

# Camellia Bryan

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## ACADEMIC POSITIONS

### Post-doctoral Research Fellow

Incoming Jan 2023

Gender and the Economy (GATE) Institute & Rotman School of Management, University of Toronto,  
Toronto

## EDUCATION

### Ph. D., Organization Studies

Expected graduation: December 2022

Schulich School of Business, York University, Toronto

- *Dissertation title: Beyond Backlash: Reducing resistance and generating support in response to diversity initiatives through opening identity tactics*
- Committee: Dr. Brent Lyons (chair), Dr. Ivona Hideg, Dr. Ruodan Shao, Dr. Winny Shen

### Specialized Honours B.A. with Summa Cum Laude in Psychology

June 2017

York University, Toronto

- *Thesis title: Workplace fairness perceptions: The role of anxious attachment*
- Supervisor: Dr. Chris Bell

### International Development Studies and Political Science

September 2008- May 2009

Brescia College, Western University, London

## RESEARCH INTERESTS

Stigma; identity management; diversity training; diversity resistance; identity threat; social status; intergroup relations

## PUBLICATIONS

\* Denotes undergraduate student co-author

Lyons, B.J., **Bryan, C.**, & Volpone, S.D. (Forthcoming). Neuroqueerness and management research. *De Gruyter Handbook of Disability and Management*.

## MANUSCRIPTS WITH REVISIONS REQUESTED

**Bryan, C.** & Lyons, B.J. (1<sup>st</sup> revision requested). Title Redacted. *Academy of Management Review*.

Lyons, B.J., Baldrige, D., Yang, LQ, & **Bryan, C.** (Under 4<sup>th</sup> review). Title Redacted. *Journal of Management*.

Lyons B.J., **Bryan, C.**, Volpone, S., & \*Colaco, C. (1<sup>st</sup> revision requested). Title Redacted. *Journal of Applied Psychology*.

## MANUSCRIPTS IN PREPARATION

**Bryan, C.**, Volpone, S., & Lyons, B.J. Title Redacted. In preparation for submission to *Journal of Applied Psychology*.

Bhattacharyya, B., **Bryan, C.**, & Lyons, B.J. Title Redacted. In preparation for submission to *Organizational Behavior and Human Decision Processes*.

## RESEARCH GRANTS

### Primary investigator

Accelerate Research Grant (\$30,000) with Feminuity (organizational partner) 2022

- *Title: Going beyond backlash: mitigating resistance to diversity, equity, and inclusion initiatives*

