

Danielle D. Dickens, Ph.D.

CURRICULUM VITAE

Department of Psychology at Spelman College
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EDUCATION

- 2014 **Ph.D., Applied Social and Health Psychology**
Colorado State University, Department of Psychology
Dissertation: “*Double Consciousness: Intersectional Identities as Negotiated by Academically Successful Black Women*”
- 2013 **M.S., Applied Social and Health Psychology**
Colorado State University, Department of Psychology
Thesis: *The Influence of Social Ostracism on Drinking as a Social Identity among Women in College*
- 2009 **B.A., Psychology, Cum Laude and Departmental Honors**
Spelman College, Department of Psychology

ACADEMIC APPOINTMENTS

- 2021-present **Associate Professor**, Department of Psychology, Spelman College
- 2015-2021 **Assistant Professor**, Department of Psychology, Spelman College
- 2014-2015 **Lecturer**, Department of Psychology, University of Georgia (UGA)
- 2014-2015 **Affiliate Faculty**, Institute of Women’s Studies and Institute of African American Studies, University of Georgia
- 2012–2014 **Instructor**, Department of Ethnic Studies, Colorado State University (CSU)

PREVIOUS EMPLOYMENT

- 2009–2010 **Data Specialist**, AID Atlanta, Inc.
- Evaluated the effectiveness of a HIV/AIDS intervention programs funded by the Center for Disease Control (CDC) for young Black gay men called Mpowerment
 - Collected data, conducted data entry, and analyzed data for Mpowerment
 - Facilitated a capacity building project, Project Stronger Together, funded through the Department of Community Health, with ten AIDS service organizations in Atlanta, GA

GRANTS AND FELLOWSHIPS

- 2021-2023 *National Science Foundation* Center Grant: Collaborative Research: The Effects of Information, Mentoring and Time on Economic Faculty at MSIs (Grant Awarded: \$632,515.00) My Role: Co-PI; PI Angelino Viceisza, Spelman College
- 2020-2025 *National Science Foundation* Center Grant: HBCU STEM Undergraduate Success (STEM-US) Research Center (Grant Awarded: \$9 million) My Role: Co-PI; PI Michael Hodge, Morehouse College, Co-PI Lycurgus Muldrow, Ph.D., Morehouse College, Co-PI Cheryl Talley, Ph.D., Virginia State University, Co-PI Kinnis Goshea, Ph.D., Morehouse College
- 2019-2022 *National Science Foundation* Targeted Infusion Project: Nurturing Science Identity through Culturally Relevant Organic Chemistry Laboratories (Grant Awarded: \$399,450) My Role: Co-PI

- 2018-2022 *National Science Foundation* Excellence in Research: Navigating the Double Bind: Assessing the Development and Contribution of Identity Shifting to the Recruitment & Retention of Black Women in STEM Education (Grant Awarded: \$493,708) My Role: PI, Co-PI Naomi Hall Byers, Ph.D., Winston Salem State University
- 2018 Junior Faculty Development Award- Spelman College (Awarded: \$2,000) Role: PI
- 2016-2021 *United Negro College Fund (UNCF) and Lilly Foundation*. Career Pathways Initiative (Grant Awarded: \$1.25 million) My Role: Co-PI
- 2016-2017 Undergraduate Psychology Summer Institute in collaboration with Duane Jackson (Morehouse), Rosemary Phelps (UGA), and Kecia Thomas (UGA). Funding Source: *American Psychological Foundation (APF)/Funding Individual Spiritual Health (F.I.S.H.) Foundation Inc*. Visionary Grant to Decrease Ethnic and Racial Discrimination in Education (Inaugural Grant Awarded: \$20,000) My Role: PI
- 2016 *United Negro College Fund (UNCF) and Lilly Foundation*. Career Pathways Initiative (Grant Awarded: \$50,000) My Role: Co-PI
- 2016 Fellowship- Conference for Pre-Tenure Women at Purdue University
- 2016 Spelman College's Junior Faculty Development Grant (Awarded: \$1,800) Role: PI
- 2013-2014 Dr. Martin Luther King Jr. Graduate Fellowship (one awarded annually), Colorado State University
- 2013 Graduate Student Professional Development Grant Award, Colorado State University
- 2012-2013 Women's Studies & Gender Research Feminist Curriculum Project Fellow, Colorado State University
- 2010- 2013 Graduate Teaching Assistantship, Colorado State University
- 2007-2009 Minority Biomedical Research Support-Research Initiative for Scientific Enhancement (MBRS-RISE) Student Scholar- Funded by National Institute of Health (NIH), Spelman College

HONORS AND AWARDS

- 2020 APA Division 35 Section 01 Psychology of Black Women: Foremothers Mentorship Early Career Award
- 2019 APA Division 35 Psychology of Women: Mary Roth Walsh Teaching the Psychology of Women Award
- 2018 Featured on the Society for Teaching of Psychology (STP)'s "This is How I Teach" Blog, <https://teachpsych.org/page-1703896/5683867>
- 2016 Recognition for first grantee of the APF/FISH Foundation Visionary Grant to Decrease Ethnic and Racial Discrimination in Education
- 2016 Competitively selected to attend the American Psychological Association (APA) Feminist Psychology Institute for Early Career Psychologists
- 2015 Inducted, Psi Chi International Honors Society in Psychology
- 2014-2015 RISEing Star Alumnae Award, Spelman College RISE (Research Initiative Scientific Enhancement) Program
- 2013 Competitively selected to attend American Psychological Association (APA) Advanced Training Institute on Research Methods with Diverse Racial & Ethnic Groups
- 2013 Competitively selected to attend the Summer Institute in Social and Personality Psychology (SISPP) at UC Davis

