

XANNI BROWN

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ACADEMIC POSITIONS

- Mellon Postdoctoral Research Associate;** July 2024-Present
Frank Batten School of Leadership and Public Policy, University of Virginia
- Postdoctoral Fellow;** Polarization Research Lab July 2023-June 2024
Annenberg School of Communication, University of Pennsylvania

EDUCATION AND TRAINING

- Yale University**, New Haven, CT
PhD, Social Psychology, with distinction May 2023
M.Sci. in Psychology December 2020
M.Phil. in Psychology December 2020
Advisor: Jennifer Richeson, Ph.D.
- Harvard University**, Cambridge, MA
Research Assistant, Jim Sidanius Intergroup Relations Lab May 2016-2017
- Harvard University**, Cambridge, MA
A.B. Social Studies *Magna Cum Laude* with a Psychology secondary May 2014
Advisor: Gwyneth McClendon, Ph.D.

PUBLICATIONS

Peer-Reviewed:

Brown, X., Sulaiman, S., and Richeson, J. A. (2026, in press). White Americans' threat over socio-cultural status leads to anti-democratic backlash. *Russel Sage Special Issue: Inequality in America: Beliefs, Attitudes, and Actions*.

Rattan, A., Kroeper, K., Arnett, R., **Brown, X.**, & Murphy, M. (2022). Not such a complainer anymore: Confrontation that signals a growth mindset can attenuate backlash. *Journal of Personality and Social Psychology*.

Brown, X., Rucker, J. M., and Richeson, J. A. (2022). Political ideology moderates White Americans' reactions to racial demographic population change. *Group Processes & Intergroup Relations*, 13684302211052516.

Daumeyer, N., Onyeador, I., **Brown, X.**, & Richeson, J. A. (2019). Consequences of attributing discrimination to implicit vs. explicit bias. *Journal of Experimental Social Psychology*, 84, 103812.

Kraus, M. W., **Brown, X.**, & Swoboda, H. (2019). Dog whistle mascots: Native American mascots as normative expressions of prejudice. *Journal of Experimental Social Psychology*, 84, 103810.

Invited Chapters:

Richeson, J. A., Rucker, J. M. & **Brown, X.** (2025). Race and Racism. In D.T. Gilbert, S.T. Fiske, E. Finkel, & W. B. Mendes (Eds). *Handbook of Social Psychology*, 6th edition. Situational Press.
<https://doi.org/10.70400/AZGB1537>

Brown, X., Sulaiman, S., and Richeson, J. A. (2025, in press). Diversity, Status Threat, and the Challenge of Creating Inclusive & Just Societies. In V. M. Esses, J. F. Dovidio, J. Jetten, D. Sekaquaptewa, & K. West (Eds.), *The Sage Handbook of Psychological Perspectives on Diversity, Equity, and Inclusion*. Sage Publications.

Manuscripts currently under review:

Brown, X., Sulaiman, S., Kraus, M., Shackelford, C., and Richeson, J. A. (under review). Diversity and Democracy? Political Polarization, Racial Group Status Threat, and Anti-Democratic Attitudes Among White Americans.

Jeong, H.Y., **Brown, X.**, Lisnek, J.A., Adams, G., and Brown-Iannuzzi, J. (under review) Systemic Neglect of Individual-Structure Interplay: Interlevel Cycles of Invisibility, Ignorance, and Denial Perpetuate Racism.

Sulaiman, S., **Brown, X.**, Richeson, J. A. (under review) The role of linked fate in liberal White Americans' reactions to shifting racial demographics.

Brown, X., Ahn, C., Lelkes, Y., and Westwood, S. (under review). The Politics of Alignment: Perceived Coalitions and Political Judgment.

Kukharkin, A., Barber, F., Cooley, E., Caluori, N., **Brown, X.**, Singh, A., Cipolli, W., and Brown-Iannuzzi, J. (under revision). A Longitudinal Election Study: Non-Hispanic White Americans' Feelings of Being in "Last Place" Predict anti-DEI Attitudes and Trump Support During the 2024 U.S. Presidential Election.

Brown, X., Daumeyer-Demarco, N., Bak, J., Onyeador, I., and Richeson, J. (under review). Do Black Americans Hold Perpetrators of Racial Discrimination Less Accountable When It Is Attributed to Implicit Bias?

