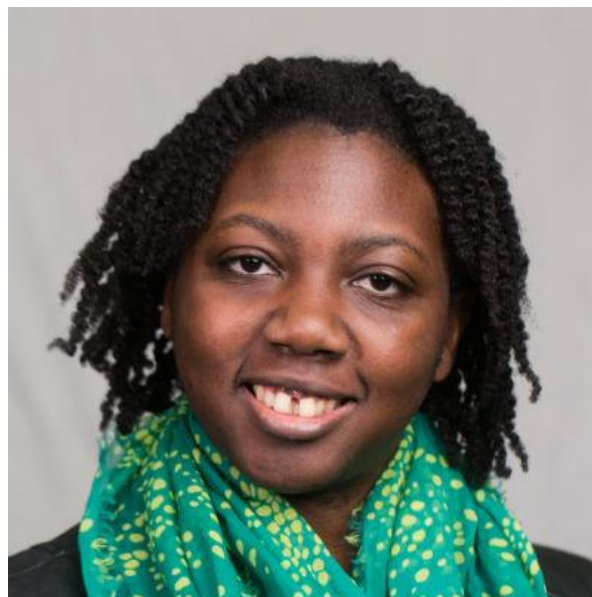


Diverse Pathways in Academia 2020: About the Participants

Cassandra Baldwin is a doctoral student in social psychology in the department of psychological and brain sciences at Texas A&M University. She earned bachelor's and master's degrees in psychology at the University of Alabama in Huntsville, where she examined the impact of music, affective images, and emotion regulation strategies on self-reported experiences and cardiovascular activity.

To continue researching what happens experientially and physiologically when people regulate their emotional experiences, Baldwin became a doctoral student at Texas A&M. Currently, she studies self-control and emotion regulation via behavioral, self-report, and psychophysiological (electroencephalographical and cardiovascular) measures.



Lyangela Gutierrez is a doctoral student at UCLA Anderson School of Management, where she conducts research on issues concerning diversity and inclusion in the workplace, particularly with respect to race and gender. She first became interested in research while at Rice University, where she examined accent discrimination against Hispanics/Latinxs in the workplace for her honors thesis. Gutierrez received a BA in psychology and Spanish & Portuguese Studies from Rice University and graduated *cum laude*.

Lyangela is from McAllen, Texas, in the Rio Grande Valley (a primarily Latinx area). She grew up speaking Spanish and English, Spanish being her first language. On a typical weekend, you can find her knitting, eating Hot Cheetos, doing the next escape room and watching Disney movies.

Gerald Higginbotham is a doctoral student in social psychology at UCLA. His research focuses on the role of culture, identity and history in education. Born and raised in St. Louis, he attended Stanford University, where he received a BA in psychology and a minor in African and African-American Studies. After college, he spent time working in mid-level management in supply chain operations at a national industrial supplies firm.

Gerald constantly engages in mentorship. He has taught undergraduate statistics in a way that helped students overcome prior math trauma and see statistics in a more positive light. He co-created a course to expose Black high school students to the field of social psychology and psychology researchers of color.

In the free moments that graduate school affords, Gerald loves to paint, hang out with friends, and exercise every once in a while.





Summer Jackson is an organizational ethnographer in the doctoral program at MIT Sloan School of Management, where she has been recognized as both a MIT Presidential Fellow and a Graduate Woman of Excellence. Jackson's dissertation research is on inclusion and diversity in the technology sector. She studies the policies and practices associated with building a diverse, inclusive, and equitable workforce in fast-growth companies.

Prior to beginning her Ph.D., Jackson worked at the Bureau of Near Eastern Affairs at the U.S. Department of State. As an Evaluation Specialist, she analyzed the success and failure of American foreign assistance programs. In 2015, she was awarded the Meritorious Honor Award by the State Department for her contributions to the mission. Jackson also worked at consulting firms, non-profits, and in state government.

Jackson holds a B.A. in international relations, with a minor in feminist studies, from Stanford University, an MA in international development from the Heller School at Brandeis University, and a master's degree in management science from MIT Sloan School of Management.

