

# ANDREA CAMACHO GARRON

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## EDUCATION

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**B.A. Double major in Psychology and Sociology** | University of British Columbia, *Vancouver, BC* May 2023  
*Graduation with High Distinction*

*Thesis: Comparing perceived responsibility for and frequency of White/European-Americans' allyship actions*  
 Advisors: Dr. Lucy De Souza and Dr. Toni Schmader

## RESEARCH EXPERIENCE

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### Research Associate - Lab Manager

July 2023- Present

Dr. Maureen Craig's Diversity and Social Processes Lab | Duke University

***Research Question: Does phenotypic distance from (1) Whiteness or (2) ingroup prototypicality better predict discrimination and stereotyping experiences among Latine individuals?***

- Designed experiments by standardizing face stimuli, testing discrimination, stereotyping, and foreignness measures, pre-registering studies, and recruiting participants online.
- Developed advanced skills in quantitative analyses, including nested *a priori* power analysis, LPA, mixed-effects modeling, and Poisson regressions through independent learning efforts in R and Stata.
- Cultivated the lab's research community by planning lab meetings, managing grants, creating and ensuring approval/adherence to IRB protocols, and carrying quantitative/qualitative analysis workshops.
- Disseminated research findings by presenting undergraduate research at regional (SSSP) and post-bac research in a symposium and as a single presenter talk at national conferences (SPSSI and SPSP 2025).

### Quinn Research Assistantship - Directed Studies Student

May 2022- May 2023

Dr. Toni Schmader's Social Identity Lab | University of British Columbia

***Research Question: What are African Americans' perceptions of group responsibility in addressing racial bias, and what barriers inhibit or promote White Americans' allyship?***

- Formulated research questions, co-designed, and pre-registered two studies with qualitative and quantitative data components on perceived responsibility, frequency, and inhibitors of allyship.
- Conducted literature reviews on collective action/allyship and analyzed quantitative data using regressions and ANOVAs in R and Jamovi software.
- Presented research results as a data blitz at SPSP, as a poster at UBC's multidisciplinary conference, and defended the thesis as a 15-minute talk at UBC's psychology undergraduate research conference.

### Undergraduate Research Assistant

Apr. 2021- May 2023

Dr. Toni Schmader's Social Identity Lab | University of British Columbia

***Research Question: What are minority groups' perceptions of majority group's allyship actions in terms of preventing vs. confronting different types of racial bias?***

- Ran thematic analyses in NVivo software applying De Souza's and Schmader's (2024) typology of allyship action based on type (i.e., proactive, reactive) and level of action, coding 700+ responses.

- Conducted inter-rater reliability analyses in NVivo and led meetings with both coders to address discrepancies, increasing overall kappa and identifying more cohesive themes for manuscript writing.
- Assisted with moderating 5 focus groups for the Engendering Success in STEM: Project RISE to understand what allyship entails for women in STEM fields and how to best achieve increased allyship.

### **Work-Study Research Assistant**

Aug. 2021- June 2023

Dr. Friedrich Götz's Personality and Geographical Ambiance Lab | University of British Columbia

***Research Question: How do regional differences in cultural tightness and looseness in India affect people's portrayal of the Big Five personality traits?***

- Gathered government data from India as part of a project that tested personality traits and cultural tightness/looseness through big data meta-analyses to expand personality research beyond the West.
- Collected data in a meta-analysis project to explore how environmental factors in different world regions affected personality traits, well-being, political attitudes, personal biases, and cultural values.
- Conducted literature reviews on personality traits and their effect on adherence to COVID restrictions in non-WEIRD samples, valuing psychological research's generalizability beyond WEIRD populations.

### **Senior Undergraduate Research Assistant**

April 2021- June 2022

Dr. Kristin Laurin's Motivation and Goals in Context Lab | University of British Columbia

***Research Question: How do the material, social, and cultural contexts of low socioeconomic status affect people's intrinsic motivation towards success?***

- Conducted clustered regression analyses in R using big data pools (e.g., WVS) to explore whether race and socioeconomic status predicted perceptions of sexism, presented pilot results during lab meetings.
- Recruited participants through UBC's Human Subject Pool for an online study looking at the perceived effects of economic status on motivation, gaining experience with recruitment and data collection.
- Assisted in audio-visual stimuli creation and acted as a confederate to investigate whether racial/gender diversity in academic settings affected students' moral decision-making.

