

KIRSTEN MOREHOUSE

33 Kirkland Street | Cambridge, MA 02138

kirsten_morehouse@g.harvard.edu | kirstenmorehouse.wordpress.com

EDUCATION

HARVARD UNIVERSITY

Doctoral Student, Department of Psychology (PI: Mahzarin Banaji)
Secondary Field: Data Science

Cambridge, MA
Aug. 2020 – Present
PhD Anticipated: 5/25

SWARTHMORE COLLEGE

B.A. in Psychology and Cognitive Science
Cumulative GPA: 3.85/4.0

Swarthmore, PA
Aug. 2014—May 2018

UNIVERSITY OF OXFORD

Cumulative GPA: 4.0

Oxford, UK
Jan. 2017—June 2017

GRANTS AND FUNDING

- National Science Foundation (NSF) Graduate Research Fellowship Program (\$138,000)
- Scott O. Lilienfeld Association for Psychological Science (APS) Travel Award (2024)
- Harvard University Restricted Funds Large Scale Grant (2024)
- Harvard University Restricted Funds Large Scale Grant (2022)
- Harvard University Elsie Hopestill Stimson Travel Grant (2022)
- Harvard University Elsie Hopestill Stimson Research Grant (2021)
- American Psychology-Law Society (AP-LS) Student Travel Award (2020)
- APS Fund for Teaching and Public Understanding of Psychological Science (2019) – *Awarded to M. Banaji and O. Kang*
- Time-sharing Experiments for the Social Sciences (TESS) Short Study Grant (2019)
- Sigma Xi Conference Travel Award (2018)
- Dean's Office Travel Award (2018)
- Swarthmore Psychology Department Independent Research Funding (2017, 2018)
- The Lang Center for Civil and Social Responsibility Summer Grant (2016, 2017)

AWARDS AND HONORS

- Certificate of Student Recognition of Teaching, Harvard Dept. of Psychology (2022)
- American Psychological Association's PsycShorts (2019)
- Solomon Asch Award (Swarthmore College, 2018)
 - Most outstanding independent work in Swarthmore's Psychology Department.
- Sigma Xi – Swarthmore Chapter (Fall 2016–Present)
- Centennial Conference Honor Roll (2015, 2016)
- U.S. District Court Central District of California – Honor Roll of Volunteer Attorneys (2016)

PUBLICATIONS

Morehouse, K. N., Kurdi, B. & Nosek, B. (in press) “Responsible data sharing: Identifying and remedying possible re-identification of human participants”. *American Psychologist*.
<https://doi.org/10.1037/amp0001346>

- Morehouse, K.,** & Banaji, M. R. (2024). The Science of Implicit Race Bias: Evidence from the Implicit Association Test. *Daedalus*. https://doi.org/10.1162/daed_a_02047
- Morehouse, K. N.,** Maddox, K. & Banaji, M. (2023) “All social groups are human, but some are more human than others: A comprehensive empirical investigation of the implicit association of ‘Human’ to racial/ethnic groups human-animal stereotypes.” *Proceedings of the National Academy of Sciences*. <https://doi.org/10.1073/pnas.2300995120>
- Morehouse, K. N.,** Kurdi, B., Hakim, E., & Banaji, M. R. (2022). When a Stereotype Dumbfounds: Probing the Nature of the Surgeon= Male Belief. *Current Research in Ecological and Social Psychology*, 100044. <https://doi.org/10.1016/j.cresp.2022.100044>
- Kurdi, B., **Morehouse, K. N.,** & Dunham, Y. (2022). “How do explicit and implicit evaluations shift? A preregistered meta-analysis of the effects of co-occurrence and relational information.” *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspa0000329>
- Charlesworth, T.E.S., **Morehouse, K.,** & Cunningham, W. “What Are We Measuring in Language? Relationships Between Evaluative Representations in Word Embeddings and Human Attitudes.” Manuscript under review.
- Shepard, H., **Morehouse, K. N.,** DiMaggio, P. “Sources and Implications of Forms of Culture: The Case of Science and Religious Identification.” Manuscript under review.
- Morehouse, K. N.,** Charlesworth, C. & Banaji, M. “American = White? Persistent, Long-Term Change Before and During the COVID-19 Pandemic (2007-2022).” Manuscript in preparation.
- Morehouse, K. N.,** Yiheng Liu, Qian Liu. “Responsible Data Sharing: A Case Study with Health Data.” Manuscript in preparation.
- Morehouse, K. N.,** Contreras, J. M., Banaji, M. R. “Bias Transmission in Large Language Models.” Manuscript in preparation.
- Morehouse, K. N. &** Kurdi, B. “Responsible data sharing: Tutorial with the MinBlur Algorithm”. Manuscript in preparation.