## AWARDS, HONOURS, AND DISTINCTIONS

Selected for Quant-TIDE workshop and accelerator (\$500) 2022

Selected for the OB Doctoral Consortium 2022

Selected for AMJ paper development workshop 2020

Elia Scholar (\$120,000) 2017 – 2021

Anthony P. Cunliffe Award – (\$1,500) 2017

Domestic Ontario Graduate Scholars Scholarship – (\$15,000) 2016 – 2017

- Declined for Elia Scholarship

PhD Fellowship, Schulich School of Business 2017 – 2022

Gratitude Club at York University (awarded to top 15% of graduating class) 2017

## CONFERENCE PRESENTATIONS

- Bryan, C., & Lyons, B.J.** (2022). Beyond Backlash: An intervention for diversity resistance. Poster presented at the *Positive Organizational Scholarship Conference*, Ann Arbor, Michigan.
- Bryan, C., & Lyons, B.J.** (2021). Virtual presentation. Dominant group identity threat as a source of support for stigmatized groups in organizations. In Lodge, J (chair), *The struggle of employment: Stigmatized individuals' Experiences of moving into and being in work*. Paper presented at the *Academy of Management Annual Meeting*.
- Bryan, C., \*Colaco, C., \*McGuire, K., \*McKie, K., Lyons, B.J, & Volpone, S.D.** (2021). Virtual presentation. Biracial identity management and the role of trust in monoracial observers' support. Paper presented at the *Society for Industrial and Organizational Psychology Annual Conference*.
- Bhattacharyya, B., **Bryan, C., & Lyons, B.J** (2021). Virtual presentation. Disentangling the impact of organizational context on people of color's management of additional stigmatized identities. Paper presented at the *Society for Industrial and Organizational Psychology Annual Conference*.
- \*Colaco, C., **Bryan, C., Lyons, B.J., & Volpone, S.D.** (2021). Virtual presentation. To affirm or downplay a racial identity? The effects of impression management on hiring intentions toward Black-White biracial people. Paper presented at the *Society for Personality and Social Psychology Annual Convention*.
- Bryan, C., Lyons, B.J, Baldrige, D., Yang, LQ, & Dirmyer, R.** (2020). Virtual presentation. Hearing loss and career attitudes: Disengaging from lower quality LMX. Paper presented at the *Academy of Management Annual Meeting*.
- Bryan, C., & Lyons, B.J.** (2020). Organized virtual symposium. Under threat: Dominant group members experiences of identity threat. *Academy of Management Annual Meeting*.
- Bryan, C., & Bell, C.M** (2020). Virtual presentation. Does the deferential Black man get ahead? Deference as a strategy against identity threat from dominant group members. Paper presented at the *Academy of Management Annual Meeting*.
- \*Colaco, C., **Bryan, C., Lyons, B.J., & Volpone, S. D.** (2020). Virtual presentation. Biracial identity management and evaluators' discomfort in hiring contexts. Paper presented at the *Canadian Psychological Association's Annual National Convention*.
- Bryan, C., Lyons, B.J, & Volpone, S.D.** (2020). Virtual presentation. The black sheep effect and people of color's reactions to stigma identity management. Paper presented at the *Society for Industrial and Organizational Psychology Annual Conference*.
- Bhattacharyya, B., **Bryan, C., Lyons, B.J., & \*Kakoshka, K.** (2019). The burden of emotional labor and people of color's identity management decisions. Paper presented at the *Society for Industrial and Organizational Psychology Annual Conference*, National Harbour, Maryland.
- Bryan, C., & Bell, C.M** (2018). Envy and the future possible selves: Implications for career development. Paper presented at the *Academy of Management Annual Meeting*, Chicago, Illinois.

**Bryan, C.** (2016). Workplace fairness perceptions: The role of anxious attachment. Paper presented at the *Ontario Psychology Undergraduate Thesis Conference*, Waterloo, Ontario, Canada.

Bell, C.M. & **Bryan, C.** (2016). Anxious Attachment and perceptions of fairness: How relationship insecurities determine when, how, and why workplace fairness matters. Paper presented at the *16<sup>th</sup> Biennial Meeting of the International Society of Justice Research*, University of Kent, Canterbury, UK.

## INVITED TALKS

Rotman School of Management, University of Toronto 2022

- *Title: Beyond backlash: Reducing diversity resistance*

Leeds School of Business, University of Colorado Boulder 2021

- *Title: Beyond backlash: Privileged identity threat as a source of support for diversity initiatives in organizations*

Beedie School of Business, Simon Fraser University 2021

- Presenter, subject matter expert, and discussion group facilitator.
- *Title: Strategies for managing backlash from diversity*

## MEDIA ATTENTION

- “Not even the COVID-19 crisis can hold back Christmas shoppers with 'savings hoard' to unload”, *CBC News*, December 7, 2020

## TEACHING EXPERIENCE

### Primary Instructor

ORGS 4600: Diversity and Inclusion in Organizations 2021

- Rating: **6.4/7**

ORGS 2100: Individuals and Groups in Organizations 2020

- Rating: **6.4/7**

### Guest Lecturer

ORGS 7030: Advanced Topics in Organization Theory: Macro Perspectives on Culture, Learning, and Identity 2021

- Primary instructor: Dr. Mike Valente

ORGS 4600: Diversity and Inclusion in Organizations: Inclusion and Exclusion 2020

- Primary instructor: Dr. Brent Lyons

## SERVICE TO THE ACADEMY

Ad-hoc Reviewer – Academy of Management Annual Meeting 2017 – present

- Organizer of Organization Studies' Brown Bag seminars 2019 – present
- President's Ambassador for York University 2018
- 1 of 25 students chosen to represent the over 60,000 York University students

## PROFESSIONAL AFFILIATIONS

- Academy of Management 2017 – present
- Society for Industrial and Organizational Psychology 2019 – present

## PROFESSIONAL EXPERIENCE

- Program Fundraising Manager – Public Outreach** September 2010 – August 2012  
Toronto, Ontario

## REFERENCES

**Brent J. Lyons**  
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Schulich School of Business  
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