

# Paolo Aldrin Palma

Department of Psychology, Toronto Metropolitan University  
Toronto, ON, Canada

✉ paolo.palma@torontomu.ca

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## ACADEMIC & RESEARCH POSITIONS

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- 2022 – ongoing      **Postdoctoral Fellow**, HIV Prevention Lab,  
Toronto Metropolitan University, Toronto, ON
- 2020 – 2022        **Survey Researcher & Data Analyst**, Policy Research Group  
Canadian Heritage, Government of Canada, Gatineau, QC
- 2020                **Course Instructor**, Department of Psychology  
University of Western Ontario, London, ON
- 2019 – 2020        **Research Fellow**, Visier Research Program  
Visier, Inc., Vancouver, BC
- 2016, 2018 – 2019   **Research Analyst (Contract)**  
London & Middlesex Local Immigration Partnership, London, ON

## EDUCATION

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- 2023 (expected)    **PhD** Social Psychology, Migration & Ethnic Relations  
University of Western Ontario, London, ON
- 2017                **MSc** Social Psychology, Migration & Ethnic Relations  
University of Western Ontario, London, ON
- 2014                **BSc** Psychology  
University of Toronto, Toronto, ON

## **PUBLICATIONS**

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(† = equal authorship)

### **Refereed Journals**

**Palma, P. A.**, Sinclair, V. M., & Esses, V. M. (2020). Facts versus Feelings: Objective and subjective experiences of diversity differentially impact attitudes toward the European Union. *Group Processes & Intergroup Relations*. <https://doi.org/10.1177/1368430219854805>

Balakrishnan, A.<sup>†</sup>, **Palma, P. A.**<sup>†</sup>, Patenaude, J.<sup>†</sup>, & Campbell, L. (2017). A 4-study replication of the moderating effects of greed on socioeconomic status and unethical behaviour. *Scientific Data*, 4, 160120. <https://doi.org/10.1038/sdata.2016.120>

### **Under Review**

Skakoon-Sparling, S., **Palma, P.A.**, Zahran, A., Hart, T. A., Moore, D.M., Cox, J., Lachowsky, N. J., Dvorakova, M., Daroya, E., & Grace, D. (Revise & Resubmit). Loneliness and the Sexual Health of Sexual Minority Men in the Context of the COVID-19 Pandemic.

### **In Preparation**

**Palma, P. A.**, Skakoon-Sparling, S., Grace, D., Kinckle, S., Lachowsky, N. J., Cox, J., Moore, D. M., Lambert, G., Jollimore, J., & Hart, T. A. Relationship racism predicts greater community identification but lower engagement among sexual minority men. [Data analyzed, manuscript in preparation]

**Palma, P. A.**, Zandi, R., Skakoon-Sparling, S., Gervais, J., Lachowsky, N. J., Cox, J., Moore, D. M., Lambert, G., Grace, D., Dvorakova, M., Jollimore, J., & Hart, T. A. Disparities in healthcare and PrEP access among newcomer sexual minority men in Canada. [Data analyzed, manuscript in preparation]

McArthur, A., **Palma, P. A.**, Esses, V. M. Race and nationality shape perceptions of housing investors in Vancouver and Toronto [Data analyzed, manuscript in preparation]

## PRESENTATIONS

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(\* = supervised trainee; † = co-presenter)

### Talks & Symposia

Zandi, R.\*†, **Palma, P. A.**†, Skakoon-Sparling, S., Gervais, J., Lachowsky, N. J., Cox, J., Moore, D. M., Lambert, G., Grace, D., Dvorakova, M., Jollimore, J., & Hart, T. (2023, April). *Healthcare access and PrEP Uptake Among Immigrant Gay, Bisexual, and Other Men who Have Sex With Men (GBM) in Canada's three largest cities* [Conference session]. Canadian Association for HIV Research, Quebec, QC, Canada.

**Maynard, R.**\*, Berlin, G., Palma, P. A., Skakoon-Sparling, S., Elkington, N., Grace, D., Lachowsky, N. J., Moore, D. M., Lambert, G., Cox, J., Jollimore, J., Parlette, A., Lal, A., Dvorakova, M., Daroya, E., & Hart, T. A. (2023, April). *Associations of Psychological Distress, Sexual Compulsivity, and Escape Motives with Group Chemsex and Condomless Anal Sex Among Gay, Bisexual, and Other Men Who Have Sex With Men (GBM)* [Conference session]. Canadian Association for HIV Research, Quebec, QC, Canada.

**Palma, P. A.** (2020, June, Chair). Applying psychology to policy and vice versa: Insights from immigration research. Speakers: Kevin Carriere, Darren Agboh, and Paolo Palma. Symposium conducted at the 2020 Annual Meeting of the Society for the Psychological Study of Social Issues, Denver, CO, United States (Conference canceled due to COVID-19 pandemic)

**Palma, P. A.**, & Haan, M. (2020, June). *Using Policy to Inform Research on Migration Behavior and Divorce* [Conference Session]. Society for Psychological Study of Social Issues, Denver, CO, United States. States (Conference canceled due to COVID-19 pandemic).