PUBLICATIONS

Peer Reviewed Articles

- Dickens, D.**, Hall, N., Watson-Singleton, N., Mitchell, C., Thomas, Z. (in press). Initial construction and validation of the identity shifting for Black women scale. *Psychology of Women Quarterly*.
- Younge, S., **Dickens, D.**, Winfield, L., & Sanders Johnson, S. (2021). Moving beyond the experiment to see chemists like me: Cultural relevance in the organic chemistry laboratory. *Journal of Chemical Education*, 99(1), 383–392. <https://doi.org/10.1021/acs.jchemed.1c00488>
- Hall-Byers, N., **Dickens, D.**, & Guillaume, C. (accepted). Gendered racial microaggressions, acculturation, and identity shifting among Black women in STEM majors. *Journal of Negro Education*.
- Dickens, D.**, Mitchell, C., Thomas, Z. & Jones, M. (accepted). Navigating the double bind: Belonging, identity, and consistency of interests in STEM HBCU environments among Black women. *Journal of Negro Education*.
- Dickens, D.**, Ellis, V., Hall, N. (2021). Changing the face of STEM: Review of literature on the role of mentors in the success of undergraduate Black women in STEM education. *Journal of Research Initiatives*, 5(3), 1-13. <https://digitalcommons.uncfsu.edu/jri/vol5/iss3/14>
- Jones, M., Womack, V., Jérémie-Brink, G., & **Dickens, D.**** (2021). Gendered racism and mental health among young adult us Black Women: The moderating roles of gendered racial identity centrality and identity shifting. *Sex Roles*, 1-11. <https://doi.org/10.1007/s11199-020-01214-1>
- Dickens, D.**, Jones, M., & Hall, N. (2020). Being a Token Black Female Faculty Member in Physics: Exploring Research on Gendered Racism, Identity Shifting as a Coping Strategy, and Inclusivity in Physics. *The Physics Teacher*, 58(5), 335-337. <https://doi.org/10.1119/1.5145529>
- Dickens, D.**, *Tambédu, T. (2020). Book Review: Womanish Black Girls: Women Resisting the Contradictions of Silence and Voice. *Psychology of Women Quarterly*. <https://doi.org/10.1177/0361684320923291>
- Dickens, D.**, Womack, V. Y., & *Dimes, T. (2019). Managing hypervisibility: An exploration of theory and research on identity shifting strategies in the workplace among Black women. *Journal of Vocational Behavior*. 113, 153-163. <https://doi.org/10.1016/j.jvb.2018.10.008>
- Dickens, D.** & Chavez, E. (2018). Navigating the workplace: Compromising the costs and benefits of shifting identities among early career Black women at work, *Sex Roles*, 78(11-12), 760-774. <https://link.springer.com/article/10.1007/s11199-017-0844-x>
- Dickens, D.**, Jackman, D., Stanley, L., Swaim, R., & Chavez E. (2016). Religious Involvement, Parents, and Peers: Alcohol Consumption among African American and White Adolescents in Rural Communities. *Journal of Ethnicity and Substance Abuse*, 1-18. <https://doi.org/10.1080/15332640.2016.1179155>
- Dickens, D.**, Dieterich, S., Henry, K., & Beauvais, F. (2012). School Bonding As a Moderator of the Effect of Peer Influences on Alcohol Use Among American Indian Adolescents. *Journal of the Studies of Alcohol and Drugs*, 73, 597-603.
- Younge, S.N., Smith, D., Young, L., Cole, D., **Dickens, D.**, Reynolds, L., Dixon, R., Robinson, W., & Buchanan, P.N. (2007). Intersection between Race, Gender, and Sexual Risk: Implications for STI/HIV on HBCU campuses. *Challenge: Journal of Research on African American men*, 13 (2), 37-60.

* Denotes undergraduate student co-author

**Denotes corresponding author

Book Chapters

- Dickens, D.** & Womack, V. (2020). Unapologetic Millennial Black Women: Authenticity at work as a form of resistance. In K. Thomas (Eds.), *Diversity and Resistance*.
- Carter-Sowell A.R., **Dickens, D.**, Miller, G.H., Zimmerman, C.A. (2016). Present but not accounted for: Examining how intersectional identities create a double bind for and affect leadership of women of color in educational settings. In B. Irby & B. Polnick (Eds.), *Women of*

Color in STEM: Navigating the Workforce. Charlotte, NC: Information Age Publishing.

Non-Peer Reviewed Articles

Hall, N. & Dickens, D. (2020). Invited submission. Celebrating and Supporting Black Women in Physics: Creating a Culture of Inclusivity. *APS Physics Gazette Newsletter*.

<https://aps.org/programs/women/reports/gazette/index.cfm>

Herbers, J., Metcalf, H., Williams, R. et al. (2020). Emerging Research in STEM from Identity-based Harassment Report. <https://www.equityinstem.org/wp-content/uploads/Emerging-Research-Workshop-Report.pdf>

Gholson, G. & Dickens, D. (2016). A limit on being down for the struggle. Retrieved from <https://medium.com/@BeneathFacade/a-limit-on-being-down-for-the-struggle-9f08875cc898#.yxld1aqqk>.

