

**Rashawn Ray**  
**Curriculum Vitae**  
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**CONTACT INFORMATION**

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**EMPLOYMENT**

Professor of Sociology, University of Maryland, 2020-present

Director, Lab for Applied Social Science Research (LASSR), 2017-present

Affiliate Faculty Member, Department of Women's Studies, 2015-present

Research Associate, Maryland Population Research Center, 2012-present

Senior Fellow, The Brookings Institution, 2021-present

David M. Rubenstein Fellow, Governance Studies, The Brookings Institution, 2019-2021

Associate Professor of Sociology with tenure, University of Maryland, 2016-2020

Edward McK. Johnson, Jr. Endowed Faculty Fellow, 2016-2018

Assistant Professor, Department of Sociology, 2012-2016

Associate Research Director, Consortium on Race, Gender, and Ethnicity (CRGE), 2015

Robert Wood Johnson Foundation Health Policy Research Postdoctoral Scholar, University of California, Berkeley/UCSF, 2010-2012

Savant Outreach Coordinator, Office for Women's Affairs, Indiana University, 2008-2010

Visiting Scholar and Lecturer, University of Mannheim-Germany, 2008

**EDUCATION**

Ph.D., Sociology, Indiana University, Bloomington, Indiana, 2010

Minor: Research Methods

M.A., Sociology, Indiana University, Bloomington, Indiana, 2005

B.A., Sociology, University of Memphis, Memphis, TN, 2003

Minor: Women Studies

Magna Cum Laude with University Honors

**RESEARCH AND TEACHING INTERESTS**

Social Psychology, Race Relations, Race-Class-Gender, Policing and Criminal Justice Reform, Family, and Health Policy

## PUBLICATIONS

(\*Denotes graduate student of Rashawn Ray; \*\*Denotes community partner)

### Books

**Ray, Rashawn** and Hoda Mahmoudi. 2022. *Systemic Racism in America: Sociological Theory, Education Inequality, and Social Change*. Routledge Press.

Jackson, Pamela Braboy and **Rashawn Ray**. 2018. *How Families Matter: Simply Complicated Intersections of Race, Gender, and Work*. Lexington Books: Lanham, MD.

**Ray, Rashawn** (Ed.). 2017. [2010]. *Race and Ethnic Relations in the 21st Century: History, Theory, Institutions, and Policy (Revised First Edition)*. Cognella: San Diego.

### Articles

Doan, Long, **Rashawn Ray**, Connor Powelson, Genesis Fuentes, Rebecca Shankman, Shaun Genter, Jasmón Bailey. "Using Virtual Reality to Study the Behavioral Manifestations of Bias Among Police." *Proceedings of the National Academy of Sciences of the United States of America*. Under Review.

**Ray, Rashawn**, Melissa Brown, Edward Summers, Samantha Elizondo, Connor Powelson. 2021. "Bystander Intervention on Social Media: Examining Cyberbullying and Reactions to Systemic Racism." The Brookings Institution

Doan, Long, **Rashawn Ray**, Connor Powelson, Genesis Fuentes, Rebecca Shankman, Shaun Genter, and Jasmón Bailey. 2021. "Evaluation of a Virtual Reality Simulation Tool for Studying Bias in Police-Civilian Interactions." *Augmented Cognition HCI 2021*: 388-399.

**Ray, Rashawn** and Clark Neily. 2021. "Police Reform." A Better Path Forward on Criminal Justice: A Report by the Brookings-AEI Working Group on Criminal Justice Reform." The Brookings Institution.

**Ray, Rashawn** and Brent Orrell (Eds). 2021. "A Better Path Forward for Criminal Justice: A Report by the Brookings-AEI Working Group on Criminal Justice Reform." The Brookings Institution.

**Ray, Rashawn**, Jane Fran Morgan, Lydia Wileden, Samantha Elizondo, and Destiny Wiley-Yancy. 2021. "Examining and Addressing COVID-19 Racial Disparities in Detroit." The Brookings Institution

Sewell, Alyasah Ali, Justin M. Feldman, **Rashawn Ray**, Keon L. Gilbert, Kevin A. Jefferson, and Hedwig Lee. 2020. "The Illness Spillovers of Lethal Policing: Multilevel and Gendered Associations." *Ethnic and Racial Studies*

**Ray, Rashawn**. 2020. "Restructuring Civilian Payouts for Police Misconduct." *Sociological Forum* 35(3): 806-812.

Foy, Steven and **Rashawn Ray**. 2019. "Skin in the Game: Colorism and the Subtle Operation of Racial Stereotypes in Men's College Basketball." *American Journal of Sociology* 125(3): 730-785.

- Roberts, Jennifer D., Sandra Mandic, Craig S. Fryer, Micah L. Brachman, and **Rashawn Ray**. 2019. "Between Privilege and Oppression: An Intersectional Analysis of Active Transportation Experiences among Washington D.C. Area Youth." *International Journal of Environmental Research and Public Health*.
- Varpio, Lara, **Rashawn Ray**, Ting Dong, Jeff Hutchinson, and Steven J. Durning. 2018. "Expanding the Conversation on Burnout Through Conceptions of Role Strain and Role Conflict." *Journal of Graduate Medical Education* 10(6): 620-623.
- Roberts, Jennifer, Lindsey Rodkey, **Rashawn Ray**, Brian Saelens. 2018. "Don't Forget about Public Transportation: Analysis of the Association of Active Transportation to School among Washington DC Area Children with Parental Perceived Built Environment Measures." *Journal of Physical Activity and Health*. 15(7): 474-482.
- Ray, Rashawn**, Kris Marsh, and Connor Powelson\*. 2017. "Can Cameras Stop the Killings? Racial Differences in Perceptions of the Effectiveness of Body-worn Cameras in Police Encounters." *Sociological Forum* 32(S1): 1032-1050.
- Fisher, Dana, Dawn Dow, and **Rashawn Ray**. 2017. "Intersectionality Takes it to the Streets: Mobilizing across Diverse Interests for the Women's March." *Science Advances* 3(9): eaao1390.
- Ray, Rashawn**, Melissa Brown\*, Ed Summers, Neil Fraistat. 2017. "Ferguson and the Death of Michael Brown on Twitter: #BlackLivesMatter, #TCOT, and the Evolution of Collective Identities." *Ethnic and Racial Studies* 40(11): 1797-1813. (Lead article)
- Brown, Melissa\*, **Rashawn Ray**, Ed Summers, Neil Fraistat. 2017. "#SayHerName: A Case Study of Intersectional Social Media Activism." *Ethnic and Racial Studies* 40(11): 1831-1846.
- Ray, Rashawn**, Melissa Brown\*, and Wendy Laybourn\*. 2017 (Special Issue Editors). The Evolution of #BlackLivesMatter on Twitter: Social Movements, Big Data, and Race. *Ethnic and Racial Studies* 40(11): 1795-1796.
- Ray, Rashawn**. 2017. "Black People Don't Exercise in my Neighborhood: Perceptions of the Built Environment on the Physical Activity of Middle Class Blacks and Whites." *Social Science Research* 66:42-57.
- Ray, Rashawn**, Abigail A. Sewell, Keon L. Gilbert, and Jennifer Roberts. 2017. "Missed Opportunity? Leveraging Mobile Technology to Reduce Racial Health Disparities." *Journal of Health Politics, Policy, and Law* 42(5): 901-924.
- Fisher-Maltese, Carley, Dana Fisher, and **Rashawn Ray**. 2017. "Can Learning in Informal Settings Mitigate Disadvantage and Promote Urban Sustainability? A Study of School Gardens in Washington DC." *International Review of Education*
- Robert, Jennifer, Lindsey Rodkey, Cortney Grisham, **Rashawn Ray**. 2017. The Influence of Family Dog Ownership and Parental Perceived Built Environment Measures on Children's Physical Activity Within the Washington DC Area." *International Journal of Environmental Research and Public Health*. 14(11): <https://doi.org/10.3390/ijerph14111398>

