

WILLIAM R. FREY

Curriculum Vitae

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EDUCATION

2018 – Present	Columbia University Dissertation Committee:	PhD, School of Social Work • <i>Race & Technology</i> Courtney D. Cogburn (chair), Rob Eschmann, Nkemka Anyiwo, Jessie Daniels, & J. Nathan Matias
	Dissertation Title:	Conceptual and Empirical Examinations of White Internet Practices and Media Use: A Community Research Collaboration with r/BlackPeopleTwitter
2014	University of Michigan	MSW, School of Social Work • <i>Community Organization</i>
2011	University of Michigan	BA, Psychology

PEER-REVIEWED PUBLICATIONS

- Allen, C. A., Raza, M., **Frey, W. R.**, Washington, D. M., Ross, S., Bailenson, J., & Cogburn, C. D. (in press). Immersive Virtual Experiences for Fostering Structural Competence among white Students and non-Black Students of color. *Proceedings of The 8th International Conference on Artificial Intelligence and Virtual Reality (AIVR 2024)*, Fukuoka, Japan.
- Cogburn, C. D., Allen, C. A., **Frey, W. R.**, Filippone, P., Brown, B. R., & Witte, S. (2022). The Racial Projects of White Social Work Students. *Advances in Social Work*, 22(2), 574-604. DOI: [10.18060/25023](https://doi.org/10.18060/25023)
- Frey, W. R.**, Ward., L. M., Weiss, A., & Cogburn, C. D. (2022). Digital White Racial Socialization: Social Media and the Case of Whiteness. *Journal of Research on Adolescence, Special Issue: "Oppression is as American as Apple Pie": Learning About and Confronting Whiteness, Privilege, and Oppression*, 32(3), 919-937. DOI: [10.1111/jora.12775](https://doi.org/10.1111/jora.12775) (98th percentile altmetric score)
- Frey, W. R.**, Mann, N., Boling, A., Jordan, P., Lowe, K. N., & Witte, S. S. (2021). Uprooting (our) whiteness. *Advances in Social Work*, 21(2/3), 954–977. DOI: [10.18060/24140](https://doi.org/10.18060/24140)
- Hwang, A., **Frey, W. R.**, & McKeown, K. (2020, December). Towards Augmenting Lexical Resources for Slang and African American English. In *Proceedings of the 7th Workshop on NLP for Similar Languages, Varieties and Dialects* (pp. 160-172). PDF: [here](#)
- Patton, D. U., Stevens, R., Smith Lee, J. R., Eya, G.-C., & **Frey, W.** (2020). You Set Me Up: Gendered Perceptions of Twitter Communication Among Black Chicago Youth. *Social Media + Society*. DOI: [10.1177/2056305120913877](https://doi.org/10.1177/2056305120913877)
- Patton, D. U., **Frey, W. R.**, McGregor, K. A., Lee, F. T., McKeown, K., & Moss, E. (2020, February). Contextual Analysis of Social Media: The Promise and Challenge of Eliciting Context in Social Media Posts with Natural Language Processing. In *Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society* (pp. 337-342). DOI: [10.1145/3375627.3375841](https://doi.org/10.1145/3375627.3375841)
- Patton, D. U., Blandfort, P., **Frey, W. R.**, Schifanella, R., McGregor, K., & Chang, S. F. U. (2020). VATAS: An Open-Source Web Platform for Visual and Textual Analysis of Social Media. *Journal of the Society for*

Social Work and Research, 11(1). DOI: [10.1086/707667](https://doi.org/10.1086/707667)

Patton, D. U., **Frey, W. R.**, & Gaskell, M. (2019). Guns on social media: Complex interpretations of gun images posted by Chicago youth. *Palgrave Communications*. DOI: [10.1057/s41599-019-0330-x](https://doi.org/10.1057/s41599-019-0330-x)

Patton, D. U., Pyrooz, D., Decker, S., **Frey, W. R.**, & Leonard, P. (2019). When Twitter Fingers Turn to Trigger Fingers: a Qualitative Study of Social Media-Related Gang Violence. *International Journal of Bullying Prevention*, 1-13. DOI: [10.1007/s42380-019-00014-w](https://doi.org/10.1007/s42380-019-00014-w)

