

KRISTEN N. NELSON

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EDUCATION

- 2023 **Ph.D., Sociology, University of California, Berkeley**
Dissertation: “The Social Roots of Implicit Racial Bias”
Committee: Sandra Smith, David Harding (co-chairs), Cybelle Fox, Jack Glazer
- 2012 **M.A., Sociology, University of California, Berkeley**
- 2007 **B.A., Sociology and Study of Women and Gender, Smith College**
Summa Cum Laude
Phi Beta Kappa

RESEARCH & TEACHING INTERESTS

Race & ethnicity, racial attitudes in the U.S., quantitative methods, social psychology, introduction to sociology, classical theory, political sociology, gender

DISSERTATION ABSTRACT

Social psychologists tend to trace the roots of implicit racial bias to internal factors like personality. Meanwhile, sociologists have largely ignored implicit racial bias, focusing instead on analyses of social structure and explicit (i.e., conscious) racial attitudes. As a result, surprisingly little is known about: 1) the ways in which broad social forces shape implicit racial bias, and 2) the relationships between this bias and various kinds of explicit racial attitudes. My dissertation fills these gaps by analyzing original survey data and Race Implicit Association Test scores from two nationally representative samples totaling 1,880 white Americans. Findings highlight the influence of stark political polarization, close interracial contact, and class background on the construction of anti-Black implicit bias. White Americans who are Democrats with Black friends and those who have highly educated parents display lower levels of this bias. Parents’ education reduces implicit bias in part by weakening right-wing authoritarianism – both directly and indirectly by increasing white Americans’ own levels of education. Findings also establish that anti-Black implicit bias can strengthen some kinds of explicit racial attitudes. Specifically, implicit racial bias exacerbates symbolic racism, which has been found to weaken support for policies designed to enact racial equality. Altogether, this work bridges sociology and social psychology to clarify how deeply internalized racial attitudes interact with broad social forces to sustain racial inequality.

PUBLICATIONS

- Nelson, Kristen Novella. 2023. “The Limited Promise of Interracial Friendship: Political Partisanship Moderates the Association between Having Black Friends and Anti-Black Implicit Bias.” *Ethnic and Racial Studies* <https://doi.org/10.1080/01419870.2023.2236686>.
- Nelson, Kristen N. 2009. “The Making of a Soldier: Gender in Military Recruitment.” Boxed insert in *Feminist Frontiers, 8th Edition*, edited by Verta Taylor, Nancy Whittier, and Leila Rupp, 190-192. New York: McGraw-Hill.

Klitzman, Robert, Irene Albala, Joseph Siragusa, Kristen N. Nelson, and Paul S. Appelbaum. 2007. "The Reporting of Monetary Compensation in Research Articles." *Journal of Empirical Research on Human Research Ethics* 2(4): 61-67. <https://doi-org.libproxy.berkeley.edu/10.1525/jer.2007.2.4.61>.

MANUSCRIPTS IN PROGRESS

Nelson, Kristen Novella. "The Lasting Importance of Class Background for White Americans' Anti-Black Implicit Bias." *Working paper*.

Nelson, Kristen Novella. "Implicit Undercurrents: Anti-Black Implicit Bias Shapes Racial Policy Attitudes by Exacerbating Explicit Racial Attitudes." *Working paper*.

GRANTS & FELLOWSHIPS

2023 Postdoctoral Fellowship, UC Berkeley Graduate Student Instructor Teaching & Resource Center
2020 Lowenthal Fellowship, UC Berkeley Sociology Department
2019 Blumer Fellowship for Excellence in Teaching, UC Berkeley Sociology Department
2017 National Science Foundation Doctoral Dissertation Research Improvement Grant
2011 National Science Foundation Graduate Research Fellowship
2009 Jacob K. Javits Graduate Fellowship
2009 Fulbright Research Fellowship to Senegal
2008 Chancellor's Fellowship, UC Berkeley

HONORS & AWARDS

2022 Cynthia Ladd-Viti Leadership in Graduate Diversity Award, UC Berkeley Graduate Division
2021 Herbert Blumer Paper Prize, UC Berkeley Sociology Department
2021 Extraordinary Teaching in Extraordinary Times Award, UC Berkeley
2021 K. Patricia Cross Future Leaders Award, Association of American Colleges & Universities
2016 Outstanding Graduate Student Instructor Award, UC Berkeley

CONFERENCE PRESENTATIONS & INVITED LECTURES

"How Does College Reduce Racism? A Sociological Analysis of Implicit Racial Bias." American Sociological Association Annual Meeting, Los Angeles, August 2022.

"Partisan Constraints on the Association Between Interracial Friendship and Implicit Racial Bias."

- American Sociological Association Virtual Annual Meeting, August 2021.
- Association of Black Sociologists Virtual Annual Meeting, August 2021.

“Racial Attitudes in the United States.” The Social Construction of Race in American Life course, University of Kansas, April 2021.

“Interracial Contact is Not Enough: How Social Experiences Inform the Construction of Implicit Racial Bias.” Smith College, September 2019.

