

# Paolo Aldrin Palma

Department of Psychology, University of Western Ontario  
1151 Richmond St, London, ON, Canada, N6A 5C2

✉ [ppalma@uwo.ca](mailto:ppalma@uwo.ca)

🌐 [palmapa.com](http://palmapa.com)

## EDUCATION

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[in progress]	<b>PhD</b>	Social Psychology, Migration & Ethnic Relations University of Western Ontario, London, ON, Canada
2017	<b>MSc</b>	Social Psychology, Migration & Ethnic Relations University of Western Ontario, London, ON, Canada
2014	<b>BSc</b>	Psychology University of Toronto, Toronto, ON, Canada

## RESEARCH POSITIONS

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2019 – 2020	<b>Mitacs Accelerate Intern</b>	Visier Inc.
2019 – 2020	<b>Research Analyst (Contract)</b>	London & Middlesex Local Immigration Partnership
2016	<b>Research Analyst (Contract)</b>	London & Middlesex Local Immigration Partnership

## GRANTS, FELLOWSHIPS, & FUNDING

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2019	<b>Mitacs Accelerate</b> (\$13,000 CAD)	Mitacs
2019	<b>Graduate Research Award Fund</b> (\$180 CAD)	Faculty of Social Science, University of Western Ontario
2018	<b>Diversity Fund Graduate Travel Award</b> (\$500 USD)	Society for Personality and Social Psychology
2018	<b>Graduate Travel Award</b> , (\$500 USD)	Society for Personality and Social Psychology
2017	<b>Graduate Research Award Fund</b> (\$750 CAD)	Faculty of Social Science, University of Western Ontario
2017 – 2021	<b>SSHRC Doctoral Fellowship</b> (\$80,000 CAD)	Social Science and Humanities Research Council
2016 – 2017	<b>SSHRC Joseph Armand Bombardier CGS-M</b> (\$17,500 CAD)	Social Science and Humanities Research Council

**PUBLICATIONS: ACADEMIC**

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(‡ = equal authorship)

**REFEREED JOURNAL ARTICLES**

**Palma, P. A.**, Sinclair, V. M., & Esses, V. M. (2019). Facts versus Feelings: Objective and subjective experiences of diversity differentially impact attitudes toward the European Union. *Group Processes & Intergroup Relations*. <https://doi.org/10.1177/1368430219854805>

Balakrishnan, A.‡, **Palma, P. A.**‡, Patenaude, J.‡, & Campbell, L. (2017). A 4-study replication of the moderating effects of greed on socioeconomic status and unethical behaviour. *Scientific Data*, 4, 160120. <https://doi.org/10.1038/sdata.2016.120>

**IN PREPERATION**

**Palma, P. A.**, & Haan, M. (in preparation). Absence may (not) make the heart grow fonder: Investigating marital non-cohabitation and divorce in Canada's immigrant population.

**PUBLICATIONS: INDUSTRY AND GOVERNMENT**

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(‡ = equal authorship)

**Palma, P. A.** & Zenger, N. (2020). *The Business Case for Diversity: Promises and Pitfalls of Corporate Diversity Initiatives*. Report written for Visier, Inc., Vancouver, BC, Canada.

**Palma, P. A.** & Zenger, N. (2020). *Global Diversity: Understanding How People Define Diversity and How to Measure It*. Report written for Visier, Inc., Vancouver, BC, Canada.

**Palma, P. A.**‡, Balakrishnan, A.‡, Esses, V.M., Hussein, H., Eldik, L., & Walsh, C. (2019). *London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP*. Report written for the City of London.

Currie-Patterson, N., Le, T. H. A., **Palma, P. A.** & Sinclair, V. M. (2018). Value of residential care: Review and strategies to advocate for better wages for PHSS. Report written for Participation House Support Services, London, ON, Canada.

Balakrishnan, A.‡, **Palma, P. A.**‡, 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.

**PRESENTATIONS: ACADEMIC**

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(\* = mentored undergrad)

**CHAired SYMPOSIA**

**Palma, P. A.** (2020, June 26 – 28, Chair). Applying psychology to policy and vice versa: Insights from immigration research. Speakers: Kevin Carriere, Darren Agboh, and Paolo Palma. Symposium conducted at the 2020 Annual Meeting of the Society for the Psychological Study of Social Issues, Denver, CO, United States (Conference canceled due to COVID-19 pandemic)

**CONFERENCE TALKS & DATA BLITZES**

- Palma, P. A., & Haan, M.** (2020, June). *Using Policy to Inform Research on Migration Behavior and Divorce* [Conference Session]. Society for Psychological Study of Social Issues, Denver, CO, United States. States (Conference canceled due to COVID-19 pandemic).
- Palma, P. A., Zhao, Y.\*, & Esses, V. M.** (2019, June 17 - 18). *Does location matter? Attitudes towards refugees as a function of race and where refugee claims are made* [Data Blitz] The Weary Symposium on Diversity and Social Identity, Columbus, OH, United States.
- Palma, P. A., & Esses, V. M.** (2017, June 7 - 9). *Hyphenated identities: Implications of race and nationality on people's attitudes and stereotypes* [Data Blitz]. Canadian Psychological Association, Toronto, ON, Canada.
- Palma, P. A., Sinclair, V. M., & Esses, V. M.** (2017, May 30). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Conference session]. Western-Waterloo-Wilfrid Laurier Conference, London, ON, Canada.
- Palma, P. A., Balakrishnan, A., Patenaude, J., & Campbell, L.** (2016, March 4). *Greed and unethical behaviour: A replication study* [Panel Presentation]. Western Research Forum, London, ON, Canada.

