

MIAO QIAN

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ACADEMIC POSITIONS

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

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

RESEARCH FIELDS

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

PUBLICATIONS

1. Singh, L., Quinn, P. C., **Qian, M.**, & Lee, K. (2020). Bilingualism is associated with less racial bias in preschool children. *Developmental Psychology*.
2. **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*, 55, 1440–1452
3. **Qian, M. K.**, Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2019). A long-term effect of perceptual individuation training on reducing implicit racial bias in preschool children. *Child Development*, 90, 290-305
4. Setoh, P., Lee, K. J. J., Zhang, L., **Qian, M. K.**, Quinn, P. C., Heyman, G. D., & Lee, K. (2019). Racial categorization predicts implicit racial bias in preschool children. *Child Development*, 90, 162-179
5. **Qian, M. K.**, Quinn, P. C., Heyman, G. D., Pascalis, O., Fu, G., & Lee, K. (2017). Perceptual individuation training (but not mere exposure) reduces implicit racial bias in preschool children. *Developmental Psychology*, 53, 845–859.
6. **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.
7. **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.

8. 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, 275-283.
9. 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.
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. 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.
12. **Qian, M.**, & Fu, G. (2014). The spontaneous-response tasks in examining theory of mind in infancy. *Advances in Psychological Science*, 22, 27-37.
13. **Qian, M.** (2013). The subjective well-being in people who are disabled. *Social Psychological Science*, 4, 88-92.
14. Tong, Z., **Qian, M.**, & Jin, X. (2013). Establishing social work at the grass-roots level based on residents' need. *Social Welfare*, 11, 11-12.
15. 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
Canadian Race Relations Foundation Scientific Advisory Committee	2019-2020
Ontario Trillium Scholarship, Canada, \$40,000/year	2015-2019
Connaught International Scholarship for Doctoral Students, \$35,000/year (declined)	2015-2019
SPSSI 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 Developmental Psychology in Special Education (0040203041)	Winter 2018

MENTORING EXPERIENCE

Research Mentor, University of Toronto <i>Research Opportunity Program (ROP) student, Tabitha Oni</i> <i>Summer Research Program student, Jingyi Li, Keqian Ye</i>	2017-2018
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Undergraduate Research Assistants, Precious Ofoezie, Lucy Zhang, Nicole Zhang, Dylan Williams, Carmina Santos, Ruben Kristie Wang, Esther Arquillano, Hrituporna Sarker, Gordon Mo, Replacement Student from Cardiff University, Mehak Gandhi,	Fall 2018 2015-2019
Summer Research Program student, Yang Wang	2017-2018 Fall 2019
Research Mentor, Zhejiang University of Finance and Economics	2017-2019
Honor Thesis Student, Bei Wang, Guanying Gong, Mingzhan Wu (Excellent Research Award Winner), Jia Zhao, Xiaojuan Yu	2017-2018
Honor Thesis Student, Yicheng Zhong, Jiajun Wang, Yuchi Zhang	2018-2019
Research Mentor, Hangzhou Normal University	2017-now
Master Thesis Student, Yan Liu, Wei Yang, Zhenfeng Zhao, Yixin Yu, Chengfei Yu, Mingzhan Wu	

MEDIA PRESENCE

- Harvard Gazette. (Jan 2020). Unlearning racial bias. Retrieved from <https://news.harvard.edu/gazette/story/2020/01/tools-to-reverse-implicit-negative-prejudice-in-children/>
- 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. Retrieved from <https://cloud.scorm.com/content/courses/ODEAMG3OK2/Archive44b972c5-e7ef-4cfc-9be0-b49550ab764d/0/index.html>

PRESENTATIONS AND INVITED TALKS

- Qian, M., Wang, Y., Nabbijohn, N., MacMullin, L., VanderLaan, D. (2020, May). Gender toy stereotypes in children: Evidence from China, Canada, and Thailand. Individual presentation to be presented in the 32nd APS Annual Convention, Chicago, IL, USA.
- Qian, M., Quinn, P., Heyman, G., Fu, G., & Lee, K. (2020, May). Individuation reduces racial bias in young children. Individual presentation to be presented in the PsychEd seminar at Harvard University, Cambridge, US.
- Qian, M., Quinn, P., Heyman, G., Fu, G., & Lee, K. (2020, March). A coordinated movement approach to reducing children's implicit and explicit racial biases. Individual presentation to be presented in Society for Research in Child

Development Special Topic Meeting: Construction of the “Other”, Puerto Rico, US.

- Qian, M., Quinn, P., Heyman, G., Fu, G., & Lee, K. (2020, Feb). Performing physical exercise reduced racial bias in preschool age children. Individual poster presented in Society for Personality and Social Psychology Annual Meeting, New Orleans, US.
- Qian, M. (2019, November). Reducing Racial Bias in Young Children. Invited talk to be presented in Harvard Early Childhood Lab directed by Dr. Paul Harris, Cambridge, US.
- Qian, M. (2019, October). Racial Biases in Young Children. Individual talk to be presented in Harvard Inequality in America Initiative Workshop, Cambridge, US.
- Qian, M. K., Heyman, G. D., Quinn, P. C., Pascalis, O., Fu, G., & Lee, K. (2019, October). Developmental Change in Implicit and Explicit Racial Biases in Cameroonians. Individual presentation presented in the Cognitive Development Society, Kentucky, US.
- Qian, M., Heyman, G. D., Quinn, P. C., Fu, G., & Lee, K. (2019, October). Performing Physical Exercise Reduces Children’s Implicit and Explicit Racial Biases. Individual presentation presented in the Cognitive Development Society, Kentucky, US.
- 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