Blandfort, P., Patton, D. U., **Frey, W. R.**, Karaman, S., Bhargava, S., Lee, F.-T., Varia, S., Kedzie, C., Gaskell, M. B., Schifanella, R., McKeown, K., & Chang, S.-F. (2019). Multimodal Social Media Analysis for Gang Violence Prevention. *Proceedings of the International AAAI Conference on Web and Social Media*, 13(01), 114-124. Retrieved from [here](#)

Patton, D., Blandfort, P., **Frey, W.**, Gaskell, M., & Karaman, S. (2019, January). Annotating social media data from vulnerable populations: Evaluating disagreement between domain experts and graduate student annotators. In *Proceedings of the 52nd Hawaii International Conference on System Sciences*. DOI: [10.24251/HICSS.2019.260](https://doi.org/10.24251/HICSS.2019.260)

Chang, S., Zhong, R., Adams, E., Lee, F.-T., Varia, S., Patton, D., **Frey, W.**, Kedzie, C., & McKeown, K. (2018). Detecting Gang-Involved Escalation on Social Media Using Context. In *Proceedings of the 2018 Conference on Empirical Methods in Natural Language Processing* (pp. 46-56). DOI: [10.18653/v1/D18-1005](https://doi.org/10.18653/v1/D18-1005) (10% acceptance rate)

Frey, W. R. (2018). Humanizing Digital Mental Health through Social Media: Centering Experiences of Gang-Involved Youth Exposed to High Rates of Violence. *Biomedical Informatics Insights*. DOI: [10.1177/1178222618797076](https://doi.org/10.1177/1178222618797076)

Frey, W. R., Patton, D. U., Gaskell, M. B., & McGregor, K. A. (2020). Artificial Intelligence and Inclusion: Formerly Gang-Involved Youth as Domain Experts for Analyzing Unstructured Twitter Data. *Social Science Computer Review*, 38(1), 42–56. DOI: [10.1177/0894439318788314](https://doi.org/10.1177/0894439318788314) (97th percentile altmetric score)

Patton, D. U., Rambow, O., Auerbach, J., Li, K., & **Frey, W.** (2018). Expressions of loss predict aggressive comments on Twitter among gang-involved youth in Chicago. *npj Digital Medicine*, 1(1). DOI: [10.1038/s41746-018-0020-x](https://doi.org/10.1038/s41746-018-0020-x)

WORKING PAPERS

Frey, W. R. (under review). Normative White Social Media Practices: A Community Collaboration on Reddit. *Submitted to Social Media + Society*.

Frey, W. R. & Gray, K. L. (forthcoming). “Play wit ya mama, not me”: The distillation of Blackness and generative ai. In *Connective AI: Technology, Play, and Democracy* (edited by Zizi Papacharissi), Routledge.

WORKS IN PROGRESS

Frey, W. R. & Guz, S. Racial Boundary-Making Amongst White Social Work Graduate Students. *Submitting to Sociology of Race and Ethnicity (SRE)*.

Guz, S., **Frey, W. R.**, Warr, T., & Mann, N. Uprooting Whiteness in Social Work.

BOOK CHAPTERS

Frey, W. R. (2023). Everyday Whiteness and the Failure of the Private Life. In *Social Work, White Supremacy, and Racial Justice: Reckoning with Our History, Interrogating Our Present, Reimagining Our Future*, 243-253. DOI: [10.1093/oso/9780197641422.003.0013](https://doi.org/10.1093/oso/9780197641422.003.0013)

BOOK REVIEWS

Frey, W. R. (2022). Edited by Sonia Tascón & Jim Ife, Disrupting Whiteness in Social Work. *Journal of Social Work*. DOI: [10.1177/14680173221140455](https://doi.org/10.1177/14680173221140455)

Frey, W. R. (2020). Robin DiAngelo, White fragility: Why it's so hard for white people to talk about racism. *Journal of Social Work*, 20(1), 123-125. DOI: [10.1177/1468017319868330](https://doi.org/10.1177/1468017319868330)