Popular science:

- Kang, O., **Morehouse, K.,** & Banaji, M. “Even when judges are race-fair, Afrocentric features bias sentencing for Black and White inmates.” *Outsmarting Implicit Bias*. July, 2019. <https://outsmartingimplicitbias.org/module/afrocentric-features-bias-sentencing/>
- Kang, O., **Morehouse, K.,** & Banaji, M. "Traditional “diversity training” is out. Now what?" *Outsmarting Implicit Bias*. November, 2018. <https://outsmartingimplicitbias.org/module/traditional-diversity-training-is-out/>
- Kang, O., **Morehouse, K.,** & Banaji, M. "Can women be biased against other women?" *Outsmarting Implicit Bias*. November, 2018. <https://outsmartingimplicitbias.org/module/can-women-be-biased-against-other-women/>

Educational Media:

- Kang, O., Sanchez, A., **Morehouse, K.,** Younger, E, & Banaji, M. “What Sentence Would You Give?: Watch for the Anchoring Bias” (Video). *Outsmarting Implicit Bias*. April 2021. <https://outsmartingimplicitbias.org/module/anchoring-bias/>
- Kang, O., **Morehouse, K.,** Younger, E, & Banaji, M. “4 Ways to Manage Stress: An Interview with Professor Katie McLaughlin” (Video). *Outsmarting Implicit Bias*. February 2020. <https://outsmartingimplicitbias.org/module/4-ways-to-manage-stress/>
- Kang, O., Burns, M., **Morehouse, K.,** Younger, E, & Banaji, M. “Make Stress Work for You” (Video). *Outsmarting Implicit Bias*. January, 2020. <https://outsmartingimplicitbias.org/module/make-stress-work-for-you/>

- Kang, O., Poliak, M., **Morehouse**, K., Younger, E., & Banaji, M. “When ‘Seeing’ Shouldn’t be Believing: Illusions at Work ” (Video). *Outsmarting Implicit Bias*. November, 2019. <https://outsmartingimplicitbias.org/module/illusions-at-work/>
- Kang, O., **Morehouse**, K., Younger, E., & Banaji, M. “The DNA is a Match”: Confirmation Bias” (Podcast). *Outsmarting Implicit Bias*. September, 2019. <https://outsmartingimplicitbias.org/module/confirmation-bias/>
- Kang, O., **Morehouse**, K., Younger, E., & Banaji, M. “The Attractiveness Halo Effect” (Podcast). *Outsmarting Implicit Bias*. September, 2019. <https://outsmartingimplicitbias.org/module/attractiveness-halo-effect/>
- Kang, O., **Morehouse**, K., Theodora Mautz, & Banaji, M. "The Availability Bias" (Podcast). *Outsmarting Implicit Bias*. June, 2019. <https://outsmartingimplicitbias.org/module/the-availability-bias/>
- Kang, O., **Morehouse**, K., & Banaji, M. "The Pygmalion Effect" (Video). *Outsmarting Implicit Bias*. March, 2019. <https://outsmartingimplicitbias.org/module/the-pygmalion-effect/>
- Kang, O., **Morehouse**, K., & Banaji, M. “Race Bias in Hiring: When Both Applicant and Employer Lose” (Podcast). *Outsmarting Implicit Bias*. January, 2019. <https://outsmartingimplicitbias.org/module/race-bias-in-hiring/>
- Kang, O., **Morehouse**, K., & Banaji, M. "Strooped!" (Video) *Outsmarting Implicit Bias*. October, 2018. <https://outsmartingimplicitbias.org/module/strooped/>

