weekly lab sessions for the course
- Reviewed and graded assignments and projects for the course

Courses: Research Methods in Psychology (2 sections; total enrollment: 32)

Seasonal Instructor, John Hopkins University's Center for Talented Youth

Summer 2024

- Taught gifted and talented middle/high schoolers in a 3-week program
- Created and designed syllabus, lectures, activities, and projects for the course
- Directly supervised a Teaching Assistant for the duration of the course

Course: Foundations of Psychology (enrollment: 16)

Graduate Teaching Assistant, Western Illinois University

Fall 2019 to Spring 2020

- Aided professors in grading papers and assignments for all courses

Courses: Social Psychology (1 section), Eyewitness Memory (1 section), and Psychology and Law (1 section)

Seasonal Instructor, Duke University's Talent Identification Program

Summer 2019

- Taught gifted and talented high schoolers in a 3-week program
- Created and designed syllabus, lectures, activities, and projects for the course
- Directly supervised a Teaching Assistant for the duration of the course

Course: Social Psychology (enrollment: 20)

Guest Lecturer

University of Mississippi: PSY 202-Statistics for Behavioral Sciences (FA25)

University of Mississippi: PSY 460-Psychology of Human Sexuality (SP23)

SERVICE

Ad hoc Peer Reviewer

- Current Psychology (3)

UM Psychology Research Committee, Student Member,

Spring 2023 to present

- Help organize annual department "Research Day" events

Psychology Major Freshman Advising, University of Mississippi

Summer 2025

- Helped students register for courses for the fall semester

Psychology Advanced Placement Exam Reader, Kansas City, MO

Summer 2024, 2025

- Hosted by ETS & College Board

Graduate School Ambassador, University of Mississippi	Spring 2022 to Spring 2025
Served as the PhD Representative	
Society of Southeastern Social Psychologists Conference, Volunteer,	2024
Helped register and guide attendees	
Seminar Advanced Placement Exam Reader, Salt Lake City, UT	Summer 2023
Hosted by ETS & College Board	
Graduate School Senator, University of Mississippi	Fall 2021 to Spring 2022
Served as the Psychology Representative	
Black Graduate Student Association, Western Illinois University	Fall 2020 to Spring 2021
Served as Historian	
Psychology Graduate Committee, Western Illinois University	Fall 2020 to Spring 2021
Served as Student Representative	

PROFESSIONAL EXPERIENCE & CERTIFICATIONS

Emerging Teaching Credential, University of Mississippi	2025
Fundamentals of Teaching Credential, University of Mississippi	2023
R for Graduate Students Workshop (8 sessions), University of Mississippi	Fall 2023
Writing Consultant, Western Illinois University	Fall 2020 to Spring 2021
- Supervised by Dr. Amy Mossman - Held asynchronous and synchronous sessions with students - Reads essays from students and offered tips, strategies, and resources to improve writing quality	

PROFESSIONAL MEMBERSHIPS

Black Social and Personality Psychologists Network (BSPN)

Phi Alpha Theta, International History Honor Society

Phi Kappa Phi, International Honor Society

Psi Chi, International Psychology Honor Society

Society for Personality & Social Psychology (SPSP)

Society for the Psychological Study of Social Issues (SPSSI)

Society of Southeastern Social Psychologists (SSSP)