Nallely Mejia is a doctoral student in sociology at UC Berkeley. She holds a B.A. in international studies and sociology from American University in Washington, D.C. Her research interests include wealth and household finances, social mobility, and health disparities among Latino families in the U.S. For her master's thesis, she looked at the interplay between gender roles and household food choices among Mexican immigrant couples in the San Francisco Bay Area.

For her dissertation, Mejia examines how first-generation immigrant parents and their U.S.-born adult children navigate and create wealth in San Joaquin County, CA amid unique social and cultural tensions. After graduation, Nallely hopes to teach at the university level in the U.S. or abroad.

Nallely grew up in Brooklyn, New York and St. Louis, Missouri. She enjoys painting, riding her electric bike, and going on walks with her toy poodle, Osito.



Oneya Fennell Okuwobi is a doctoral student in sociology at the Ohio State University. Okuwobi's research interests include the sociology of organizations, race, and religion and group processes. More specifically, her research interrogates how diverse organizations affect racial inequality; because diverse organizations often mask racial inequality, they may reify, rather than rectify, existing stratification. Her doctoral dissertation explores how people of color experience diversity policies and procedures across three organization types: corporations, universities, and multiracial churches.

Okuwobi was previously a corporate finance manager with 14 years' experience in strategic business planning, category expansion, and organizational leadership. She regularly engages corporate and religious organizations with her research. In this vein, she is co-author of *Multiethnic Conversations*, a small group study designed to educate diverse religious communities on the sociology of race. Okuwobi has a bachelor's in economics from the University of Virginia and M. Div. in practical theology from Regent University.

Marlene Orozco is a doctoral student in sociology and the lead research analyst with the Stanford Latino Entrepreneurship Initiative. She holds a B.A. with honors from Stanford and an Ed.M. in education policy and management from Harvard. Prior to returning to graduate school, she was a fourth-grade lead teacher at a charter school in San Jose, California.

Orozco is trained in both qualitative and quantitative methods of research and is a IES Fellow in Quantitative Education Policy Analysis. Her research focuses on immigrant integration and pathways of social mobility through entrepreneurship. Orozco leads annual data collection efforts to survey over 5,000 Latino entrepreneurs and is building a longitudinal panel of over 1,000 members. She is the lead author of the 2017-2019 State of Latino Entrepreneurship research reports at the Stanford Graduate School of Business. Her research has been featured in over 30 news stories including NBC News, MarketWatch, Forbes, CNN en Español, Univision, and Telemundo, among others, and has informed Elizabeth Warren's campaign on leveling the playing field for entrepreneurs of color. Orozco was recently recognized in Silicon Valley Business Journal's 40 Under 40.



Amanda Danielle Perez is a doctoral student in social psychology at UC Berkeley. Her research interests broadly revolve around intergroup dynamics, as she believes these topics to be highly relevant in the business domains of management, judgement, and decision-making. While pursuing her bachelor's degree at UC Berkeley, Perez discovered her intellectual passion for rigorous methodology and statistics. This passion, paired with strong mentorship, propelled her to graduate with honors, and is now immersing herself in research and statistics, publishing, and working towards her goal of becoming a professor. Perez has sought extensive training and research opportunities to develop her research in stereotyping, cross-group relations, and statistics and methods.

Allister (Pilar) Plater is a doctoral student in sociology at University of Virginia. She received her master's degree in educational studies from Tufts University and bachelor's in sociology from the University of North Carolina at Chapel Hill. As a first-year doctoral student, Pilar became a Southern Regional Education Board Doctoral scholar. She later participated in the University of Chicago Ethnography Incubator as a fellow and is currently an American Association of University Women Dissertation Awardee. Plater's research agenda builds on three pillars of inquiry: work, consumption, and inequality. Her work focuses on understanding and synthesizing social meanings of money, workplace culture, industry ethos, and how culture flows through market transactions.

In 2019, Plater interned as a global workplace researcher at NIKE World Headquarters in Portland, Oregon. During that period, she conducted two qualitative projects that culminated in six presentations to the company and beyond. She made data-driven recommendations for strategies to redesign the physical work space to recruit and retain employees of the future.





