**MIAO QIAN**

Harvard University

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**ACADEMIC POSITIONS**

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

**EDUCATION**

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| 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. Singh, L., Quinn, P. C., **Qian, M.,** & Lee, K. (in press). Bilingualism is associated with less racial bias in preschool children. *Developmental Psychology.* doi: 10.1037/dev0000905
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. **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.
11. 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.
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**

|  |  |
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| 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**

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| **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**

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| **Research Mentor, University of Toronto**  *Research Opportunity Program (ROP) student,* Tabitha Oni  *Summer Research Program student,* Jingyi Li, Keqian Ye  *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, | 2017-2018  Fall 2018 2015-now  2017-2018 |
| *Summer Research Program student,* Yang Wang | Fall 2019 |
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| **Research Mentor, Zhejiang University of Finance and Economics**  *Honor Thesis Student,* Bei Wang, Guanying Gong, Mingzhan Wu (Excellent Research Award Winner), Jia Zhao, Xiaojuan Yu  *Honor Thesis Student,* Yicheng Zhong, Jiajun Wang, Yuchi Zhang | 2017-now  2017-2018  2018-now |
| **Research Mentor, Hangzhou Normal University**  *Master Thesis Student,* Yan Liu, Wei Yang, Zhenfeng Zhao, Yixin Yu, Chengfei Yu, Mingzhan Wu | 2017-now |

**MEDIA PRESENCE**

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| 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>  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/> |  |

**PRESENTATIONS AND INVITED TALKS**

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| Qian, M., Wang, Y., Nabbijohn, N., MacMullin, L., VanderLaan, D. (2020, May). Gender toy streotypes 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). 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 to be presented in Society for Personality and Social Psychology Annual Meeting, New Orlean, US.  Qian, M. (2019, November). Reducing Racial Bias in Young Children. Invited talk to be presented in Harvard Early Childhood Lab directed by 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 |