Womack, V. & Dickens, D. (Fall 2016). Beneath the Façade: A psycho-educational resource & community for professional Black women. *The Feminist Psychologist: Newsletter of the Society for the Psychology of Women*, 43(2), 7 & 23.

Dickens, D. (Spring 2016). Institute for Academic Feminist Psychologists: A Space for Authenticity. *The Feminist Psychologist: Newsletter of the Society for the Psychology of Women*, 43(2), 12.

Invited interviews for online press articles

Langin, K. (2019). Racial and gender biases plague postdoc hiring. *Science*.

<https://www.sciencemag.org/careers/2019/06/racial-and-gender-biases-plague-postdoc-hiring>

Williams, A. (2018). I am a Black man and I want a Black woman therapist. *Vice*.

https://www.vice.com/en_us/article/bj3nja/im-a-black-man-and-i-want-a-black-woman-therapist

RESEARCH CONFERENCE TALKS/PRESENTATIONS

Dickens, D., Hall-Byers, N., Singleton, N., Mitchell, C. & Thomas, Z. (2021). Managing hypervisibility: Developing the identity shifting for Black women scale. Oral Presentation at the Virtual APA Division 45 Research Conference.

Dickens, D., Hall-Byers, N. (2021). Being (Un)Seen: Identity Shifting as a Coping Strategy among Black Women in STEM. Oral Presentation at the 1st Annual STEM Noire Black Women in STEM Conference.

Dickens, D. & Talley, C. (2021). Using a Phenomenological Variant of Ecological Systems Framework to Study the Success of HBCU STEM Education and Practices. Oral Presentation at the W.E.B. Du Bois Data Science Symposium 2021.

Dickens, D. & Womack, V. (2021). Cultivating Authenticity and Assertive Communication through Contemplative Practices as womxn. Oral Presentation at the GEARS Symposium at Northwestern University.

Womack, V., Jones, M., Jeremie-Brink, G., Dickens, D. (2020). The Moderating Roles of Gendered Racial Centrality and Identity Shifting among Young U.S. Black Women. Oral Presentation at the Chicago State University: Annual Celebration of Excellence in Psychology.

Dickens, D. & Hall-Byers, N. (2020). Development of Identity Shifting for Black Women Scale: Preliminary Results. Oral Presentation at the Society for the Psychological Study of Social Issues Conference. (Conference canceled)

Espinosa, A. & Dickens, D. (2020). The ECS Committee Presents: Strategies for Career Launch and Longevity. Roundtable Discussion at the Society for the Psychological Study of Social Issues Conference (Conference canceled).

Dickens, D. & Tang, J. (2020). Application of Feminist Pedagogical Frameworks for Social Justice Education. Chair of Symposium at the Society for the Psychological Study of Social Issues Conference. (Conference canceled)

- Tambédo, T.* , Bailey, L.* , & **Dickens, D.** (2020). Being Black but not too Black: The Relationship Between Gendered Racial Identity, Identity Shifting, and Self Esteem among Black Women. Poster Presentation at the AUC Psychology Research Day in Atlanta, GA. (Conference canceled)
- Brown, M.* & **Dickens, D.** (2020). A Choice to Change the World: Black Women’s Motivations to Attend a Women’s HBCU. Poster Presentation at Spelman's Research Day in Atlanta, GA. (Conference canceled)
- Mitchell, C.* , **Dickens, D.**, Thomas, Z.* & Jones, M. (February 2020). Navigating the Double Bind: Belonging The relationship between sense of belonging, identity as a scientist, and consistency of interest in STEM. Oral presentation at the Emerging Researchers National Science in Washington, D.C.
- Jeremie, G., Cabirou, L., **Dickens, D.**, & Womack, V. (2019). Coping Strategies Modify Gendered Racism's Association with Anxiety among Young Black Women. Oral presentation at the American Psychological Association Convention in Chicago, Illinois.
- Stephens, D., **Dickens, D.**, & Quarless, M. (2019). Sustainable Sister Circle: A Mentoring Program for Black Women Across the Academic Pipeline. Interactive Panel Discussion at the Society for the Psychological Study of Social Issues Conference in San Diego, CA.
- Thomas, Z.* & **Dickens, D.** (2019). Hidden figures: The relationship between sense of belonging, identity as a scientist, and academic performance among Black College women in STEM at HBCUs. Oral Session at Spelman's Research Day in Atlanta, GA.
- Thomas, Z.* & **Dickens, D.** (2019). Hidden figures: The relationship between sense of belonging, identity as a scientist, and academic performance among Black College women in STEM at HBCUs. Poster Session at Annual AUC Psychology Research Day in Atlanta, GA.
- Mitchell, C.* & **Dickens, D.** (2019). Eating disorders affect us all: An examination of gendered racism, income, and environment on binge eating symptoms among Black women. Oral Session at Spelman's Research Day in Atlanta, GA.
- Mitchell, C.* & **Dickens, D.** (2019). Eating disorders affect us all: An examination of gendered racism, income, and environment on binge eating symptoms among Black women. Poster Session at Annual AUC Psychology Research Day in Atlanta, GA.
- Kimble, E.* & **Dickens, D.** (2019). Race, gender, and color: The association between skin color satisfaction, Black racial identity, and colorism among Black college students. Oral Session at Spelman's Research Day in Atlanta, GA.
- Kimble, E.* & **Dickens, D.** (2019). Race, gender, and color: The association between skin color satisfaction, Black racial identity, and colorism among Black college students. Poster Session at Annual AUC Psychology Research Day in Atlanta, GA.
- Mitchell, C.* , Thomas, Z.* & **Dickens, D.** (2019). Eating disorders affect us all: An examination of gendered racism, income, and environment on binge eating symptoms among Black women. Poster Session at Annual Southeastern Psychological Association Conference in Jacksonville, FL.
- Dickens, D.**, Abrams, J. & Maxwell, M. (2018). Portraits of strength: An exploratory study on the demographic profile of the “strong Black woman. Poster Presentation at the American Psychological Association (APA) conference in San Francisco, CA.
- Dickens, D.** (2018). “Good Hair”: The Association Between Natural Hair Esteem, Identity Shifting, and Stigma Consciousness among Black Women with Natural Hair. Poster Presentation at the Academic Feminist Institute at Florida International University.
- Dickens, D.**, Jones Taylor, V., Holder, A.* (2018). Motivations to Attend a Historically Black College for Women. Oral Presentation at the Society for the Psychological Study of Social Issues in Pittsburg, Pennsylvania.
- Ferdinand, N.* & **Dickens, D.** (2018). Overeating among Black women: Exploring the Relationship Between Coping, Binge Eating, and Identity Centrality. Poster Session at Spelman Research Annual Day in Atlanta, GA.
- Ferdinand, N.* & **Dickens, D.** (2018). Overeating among Black women: Exploring the Relationship Between Coping, Binge Eating, and Identity Centrality. Poster Session at Spelman Research Annual Day in Atlanta, GA.
- Spivey, B.* & **Dickens, D.** (2018). The Buffering effect of Identity Shifting on the Relationship Between

