

**Paula M. Brochu, Ph.D.**

Department of Psychology  
 Yale University  
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**RESEARCH INTERESTS**

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Diversity; Intergroup relations; Stereotyping, prejudice, and discrimination; Stigma; Weight bias

**ACADEMIC APPOINTMENTS**

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2011-2013 Postdoctoral Fellow, Yale University

**EDUCATION**

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2011 Doctor of Philosophy (Ph.D.), Social Psychology  
 University of Western Ontario  
 2007 Master of Science (M.Sc.), Social Psychology  
 University of Western Ontario  
 2005 Bachelor of Arts (B.A.) Honours, Psychology  
 University of Saskatchewan

**AWARDS AND SCHOLARSHIPS**

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2011-2013 Social Sciences and Humanities Research Council (SSHRC) Postdoctoral Fellowship Award, \$81,000  
 2011 SPSP Travel Award, \$500  
 2008-2011 SSHRC Canada Graduate Scholarship-Doctoral, \$105,000  
 2008 Ontario Graduate Scholarship, \$15,000 (declined)  
 2008 Leola E. Neal Award (most outstanding Master's thesis in psychology)  
 Department of Psychology, University of Western Ontario, \$450  
 2008 SPSSI Travel Award, \$500  
 2008 Brendan Gail Rule Award Finalist (best presentation by graduate student)  
 Social and Personality Section of CPA, \$50  
 2008 CPA Student Travel Award, \$150  
 2007-2008 University of Western Ontario Graduate Research Scholarship, \$5,500  
 2006-2008 Ontario Graduate Scholarship, \$30,000  
 2007 University of Western Ontario Graduate Research Award, \$750  
 2007 APA Student Travel Award, \$150  
 2005-2006 SSHRC Canada Graduate Scholarship-Master's, \$17,500  
 2005 Ontario Graduate Scholarship, \$15,000 (declined)

- 2005 Copland Prize in the Social Sciences (most distinguished graduate),  
University of Saskatchewan
- 2005 Gordon A. McMurray Prize in Psychology (most outstanding graduate),  
University of Saskatchewan, \$200
- 2005 Outstanding Academic Achievement in Psychology, St. Thomas More  
College, University of Saskatchewan
- 2005 Certificate of Academic Excellence (outstanding Honours thesis), CPA
- 1999-2004 University of Saskatchewan Scholarships, \$7,500

## **PUBLICATIONS**

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Gawronski, B., **Brochu, P. M.**, Sritharan, R., & Strack, F. (in press). Consistency principles in prejudice-related belief systems: Integrating old-fashioned, modern, aversive, and implicit forms of prejudice. To appear in B. Gawronski & F. Strack (Eds.), *Cognitive consistency: A fundamental principle in social cognition*. New York, NY: Guilford Press.

**Brochu, P. M.**, & Esses, V. M. (2011). What's in a name? The effects of the labels "fat" versus "overweight" on weight bias. *Journal of Applied Social Psychology, 41*, 1981-2008.

**Brochu, P. M.**, Gawronski, B., & Esses, V. M. (2011). The integrative prejudice framework and different forms of weight prejudice: An analysis and expansion. *Group Processes & Intergroup Relations, 14*, 429-444.

**Brochu, P. M.**, & Esses, V. M. (2009). Weight prejudice and medical policy: Support for an ambiguously discriminatory policy is influenced by prejudice-colored glasses. *Analyses of Social Issues and Public Policy, 9*, 117-133.

**Brochu, P. M.**, Gawronski, B., & Esses, V. M. (2008). Cognitive consistency and the relation between implicit and explicit prejudice: Reconceptualizing old-fashioned, modern, and aversive forms of prejudice. In M. A. Morrison & T. G. Morrison (Eds.), *The Psychology of Modern Prejudice* (pp. 27-50). Hauppauge, NY: Nova Science Publishers.

Gawronski, B., Peters, K. R., **Brochu, P. M.**, & Strack, F. (2008). Understanding the relations between different forms of racial prejudice: A cognitive consistency perspective. *Personality and Social Psychology Bulletin, 34*, 648-665.

**Brochu, P. M.**, & Morrison, M. A. (2007). Implicit and explicit prejudice toward overweight and average-weight men and women: Testing their correspondence and relation to behavioral intentions. *The Journal of Social Psychology, 147*, 681-706.