#### POSTER PRESENTATIONS

- Palma, P. A., & Esses, V. M.** (2020, February 27 - 29). *"Positive" Attitudes toward Immigration: Cosmopolitanism, Economic Utility, and Mobility as Distinct Facets of Pro-immigration Attitudes* [Poster Presentation]. Society for Personality and Social Psychology, New Orleans, LA.
- Palma, P. A., & Haan, M.** (2019, October 31 - November 1). *Absence may (not) make the heart grow fonder: Investigating marital non-cohabitation and divorce in Canada's immigrant population* [Poster Presentation]. Pathways to Prosperity 2019 National Conference, Toronto, ON, Canada.
- Palma, P. A., Sinclair, V. M., & Esses, V. M.** (2018, March 1 - 3). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Poster Presentation]. Society for Personality and Social Psychology, Atlanta, GA. Retrieve from <https://osf.io/95ta7/>
- Palma, P. A., & Esses, V. M.** (2017, June 17 - 18). *Foreigner in their own land: How experiences of ethnic discrimination affects Asian Americans' and Asian Canadians' attitudes towards immigration* [Poster Presentation]. Canadian Psychological Association, Toronto, ON, Canada.
- Palma, P. A., & Esses, V. M.** (2017, January 19 - 21). *Attitudes and Perceptions of Groups at the Intersect of Race and Immigrant Status* [Poster Presentation]. Society for Personality and Social Psychology, San Antonio, TX. Retrieve from <https://osf.io/zwvt8/>

#### WORKSHOPS

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- Palma, P. A.** (2020). *The Business Case for Diversity*. Workshop presented for Visier, Inc., Vancouver, BC, Canada.
- Palma, P. A.** (2019). *Global Diversity Practices*. Workshop presented for Visier, Inc., Vancouver, BC, Canada.

Deng, D., Field, E., Meetun, C., & **Palma, P. A.** (2017). *Myth vs Reality: Canada's Refugee Program*. Workshop presented for the Network for Inclusive Communities and London Public Library, London, ON, Canada. [note: 4 workshops conducted throughout January – March 2017]

## TEACHING EXPERIENCE

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### UNIVERSITY OF WESTERN ONTARIO

Course	Position	Term
Attitudes and Attitude Change	Course Instructor	May 2020 – Aug 2020
Attitudes and Attitude Change	Course Instructor	Jan 2020 – Apr 2020
Prosocial and Antisocial Behavior	Teaching Assistant	Sep 2019 – Dec 2019
Introduction to Psychology	Teaching Assistant	Jan 2019 – Apr 2019
Introduction to Social Psychology	Tutorial Instructor	Sep 2017 – Dec 2017
Introduction to Psychology	Teaching Assistant	Jan 2017 – Apr 2017
Research Methods in Psychology	Laboratory Instructor	Sep 2015 – Apr 2016

### KINGS UNIVERSITY COLLEGE AT WESTERN

Course	Position	Term
Psychology of Prejudice	Teaching Assistant	Jan 2019 – Apr 2019
Introduction to Psychology	Teaching Assistant	Sep 2018 – Apr 2019

### GUEST LECTURE

Intergroup Relations in Diverse Societies | Guest Lecture, Social Psychology (Instructor: S. Moroz, June 2018)

## UNDERGRADUATE MENTORSHIP

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2019 – 2020	McArthur, A. (w/ V. Esses). Project: Attitudes towards foreign housing investors Zhao, Y. (w/ V. Esses). Project: Attitudes towards Refugee Claimants II
2018 – 2019	Zhao, Y. (w/ V. Esses). Project: Attitude towards Refugee Claimants I

## SERVICE

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### AD-HOC REVIEWER

Group Processes and Intergroup Relations  
Translational Issues in Psychological Science

### ORGANIZED CONFERENCES

2017	Western-Waterloo-Wilfrid Laurier Graduate Student Conference, London, ON
2016	Migration and Ethnic Relations Graduate Student Conference, London ON

### UNIVERSITY OF WESTERN ONTARIO

2018 – 2020	Lab Coordinator, Social, Personality and Developmental Psychology Cluster
2018 – 2019	Colloquium Committee, Department of Psychology
2017 – present	Graduate Affairs Committee, Department of Psychology
2015 – 2019	Councilor, Society of Graduate Students