- Experiences of Gendered Racism and Anxiety Among Black Women. Poster Session at Spelman Research Annual Day in Atlanta, GA.
- Spivey, B.* & **Dickens, D.** (2018). The Buffering effect of Identity Shifting on the Relationship Between Experiences of Gendered Racism and Anxiety Among Black Women. Oral Presentation at Annual AUC Psychology Research Day in Atlanta, GA
- Jones, D.* & **Dickens, D.** (2018). Why Do We Suffer in Silence?: The Relationship Between Attitudes Toward Seeking Mental Health Services, Mental Health Stigma, and Racial Identity Among African American College Women. Poster Session at Spelman Research Annual Day in Atlanta, GA.
- Jones, D.* & **Dickens, D.** (2018). Why Do We Suffer in Silence?: The Relationship Between Attitudes Toward Seeking Mental Health Services, Mental Health Stigma, and Racial Identity Among African American College Women. Oral Presentation at Annual AUC Psychology Research Day in Atlanta, GA.
- Dickens, D.** (2017, November). Keeping it real: Self-articulation as a form of psychological empowerment among Black women. Oral presentation at the 2017 Women and Girls in Georgia Conference on Justice and Resistance, Athens, GA.
- Dickens, D.** (2017, August). Young, black, and gifted: intersectional experiences of Black women. Oral Presentation at the 2017 Sisters of the Academy Research BootCamp, Tallahassee, Florida.
- Wynn, A.* **Dickens, D.,** & Taylor, V. (2017). Hidden Figures: Exploring the Relationship Between Black Women's Identity, Campus Climate, and Career Decision Self-Efficacy among Black College Women in STEM. Poster Session at Spelman Research Annual Day in Atlanta, GA.
- Holmes, A*, **Dickens, D.** (2017). Sister or Sistah: Professional Black Women's Identity Shift Between Home and the Workplace. Poster Presentation at Spelman College Research Day in Atlanta, GA.
- Harrington, A.* & **Dickens, D.** (2017). Opposing Jezebel: Stereotypical Images and Black Women's Perceptions of Self. Poster Presentation at Spelman College Research Day in Atlanta, GA.
- Holmes, A*, **Dickens, D.** (2017). Sister or Sistah: Professional Black Women's Identity Shift Between Home and the Workplace. Oral Presentation at Annual AUC Psychology Research Day in Atlanta, GA.
- Prince, P*, **Dickens, D.** (2017). The Use of Mindfulness Meditation as a Coping Strategy in the Face of Prejudice and Discrimination among African American College Women. Poster Presentation at Spelman College Research Day in Atlanta, GA.
- Price, P.*, **Dickens, D.** (2017). The Use of Mindfulness Meditation as a Coping Strategy in the Face of Prejudice and Discrimination among African American College Women. Oral Presentation at Annual AUC Psychology Research Day in Atlanta, GA.
- Dimes, T.*, Woodruff, K.*, Elwood, L.*, **Dickens, D.,** & Taylor, V. (2017). Racial Pride and Black Excellence: Motivational Factors that Influence Black Women's Decision to Attend a Historically Black College. Poster Presentation at the CEPO/Psi Chi Undergraduate Poster Session at the Southeastern Psychological Association (SEPA) Conference in Atlanta, GA.
- Harrington, A.* & **Dickens, D.** (2017). Opposing Jezebel: Stereotypical Images and Black Women's Perceptions of Self. Poster Presentation at the Southeastern Psychological Association (SEPA) Conference in Atlanta, GA.
- Dickens, D.** (2016). Being Black but Not Too Black in the Workplace: The Benefits and Costs of Negotiating Identities among Black Women. Poster presentation at the American Psychological Association (APA) Convention in Denver, CO.
- Womack, V. & **Dickens, D.** (2016). Beneath The Facade: The Psycho-educational Website for Professional Black Women. Oral Presentation at the Society for the Psychological Study of Social Issues Conference in Minneapolis, Minnesota.
- Brooks, S.* & **Dickens, D.** (2016). Crafting an Identity: An Exploration into Effects of Stigma Consciousness and Identity Negotiation for Black College Women. Oral Presentation at the Annual AUC Psychology Research Day at the Woodruff Library in Atlanta, GA.
- Norman, D.* & **Dickens, D.** (2016). Can You See the Real Me: The Influence of Racial Identity on Identity Negotiation and Psychological Well-Being among African American Women in

