

Curriculum Vitae
VICTORIA MELANIE ESSES

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Citizenship: Canadian

ACADEMIC HISTORY

Professor Department of Psychology https://esseslab.com/	2001 - present	University of Western Ontario
Founding Director MA in Research for Policy and Evaluation	2020 – present	University of Western Ontario
Founding Director Network for Economic and Social Trends http://nest.uwo.ca/	2018 - present	University of Western Ontario
Founding Director Centre for Research on Migration and Ethnic Relations http://migration.uwo.ca	2008 - present	University of Western Ontario
Principal Investigator Pathways to Prosperity Partnership http://p2pcanada.ca/	2012 - present	SSHRC* and IRCC** funded national consortium of university, community, and government partners
Principal Investigator Welcoming Communities Initiative	2009 - 2015	SSHRC funded community-university research alliance
Founding Director Collaborative Graduate Program in Migration and Ethnic Relations http://migration.uwo.ca	2007 - 2011	University of Western Ontario

* SSHRC: Social Sciences and Humanities Research Council of Canada

** IRCC: Immigration, Refugees and Citizenship Canada

Associate Professor Department of Psychology	1995 - 2001	University of Western Ontario
Assistant Professor Department of Psychology	1990 - 1995	University of Western Ontario
SSHRC Canada Research Fellow	1988 - 1990	University of Toronto
SSHRC Postdoctoral Fellow	1986 - 1988	University of Waterloo
Ph.D. (Psychology)	1986	University of Toronto
M.A. (Psychology)	1982	University of Toronto
B.Sc. (Honours Psychology)	1981	University of Toronto

AWARDS AND DISTINCTIONS

Fellow, Canadian Institute for Advanced Research	2019-present
Dean's Award of Excellence, University of Western Ontario	2018, 2019
Volunteer Service Award: Province of Ontario (For service to the London and Middlesex Local Immigration Partnership)	2017
Elected Fellow: Society for Personality and Social Psychology	2015
Harold Crabtree Foundation Award in Public Policy Research	2010-2011
Faculty Scholar Award: University of Western Ontario	2010-2012
Distinguished Service Award: Society for the Psychological Study of Social Issues	2009
Elected Fellow: Society for Experimental Social Psychology	2009
Elected Fellow: Association for Psychological Science	2007
Elected Fellow: Canadian Psychological Association	2006
Elected Fellow: American Psychological Association	2000
Elected Fellow: Society for the Psychological Study of Social Issues	2000
Otto Klineberg Intercultural and International Relations Award	1992
SSHRC Canada Research Fellowship	1988-1992

SSHRC Postdoctoral Fellowship	1986-1988
SSHRC Doctoral Fellowship	1982-1986
SSHRC Special M.A. Scholarship	1981-1982
McNab Award in Psychology: University of Toronto	1981

RESEARCH INTERESTS

Immigration and refugee policy and practice
Measuring community welcome-ability
Measuring immigrant and refugee settlement and integration needs and outcomes
Attitudes toward immigrants, refugees and cultural diversity
Ethnic relations
Diversity in the workplace
Stereotypes, prejudice and discrimination
Dehumanization and rehumanization

PARTICIPATION IN GOVERNMENT INITIATIVES

Invited Presentation to Immigration, Refugees and Citizenship Canada: “Beyond the Big City: How Small Communities Across Canada Can Attract and Retain Newcomers,” 2019.

Invited Participant, Immigration, Refugees and Citizenship Canada Workshop on Measuring Outcomes, 2019.

Invited Member, Immigration, Refugees, and Citizenship Canada’s Orientation to Canada Advisory Committee, 2016 – present.

Invited Member, Citizenship and Immigration Canada’s Research Partnership Table, 2014 – present.

Invited Presentation to Immigration, Refugees and Citizenship Canada: “The Right Information at the Right Time: Optimizing the Provision of Information to Facilitate the Settlement and Integration of Refugees in Canada,” 2018

Invited Presentation to the SSHRC Planning Meeting for New Partnerships: “Critical Areas of Partnership Management,” 2018.

Invited Advisor, Auditor General of Canada’s Audit of the Syrian Refugee Initiative, 2017.

Invited Presenter, Canada Foundation for Innovation Parliamentary Outreach Event, 2017.

Invited Presentation to the Government of Alberta: “Improving Refugee Outcomes in Alberta and Canada: An Analysis of Integration Challenges and Strategies for Improving Economic, Social, and Civic/Political Integration,” 2016.

Invited Presentation to the SSHRC-IDRC Meeting on International Research on Refugee Studies: “The Pathways to Prosperity Partnership: Research on Welcoming Communities, Promising Settlement Services and Information Provision to Refugees,” 2016.

Invited Brief to the House of Common’s Standing Committee on Citizenship and Immigration: Promoting Economic Prosperity through Settlement Services, 2015.

Invited Presentation to Citizenship and Immigration Canada’s Workshop on English-Speaking Immigration in Quebec: “The Economic and Social Integration of English-Speaking Immigrants in Quebec,” 2015.

Invited Presentation to Citizenship and Immigration Canada’s Alberta Summit: “Updates on the Pathways to Prosperity Partnership,” 2014.

Invited Presentation to Citizenship and Immigration Canada: “Local Immigration Partnerships and the Réseaux en immigration francophone: Strategies for Increasing Alignment and Collaboration and for Developing Performance Measurement Tools,” 2014.

Invited Presentation to the City of London’s Diversity and Race Relations Advisory Committee: “Recent Changes to Immigration Policy in Canada,” 2013.

Keynote Speaker, Intergovernmental Consultations on Migration, Asylum and Refugees (IGC) (Geneva, Switzerland): “Welcoming Communities,” 2012.

Invited Presentation to the Government of Alberta: “Alberta Settlement Outcomes Survey,” 2012.

Invited Presentation to the Settlement and Integration Joint Policy and Program Council Meetings: “Study of Innovative and Promising Practices,” 2012.

Invited Presentation to Citizenship and Immigration Canada’s Expert Meeting on the Information and Orientation Needs of Newcomers: “Integration Barriers and Information as a Solution: Report Based on the Literature Covering 2005-2011 Inclusive,” 2012.

Workshops for Citizenship and Immigration Canada in Newfoundland, Nova Scotia, Ontario, Alberta, and Saskatchewan: “Local Immigration Partnerships,” 2011.

Invited Presentation to Citizenship and Immigration Canada: “Settlement Information Renewal Exercise: Results of Consultations with Newcomers in Montreal, Ottawa, Toronto, Winnipeg, and Vancouver,” 2010.

Invited Participant in Citizenship and Immigration Canada and Policy Research Institute Roundtable on “Community-Based Initiatives,” 2010.

Invited Presentation to Rural Team Ontario: "Welcoming Communities: Working to Improve the Inclusion of Visible Minorities and Immigrants in Second and Third Tier Ontario Cities," 2010.

Invited Presentation to Citizenship and Immigration Canada: "Characteristics of a Welcoming Community: Outcome Indicators and Policy Considerations," 2010.

Invited Presentation to Ontario Ministry of Municipal Affairs and Housing: "Welcoming Communities," 2010.

Invited Participant in Citizenship and Immigration Canada's "Expert Meeting on Newcomer Information and Orientation Needs," 2010.

Invited Presentation to Canadian Heritage: "Welcoming Communities: Working to Improve the Inclusion of Visible Minorities and Immigrants in Second and Third Tier Ontario Cities," 2009.

Invited Presentation to Citizenship and Immigration Canada (Metropolis Institute) Speaker Series: "Welcoming Communities: Working to Improve the Inclusion of Visible Minorities and Immigrants in Second and Third Tier Ontario Cities," 2009.

Invited Presentation to Human Resources and Social Development Canada Workshop on Small Experiments: "The Evaluation of Immigrants' Credentials," 2008.

Invited Presentation to Human Resources and Social Development Canada Federal-Provincial-Territorial Workshop on Immigrant Labour Market Integration: "Roadblocks to Immigrant Employment: The Role of Latent Prejudice," 2008.

Invited Presentation to Metropolis Brownbag Series: "Immigrant Employment and Skill Discounting: The Role of Latent Prejudice in the Assessment of Immigrant Qualifications," 2005.

Invited Participant in Citizenship and Immigration Canada Closed Meeting on "Internationally Trained Workers' Economic Performance and Credential Recognition: Developing a Research Agenda," 2005.

Course Instructor for Public Policy Course for Government Workers and NGOs, course title: "Public Attitudes toward Immigration and Cultural Diversity," 2003, 2005.

Development and Updating of Internet Course for Citizenship and Immigration Canada for Use in University-level Interdisciplinary Programs in Immigration and Refugee Studies (EMPIRICAL Project), course title: "Receiving Society: Perceptions, Attitudes, and Behaviour," 2001-2006.

Invited Participant in Citizenship and Immigration Canada Closed Meeting on "Immigration Levels," 2003.

Invited Participant in Closed Meeting on "Countering Terrorism: Integration of Practice and Theory," FBI Academy, 2002.

Invited Participant in Meetings with Senior Staff of the U.S. House and Senate Science Committees to Discuss the Relevance of Psychological Science to September 11th and its Aftermath, 2002.

Development of Syllabus and Course Materials for Citizenship and Immigration Canada for an Interdisciplinary Course for Government Workers and NGOs, course title: “Public Attitudes Toward Immigration and Cultural Diversity.” 2001-2002.

Workshop Leader for Citizenship and Immigration Canada to Discuss an Interdisciplinary Course for Non-Academics, course title: “Public Attitudes toward Immigration and Cultural Diversity,” 2001.

Management Board of SSHRC - Citizenship and Immigration Canada Centre of Excellence for Research on Immigration and Settlement (Toronto), 1996-1997.

Consultant to Citizenship and Immigration Canada, Development of International Metropolis Project to Examine Immigration to World Cities, 1994.

RESEARCH GRANTS

Oudshoorn, A., Benbow, S., Caxaj, S., & Esses, V. SSHRC Partnership Engage Grant “Settlement in the Midst of the Pandemic”	\$23,672 2020 - 2021
Harrell, A., Bloemraad, I., & Esses, V. CIFAR Catalyst Grant “Claims and the Immigrant Other”	\$25,000 2020 - 2021
Esses, V.M., & Willson, A. Attraction and Retention of Immigrants in Smaller Canadian Centres: Analyses of the Longitudinal Immigration Database Faculty of Social Science Internal Collaborative Research Grant	\$9,984. 2019 - 2020
Oudshoorn, A., el Hazzouri, M., Hamilton, L.K., Esses, V.M., Brown, C.D., & Theriault, L.J. SSHRC Insight Grant “Long Term Housing Outcomes of Under-Housed Syrian Refugees”	\$99,026 2018 - 2023

Covell, C., Bourgeault, I., Neiterman, E., & Esses, V. SSHRC Insight Development Grant “Designed to Stay: Canadian-Educated International Students as Future Permanent Residents”	\$61,672 2017-2019
V.M. Esses, L. Hamilton, M. El Hazzouri, & A. Pyati SSHRC-IRCC Targeted Research Grant “Optimizing the Provision of Information to Facilitate the Settlement and Integration of Refugees in Canada: Case Studies of Syrian Refugees in London, Ontario and Calgary, Alberta”	\$23,560 2016-2017
R. Janzen, A. Carr, M. Chapman, V. Esses, N. Jamil, R. Kuipers, & J. Ochocka SSHRC Partnership Development Grant “Faith and Settlement Partnerships: Setting Immigrants and Canada Up for Success”	\$200,000 2016 - 2017
J. Jetten & V.M. Esses SPPSI-SASP Small Conference Grant “Immigration to Major Immigrant-Receiving Countries: Immigrant and Host Perspectives”	\$7,000 2016
V.M. Esses, L. Hamilton, & A. Pyati SSHRC Insight Grant “Optimizing the Provision of Information to Facilitate the Settlement and Integration of Immigrants in Canada”	\$279,260 2014 - 2021
L. Hamilton, & V.M. Esses SSHRC Insight Development Grant “Using Attributional Retraining to Improve Skilled Immigrants’ Labour Market Outcomes”	\$74,732 2014 - 2017
V.M. Esses & B. Baruah Canada Foundation for Innovation Grant (with matching funds from Ontario Research Fund Grant) “Migration, Gender, and International Development Research Laboratory”	\$453,685 2013 - 2016
C. Belkhodja & V.M. Esses SSHRC Knowledge Synthesis Grant “Improving the Assessment of International Students’ Contribution to Canadian Society”	\$24,718 2013

V.M. Esses, C. Andrew, M. Arnal, C. Belkhodja, P. Bramadat, T. Carter, H. Dickson, J. Drolet, M Haan, A. Kazemipur, C. Lavoie, T. Murphy, W. Reimer, & M. Vatz-Laaroussi SSHRC Partnership Grant “Pathways to Prosperity: New Policy Directions and Innovative Local Practices for Newcomer Integration and Attraction”	\$2,513,360 2012 - 2021
V.M. Esses, I.L. Bourgeault, & E. Neiterman Higher Education Quality Council of Ontario Grant “Multiple Case Study Evaluation of Postsecondary Bridging Programs for Internationally Educated Health Professionals”	\$72,272 2012 - 2014
D. Hopkins, V. Esses, C. Kaiser, H. Marrow, & M. McDermott Russell Sage Foundation Presidential Authority Award “Perceived Discrimination among Immigrants as a Function of Community-Level Variables”	\$35,000 2011 - 2012
V.M. Esses, C. Andrew, M. Arnal, C. Belkhodja, H. Dickinson, & M. Haan SSHRC Partnership Grant Letter of Intent “Pathways to Prosperity: New Policy Directions and Innovative Local Practices for Newcomer Attraction and Integration”	\$20,000 2011
M. Stachel, V.M. Esses, & G. King University Of Western Ontario Autism Centre of Excellence Award “A Qualitative, Cross-National Analysis of the Experiences of Somali Parents Raising Children with and without Autism”	\$5,000 2011
V.M. Esses, D. Belanger, W. Lehmann, & W.W. Da SHHRC General Research Grant (University of Western Ontario) “International Students as Future Citizens”	\$3,500 2010 - 2011
V.M. Esses, D. Belanger, W. Lehmann, & W.W. Da Grant from the Office of the VP Research (University of Western Ontario) “International Students as Future Citizens”	\$10,000 2010 - 2011