## **MANUSCRIPTS UNDER REVIEW**

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Esses, V. M., **Brochu, P. M.**, & Dickson, K. R. (2011). *Economic costs, economic benefits and attitudes toward immigrants and immigration*.

**MANUSCRIPTS IN PREPARATION**

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**Brochu, P. M.**, Esses, V. M., & Maio, G. R. (2011). *The justification of discrimination in forced choice employment decisions.*

**Brochu, P. M.**, Garcia, D. M., Smith, H. J., & Esses, V. M. (2011). *Ironic effects of ambiguous weight stigmatization on the regulation of eating behavior.*

**RESEARCH REPORTS**

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**Brochu, P. M.** (2011). Prince Edward Island settlement strategy: A summary. In *Integration and Inclusion of Newcomers and Minorities in Canada.*

Esses, V. M., Tossutti, L., **Brochu, P.**, Kelly, P., & Medianu, S. (2011). *Annotated bibliography on the settlement of newcomers in Canada.* Prepared for Citizenship and Immigration Canada.

Esses, V., **Brochu, P.**, Camman, C., Raza, M., Bradford, N., Hamou, N. et al. (2010, May). *London & Middlesex Local Immigration Partnership Community Capacity and Needs Report.*

Abu-Ayyash, C., & **Brochu, P.** (2006, Summer). The uniqueness of the immigrant experience across Canada: A closer look at the region of Waterloo. *Our Diverse Cities*, 2, 20-26.

**Brochu, P.**, & Abu-Ayyash, C. (2006, Summer). Barriers and strategies for the recruitment and retention of immigrants in London, Ontario. *Our Diverse Cities*, 2, 27-30.

Abu-Ayyash, C., Maxwell-Smith, M., & **Brochu, P.** (2006, March). *Profiling Ottawa as a second tier immigration city in Ontario: How does Ottawa attract and retain newcomers?* Prepared for The Metropolis Project, Citizenship and Immigration Canada.

**Brochu, P.**, Abu-Ayyash, C., & Maxwell-Smith, M. (2006, March). *Profiling London as a second tier immigration city in Ontario: How does London attract and retain newcomers?* Prepared for The Metropolis Project, Citizenship and Immigration Canada.

Maxwell-Smith, M., **Brochu, P.**, & Abu-Ayyash, C. (2006, March). *Profiling Kitchener-Waterloo as an immigration destination city in Ontario: How does the Region of Waterloo attract and retain newcomers?* Prepared for The Metropolis Project, Citizenship and Immigration Canada.

**CONFERENCE PRESENTATIONS**

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\*denotes student

- Brochu, P. M.**, Dickson, K. R., & Esses, V. M. (2012, January). *Prejudice expression and confrontation: Are all negative attitudes toward social groups perceived as prejudice?* Poster to be presented at the 13th Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Brochu, P. M.**, & Esses, V. M. (2011, May). *The predictive value of belief in a just world, right wing authoritarianism, and social dominance orientation on weight bias.* Poster presented at the 23rd Annual Meeting of the Association for Psychological Science, Washington, DC.
- \*Kim, J., **Brochu, P. M.**, & Esses, V. M. (2011, May). *The interactive influence of weight and health information on immigrant admissibility decisions.* Poster presented at the 23rd Annual Meeting of the Association for Psychological Science, Washington, DC.
- Brochu, P. M.**, Esses, V. M., & Maio, G. R. (2011, January). *Discrimination is not dead: Systematic discrimination in forced choice employment decisions.* Poster presented at the 12<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Brochu, P. M.**, Esses, V. M., & Maio, G. R. (2010, June). *The power of justification: Systematic discrimination in forced-choice employment decisions.* Paper presented at the 8<sup>th</sup> Biennial Convention for the Society for the Psychological Study of Social Issues, New Orleans, LA.
- \*Shi, X., **Brochu, P. M.**, & Esses, V. M. (2010, June). *Who would go first? Understanding employment termination decisions from the aversive racism framework.* Poster presented at the 71<sup>st</sup> Canadian Psychological Association Annual Convention, Winnipeg, MB.
- Brochu, P. M.**, Garcia, D. M., \*Smith, H. J., & Esses, V. M. (2010, January). *When intentions fail: Ambiguous exclusion increases stigma-reinforcing eating behaviors among women with weight concerns.* Poster presented at the 11<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Brochu, P. M.**, Gawronski, B., Peters, K. R., Strack, F., & Esses, V. M. (2009, June). *Cognitive consistency and the relation between different forms of prejudice: A review of the integrative prejudice framework.* Paper presented at the European Association of Social Psychology Small Group Meeting on "Cognitive Consistency as an Integrative Concept in Social Cognition", Wertheim, Germany.
- \*Smith, H. J., Garcia, D. M., **Brochu, P. M.**, & Esses, V. M. (2009, June). *The ironic effects of ambiguous weight discrimination on eating behaviours in weight conscious individuals.* Poster presented at the 70<sup>th</sup> Canadian Psychological Association Annual Convention, Montreal, QC.