- Roberts, Jennifer D., Lindsey Rodkey, **Rashawn Ray**, Brandon Knight, Brian E. Saelens. 2017. "Electronic Media Time and Sedentary Behaviors in Children: Findings from the Built Environment and Active Play Study in the Washington DC Area." *Preventive Medicine Reports*
- Ray, Rashawn**, Dana Fisher, Carley Fisher-Maltese. 2016. "School Gardens in the City: Does Environmental Equity Help Close the Achievement Gap?" *Du Bois Review* 13(2): 379-395.
- Ray, Rashawn**, Keon L. Gilbert, and Abigail A. Sewell. 2016. "Mobile Technology as a Conduit for Reducing Obesity-related Health Disparities." *Issues in Race & Society* 4(1): 98-119.
- Roberts, Jennifer Denise, Brandon Knight, **Rashawn Ray**, and Brian E Saelens. 2016. "Parental Perceived Built Environment Measures and Active Play in Washington DC Metropolitan Children." *Preventive Medicine Reports* 3: 373-378.
- Gilbert, Keon and **Rashawn Ray**. 2016. "Why Police Kill Black Males with Impunity: Applying Critical Race and Public Health Theory to Address Determinants of Policing Behaviors and the Justifiable Homicides of Black Men." *Journal of Urban Health* 93(1): 122-140.
- Gilbert, Keon, **Rashawn Ray**, Arjumand Siddiqi, Derek Griffith, Elizabeth Baker, Shivan Shetty, and Keith Elder. 2016. "Visible and Invisible Trends in African American Men's Health: Pitfalls and Promises." *Annual Review of Public Health* 37: 295-311.
- Ray, Rashawn**. 2015. "AME Church Massacre and America's Inability to Acknowledge Structural Racism." *Issues in Race & Society: An Interdisciplinary Global Journal* 3(2): 67-71.
- Zambrana Ruth Enid, **Rashawn Ray**, Corinne Castro, Michelle Espino, Beth Douthirt Cohen, Jennifer Eliason. 2015. "'Don't Leave Us Behind': The Importance of Mentoring for Underrepresented Minority Faculty." *American Education Research Journal* 52(1): 40-72.
- Parks, Gregory S., Shayne E. Jones, **Rashawn Ray**, Matthew W. Hughey, and \*Jonathan M. Cox. 2015. "White Boys Drink, Black Girls Yell?: A Racialized and Gendered Analysis of Violent Hazing and the Law." *The Journal of Gender, Race, and Justice* 18: 97-168.
- Ray, Rashawn** and \*Joey Brown. 2015. "Reassessing Student Potential for Medical School Success: Distance Traveled, Grit, and Hardiness" *Military Medicine: International Journal of AMSUS* 180(4): 138-141.
- Roberts, Jennifer D., **Rashawn Ray**, Amber Biles, Brandon Knight, and Brian E. Saelens. 2015. "Built Environment and Active Play among D.C. Metropolitan Children: A Protocol for a Cross-sectional Study." *Archives of Public Health* 73:22.
- Parks, S. Gregory, **Rashawn Ray**, Shayne E. Jones, and Matthew W. Hughey. 2014. "Complicit in Their Own Demise?" *Law and Social Inquiry*, 39(4): 938-972.
- Ray, Rashawn**. 2014. "An Intersectional Analysis to Explaining a Lack of Physical Activity Among Middle Class Black Women." *Sociology Compass* 8(6): 7870-791.

- Parks, Gregory S., **Rashawn Ray**, and Shawna M. Patterson. "Complex Civil Rights Organizations: Alpha Kappa Alpha Sorority, An Exemplar." 2014. *Alabama Civil Rights-Civil Liberties Law Review*. 6: 125-166.
- Parks, Gregory S., **Rashawn Ray**, and \*Jonathan Cox. 2014. "Menacing Monikers: Language as Evidence." *Wake Forest Law Review* 49(3): 799-812.  
Reprinted In:  
*Criminal Law Journal* 15(4): 16-23; 2016
- Parks, Gregory S. and **Rashawn Ray**. "Poetry as Evidence." 2013. *UC Irvine Law Review* 3: 217-257.
- Ray, Rashawn**. 2013. "Fraternity Life at Predominately White Universities in the U.S.: The Saliency of Race." *Ethnic and Racial Studies* 36: 320-336.
- Hunt, Matthew and **Rashawn Ray**. 2012. "Black Americans Social Class Identifications: Trends and Determinants, 1974-2010." *American Behavioral Scientist* 56: 1462-1480.
- Noy, Shiri and **Rashawn Ray**. 2012. "Graduate Students' Perceptions of Their Advisors: Is There Systematic Disadvantage in Mentorship?" *Journal of Higher Education* 83: 876-914.
- Ray, Rashawn**. 2012. "Sophisticated Practitioners: Black Fraternity Men's Treatment of Women." *Journal of African American Studies, Special Issue on Black Fraternal Organizations* 16: 638-657.
- Ray, Rashawn** and Jason A. Rosow. 2012. "Two Different Worlds of Black and White Fraternity Men: Visibility and Accountability as Mechanisms of Privilege." *Journal of Contemporary Ethnography* 41: 66-95.
- Ray, Rashawn** and Jason Rosow. 2010. "Getting Off and Getting Intimate: How Normative Institutional Arrangements Structure Black and White Fraternity Men's Approaches towards Women." *Men and Masculinities* 12: 523-546.  
Reprinted in:  
*Gender through the Prism of Difference (Fourth Edition)*, edited by Maxine Baca Zinn, Pierrette Hondagneu-Sotelo and Michael A. Messner. New York: Oxford University Press.  
*Race and Ethnic Relations in the 21<sup>st</sup> Century: History, Theory, Institutions, and Policy*, edited by Rashawn Ray. Cognella: San Diego.  
*Sociological Odyssey: Contemporary Readings in Introductory Sociology (Fourth Edition)*, edited by Peter Adler and Patricia Adler. Wadsworth Cengage.
- Ray, Rashawn**. 2008. "The Professional Allowance: How Socioeconomic Characteristics Allow Some Men to Fulfill Family Role Expectations Better than Other Men." *The International Journal of Sociology of the Family: Special Issue on Intersectionality*. 34(2): 327-351.
- Stewart, Quincy Thomas and **Rashawn Ray**. 2007. "Hurricane Katrina and the Race Flood: Interactive Lessons for Research on Race." *Race, Gender, and Class: Special Issue on Hurricane Katrina*. 14(1-2): 38-59.

### **Book Chapters**

- Ray, Rashawn** and Patrick Sharkey. 2019. "Race and Ethnicity in the United States." In S. Khan and P. Sharkey (Eds). *A Sociology Experiment*.
- Ray, Rashawn** and Keon Gilbert. 2018. "The Evolution of #BlackLivesMatter." Essay 15 In Hunter. M. (Ed). *The New Black Sociologists: Historical and Contemporary Perspectives*. New York: Routledge
- Ray, Rashawn** and Jonathan M. Cox\*. 2016. "Hazing in African-American Fraternities: Issues of Black Masculinity." Pp. 169-175 In K. Lomotey, P. B. Jackson, M. Adem, P. X. Ruf, V. C. Copeland, A. Huerta, N. Iglesias-Prieto, and D. L. Brown (Eds.) *People of Color in the United States: Contemporary Issues in Education, Work, Communities, Health, and Immigration, Vol 2*. ABC-CLIO Greenwood.
- Ray, Rashawn** and Nicole DeLoatch\*. 2016. "Race." In *Oxford Bibliographies in Sociology*. Ed. Janeen Baxter. New York: Oxford University Press.
- Sewell, Abigail A. and **Rashawn Ray**. 2015. "A Place to Trust: Black Protestant Affiliation and Trust in Personal Physicians." Pp. 229-249 in Jennie Jacobs Kronenfeld (ed). *Research in the Sociology of Health Care, Volume 33*. Bingley, UK: Emerald Group Publishing Ltd.
- Ray, Rashawn** and Bryant Best. 2015. "Diversity Does Not Mean Equality: De Facto Rules that Maintain Status Inequality among Black and White Fraternity Men." In *Sharing Space, Negotiating Difference: Contemporary Ethnographies of Power and Marginality on Campus*, edited by Elizabeth M. Lee and Chaise LaDousa. Routledge.
- Ray, Rashawn**. 2015. "If Only He Didn't Wear the Hoodie..." Selective Perception and Stereotype Maintenance." Pp. 81-93 In Stephanie McClure and Cherise Harris (Eds), *Getting Real about Race: Hoodies, Mascots, Model Minorities, and Other Conversations*. Los Angeles: Sage.
- Gilbert, Keon L., **Rashawn Ray**, and Marvin Langston. 2014. "Social Dis(ease) of African American Males and Health." Pp. 23-36 In Carol Camp Yeakey, Vetta Sanders Thompson, and Anjanette Wells (Eds), *Urban Ills: Twenty-first-century Complexities of Urban Living in Global Contexts, Vol. 2*. Lanham: Lexington Books.
- Ray, Rashawn**. 2013. "Helping Prepare Students of Color for Entry into the Middle Class." Pp. 127-130 In Kristin Haltinner (Ed), *Teaching Race and Anti-Racism in Contemporary America: Adding Context to Colorblindness*. New York: Springer Press.
- Milkie, Melissa, Catherine Warner, and **Rashawn Ray**. 2013. "The Social Psychology of Social Class Inequalities." In Jane McLeod, Ed Lawler, and Michael Schwalbe (Eds), *Handbook of the Social Psychology of Inequality*, pp. 547-574. New York: Springer Press.
- Ray, Rashawn** and Pamela Braboy Jackson. 2013. "Complexity Begets Complexity: An Intersectional Approach to Work-Family Balance among Black, White, and Mexican-American Adults." Pp. 243-264 In Marla Kholman, Dana Krieg, and Bette Dickerson (Eds), *Notions of Family: Intersectional Perspectives, Advances in Gender Research, Vol. 17*. Bingley, UK: Emerald.
- Ray, Rashawn**, Danielle Heard, and Ted Ingram. 2012. "Invictus and IF: Meaning Making and the Shaping of a Collective Black Greek Identity." Pp. 445-476 In Tamara L. Brown,

Gregory S. Parks, and Clarenda M. Phillips (Eds), *African American Fraternities and Sororities: The Legacy and the Vision*, 2<sup>nd</sup> Ed. Lexington: University Press of Kentucky.