V.M. Esses, C. Andrew, A. Kobayashi, C. Nicholson, D. Zinga, & B. Newbold SSHRC Community-University Research Alliance Grant “Welcoming Communities: Working to Improve the Inclusion of Visible Minorities and Immigrants in Second And Third Tier Ontario Cities”	\$999,000 2009 - 2015
R. Bourhis, M. Stelzl, & V. Esses SSHRC Standard Research Grant “French/English Interprovincial Migration In Canada’s Bilingual Belt”	\$101,847 2009 - 2012
M.G. Rothstein, J. Dietz, & V.M. Esses SSHRC Grant in Management, Business, and Finance “Impact of Employer Practices and Immigrant Job Search Behaviours on Immigrant Job Outcomes”	\$83,000 2008 - 2011
V.M. Esses, C. Andrew, & A. Kobayashi SSHRC Community-University Research Alliance Development Grant “Welcoming Communities: Working to Improve the Inclusion of Visible Minorities and Immigrants in Second and Third Tier Ontario Cities”	\$20,000 2008 - 2009
V.M. Esses, R.P. Beaujot, & B. Dodson Interdisciplinary Development Initiative of the University of Western Ontario Grant “Centre for Research on Migration and Ethnic Relations”	\$104,000 2007 - 2010
V.M. Esses SSHRC Standard Research Grant “The Dehumanization of Refugees”	\$102,756 2007 - 2010
J. Dietz & V.M. Esses Canadian Labour Market and Skills Researcher Network Research Grant “Research on the Evaluation of Immigrants’ Credentials”	\$16,584 2007
V.M. Esses SSHRC Standard Research Grant “Perceptions of Immigrants and Refugees: Determinants and Consequences”	\$86,130 2003 - 2007

V. Esses, K. Deaux, U. Wagner, & R. Brown Society for the Psychological Study of Social Issues / European Association of Experimental Social Psychology Small Conference Grant “International Perspectives on Immigration”	\$5000 2006 - 2007
J. Dietz & V.M. Esses Academic Development Fund Major Grants Competition (University of Western Ontario) “The Discounting of Immigrant Skills”	\$42,500 2003 - 2004
D.Abrams, M. Hewstone, & V.M. Esses Society for the Psychological Study of Social Issues / European Association of Experimental Social Psychology Small Conference Grant “Social Exclusion”	\$5000 2003 - 2004
V.M. Esses SSHRC Standard Research Grant “Intergroup Competition and Attitudes Toward Immigrants and Immigration”	\$105,000 2000 - 2003
V.M. Esses Agnes Cole Dark Research Grant (University of Western Ontario) “Cross-Cultural Research on the Structure of Political Attitudes”	\$1,332 2000 - 2001
V.M. Esses Faculty of Social Science Research Grant “Collaborative Project on Interpersonal Ambivalence”	\$1,365 1998 - 1999
V.M. Esses SSHRC Standard Research Grant “Intergroup Attitudes and Behavior”	\$104,313 1997 - 2000
V.M. Esses & G. R. Maio SSHRC General Research Grant (University of Western Ontario) “Attitude Extremity: Effects of Individual Differences In Need for Affect”	\$4,000 1997 - 1998

V.M. Esses & K. McQuillan University of Western Ontario Grant for Participation in SSHRC-CIC Centre of Excellence for Research on Immigration and Settlement (Toronto)	\$4000 1996 - 1997
V.M. Esses SSHRC Standard Research Grant “Components of Intergroup Perceptions”	\$90,000 1994 - 1997
V.M. Esses SSHRC General Research Grant (University of Western Ontario) “The Effect of Group Labels on Attitudes toward Ethnic Groups”	\$4,270 1993 - 1994
V.M. Esses & M.P. Zanna SSHRC Standard Research Grant “Mood and Attitudes toward Ethnic Groups”	\$63,388 1991 - 1994
N.B. Perlman, V.M. Esses, & K.I. Ericson Ontario Mental Health Foundation Research Grant “Interviewing Developmentally Handicapped Persons”	\$25,000 1991 - 1992
V.M. Esses & M.P. Zanna SSHRC Standard Research Grant “Mood, Stereotypes, and Prejudice”	\$52,956 1988 - 1991
V.M. Esses Connaught Research Grant (University of Toronto) “Mood, Stereotypes, and Prejudice”	\$10,000 1988 - 1990
M.P. Zanna & V.M. Esses SSHRC General Research Grant (University of Waterloo) “Mood and Stereotyping”	\$4,500 1987 - 1988

GOVERNMENT AND OTHER RESEARCH CONTRACTS

V.M. Esses & J. McRae Grant from Immigration, Refugees and Citizenship Canada “The Pathways to Prosperity Partnership: Supporting Service Provision and Promoting Welcoming Communities in Canada”	\$2,196,000 2020-2025
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V.M. Esses & A. Sutter Contract with the Department of Justice of the Government of Canada “A Look at Serious Legal Programs Facing Immigrants in London and Toronto, Ontario”	\$35,000 2020
V.M. Esses Contract with Public Policy Forum (funded by Immigration, Refugees and Citizenship Canada and Government of Ontario) “Helping Ontario’s Small Centres Attract and Retain Newcomers”	\$93,555 2018-2019
V.M. Esses Contract with Immigration, Refugees and Citizenship Canada “Developing an Evidence Base and Sharing Settlement and Integration Practices that Work”	\$401,637 2018 - 2020
V.M. Esses Contract with Pathways Skills Development (Ontario Trillium Fund) “Evaluation of the Skills to Work Program for At-Risk Immigrant Youth”	\$60,000 2017-2019
V.M. Esses, A. Willson, & Z. Ravanera Contract with the Islamic Centre of Southwest Ontario “Needs Assessment for Muslim Seniors”	\$10,800 2017
V.M. Esses, S. Huot, L. Veronis, & Z. Ravanera Contract with Immigration, Refugees and Citizenship Canada “Rencontre de recherche sur l’immigration d’expression française dans les communautés francophones en situation minoritaire (CFSM) du Canada”	\$23,729 2016-2017
J. Drolet, L. Hamilton, & V. Esses Contract with the Government of Alberta “Geographies of Immigration to Canada and Alberta: Improving Understanding of Social and Economic Determinants Driving Migration Patterns”	\$40,000 2016
V. Esses Contract with the City of Hamilton “Local Immigration Partnerships: Innovative and Promising Practices”	\$5,000 2016

V.M. Esses, Z. Ravanera, J. Drolet, & L. Hamilton Contract with the Government of Alberta “Alberta Refugees Outcome Research”	\$73,658 2016
V.M. Esses, Z. Ravanera, & S. Huot Contract with Citizenship and Immigration Canada, Research and Evaluation Branch “Synthesis and Analysis of Research on Immigrants to Official Language Minority Communities in Canada”	\$21,373 2015 - 2016
V. Esses Contract with the City of Hamilton “Report for the Hamilton Local Immigration Partnership”	\$6,000 2015
J. Drolet, V. Esses, & L. Hamilton Contract with the Immigrant Sector Council of Calgary “Labour Market Integration Project: Improving Collaboration in Calgary for Better Employment Outcomes for Immigrants”	\$50,000 2014 - 2015
L. Hamilton, V.M. Esses, A. Lacassagne, C. Lavoie, & Z. Ravanera Contract with Citizenship and Immigration Canada, Research and Evaluation Branch “Design and Validation of a Survey to Assess Attraction, Retention, and Integration in Official Language Minority Communities”	\$24,870 2014 - 2015
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Research and Evaluation Branch “Local Immigration Partnerships and the Réseaux en immigration francophone: Strategies for Increasing Alignment and Collaboration and for Developing Performance Measurement Tools”	\$87,515 2014
V.M. Esses & M. Burstein Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “Local Immigration Partnerships’ Promising Practices Videos”	\$15,000 2014

V.M. Esses, Z. Ravanera, A. Lacassagne, C. Lavoie, & L. Hamilton Contract with Citizenship and Immigration Canada, Research and Evaluation Branch “The Integration of Immigrants in Official Language Minority Communities: Analyses of the 2006 Census and the 2007-2007 Canadian Community Health Survey”	\$24,800 2014
V.M. Esses, M. Burstein, & Z. Ravanera Contract with the Government of Alberta “Immigrant Information Needs and Perceptions of Pre-Arrival Services”	\$74,785 2013
V.M. Esses, Z. Ravanera, & M. Burstein Contract with the Government of Alberta “Additional Research and Reporting from the Alberta Settlement Outcomes Survey”	\$61,065 2013
V.M. Esses & M. Burstein Contract with the City of Ottawa “Immigration Portal for the City of Ottawa”	\$27,975 2012 - 2013
V.M. Esses, Z. Ravanera, & M. Burstein Contract with the Government of Alberta “Alberta Settlement Outcomes Survey”	\$165,011 2012
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “Literature Review: Integration Outcomes”	\$16,926 2012
M. Burstein & V.M. Esses Contract with Canadian Immigrant Settlement Sector Alliance “Study of Innovative and Promising Practices”	\$69,455 2011 - 2012
V.M. Esses Contract with Citizenship and Immigration Canada, Integration Branch “Integration Barriers and Information as a Solution”	\$5,000 2011 - 2012
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “The Settlement of Newcomers in Canada”	\$10,000 2011

V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “Production of Local Immigration Partnerships Cross-sectoral Repository of Experts”	\$10,000 2011
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Ontario Region “Local Immigration Partnerships: Best Practices and Measuring Outcomes”	\$723,851 2010 - 2012
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Ontario Region “Welcoming Communities: Promoting Inclusive Ontario Communities”	\$576,428 2010 - 2011
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “Settlement Information Renewal Exercise: Newcomer Consultations”	\$73, 463 2010
V.M. Esses Contribution Agreement with Citizenship and Immigration Canada, Integration Branch “Factors Affecting the Integration of Immigrants to Canada”	\$30,000 2010
V.M. Esses Contract with Citizenship and Immigration Canada, Integration Branch “Characteristics of a Welcoming Community”	\$4,999 2009 - 2010
V.M. Esses Multiculturalism Programs of the Department of Canadian Heritage Conference Grant “Theme Conference on Immigrants and Immigration”	\$3,500 1999 - 2000
V.M. Esses & R.C. Gardner Multiculturalism Programs of the Department of Canadian Heritage Publication Grant “Ethnic Relations in a Multicultural Society”	\$7,500 1996 - 1997

C.D. Webster & V.M. Esses \$2,500
 Contributions Program of the Solicitor General, Canada 1985 - 1986
 (University of Toronto)
 “The Prediction of Dangerousness”

PUBLICATIONS

- Esses, V.M., & Hamilton, L.K., (in press). Xenophobia and anti-immigrant attitudes in the time of COVID-19. *Group Processes and Intergroup Relations*.
- Esses, V.M. (in press). Prejudice and discrimination toward immigrants. *Annual Review of Psychology*.
- Esses, V.M., Medianu, S., & Sutter, A. (in press). The dehumanization and rehumanization of refugees. To appear in M Kronfeldner (Ed.), *Routledge handbook of dehumanization*. Abingdon-on-Thames, UK: Routledge.
- Esses, V.M., & Adegbembo, B.F. (in press). Immigration to smaller urban and rural communities: Challenges and opportunities. In F. Moghaddam & M. Hendricks (Eds.), *Immigrants: Psychological research*. Washington: APA Books.
- Ertorer, S., Long, J., Fellin, M., & Esses, V. (in press). Immigrant perceptions of integration in the Canadian workplace. *Equity, Diversity, and Inclusion: An International Journal*.
- Oudshoorn, A., Benbow, S., Esses, V., Baker, L., Annor, B., Coplan, I., Shantz, J. & Ezekuse, V. (in press). Homelessness prevention for refugees: Results from an analysis of pathways to shelter. *European Journal on Homelessness*.
- Wright, J., Agterberg, S., & Esses, V.M. (in press). Aggression in response to threatening individuals’ religious versus national identity in a live instant messaging paradigm. *International Journal for Psychology of Religion*.
- Esses, V.M., Hamilton, L.K., el Hazzouri, M., Sutter, S., McCafferty, B., & Pyati, A. (2020). The right information at the right time: Optimizing the provision of information to facilitate the settlement and integration of refugees in Canada. In L. Hamilton, L. Veronis, & M. Walton-Roberts (Eds.), *A national project: Canada’s Syrian refugee resettlement experience*. Montreal: McGill-Queens.
- Echterhoff, G., Hellmann, J.H., Back, M., Esses, V., & Wagner, U. (2019). Special issue of the *European Journal of Social Psychology* on “The Social Psychology of Forced Migration and Refugee Integration.” Vol. 49, Issue 7.