## **PRESENTATIONS**

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**Camacho Garron, A., Craig, M. A., & Pietri, E. S.** (2025, February). *Distance from Whiteness as a predictor of marginalization experiences*. Talk to be presented at the annual meeting of the Society for Personality and Social Psychology, Denver, CO.

**Camacho Garron, A., Craig, M. A., & Pietri, E. S.** (2025, February). *White phenotypicality as a predictor of discrimination among highly diverse social groups*. Talk to be presented at the Social and Developmental Psychology Brown Bag at Duke University, Durham, NC.

**Craig, M. A., Pietri, E. S., & Camacho Garron, A.** (2024, October). *A tripartite framework for understanding the U.S. racial hierarchy: status, culture, and appearance*. In L. H. Solomon (Chair), *Interdisciplinary perspectives on hierarchy*. Symposium presented at the annual meeting of the Society for Experimental Social Psychology, Santa Fe, NM.

**Camacho Garron, A., Craig, M. A., & Pietri, E. S.** (2024, June). *Distance from Whiteness vs. ingroup prototypicality: Predictors for perceived discrimination*. In S. Toprakiran & M. Wiswall (Co-chairs), *Ambiguous stereotypes: Insights across diverse groups and dimensions*. Symposium presented at the annual meeting of the Society for the Psychological Study of Social Issues, Philadelphia, PA.

**Camacho Garron, A., De Souza, L., Schmader, T.** (2023, November). *(Not) Meeting expectations?*

*Comparing perceived responsibility and frequency of allyship.* Symposium Talk presented at the Society of Southeastern Social Psychologists Annual Convention 2023, Charlotte, NC.

**Camacho Garron, A.,** De Souza, L., Schmader, T. (2023, April). *Low self-efficacy, social backlash, and social support as inhibitors of White/European-Americans' allyship actions.* Oral presentation at UBC's Psychology Undergraduate Research Conference, Vancouver, BC.

**Camacho Garron, A.,** De Souza, L., Schmader, T. (2023, February). *Perceived responsibility for and frequency of White/European-Americans' Allyship.* Data Blitz (Virtual) at The Society for Personality and Social Psychology Annual convention; Atlanta, GA.

**Camacho Garron, A.,** De Souza, L., Schmader, T. (2023, February). *Negative consequences of minimal allyship for racial minorities: an examination of majorities' allyship actions.* Poster presentation at UBC's Multidisciplinary Undergraduate Research Conference; Vancouver, BC.

## **HONORS, AWARDS, AND FELLOWSHIPS**

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**SPSP Diversity Undergraduate Travel Award recipient** Feb. 2023  
Awarded based on the excellence of the applicant's scholarly record and to increase diversity (\$105 registration)

**Quinn Research Assistantship Award recipient, nominated by Dr. Toni Schmader** Apr. – Aug. 2022  
Awarded to students with a higher than B+ average interested in pursuing psychological research (\$8,321.60)

**Member of the International Honor Society in Psychology (PsiChi UBC)** May 2021- Present  
Awarded for academic excellence to students is in the top 35% of all UBC students in psychology

**Recipient of UBC's International Major Entrance Scholarship (IMES)** Aug. 2019- May 2023  
Awarded for academic excellence, impressive extracurricular and community involvement (\$80,000 total)

**Faculty of Arts Dean's list** Aug. 2019- May 2023  
Recognized exceptional academic achievement awarded Freshman, Sophomore, Junior, and Senior year

**Trek Excellence Scholarship (International Students)** Aug. 2021 – Dec. 2023  
Awarded to students in the top 5% -10 % of their undergraduate year, faculty, and school (\$3000 total)

## **AD-HOC REVIEWS**

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**Personality Science Journal, Special Issue on "Personality Science Around the World"** Sept. 2023

- Served as a peer-reviewer for a Special Issue focusing on "Personality Science Around the World", based on expertise as a social-personality psychologist from Latin America.

