

Unconscious Bias Awareness & Reduction Training Team
Tracie Stewart Consulting (TSC) LLC

Trainers



Dr. Tracie Stewart
Principal;
Content Design,
Training, &
Assessment Lead

Dr. Stewart is a social psychologist with over 20 years of research, teaching, and training experience on intergroup relations. She holds a B.A. from Hendrix College and a PhD in psychological sciences from Purdue University. As a Professor of Psychology, she specializes in the study of the causes and consequences of unconscious biases in the workplace and the design of effective, research-based strategies to reduce the negative effects of these biases. She has published over two dozen book chapters and journal articles on the psychology of bias reduction and has served terms as Associate Editor and Editorial Board Member for journals such as *Basic and Applied Social Psychology*. She is a fellow of the Society of Experimental Social Psychology.

Dr. Stewart's unconscious bias awareness and reduction training programs have reached thousands of people. Recently, she created an unconscious bias training video-on-demand and supplementary materials for the 65,000 employees of the United States Social Security Administration. She continues to work with businesses and government agencies to design unconscious bias training programs tailored to meet the unique needs of each organization.

The engaging and accessible presentational style that Dr. Stewart brings to her unconscious bias awareness and reduction training programs has been recognized with numerous awards, including a 2010 National Award for Outstanding Teaching and Mentoring on Social Issues from the American Psychological Association. She appeared in the BBC4 documentary *The Business of Race* to discuss her research on the importance of designing bias reduction training programs grounded in empirical research in order to optimize positive change. In 2015, her unconscious bias research was featured in *Fortune* magazine.



Dr. Lamonte Powell
Content Design,
Training, &
Assessment
Co-Lead

Dr. Powell holds a doctorate in social psychology from Georgia State University and a master's degree in public health from Emory University. He has trained extensively in advanced statistical analyses and focus group moderation and has served as a group facilitation leader and trainer. Dr. Powell has assisted agencies such as the Dept. of Treasury in implementing large-scale surveys, conducting analyses with large datasets, and leading focus groups on executive and employee communication. He has also served as Research Project Director for programs supporting African American teens at the Morehouse School of Medicine.

Dr. Powell is TSC's content design, training, and assessment co-lead. He evaluates the effectiveness of TSC's unconscious bias awareness and reduction programs using a variety of qualitative and quantitative statistical methods, including analysis of variance, linear regression, and structural equation modeling. His reports of the statistical findings and his recommendations for program innovations based on these findings inform TSC's training development plans. Dr. Powell also contributes to the development and maintenance of our web-based training programs. His research has included the study of media and technology issues such as users' experiences with interactive technology.



**Dr. Roxanne
Donovan**

Trainer & Content
Designer

Dr. Donovan is a licensed clinical psychologist in Georgia (PhD, University of Connecticut) and Professor of Psychology and Interdisciplinary Studies. Her research, teaching, and training interests are interdisciplinary, focusing on clinical and social psychology, Black studies, gender studies, and issues of access and power. In her current research, she examines how intersections of socio-structural variables such as gender, racialization, and immigration impact the mental health and well-being of people of color. Dr. Donovan consults on workplace stress, health, and productivity, as well as facilitation of productive dialogue on unconscious biases.

Dr. Donovan's research, clinical, and training expertise are invaluable in shaping TSC's unconscious bias awareness and reduction group training environments to be inclusive and respectful, while also being thought-provoking and informative.



Dr. Katherine White

Trainer & Content
Designer

Dr. White earned her doctorate in psychology, with a focus on social and cognitive psychology and neuroscience, from the University of Texas at El Paso. As a university faculty member, she teaches courses on cross-cultural psychology, the psychology of diversity, and social psychology. In her research, Dr. White examines cultural and cross-cultural influences on personal beliefs and ideologies, challenges and solutions in cross-race communication about inequality, and the conditions under which unconscious biases are more or less likely to come to mind. Her recent publications include a meta-analysis on unconscious stereotyping published in *Personality and Social Psychology Review*.

Dr. White's expertise in cultural and cross-cultural psychology ensures that the TSC unconscious bias awareness and reduction training program is culturally inclusive, and her experience successfully facilitating classroom conversations on matters of culture and diversity inform her work as a program trainer.



