

Camellia Bryan

Post-doctoral Fellow
Rotman School of Management, University of Toronto
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ACADEMIC POSITIONS

Assistant Professor

Incoming July 2024

Organizational Behaviour and Human Resources Division, Sauder School of Business, University of British Columbia

Post-doctoral Research Fellow

January 2023-June 2024

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

EDUCATION

Ph. D., Organization Studies

January 2023

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 or graduate student co-author

Lyons, B.J., Baldrige, D., Yang, LQ, & **Bryan, C.** (2023). Disability, professional isolation and career attitudes: The role of impairment severity and supervisor relationship quality. *Journal of Management*.

Lyons, B.J., **Bryan, C.**, & Volpone, S.D. (2023). Neuroqueerness and management research. *De Gruyter Handbook of Disability and Management*.

MANUSCRIPTS WITH REVISIONS REQUESTED

Bryan, C. & Lyons, B.J. (2nd Revise-and-Resubmit). [Title redacted for blind review]. *Academy of Management Review*.

MANUSCRIPTS IN PREPARATION

Bryan, C., Volpone, S., & Lyons, B.J. The black sheep effect and people of color's reactions to stigma identity management.

Lyons B.J., **Bryan, C.**, Volpone, S., & *Colaco, C. The role of identity management in coworkers' trust and support of biracial employees.

SELECTED RESEARCH IN PROGRESS

Bryan, C., Phung, K., & Kang, S. Identity Processes of Former White Nationalists

Bryan, C., Danbold, F. Threatened autonomy and responses to diversity messaging.

Bhattacharyya, B., **Bryan, C.**, & Lyons, B.J. The complexity of multiple identities: An intersectional examination of people of color's management of stigma and organizational diversity ideologies.

*Choe, A., **Bryan, C.**, Kang, S., & Zweig, D. Identity shifting processes of Black professionals.

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
o 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.** (2023). Intervention for Addressing Gender Diversity Resistance from Dominant Groups. In Hubbard, A & Methot, J (chairs), Do Diversity Initiatives “Work”? Examining the Unintended Consequences of Diversity Practices. Paper presented at the *Academy of Management Annual Meeting*.
- Bryan, C., & Lyons, B.J.** (2023). Beyond backlash: Dominant social identity threat as a source of support. Paper presented at the *7th Annual Research Roundtable on Gender and the Economy*.
- Bryan, C., & Lyons, B.J.** (2022). An Intervention for Diversity Resistance. In Teschner, R (chair), Changing the Default: Allying with Marginalized Identities for Social Change. Paper presented at the *Academy of Management Annual Meeting*.
- 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 *16th Biennial Meeting of the International Society of Justice Research*, University of Kent, Canterbury, UK.

INVITED TALKS

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| Social Identity Lab, Department of Psychology, University of Washington | 2023 |
| ▪ <i>Title:</i> Beyond backlash: Dominant social identity threat as a source of support | |
| Smith School of Business, Queens University | 2022 |
| ▪ <i>Title:</i> Beyond backlash: Reducing diversity resistance | |
| Sauder School of Business, University of British Columbia | 2022 |

- *Title:* Beyond backlash: Reducing diversity resistance
- 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
Toronto, Ontario

September 2010 – August 2012

REFERENCES

Brent J. Lyons

York Research Chair and
Associate Professor
Schulich School of Business
York University
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Ivona Hideg (Ph.D)

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