## **PROFESSIONAL AFFILIATIONS**

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Society for Personality and Social Psychology (SPSP)  
Society for the Psychological Study of Social Issues (SPSSI)  
Society of Southeastern Social Psychologists (SSSP)

## **MENTORSHIP**

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**Primary co-advisor for work-study and research practicum students** | Duke University Jan. 2024 – Present  
Dr. Maureen Craig's Diversity and Social Processes Lab

**Senior research assistant mentor** | University of British Columbia  
Dr. Kristin Laurin's Motivation and Goals in Context Lab

Jan. 2021 – May 2022

**Community outreach mentor** | CCEL, University of British Columbia  
Reading Week Program promoting first-generation and minority student's involvement in higher education.

Mar. 2021 – Mar. 2022

**Orientation leader mentor** | Jump Start, University of British Columbia  
Residency Program fostering a supportive university environment for first-year, majority international students.

Aug.-Sep. 2020 & Aug./Sep. 2021

## **SERVICE**

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**Course Curriculum Developer in Social Justice/Human Rights Engagementship** May 2021 – Aug. 2021  
Office of Regional and International Community Engagement (ORICE) | University of British Columbia

- Developed remote lectures and learning activities with psychological and sociological theories of inequality to promote social justice and human rights activism among American high school students.
- Created facilitation plans, co-facilitated activities, and led discussions and lectures during course sessions to maximize engagement and learning for high-school students in an online environment.

**Academic Committee Member**

Aug. 2020 – May 2022

Psychology Student Association (PSA) | University of British Columbia

- Created the first EDI event in the PSA's history, facilitating discussions with professors and graduate students regarding the importance of BIPOC representation and inclusion in psychology research.
- Chaired events as a panelist, providing resources and mentorship to enhance accessibility and promote equity, diversity, and inclusion in undergraduate research, especially for underrepresented groups.

**Ambassador and Open Talk Cafe Host**

March 2020 – May 2021

Beyond the Conversation | Nonprofit based in Vancouver, Canada

- Hosted weekly online community events with members of the Metro Vancouver area from different age groups, from teens to seniors, to connect, foster a supportive community, and reduce social isolation.

**Red Cross Community Outreach and Awareness Committee Member**

Sep. 2019 – March 2020

Canadian Red Cross Nonprofit Club | University of British Columbia

- Partnered with "Mission Impossible" charity to fundraise, promote employment readiness programs for unhoused individuals, and facilitate learning exchange activities with Indigenous community members.

## **SKILLS AND TECHNICAL PROFICIENCY**

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**Statistical software:** R, SPSS, Stata, Jamovi, NVivo

**Quantitative analysis:** multilevel/mixed effects modeling, ANOVA, latent profile analysis, multiple regression, weighted Poisson regressions, *a priori* power analysis with fixed and random effects

**Qualitative analysis:** content analysis and thematic analysis of open-ended responses, focus group moderation and note-taking, designing and leading structured, semi-structured, and in-depth interviews

**Visual Design and Stimuli Creation:** Canva, Adobe Firefly, Photoshop, WordPress

**Research skills:** Open science practices (e.g., creating preregistrations in AsPredicted and OSF.io), advanced experimental design skills using Qualtrics features (e.g., Qualtrics-spatial arrangement method, integrating

recruitment and compensation platforms through workflows and embedded data features, nesting face stimuli based on condition through loop and merge), participant recruitment in Amazon Mechanical Turk, Cloud Research, and Prolific, IRB protocol creation, approval, adherence and renewal

**Relevant Coursework:** Quantitative and Qualitative Research Methods in Psychology and Sociology, Advanced Research Methods in Behavioral Sciences, Analysis of Behavioral Data (R, SPSS, Jamovi, and Qualtrics), Higher-Level Applied Regression Analysis Seminar

## LANGUAGES

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English (Fluent: speaking, reading, writing)

Spanish (Fluent: speaking, reading, writing)

French (Intermediate proficiency: speaking, reading, writing)

Quechua (Conversational proficiency: speaking)