**Ray, Rashawn** and \*\*Kevin Walter Spragling. 2011. "Am I Not A Man And A Brother? Authenticating the Racial, Religious, and Masculine Dimensions of Brotherhood within Alpha." Pp. 207-229 In Gregory S. Parks and Stefan M. Bradley (Eds), *Alpha Phi Alpha and the Crisis of Organizational Identity: A Case Study within Black Greekdom*. Lexington: University Press of Kentucky.

**Ray, Rashawn**. 2011. "W.E.B. Du Bois: Pioneering Social Theorist, Methodologist, and Public Sociologist." In Jeff Manza (Ed), *Oxford Bibliographies Online: Sociology*. New York: Oxford University Press.

Jeffers, Greg, **Rashawn Ray**, and Tim Hallett. 2010. "The Vitality of Ethnographic Research on Race." Pp. 19-46 In Sam Hillyard (Ed), *What's (Still) Wrong with Ethnography*. Bingley, UK: Emerald Publishing.

Jackson, Pamela Braboy, **Rashawn Ray**, and Mary Shaw-Perry. 2007. "Adult Sibling Relationships: A Multi-Ethnic Study of Families." In H2Timothy J. Owens and J. Jill Suitor (Eds), *Advances in Life Course Research: Interpersonal Relations across the Life Course*. 12: 57-87. Oxford, UK: Elsevier.

### **Book and Film Reviews**

**Ray, Rashawn**. 2017. *Blood Sugar: Racial Pharmacology and Food Justice in Black America*. 47(1): 80-82.

**Ray, Rashawn**. 2015. Film review of *Come Hell or High Water: The Battle for Turkey Creek and Every Mother's Son*. *Teaching Sociology* 43(3): 256-259.

**Ray, Rashawn**. 2014. "Stalled Desegregation and the Myth of Racial Inequality in the U.S. Labor Market." *Du Bois Review* 11(2): 477-487.  
Review of: Kevin Stainback and Donald Tomaskovic-Devey. 2012. *Documenting Desegregation: Racial and Gender Segregation in Private-Sector Employment Since the Civil Rights Act*. New York: Russell Sage Foundation.  
Nancy DiTomaso. 2013. *The American Non-dilemma: Racial Inequality Without Racism*. New York: Russell Sage Foundation.

**Ray, Rashawn**. 2014. *The Second Sexism: Discrimination Against Men and Boys*, by David Benatar. *Contemporary Sociology* 43: 194-196

### **OPINION EDITORIALS**

Gibbons, Alexandra and **Rashawn Ray**. 2021. "The societal Benefits of Postsecondary Prison Education." [Brookings Institution](#) (8/20/21)

**Ray, Rashawn** and John Hudak. 2021. "Why the World Anti-doping Agency should Revisit its Cannabis Ban." [The Hill](#) (7/13/21)

**Ray, Rashawn** and Alexandra Gibbons. 2021. "Why are States Banning Critical Race Theory?" [Brookings Institution](#) (7/2/21)

- Ray, Rashawn.** 2021. “How to Ensure Officers like Derek Chauvin do not Work in Law Enforcement.” [Brookings Institution](#) (6/25/21)
- Ray, Rashawn** and Andre Perry. 2021. “Now that Juneteenth is a US holiday, the Next Step is Reparations.” [Reuters](#) (6/18/21)
- Perry, Andre, and **Rashawn Ray.** 2021. “As Juneteenth Becomes a Federal Holiday, the US needs a Culture of Reparations.” [Brookings Institution](#) (6/16/21)
- Ray, Rashawn.** 2021. “One Year after George Floyd’s Murder, What is the Status of Police Reform in the United States?” [Brookings Institution](#) (5/25/21)
- Ray, Rashawn.** 2021. “Is the United States a Racist Country?” [Brookings Institution](#). (5/4/21)
- Ray, Rashawn.** 2021. “Will the Derek Chauvin Conviction for Murdering George Floyd Change Policing?” [Brookings Institution](#) (4/21/21)
- Ray, Rashawn.** 2021. “How to Fix the Financial Gymnastics of Police Misconduct Settlements.” [Lawfare](#) (4/1/21)
- Ray, Rashawn.** 2021. “Why is it so Hard for America to Designate Domestic Terrorism and Hate crimes.” [Brookings Institution](#) (3/18/21)
- Ray, Rashawn.** 2021. “The Case for the Civil Rights Exception to the Filibuster.” [Brookings Institution](#) (3/8/21)
- Ray, Rashawn and Keon L. Gilbert. 2021. “A Colorblind Vaccine Approach isn’t Good Enough. The US needs Racial Equity.” [The Guardian](#) (2/9/21)
- Ray, Rashawn. 2021. “Black Voters Helped Biden get Elected. His Presidency will be Defined by how he acts on Racial Equity.” [The Washington Post](#) (2/8/21)
- Ray, Rashawn.** 2021. “What the Capitol Insurgency Reveals about White Supremacy and Law Enforcement.” [Brookings Institution](#) (1/12/21)
- Ray, Rashawn.** 2020. How Black Americans saved Biden and American Democracy?” [Brookings Institution](#) (11/24/20).
- Ray, Rashawn** and Keon L. Gilbert. 2020. “Has Trump Failed Black Americans?” [Brookings Institution](#) (10/15/20)
- Ray, Rashawn.** 2020. “Racism, Policing and Black Lives Matter Protests: Trump and Biden Clash in Chaotic Debate – Experts React on the Court, Race and Election Integrity.” [The Conversation](#) (9/29/20)
- Brown, Melissa and **Rashawn Ray.** 2020. “Breonna Taylor, Police Brutality, and the Importance of #SayHerName.” [Brookings Institution](#). (9/25/20).
- Ray, Rashawn.** 2020. “The US Can Afford to Pay Reparations to Black Americans—as long as it Sells some Federal Land.” [Business Insider](#). (9/25/20)



- Ray, Rashawn.** 2020. "It's Time for the US to Pay Reparations to Black Americans, Cash is Only a Start." [Business Insider](#). (9/24/20)
- Ray, Rashawn.** 2020. "What Should Athletes Demand for Police Reform?" [Brookings Institution](#). (8/28/20).
- Galston, Bill and **Rashawn Ray.** 2020. "Did the 1994 Crime Bill Cause Mass Incarceration?" [Brookings Institution](#). (8/28/20)
- Ray, Rashawn.** "How Should We Enhance Police Accountability in the United States?" [Brookings Institution](#). (8/28/20).
- Ray, Rashawn.** "Why Trump's Attack on USPS is an Attack on the Constitution, Democracy, and Racial Equality. Brookings Institution. (8/24/20).
- Ray, Rashawn.** 2020. "Five Things John Lewis Taught us about Getting in 'Good Trouble.'" [Brookings Institution](#) (7/23/20).
- Ray, Rashawn.** 2020. "Police Department Insurance Policies are the Key to Progress on Police Reform." [Brookings Institution](#) (6/26/20).
- Ray, Rashawn.** 2020. "What does 'Defund the Police' Mean and does it have Merit?" [Brookings Institution](#) (6/19/20)
- Ray, Rashawn.** 2020. "Why Juneteenth is a Rallying Cry for Reparations." [Brookings Institution](#) (6/19/20).
- Ray, Rashawn** and Rebecca Shankman. 2020. "How COVID-19 is Changing the Gun Debate?" [Brookings Institution](#). (6/17/20).
- Sewell, Alyasah Ali and **Rashawn Ray.** 2020. "The Collateral Consequences of State-sanctioned Police Violence for Women." [Brookings Institution](#) (6/11/20)
- Ray, Rashawn.** 2020. "Bad Apples come from Rotten Trees in Policing." [Brookings Institution](#) (5/30/20)
- Ray, Rashawn.** "Racially-equitable Healthcare." [Brookings Institution](#)
- Ray, Rashawn,** Jesse Jackson, and S. Todd Yeary. 2020. "The CARES Act Risks Becoming a Caste Act. Here's How We Change That. [Newsweek](#). (5/7/20)
- Ray, Rashawn.** 2020. "The killing of Ahmaud Arbery Highlights the Danger of Jogging While Black." [The Conversation](#) (5/7/20)
- Ray, Rashawn** and Andre Perry. 2020. "Why We Need Reparations for Black Americans." [Brookings Institution](#). (4/15/20)
- Ray, Rashawn.** 2020. "How to Reduce the Racial Gap in COVID-19 Deaths." [Brookings Institution](#) (4/10/20)