**Palma, P. A.**, Zhao, Y.\*, & Esses, V. M. (2019, June). *Does location matter? Attitudes towards refugees as a function of race and where refugee claims are made* [Data Blitz] The Weary Symposium on Diversity and Social Identity, Columbus, OH, United States.

**Palma, P. A., & Esses, V. M.** (2017, June). *Hyphenated identities: Implications of race and nationality on people's attitudes and stereotypes* [Data Blitz]. Canadian Psychological Association, Toronto, ON, Canada.

**Palma, P. A., Sinclair, V. M., & Esses, V. M.** (2017). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Conference session]. Western-Waterloo-Wilfrid Laurier Conference, London, ON, Canada.

**Palma, P. A., Balakrishnan, A., Patenaude, J., & Campbell, L.** (2016). *Greed and unethical behaviour: A replication study* [Panel Presentation]. Western Research Forum, London, ON, Canada.

### **Poster Presentations**

**Palma, P. A., & Esses, V. M.** (2022, February). *Economics or Xenophobia? Economic and Diversity Attitudes Predict Distinct Preferences for Immigrants by Race and Migrant Class* [Poster and Video Presentation]. Society for Personality and Social Psychology, San Francisco, CA.

**Palma, P. A., & Dennehy, T. C.,** (2021, August). *Do past experiences of discrimination affect perceptions of microaggressions?* [Poster and Video Presentation]. Society for the Psychological Study of Social Issues, Online.

**Palma, P. A., & Esses, V. M.** (2020, February). *"Positive" Attitudes toward Immigration: Cosmopolitanism, Economic Utility, and Mobility as Distinct Facets of Pro-immigration Attitudes* [Poster Presentation]. Society for Personality and Social Psychology, New Orleans, LA.

**Palma, P. A., & Haan, M.** (2019, October). *Absence may (not) make the heart grow fonder: Investigating marital non-cohabitation and divorce in Canada's immigrant population* [Poster Presentation]. Pathways to Prosperity 2019 National Conference, Toronto, ON, Canada.

**Palma, P. A., Sinclair, V. M., & Esses, V. M.** (2018, March). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Poster Presentation].

Society for Personality and Social Psychology, Atlanta, GA. Retrieve from <https://osf.io/95ta7/>

**Palma, P. A., & Esses, V. M.** (2017, June). *Foreigner in their own land: How experiences of ethnic discrimination affects Asian Americans' and Asian Canadians' attitudes towards immigration* [Poster Presentation]. Canadian Psychological Association, Toronto, ON, Canada.

**Palma, P. A., & Esses, V. M.** (2017, January). *Attitudes and Perceptions of Groups at the Intersect of Race and Immigrant Status* [Poster Presentation]. Society for Personality and Social Psychology, San Antonio, TX. Retrieve from <https://osf.io/zwvt8/>

## **KNOWLEDGE TRANSLATION & COMMUNITY OUTREACH**

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### **Presentations and Workshops**

**Palma, P. A.** (2023) *Relationship racism and group identification among sexual minority men of colour*. Engage National Team Meeting at the Canadian Association for HIV Research, Quebec, QC, Canada.

**Palma, P. A.** (2023). *Experiences of Discrimination Among GBM People of Colour*. Breakout session for Engage Toronto CEC Meeting, Toronto, ON, Canada.

**Palma, P. A.** (2020). *The Business Case for Diversity*. Workshop presented for Visier, Inc., Vancouver, BC, Canada.

**Palma, P. A.** (2019). *Global Diversity Practices*. Workshop presented for Visier, Inc., Vancouver, BC, Canada.

Deng, D., Field, E., Meetun, C., & **Palma, P. A.** (2017). *Myth vs Reality: Canada's Refugee Program*. Workshop presented for the Network for Inclusive Communities and London Public Library, London, ON, Canada.

- Four workshops conducted January – March 2017

### **White Papers & Other Reports**

**Palma, P. A. & Zenger, N.** (2020). *The Promises and Pitfalls of Corporate Diversity Initiatives*. Report written for Visier, Inc., Vancouver, BC, Canada. Retrieved from <https://www.visier.com/lp/corporate-diversity-initiatives/>

**Palma, P. A. & Zenger, N.** (2020). *Global Diversity: Understanding How People Define Diversity and How to Measure It*. Report written for Visier, Inc., Vancouver, BC, Canada.