Dr. Jennifer Willard

Trainer & Content
Designer

Dr. Willard earned her doctorate in psychology from Iowa State University in 2008, with specialized training in social psychology. As a Professor of Psychology, she focuses her research on how people's beliefs and biases shape decision-making in both workplace and legal settings. In her work, she takes a social cognitive perspective, examining how both conscious and unconscious biases can impact social perceptions and judgments. Recently, she has examined the negative consequences of stereotypes of people based on their weight. Her research has been published in a number of high-impact journals such as the *Journal of Personality and Social Psychology*, *European Journal of Social Psychology*, and *Psychological Science*. Reflecting her commitment to engaging and informative training approaches, Dr. Willard also conducts research on ways that trainers and instructors can optimize educational experiences for adult learners. She has taught university courses on the psychology of gender, social psychology, and research methods and statistics.

Dr. Willard's award-winning teaching skills and her research and teaching foci on the consequences of gender and weight biases and on high-impact instructional and training approaches make her an invaluable member of the TSC team.

Design, Administrative, and Support Team



Ms. Veronica Carrillo-Marquez
Website Design & Development Lead

Ms. Carrillo-Marquez brings website design and development expertise to TSC. She has over 15 years of experience in web development, and is fluent in PHP, Javascript (including several frameworks), HTML, and CSS/SASS/LESS. She attended MIT as an undergraduate with a major in Architecture and later on the University of Massachusetts Boston with a major in Computer Science. In her work with TSC, she rotates between roles as a developer and/or designer depending on the individual needs of each project.

The contributions of Ms. Carrillo-Marquez enable the TSC team to provide our clients with evidence-based unconscious bias reduction training and on-demand refresher training. The positive effects of most unconscious bias reduction training programs have been shown to be very short-lived, often lasting less than a day (Lai et al., 2016). TSC training is a notable exception, with empirical support from experimental studies showing larger effects that last far longer than most other unconscious bias reduction training programs. With reinforcement via TSC's web-based unconscious bias reduction training modules, these positive effects are strengthened and extended even further.



Dr. Tamara Powell
Instructional Designer

Dr. Powell is an award-winning professional development and online training specialist. She works with TSC to design web-based training solutions for organizations seeking to develop, design, implement, and evaluate online training experiences. She is Quality Matters certified and serves as a mentor in the Online Learning Certificate Program through the Online Learning Consortium (formerly Sloan-C). Dr. Powell's recent publications include a 2015 article in *The Journal of Interactive Technology and Pedagogy* on increasing learners' engagement using online collaboration tools. She has taught graduate-level courses on occupational technical writing in project management and corporate training.

Dr. Powell's awards for excellence in online training include Online Learning Consortium Awards in both 2010 and 2015 and a 2010 Best Paper Award at the International Conference on Mobile, Hybrid, and On-line Learning. Her work on the promotion of African and African Diaspora studies in higher education was recognized with a Henry McNeal Turner Award in 2015.



Ms. Jody Novotny
Managing Director

Ms. Novotny has over 20 years of experience in corporate and government consulting, training, and business development, with a specialization in technology. She holds a B.A. in Finance and Management from Virginia Tech and an MBA with a focus on Computer Information Systems from Georgia State University. She is a skilled consultant who understands leadership and strategy. She has worked with diverse government and corporate clients to develop curricula and custom training classes, with a focus on driving value and return on investment. Prior to working with TSC, Ms. Novotny was a professional trainer who received numerous awards, including Technical Instructor of the Year from Oracle.

Ms. Novotny's training expertise and client-centered business approach have helped shape the TSC unconscious bias awareness and reduction training program to ensure the team is providing the training as effectively and efficiently as possible, while producing long-standing results for each client.



Ms. Brenda Almaras
Intern

Ms. Almaras is a Senior at Kennesaw State University, double-majoring in psychology and biology. She has been a Dean's List scholar since 2013. She is a member of Phi Eta Sigma Honors Society and a recipient of the HOPE scholarship, the Milton M. Ratner scholarship, and the Edward Louis Fowler Memorial Endowed scholarship. She was named Outstanding Psychology Senior at her university in 2017. Ms. Almaras has completed coursework on the Psychology of Prejudice and Privilege and been actively involved in research on intergroup biases after being selected for a competitive position as an undergraduate research assistant. Her goals for the future include continuing her undergraduate research on gender and multicultural issues and further expanding her education by pursuing a doctoral degree in psychology. At TSC, she works with our content and technical training designers to help tailor our programs to meet each of our client's workplace needs and goals.