- Ray, Rashawn.** 2020. "Why are Blacks Dying at Higher Rates from COVID-19?" [Brookings Institution](#). (4/9/20)
- Ray, Rashawn.** 2020. "8 Recommendations for Universities and Professors during the Coronavirus Pandemic." [Brookings Institution](#) (4/3/20)
- Ray, Rashawn** and Steven Foy. 2020. "March Madness and College Basketball's Racial Bias Problem." [Brookings Institution](#). (3/6/20)
- Ray, Rashawn.** 2020. "To win Black Men's Votes in 2020, Save your Slogans and Speak to our Priorities." [Brookings Institution](#). (2/25/20)
- Ray, Rashawn.** 2020. "5 Questions Policymakers Should Ask about Facial Recognition, Law Enforcement, and Algorithmic Bias." [Brookings Institution](#) (2/20/20)
- Ray, Rashawn.** 2020. "Black Americans are not a Monolithic Group So Stop Treating us like one." [The Guardian](#). (2/14/20)
- Ray, Rashawn.** 2019. "Do Black People Vote? The Racist Lie Rooted in the American Psyche." [The Guardian](#). (12/19/19)
- Ray, Rashawn.** "Students Aren't the Only Ones in Schools Who Need a Financial Literacy Course." [Education Post](#). (12/2/19)
- Ray, Rashawn.** 2019. "400 Years of Chains: The Over-policing of Black Bodies and the Devaluing of Black Pain." [Interdisciplinary Association for Population Health Science](#). (last accessed on 5/2/20)
- Ray, Rashawn.** 2019. "What does the shooting of Leonard Shand tell us about the mental health of civilians and police?" [Brookings Institution](#). (10/16/19)
- Ray, Rashawn** and Mark Whitlock. 2019. "Setting the Record Straight on Black Voter Turnout." [Brookings Institution](#). (9/12/19)
- Gonzalez van Cleve, Nicole and **Rashawn Ray**. 2017. "Will the NFL Stand Up to Trump and Acknowledge the Dignity of Its Players?" [NBC News](#). (9/23/17)
- Fisher, Dana, Dawn Dow, and **Rashawn Ray**. 2017. "The Demographics of the #Resistance." [The Conversation](#). (5/31/17).
- Ray, Rashawn.** 2017. "Activating Scholar-Activists: A Call to the Science Community." [Blackademia Blog](#). (2/13/17)
- Dawn Dow, Dana Fisher, and **Rashawn Ray**. 2017. "This is What Democracy Looks Like." [Society Pages](#) (2/5/17)
- Ray, Rashawn.** 2016. "Why I Postponed My Exam Following the 2016 Presidential Election." [Speak for Sociology Blog](#) (12/19/16)
- Ray, Rashawn.** 2016. "#BlackLivesMatter at UMD: Community-based Participatory Research to Create a More Equitable America." [ASA Footnotes](#) (September/October 44:6)

- Vargas, Robert and **Rashawn Ray**. 2016. "It's on All of Us to Stop the Mini 'Civil Wars' being Waged on our Streets." [Public Radio International](#) (7/12/16)
- Ray, Rashawn**. 2015. "AME Church Massacre and America's Inability to Acknowledge Structural Racism." [Huffington Post](#). (6/24/15)
- Ray, Rashawn**. 2015. "This is Why Freddie Gray Ran." [Public Radio International](#). (5/1/15)
- Ray, Rashawn**. 2013. "Michael Bloomberg: Big Brother or Pioneer." [New York Times, Room for Debate](#). (12/25/13)
- Ray, Rashawn**. 2012. "People Listen to Health Care Providers." [New York Times, Room for Debate](#). (6/2/12)
- Ray, Rashawn**. 2012. "Cause and Consequence in Weight Gain." [New York Times, Room for Debate](#). (5/7/12)
- Ray, Rashawn**. 2012. "Our Inability to Separate Black Male from Criminal." [New York Times, Room for Debate](#). (3/13/12)
- Ray, Rashawn**. 2012. "Physical Activity is Essential." [Robert Wood Johnson Foundation Human Capital Blog](#). (1/3/12)
- Ray, Rashawn**. 2011. "Is Spanking a Black and White Issue? Peer Pressure and Support." [New York Times, Room for Debate](#). (8/14/11)

#### **GRANTS AND FELLOWSHIPS**

- Cantor, David, Stanley Presser, Linda Pearce, and **Rashawn Ray** (Co-PI). "Taking Large-Scale Surveys into the Future." National Science Foundation. 2021-2023, \$979, 923
- Andrews, Kenneth, Neal Caren, and **Rashawn Ray** (Co-PI). "Protest, Policy and Racial Justice: The Impact of Black Lives Matter on Policing Reforms." Russell Sage Foundation. 2021-2023. \$160,053.
- Ray, Rashawn (PI)**, Long Doan, and Robert Koulish. "Virtual Reality Simulations and Police Officer Decision Making." Undisclosed Tech Company. 2018-2022. \$460,000.
- Ray, Rashawn**. David M. Rubenstein Fellowship. The Brookings Institution. 2019-2021. \$460,000.
- Ray, Rashawn (Co-PI)**. "MPower Policing Project: Collaborative between Behavioral and Social Sciences and the School of Law." University of Maryland MPowering the State. 2018-2021. \$468,475.
- Ray, Rashawn (PI)**. CIRTLL AGEP - Improved Academic Climate for STEM Dissertators and Postdocs to Increase Interest in Faculty Careers. National Science Foundation. 2020-2021. \$47,000
- Ray, Rashawn (PI)**. "Anti-cyberbullying Virtual Reality Ambassador Program." AT&T, 2019-2020. \$40,000

**Ray, Rashawn (PI)** and Cixin Wang. “The Impact of Race and Gender on Cyberbullying and Interventions among Middle School and High School Students in Prince George’s County.” Brain and Behavior Initiative, University of Maryland, 2019-2020. \$50,000

Marsh, Kris and **Rashawn Ray (Co-PI)**. “Evaluating Implicit-Bias Training with Police Officers.” Prince George’s County Police Department, 2017-2019, \$167,662.

**Ray, Rashawn (PI)**. Edward McK. Johnson, Jr. Endowed Faculty Fellow, 2016-2018, \$30,000.

**Ray, Rashawn (PI)**. “Black Woman Narrative Interrupted: Debunking Mainstream Narratives About Physical Activity and Weight.” Behavioral and Social Sciences Dean’s Research Initiative Post Start-up, University of Maryland, 2015-2016, \$10,000.

Fisher, Dana, Liana Sayer, and **Rashawn Ray (Co-PI)**. “Influences of School Gardens on Healthy Habit Development by Race and Class.” Behavioral and Social Sciences Dean’s Research Initiative Level 1, University of Maryland, 2015-2016, \$10,000.

Buck-Coleman, Audra and **Rashawn Ray (Co-PI)**. “Sticks and Stones at UMD: Altering Racial Attitudes.” Moving Maryland Forward, University of Maryland, 2015-2016, \$15,000

Buck-Coleman, Audra and **Rashawn Ray (Co-PI)**. “Sticks and Stones at UMD: Altering Racial Attitudes.” ADVANCE Program for Inclusive Excellence (NSF award HRD 1008117), University of Maryland, 2015-2016, \$20,000

Marsh, Kris, **Rashawn Ray (Co-PI)**, Mia Smith Bynum, Ruth Enid Zambrana. “Subclinical Level Anxiety, Depression Symptoms and the Stigma of Aging Single among Middle Class Black Women.” ADVANCE Program for Inclusive Excellence (NSF award HRD 1008117), University of Maryland, 2015-2016, \$20,000

**Ray, Rashawn (PI)**. ““Thick”: Effects of Perceived Body Image on the Physical Health of Middle Class African-American Girls.” Maryland Population Research Center, Seed Grant, 2013, \$25,000

**Ray, Rashawn (PI)**. “Barriers and Incentives to Physical Activity: The Significance of the Intersection of Race and Gender.” *Qualitative Research Interest Group, Consortium for Race, Gender, and Ethnicity*, Seed Grant, 2013, \$2,500

Ford Foundation Dissertation Fellowship, 2009-2010

National Science Foundation Predoctoral Fellowship, 2004-2009

International Travel Grant, University of Mannheim-Germany, 2008

American Sociological Association, National Institute of Mental Health Minority Fellowship, 2004-2007

Research Grant, Center for the Study of the College Fraternity, Indiana University, 2006

Research Grant, Kinsey Institute, Indiana University, 2005.