PRESENTATIONS AND INVITED TALKS

- Morehouse, K. N.**, Charlesworth, T. E. S., & Banaji, M. R. (2024). *Who Is American?: A Comprehensive Analysis of the American-Foreign Stereotype (2007–2022)*. Flash talk presentation at the APS Annual Convention conference.
- Morehouse, K. N.**, Charlesworth, T. E. S., & Banaji, M. R. (2024). *Who Is American?: A Comprehensive Analysis of the American-Foreign Stereotype (2007–2022)*. Poster presentation at the APS Annual Convention conference.
- [Awarded the Scott O. Lilienfeld APS Travel Award]
- Morehouse, K. N.**, Kurdi, B. & Nosek, B. (2023) *Responsible data sharing: Identifying and remedying possible re-identification of human participants*. Invited lecture for Harvard Social Brownbag.
- Morehouse, K.**, Maddox, K. & Banaji, M. (2023). *All Human Groups Are Human, but Some Groups Are More Human Than Others*. Invited lecture for The Social Cognitive & Neural Sciences Lab at Columbia University.
- Morehouse, K. N.**, Kurdi, B. & Nosek, B. (2023) *Responsible data sharing: Identifying and remedying possible re-identification of human participants*. Invited journal club for the University of Illinois at Urbana Champaign.
- Morehouse, K. N.**, (2023) *The Science of Implicit Bias*. Invited conversation with Virginia Workers’ Compensation Commission.
- Morehouse, K.**, Charlesworth, C. & Banaji, M. (2023). *The American = White effect: Persistent long-term change and demographic variability across 15 years*. Symposium presentation accepted to the 19th General Meeting of the European Association of Social Psychology.
- Morehouse, K.**, Maddox, K. & Banaji, M. (2023). *All Human Groups Are Human, but Some Groups Are More Human Than Others*. Invited lecture for Harvard Social Brownbag.
- Morehouse, K.** (2023). *Algorithmic Fairness*. Invited lecture for Harvard Applied Computing 221: Critical Thinking in Data Science.

- Swathi, K.*, **Morehouse, K.** & Banaji, M. R. (2023). *Implicit Bias in the Public Eye: Using Google Alerts to Analyze Public Sentiment*. Poster presented at the Annual Society for Personality and Social (SPSP) conference (February, 2023)
- Morehouse, K.** & Kurdi, B. (2023). *Protecting Participants' Privacy in the Age of Open Data*. Workshop presented at the Annual Society for Personality and Social (SPSP) conference (February, 2023)
- Morehouse, K.,** Maddox, K. & Banaji, M. (2022). *All Human Groups Are Human, but Some Are More Human Than Others: An Analysis of the Implicit Human-Animal Stereotype Towards Racial and Ethnic Human Groups*. Poster presentation at the APS Annual Convention conference.
- Morehouse, K.** (2022). *What can machines teach us about humans?*. Data to Actionable Knowledge Lab Talk, Harvard University, School of Engineering and Applied Sciences (April, 2022).
- Morehouse, K.,** Maddox, K. & Banaji, M. (2021). *All Human Groups Are Human, but Some Groups Are More Human Than Others*. Poster presentation at at the APS Annual Convention conference.
- Poliak, M.*, **Morehouse, K.** & Banaji, M. (2021). *Gender and Judgments of Fame: Responses to "Noise" Are Sensitive to Local, Not Global, "Signal"*. Poster presentation at the APS Annual Convention conference.
- Morehouse, K.,** Maddox, K. & Banaji, M. (2021). *Implicit Dehumanization by Race and Ethnicity in the United States*. Selected Single Paper session presentation at the Annual Society for Personality and Social (SPSP) conference (February, 2021).
- [Featured on SPSP's "Resources on Racism, Bias and Diversity" website:
<https://spsp.org/news-center/announcements/racism-bias-diversity-resources>]
- Morehouse, K.,** Maddox, K. & Banaji, M. (2021). *Implicit Dehumanization by Race and Ethnicity in the United States*, Harvard University Working Group in Political Psychology and Behavior, December, 2020.
- Morehouse, K.** *The Mindbug of Implicit Bias*, Prospect Hill Academy Charter School, November 2020, Cambridge, MA, USA.
- Morehouse, K.,** & Blanchar, J. (2020). *Simulated juvenile waiver decisions reveal differential sentencing differences and dispositional inferences across race*. Poster presentation at the AP-LS Annual Convention conference in New Orleans, LA (March, 2020).
- Hakim, E.*, **Morehouse, K.,** Kurdi, B., & Banaji, M. (2020). *Do Americans Think Surgeon = Male in 2019?* Poster presentation at Annual Society for Personality and Social (SPSP) conference in New Orleans, Louisiana (February, 2020).
- Morehouse, K.,** & Blanchar, J. (2019). *Racial Bias in Juvenile Transferring*. Sidanius Lab Talk, Harvard University (March, 2019).
- Morehouse, K.,** Lehr, S., & Banaji, M. (2019). *First Language Effect in Implicit Social Cognition*. Poster presentation at the APS Annual Convention conference in Washington, DC (May, 2019; Poster Session I).
- Morehouse, K.,** & Blanchar, J. (2019). *Ambiguity drives differential transferring of Black children*. Poster presentation at Annual Society for Personality and Social (SPSP) conference in Portland, Oregon (February, 2019; Poster Session A).
- Morehouse, K.,** & Blanchar, J. (2019). *Racial Bias in Juvenile Transferring*. Harvard-MIT Women in Psychology Data Blitz (November, 2018)
- Morehouse, K.,** & Blanchar, J. *Race dependent reasoning? Impact of differing perceptions of innocence and criminality on reasoning*. Poster presentation at Annual Society for Personality and Social (SPSP) conference in Atlanta, Georgia (March, 2018).
- Morehouse, K.,** & Blanchar, J. *Race dependent reasoning? Impact of differing perceptions of innocence and criminality on reasoning*. Social Brownbag Talk, Swarthmore College (February, 2018).
- * indicates authorship with supervised student

