

# 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. (Under 2<sup>nd</sup> review). Beyond backlash: Dominant social identity threat as a source of support for diversity in organizations. *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.**, Kang, S. Identity Processes of Former White Nationalists

**Bryan, C.**, Kang, S. Diversity events and effects on diversity initiatives in organizations.

**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 *7<sup>th</sup> 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 *16<sup>th</sup> Biennial Meeting of the International Society of Justice Research*, University of Kent, Canterbury, UK.

## INVITED TALKS

Social Identity Lab, Department of Psychology, University of Washington

2023

- *Title:* Beyond backlash: Dominant social identity threat as a source of support

- Smith School of Business, Queens University 2022
- *Title:* 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** September 2010 – August 2012  
Toronto, Ontario

## REFERENCES

### **Brent J. Lyons**

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

Ann Brown Chair and  
Associate Professor  
Schulich School of Business  
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### **Mike Valente (Ph.D)**

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