“High Quality Interracial Interaction Predicts Weak Implicit Racial Bias, But Only in Big Cities.” American Sociological Association Annual Meeting, New York, August 2019.

“The Social Contingency of Interracial Contact as a Predictor of Implicit Racial Bias.” Eastern Sociological Society Annual Meeting, Boston, March 2019.

“The Relationship Between High Quality Interracial Interaction and Implicit Racial Bias: Differences in Urban Versus Rural Contexts.” Pacific Sociological Association Annual Meeting, Oakland, March 2019.

“Away From Gender Equality: Rural Senegalese Responses to Women’s Empowerment Programs.” American Sociological Association Annual Meeting, San Francisco, August 2014.

TEACHING EXPERIENCE

TEACHING CONSULTANT

Graduate Student Instructor Teaching & Resource Center, UC Berkeley	January 2019 – August 2023
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INSTRUCTOR

Principles of Sociology, American Cultures, UC Berkeley	Summers 2016, 2017
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CO-INSTRUCTOR

Pedagogy Seminar for First Time Graduate Student Instructors in Sociology, UC Berkeley	Fall 2019
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HEAD GRADUATE STUDENT INSTRUCTOR (AND GRADUATE STUDENT INSTRUCTOR)

Introduction to Sociology, UC Berkeley	Springs 2016, 2018
Sociology of Poverty, UC Berkeley	Springs 2013, 2015
Sociology of Race and Ethnic Relations, UC Berkeley	Fall 2014

HEAD GRADER (READER)

Principles of Sociology, American Cultures, UC Berkeley	Falls 2015, 2016, 2017, 2018
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ANTIRACIST PEDAGOGY WORKSHOPS

- 2020 – 2023 “Creating Inclusive Classrooms”
I designed and led this workshop for Graduate Student Instructors in the following departments and units at UC Berkeley:
- Computer Sciences: November 2020; February, June, October 2021; March, October 2022; March 2023
 - Graduate Student Instructor Teaching & Resource Center: October 2020; March, October 2021; February, August 2022; February, August 2023
 - Goldman School of Public Policy: February 2021
 - Economics: January 2021
 - Environmental Science, Policy, and Management: October 2021; October 2022
 - Graduate Student Professional Development Program: January 2021; January 2022; January 2023
 - Chemistry: November 2020
 - Philosophy: October 2020; October 2021; October 2022
 - Linguistics: September 2020; September 2021; November 2022
 - Spanish & Portuguese: September 2022
 - Statistics: October 2021; February, October 2022
- 2019 – 2021 “Working with Student Writing”
I co-designed and co-led this workshop, which was offered through the UC Berkeley Graduate Student Instructor Teaching & Resource Center. October 2019, 2020, 2021; November 2022
- 2019 – 2022 “How Students Learn”
I co-led this workshop, which was offered through the UC Berkeley Graduate Student Instructor Teaching & Resource Center. April, October 2019; April, October 2020; March, October 2021; February, October 2022; March 2023

MENTORING EXPERIENCE

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| Fall 2020 – Spring 2021 | Equity and Inclusion Consulting Mentor, Berkeley Connect Fellowship Program, UC Berkeley |
| Summer 2020 | Summer Bridge Senior Mentor, Bridge Connect Fellowship Program, UC Berkeley |
| Summer 2019 | Summer Bridge Mentor, Bridge Connect Fellowship Program, UC Berkeley |
| Fall 2017 – Spring 2018 | Research Mentor, Undergraduate Research Apprenticeship Program, UC Berkeley |

Fall 2016 – Spring 2017 Mentor, Berkeley Connect Fellowship Program, UC Berkeley
Spring – Summer 2016 Research Mentor, Student Mentoring and Research Teams Fellowship Program,
UC Berkeley

SERVICE, LEADERSHIP & PROFESSIONAL ACTIVITIES

2016 Graduate Admissions Committee, UC Berkeley Sociology Department
2015 – 2017 Director, Graduate Minority Student Project, UC Berkeley Graduate Assembly
2015 – 2016 Shinnyo En Foundation Fellowship, Public Service Center, UC Berkeley
2012 – 2016 Co-leader, Sociologists of Color and Allies, UC Berkeley Sociology Department
2012 – 2014 Volunteer tutor, Community Education Partnerships, Oakland
2011 – 2012 Junior Editor, American Journal Experts
2007 – 2008 Research Assistant, HIV Center, Mailman School of Public Health, Columbia
University
2007 – 2008 ESL Volunteer, Association of Senegalese in America, New York

PROFESSIONAL AFFILIATIONS

American Sociological Association
Association of Black Sociologists
Society for Personality and Social Psychology

REFERENCES

Sandra Susan Smith
Daniel & Florence Guggenheim Professor of Criminal Justice Policy and Management,
Harvard Kennedy School
Carol K. Pforzheimer Professor at the Radcliffe Institute
Harvard University
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Class of 1944 Professor of Sociology
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