

MIAO QIAN

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ACADEMIC POSITIONS

Postdoctoral Fellow, Inequality in American Initiative Harvard University	Aug 2019-July 2021
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EDUCATION

Ph.D., Developmental Psychology, University of Toronto	2015-2019
M.S., Developmental Psychology, Zhejiang Normal University, China	2012-2015
B.A., Social Work, Zhejiang University of Finance and Economics, China	2008-2012

RESEARCH FIELDS

Implicit Racial Bias, Individuation, Children, Intervention, Racial Discrimination, Social Cognition, Development

PUBLICATIONS

1. **Qian, M. K.**, Heyman, G. D., Quinn, P. C., Fu, G., & Lee, K. (2019). Differential developmental courses of implicit and explicit biases for different other-race classes. *Developmental Psychology*.
2. **Qian, M. K.**, Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2017b). A long-term effect of perceptual individuation training on reducing implicit racial bias in preschool children. *Child Development*.
3. **Qian, M. K.**, Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2017a). Perceptual individuation training (but not mere exposure) reduces implicit racial bias in preschool children. *Developmental Psychology*, 53(5), 845–859. doi: 10.1037/dev0000290
4. **Qian, M. K.**, Heyman, G., Quinn, P., Fu, G., & Lee, K. (2017). When the majority becomes the minority: a longitudinal study of the effects of immersive experience with racial out-group members on implicit and explicit racial biases. *Journal of Cross-Cultural Psychology*, 48, 914–930. doi: 10.1177/0022022117702975
5. **Qian, M. K.**, Heyman, G., Quinn, P., Messi, F., Fu, G., & Lee, K. (2016). Implicit racial biases in preschool children and adults from Asia and Africa. *Child Development*, 87, 285-296.

6. Setoh, P., Lee, K. J. J., Zhang, L., **Qian, M. K.**, Quinn, P. C., Heyman, G. D., & Lee, K. (2017). Racial Categorization Predicts Implicit Racial Bias in Preschool Children. *Child Development*. doi: 10.1111/cdev.12851
7. Fu, G., Heyman, G. D., **Qian, M. K.**, Guo, T., & Lee, K. (2016). Young children with a positive reputation to maintain are less likely to cheat. *Developmental Science*, 19(2), 275-283.
8. Wang, Q., Xiao, N., Quinn, P., Hu, C., **Qian, M. K.**, Fu, G., Lee, K. (2015). Visual scanning and recognition of Chinese, Caucasian, and racially ambiguous faces: contributions from bottom-up facial physiognomic information and top-down knowledge of racial categories. *Vision Research*, 107, 67-75.
9. **Qian, M. K.**, Zhou, L., Lu, T., Weng, M., & Fu, G. (2015). Theoretical construction and empirical research on preschooler-friendly Implicit Racial Bias Test. *Acta Psychologica Sinica*, 7, 007-012.
10. Heyman, G. D., Fu, G., Lin, J., **Qian, M. K.**, & Lee, K. (2015). Eliciting promises from children reduces cheating. *Journal of Experimental Child Psychology*, 139, 242-248.
11. **Qian, M.**, & Fu, G. (2014). The spontaneous-response tasks in examining theory of mind in infancy. *Advances in Psychological Science*, 22, 27-37.
12. **Qian, M.** (2013). The subjective well-being in people who are disabled. *Social Psychological Science*, 4, 88-92.
13. Tong, Z., **Qian, M.**, & Jin, X. (2013). Establishing social work at the grass-roots level based on residents' need. *Social Welfare*, 11, 11-12.
14. Tong, Z., Su, P., & **Qian, M.** (2013). Community policy and social management innovation. *The Journal of Guangdong University of Technology: The Social Science*, 2, 59-64.