- College. Poster Presentation at the Annual Research Day at Spelman College in Atlanta, GA.
- Womack, V. & **Dickens, D.** (2016). Beneath The Facade: The Psycho-educational Website for Professional Black Women. Oral Presentation at the American Black Psychologist Mid-Western Conference in Chicago, Illinois.
- Dickens, D.** (2016). Being Black but Not Too Black in the Workplace: The Benefits and Costs of Negotiating Identities among Black Women. Poster presentation delivered at The Institute for Academic Feminist in Psychology in Pittsburgh, Pennsylvania.
- Abrams, J., Campbell, S., Carter-Sowell, A., **Dickens, D.**, & Powell, L. (2015). Successful Strategies for Women of Color in Academia: Linking the Stereotypes, the Stressors, and the Support Systems to Individual Performance and Institutional Transformation. Oral presentation delivered at the National Conference on Race and Ethnicity (NCORE) in Washington, DC.
- Dickens, D.** (2014). Double Consciousness: The Negotiation of Identities among Academically Successful Black women. Oral presentation delivered at the Annual Black Graduate Conference in Psychology. Howard University in Washington, DC.
- Rubar, R., Cespedes, K., **Dickens, D.**, & Souza, C. (2014). Teaching as Ceremony: Critical Intersectionality as Human Rights and Healing Praxis. Oral presentation/talking circle delivered at Mills College at the National Association for Ethnic Studies.
- *Denotes undergraduate student presenters

INVITED TALKS/GUEST LECTURES

- Dickens, D.** (2022). Being (Un)Seen: *How to Build a Culture of Inclusion in STEM*. Black History Month event at Viant Technology software company.
- Dickens, D.** (2022). Biological & Cognitive Biases for Prejudice, Stereotyping, and Racism: An Intersectionality Approach. Anti-racism Panel at Illinois State University.
- Dickens, D.** (2022). The psychological toll of identity shifting: the costs and benefits of Black people being themselves at work. *Transforming Privilege LLC*
- Pietri, E., Sanchez, D. & **Dickens, D.** (2021). Being Un(Seen): Tokenism and Identity Shifting among Black Women in STEM. Intersectionality Panel at the Engendering Success Annual Meeting. Department of Psychology, University of British Columbia.
- Dickens, D.** (2021). Double jeopardy: Intersectional experiences of women of color. *Presenter at the Workshop to Promote Safety in Field Sciences.*
- Dickens, D.** (2021). The Power of Perception – The Truth About Implicit Bias. *Transforming Privilege LLC*
- Dickens, D.** (2021). Hidden figures: *Being seen and finding yourself in stem*. Invitation to Guest Lecture for Social Psychology undergraduate course at Wellesley College.
- Dickens, D.** (2021). *Developing A Science Identity Amongst Minority Students*. Virtual Workshop - Developing Publications for the Dissemination of Efforts that Broaden Participation in STEM.
- Dickens, D.** (2021). Intent vs Impact: Microaggressions. How to Build a Culture of Diversity, Equity, and Inclusion. Oral Presentation at *FedEx Women's History Virtual Event: Now Meets Next: Sharpening your tools to secure your seat at the next level,*
- Dickens, D.**, Benya, F. & Berhe, A. (2020). Panel Discussion of Picture a Scientist Film at the Annual American Geophysical Union (AGU) Meeting. <https://www.agu.org/Fall-Meeting/Pages/Schedule-Program/DEI-Schedule/Picture-Scientist>
- Muldrow, L., Talley, C., **Dickens, D.** (2020). *Using a Phenomenological Variant of Ecological Systems Framework to Study the Success of HBCU STEM Education and Practices*. Oral Presentation and Panel at the Virtual NSF ECR PI Meeting.
- Dickens, D.**, Brown, R. & Jelks, N. (2020). Post-election Panelist. Spelman College Political Science Department and Social Justice Program.
- Dickens, D.** & Womack, V. (2020). Self-care strategies. Microsoft Office in Partnership with LA LGBTQ Center.
- Dickens, D.** & Gaines, A. (2020). Empathy and Social Justice Panel Discussion. Invited to serve on a Panel at the National Center for Civil and Human Rights in Atlanta, GA. <https://www.civilandhumanrights.org/program/ced-empathy-social-justice/>
- Dickens, D.** (2020). Invited Guest Lecture. Hidden Figures: Strategies for Coping with

Microaggressions in STEM Spaces. 2 hour guest lecture in ECOL 8030 (masters level course) at the University of Georgia via Zoom.