Research Grant, Office of Institutional Development, Indiana University, 2005

Research Grant, Graduate and Professional Student Organization, Indiana University, 2005

Research Grant, Office of Student Affairs Research Grant, Indiana University, 2005

Student Ambassador Travel Grant, Research Talk Qualitative Summer Intensive, 2005

Travel Grant, American Sociological Association, 2004-2005

Educational Opportunity Fellowship, Indiana University, 2004-2005

Sociology Departmental Fellowship, Indiana University, 2003-2005

### **HONORS AND AWARDS**

Awardee, Public Understanding of Sociology Award, American Sociological Association, 2021.

Member, Sociological Research Association, 2020

Awardee, Morris Rosenberg Award for Outstanding Sociological Achievement, DC Sociological Society, 2020

Faculty Fellow, UMD Do Good Institute, 2017-2018

Awardee, RISE for Boys and Men of Color Ideation Award, 2017

Awardee, 2016 Research Communicator Impact Award, University of Maryland

Awardee, Excellence in Teaching: Tenure Track Award, Behavioral and Social Sciences (BSOS), University of Maryland, College Park, MD, 2016

Awardee, Ray, Rashawn (PI) "Social Determinants of Mental and Physical Health among the Middle Class." National Institutes of Health, National Institute of Minority Health Division, Loan Repayment Grant, 2015-2017, \$15,151.63

Faculty Mentor, Philip Merrill Presidential Scholar for Anthony Belton, University of Maryland, College Park, MD, 2014-2015

Awardee, Ray, Rashawn (PI). "Barriers and Incentives to Physical Activity." National Institutes of Health, National Institute Minority Health Division, Loan Repayment Program Grant, 2012-2014, \$18,123.05

Outstanding Mentor Award, Ronald E. McNair Post-Baccalaureate Achievement Program, University of Maryland, College Park, MD, 2014

Awardee, Forty Under 40 Prince George's County, The Prince George's County Social Innovation Fund, 2014

Honoree, 7<sup>th</sup> Annual University-Wide Celebration of Scholarship and Research, University of Maryland, College Park, MD, 2013-2014

Graduate Mentor of the Year, Department of Sociology, University of Maryland, 2013

Outstanding Black Male Leader of Tomorrow, City of Bloomington, 2010

James E. Blackwell Distinguished Graduate Student Paper Award, American Sociological Association (ASA), Racial and Ethnic Minorities Section, 2009

Outstanding Paper Award, Society for the Study of Social Problems (SSSP), Sexual Behavior, Politics, and Communities Division, 2008

Graduate Mentor of the Year Award, Sociology Department, Indiana University, 2008

Society for the Study of Social Problems Racial/Ethnic Minority Dissertation Scholarship Recipient, 2006-2007

Outstanding Paper Award, Association of Black Sociologists (ABS), 2007

Social Action Award, Sociology Department, Indiana University, 2005 (Awarded for research, teaching, and service that affects social change)

Outstanding Sociology Department Student of the Year, University of Memphis, 2003

Outstanding Honors Program Senior of the Year, University of Memphis, 2003

NAACP Medgar Evers Political Action Award, University of Memphis, 2003

NAACP Ida B. Wells Academic Excellence Award, University of Memphis, 2003

University Presidential Leadership Award, (1<sup>st</sup> Class of Carson Fellow Hall of Fame), University of Memphis, 2003

Mr. University of Memphis, 2003 (scholarship award for academics, leadership, and school involvement)

## **TESTIMONIES**

2021 Criminal Justice Reform before the Virginia Advisory Committee to the U.S. Commission on Civil Rights.

2021 “Using [Virtual Reality](#) to Improve Equity and Objectivity in Policing and Traffic Stops.” U.S. House of Representatives’ Subcommittee on Highways and Transit

2020 “Racial Equity in Police Reform.” Maryland General Assembly (2021 testimony for representation of bill)

2020 “Defund the Police, No Knock Warrants, and Qualified Immunity.” Virginia State Senate

2020 “Racial Disparities in COVID-19.” Pennsylvania State Senate

2020 “[Policies to Improve Family Stability](#).” Joint Economic Committee. U.S. Congress.

2020 “[Reparations for Slavery in the State of Maryland](#).” Maryland General Assembly Health and Government Operations Committee (2021 testimony for representation of bill)

2020 “[Hate Crimes in the United States](#).” Maryland Senate Judicial Proceedings Committee and House of Delegates Judiciary Committee.

- 2020 [“The Importance of Collecting Data.”](#) House of Representatives Committee on Small Business in a hearing titled “Enhancing Patent Diversity for America’s Innovators.”

#### **INVITED PRESENTATIONS AND LECTURES**

2021. Lectures given at University of North Carolina, American University, University of California-Berkeley, George Mason University, University of Chicago, University of Houston, University of California-Irvine, Northern Illinois University, Cal Poly University, University of Norte Dame, Credit Sense, Nixon Medical, Blue Earth, and Australian Embassy
2020. Panelist. “Race, Artificial Intelligence, and Systemic Inequalities.” Brookings Institution.
2020. Panelist. “How We Rise — Policy Solutions to Upend Structural Racism and Inequality.” Brookings Institution
2020. Panelist. “Employment after Incarceration—Fair Chance Hiring in the COVID-19 Era.” Brookings Institution.
- 2020 Panelist. “A roadmap for Reopening America: How to Save Lives and Livelihoods.” Brookings Institution.
- 2020 Panelist. “Skin Tone and Basketball.” University of Illinois (featuring 2019 *American Journal of Sociology* article with Steven Foy)
- 2020 Panelist. Combating COVID-19 Virtual Town Hall. Rainbow Push Coalition
- 2020 “Forming a Racially-inclusive Sociological Imagination: Becoming a Racial Equity Learner, Advocate and Broker.” Ruth and John Unseem Address. North Central Sociological Association.
- 2020 Panelist. “Stopping the Trend.” Institute for Healing Justice and Equity.” St. Louis University.
- 2020 “Reducing COVID-19 Racial Health Disparities.” Virtual Town Hall with Baltimore City Council President Brandon Scott
- 2020 “The ‘Great Equalizer’ Myth: Race, Class, and Coronavirus.” The City Club of Cleveland.
- 2019 “Police Accountability: The Pursuit of Racial Equity in Policing” 14<sup>th</sup> Annual Mary Jo Huth Memorial Lecture, University of Dayton, Dayton, OH
- 2019 “Artificial Intelligence Congressional Hearing.” CBC Tech 2020, Washington DC.
- 2019 “Using Qualitative Inquiry to Contribute to Social Justice.” 16<sup>th</sup> Annual Research Talk Qualitative Research Summer Intensive. University of North Carolina at Chapel Hill.

- 2019 “Creating Civility and Tolerance in an Uncivil and Intolerance Society.” Alpha Kappa Delta Keynote Address. University of Nebraska at Lincoln.
- 2019 “Creating Accountability to Reduce Racial Disparities in Policing.” University of Arizona, Tucson, AZ.
- 2019 “Stereotypes and Implicit Bias.” Montgomery County Community College, Gaithersburg, Maryland.
- 2019 “Police Accountability: Policy Prescriptions to Create Equitable Police-Civilian Interactions.” Brookings Institution, Washington DC.
- 2018 “Social Media Literacy.” Montgomery County Community College, Gaithersburg, Maryland.
- 2018 “Creating Civility and Tolerance in an Uncivil and Intolerance Society.” Alpha Kappa Delta Keynote Address. Kent State University, Kent, OH.
- 2018 “Virtual Reality Simulations and Physiological Outcomes.” The Color of Policing Symposium, Washington University in St. Louis
- 2018 “Creating Civility and Tolerance in an Uncivil and Intolerant Society.” Student Technology, Art, and Research Symposium, Southern Illinois University.
- 2018 “The Black Lives Matter Movement in the United States: The Pursuit of Racial Equity in Policing.” Annual Minority Lecture Series, Department of Sociology and Criminal Justice, University of Delaware.
- 2017 “Moving Our Sexual Relationships from Conquering to Collaborative.” Hamilton College, Clinton, NY.
- 2017 “The Social Psychology of Criminalization: Police-Citizen Interactions and Racial Bias in the Criminal Justice System.” University of Chicago, Chicago, IL
- 2017 “Understanding Implicit Bias: Racism in Policing.” Columbia Community College, Columbia, MD.
- 2017 “What Police Officers Need to Know about Implicit Bias? U.S. Agency for International Development (USAID) Annual Conference, Potomac, MD.
- 2017 “The Black Lives Matter Movement in the United States: The Pursuit of Racial Equality in the Criminal Justice System.” University of Iceland, Reykjavík, Iceland.
- 2017 “The Social Psychology of Criminalization: Police-Citizen Interactions and Racial Bias in the Criminal Justice System.” Department of African American Studies, Emory University, Atlanta, GA.
- 2017 “Police Compliance, Body Cams, and Black Lives: Racial Bias in the Criminal Justice System.” MD-CRAB, University of Maryland.