Patent

1. **Qian, M. K.**, Fu, G., & Lee, K. (2015, August 19). CN: 104850741. Child-friendly implicit attitude test method and device.
<https://www.google.com/patents/CN104850741A?cl=en>

GRANTS, AWARDS & HONORS

Harvard University Inequality in America Initiative Postdoctoral Fellowship, \$66,509/year	2019-2021
Ontario Trillium Scholarship, Canada, \$40,000/year	2015-2019
Connaught International Scholarship for Doctoral Students, \$35,000/year (declined)	2015-2019

SPSSI's 2019 Social Issues Dissertation Award, \$1000	2019
Delta Kappa Gamma World Fellowships Awards Top 10, the International World Fellowships Committee	2019
Chinese Government Award for Outstanding Students Abroad, \$6000	2019
American Psychological Association Dissertation Award, \$1000	2019
Society for Research in Child Development Asian Caucus Graduate Student Research Award, \$500	2019
University of Toronto Applied Psychology and Human Development Research Travel Award, \$234	2019
Society for Personality and Social Psychology Student Committee Chair	2018-2019
Council for Newcomer Organization 'Stanford Star' Outstanding International Student Award, \$1000	2018
Academic Excellence Award, University of Toronto, \$2,000/year	2015-2018
Canadian Psychological Association Developmental Section Elinor Ames Award, \$500	2018
Society for Personality and Social Psychology Graduate Student Travel Award, \$500	2018
School of Graduate Studies Research Travel Grant, University of Toronto, \$3125	2018
Society for Personality and Social Psychology Diversity Fund Graduate Travel Award, \$500	2017
School of Graduate Studies Conference Grant, University of Toronto, \$520	2017
Graduate Student Association Conference Award, University of Toronto, \$500	2017
Research Excellence Award, Zhejiang Normal University, \$4,000	2015-2016
Research Excellence Award, Zhejiang University of Finance & Economics, \$200/year	2009-2011

TEACHING EXPERIENCE

Instructor, University of Toronto Research Opportunity Program (ROP399)	2017-2018
Guest Lecturer, Hangzhou Normal University Developmental Psychology (0040203041)	Winter 2018
Guest Lecturer, Hangzhou Normal University	Winter 2018

Developmental Psychology in Special Education (0040203041)

MENTORING EXPERIENCE

Research Mentor, University of Toronto

Research Opportunity Program (ROP) student, Tabitha Oni	2017-2018
Summer Research Program student, Jingyi Li, Keqian Ye	Fall 2018
Undergraduate Research Assistants, Precious Ofoezie, Lucy Zhang, Nicole Zhang, Dylan Williams, Carmina Santos, Ruben Kristie Wang, Esther Arquillano, Hrituporna Sarker, Gordon Mo,	2015-now
Replacement Student from Cardiff University, Mehak Gandhi,	2017-2018
Summer Research Program student, Yang Wang	Fall 2019

Research Mentor, Zhejiang University of Finance and Economics

Honor Thesis Student, Bei Wang, Guanying Gong, Mingzhan Wu	2017-now
(Excellent Research Award Winner), Jia Zhao, Xiaojuan Yu	2017-2018
Honor Thesis Student, Yicheng Zhong, Jiajun Wang, Yuchi Zhang	2018-now

Research Mentor, Hangzhou Normal University

Master Thesis Student, Yan Liu, Wei Yang, Zhenfeng Zhao, Yixin Yu, Chengfei Yu	2017-now
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MEDIA PRESENCE

NBC news. (Jan 2018). Fighting racism: How an app is curbing racial bias in the next generation. Retrieved from <https://www.nbcnews.com/feature/long-story-short/video/kids-as-young-as-three-show-racial-bias-now-an-app-can-reduce-it-1149688387565>

Canadian Race Foundation. (Aug 2018). Science of Racism Documentary. Retrieved from <https://vimeo.com/270057606>

TouchCast. (June 2018). The Accenture bias training project. Retried from <https://cloud.scorm.com/content/courses/ODEAMG3OK2/Archive44b972c5-e7ef-4cfc-9be0-b49550ab764d/0/index.html>

PRESENTATIONS AND INVITED TALKS

Qian, M. K., Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2019, October). Every face has a name: Individuation reduces implicit racial bias. Individual presentation to be presented in the Society of Experimental Social Psychology Annual Meeting, Toronto, CA

Qian, M. K. (2019, May). Racial Biases in Early Development and How to Reduce Them. Invited Talk presented at Zhejiang University, Hangzhou, China.