- Palma, P., Sinclair, V., & Esses, V.M. (2019). Facts versus feelings: Objective and subjective experiences of diversity differentially impact attitudes toward the European Union. *Group Processes and Intergroup Relations*.
- Esses, V.M., Hamilton, L. K., & Gaucher, D. (2019). The role of attitudes in migration. In D. Albarracín & B. Johnson (Eds.), *Handbook of attitudes* (pp. 455-487). Abingdon, UK: Routledge.
- Wright, J.D., & Esses, V.M. (2019). It's security, stupid! Voters' perceptions of immigrants as a security risk predicted support for Donald Trump in the 2016 US presidential election. *Journal of Applied Social Psychology, 49*, 36-49.
- Esses, V.M., & Jetten, J. (Eds.), (2018). The reception of immigrants and refugees in Western countries: Facilitators and inhibitors of positive relations. Special issue of *Journal of Social Issues, 74*.
- Esses, V.M. (2018). Immigration, migration, and culture. In O. Braddick (Ed.), *Oxford Research Encyclopedia of Psychology*. New York: Oxford University Press.
- Esses, V.M. (2018). Refugees. In M.H. Bornstein (Ed.), *The SAGE encyclopedia of lifespan human development*. Thousand Oaks, CA: Sage.
- Gaucher, D., Friesen, J.P., Neufeld, K., & Esses, V.M. (2018). Changes in the positivity of migrant stereotypes: How system-sanctioned pro-migrant ideology can affect public opinions of migrants. *Social Psychological and Personality Science, 9*, 223-233.
- Jetten, J., & Esses, V.M. (2018). The reception of immigrants and refugees in Western countries: The challenges of our time. *Journal of Social Issues, 74*, 662-673.
- Nakeyar, C., Esses, V., & Reid, G.J. (2018). The psychosocial needs of refugee children and youth and best practices for filling these needs: A systematic review. *Clinical Child Psychology and Psychiatry, 23*, 186-208.
- Neiterman, E., Bourgeault, I., Peters, J., Esses, V., Dever, E., Gropper, R., Nielsen, C., Kelland, J., & Sattler, P. (2018). Best practices in bridging education: Multiple case study evaluation of postsecondary bridging programs for internationally educated health professionals. *Journal of Allied Health, 47*, 23-28.
- Esses, V.M., & Abelson, D.E. (Eds.). (2017). *Twenty-first century immigration to North America: Newcomers in turbulent times*. Montreal: McGill-Queens.
- Esses, V.M., Ertorer, S., & Fellin, M. (2017). Refugees. In F.M. Moghaddam (Ed.), *The SAGE encyclopedia of political behavior*. Thousand Oaks, CA: Sage.
- Esses, V.M., Hamilton, L.K., & Gaucher, D. (2017). The global refugee crisis: Empirical evidence and policy implications for improving public attitudes and facilitating refugee resettlement. *Social Issues and Policy Review, 11*, 78-123.

- Esses, V.M., Hamilton, L., Wright, J., & Thomson, C. (2017). Immigration. In F.M. Moghaddam (Ed.), *The SAGE encyclopedia of political behavior*. Thousand Oaks, CA: Sage.
- Esses, V.M., Long, J., Hamilton, L., & Balakrishnan, A. (2017). Ethnicity. In F.M. Moghaddam (Ed.), *The SAGE encyclopedia of political behavior*. Thousand Oaks, CA: Sage.
- Esses, V.M., Zuschlag, A., Abelson, D.E. (2017). *Twenty-first-century immigration to North America*. In V.M. Esses, A. Zuschlag, & D.E. Abelson (Eds.), *Twenty-first immigration to North America: Newcomers in turbulent times* (pp. 3-15). Montreal: McGill-Queens.
- Urbiola, A., Willis, G.B., Ruiz-Romero, J., Moya, M., & Esses, V. (2017). Valuing diversity in Spain and Canada: The role of multicultural ideology in intergroup attitudes and intentions to reduce inequalities. *International Journal of Intercultural Relations*, 56, 25-38.
- Wright, J.D. & Esses, V.M. (2017). Support for the Confederate Battle Flag in the American South: Racism or Southern Pride? *Journal of Social and Political Psychology*, 5, 224-243.
- Hopkins, D., Mummolo, J., Esses, V., Kaiser, C., Marrow, H., McDermott, M. (2016). Out of context: The unexpected absence of spatial variation in U.S. immigrants' perceptions of discrimination. *Politics, Groups, and Identities*.
- Thomson, C., & Esses, V.M. (2016). Helping the transition: Mentorship to support international students in Canada. *Journal of International Students*, 6, 873-886.
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- Sutter, A., & Esses, V. (2019). *Evaluation of the Skills to Work program*. Report written for the Ontario Trillium Foundation.
- Esses, V.M., Willson, A., Ravanera, Z., & Aslam, A. (2018). *The needs of Muslim seniors in London, Ontario*. Report written for the Islamic Centre of Southwest Ontario.

- Esses, V., Sutter, A., Ortiz, A., Luo, N., Cui, J., & Deacon, L. (2018). *Retaining international students in Canada post-graduation: Understanding the motivations and drivers of the the decision to stay*. Report written for the Canadian Bureau for International Education.
- Haan, M., Esses, V., Belkhodja, C., & Nguyen, S. (2017). *The geographic mobility patterns of international students in Atlantic Canada*. Report written for the Atlantic Canada Opportunities Agency (Atlantic Policy Research Initiative).
- Veronis, L., Huot, S., Esses, V., & Ravanera, Z. (2017). *Rapport: Rencontre de recherche sur l'immigration d'expression française dans les communautés francophones en situation minoritaire (CFSM) du Canada*. Report written for Immigration, Refugees, and Citizenship Canada (Research and Evaluation Branch).
- Medianu, S. & Esses, V.M. (2016). *Visible minorities and women in senior leadership positions: London, Hamilton, and Ottawa*. Report written for DiverseCity onBoard Program.
- Balakrishnan, A., Palma, P., Esses, V.M., Hussein, H., & Walsh, C. (2016). *London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP*. Report written for the City of London.
- Drolet, J., Hamilton, L., Esses, V., & Wright, J. (2016). *Geographies of (im)migration to Canada and Alberta: Improving understanding of social and economic factors driving migration patterns*. Report written for the Government of Alberta.
- Esses, V., Huot, S., Ravanera, Z., Thakur, S., & Vanderloo, L. (2016). *Synthesis and analysis of research on immigrants to official language minority communities in Canada*. Report written for Citizenship and Immigration Canada (Research and Evaluation Branch).
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- Long, J., Nott, R., & Esses, V. (2016). *Promising practices for innovative and effective governance of Local Immigration Partnerships*. Report written for the City of Hamilton.
- Drolet, J., Hamilton, L., & Esses, V. (2015). *Labour market integration project: Improving collaboration in Calgary for better employment outcomes for immigrants*. Report written for the Immigrant Sector Council of Calgary.
- Esses, V.M., Hamilton, L., Ravanera, Z., Lavoie, C., & Lacassagne, A. (2015). *Design and validation of a survey instrument to assess the attraction, retention, and integration of official language minority immigrants in Canada*. Report written for Citizenship and Immigration Canada (Research and Evaluation Branch).
- Medianu, S., Long, J., Sutter, A., & Esses, V. (2015). *Supporting immigrants to Hamilton in an evolving immigration environment*. Report written for the Hamilton Immigration Partnership Council.

- Sattler, P., Peters, J., Bourgeault, I.L., Esses, V., Neiterman, E., Dever, E., Gropper, R., Nielsen, C., & Kelland, J. (2015). *Multiple case study evaluation of postsecondary bridging programs for internationally educated health professionals*. Report written for the Higher Education Quality Council of Ontario.
- Esses, V.M., Burstein, M., Haan, M., Holtman, C., McEachern Caputo, S., Andrew, C., Sharpe-Harrigan, M., Lacassagne, A., Jean-Pierre, J., Drolet, J., & Clement, G. (2014). *Local Immigration Partnerships and the Réseaux en immigration francophone: Strategies for increasing alignment and collaboration and for developing performance measurement tools*. Report written for Citizenship and Immigration Canada (Research and Evaluation Branch).
- Ravanera, Z., & Esses, V.M. (2014). *The integration of immigrants of differing official language ability and use in Canada: Analysis of the 2006 Census and the 2007-2008 Canadian Community Health Survey*. Report written for Citizenship and Immigration Canada (Research and Evaluation Branch).
- Zhang, R., Esses, V.M., & Lalonde, R. (2014). *The effectiveness of Career Edge internships for newcomers to Canada*. Report written for Career Edge.
- Belkhdja, C., & Esses, V. (2013). *Improving the assessment of international students' contribution to Canadian society*. Report written for the Social Sciences and Humanities Research Council of Canada.
- Esses, V. M., Hamilton, L. K., Wilkinson, L., Zong, L., Bramadat, J., & Bucklaschuk, J. (2013). *Western Settlement Outcomes Survey*. Report written for Citizenship and Immigration Canada (Western Region).
- Burstein, M., Drolet, J., & Esses, V.M. (2013). *Information needs of immigrants to Alberta*. Report written for the Government of Alberta.
- DeVaul-Fetters, A., Barnes, K., Esses, V., & Hussein, H. (2013). *London & Middlesex Local Immigration Partnership: Community Capacity and Perceptions of the LMLIP*. Report written for the London and Middlesex Local Immigration Partnership.
- Esses, V.M., Ravanera, Z., Burstein, M., & Medianu, S. (2013). *Multivariate analyses of information-related variables from the Alberta Settlement Outcomes Survey*. Report written for the Government of Alberta.
- Ravanera, Z., Esses, V.M., Burstein, M., & Medianu, S. (2013). *Multivariate analyses of social integration and attachment variables from the Alberta Settlement Outcomes Survey*. Report written for the Government of Alberta.
- Ravanera, Z., Esses, V.M., Burstein, M., & Medianu, S. (2013). *Socio-economic characteristics and social integration of recent immigrant youth and seniors in Alberta*. Report written for the Government of Alberta.

- Burstein, M., & Esses, V.M. (2012). *Study of innovative and promising practices*. Report written for the Canadian Immigrant Settlement Sector Alliance.
- Burstein, M., Esses, V.M., Lacassagne, A., & Nadeau, J. (2012). *LIP-municipal interactions and CIC's strategic interests*. Report written for Citizenship and Immigration Canada (Integration Branch).
- Esses, V.M., & Medianu, S. (2012). *Integration barriers and information as a solution: Report based on the literature covering 2005-2011 inclusive*. Report written for Citizenship and Immigration Canada (Integration Branch).
- Esses, V.M., Ravanera, Z., Burstein, M., Hallman, S., & Medianu, S. (2012). *Alberta Settlement Outcomes Survey*. Report written for the Government of Alberta.
- Ravanera, Z.R., Esses, V.M., Beaujot, R., Bozheva, A., Gilliland, J., Lapshina, N., & Rangel, C. (2012). *Measurement of outcomes of Local Immigration Partnerships: Baseline indicators of welcoming communities*. Report written for Citizenship and Immigration Canada (Ontario Region).
- Hamilton, L. K., & Esses, V. M. (2011). *Peel immigration labour market survey findings: Do labour market outcomes differ between men and women in Peel?* Report written for Region of Peel.
- Tossutti, L., & Esses, V.M. (2011). *Local perspectives on immigration and diversity in 15 Ontario municipalities*. Report written for Citizenship and Immigration Canada (Ontario Region).
- Esses, V.M., Lapshina, N., & Bitacola, L. (2010). *Settlement information renewal exercise*. Report written for Citizenship and Immigration Canada (Integration Branch).
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- Esses, V.M., Brochu, P., Camman, C., Raza, M., Bradford, N., Hamou, N., & Hussein, H. (2010). *London and Middlesex local immigration partnership community capacity and needs report*. Report written for the London and Middlesex Local Immigration Partnership.
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- Esses, V.M., Beaujot, R., & Dodson, B. (2007, Fall). Graduate training in migration and ethnic relations at the University of Western Ontario. *Our Diverse Cities, Fall*, 86-90.
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- Esses, V. M., Dietz, J., Bennett-AbuAyyash, C., & Joshi, C. (2007). Prejudice in the workplace: The role of bias against visible minorities in the devaluation of immigrants' foreign-acquired qualifications and credentials. *Canadian Issues, Spring*, 114-118.
- Esses, V.M., & Hodson, G. (2001). *The assessment of prejudice*. Report written for the Royal Military College of Canada.
- Esses, V.M., & Armstrong, T.L. (1997). *Making the decision to migrate or to immigrate to South Africa: A comparison of men and women from Lesotho, Mozambique, and Zimbabwe*. Report written for the South African Migration Project, Canadian International Development Agency (CIDA).

MEDIA COVERAGE

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- Keung, N., & Teotonio, I. (2019, September 27). 'We think of them as cash cows.' *International students want to immigrate, but colleges, employers want to boost their bottom lines*. St. Catharines Standard. <https://www.stcatharinesstandard.ca/news-story/9617661-we-think-of-them-as-cash-cows-international-students-want-to-immigrate-but-colleges-employers-want-to-boost-their-bottom-lines/>
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CONFERENCE PRESENTATIONS AND KEYNOTE ADDRESSES

- Esses, V., & Carter, C. (2020, February). *Beyond the big city: How small communities across Canada can attract and retain newcomers*. Invited keynote address at the OGRA Conference.
- Esses, V., Medianu, S., & Sutter, A. (2020, January). *National boundaries and the dehumanization and rehumanization of refugees*. Invited talk to the Department of Psychology, Georgetown University.
- Oudshoorn, A., Benbow, S., Esses, V., Baker, L., Annor, B. & Coplan, I. (2019, November). *Homelessness prevention for refugees: Results from an analysis of pathways to shelter*. Paper presented at the Canadian Alliance to End Homelessness 2019, Edmonton, AB.
- Esses, V.M. (2019, June). *The integration of vulnerable refugees*. Invited presentation at the International Metropolis Conference, Ottawa, ON.
- Esses, V.M., Medianu, S., & Sutter, A. (2019, January). *Media portrayals of refugees: Nature and consequences*. Invited talk to the UBC Migration Cluster, Vancouver, QC.
- Esses, V.M., Medianu, S., & Sutter, A. (2018, October). *Media portrayals of refugees: Nature and consequences*. Invited talk to the Centre for the Study of Democratic Citizenship, Montreal, QC.
- Friesen, J., Gaucher, D., Neufeld, K., & Esses, V.M. (2018, June). *System justification and changes in beliefs about migrants over time*. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, Pittsburgh, PA.