- Dickens, D.** (2020). Invitation to Guest Lecture for Social Psychology undergraduate course at Wellesley College.
- Dickens, D.** (2020). Invitation to Guest Lecture for Psychology of Women undergraduate course at the University of Cincinnati.
- Brown T., **Dickens, D.**, Hernandez, O. & Sprott, J. (2020). Invited Panelist on “The Importance of Diversity and Inclusion in the Workplace.” Hosted by the Department of Sport Management Emerging Leaders Council (ELC) at Syracuse University.
- Dickens, D.** (2020). Designing Research Studies. Invited Speaker at the Summer 2020 ORICeLearn Sessions at Spelman College.
- Dickens, D.** (2020). *Developing A Science Identity Amongst Minority Students*. Virtual Workshop - Developing Publications for the Dissemination of Efforts that Broaden Participation in STEM.
- Lee Hughes, K. & **Dickens, D.** (2020). The Sister Soul Circle. Stress and Mental Health During the COVID-19 and Racial Pandemic: The Role of the Strong Black Woman. Invited to serve on virtual panel hosted by the Office of Alumnae Engagement at Spelman College.
- King, B., **Dickens, D.**, Hoard, S. & Cullors, P. (2020). Invited panelist for the “SPELMAN SPEAKS: A Series on Black Lives Matter and Social Justice: Racism/White Supremacy/Anti-Racism. <https://www.youtube.com/watch?v=azgsi9WKJKg>
- Swartout, K., Cid, X., **Dickens, D.** & Tracy-Ramirez, A. (2020). Invited panelist for the Identity-based Harassment Webinar by the ADVANCE Resource and Coordination (ARC) Network.
- Dickens, D.** * Womack, V. (2020). Coping with Microaggressions in the Workplace. Invited Presenter at the National Black Career Women Network (BCWN) Mentor Summit in Columbus, Ohio. (Conference canceled).
- Dickens, D.** (2020). Invited speaker for the Parents Symposium at the Trinity Atlanta Private School. *Empowering Girls for Success*.
- Dickens, D.** (2019). Invited to give talk in the Department of Psychology at Winston Salem State University (WSSU) entitled, Being Black but not too Black in the Workplace: Identity Shifting as a Coping Strategy among Black Women.
- Dickens, D.** (2019). Intersectionality in the Workplace: Code Switching as a Coping Strategy. Invited oral presenter for the Early Career Scholar Symposium at the Society for the Psychological Study of Social Issues Conference in San Diego, CA.
- Dickens, D.** (2019). Building a Culture of Inclusion: Experiences of Black Women as “Outsiders Within” the Academy. Invited Keynoted Speaker for the African Ancestry Month Closing Ceremony at Ramapo College of New Jersey.
- Dickens, D.** (2018). Invited to facilitate discussion on identity shifting among women of color in ministry at Emory University entitled “Navigating Difficult Spaces: Race, Gender and the Politics of Ministry.”
- Dickens, D.** & Womack, V. (2018). Strategies for Coping with Pressures and Microaggressions in the Workplace. Invited live Q&A with the Director of the Black Career Women’s Network. The Q&A can be viewed here: https://www.youtube.com/watch?v=nJO5v0_OchE
- Dickens, D.** (2018). Invited panelist on community discussion on “White Fragility: ‘I’m not racist’” at Kennesaw State University.
- Dickens, D.** (2018). Invited Speaker. Pathways to an Academic Career: Breaking down barriers and Strategies for success among underrepresented graduate scholars at the NSF TAMUS Graduate Student workshop and retreat at Texas A&M University.
- Dickens, D.** (2018). Invited trainer. Diversity Training at Texas A&M University.
- Dickens, D.** (2018). Invited panelist. APA’s I am Psyched Tour! Women of Color in Academia panel at

the Society for the Psychological Study of Social Issues in Pittsburgh, Pennsylvania.

<https://www.spsai.org/index.cfm?fuseaction=page.viewPage&pageID=2301&nodeID=1>

Dickens, D. (2018). Invited to be a panelist on the Healthy Relationships Panel at Morehouse College.

Pavri, T., and **Dickens, D.** (2017). UNCF Career Pathways Initiative (CPI). Oral presentation delivered at the Spelman College Faculty Institute.

Dickens, D. (2017). Invited Speaker. Research Initiative for Scientific Enhancement (RISE) series: time management workshop for undergraduate research assistants at Spelman College.

Dickens, D. (2016). Personal Statements and Resumes & CV's. Power Point Presentation at the Spelman and Morehouse Psi Chi- Lock in Event at Spelman College.

Dickens, D. (2016). The American Psychology Foundation (APF)'s Campaign Major Donor Dinner at the University Club, American Psychological Association (APA) Convention in Denver, CO.

Dickens, D. (2016). UNCF Career Pathways Initiative. Oral presentation delivered at the Spelman College Faculty Institute.

Dickens, D. (2016). Being Black but Not Too Black in the Workplace: The Benefits and Costs of Negotiating Identities among Black Women. Oral presentation delivered at the Spelman College Faculty Consortium.

Dickens, D. (2015). Invited Keynote Speaker. How to Build a Culture of Inclusion: The Journey of Women and Women of Color in Corporate America. Atlanta Regional Office of the Federal Deposit Insurance Corporation (FDIC).

Dickens, D. (2015). Invited Speaker. Research Initiative for Scientific Enhancement (RISE) Series: Time Management Workshop for Undergraduate Research Assistants at Spelman College.

Dickens, D. (March 2015). Invited Panelist. Weaving the Stories of Women's Lives. Women's Studies Celebration of Women's History Month at the University of Georgia.