**Palma, P. A.<sup>†</sup>, Balakrishnan, A.<sup>†</sup>, Esses, V.M., Hussein, H., Eldik, L., & Walsh, C.** (2019). *London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP*. Report written for the City of London. Retrieved from <https://london.ca/sites/default/files/2020-12/Capacity%20and%20Inventory%20Report.pdf>

Currie-Patterson, N., Le, T. H. A., **Palma, P. A.**, & Sinclair, V. M. (2018). Value of residential care: Review and strategies to advocate for better wages for PHSS. Report written for Participation House Support Services, London, ON, Canada. Retrieved from <https://ir.lib.uwo.ca/se-ccel/17/>

Balakrishnan, A.<sup>†</sup>, **Palma, P. A.<sup>†</sup>**, Esses, V.M., Hussein, H., & Walsh, C. (2016). *London and Middlesex Local Immigration Partnership: Community capacity and perceptions of the LMLIP*. Report written for the City of London. <https://london.ca/sites/default/files/2020-10/EngCommunityCapacity.pdf>

## **TEACHING EXPERIENCE**

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### **University of Western Ontario**

#### **Course Instructor**

Attitudes and Attitude Change (Winter 2020, Summer 2020)

#### **Tutorial or Laboratory Instructor**

Social Psychology (Fall 2017)

Introduction to Research Methods (Full Year 2015-16)

#### **Teaching Assistant**

Psychology of Gender (Fall 2020)  
Prosocial and Antisocial Behaviour (Fall 2019)  
Introduction to Psychology (Winter 2017, Winter 2019)

**King's University College at Western**

**Teaching Assistant**

Psychology of Prejudice (Winter 2019)  
Introduction to Psychology (Full Year 2018-19)

**Guest Lecture**

**Social Psychology**, University of Western Ontario (Summer 2018)  
Topic: Intergroup Relations in Diverse Societies

**MENTORSHIP & SUPERVISION**

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(includes supervision of projects lead / initiated by post baccalaureate trainees)

**Toronto Metropolitan University**

2022 – 2023 **Kinchlea, S.** (w/ T. Hart), Independent Project Student  
**Maynard, R.** (w/ T. Hart & G. Berlin), Research Assistant  
**Sanchez Corte, M.** (w/ T. Hart), Thesis Student  
**Zandi, R.** (w/ T. Hart), Research Associate

**University of Western Ontario**

2019 – 2020 **McArthur, A.** (w/ V. Esses), Independent Project Student  
**Zhao, Y.** (w/ V. Esses), Independent Project Student

2018 – 2019 **Zhao, Y.** (w/ V. Esses), Independent Project Student

**FELLOWSHIPS, GRANTS, & AWARDS**

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**Fellowships**

2017 – 2021 **SSHRC Doctoral Fellowship** (\$80,000 CAD)  
Social Science and Humanities Research Council

2016 – 2017 **SSHRC Joseph Armand Bombardier CGS-M** (\$17,500 CAD)

Social Science and Humanities Research Council

**External Grants and Awards**

- 2019      **Mitacs Accelerate** (\$13,000 CAD)  
Mitacs
- 2018      **Diversity Fund Graduate Travel Award** (\$500 USD)  
Society for Personality and Social Psychology
- 2018      **Graduate Travel Award**, (\$500 USD)  
Society for Personality and Social Psychology

**Internal Grants and Awards**

- 2019      **Graduate Research Award Fund** (\$180 CAD)  
Faculty of Social Science, University of Western Ontario  
Applicant: Paolo Palma
- 2017      **Academic Joint Fund** (\$270 CAD)  
Society of Graduate Students, University of Western Ontario  
Co-applicants: Paolo Palma, Joshua Patenaude
- 2017      **Graduate Research Award Fund** (\$750 CAD)  
Faculty of Social Science, University of Western Ontario  
Applicant: Paolo Palma
- 2016      **Academic Joint Fund** (\$1,000 CAD)  
Society of Graduate Students, University of Western Ontario  
Co-applicants: Natalie Iciaszczyk, Awish Aslam, Diyin Deng, Paolo Palma

**SERVICE**

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**Ad-hoc Reviewer**

- Analysis of Social Issues and Public Policy  
Current Psychology  
Group Processes and Intergroup Relations



Journal of Social and Political Psychology  
Social and Personality Psychology Compass  
Translational Issues in Psychological Science  
Trends in Psychology

**Organized Conferences & Events**

- 2017 Western-Waterloo-Wilfrid Laurier Graduate Student Conference,  
London, ON
- 2016 Migration and Ethnic Relations Graduate Student Conference,  
London ON

**Departmental Service (University of Western Ontario)**

- 2018 – 2021 Lab Coordinator, Social, Personality and Developmental Psychology  
Cluster
- 2018 – 2019 Colloquium Committee, Department of Psychology
- 2017 – 2020 Graduate Affairs Committee, Department of Psychology
- 2015 – 2019 Councillor, Society of Graduate Students