- Wright, J.D., & Esses, V.M. (2018, May). It's security, stupid! Voters' perceptions of immigrants as a security risk predicted support for Donald Trump in the 2016 U.S. Presidential Election. Paper presented at the 30th annual meeting of the Association for Psychological Science, San Francisco, CA.
- Esses, V., Sutter, A., Ortiz, A., Brandt, J., Owen, T., & Deacon, L. (2018, April). *International students' intentions to transition to permanent residency and work in Canada*. Paper presented at the Pathways to Prosperity and Intercultural Association of Greater Victoria Workshop on International Students as Future Permanent Residents, Victoria, BC.
- Haan, M., Esses, V., Eichelmann-Lombardo, F., & Amoyaw, J. (2018, April). *International student recruitment and retention in Canada*. Paper presented at the Pathways to Prosperity and Intercultural Association of Greater Victoria Workshop on International Students as Future Permanent Residents, Victoria, BC.
- Hamilton, L., Esses, V., el Hazzouri, M., Sutter, A., McCafferty, B., & Pyati, A. (2018, March). *How does the provision of information facilitate the settlement and integration of Syrian refugees in Canada?* Paper presented at the National Metropolis Conference, Calgary, AB.
- Palma, P.A., Sinclair, V., & Esses, V. (2018, March). *Fear or friendship: The role of diversity and intergroup contact in Brexit and Euroscepticism*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Esses, V., Ravanera, Z., & Sutter, A. (2017, November). *International students' intentions to transition to permanent residency, work, and study further in Canada*. Paper presented at the Canadian Bureau of International Education Annual Conference, Halifax, NS.
- Haan, M., Esses, V., Nguyen, S., & Belkhodja, C. (2017, November). *International student recruitment and retention in Canada, 2004-2014*. Paper presented at the Canadian Bureau of International Education Annual Conference, Halifax, NS.
- Hamilton, L., Esses, V., el Hazzouri, M., Sutter, A., & Pyati, A. (2017, November). *The provision of information to facilitate the settlement and integration of Syrian refugees in Canada*. Paper presented at the Pathways to Prosperity National Conference, Toronto, ON.
- Hamilton, L., McCafferty, B., Esses, V., & Randall, B. (2017, November). *Connecting international talent with local champions: An examination of the outcomes of CRIEC's Mentorship Program*. Paper presented at the Pathways to Prosperity National Conference, Toronto, ON.
- Ravanera, Z., & Esses, V. (2017, November). *Integration and cultural identity of refugees in Canada: An analysis of the 2013 General Social Survey on Social Identity*. Paper presented at the Pathways to Prosperity National Conference, Toronto, ON.

- Hamilton, L., Esses, V., el Hazzouri, M., Sutter, A., & Pyati, A. (2017, October). *Providing refugees with the right information at the right time: Lessons learned during the resettlement of Syrian refugees*. Paper presented at the Alberta Association for Immigrant Serving Agencies Integration Summit, Calgary, AB.
- Ravanera, Z., & Esses, V. (2017, June). *Integration and cultural identity of refugees in Canada: An analysis of the 2013 General Social Survey on Social Identity*. Paper presented at the annual meeting of the Canadian Population Society, Toronto, ON.
- Esses, V., Hamilton, L., & Gaucher, D. (2017, May). *The role of attitudes in migration*. Paper presented at the University of Pennsylvania Attitudes Conference, Philadelphia, PA.
- Esses, V.M., Hamilton, L., el Hazzouri, M., Sutter, A., & Pyati, A. (2017, March). The provision of information to facilitate the settlement and integration of refugees in Canada. In V.M. Esses & L. Hamilton (Chairs), *Promising practices in orientation and information provision for government assisted refugees*. Workshop presented at the National Refugee Assistance Program Conference, Ottawa, ON.
- Esses, V.M., Hamilton, L., el Hazzouri, M., Sutter, A., & Pyati, A. (2017, March). *The provision of information to facilitate the settlement and integration of refugees in Canada*. Paper presented at the Metropolis Conference, Montreal, QC.
- Esses, V.M., & Ravanera, Z. (2017, March). *Defining and measuring welcoming communities*. Paper presented at the Metropolis Conference, Montreal, QC.
- Esses, V.M., Medianu, S., & Sutter, A. (2017, January). *The automatic dehumanization of refugees: Causes and consequences*. Invited paper presented at the Group Processes and Intergroup Relations Preconference of the Society for Personality and Social Psychology, San Antonio, TX.
- Lapshina, N., & Esses, V.M. (2016, August). *Claiming employment discrimination: Effects of country of origin and attribution type*. Paper presented at the annual meeting of the American Psychological Association, Denver, CO.
- Esses, V.M., Sutter, A., & Medianu, S. (2016, April). *The automatic dehumanization of refugees: Causes and consequences*. Invited keynote presented at the Conference on dehumanization: New approaches to understanding the politics of human nature, Budapest, Hungary.
- Esses, V.M., & Sainani, D. (2015, December). *Strategic planning using a theory of change framework*. Paper presented at the annual meeting of the Pathways to Prosperity, Toronto, ON.
- Esses, V.M. (2015, November). *Performance measurement for the Réseaux en immigration francophone: Some ideas for further discussion*. Presentation to the annual meeting of the Fédération des communautés francophones et acadienne, Ottawa, ON.

- Esses, V.M., Medianu, S., & Sutter, A. (2015, August). *The dehumanization of immigrants and refugees*. Keynote address at the annual meeting of the American Psychological Association, Toronto, ON.
- Lapshina, N., & Esses, V.M. (2015, August). *Responses to immigrants who claim employment discrimination*. Paper presented at the annual meeting of the American Psychological Association, Toronto, ON.
- Ertorer, S., Long, J. Fellin, M., & Esses, V. (2015, June). *Participation or integration? Integration experiences of immigrants in the labour market in Ontario*. Paper presented at the International Conference on Immigration, Integration, and Inclusion, Quebec City, QC.
- Ravanera, Z., Rajulton, F., & Esses, V. (2015, June). *Multidimensional measurement of communities' ability to welcome and integrate immigrants: Illustrations using Canadian data*. Paper presented at the International Conference on Immigration, Integration, and Inclusion, Quebec City, QC.
- Esses, V.M., & Kiziltan, U. (2015, May). *A partnership that works: The Pathways to Prosperity Partnership and Citizenship and Immigration Canada*. Invited presentation at the CU2 Expo, Ottawa, ON.
- Esses, V.M. (2015, March). *Research and data – New approaches and courses of action*. Panel at the Journée de réflexion sur l'immigration francophone, Ottawa, ON.
- Esses, V.M. (2015, February). *The Pathways to Prosperity Partnership: Research findings and new initiatives*. Keynote address at the Colleges and Institutes Supporting Immigrant Integration Conference, Ottawa, ON.
- Esses, V., Burstein, M., Clement, G., Drolet, J., Lacassagne, A., Andrew, C., Haan, M., Jean-Pierre, J., Sharpe-Harrigan, M., McEachern Caputo, S., & Holtmann, C. (2014, November). *Developing performance measurement tools for the Local Immigration Partnerships and Réseaux en immigration francophone*. Paper presented at the annual meeting of the Pathways to Prosperity, Montreal, QC.
- Marrow, H.B., Esses, V., Kaiser, C., & Hopkins, D.J. (2014, August). *Measuring perceptions of discrimination among immigrants*. Paper presented at the annual meeting of the American Sociological Association, San Francisco, CA.
- Dickson, K.R., & Esses, V.M. (2014, June). *Impact of online personal information on homophobia*. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, Portland, Ore.
- Lapshina, N., & Esses, V.M. (2014, June). *Effects of imaginal exposure on intergroup anxiety and future contact intentions*. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, Portland, Ore.

- Hamilton, L., Rothstein, M., Esses, V., & Cook, C. (2014, May). *The role of uncertainty in employers' assessments of immigrant applicants*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Esses, V.M., Medianu, S., Sutter, A., & Lawson, A. (2014, April). *The role of the media in the dehumanization of immigrants and refugees*. Keynote address at the Prairies Undergraduate Research Conference, Winnipeg, MAN.
- Barnes, K.L., & Esses, V.M. (2014, February). *Happiness is more than just a paycheck: Economic and social integration as predictors of immigrants' life satisfaction*. Paper presented at the annual meeting of the Society of Personality and Social Psychology, Austin, TX.
- DeVaul-Fetters, A. N., Esses, V. M., & Olson, J. M. (2014, February). *Threat motivates blaming and dehumanization of refugees to restore belief in a just world*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Dickson, K. R., & Esses, V. M. (2014, February). *Seeing discrimination: Observing evidence of sexual orientation reduces concern for discrimination*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Esses, V.M. (2013, November). *Alberta Settlement Outcomes Survey*. Paper presented at the annual meeting of the Pathways to Prosperity Partnership, Ottawa, ON.
- Esses, V.M. (2013, November). *Selection category and perceived needs*. Paper presented at the annual meeting of the Pathways to Prosperity Partnership, Ottawa, ON.
- Hussein, H., & Esses, V. (2013, November). *London and Middlesex Local Immigration Partnership*. Paper presented at the annual meeting of the Pathways to Prosperity Partnership, Ottawa, ON.
- Long, J. & Esses, V.M. (2013, November). *Practicing diversity: Experiences of non-profit organizations seeking newcomer voices for settlement programming*. Paper presented at the American Anthropological Association Annual Meeting. Chicago, IL.
- DeVaul-Fetters, A. N., Esses, V. M., Belanger, D., Da, W., Lehmann, W. (2013, June). *Attracting and retaining international students at Canadian universities*. Paper presented at the annual meeting of the Canadian Psychological Association, Quebec City, QC.
- Erdogan, S., Long J., Fellin, M., & Esses, V.M. (2013, June). *Diversity as dividing or eliding? Immigrant experiences at the workplace*. Paper presented at the annual meeting of the Canadian Sociological Association, Victoria, BC.
- Hamilton, L.K., Esses, V.M., & Finegan, J. (2013, June). *Examining the relative importance of predictors of perceived underemployment among immigrants*. Presented at the Administrative Sciences Association of Canada Annual Convention, Calgary, AB.

- Lapshina, N., & Esses, V.M. (2013, June). *Effects of immigrant generation on attitudes toward discrimination claimants: Same ethnicity, different outcomes*. Paper presented at the annual meeting of the Canadian Psychological Association, Quebec City, QC
- Long, J., & Esses, V.M. (2013, May). *Newcomer experiences of settlement programming in London, Ontario*. Presentation to Ryerson Centre for Immigration and Settlement, Ryerson University. Toronto, ON.
- Hamilton, L.K., Esses, V.M., & Finegan, J. (2013, April). *Perceived underemployment mediates the relation between skill utilization and attitudes*. Presented at the annual meeting of the Society for Industrial & Organizational Psychology, Houston, TX.
- Esses, V.M. (2013, March). Providing information to newcomers: What strategies should we use? In C. de Chardon (Chair), *Understanding life in Canada: Giving newcomers the right playbook*. Presented at the Metropolis Conference, Ottawa, ON.
- Esses, V.M., & Wong, A. (2013, March). *Survey of newcomers to Alberta*. Presented at the Building the New West Conference, Calgary, AB.
- Brochu, P. M., Dovidio, J. F., Esses, V. M., & Maio, G. R. (2013, January). Expanding diversity science by examining weight bias. Paper presented at the Group Processes and Intergroup Relations preconference at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- DeVaul-Fetters, A.N., Esses, V.M., & Olson, J.M. (2013, January). *The blame game: Threat motivates blaming refugees to restore belief in a just world*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Barnes, K.L., & Esses, V.M. (2013, January). *Priming patriotism and nationalism: Beyond individual differences*. Poster presented at the annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.
- Dickson, K. R., & Esses, V.M. (2013, January). *Loving sexism: Romantic relationship experiences and benevolent sexism*. Poster presented at the Society for Personality and Social Psychology Annual Conference, New Orleans, LA.
- Medianu, S., Sutter, A., & Esses V.M. (2012, July). *The portrayal of refugees in Canadian newspapers: The impact of the Tamil refugee incident*. Paper presented at the annual scientific meeting of the International Society of Political Psychology, Chicago, IL.
- Barnes, K.L., & Esses, V.M. (2012, June). *Canadian national attachment: Breeding fear and contempt or admiration and love*. Poster presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Brochu, P. M., Esses, V. M., Maio, G. R., & Dovidio, J. F. (2012, June). *A comparative analysis of the degree of bias*. Paper presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.