Dickens, D. (2015). Invited Talk. Double Consciousness in the 21st Century: Negotiating Identities among Academically Successful Black Women. Women's Studies Institute Speaker Series at the University of Georgia.

OTHER RESEARCH ACTIVITIES

2012 – 2013 Commitment to Action for 7th Generation Awareness & Education: HIV/AIDS Prevention Project, **Research Assistant**, Ethnic Studies Department, Colorado State University

- Trained to conduct interviews for the HIV/AIDS Community Readiness Model for multi-ethnic groups

STUDENT ADVISING AND MENTORING

Faculty Research Advisor/Mentor, Spelman College

2015-present Manage undergraduate research assistant and post-doctoral research associates in my lab entitled the Gender, Race, and Cultural Empowerment (GRACE) Lab

- 2015-2016: Shakeyra Brooks, C'2017
- 2016-2017: Treshae Dimes, C'2017- Graduate program in counseling psychology at Adler University
- 2016-2017: Kitana Woodruff, C'2018
- 2016-2017: Lauren Elwood, C'2021
- June-Dec. 2017: Amber Clunie, C'2019
- June-Dec. 2017: Madison Sparkman, C'2019
- 2017-2018: Briana Spivey, C'2019- Doctoral Program in Clinical Psychology at the University of Georgia
- 2017-2018: Nadiyah Ferdinand, C'2019
- 2018-2020: Cheyanne Mitchell, C'2020- Masters Program in Psychology at the University of Louisiana at Lafayette

- 2018-2020: Zharia Thomas, C'2020, PhD program in Developmental Science at Florida International University
- 2019-2020: Morgan Brown, C'2020, PhD program in Developmental Psychology at University of North Carolina Greensboro
- 2019-2021: Tida Tamedou, C'2021
- 2019-200: Lauren Bailey, C'2021
- 2020-2021: Miya Carter, C'2021
- 2020-present: Najia Griffin, C'2022
- 2020-present: Dominique Ewing, C'2023
- 2021-present: Halle Armstrong, C'2024
- 2021-present: Teja Johnson, C'2022
- 2021-present: Angela Brown, C'2022

Summer Research Program in Psychology at Spelman College, funded by the NSF

Six week summer research experience for undergraduate students to conduct psychological research on Black women

- 2019: Briana Whyte, Florida A&M University, C'2020, Masters Program in Human Computer interaction at the University of Michigan
- 2019: Sydney Lodge, Wesleyan University, C'2021
- 2019: Camryn Farrow, Northwestern University, C'2020
- 2020: Erin Harris, Agnes Scott College, C'2021
- 2020: Michaela Jones, Loyola University, C'2021

Undergraduate Psychology Summer Institute, American Psychological Foundation (APF)/Funding Individual Spiritual Health (F.I.S.H.) Foundation Inc. Visionary Grant.

Co-PIs: Duane Jackson (Morehouse), Rosemary Phelps (UGA), and Kecia Thomas (UGA)

- Facilitated a six week summer research program experience, with my colleagues, which provided six sophomore Spelman students and six sophomore Morehouse students with research experience and professional development.

Primary thesis advisor for the following honors Psychology B.A students: Spelman College

- Rayven Peterson (B.A., May 2021); Thesis-Experiences of imposture syndrome and racialized gendered socialization relative to the stigma of mental health among first generation HBCU college students.
- Tida Tamedou (B.A., May 2021); Thesis-The effects of sexualized images on social comparison, hair esteem, and body shame among African American female undergraduates.
- Zharia Thomas (B.A., May 2020); Thesis-Strength vs. Seduction: The Relationship Between Gendered Racial Stereotypes and Sexual Attitudes among Black College Women.
- Erin Kimble (B.A., May 2019); Thesis-Race, gender, and color: The association between skin color satisfaction, Black racial identity, and colorism among Black college students.
- Destiny Jones (B.A., May 2018); Thesis-The relationship between stigma consciousness, mental health stigma, and the utilization of counseling services on a HBCU campus among Black Women.
- Princeanna Price (B.A., May 2017); Thesis –The Use of Mindfulness Meditation as a Coping Mechanism in the Face of Prejudice among African American Women.
- Armani Wynn (B.A., exp. May 2017); Thesis –Exploring the Relationship between Race Stigma Consciousness, Racial and Gender Identity, Self-Esteem, and Career Decisions among Black College Women in STEM.

Committee Member for Publishable Paper for the following Department of Counseling and Human Development Services Ph.D. students at the University of Georgia

Raphael Coleman (Ph.D., May 2017); Publishable Paper-Redefining Black Male Student Engagement at Private Predominantly White Institutions

Qua'Asia Williams (Ph.D., May 2018); Publishable Paper- Exploring Black Girl Magic: The Identity Development of Black Women at a Predominantly White Institution

EDITORIAL BOARD

Psychology of Women Quarterly, *Consulting Editor*
Journal of Black Psychology, *Editorial Consultant*

GUEST EDITOR

Dickens, D., & Stephens, D. (2021). JBP Special Issue Call for Papers: Black Women's Body Image: Implications for Identity Formation and Well-Being. *Journal of Black Psychology*, 47(1), 81-84.