Jairo Ramos is a doctoral student in social psychology at the University of Colorado Boulder. He moved from Colombia to Miami at the age of 12. He obtained a bachelor's degree in economics from Florida International University (FIU). He then spent several years working as a journalist, primarily covering issues related to race and culture, as well as soccer. He then returned to FIU to work as a post-bac research assistant in the psychology department.

Sandra Portocarrero is a doctoral student in sociology at Columbia University. She is an organizational ethnographer with a particular interest in diversity and inclusion management in organizations. She builds theory grounded in observations and disentangles organizational processes. Portocarrero's work is funded by the Paul and Daisy Soros Foundation, the National Science Foundation, and the Center for Organizational Innovation at Columbia. She is passionate about diversity, equity, inclusion, and women's rights. At Columbia, she chaired the Graduate Students of Color Alliance, and launched the Intimate Conversations with Women in Academia series. She is affiliated with the Weatherhead Center Cluster on Inequality and Inclusion at Harvard University. Portocarrero is currently a visiting doctoral student at the Merage School of Business at UC Irvine.



Before starting her doctoral program, Sandra worked for Southern Copper Corporation and as a public relations consultant in Asia and Latin America. Her higher education journey started at Berkeley City College, and she holds a B.A. in sociology from the University of California at Berkeley. She is a first-generation college student.

Diego Reinero is a doctoral student in social psychology at NYU and a National Science Foundation graduate research fellow. He received his B.A. from Skidmore College in upstate NY, double majoring in psychology and business.



Reinero is broadly interested in empathy and morality. His primary line of research explores what it means when brainwaves synchronize with others' during social interactions (e.g., a shared experience) and how it might track collective decision making such as teamwork or joint moral judgments. He also studies how attitudes about moral issues develop and change (or remain rigid). In addition to these primary interests, Diego has also done meta-science work on psychology's "replication crisis", including the importance of considering context in replications, as well as whether there is a political bias in psychology that affects the robustness of the work.

In his free time, Diego loves to play soccer, beatbox, and check out the music and comedy club scenes in NYC.

Alicia Sheares is a doctoral student at UC Berkeley where her research centers on race and ethnicity, immigration, inequality, and work and organizations. Her dissertation explores the role of networks and organizations in facilitating or inhibiting Black tech entrepreneurship in Silicon Valley and Atlanta.

Sheares is a native of Bucks County, Pennsylvania. She graduated Summa Cum Laude and Phi Beta Kappa from Spelman College where she received a B.A. in International Studies. After graduating, Alicia completed an internship at the Institute for Women's Policy Research (IWPR) in Washington, D.C., where she researched the racial-gender wage gap. Immediately following her time at IWPR, she completed a two-year Fulbright Fellowship in Pernambuco, Brazil. At the conclusion of her Fulbright Fellowship, she matriculated to the University of Oxford to receive an M.Sc. in Migration Studies.

Outside of her Ph.D. program, Alicia enjoys conducting user experience research for tech companies in Silicon Valley, running, traveling, listening to Brazilian music, and exploring the city of Oakland.



Jordan Starck is a doctoral student pursuing a joint degree in psychology and social policy at Princeton University. He studies race, bias, and interventions for social change, often within the context of education. He received his bachelor's degree in psychology and a professional educator's license from Davidson College. He then spent four years as a K-12 educator where he taught a variety of social studies courses.

As a founding partner of Madison Multicultural Education Solutions, Starck has also consulted with educators, officers, and non-profits on topics related to bias and conducted research to help improve programs targeted at empowering underrepresented groups.

Kamiya Stewart is a doctoral student in the Social Psychology PhD and Health Psychology Graduate Certificate programs at Tulane University. She received dual bachelor's degrees in Psychology and Human Development at California State University, San Bernardino. Stewart holds a master's degree in Experimental Psychology at California State University, San Bernardino.

Stewart studies social identity, negative intergroup interactions such as discrimination, prejudice, and ostracism, and outcomes for marginalized populations. She is interested in various social identities, the intersectionality of identities and outcomes in a variety of contexts, including school and work.

A California native, in New Orleans Kamiya enjoys the culture, food, and random parades throughout the year. Her hobbies include reading, hiking, and spending time with family and friends.