- DeVaul-Fetters, A.N., & Esses, V.M. (2012, June). *Using justification to discriminate against women in transnational hiring decisions*. Paper presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Dickson, K. R. & Esses, V. M. (2012, June). *Challenging discrimination: The role of recognition of prejudice*. Paper presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Maxwell-Smith, M.A., & Esses, V.M. (2012, June). *Assessing individual differences in commitment to beliefs: - A new measure*. Paper presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- So, V. W. Y., Dickson, K. R. & Esses, V. M. (2012, June). *Consequences of modern racism: Reactions to prejudiced hiring decisions*. Paper presented at the biannual meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Brochu, P. M., Esses, V. M., Maio, G. R., & Dovidio, J. F. (2012, May). *Weight bias: The last acceptable form of discrimination?* Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Esses, V.M., Medianu, S., Lawson, A., & Sutter, A. (2012, April). *The dehumanization of immigrants and refugees*. Presentation to the Trudeau Centre for Peace and Conflict Studies, University of Toronto, Toronto, Ontario, Canada.
- Hamilton, L. K., Esses, V. M., & Finegan, J. (2012, April). *Attributions moderate the effects of perceived underemployment among immigrants*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Esses, V.M. (2012, March). *The Pathways to Prosperity Partnership*. Presented at the National Metropolis Conference, Toronto, ON.
- Esses, V.M., & Medianu, S. (2012, March). Pre-arrival services for provincial nominees: Research needs, challenges, and priorities. In B. Amoyaw (Chair), *Pre-arrival services for provincial nominees*. Symposium presented at the National Metropolis Conference, Toronto, ON.
- Brochu, P. M., Dickson, K. R., & Esses, V. M. (2012, January). *Prejudice expression and confrontation: Are all negative attitudes toward social groups perceived as prejudice?* Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Dickson, K. R., Brochu, P. M., & Esses, V. M. (2012, January). *See no evil: Less acceptable negative intergroup attitudes are less recognized as prejudice*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Esses, V.M., Medianu S., Sutter A. & Lawson A. (2011, August). *The dehumanization of immigrants and refugees: Potential causes and consequences*. Paper presented at the American Psychological Association Convention, Washington, DC.

- Gushuliak, R., & Esses, V.M. (2011, June). *Local Immigration Partnerships*. Workshops presented at the Saskatchewan Association of Immigrant Settlement and Integration Agencies Conference, Saskatoon, SK.
- Rennie, L., White, E., & Esses, V.M. (2011, June). *Local Immigration Partnerships: Systems planning to help people*. Workshop presented at the annual conference of the Ontario Municipal Social Services Association, London, ON.
- Bennett-AbuAyyash, C., & Esses, V. M. (2011, May). *Evaluating foreign trained job applicants: When religious affiliation leads to discrimination*. Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Brochu, P. M., & Esses, V. M. (2011, May). *The predictive value of belief in a just world, right wing authoritarianism, and social dominance orientation on weight bias*. Paper presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Dickson, K. R. & Esses, V. M. (2011, May). *Do people recognize prejudice? Individuals' responses to blatant and subtle homophobia*. Paper presented at the annual meeting of the Association of Psychological Science, Washington, DC.
- Kim, J., Brochu, P. M., & Esses, V. M. (2011, May). *The interactive influence of weight and health information on immigrant admissibility decisions*. Paper presented at the 23rd Annual Meeting of the Association for Psychological Science, Washington, DC.
- Tossutti, L., & Esses, V.M. (2011, May). *Local perspectives on immigration and diversity in 15 Ontario municipalities*. Paper presented at the annual meeting of the Canadian Political Science Association, Waterloo, ON.
- Esses, V.M. (2011, April). *Nation of immigrants: The myths and truths of Canadian immigration*. Lecture presented to Alumni Western's Lecture Series, Toronto, ON.
- Hamilton, L. K., & Esses, V. M. (2011, April). *An examination of the consequences of underemployment among immigrants*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Esses, V.M., Medianu S. & Lawson A. (2011, March). *The dehumanization of immigrants and refugees*. Keynote address at the International Congress of Racism, Ethnic Prejudice and Xenophobia: Theoretical Perspectives and Empirical Research, Torino, Italy.
- Hamilton, L. K., & Esses, V. M. (2011, March). Objective and perceived underemployment: An examination of their consequences for individuals and organizations. In L. K. Hamilton (Chair), *Underemployment among immigrants in Canada: Causes, consequences, and solutions*. Symposium presented at the National Metropolis Conference, Vancouver, BC.
- Esses, V.M. (2011, February). *The myths and truths of Canadian immigration and how diversity benefits us all*. Keynote address at the Algoma University Diversity Symposium, Sault Ste. Marie, ON.

- Bennett-AbuAyyash, C., & Esses, V. M. (2011, January). *Using advertising to improve attitudes toward immigrant skills: Are emotions enough?* Poster presented at the annual meeting of the Society of Personality and Social Psychology, San Antonio, TX.
- Brochu, P. M., Esses, V. M., & Maio, G. R. (2011, January). *Discrimination is not dead: Systematic discrimination in forced choice employment decisions.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Dickson, K. R. & Esses, V. M. (2011, January). *Subtle and blatant prejudice: Understanding individuals' responses to modern and old-fashioned racism.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Esses, V.M. (2010, November). *Characteristics of a welcoming community.*" Invited presentation to Centre of Excellence for Research on Immigration and Settlement, Toronto, ON.
- Dietz, J., Joshi, C., Esses, V. M., & Bennett-AbuAyyash, C. (2010, September). *Die bewertung der akademischen abschlüsse von immigranten: Die theorie des aversiven rassismus.* [The evaluation of the academic degrees of immigrants: The theory of aversive racism.]. Paper presented as part of a symposium at the 47th Conference of the German Society for Psychology, Bremen, Germany.
- Dietz, J., Joshi, C. Esses, V., Hamilton, L. & Gabarrot, F. (2010, August). *Le paradoxe des compétences : Quand on discrimine les immigrés lorsqu'ils sont qualifiés mais pas lorsqu'ils ne le sont pas.* [The skill paradox: Discrimination against qualified but not unqualified immigrants.] Paper presented at the 8th Colloque International de Psychologie Sociale en Langue Française (ADRIPS), Nice, France.
- Biticola, L., Jackson, L.M., Esses, V.M., & Janes, L. (2010, June). *Social dominance orientation and environmental decision making.* Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.
- Brochu, P. M., Esses, V. M., & Maio, G. R. (2010, June). *The power of justification: Systematic discrimination in forced-choice employment decisions.* Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.
- Shi, X., Brochu, P. M., & Esses, V. M. (2010, June). *Who would go first? Understanding employment termination decisions from the aversive racism framework.* Paper presented at the annual meeting of the Canadian Psychological Association Annual Convention, Winnipeg, MB.
- Esses, V.M., & Medianu, S., & Lawson, A.S. (2010, May). *The dehumanization of immigrants and refugees.* In M. Inzlicht (Chair), *Less than human: Dehumanization and lack of empathy hurt intergroup relations.* Symposium conducted at the annual meeting of the Association for Psychological Science, Boston, MA.
- Esses, V.M. (2010, March). *What is a welcoming community?* Roundtable conducted at the annual Metropolis Conference, Montreal, QC.

- Joshi, C., Dietz, J., Esses, V. M., & Bennett-AbuAyyash, C. (2010, April). *Employment discrimination against minority immigrants: Decision context and applicant characteristics*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Brochu, P., Garcia, D., Smith, H., & Esses, V. (2010, February). *When intentions fail: Ambiguous exclusion increases stigma-reinforcing eating behavior among women with weight concerns*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Dickson, K., & Esses, V.M. (2010, February). *Attitudes toward sexual orientation on the internet*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Esses, V.M., & Veenvliet, S. (2010, February). *Religious fundamentalism and negative attitudes toward same-sex marriage: An attitude function analysis*. Paper presented at the Group Processes and Intergroup Relations Preconference at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Hamilton, L.K., & Esses, V.M. (2010, February). *The experience of perceived discrimination among skilled immigrants*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Medianu, S., & Esses, V.M. (2010, February). *The dehumanization of refugees*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Esses, V.M., Lawson, A., & Bennett-AbuAyyash, C. (2009, November). *Uncertainty, threat, and the dehumanization of immigrants and refugees*. Paper presented at the Claremont Conference on Uncertainty and Extremism, Claremont, CA.
- Dickson, K.R., & Esses, V.M. (2009, August). *The internet as a forum for facilitating prejudice reduction*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Esses, V.M., Lawson, A.S., & Bennett-AbuAyyash, C. (2009, July). *The role of perceived threat in attitudes toward immigrants and immigration*. Keynote address at the Threat and Intergroup Relations Jena Conference, Jena, Germany.
- Bennett-AbuAyyash, C.W., & Esses, V.M. (2009, June). *Exploring open-ended responses in understanding group functions*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.

- Brochu, P. M., Gawronski, B., Peters, K. R., Strack, F., & Esses, V. M. (2009, June). *Cognitive consistency and the relation between different forms of prejudice: A review of the integrative prejudice framework*. Paper presented at the EASP Small Group Meeting on Cognitive Consistency as an Integrative Concept in Social Cognition, Wertheim, Germany.
- Dickson, K.R., & Esses, V.M. (2009, June). *Individual differences in attitudes toward sexual orientation on the internet*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Janes, L., Jackson, L.M., Esses, V.M., & Sibanda, C. (2009, June). *Resource entitlement: Is environmental damage to foreign nations more acceptable if Canada stands to benefit?* Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Medianu, S., & Esses, V.M. (2009, June). *The dehumanization of refugees*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Smith, H., Brochu, P., Garcia, D., & Esses, V.M. (2009, June). *The ironic effects of ambiguous weight discrimination on eating behaviour in weight conscious individuals*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Stelzl, M., & Esses, V.M. (2009, June). *The role of ideological beliefs in attitudes toward emigration and immigration*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Bennett-AbuAyyash, C.W., & Esses, V.M. (2009, May). *Recognizing immigrant skills: A powerful advertisement may not be an effective one*. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Brochu, P.M., Esses, V.M., & Maio, G.R. (2009, May). *Between a rock and a hard place: The justification of prejudice*. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Joshi, C., Dietz, J., Esses, V.M., & Bennett-AbuAyyash, C. (2009, April). *Employment discrimination against immigrants: Accreditation, immigrant race and evaluator biases*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Esses, V.M., Andrew, C., & Kobayashi, A. (2009, March). *Welcoming communities: What is needed in 2nd and 3rd tier Canadian cities*. Roundtable presented at the annual Metropolis Conference, Calgary, AB.
- Esses, V. M., Dietz, J., Joshi, C., & Bennett-AbuAyyash, C. (2008, December). *The evaluation of immigrant credentials*. Paper presented at the 4th annual meeting of the Population, Work and Family Policy Research Collaboration, Ottawa, ON.

- Dietz, J., Esses, V. M., Joshi, C., & Bennett-AbuAyyash, C. (2008, November). *The evaluation of immigrants' credentials: The roles of accreditation, immigrant race, and evaluator biases*. Paper presented at the Canadian Labour Market and Skills Researcher Network workshop, Toronto, ON.
- Esses, V.M., & Lawson, A. (2008, October). Media effects on the dehumanization of immigrants: The role of the association of immigrants with disease. In A Waytz (Chair), *Noble savages and savage nobles: Psychological insights into the processes of humanization and dehumanization*. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Sacramento, CA.
- Bennett-AbuAyyash, C., & Esses, V.M. (2008, June). *The unique contribution of religious prejudice in the recognition of foreign skills*. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Chicago, IL.
- Brochu, P.M., & Esses, V.M. (2008, June). *Prejudice predicts the interpretation of ambiguously discriminatory medical policy*. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Chicago, IL.
- Esses, V.M. (2008, June). *How I learned to stop worrying and love the Canadian immigration system*. Paper presented at festschrift for Kay Deaux, Chicago, IL.
- Lawson, A.S., & Esses, V.M. (2008, June). *The competitive consequences of the association of immigrants with disease*. Paper presented at the bi-annual meeting of the Society for the Psychological Study of Social Issues, Chicago, IL.
- Maxwell-Smith, M., & Esses, V.M. (2008, June). *Commitment to beliefs: Examining individual differences in people's willingness to follow their belief systems*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, NS.
- Joshi, C., Dietz, J., Esses, V.M., & Hamilton, L. (2008, April). *The skill paradox: Bias against qualified but not unqualified immigrants*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Brochu, P.M., & Esses, V.M. (2008, February). *The utility of old-fashioned and modern weight prejudice scales in predicting reactions to potential weight discrimination*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Esses, V.M., Stelzl, M., & Mihic, L. (2007, October). Willingness to help immigrants: Direct assistance versus empowerment. In S. Fiske (Chair), *Immigration: Problem of the new century*. Symposium conducted at the annual meeting of the Society for Experimental Social Psychology, Chicago, IL.
- Brochu, P.M., & Esses, V.M. (2007, August). *Old-fashioned and modern weight prejudice: Scale development and validation*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.