RESEARCH EXPERIENCE

LACUNA FUND

Harvard Capstone Collaboration

Sep 2023–Present

For partial completion of my secondary in data science, partnered with the Lacuna Fund – a fund dedicated to the creation of labeled datasets for social impact – to (a) survey and synthesis the current understanding on bias and fairness in machine learning; (b) develop a best practices checklist for creating public datasets; and (c) create a case study demonstrating best practices in the healthcare domain for Lacuna Fund grantees.

HARVARD UNIVERSITY

Implicit Social Cognition Lab (PI: Mahzarin Banaji)
Full-time Research Assistant and Lab Manager

Cambridge, MA
July 2018–June 2020

OUTSMARTING IMPLICIT BIAS

Full-time Research Assistant

Cambridge, MA
July 2018– June 2020

Researched and created articles, podcasts, and videos for Outsmarting Implicit Bias (<https://outsmartingimplicitbias.org/>), an educational media series that translates science into data-driven solutions for individuals and businesses.

SWARTHMORE COLLEGE

Political Psychology (PI: John Blanchar)
Research Assistant and Thesis Student

Swarthmore, PA
Aug. 2017–May 2018

HARVARD UNIVERSITY

Implicit Social Cognition Lab (PI: Mahzarin Banaji)
Research Assistant

Cambridge, MA
June 2017–Aug. 2017

UNIVERSITY OF CALIFORNIA, BERKELEY

Berkeley Early Learning Lab (PI: Fei Xu)
Research Assistant

Berkeley, CA
June 2016 – Aug. 2016

SWARTHMORE COLLEGE

Behavioral Neuropharmacology (PI: Allen Schneider)
Research Assistant

Swarthmore, PA
Jan. 2015–Dec. 2016

TEACHING AND MENTORING EXPERIENCE

POSIT UNIVERSITY

Data Science Mentor, Posit Academy

January 2024–Present

Lead “Programming in R”, a mentor-led data science training for Posit Academy.

CAMBRIDGE COACHING

Tutor, Cambridge Coaching

January 2024–Present

Provide one-on-one support to students ranging from high school to graduate level on application materials and coursework.

HARVARD UNIVERSITY

Statistics Consultant, Department of Psychology

Cambridge, MA
Summer 2023–Spring 2024

As the sole Statistics Consultant, I supported over twenty Harvard College students completing honors thesis projects. My responsibilities included assisting students in selecting appropriate statistical methodologies, addressing challenges in data analysis, and reporting their results.

