

BLACK

HISTORY

MONTH

In honour of Black History Month, each week of February the **Psychology EDI Events team** will highlight a Black psychologist whose work focuses on EDI related issues.

RESEARCHER OF THE WEEK



DR. HELEN OFOSU

BACKGROUND

Dr. Ofosu earned her PhD in **Industrial-Organizational Psychology** from Carleton. With over 20 years of experience in applied psychology, she has worked in both public & private sectors, and is also a trusted career coach & founder of **I/O Advisory Services**.

NOTABLE PUBLICATION

How to Be Resilient in Your Career: Facing Up to Barriers at Work. (2023)

BIO

Dr. Helen Ofosu is a Canadian Industrial-Organizational Psychologist and HR Consultant. Her work bridges the gap between psychology and business, focusing on how organizations can create more **equitable work environments**. She is known for her evidence-based approach to HR consulting, emphasizing fair hiring practices, career advancement strategies, and workplace well-being. Her research and professional contributions extend to issues of **racial equity**, **bias in hiring**, and the psychological impact of **workplace culture**.

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RESEARCHER OF THE WEEK



DR. INEZ BEVERLY PROSSER

1895 – 1934

BACKGROUND

After graduating from the University of Cincinnati in 1933, Prosser became one of the **first Black women** to receive a PhD in Psychology. She was a decorated **scholar and educator**, excelling despite rampant racial discrimination from her white colleagues.

NOTABLE PUBLICATION

Non-academic development of Negro (Black) children in mixed and segregated schools (1933)

BIO

Dr. Prosser is recognized by APA as the **first Black female** psychologist. Although her studies were labelled controversial for challenging the prevailing racial biases of society, she remained dedicated to the development of **Black students**. Her most influential work investigated self esteem of African-American middle-school children in segregated and mixed schools compared to their white counterparts, concluding that Black students attending mixed schooling suffered greater feelings of inferiority. These findings reinforced the importance of equality in education & highlighted the **effects of racism** in forming Black identity.

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RESEARCHER OF THE WEEK



DR. JANET HELMS

BACKGROUND

Dr. Helms is a professor of **Counselling Psychology** at Boston College. In 2006, she received the APA's Award of Distinguished Contributors to Education & Training in Psychology.

NOTABLE PUBLICATION

A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life. (1992)

BIO

Janet E. Helms is a trailblazer in publishing literature related to **racial identity & cultural influences**. Her current studies are focused on intersectionality, combining womanist & racial identity theories through a **multicultural lens**. Her research has found correlations between race and stress reaction, performance on standardized tests, & supervisor/supervisee experiences. She is devoted to ending racial bias and discrimination, particularly shedding light on how one's race, culture, and gender can influence personality and counselling methods.

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RESEARCHER OF THE WEEK



DR. JENNIFER RICHESON

BACKGROUND

Dr. Richeson is an American **social psychologist**. As of 2021, Richeson is part of the Presidents' Council of Advisors on Science and Technology. She currently works as a psychology professor at **Yale University**, and manages the **Social Perception and Communication Lab**.

NOTABLE PUBLICATION

Toward an understanding of structural racism: Implications for criminal justice (2021)

BIO

Dr. Richeson's teaching & research focus on the formations, interactions, and understanding of **racial identities** and **diversity**. Utilizing methodologies from psychology & neuroscience, Dr. Richeson focuses on the psychological phenomena of cultural diversity, and the influences of perceived race, social behaviors and social status. She currently studies societal **inequality & injustice** in a racial context, calling out the embedded racial bias in the criminal justice system. Through these investigations of racial injustice, societal inequality and discrimination, she aims to create **culturally diverse environments**.

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RESEARCHER OF THE WEEK



DR. KEVIN COKLEY

BACKGROUND

Dr. Cokley earned his Ph.D. in **Counselling Psychology** from Georgia State University. He is currently a professor in the Department of Psychology at the **University of Michigan**, and also serves as Director of the **African American Racial Identity & Social Justice Lab**.

NOTABLE PUBLICATION

The Myth of Black Anti-Intellectualism: A True Psychology of African American Students. (2022)

BIO

As a leading scholar in Black psychology and multicultural issues, Dr. Cokley has published extensively on **racial disparities** in education, mental health stigma in Black communities, & the psychological effects of systemic racism. His research challenges traditional narratives about race and intelligence, advocating for a more **inclusive & culturally responsive** approach to psychology & education. He is also a public speaker & thought leader, frequently contributing to race, identity, and social justice discussions. His insights have been featured in major media outlets, and he actively works to bridge the gap between research and real-world policy changes.

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RESEARCHER OF THE WEEK



DR. KIMBERLY MARTIN

BACKGROUND

Dr. Kimberly is currently a postdoctoral associate at Yale in Psychology. She completed her Ph.D. in **Social Psychology** at UCLA, and then held a prestigious position as a University of California President's Postdoctoral Scholar.

NOTABLE PUBLICATION

You can't dismantle what you don't recognize: The effect of learning critical Black history in healthcare on perspective-taking (2024)

BIO

Dr. Kimberly Martin is an American social psychologist, educator, & health equity researcher who aims to fight social injustice & promote equity, belonging & inclusivity in her work. Her research uses quantitative & qualitative methods to understand the **impact of prejudice** and the importance of history to the lived experiences of minoritized people. Her current research investigates the experiences of **Black Americans in the healthcare system**. She also explores how to increase the recognition of & support for **dismantling racism**.