- Bennett-AbuAyyash, C., & Esses, V. M. (2007, June). *Evaluation of foreign training: An examination of discrimination against religious minorities*. Paper presented at the annual meeting of the Canadian Psychology Association, Ottawa, ON.
- Brochu, P. M., & Esses, V. M. (2007, June). *What's in a name? The effects of the label 'fat' versus 'overweight' in weight bias research*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON.
- Lawson, A. S., & Esses, V. M. (2007, June). *The association of immigrants with disease: Application of the instrumental model of group conflict*. Paper presented at the annual meeting of the Canadian Psychological Association Conference, Ottawa, ON.
- Maxwell-Smith, M., & Esses, V.M. (2007, June). *Commitment to beliefs: An individual difference measure of the perceived importance and validity of one's beliefs*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, ON.
- Stelzl, M., & Esses, V.M. (2007, May-June). *Through the migrant looking glass: Interactive relations between perceptions of one's own migration and attitudes toward immigrants and immigration*. Paper presented at the Immigrants and Hosts: Perceptions, Interactions, and Transformations Conference, Toronto, ON.
- Brochu, P. M., Esses, V. M., & Gawronski, B. (2007, May). *Cognitive consistency in prejudice against the overweight: The interplay of implicit evaluations, egalitarian goals, and perceived discrimination*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Esses, V.M. (2007, May). *The dehumanization of refugees*. Paper presented at the Global Studies in Discrimination Conference, Princeton, NJ.
- Bennett-AbuAyyash, C., & Esses, V.M. (2007, April). The role of religious prejudice in the evaluation of foreign-trained job applicants. In J. Dietz, C. Joshi, & D.L. Stone (Chairs), *Employment discrimination against immigrants: Antecedents and the complexity of remediation*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Joshi, C., Dietz, J., & Esses, V.M. (2007, April). Reducing employment discrimination against immigrants: An interactionist approach. In J. Dietz, C. Joshi, & D.L. Stone (Chairs), *Employment discrimination against immigrants: Antecedents and the complexity of remediation*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Bennett-AbuAyyash, C., & Esses, V. M. (2007, February). *The role of religious prejudice in the evaluation of foreign-trained job applicants*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

- Esses, V.M. (2006, December). *Understanding attitudes toward immigrants and immigration: The role of perceived group competition and national identity*. Paper presented at the The Challenge of Immigration in Smaller European Countries Conference, Dublin, Ireland.
- Esses, V.M., Dietz, J., & Dixit, R. (2006, June). The role of subtle prejudice in perceptions of skilled immigrants. In R. Mahalingam (Chair), *Immigrants, social marginality, and psychological well-being: An intersectionality perspective*. Symposium conducted at the biennial meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.
- Joshi, C., Dietz, J., & Esses, V.M. (2006, June). *Continuing employment discrimination amidst the need to embrace diversity: The role of organizational recruitment climates*. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Banff, Canada.
- Lawson, A., Esses, V., Dovidio, J., & Pearson, A. (2006, June). *The 2004 US election: Perceived injustice and perceptions of Americans*. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, Long Beach, CA.
- Esses, V.M. (2006, March). Public attitudes toward immigration and diversity. In M. Burstein (Chair), *Immigration, integration, and citizenship: Public receptivity to immigration and diversity*. Workshop presented at the 8th National Metropolis Conference, Vancouver, Canada.
- Esses, V.M., & Dietz, J. (2005, October). Immigrant employment and skill discounting: The role of latent prejudice in the evaluation of visible minority immigrants. In K.D. Sadiq (Chair), *Workplace discrimination and diversity: An international perspective*. Workshop presented at the 10th International Metropolis Conference, Toronto, Canada.
- Esses, V.M., Hodson, G., Veenvliet, S., & Mihic, L. (2005, September). *Justice, fairness, and reactions to refugees*. Paper presented at the EAESP Small Group Meeting on Social Justice and Intergroup Conflict, Lisbon, Portugal.
- Esses, V.M. (2005, August). American versus Canadian immigration policy: Implications for immigrants and members of the host population. In K. Deaux (Chair), *Immigration and public policy*. Symposium conducted at the annual meeting of the American Psychological Association, Washington DC.
- Esses, V.M. (2005, July). Discussant. In E. Schuelter & O. Christ (Chairs), *Ethnic threat and intergroup conflict: An interdisciplinary approach*. Symposium conducted at the annual meeting of the International Society of Political Psychology, Toronto, Canada.
- Esses, V.M., & Dietz, J., (2005, July). Immigrant employment: Latent prejudice and the assessment of immigrants' qualifications. In V.M. Esses (Chair), *The immigrant experience and challenges to immigrant integration*. Symposium conducted at the annual meeting of the International Society of Political Psychology, Toronto, Canada.

- Esses, V.M., Hodson, G., Veenvliet, S.G., & Mihic, L. (2005, July). Dehumanization, emotions, and attitudes toward refugees. In A. Marcu (Chair), *We are logical, they are wild: Dehumanization and social exclusion of ethnic minorities, immigrants, and refugees*. Symposium conducted at the meeting of the European Association of Experimental Social Psychology, Wurzburg, Germany.
- Lawson, A., & Esses, V.M.. (2005, July). Perceptions of the 2004 American election and Canadian anti-Americanism. In A. Olbrich (Chair), *Perceptions of injustice*. Symposium conducted at the annual meeting of the International Society of Political Psychology, Toronto, Canada.
- Veenvliet, S.G., & Esses, V.M. (2005, July). The role of emotions in the relation between religious fundamentalism and attitudes toward same-sex marriage. In R. Giner-Sorolla (Chair), *Affect in attitudes: Its role in social value judgment and information processing*. Symposium conducted at the meeting of the European Association of Experimental Social Psychology, Wurzburg, Germany.
- Esses, V.M., & Ashton, M.C., (2005, June). *Attributed causes of ethnic group differences in academic performance*. Paper presented at the annual Multiculturalism Days conference, St. Catharines, Canada.
- Deitz, J, Esses, V.M., Bhardwaj, A., & Joshi, C. (2005, April). Employment discrimination against ethnic immigrants: The role of foreign credentials. In J. Dietz, A. Bhardwaj, & C. Joshi (Chairs), *U.S., German, and Canadian perspectives on employment discrimination against immigrants*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Semenya, A. H., & Esses, V.M., (2005, January). *Changes in women's ingroup beliefs and collective action behaviour following group power manipulation*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Esses, V.M., & Jackson, L.M. (2004, October). Applying the instrumental model of group conflict to understanding ethnic conflict and violence. In V.M. Esses (Chair), *Why neighbours kill: Explaining the breakdown of ethnic relations*. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Fort Worth, TX.
- Esses, V.M., Dietz, J., Bhardwaj, A., & Joshi, C. (2004, August). Race, prejudice, and the evaluation of immigrant skills. In K. Deaux (Chair), *Looking at immigrants: What influences attitudes and evaluations of the newcomer*. Symposium conducted at the International Congress of Psychology, Beijing, China.
- Masgoret, A.M., Esses, V.M., & Ward, C. (2004, August). Examining the bases of intergroup competition and their role in determining immigration attitudes in New Zealand. In K. Deaux (Chair), *Looking at immigrants: What influences attitudes and evaluations of the newcomer*. Symposium conducted at the International Congress of Psychology, Beijing, China.

- Bhardwaj, A., Dietz, J., & Esses, V. M. (2004, April). The role of prejudice in the discounting of immigrant skills. In S. Jackson (Chair), *Discrimination in personnel assessment: What's to be done?* Symposium presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Semenya, A.H., & Esses, V.M. (2004, January). *The effects of priming group power on women's identity and group-relevant attitudes and behavior*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Austin, Texas.
- Semenya, A.H., & Esses, V.M. (2003, October). *From perceiving group power to psychological empowerment*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Boston, Mass.
- Esses, V.M., & Hodson, G. (2003, June). Lay perceptions of ethnic prejudice: Causes, solutions, and implications for improving intergroup relations. In J.F. Dovidio (Chair), *Psychological processes underlying successful anti-bias programs*. Symposium conducted at the Anti-Bias Education Conference, Chicago, Illinois.
- Semenya, A. H., & Esses, V.M. (2003, June). *Listening to rap music: Implications for intergroup relations*. Paper presented at the annual meeting of the Canadian Psychological Association, Hamilton, Canada
- Semenya, A. H., & Esses, V. M. (2003, June). Improving intergroup relations among ethnic minority groups: The role of perceived inclusion. In V.M. Esses (Chair), *New directions in intergroup relations theory*. Symposium conducted at the Anti-Bias Education Conference, Chicago, Illinois.
- Semenya, A. H., & Esses, V. M. (2003, June). *Perceptions of Black and Chinese individuals in Canada: Beliefs about multicultural society and implications for intergroup relations*. Paper presented at the annual Multicultural Days Conference, St. Catharines, Canada.
- Esses, V.M. (2003, April). *Public attitudes toward immigrants and immigration: Determinants and policy implications*. Keynote address at the Kurt Lewin Institute Biennial Conference, Egmond, Netherlands.
- Esses, V.M., Dietz, J., & Bhardwaj, A. (2003, April). The role of prejudice in the discounting of immigrant skills. In R. Gonzalez (Chair), *Immigration and race*. Symposium conducted at the University of Michigan Conference on Immigration, Ann Arbor, Michigan.
- Semenya, A. H., Gamiel, R., & Esses, V. M. (2003, February). *Predicting intergroup contact among ethnic minority groups: The role of power and national identification*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Universal City, California.
- Esses, V.M., Hodson, G., & Dovidio, J.F. (2002, October). *Public attitudes toward immigrants and immigration: Determinants and policy implications*. Paper presented at the John Deutsch Institute Conference on Canadian Immigration Policy for the 21st Century, Kingston, Canada.

- Esses, V.M. (2002, August). *Attitudes toward immigrants and immigration: The role of group competition, threat, and identity*. Paper presented at the European Association of Experimental Social Psychology Graduate Summer School, Marburg, Germany.
- Ashton, M.C., Danso, H.A., Maio, G.R., Esses, V.M., Bond, M.H., & Keung, D. (2002, June). Dimensions of political attitudes and their individual difference correlates: A cross-cultural perspective. In R.M. Sorrentino, D. Cohen, J.M. Olson, & M.P. Zanna (Chairs), *Culture and social behavior: The Ontario Symposium*, London, Canada.
- Danso, H.A., & Esses, V.M. (2002, June). The impact of group competition and group affirmation on the intellectual test performance of White students. In S. Spencer (Chair), *The impact of stereotype threat and social identity threat on academic performance*. Symposium conducted at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.
- Esses, V.M., Hodson, G., & Dovidio, J.F. (2002, June). Terrorists and immigrants: Public attitudes toward immigration in response to September 11th. In R. Unger (Chair), *Working with a moving target: Social psychology meets September 11th*. Symposium conducted at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.
- Hodson, G., & Esses, V.M. (2002, June). Social dominance orientation, right-wing authoritarianism, and lay perceptions of ethnic prejudice. In L.S. Son Hing (Chair), *Social dominance orientation and right-wing authoritarianism*. Symposium conducted at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.
- Semenya, A.H., Gameil, R., & Esses, V.M. (2002, June). Acculturation, identity, and group status: Implications for intergroup relations involving ethnic minority groups. Paper presented in R.M. Sorrentino, D. Cohen, J.M. Olson, & M.P. Zanna (Chairs), *Culture and social behavior: The Ontario Symposium*, London, Canada.
- Semenya, A.H., & Esses, V.M. (2002, June). *Status, social dominance orientation, and responses to prejudice and discrimination*. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.
- Thomas, C.A., & Esses, V.M. (2002, June). *Ethnic humor: The role of social dominance and perceived threat*. Paper presented at the biennial meeting of the Society for the Psychological Study of Social Issues, Toronto, Canada.
- Clow, K.A., & Esses, V.M. (2002, February). *The pervasiveness of gender and race categorizations. A look at familiar others*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.

- Danso, H.A., Esses, V.M., & Clarke, A.P. (2002, February). *Attitudes toward fat people as a function of own weight perception and attribution of causality*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Semenya, A.H., & Esses, V.M. (2002, February). *The meaning of identity, status, and discrimination among ethnic minority groups*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Hodson, G., & Esses, V.M. (2001, October). *Lay perceptions of ethnic prejudice: Causes, solutions, and individual differences*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Spokane, WA.
- Jackson, L.M., & Esses, V.M. (2001, August). The role of respect in contemporary sexism and hiring discrimination. In A. Eagly (Chair), *Psychology of Gender*. Symposium conducted at the XXVIII Interamerican Congress of Psychology, Santiago, Chile.
- Esses, V.M., & Ashton, M.C. (2001, June). Attributed causes of ethnic group differences in academic performance. In K.L. Dion (Chair), *Social psychology of prejudice: Cognitive perspectives*. Symposium conducted at the annual meeting of the American Psychological Society, Toronto, Canada.
- Esses, V.M., Dovidio, J.F., & Jackson, L.M. (2001, June). The role of national and international identity in determining immigration attitudes. In R.Y. Bourhis (Chair), *Acculturation orientations of immigrant and majority group members: Canadian and international perspectives*. Symposium conducted at the annual meeting of the Canadian Psychological Association, Sainte-Foy, Quebec.
- Maio, G.R., Esses, V.M., Ashton, M.C., Watt, S.E., & Kennedy, K. (2001, June). *Reactions to positive and negative emotional stimuli: Dispositional and situational variability in the need for affect*. Paper presented at the Amsterdam Symposium: Feelings and Emotions, Amsterdam, The Netherlands.
- Semenya, A.H., & Esses, V.M. (2001, June). *Intergroup and intragroup attitudes in a multicultural context*. Paper presented at the annual meeting of the Canadian Psychological Association, Sainte-Foy, Quebec.
- Esses, V.M., Dovidio, J.F., Jackson, L.M., & Semanya, A.H. (2001, May). *Attitudes toward immigrants and immigration: The role of group competition and national and international identities*. Paper presented at the EAESP-SPSSI Small Group Meeting on Prejudice and Racism, Granada, Spain.
- Clow, K.A., & Esses, V.M. (2001, February). *Automatic and controlled processing: Stereotypes as expectancies*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