INVITED GRANT REVIEWER

National Science Foundation

ADHOC REVIEWER

Journal of Social Cognition
Journal of Negro Education
Journal of General Psychology
Preventive Medicine Report
The Physics Teacher Journal
Journal of Ethnicity in Substance Abuse
Journal of Workplace Behavioral Health
PLOS ONE
Culture, Health, and Sexuality
Psychology of Women Quarterly
Violence and Victim Journal
Journal of Black Psychology
American Journal of Undergraduate Research
Women and Therapy
Sex Roles
Equality, Diversity, and Inclusion: An International Journal
Book review-Intersectional Pedagogy: Complicating Identity and Social Justice. *Routledge*.

COLLEGE SERVICE

- 2022 Title IX Hire Search Committee
- 2022 Harvard University COACHE Faculty Survey Committee
- 2020-present Quality Enhancement Plan (QEP) Institutional Resources & Student Preparedness Work Group, Spelman College
- 2020 Social Justice Townhall Committee, Spelman College
- 2020 CIEE Intercultural Engagement Program, Faculty Co-Director, canceled
- 2019 Spelman College Research Day Planning Committee
- 2018 CIEE Intercultural Engagement Program, Faculty Co-Director
- 2017-present Freshman Year Experience (FYE) Instructor and Advisor
- 2017-present Spelman College- Sister2Sister Mentoring Program Steering Committee
- 2016-present Spelman College- RISE Advisory Board

- 2016-present Social Sciences Member at Large-Junior Faculty Committee at Spelman College
- 2016-2019 Advisor- Psi Chi International Honors Society- Spelman College Chapter
- 2016-2017 Advisor- So Psyched- Psychology Club at Spelman College
- 2016-present UNCF Career Pathways Initiative- Research Lead and Psychology Department Representative
- 2016-present Spelman's Psychology Department Representative for the Annual Atlanta University Center (AUC) Psychology Research Day
- 2016 CIEE Intercultural Engagement Program, Faculty Co-Director

DEPARTMENT SERVICE

- 2019, 2016 New Faculty Hire Search Committee
- 2017-2018 Sophomore Year Experience (SYE) Committee
- 2017-present Hosted Graduate School Preparation Workshops with the University of Georgia and Michigan State University (Fall 2017)
- 2016-2018 Psi Chi International Honor Society in Psychology Advisor
- 2016-2017 So Psyched Psychology Club Advisor
- 2016-present Faculty Advisor
- 2016-present Psychology Department Open House- Planning Committee
- 2016 Personal Statement Workshop Facilitator, Psi Chi International Honors Society
- 2016 A Day in Your Life at Spelman College, Academic Session for Social Sciences Representative
- 2015 & 2016 New Student Orientation Academic Fair
- 2015 Panel Participant, Stanley Milgram Movie and Discussion
- 2015-present Atlanta University Center Psychology Research Day (AUC PRD) Planning Committee

FIELD SERVICE

- 2020-present Nominated and Elected Member of the Society for the Psychological Study of Social Issues (SPSSI) Council
- 2019-present Invited to serve on the Steering Committee for a Workshop on Safety in Ocean and Field Sciences, sponsored by the NSF
- 2018-present Invited to serve as Co-Chair of the Institute for APA's Academic Feminist in Psychology committee, <https://www.apadivisions.org/division-35/leadership/committees/academic-feminist-psychology>
- 2018-present Society for the Psychological Study of Social Issues (SPSSI) Early Career Committee
- 2018-present Society for the Psychological Study of Social Issues (SPSSI) Teaching and Mentoring Award Committee
- 2018-present Volunteered as a participant in the APA Div. 35's Psychology of Women-Mentoring Program
- 2013 Organizer, Graduate School Preparatory Seminar for Underrepresented Undergraduate Students (4-days), Black/African American Cultural Center, Colorado State University
- 2013 Search Committee: The Graduate School, Associated Dean of Graduate School position, Colorado State University
- 2013-2014 Students of Color in Psychology Organization, Psychology Department, Colorado State University
- 2012, 2011 Summer Black Issues Forum, Colorado State University

-As a staff volunteer, I assisted underrepresented high school students with researching and presenting topics that are important to the African American community.

- 2011-2014 Graduate Students of Color Advisory Committee (CSU) to the Dean of the Graduate School and VP for Diversity

PROFESSIONAL DEVELOPMENT WORKSHOPS

2021	The ACS Summer Teaching & Learning Workshop
2020	Remote: The Connected Faculty Summit- Arizona State University
2020	Virtual Retreat - Contemplative Teaching in a Time of Uncertainty, Dr. Renee Hill, Virginia State University, TRRC, Spelman College
2019	American Psychological Association (APA) Feminist Psychology Institute for Early Career Psychologists
2019	Statistical Horizons: Scale Construction and Development- 2 day seminar
2019	Teaching Resource and Research Center: "Engaging with students"
2019	AAC&U Conference in Atlanta
2018	Contemplative Pedagogy Workshop, Dr. Renee Hill, Virginia State University, TRRC
2017	Sisters of the Academy- Research Boot Camp, Florida State University
2017	Op-Ed Workshop, Spelman College
2016	Conference for Pre-Tenure Women, Purdue University
2016	American Psychological Association (APA) Feminist Psychology Institute for Early Career Psychologists

PROFESSIONAL AFFILIATIONS

Psi Chi International Honors Society
Society for the Psychological Study of Social Issues (SPSSI) Society for the Teaching of Psychology (TOP)
Society of the Psychology of Women (SPW)
Association for Black Psychologists
Society for Personality and Social Psychology (SPSP)