GRANTS AND AWARDS

University of Virginia Gun Violence Solutions Faculty Working Group SEED Grant Program "Examining What Counts as Gun Violence and Support for Mitigation Efforts" (co-PI)	2025
PASTS: Partisan Animosity Survey Time Sharing	2023
Jane Olejarczyk Award for departmental service	2022
SPSP Diversity Graduate Travel Award	2022
Yale Institution for Social and Policy Studies Graduate Policy Fellow	2021
Teaching Innovation Project grant awardee, Poorvu Center for Teaching and Learning	2021

TEACHING AND MENTORING

Primary instructor, full-credit courses:

Foundations of Behavioral Science	Fall 2025
Game Change: Race, Rugby, and Reconciliation in South Africa	Summer 2025
Data Visualization in R	Spring 2025

Teaching fellow, full-credit courses:

Introduction to Psychology	Fall 2022
Statistics	Spring 2020
Introduction to Psychology	Fall 2019
Psychology of Social Inequality	Spring 2019
Research Methods in Psychology (Writing Intensive)	Fall 2018

Workshops/Short courses:

"Introduction to Data Analysis in R" Course for research interns participating in SPSP's SPUR program, virtual. Co-taught with Brittany Torrez.	Spring 2022
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“Introduction to Data Analysis in R” Course for research interns at the Yale School of Management, New Haven, CT. Co-taught with Brittany Torrez.	Summer 2021
“Yale Psychology Bootcamp: Applying to graduate programs” Online webinar for prospective applicants to graduate psychology programs. Co-led with Qi Lin.	Summer 2021
“Introduction to Data Analysis in R” Course for research interns participating in SPSP’s SPUR program, virtual. Co-taught with Jun Won Park.	Spring 2021
“Yale Psychology Bootcamp: Applying to graduate programs” Online webinar for prospective applicants to graduate psychology programs. Co-led with Srishti Goel.	Summer 2020
“Introduction to Data Analysis in R” Summer course for research interns at the Yale School of Management, New Haven, CT. Co-taught with Jun Won Park.	Summer 2020
“Social Norms” Four sessions introducing undergraduates to methods and findings for Introduction to Psychology.	Fall 2019
“Introduction to Data Analysis in R” Summer course for research interns at the Yale School of Management, New Haven, CT. Co-taught with Jun Won Park.	Summer 2019
“Design Critique: Confounding Variables” Guest lecture in Research Methods in Psychology class at Yale University, New Haven, CT	Fall 2018
“Fundamentals of R” Five-session workshop for members of the Yale Psychology Department. Co-taught with Ajua Duker.	Summer 2018

Mentees:

Keyana Alexis, undergraduate thesis student
 Chelsea Ilarde, undergraduate thesis student
 Andrew Sorota, undergraduate research assistant
 Sneha Mittal, undergraduate research assistant
 Fatima Chughtai, undergraduate research assistant
 Annalisa Myer, Yale SoM Summer Internship
 Natasha Pierre, Yale SoM Summer Internship
 Hrag Vosgerichian, Yale Psych Diversity Committee Sneak Peek Program
 Anna Li, Yale Psych Diversity Committee Sneak Peek Program

PRESENTATIONS

Invited talks:

Brown, X., and Kraus, M. (February 2025). *What’s in a (Nick)name? The impact of American Indian mascots on institutional diversity*. Invited talk at UVa Behavioral Science Across Grounds Conference, Charlottesville, VA.

Brown, X., Sulaiman, S., and Richeson, J. A. (February 2025). *Racial diversity in media representation exacerbates White Americans’ anti-democratic attitudes*. Spotlight Session in Stereotyping and Prejudice course at the Ohio State University, Columbus, OH.

Brown, X., Rucker, J., Sulaiman, S., and Richeson, J. A. (January 2025). *Antecedents and consequences of racial group status threat among White Americans*. Invited talk for Washington University Social Psychology, St. Louis, MO.

Brown, X., Sulaiman, S., and Richeson, J. A. (December 2024). *Perceiving threats to hierarchy: Racially diverse media representation exacerbates White Americans’ anti-democratic attitudes*. Invited talk for margilnalia x boston college symposium, Boston, MA.

Brown, X., Rucker, J., Sulaiman, S., and Richeson, J. A. (October 2024). *Antecedents and consequences of racial group status threat among White Americans*. Invited talk for UVa Social Psychology, Charlottesville, VA. The psychology of racial hierarchy: consequences for democracy

Brown, X., Rucker, J., Sulaiman, S., and Richeson, J. A. (March 2024). *The psychology of racial hierarchy: consequences for democracy*. Invited talk for Haverford Psychology, Philadelphia, PA.

Conference talks:

Brown, X., Sulaiman, S., and Richeson, J. A. (February 2025). *Antecedents of Racial Group Status Threat Among White Americans*. Symposium at Society of Personality and Social Psychology, Denver, CO.

Brown, X., Sulaiman, S., and Richeson, J. A. (October 2024). *Racial diversity in media representation exacerbates White Americans' anti-democratic attitudes*. Symposium at Society for Experimental Social Psychology, Santa Fe, NM.

Brown, X., Sulaiman, S., and Richeson, J. A. (June 2024). *Racial diversity in media representation exacerbates White Americans' anti-democratic attitudes*. Symposium at Society for the Psychological Study of Social Issues, Philadelphia, PA.