- 2017 “Police Compliance, Body Cams, and Black Lives: Racial Bias in the Criminal Justice System.” Population Research Center, University of Texas at Austin.
- 2016 “Rape Culture is a Thing: Men, Media, and the Glamorization of Sexual Assault,” Hamilton College, Clinton, NY.
- 2016 “Why Police Compliance Does Not Save Black Lives: Racial Bias and the Need to Restructure the U.S. Criminal Justice System.” Bahai Chair for World Peace, University of Maryland, College Park, MD.
- 2016 “Black Woman Narrative Interrupted: Debunking Mainstream Narratives about Physical Activity and Weight.” University of Maryland Baltimore County, Baltimore, MD.
- 2016 “Color Brave Versus Colorblind Ideologies.” Keynote Address at Alliance for an Inclusive Middlebury. Middlebury College, Middlebury, VT.
- 2016 “When Frats Party: Race, Masculinity, and Men’s Treatment of Women in College.” Hamilton College, Clinton, NY.
- 2016 “Black Woman Narrative Interrupted.” Center on Health, Risk, and Society, American University, Washington DC.
- 2016 “Being Color Brave Rather than Colorblind: Forming a Racially-inclusive Sociological Imagination.” Faculty and Staff Luncheon Keynote Address, Southern Methodist University, Dallas, TX.
- 2016 “Black Lives Matter: The Evolution of Collective Identities.” Africana Studies Department Know Justice Know Peace Symposium, University of Miami, Miami, FL.
- 2016 “An Intersectional Analysis to Explaining the Lack of Physical Activity among Middle Class Black Women.” Sociologists for Women in Society Annual Meeting Plenary on Women and Health, Memphis, TN.
- 2015 “The Evolution of #BlackLivesMatter.” Duke University Population Research Institute, Durham, NC.
- 2015 “Skin in the Game: Colorism and the Subtle Operation of Stereotypes in Men’s College Basketball.” Department of Sociology, Duke University, Durham, NC.
- 2015 “Sexual Assault on Campus: The Silent Epidemic.” University of Oregon, Eugene, OR.
- 2014 “Being Color Brave Rather than Colorblind: Forming a Racially-inclusive Sociological Imagination.” Bahai Chair for World Peace Symposium on Forging Solidarities across Difference, University of Maryland, College Park, MD.
- 2014 “DeBunking Mainstream Narratives about Black Women, Weight, and Physical Activity.” Department of Preventive Medicine and Biometrics at Uniformed Services University of the Health Sciences (USUHS), Bethesda, MD.

- 2014 “When Race, Place, Gender, and Body Image Converge on Physical Activity.” Robert Wood Johnson Foundation Center for Health Policy, University of New Mexico, Albuquerque, NM.
- 2014 “Forging a Research Program on the Health of the Black Middle Class.” National Institute of Minority Health Disparities (NIMHD) at the National Institutes of Health, Bethesda, MD.
- 2014 “Dreaming of a Racially-Inclusive Sociological Imagination” and “The Real Reasons Black Women are Fat.” Alpha Kappa Delta Annual Lectures, Department of Sociology, University of Memphis, Memphis, TN.
- 2014 “When Race, Place, Gender, and Body Image Converge on Black Women’s Physical Activity.” Department of Sociology, University of Virginia, Charlottesville, VA.
- 2013 “Black People Don’t Run in my Neighborhood: Perceptions of the Built Environment on the Physical Activity of Middle Class Blacks and Whites.” Department of Sociology, Wake Forest University, Winston, Salem, NC.
- 2013 “Perceptions of the Built Environment on the Physical Activity of Middle Class Blacks and Whites.” Texas A&M University, Department of Political Science, College Station, TX.
- 2013 “The (In) Significance of Perceived Body Type on Physical Activity: The Importance of the Intersection of Race and Gender.” University of Nebraska-Lincoln, Department of Sociology, Lincoln, NE.
- 2012 “Is It Really One Middle Class: The Effect of Race on Middle Class Identification.” Department of Sociology, Northwestern University, Evanston, IL.
- 2012 “Effect of Race on Middle Class Identification.” Department of Sociology, Loyola University, Chicago, IL.
- 2012 “Is It Really One Middle Class.” Department of Sociology, DePaul University, Chicago, IL.
- 2010 “Race and Social Class Identification.” Institute for the Study of Societal Issues, University of California, Berkeley, Berkeley, CA.
- 2010 “The Two Different Worlds of Black and White Fraternity Men.” Invited Lecture for Sex Week with College Feminists at Northwestern University, Evanston, IL.
- 2009 “Getting Off and Getting Intimate: How Normative Institutional Arrangements Structure Black and White Fraternity Men’s Approaches toward Women.” Beyond Words Lecture Series, sponsored by the Committee for Social Justice and Diversity Education, Eastern Illinois University, Charleston, IL.
- 2008 “Are They Delaying Adulthood? Class Identities of Young Adults in the United States, 1974-2006.” Mannheim Center for European Social Research (MZES) Social Science Colloquium, University of Mannheim, Germany.

- 2008 “Combating Racial Prejudice: Task-Oriented Strategies for Racial Change.” Black History Month, Western Kentucky University, Bowling Green, KY.

**CONFERENCE PRESENTATIONS**

- 2019 “Navigating Power and Privilege in the Academy.” Ford Foundation Conference, San Juan, Puerto Rico.
- 2019 “Social Research + Social Justice=Social Obligation for Social Activism.” American Sociological Association, New York, NY.
- 2018 “How Can Virtual Reality Improve Police-Civilian Encounters.” Mixed/Augmented/Virtual Reality Innovation Conference, University of Maryland, College Park, MD.
- 2018 “Physiological Responses to Police Encounters.” (invited). American Sociological Association, Philadelphia, PA.
- 2018 “Public Sociology: Getting the Word Out.” (invited) American Sociological Association, Philadelphia, PA.
- 2018 “Going on the Job Market.” (invited) American Sociological Association, Philadelphia, PA.
- 2018 Moderator, “The Impact of Racism on Health.” Society for the Study of Social Problems, Philadelphia, PA.
- 2017 “Trump’s Silent Majority, Social Comparisons, and Social Class Identification in America.” (invited). Southern Sociological Society, Greenville, SC.
- 2017 “Can Cameras Stop the Killings? Racial Differences in Perceptions of the Effectiveness of Body-worn Cameras in Police Encounters.” (invited) Eastern Sociological Society, Philadelphia, PA.
- 2016 Panelist, Crimmigration Conference, University of Maryland, College Park, MD.
- 2016 Moderator, “Public Intellectualism.” (invited) Ford Foundation Conference, Washington, DC.
- 2016 “Missed Opportunity? Leveraging Mobile Technology to Reduce Racial Health Disparities” (invited) Robert Wood Johnson Foundation Investigator Awards in Health Policy Program, Coronado, CA.
- 2016 “Equity and Personalized Learning.” Council for Chief State School Officers Conference, Atlanta, GA.
- 2016 Moderator, “Effects of Green Space on Urban Youth.” Arbor Day Fest, U.S. National Arboretum, Washington DC.

- 2016 Panelist, "Mitigating Racial Injustice by Designing Non-discriminatory Economic Policies for Minorities." 3<sup>rd</sup> Annual Saul I. Stern Symposium. School of Public Policy, University of Maryland, College Park. MD.
- 2015 "The White Racial Frame in Twenty-first Century America: The Case of College Basketball." American Sociological Association, Chicago, IL.
- 2015 "When Frats Party: Masculinity, Sex, and Race in College." (Invited). American Sociological Association, Chicago, IL.
- 2015 Panelist, "Author Meets Critics Session for *The White Savior Film*." Southern Sociological Society, New Orleans, LA.
- 2015 Panelist, "My Brother's Keeper." (invited) Harvard University Law School, Cambridge, MA.
- 2014 "Why Would Someone Not Claim Their Middle Class Status? Race and Social Class Identification." (invited) African-American Experience of Class Plenary Session at the How Class Works Conference, Stony Brook, NY.
- 2014 "Is It Really One Middle Class: The Effect of Race on Middle Class Identification." (invited) Black Middle Class Thematic Session, Eastern Sociological Society, Baltimore, MD.
- 2013 "Menacing Monikers: The Evidentiary Value of BGLO Chapter Nicknames." (invited) Wake Forest Law School Hazing Symposium, George Washington University, Washington DC.
- 2013 "Graduate Students' Perceptions of Their Advisors: Is There Systematic Disadvantage in Mentorship?" (invited) American Association for the Advancement of Science, Boston, MA.
- 2013 "Helping Prepare Minority Students for Entry into the Middle Class." (invited) Eastern Sociological Society, Boston, MA.
- 2012 "The Social Psychology of Social Class Inequalities" with Melissa Milkie and Catherine Warner. (invited) American Sociological Association, Denver, CO.
- 2012 "Effect of Criminalization on Middle Class Black Men's Mental and Physical Health." Association of Black Sociologists, Denver, CO.
- 2012 "Navigating the Job Market: Controlling What You Can." (invited) Association of Black Sociologists, Denver, CO.
- 2012 "Going on the Job Market." (invited) Ford Foundation Conference, Irvine, CA.
- 2011 "Researching Race and Social Class and Going on the Job Market." (invited) Minority Fellowship Program New Fellows Orientation, American Sociological Association, Las Vegas, NV.