- Brochu, P. M.,** Esses, V. M., & Maio, G. R. (2009, May). *Between a rock and a hard place: The justification of prejudice*. Poster presented at the 21<sup>st</sup> Annual Convention of the Association for Psychological Science, San Francisco, CA.
- Brochu, P. M.** (2008, June). *Contemporary issues in the psychology of modern prejudice*. Symposium presented at the 69<sup>th</sup> Canadian Psychological Association Annual Convention, Halifax, NS.
- Brochu, P. M.,** & Esses, V. M. (2008, June). *Prejudice predicts the interpretation of ambiguously discriminatory medical policy*. Poster presented at the 7<sup>th</sup> Biennial Convention for the Society for the Psychological Study of Social Issues, Chicago, IL.
- Brochu, P. M.,** Esses, V. M., & Gawronski, B. (2008, June). *Understanding the relations between different forms of weight prejudice: The interplay of implicit evaluations, nonprejudicial goals, and perceived discrimination*. Paper presented at the 69<sup>th</sup> Canadian Psychological Association Annual Convention, Halifax, NS.
- Brochu, P. M.,** Esses, V. M., & Gawronski, B. (2008, May). *Understanding different forms of weight prejudice from the integrative prejudice framework*. Paper presented at the University of Waterloo-University of Western Ontario Social Psychology Conference, London, ON.
- Brochu, P. M.,** & Esses, V. M. (2008, February). *The utility of old-fashioned and modern weight prejudice scales in predicting reactions to potential weight discrimination*. Poster presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Gawronski, B., Peters, K. R., **Brochu, P. M.,** & Strack, F. (2008, February). *Cognitive consistency and the relation between different kinds of prejudice: Implications for prejudice reduction*. Paper presented at the 9<sup>th</sup> Annual Meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
- Brochu, P. M.,** & Esses, V. M. (2007, August). *Old-fashioned and modern weight prejudice: Scale development and validation*. Poster presented at the 115<sup>th</sup> American Psychological Association Annual Convention, San Francisco, CA.
- Brochu, P. M.,** & Esses, V. M. (2007, June). *What's in a name? The effects of the label 'fat' versus 'overweight' in weight bias research*. Poster presented at the 68<sup>th</sup> Canadian Psychological Association Annual Convention, Ottawa, ON.
- Brochu, P. M.,** Esses, V. M., & Gawronski, B. (2007, May). *Cognitive consistency in prejudice against the overweight: The interplay of implicit evaluations, egalitarian goals, and perceived discrimination*. Paper presented at the 79<sup>th</sup> Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Ellis, S. R., **Brochu, P. M.**, & Morrison, M. A. (2006, June). *Gay men's and lesbian women's body image self-consciousness during physical intimacy*. Poster presented at the 67<sup>th</sup> Canadian Psychological Association Annual Convention, Calgary, AB.

Ellis, S. R., **Brochu, P. M.**, & Morrison, M. (2006, June). *Predictors of confidence in sexual functioning in a sample of university men and women*. Poster presented at the 67<sup>th</sup> Canadian Psychological Association Annual Convention, Calgary, AB.

Harriman, R., Morrison, M., **Brochu, P.**, & Work, K. (2006, June). *Perceptions of the growing Canadian population: Stereotypes of overweight individuals*. Paper presented at the 67<sup>th</sup> Canadian Psychological Association Annual Convention, Calgary, AB.

Harriman, R., Morrison, M., **Brochu, P.**, & Work, K. (2006, June). *Contemporary cultural representations of gay men and lesbian women in Canada: A content examination*. Paper presented at the 67<sup>th</sup> Canadian Psychological Association Annual Convention, Calgary, AB.