Brown, X., Sulaiman, S., and Richeson, J. A. (May 2024). *Racial diversity in media representation exacerbates White Americans' anti-democratic attitudes*. Data blitz at American Psychological Society, San Francisco, CA.

Brown, X., Rucker, J., and Richeson, J. A. (February 2023). *Political divergence in White Americans' attitudes toward racial demographic change*. Symposium presentation at Society of Personality and Social Psychology, Atlanta, GA.

Brown, X., and Kraus, M. (June 2022). *The impact of American Indian mascots on institutional diversity*. Symposium presentation at Society for Psychological Study of Social Issues, San Juan, Puerto Rico.

Brown, X., Rucker, J., and Richeson, J. A. (June 2019). "A Changing US: Increasing Racial Diversity Affects White Americans' Attitudes About Confederate Monuments." Data blitz presentation at the Weary Symposium on Diversity and Social Identity, Columbus, OH.

Brown, X., Rucker, J., and Richeson, J. A. (April 2019). "A Changing US: Increasing Racial Diversity Affects White Americans' Attitudes About Confederate Monuments." Symposium presentation at Five College Conference, New York City, NY.

Brown, X., Rucker, J., and Richeson, J. A. (February 2019). "Increasing Diversity Affects White Support for Confederate Monuments." Symposium presentation at Society of Personality and Social Psychology, Portland, OR.

Posters:

Brown, X., Sulaiman, S., and Richeson, J. A. (February 2024). *Racial diversity in media representation exacerbates White Americans' anti-democratic attitudes*. Poster presentation at Society of Personality and Social Psychology, San Diego, CA.

Brown, X., Rucker, J., and Richeson, J. A. (February 2022). *Less diverse than you think: Correcting White Americans' estimates about racial demographic change*. Poster presentation at Society of Personality and Social Psychology, San Francisco, CA.

Brown, X., and Kraus, M. (February 2022). *What's in a (Nick)name? The impact of American Indian mascots on institutional diversity*. Poster presentation at Justice and Morality Preconference, Society of Personality and Social Psychology, San Francisco, CA.

Brown, X., Rucker, J., and Richeson, J. A. (February 2021). *Partisanship and status threat: White Americans' perceptions of increasing racial diversity*. Poster presentation at Society of Personality and Social Psychology, virtual.

Brown, X., Rucker, J., and Richeson, J. A. (February 2020). "Partisanship and Demographics: White Americans' Diverging Responses to a Projected Racial Shift." Poster presentation at Society of Personality and Social Psychology, New Orleans, LA.

REVIEWING

Group Processes and Intergroup Relations
Journal of Experimental Psychology – General
Journal of Experimental Social Psychology
Personality and Social Psychology Bulletin
Philosophical Transactions of the Royal Society: B
Political Psychology
Population Research and Policy Review
Russel Sage Foundation
Society for the Psychological Study of Social Issues
Time-sharing Experiments for the Social Sciences
advances.in/psychology

SERVICE AND OUTREACH

- Virginia Women's Rugby** Fall 2024-Present
Assistant coach/head coach of rugby 7s for the undergraduate Virginia Women's Rugby club.
- Committee for Racial Equity and Justice** Spring 2020-2022
Founding member and student representative, working to investigate and propose solutions to eradicate systemic racial inequity in the resources, opportunities, and felt climate afforded to members of the Yale psychology department community.
- Jeopardy! Champion** Winter 2023/2024
Competed in 5 episodes of the game show Jeopardy!, won the Second Chance Competition, and advanced to Champions Wildcard Tournament. Contributed to multiple contestant advice guides.
- Yale Women's Rugby Club** Fall 2021-Spring 2023
Head coach of the undergraduate Yale Women's rugby club. Under my two years of coaching, the club doubled in size, was promoted from D3 to D2 competition, and placed at D2 Nationals.
- Yale Psychology Sneak Peek Mentorship Program** Summer 2020-2023
Mentored URM students through grad school applications, provided feedback on other applicants' written materials, helped coordinate program. Also presented at online Application Bootcamp, the impact of which is [discussed here](#).
- Medical Reserve Corps Volunteer** Spring 2020-2021
Helped staff free public Covid-19 testing and vaccination sites in and around New Haven.
- Yale Graduate Student Assembly** Summer 2020-2023
Elected to represent psychology graduate students' interests to the department and university.
- Yale Psychology Diversity Committee** Fall 2017-2023
Coordinated department mentoring program to connect first-years with advanced graduate students. Helped with campus/department climate initiatives, colloquia, and student visits.
- New Haven Reads** Fall 2017- Spring 2020
Volunteer literacy tutor for children in the New Haven community.
- Open Democracy** Fall 2014- Spring 2016
Policy Director of non-profit advocating for clean elections, campaign finance reform, and representative democracy.