- Qian, M. K. (2019, April). Racial Biases in Early Development and How to Reduce Them. Invited Talk presented at Central China Normal University, Wuhan, China.
- Qian, M. K., Chasteen, A., Fu, G., & Lee, K. (2019, March). Implicit racial bias predicts hypodescent among preschool-age children: Evidence from China and Canada. Poster presented in the Society for Research in Child Development (SRCD) Biennial Meeting, Baltimore, US
- Qian, M. K., Wang, Y., Wong, Fu, G., Zuo, B., & Vanderlaan, D. (2019, March). Children's friendship preference at the interaction of race, gender identity, and gender-typed behavior. Poster to be presented in the Society for Research in Child Development (SRCD) Biennial Meeting, Baltimore, US
- Qian, M. K., Judges., R., Arquillano, E., Heyman, G., & Lee, K. (2018, June). Implicit and explicit racial biases in preschool-age children from Canada. Poster presented in 29th International Congress of Applied Psychology, Montreal, CA
- Qian, M. K. & Lee, K. (2018, Sep). Children are racists. Individual presentation in the Oral presentation in Graduate Professional Skills (GPS), University of Toronto, CA
- Qian, M. K., Judges., R., Arquillano, E., & Lee, K. (2018, May). The early development of implicit and explicit racial bias. Individual presentation in the Development 2018 - A Canadian Conference on Developmental Psychology, St. Catharines, ON, CA
- Qian, M. K., Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2018, March). Every face has a name: individuation reduces implicit racial bias. Poster presented in Society for Personality and Social Psychology Annual Meeting, Atlanta, US
- Qian, M. K. & Lee, K. (2018, Feb). Racial biases in early childhood and how to reduce them. Individual talk in Ontario Education Research Symposium: Individual Presentation, Addressing Racism in the Early Years, Toronto, CA
- Qian, M. K. & Lee, K. (2018, Jan). Racial Biases in Early Childhood and How to Combat Them. Individual talk in Ontario Institute for Studies in Education Annual Research Meeting, Toronto, CA
- Qian, M. K. & Lee, K. (2017, Dec). Racial Biases in Early Childhood and How to Combat them. Invited individual presentation at Ontario Science Centre Research Alive, Toronto, ON, CA
- Qian, M. K., Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2017, April). Perceptual individuation training (but not mere exposure) reduces implicit racial bias in preschool children. Individual Presentation in the Society for Research in Child Development (SRCD) Biennial Meeting, Austin, US
- Qian, M. K., Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2017, April). A long-term effect of perceptual individuation training on reducing implicit racial bias in preschool children. Individual presentation in the Society for Research in Child Development (SRCD) Biennial Meeting: Austin, Texas, US
- Qian, M. K., Heyman, G., Quinn, P., Fu, G., & Lee, K. (2017, Jan). When the majority becomes the minority: A longitudinal study of the effects of immersive experience with

racial out-group members on implicit and explicit racial biases. Poster presented in Society for Personality and Social Psychology Annual Meeting, San Antonio, US

Qian, M. K. (2016, June). The early development of racial bias. individual presentation in the Children's Development: Evidence from Neuroscience and Cognitive Psychology: Presentation, Zhejiang, China

Qian, M. K. (2016, Apr). Children are racists. Individual presentation in the 16th Ontario Institute for Studies in Education (OISE) Annual Graduate Student Research Conference, Toronto, CA