- 2011 "Barriers and Incentives to Physical Activity: The Significance of Race." Robert Wood Johnson Foundation Health Policy Research Conference, Chicago, IL.
- 2009 "The Rhythms of Professional Socialization: Sorting Through the Assimilation of the Disciplines." International Society for the Scholarship of Teaching and Learning Conference, Bloomington, IN.
- 2009 "Are They Delaying Adulthood: Class Identities of Young Adults in the United States, 1974-2008." (invited) Past Racial/Ethnic Minority Dissertation Scholarship Recipients, Society for the Study of Social Problems, San Francisco, CA.
- 2009 "Fluidity of Race, Fluidity within Race: Exploring Mechanisms of Racial Variance in Institutional Trust" with Abigail Sewell. American Sociological Association, San Francisco, CA.
- 2009 "Teaching Race in the Classroom: Strategies and Techniques for the 21<sup>st</sup> Century Student." American Sociological Association, San Francisco, CA.
- 2008 "Getting Off and Getting Intimate: How Normative Institutional Arrangements Structure Black and White Fraternity Men's Approaches Toward Women." Graduate Student Paper Competition Winner Session, Society for the Study of Social Problems, Boston, MA.
- 2007 "'Two Different Worlds: How Race and Organizational Structures Shape the Operation of Status Processes.'" American Sociological Association, New York, NY.
- 2007 "How Institutional Arrangements Structure Black and White Fraternity Men's Approaches toward Women." Graduate Student Paper Competition Winner Session, Association of Black Sociologists, New York, NY.
- 2007 "Different Approaches, Same Strategies: Black and White Fraternity Men's Romantic and Sexual Strategies." Society for the Study of Social Problems Annual Meetings, New York, NY.
- 2007 "'It Depends on the Girl: How Institutional Arrangements and Group Ideals Facilitate Men's Romantic and Sexual Strategies.'" University Consortium for Sexuality Research & Training Conference, Bloomington, IN.
- 2006 "'Getting Off and Showing Off: The Romantic and Sexual Lives of Black and White Fraternity Men.'" American Sociological Association, Montreal, Quebec.
- 2006 "'Two Different Worlds: Perceptions of Race and Status on Campus.'" North Central Sociological Association, Indianapolis, IN.
- 2006 "The Romantic and Sexual Lives of Black and White Fraternity Men." North Central Sociological Association, Indianapolis, IN.
- 2005 "To Be A Man: An Investigation of Masculinity Ideology and Men's Family Roles Among and Within African-American, Anglo-American, and Mexican-American Families." American Sociological Association, Philadelphia, PA.

## **TEACHING EXPERIENCE**

University of Maryland, 2012-present

### Undergraduate Courses

“SOCY224: Why Are We Still Talking about Race?” (120 students)

“SOCY230: “Sociological Social Psychology” (180 students)

“SOCY424: Race Relations” (27 students)

“SOCY498A: Race- and Class-based Identities: Micro-level Processes and Institutional Conditions” (27 students); received highest student evaluations in the college in spring 2016

“MLAW100: Social Justice and the Law (78 students)

### Graduate Courses

“SOCY645: Self-concept: Race, Class, and Identity” (21 students)

“SOCY660: Theories of Social Psychology” (20 students)

Indiana University, 2007-2010

“To Be a Man: Social Responsibility, Leadership, and Race,” (13 students)

Full responsibility for male, first-generation, low income, and at-risk freshmen seminar, 2008-2010

“Race and Ethnic Relations,” 2007 (70 students)

University of Mannheim-Germany, 2008 (13 students)

“Race and Ethnic Relations in a Globalized Context,”

Full responsibility for a graduate seminar

Inter-Consortium for Political and Social Research, University of Michigan, 2006

Lab Instructor, “Categorical Data Analysis,”

Shared responsibility for 50 professors, graduate students, and scholars

## **PROFESSIONAL SERVICE**

### **Discipline**

Co-Editor, *Contexts Magazine: Sociology for the Public*, 2018-2022

Member, American Sociological Association Conference Planning Committee, 2020-2022

Co-Chair, Southern Sociological Society Conference Planning Committee, 2020-2021

Member, National Advisory Committee, Robert Wood Johnson Health Policy Research Program, Johns Hopkins University, 2020-present

Advisory Board, *Milbank Quarterly*

Advisory Board, International Centre on Racism, Edge Hill University, United Kingdom, 2019-2022

Editorial Board, *Ethnic and Racial Studies*, 2019-2022

Member, Presidential Brain Trust for Health Equity among Boys & Men of Color Division 51, American Psychological Association, 2019-2020

Editorial Board, *Social Currents*, 2017-2019

Editorial Board, *Sociology Compass - Race & Ethnicity (SOCORE)*, 2017-2019

Member, American Sociological Association 2018 Conference Planning Committee, 2016-2018

Council Member, Race, Gender, Class Section of the American Sociological Association, 2016-2018

Book Award Chair, 2016-2017

Member, Cooley-Mead Award Committee, Social Psychology Section of the American Sociological Association, 2017-2018

Editorial Board, *Sociology of Race and Ethnicity*, 2014-2017  
Member, Committee on Status of Racial and Ethnic Minorities in Sociology, American Sociological Association, 2016-2017  
Editorial Board, *Social Psychology Quarterly*, 2016-2017  
Member, Outstanding Recent Contribution to Social Psychology, Social Psychology Section, American Sociological Association, 2016-2017  
Member, National Committee on Nominations, American Sociological Association, 2014-2015  
Co-Chair, Ford Foundation Conference Planning Committee, National Academy of Sciences, 2015  
Member, Graduate Student Affairs Committee, Social Psychology Section of the American Sociological Association, 2014-2015  
Organizer, Masculinities Session, American Sociological Association, Chicago, IL., 2015  
Planning Committee, Ford Foundation Conference, National Academy of Sciences, 2012-2014  
Editorial Board, *Teaching Sociology*, 2013-2015  
Organizer and Moderator, "Salvaging Your Personal Self: The Pursuit of Family-Work Balance," at the Ford Foundation Annual Conference in Irvine, CA, 2014  
Organizer and Moderator, "Author Meets Critics for *Paying for the Party: How College Maintains Inequality* at the Eastern Sociological Society Annual Meeting, Baltimore, MD, 2014  
Council Member, Section on Racial and Ethnic Minorities (SREM) of the American Sociological Association, 2011-2014  
    Chair, Undergraduate Research Paper, 2012-2013  
    Co-Chair, Early Career Award, SREM, 2011-2012  
Member, Research Impact Advisory Council, Robert Wood Johnson Foundation Scholars Program, 2012-present  
Panel Reviewer, American Association for the Advancement of Science (AAAS), Science and Technology Policy Fellowship Program, Health, Education & Human Services Division (HEHS), 2014  
Member, Committee on Professional and External Affairs, Social Psychology Section of the American Sociological Association, 2011-2014  
Organizer and Moderator, "Salvaging Your Personal Self: The Pursuit of Family-Work Balance," "Nuts and Bolts of Going on the Job Market," and "Sociology Session" at the Ford Foundation Annual Conference in Washington, DC, 2013  
Panelist, "Minority Fellowship Program Workshop on Graduate Mentoring." American Sociological Association Annual Meeting in Denver, CO, 2012  
Professional Development Committee, Association of Black Sociologists, 2012-2013  
Advisory Board, Minority Fellowship Program of the American Sociological Association Ph.D. Careers Research Project, 2011  
Member, Society for the Study of Social Problems (SSSP), Racial/Ethnic Minority Graduate Scholarship Committee, 2009-2010  
Presider, "Shifting Dynamics: Parenthood, Employment Trends, and Marriage." American Sociological Association Annual Meetings in Atlanta, GA, 2010  
Organizer and Presider, "Race-Gender-Class: Social Interactive Approaches to Understanding the Social Psychology of Inequality." Association of Black Sociologist Annual Meeting in Atlanta, GA, 2010  
Student Representative, American Sociological Association, Social Psychology Section Program Committee, 2008-2009  
Student Representative, Association of Black Sociologists (ABS) Executive Committee, 2007-2008