- Danso, H.A., & Esses, V.M. (2001, February). *Negative intergroup experiences and reactions to relevant persuasive messages*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Semenya, A.M., & Esses, V.M. (2001, February). *Intergroup perceptions of ethnic minority groups*. Paper presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Danso, H.A., & Esses, V.M. (2000, October). *Group competition, group affirmation and the intellectual test performance of White participants*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Atlanta, GA.
- Esses, V.M. (2000, August). *Understanding attitudes toward immigrants: Links to the past and future prospects*. Paper presented at the Conference on the Social Psychology of Prejudice: Past and Future Trends, Seattle, WA.
- Maio, G.R., Esses, V.M., & Olson, J.M. (2000, July). *Once more, with feeling: From the function-structure model of attitudes to the need for affect*. Paper presented at the EAESP Group Meeting on Attitudes in the 21st Century: Integrating Mental Models and Motivation, Gregynog, Wales.
- Clow, K.A., & Esses, V.M. (2000, June). *A qualitative and quantitative approach to stereotype content*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Canada.
- Clow, K.A., Esses, V.M., & Pinkus, R.T. (2000, June). The pervasiveness of gender and race? The social categorization of celebrities. In K.A. Clow & V.M. Esses (Chairs), *Race, gender, and social categorization*. Symposium conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Esses, V.M., & Dovidio, J.F. (2000, June). The role of affect and cognition in determining intergroup contact. In M. Alexander (Chair), *Functional perspectives of intergroup behavior: Examining the whys of prejudice, stereotypes, and discrimination*. Symposium conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Esses, V.M., Dovidio, J.F., Jackson, L.M., & Armstrong, T.L. (2000, June). *Negative attitudes toward immigrants and immigration: Causes and cures*. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, Canada.
- Esses, V.M., & Zarate, M.A. (2000, June). Immigration. In B.A. Bettencourt & J.M. Jones (Chairs), *Social justice for persons of color*. Invited panel presented at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.
- Hodson, G., & Esses, V.M. (2000, June). *A new perspective on the personal/group discrimination discrepancy*. Paper presented at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

- Bell, D.W., & Esses, V.M. (2000, February). *Ambivalence and response polarization toward Native people: A motivational perspective*. Paper presented at the meeting of the Society for Personality and Social Psychology, Nashville, TN.
- Danso, H.A., & Esses, V.M. (2000, February). *Black experimenters and the intellectual test performance of White participants: The tables are turned*. Paper presented at the meeting of the Society for Personality and Social Psychology, Nashville, TN.
- Esses, V.M., & Dovidio, J.F. (1999, October). Intergroup emotions and willingness to engage in intergroup contact. In D.M. Mackie & E.R. Smith (Chairs), *Beyond prejudice: Antecedents and consequences of intergroup emotions*. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, St. Louis, MO.
- Maio, G.R., & Esses, V.M. (1999, October). *Individual differences in the need for affect*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, St. Louis, MO.
- Esses, V.M., Dovidio, J.F., Jackson, L.M., & Armstrong, T.L. (1999, August). Zero-sum beliefs and attitudes toward immigration. In V.M. Esses (Chair), *Economics, power, and attitudes toward immigrants and immigration*. Symposium conducted at the International Conference on Immigrants and Immigration, Toronto, Canada.
- Maio, G.R., & Esses, V.M. (1999, June). *The need for affect*. Paper presented at the annual meeting of the European Association of Experimental Social Psychology, Oxford, England.
- Akst, L.M., & Esses, V.M. (1999, May). *Perceived value threat and discrimination toward homosexuals within the legal context*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Clow, K.A., & Esses, V.M. (1999, May). *Developing accurate and confident stereotypes: An individual difference approach*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Esses, V.M., Jackson, L.M., & Armstrong, T.L. (1999, May). Zero-sum beliefs and attitudes toward immigrants and immigration. In M. Young & V. M. Esses (Chairs), *Prejudice and discrimination: The Canadian context*. Symposium conducted at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Esses, V.M., Jackson, L.M., Armstrong, T.L., & Dovidio, J. F. (1999, May). *Social dominance orientation, intergroup competition, and attitudes toward immigrants and immigration*. Paper presented at the Personality and Social Psychology Preconference of the Canadian Psychological Association, Halifax, Canada.
- Hodson, G., Maio, G.R., & Esses, V.M. (1998, October). *The role of attitudinal ambivalence in susceptibility to consensus information*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Lexington, KY.

- Maio, G.R., Esses, V.M., & Bell, D.W. (1998, October). *Attitudinal ambivalence and inconsistency are distinct constructs*. Paper presented at the annual meeting of the Society of Experimental Society Psychology, Lexington, KY.
- Esses, V.M., Jackson, L.M., & Armstrong, T.L. (1998, June). Intergroup threat and attitudes toward immigrants and immigration. In J.F. Dovidio (Chair), *Affect, stereotyping, and prejudice*. Invited symposium conducted at the meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.
- Esses, V.M., Jackson, L.M., & Armstong, T.L. (1998, June). *Social dominance orientation, right-wing authoritarianism, and attitudes toward immigrants and immigration*. Paper presented at the annual meeting of the Canadian Psychological Association, Edmonton, Canada.
- Quinn, K.A., Ross, E.M., & Esses, V.M. (1998, June). Attributions of responsibility and attitudes toward affirmative action. In J.L. Iuzzini (Chair), *National and international perspectives on intergroup relations*. Invited symposium conducted at the meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.
- Clow, K.A., & Esses, V.M. (1997, October). *The development of stereotypes: An individual difference approach*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Toronto, Canada.
- Maio, G.R., Esses, V.M., & Bell, D.W. (1997, October). *Dimensions of attitude strength: The power and utility of open-ended measures of attitudes*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Toronto, Canada.
- Esses, V.M., Maio, G.R., & Bell, D.W. (1997, August). Ambivalence and attitude change. In R.E. Petty & J.R. Priester (Chairs), *Multiple perspectives on the bases and consequences of attitudinal ambivalence*. Symposium conducted at the annual meeting of the American Psychological Association, Chicago, IL.
- Jackson, L.M., & Esses, V.M. (1997, June). The regard heuristic and gender discrimination. In L. Sinclair (Chair), *Stereotype activation and use*. Symposium conducted at the annual meeting of the Canadian Psychological Association, Toronto, Canada.
- Esses, V.M., Jackson, L.M., & Nolan, J.M. (1996, October). *Economic threat influences attitudes toward immigrants and immigration*. National Conference on Immigration and Integration: New Challenges. Winnipeg, Canada.
- Jackson, L.M., Esses, V.M., & Nolan, J.M. (1996, October). *The effect of economic threat on willingness to endorse help for immigrants*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Sturbridge, MA.

- Esses, V.M., Bell, D.W., & Maio, G.R. (1996, August). Intergroup ambivalence: Assessment and consequences. In R.M. Sorrentino (Chair), *Intergroup relations*. Symposium conducted at the International Congress of Psychology, Montreal, Canada.
- Esses, V.M., Jackson, L.M., & Nolan, J.M. (1996, August). Stereotype construal and intergroup behaviour. In J.F. Dovidio (Chair), *Stereotypes and stereotype change*. Invited symposium conducted at the International Congress of Psychology, Montreal, Canada.
- Bell, D.W., Ko Man Fung, J., & Esses, V.M. (1996, June). *Ethnic attitudes and identity in Hong Kong Chinese and Canadian Chinese students*. Paper presented at the annual meeting of the American Psychological Society, San Francisco, CA.
- Maio, G.R., & Esses, V.M. (1996, June). *Affirmative action can have deleterious effects on perceptions of groups*. Paper presented at the annual meeting of the American Psychological Society, San Francisco, CA.
- Seligman, C., & Esses, V.M. (1996, May). *Attributions of responsibility and perceptions of Native people in Canada*. Paper presented at the meeting of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.
- Bell, D.W., Maio, G.R., & Esses, V.M. (1995, September). *Intergroup ambivalence and persuasion*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Washington, DC.
- Bell, D.W., Maio, G.R., & Esses, V.M. (1995, June). *Ambivalence moderates the processing of information about immigrant groups*. Paper presented at the annual meeting of the American Psychological Society, New York, NY.
- Jackson, L., & Esses, V.M. (1995, June). *The role of values in intergroup help endorsement*. Paper presented at the annual meeting of the Canadian Psychological Association, Charlottetown, Canada.
- Bell, D.W., & Esses, V.M. (1994, October). *Ambivalence-induced response amplification toward Native peoples*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Lake Tahoe, NV.
- Bell, D.W., & Esses, V.M. (1994, June). *Ambivalence and response polarization toward Native peoples*. Paper presented at the annual meeting of the American Psychological Society, Washington, DC.
- Esses, V.M., & Donakowski, D. (1993, October). *The labelling of Native peoples: How names determine attitudes*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Santa Barbara, CA.

- Esses, V.M., Beaufoy, S.L., & Philipp, F.H. (1993, August). *Determinants of attitudes toward people with disabilities*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada. (ERIC Reproduction Document #ED373474)
- Isaacs, B., Ericson, K., Perlman, N., & Esses, V. (1993, August). *Recall in the developmentally handicapped witness*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Bell, D.W., Esses, V.M., & Maio, G.R. (1993, June). *The utility of open-ended measures to assess intergroup ambivalence*. Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.
- Bell, D.W., & Esses, V.M. (1993, May). *Ambivalence and intergroup attitudes*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Ericson, K., Perlman, N., Esses, V., & Isaacs, B. (1993, May). *The effect of interview strategy on witness accuracy of the developmentally handicapped*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Maio, G.R., Esses, V.M., & Bell, D.W. (1993, May). *The formation of attitudes toward immigrant groups*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.
- Esses, V.M., Beaufoy, S.L., & Philipp, F.H. (1992, October). *Determinants of attitudes toward stigmatized groups*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, San Antonio, TX.
- Haddock, G., Zanna, M.P., & Esses, V.M. (1992, August). *Affect intensity, intergroup attitudes, and the "feelings-as-information" hypothesis*. Paper presented at the annual meeting of the American Psychological Association, Washington, DC.
- Zanna, M.P., Haddock, G., & Esses, V.M. (1992, July). *The "feelings-as-information" hypothesis and affect intensity: Does mood predict prejudice for High AIMS?* Paper presented at the joint meeting of the European Association for Experimental Social Psychology and the Society of Experimental Social Psychology, Leuven/Louvain-La-Neuve, Belgium.
- Esses, V.M. (1992, June). *Mood influences the interpretation of ethnic stereotypes*. In L.A. Feldman & M.M. Moretti (Chairs), *Recent developments in research on mood and affect*. Symposium conducted at the annual meeting of the Canadian Psychological Association, Quebec City, Canada.
- Esses, V.M. (1991, October). *Mood and the change in meaning of stereotypes*. Paper presented at the annual meeting of the Society of Experimental Social Psychology, Columbus, OH.

- Esses, V.M., & Gilbert, M.E. (1991, June). *The effect of mood on predictions of future events*. Paper presented at the annual meeting of the Canadian Psychological Association, Calgary, Canada.
- Esses, V.M., Haddock, G., & Zanna, M.P. (1991, June). The role of mood in the expression of intergroup attitudes. In M.P. Zanna & J.M. Olson (Chairs), *The psychology of prejudice: The Ontario symposium*. Waterloo, Canada.
- Haddock, G., Zanna, M.P., & Esses, V.M. (1991, June). *The influence of Oka on the determinants of prejudice toward Native Indians*. Paper presented at the annual meeting of the Canadian Psychological Association, Calgary, Canada.
- Haddock, G., Zanna, M.P., & Esses, V.M. (1991, April). *Assessing the determinants of prejudicial attitudes*. Paper presented at the annual meeting of the Eastern Psychological Association, New York, NY. (ERIC Reproduction Document #ED336681).
- Zanna, M.P., Haddock, G., & Esses, V.M. (1990, October). The determinants of prejudice. In M.P. Zanna (Chair), *Prejudice and stereotypes*. Symposium conducted at the annual meeting of the Society of Experimental Social Psychology, Buffalo, NY.
- Esses, V.M., Schiff, B.B., & Lamon, M. (1990, June). *A new mood induction procedure and its effect on the expression of stereotypes*. Paper presented at the annual meeting of the American Psychological Society, Dallas, TX.
- Zanna, M.P., Haddock, G., & Esses, V.M. (1990, June). *On the nature of prejudice*. Paper presented at the Nags Head Conference on Stereotypes and Intergroup Relations, Nags Head Conference Center, Kill Devil Hills, NC.
- Esses, V.M., & Zanna, M.P. (1989, August). *Mood and the expression of ethnic stereotypes*. Paper presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Desmarais, S., Esses, V.M., & Zanna, M.P. (1989, June). *Concern with physical attractiveness in female adolescents*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Esses, V.M. (1989, June). *Mood, ethnic stereotypes, and prejudice*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Esses, V. (1988, August). Mood moderates the effect of feedback on self-image. In V. Esses (Chair), *Mood and cognitions about the self*. Symposium conducted at the annual meeting of the American Psychological Association, Atlanta, GA.
- DeCourville, N.H., Esses, V.M., & Zanna, M.P. (1988, June). *Mood and the physical attractiveness stereotype*. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal, Canada.