HARVARD UNIVERSITY

*Intermediate Statistical Analysis in Psychology
Teaching Fellow*

Cambridge, MA
Fall 2022

“The primary goal of this course is to offer intense, foundational exposure to psychological statistics, focusing heavily on applications and computation using the R environment for statistical computing. The methodological core of the first part of the course is the linear model which includes methods such as regression, t-test, analysis of variance (ANOVA), and others. The second part of the course focuses on extensions in terms of linear mixed-effects models (aka multilevel models) and generalized linear mixed-effects models for modeling longitudinal and hierarchical data structures. Students will be exposed to the Frequentist as well as the Bayesian inferential framework.” – Patrick Mair (course instructor)

INDEPENDENTLY TAUGHT

Advanced Crash Course in R: A Tidyverse and Language Perspective

Summer 2020–Present

Created a publicly and freely available R course: kirstenmorehouse.wordpress.com/wip_crash_course.*

This course is designed to be complimentary to traditional statistics courses, and its aim is to produce fluency with R, the Tidyverse, and text-based methods. The course covers topic ranging from the fundamentals of base R, using R Markdown and *ggplot2*, to utilizing APIs to scrape data from the internet and social media (e.g., Twitter). The focus on text-based methods provides an introduction to text analysis (e.g., cleaning and preparing text data) and taught the following text-based methods: word frequency, sentiment analysis, word embeddings, topic modeling.

*As of November 2022, over 5,000 individuals have registered.

HARVARD COLLEGE

Independent Research Supervisor

Cambridge, MA
Fall 2019–Present

Direct and supervise the research efforts of Harvard College undergraduates.

HARVARD COLLEGE

*Seminar in Implicit Social Cognition
Teaching Assistant*

Cambridge, MA
Fall 2018, Spring 2019

Assisted a seminar that explored our minds’ biases and their implications for life and work. In this seminar, we approached pillars of psychology with an eye towards (a) identifying interventions capable of modulating implicit bias, and (b) effectively communicating scientific principles to lay audiences.

HARVARD COLLEGE

*Looking within to understand the outside: Exploring implicit attitudes
Teaching Assistant*

Cambridge, MA
Fall 2018

Developed and taught a seminar on Implicit Cognition for Harvard College undergraduate students. As the primary instructor of the course, I developed the syllabus, assignments, and lectures, graded all assignments, and hosted office hours for my students.

Supervision of Research Assistants

Suneragiri Liyanag (Harvard College; September 2023 – Present)
Atlas Santiago (Harvard College; October 2022 – May 2023)
Lucas Woodley (Harvard College; April 2022 – May 2023)
Harsh Doshi* (Birla Institute of Technology and Science, Pilani; Aug. 2021 – Dec. 2021)
Vaibhav Rouduri* (Birla Institute of Technology and Science, Pilani; Aug. 2021 – Dec. 2021)
Brittany Rosendaul (Harvard College; Jan. 2021 – May 2021)
Charlotte Ruhl (Harvard College; June 2020 – May 2022)
Swathi Kella (Harvard College; June 2020 – May 2022)
Ece Hakim**‡ (Harvard College; Sept. 2019 – May 2021)

**Senior Thesis Student*

***Honors Senior Thesis Student*

‡ Awarded Harvard College's Gordon W. Allport Prize

SERVICE TO THE PROFESSION

Co-President – *Harvard Women in Psychology** (Fall 2020 – Spring 2023)

Ad Hoc Reviewer – *Proceedings of the National Academy of Sciences (PNAS)*

Panelist – *Prospective Ph.D. & RA Event in Psychology (PPREP), Harvard University (2022; 2023)*

**Organized Trends in Psychology Summit (TiPs), a virtual conference that highlighted the work of women and underrepresented genders in Psychology. Over 1,400 individuals, from dozens of countries, registered for the conference.*

SKILLS

Languages: R, JavaScript, SQL, Python, HTML, CSS

Technical: R Shiny, Inquisit, Minno, PsyToolkit, Qualtrics, Microsoft Suite

PROFESSIONAL MEMBERSHIPS

Association for Psychological Science (APS)

Society for Personality and Social Psychology (SPSP)

American Psychology-Law Society (AP-LS)