Harriman, R., Morrison, M., **Brochu, P.**, & Work, K. (2006, June). *Cultural and personal endorsement of stereotypes directed toward Aboriginal men and women in a Canadian university sample*. Paper presented at the 67<sup>th</sup> Canadian Psychological Association Annual Convention, Calgary, AB.

**Brochu, P. M.**, Ellis, S. R., Morrison, M. A., Harriman, R. L., Morrison, T. G., & Bearden, A. G. (2005, June). *Men's and women's body consciousness during physical intimacy*. Poster presented at the 66<sup>th</sup> Canadian Psychological Association Annual Convention, Montreal, QC.

#### COURSE INSTRUCTOR

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Summer 2011	Introduction to Social Psychology (distance education) University of Western Ontario
Fall 2010	Psychology and Diversity King's University College at the University of Western Ontario
Fall 2008	Psychology of Prosocial and Antisocial Behaviour University of Western Ontario

#### MENTOR

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Honours Thesis Supervisor, University of Western Ontario

2010-2011	Jean Kim
2009-2010	Xiyu Shi
2008-2009	Krysten Milne
2008-2009	Jennifer Brewe (in conjunction with Dr. Victoria Esses)
2007-2008	Carolyn Falls

2007-2008 Heather Smith (in conjunction with Drs. Donna Garcia and Victoria Esses)  
 2006-2007 Jenna-Lynn Sullivan (in conjunction with Dr. Victoria Esses)

### TEACHING ASSISTANT

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Winter 2011, 2006; Introduction to Social Psychology  
 Fall 2007, 2005 University of Western Ontario

2009-2010; Introduction to Psychology  
 2006-2007; King's University College at the University of Western Ontario,  
 2004-2005 University of Western Ontario, University of Saskatchewan

Winter 2010 Psychology and Diversity  
 King's University College at the University of Western Ontario

2009-2010 Abnormal Psychology  
 King's University College at the University of Western Ontario

Winter 2009, 2008, Introduction to Social Psychology (distance education)  
 2007; Summer 2006 University of Western Ontario

Fall 2006; Psychology of Prosocial and Antisocial Behaviour  
 Winter 2006 University of Western Ontario

### PROFESSIONAL AFFILIATIONS

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2006-present Association for Psychological Science (APS)  
 2005-present Society for Personality and Social Psychology (SPSP)  
 2005-present Society for the Psychological Study of Social Issues (SPSSI)  
 2004-present Canadian Psychological Association (CPA)  
 2004-present American Psychological Association (APA)

### SERVICE

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2009-present Ad Hoc Reviewer, *Analyses of Social Issues and Public Policy*, *Canadian Journal of Behavioural Science*, *European Journal of Social Psychology*, *Journal of Social Issues*, *Social Psychological and Personality Science*  
 2009-present Convention Abstract Reviewer, Canadian Psychological Association  
 2009-2011 Honours Thesis Second Reader, University of Western Ontario, King's University College at the University of Western Ontario  
 2006-2010 Councilor, Department of Psychology  
 Society of Graduate Students, University of Western Ontario  
 2008-2010 Chair, Weight Issues Committee  
 RiSE-UP, Association for Psychological Science (APS)  
 2008-2009 Ph.D. Student Representative, Social Psychology Area Committee  
 University of Western Ontario

2007-2008 Member, Weight Issues Committee  
RiSE-UP, Association for Psychological Science (APS)  
2006-2008 Member, Equity Issues Committee  
Society of Graduate Students, University of Western Ontario  
2005-2008 Mass Testing Coordinator  
Social Psychology Area, University of Western Ontario  
2005-2008 Campus Representative, University of Western Ontario  
Canadian Psychological Association (CPA)  
2004-2005 University Life 101 Coach, University of Saskatchewan  
2004-2005 Treasurer, University of Saskatchewan Psychology Students' Society

**REFERENCES**

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Dr. John Dovidio  
Yale University  
203-432-4533  
john.dovidio@yale.edu

Dr. Victoria Esses  
University of Western Ontario  
519-661-2111 ext. 84650  
vesses@uwo.ca

Dr. Bertram Gawronski  
University of Western Ontario  
519-661-2111 ext. 87672  
bgawrons@uwo.ca

Dr. Donna Garcia  
California State University, San Bernardino  
909-537-3893  
dmgarcia@csusb.edu

Dr. Melanie Morrison  
University of Saskatchewan  
306-966-2564  
melanie.morrison@usask.ca