- Esses, V. (1987, July). Mood-congruency and the effects of feedback on self-image. In M. Ross & V. Esses (Chairs), *Cognitions about the self*. Symposium conducted at the joint meeting of the Canadian Psychological Association and the British Experimental Psychology Society, Oxford, England.
- Esses, V.M., & Webster, C.D. (1986, June). *Dangerousness, physical attractiveness, and the Canadian Criminal Code*. Paper presented at the annual meeting of the Canadian Psychological Association, Toronto, Canada.
- Esses, V.M., & Freedman, J.L. (1985, June). *The effects of population size and density on aggression in juvenile striped Severum (Cichlasoma severum)*. Paper presented at the annual meeting of the Animal Behavior Society, Raleigh, NC.
- Esses, V.M., Herman, C.P., & Polivy, J. (1985, June). *The illusion of counter-regulation*. Paper presented at the annual meeting of the Canadian Psychological Association, Halifax, Canada.
- Esses, V., & Freedman, J. (1985, March). *The effect of population density on aggressiveness in fish (Cichlasoma severum)*. Paper presented at the annual meeting of the Eastern Psychological Association, Boston, MA.
- Esses, V.M., Scher, H., Herman, C.P., & Furedy, J.J. (1984, August). *The effectiveness of eating as an anxiety reducer*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
- Esses, V.M., & Herman, C.P. (1983, June). *The palatability of sucrose in dieters and nondieters*. Paper presented at the annual meeting of the Canadian Psychological Association, Winnipeg, Canada.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS AND POSITIONS HELD

Canadian Psychological Association

- Fellows and Awards Committee, 2012 - 2015
- President of Social and Personality Section, 1998 - 1999
- Secretary-Treasurer of Social and Personality Section, 1991 - 1992

Society for Personality and Social Psychology

- Fellows Nomination Committee, 2012 - 2013

Society for the Psychological Study of Social Issues

- International Small Conferences Committee: 2006 - present
- Distinguished Service Award Committee: 2010
- Publication Committee: 2001 – 2005 (Chair 2001-2004)
- Finance Committee, 2001 - 2004
- Council Member, 1998 - 2001

Society of Experimental Social Psychology

PROFESSIONAL SERVICE

- Lead Editor: Social Issues and Policy Review, 2007 - 2011
- Associate Editor: Personality and Social Psychology Bulletin, 2000 - 2002
Group Processes & Intergroup Relations, 1999 - 2005
- Editorial Board: Social Issues and Policy Review, 2018 - present
Journal of Social and Political Psychology, 2013 - present
Social and Personality Psychology Compass, 2007 - present
Du Bois Review: Social Science Research on Race, 2004 - present
International Journal of Intercultural Relations, 2012 - 2014
International Settlement Canada, 2008 - 2012
Group Processes and Intergroup Relations, 2005 - 2009
Journal of Personality and Social Psychology, 1996 - 1998, 2002 - 2008
Personality and Social Psychology Bulletin, 1996 - 1998
Canadian Journal of Behavioural Science, 1994 - 1997
- Editorial Reviewer: Advances in Experimental Social Psychology
American Psychologist
Analyses of Social Issues and Public Policy
Basic and Applied Social Psychology
British Journal of Social Psychology
Canadian Journal of Behavioural Science
Canadian Psychology
Cognition and Emotion
European Journal of Social Psychology
European Review of Social Psychology
Group Processes & Intergroup Relations
Journal of Applied Social Psychology
Journal of Applied Sport Psychology
Journal of Experimental Social Psychology
Journal of International Migration and Integration
Journal of Personality
Journal of Personality and Social Psychology
Journal of Social Behavior and Personality
Personality and Social Psychology Bulletin
Political Psychology
Psychological Bulletin
Psychological Science
Social Cognition
Social Forces
Social Justice Research
Social and Personality Psychology Compass
Social Psychology Quarterly
Zeitschrift für Sozialpsychologie

Academic Press
Addison Wesley Longman
Allyn and Bacon
Blackwell
McGraw-Hill
Prentice-Hall
Psychology Press

- Conference (Co-)Chair
- Pathways to Prosperity National Conference, Toronto, October 2019
 - Pathways to Prosperity – Immigration, Refugees and Citizenship Canada
Preconference on Measuring Settlement Outcomes for Individuals
and Communities, Ottawa, June 2019
 - Pathways to Prosperity National Conference, Montreal, November 2018
 - Pathways to Prosperity National Conference, Toronto, November 2017
 - Pathways to Prosperity National Conference, Ottawa, December 2016
 - Immigration to Major Immigrant Receiving Countries: Immigrant and
Host Perspectives, Ottawa, November 2016
 - Pathways to Prosperity National Conference, Toronto, November 2015
 - Pathways to Prosperity National Conference, Montreal, November
2014
 - Pathways to Prosperity National Conference, Ottawa, November 2013
 - Local Immigration Partnership Conference, Toronto, February 2012
 - Taking Stock of a Turbulent Decade and Looking Ahead:
Immigration to North America in 2000 - 2010, London, April 2011
 - Best Practices Conference, Gatineau, QC, March 2011
 - Northern and Small Communities Conference: Local Immigration
Partnership Strategic Planning and Research Needs, North Bay,
March 2011
 - Welcoming Communities Conference: Discussion of Local Immigration
Partnerships and Research Priorities, Ottawa, October 2010
 - Retention and Attraction Conference, Gatineau, QC, September 2010
 - Welcoming Communities Conference, London, March 2008
 - International Perspectives on Immigration - Immigrants and Hosts:
Perceptions, Interactions, and Transformations, Toronto, May - June
2007
 - Why Neighbours Kill: Explaining the Breakdown of Ethnic Relations,
London, June 2004
 - Biennial Conference of the Society for the Psychological Study of
Social Issues, Toronto, June 2002
- Expert Consultant:
- U.S. Equal Employment Opportunity Commission, 2014 - 2016
 - Group-Focused Enmity, Institute for Interdisciplinary Research on
Conflict and Violence, University of Bielefeld, Germany, 2006
- Task Force Member:
- APA Task Force on Psychological Effects of Efforts to Prevent
Terrorism. 2002 - 2005

Working Group Member	Russell Sage Foundation's Working Group on Cultural Contact and Immigration, 2010 - 2014
Member of National and International Grant Selection Committees:	New Frontiers in Research Grant Committee, 2018-2019 Social Sciences and Humanities Research Council of Canada Psychology Committee, 1998 - 1999, 2004 - 2006, 2015 - 2017 (Chair: 2016 and 2017) Metropolis Committee, 2009 NORFACE Research Program: Migration in Europe, 2008 Metropolis B.C., 2008 National Institutes of Health, "Stigma and Global Health", 2003
Member of National Fellowship Committee:	Social Sciences and Humanities Research Council of Canada Doctoral Fellowship Committee: 1992 - 1993, 1995 - 1996
Grant Reviewer:	Nuffield Foundation Royal Military College of Canada Russell Sage Foundation Volkswagen Foundation Canadian Institute for Advanced Research Canada Foundation for Innovation Medical Research Council of Canada National Institutes of Health Natural Sciences and Engineering Research Council of Canada National Science Foundation Social Sciences and Humanities Research Council of Canada City University of New York Research Award Program The Israel Science Foundation Russell Sage Foundation
Promotion and Tenure Reviewer:	For faculty members at University of Toronto, Stony Brook University, York University, Simon Fraser University, Connecticut College, Saint Louis University, UCLA, University of Nebraska, University of Massachusetts, Union College, University of Michigan, Stony Brook University
Graduate Summer School Course Leader:	European Association of Experimental Social Psychology Graduate Summer School - Affirmative Action August 18-September 1, 2002, Marburg, Germany

UNIVERSITY ADMINISTRATIVE POSITIONS

Departmental

Social Psychology Area Chair	2015 - 2017 2005 - 2007 1995 - 1997	University of Western Ontario
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	1993 - 1995	
Nominations Committee	2013 - 2015 2009 - 2011 1998 - 2000 1991 - 1996	University of Western Ontario
Promotion and Tenure Committee	2012 - 2019	University of Western Ontario
Ethics and Subject Pool Committee	2010 - 2012 2001 - 2003	University of Western Ontario
New Appointments Committee	2009 - 2011 1997 - 1999 1991 - 1993	University of Western Ontario
Space and Facilities Committee	2018 – present	University of Western Ontario
Graduate Student Awards and Selection Committee	2009 - 2010	University of Western Ontario
Workload and Resource Planning Committee	2017 - present 2006 - 2008	University of Western Ontario
WRP Subcommittee Appointed to Draft Department Academic Plan	2006 - 2007	University of Western Ontario
Resource and Personnel Planning Committee	2004 - 2006 1997 - 1999	University of Western Ontario
Social Psychology Search Committee	2016 - 2019	University of Western Ontario
Social Psychology Canada Research Chair Search Committee	2003 - 2004	University of Western Ontario
Developmental Search Committee	2002 - 2003	University of Western Ontario
Department Chair Selection Committee	2002 - 2003 1997 - 1998	University of Western Ontario
Chair of Social/Personality Search Committee	2001 - 2002	University of Western Ontario
Chair of Social/Personality/Developmental Search Committee	2000 - 2001	University of Western Ontario
Social/Personality/Measurement Search Committee	1999 - 2000	University of Western Ontario

Clinical Search Committee	1998 - 1999	University of Western Ontario
Personnel, Promotion, and Tenure Committee	1995 - 1996 1992 - 1994	University of Western Ontario
Space and Facilities Committee	1993 - 1995	University of Western Ontario
Graduate Selection Committee	1992	University of Western Ontario
Chair of Social Psychology Speaker Series	1988 - 1990	University of Toronto

Faculty and University Level

Collaborative Graduate Program in Migration and Ethnic Relations Executive Committee	2011- present	University of Western Ontario
Department of Political Science Chair Search Committee	2014 - 2015 2004 - 2005	University of Western Ontario
Faculty of Law Decanal Selection Committee	2015 1995 - 1996	University of Western Ontario
Canada Research Chair in Migration and Ethnic Relations Search Committee	2013 - 2014	University of Western Ontario
Faculty of Social Science Decanal Selection Committee	2019 – 2020 2012 - 2013	University of Western Ontario
Faculty Scholar Selection Committee	2010 - 2011	University of Western Ontario
Subcommittee on Priorities in Academic Development	2010 - 2011 2001 - 2002	University of Western Ontario
International Curriculum Fund Committee	2010 2008	University of Western Ontario
Faculty of Social Science Space Review Committee	2002 - 2003	University of Western Ontario
Review Board for Non-Medical Research Involving Human Subjects	2000 - 2003	University of Western Ontario
SSHRC Conference Travel Award Committee	2001	University of Western Ontario

Provost's Undergraduate Program Review Committee	1997 - 2001	University of Western Ontario
University SSHRC Doctoral Fellowship Committee	1993 - 1995	University of Western Ontario
Faculty of Social Science Representative to the Faculty of Arts Council	1992 - 1995	University of Western Ontario
Faculty of Social Science National Scholarship Reviewer	1994	University of Western Ontario

STUDENTS AND POSTDOCTORAL FELLOWS SUPERVISED

Postdoctoral Supervisor	2020 – present	Mamta Vaswani
	2018 - present	Alexandra Bozheva (Mitacs Grant)
	2017 – present	Alina Sutter
	2019	Judith Knausenberger
	2014 - 2017	Stelian Medianu (Mitacs Grants)
	2014	Rui Zhang (Mitacs Grant)
	2012 - 2014	Karen Dickson
	2012 - 2013	Jennifer Long (Mitacs Grants)
	2012 - 2013	Secil Erogan (Mitacs Grant)
	2012 - 2013	Melissa Fellin (Mitacs Grant)
	2011 - 2012	Leah Hamilton
	2006 - 2008	Donna Garcia
	1999 - 2002	Gordon Hodson
1998 - 1999	Lynne Jackson	
Ph.D. Thesis Supervisor	2017 – present	Paolo Palma
	2015 – 2019	Anjana Balakrishnan
	2014 – 2018	Joshua Wright
	2013 – 2017	Alina Sutter
	2011 – 2015	Kelly Barnes
	2010 – 2015	Natalia Lapshina
	2010 - 2014	Amanda DeVaul-Fetters
	2010 - 2014	Stelian Medianu
	2008 - 2012	Karen Dickson
	2008 - 2012	Leah Hamilton (co-supervisor)
	2007 - 2011	Paula Brochu
	2006 - 2012	Caroline Bennett-AbuAyyash
	2004 - 2009	Andrea Lawson
	2001 - 2006	Antoinette Semanya
	1999 - 2007	Ljiljana Mihic (co-supervisor)

	1998 - 2002	Kimberly Clow
	1997 - 2001	Henry Danso
	1993 - 1999	David Bell
	1993 - 1997	Lynne Jackson
M.Sc. Thesis Supervisor	2019 – present	Maria Besselink
	2017 – 2019	Bukunsola Adegbembo
	2015 - 2017	Paolo Palma
	2014 - 2016	Clint Thomson
	2008 - 2010	Stelian Medianu
	2005 - 2007	Matthew Maxwell-Smith
	2005 - 2007	Paula Brochu
	2004 - 2006	Caroline Abu-Ayyash
	2001 - 2003	Caroline Thomas
	1999 - 2001	Antoinette Semanya
	1997 - 1999	Lesley Akst
	1996 - 1998	Kimberly Clow
	1992 - 1994	Darrell Donakowski
	1991 - 1993	David Bell
Visiting Graduate Student Supervisor	2014	Ana Vega, Granada University
	2013	Benedetta Bottura, University of Parma
	2012	Adrienne Girling, Victoria University of Wellington
	2010 - 2011	Alina Sutter, University of Zurich
	2008	Samuel Pehrson, Sussex University
	2004 - 2006	Matthias Preiser, Philipps-Universitat Marburg

Honours Thesis Supervisor: over 25 undergraduate students have completed their honours theses in my laboratory since 2000

COMMUNITY SERVICE

Member of the London Cross Cultural Learner Centre Intercultural Education Advisory Committee, 2015 - present

Member of the Life as a Refugee Event Organizing Committee, 2015 - present

Member of the All are Welcome Here Event Organizing Committee, 2017 – present

Research Representative and Central Council Member of the London and Middlesex Local Immigration Partnership (also Measuring Outcomes Committee, Outreach and Advocacy Committee, Governance Committee, and Welcoming Communities Committee), 2010 - present

Member of the Receiving Communities Initiative Advisory Committee, 2010 - 2013

Member of the London and Middlesex Local Immigration Partnership Advisory Committee, 2009 - 2010

Member of the Welcoming Cultural Diversity in London Steering Committee, 2008 – 2010