**Reviewer**

*American Sociological Review, American Journal of Sociology, Social Problems, Social Psychology Quarterly, Journal of Health and Social Behavior, Gender & Society, Du Bois Review, Teaching Sociology, Men and Masculinities, Social Science Research, Social Science and Medicine, Sociological Quarterly, Sex Roles, Sociological Focus, Sociology Compass, Sociology Quarterly, Social Currents, Sociological Spectrum, and Health Psychology, National Science Foundation*

### **University**

Lead, Anti-Black Racism Initiative, College of Behavioral and Social Sciences, 2020-present  
Member, Dean's Research Council (Diversity and Inclusion Committee)  
Member, Search Committee for Vice-President of Diversity and Inclusion, UMD, 2018-2019  
Member, Dean's Review Committee, College of Behavioral and Social Sciences, UMD, 2018-2019  
Member, Advance Program Implicit Bias Training for Departmental Hiring, 2019  
Member, President-Senate Task Force on Unity and Respect, UMD, 2017-2018  
Member, Ronald E. McNair Advisory Board, 2017-2020  
Member, Behavioral and Social Sciences (BSOS) Awards Committee, UMD, 2017  
Alternate Faculty Representative, Council of University System Faculty (CUSF), 2016-2017  
Member, Honors College Strategic Vision Committee, University of Maryland, 2016-2017  
Co-Chair, Campus Isms Week, Office of Diversity and Inclusion, 2016  
Participant, ADVANCE Faculty Diversity Program, University of Maryland, 2013-2014  
Coordinator, Savant Outreach Program, Office for Women's Affairs (OWA), Indiana University, 2008-2010  
Member, Academic Misconduct Hearing Board, Indiana University, 2009  
Coordinator, "Brother's Circle," Indiana University, 2006  
Advisor, Alpha Phi Alpha Fraternity, Inc, Indiana University, 2004-2006

### **Department**

Graduate Affairs Committee, Department of Sociology, University of Maryland, 2016-2018  
Event Chair, The Legacy of Parren Mitchell Symposium: First African-American to obtain a Graduate Degree from the University of Maryland, 2014, 2015, 2017  
Advisor, Critical Race Initiative, Department of Sociology, University of Maryland, 2013-2017  
Member, Policy Committee, Department of Sociology, University of Maryland, 2012-2014, 2015-2016  
Coordinator, Department of Sociology, Race and Ethnic Relations Committee (RER) Race Symposium, Indiana University, 2008-2009  
Member, Advisory Board, Karl Schuessler Institute for Social Research, Sociology Department, Indiana University, 2006-2008  
Coordinator, Gender, Race, and Class Workshop, Sociology Department, Indiana University, 2005-2007  
Member, Personnel Committee, Sociology Department, Indiana University, 2005-2006  
Member, Social Committee, Sociology Department, Indiana University, 2004-2005

### **Community**

Advisory Board, Dove Men+Care and National Basketball Players Association C.A.R.E (Care About Racial Equity) Now Initiative, 2020-present  
Director, Public Policy Institute, Reid Temple AME Church, 2019-present  
Board Member, 2<sup>nd</sup> Lt. Richard W. Collins III Foundation, 2019-present  
Member, Police Chief Search Committee, University Park, MD, 2019  
Member, Equality for Practices, Promotions and Discipline Panel, Prince George's Police Department, 2017-2018



Member, Commission on Racial Justice, Alpha Phi Alpha Fraternity, Inc., 2013-2014  
Member, 50<sup>th</sup> Anniversary of the March on Washington Planning Committee, 2013  
Expert Witness, Case discussing racial implications of child custody with biracial children, 2011  
Founder, “Real Life Knowledge Academy” Mentor Program, Organize programs for youth ages 10-20 to widen their perceived opportunity structure, 2002-2010

**Community Presentations and Invited Lectures**

- 2019 Panelist, “Racial Wealth Inequality: Social Problems and Solutions.” Brookings Institution, Washington, DC.
- 2018 Panelist, “Police Shooting and Unarmed Black Men.” Brookings Institution, Washington, DC.
- 2018 Keynote, “If your Dreams do not Scare you, they are not Big Enough.” Inspire Conference, West Potomac High School, Potomac, MD.
- 2018 Keynote, “Creating Civility and Tolerance in the Pursuit of Racial Equity.” First Presbyterian Church, Howard County, MD.
- 2018 Keynote, “Shifting from Colorblind to Color Brave.” Reid Temple Impact Conference
- 2018 Panelist, “Black Lives Matter: Race, State Violence, and Representation in the United States.” Brookings Institution, Washington, DC.
- 2018 Keynote, “Social Activism and the Legacy of Martin Luther King, Jr.” Prince George’s County Councilwoman Deni Tavares Presents a MLK Forum on Jobs, Education, Business, and Family, Hyattsville, MD.
- 2017 Panelist, “A Conversation about Campus Safety.” Kojo in your Community-Kojo Nnamdi Show, Hyattsville, MD.
- 2016 “Why is Equity Important for your Future Business?” (invited) Indiana University, Kelley School of Business Living Learning Center, Bloomington, IN.
- 2016 “If Your Dreams Do Not Scare You, They are Not Big Enough.” Keynote Address, 33<sup>rd</sup> Annual Martin Luther King, Jr. Scholarship Fund of Rutherford County, TN.
- 2016 “Being Color Brave Rather than Colorblind.” City Year Organization, Washington DC.
- 2015 “Surviving Your Sexual Hookups.” Rowan University Men of Color Retreat, Camp Bernie, NJ.
- 2015 “Ferguson and the Criminalization of Black Males.” Eleanor Roosevelt High School, Greenbelt, MD.
- 2015 “Death by Legal Intervention: Lessons from Ferguson about the Health Inequalities of Black Males.” Alpha Phi Alpha Fraternity Inc, Memphis, TN.
- 2015 “Barriers and Incentives to Physical Activity.” (invited) National Urban League Young Professionals, Washington DC.

- 2014 “Importance of Embracing Diversity for your Business.” (invited) Indiana University, Kelley School of Business Living Learning Center, Bloomington, IN.
- 2013 “Embracing Diversity: A Win/Win Business Proposition for Everyone.” (invited) Indiana University, Kelley School of Business Living Learning Center, Bloomington, IN.
- 2013 “Underground Pledging: Hazing and It’s Conflict with a Pure Alpha Identity.” (invited) Alpha Phi Alpha Southern Region Meeting, Atlanta, GA.
- 2013 “Ignite Your Passion: Making Dreams Deferred a Reality.” (invited) Indiana University, Kelley School of Business Living Learning Center in Bloomington, IN.
- 2012 “Embracing Diversity.” (invited) Indiana University, Kelley School of Business Living Learning Center in Bloomington, IN.
- 2009 “Dare to Believe: Making Dreams Deferred A Reality.” Keynote address delivered at the Indiana University Neal-Marshall Black Culture Center Youth Empowerment Workshop, Bloomington, IN.
- 2008 “To Know Where You Are Going, You Must Know Where You Have Been: Historical Reflection of Social Change In Education, Communities, And Politics.” Men of Color Leadership Conference, Bloomington, IN.
- 2007 “Combating Racial Prejudice: Task-Oriented Strategies for Racial Change in Public Discourses.” Men of Color Leadership Conference, Bloomington, IN.
- 2007 “The Sky is the Limit: Developing a Diversity Achievement Ideology of Success.” Keynote address delivered at the H.O.P.E. Foundation’s Urban Youth Development Conference, Murfreesboro, TN.
- 2007 “Making it Work: Building Healthy Personal, Romantic, and Sexual Relationships.” Men of Color Leadership Conference, Bloomington, IN.
- 2007 “Switching Channels: Media Portrayals of Men of Color.” Men of Color Leadership Conference, Bloomington, IN.
- 2006 “Success by any Means Necessary: The Road Map to Fulfilling your Destiny.” Keynote address delivered at the H.O.P.E. Foundation’s Urban Youth Development Conference, Murfreesboro, TN.
- 2005 “Making Dreams a Reality.” Keynote address delivered at the H.O.P.E. Foundation’s Urban Youth Development Conference, Murfreesboro, TN.

### **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

American Sociological Association, 2004-present

Sections: Racial and Ethnic Minorities, Social Psychology, Race-Gender-Class, Sexualities

Society for the Study of Social Problems, 2005-present

Association of Black Sociologists, 2006-present

Trustee, Greater Washington Community Foundation

Member, National Police Reform Advisory Group to the Center for Justice Research at Texas Southern University  
Advisory School Board Member, Reid Temple Christian Academy, 2020-present  
Advisory Board Member, Justice Policy Institute, 2020-present  
Center for Society and the Environment, University of Maryland, 2011-present  
Robert Wood Johnson Foundation, Human Capital Grantee Network, 2010-present  
Black Men's Research Lab, University of North Carolina-Chapel Hill, 2009-2016  
Alpha Phi Alpha Fraternity, Inc., 2001-present