AWARDS

- | | |
|-------------|---|
| 2024 | Excellence in Academic Advising Award • Sophomore Advising (\$500)
Advising Programs Office, Harvard College, Cambridge, MA |
| 2019 | Abstract of Distinction for Artificial Intelligence and Inclusion
Society for Prevention Research's (SPR) 27 th Annual Meeting, San Francisco, CA
(<i>awarded to 5% of 400+ abstracts</i>) |
| 2019 | Doctoral Consortium Travel Award (€800)
3 rd European Symposium on Societal Challenges in Computational Social Science
GESIS Leibniz Institute for the Social Sciences, Zurich, Switzerland |
| 2019 | Early Career Preventionists Network (ECPN) Travel Award (\$250)
Society for Prevention Research's (SPR) 27 th Annual Meeting, San Francisco, CA |
| 2019 – 2020 | Willma and Albert Musher Scholarship
School of Social Work, Columbia University, New York, NY |
| 2018 – 2020 | Sheila B. Kamerman Scholarship
School of Social Work, Columbia University, New York, NY |
| 2018 – 2019 | Alfred J. Kahn Doctoral Fellowship
School of Social Work, Columbia University, New York, NY |
| 2017 | TED Resident • Delivered TED Talk (November 2017)
TED Conferences, New York, NY
(<i>10% acceptance rate</i>) |
| 2013 – 2014 | Dean's Scholarship (\$24,000)
School of Social Work, University of Michigan, Ann Arbor, MI |
| 2011 | Patricia Gurin Certificate of Merit in Intergroup Relations
Program on Intergroup Relations, University of Michigan, Ann Arbor, MI |
| 2011 | Social Justice Cord for Voluntary Service & Activism
Edward Ginsberg Center, University of Michigan, Ann Arbor, MI |

GRANTS

- 2023 – 2024 Principal Investigator • CSSW Doctoral Research Grant
Doing Race Online: Community Collaborative Studies on Social Media
School of Social Work, Columbia University, \$1,500
- 2022 – 2023 Principal Investigator • CSSW Doctoral Research Grant
Longitudinal Study of White Participation in a Digital Black Community
School of Social Work, Columbia University), \$375
- 2020 – 2021 Co-Principal Investigator • Anti-Racism Seed Grant (Co-PI: Dr. Susan S. Witte)
Evaluation and Training to Expand the Space for Uprooting Whiteness
Office of the Vice Provost for Faculty Advancement, Columbia University, \$10,000
- 2017 – 2018 Collaborator • Magic Grant (PIs: Drs. Desmond Patton & Kathleen McKeown)
The Brown Institute for Media Innovation, Columbia University, \$20,000

INVITED PRESENTATIONS

- Frey, W. R.** (2024, October). *On Being Otherwise*. Challenging Norms: Uplifting Anti-Racist Work to Transform the Landscape of Medical Education - 2nd Annual Conference. Emerging Scholars Keynote Presentation (Virtual), New York, NY, USA.
- Frey, W. R.** (2024, May). *Interrogating Whiteness*. Rhetorics of Race and Identity. (Professor: Dr. Aparajita Bhandari), University of Waterloo. Lecture (Virtual), Waterloo, Ontario, Canada.
- Frey, W. R.** (2024, April). “I’m a white ally...I guess?”: Digital Participation and Qualifications of ‘White Allies’. Doctoral Seminar Series, Columbia University School of Social Work. Lecture (Virtual), New York, NY, USA.
- Frey, W. R.** (2024, March). *Elite Deviance and Whiteness*. Social Deviance and Taboos. (Professor: Jackie Cosse), New York University. Lecture (Virtual), New York, NY, USA.
- Frey, W. R.** (2024, March). “*I Know This Space Isn’t For Me, But...*”: *Digital Participation and Qualification of ‘White Allies’*. Big Tent Meeting, Citizens and Technology Lab, Cornell University. Virtual Presentation. Ithaca, New York.
- Frey, W. R.** (2024, February). *Social Work and Whiteness*. Reflexive Social Work. (Professor: Dr. Ariel M. Richer), University of Utah. Lecture (Virtual), Salt Lake City, UT, USA.
- Frey, W. R.** (2023, October). *Digital White Racial Socialization*. HBSE (Professor: Dr. Courtney D. Cogburn), Columbia University. Virtual. New York, NY, USA.
- Frey, W. R.** (2023, April). *Digital Discourses of White Allyhood: A Community Collaboration on Reddit*. Senior Common Room Lunch, Adams House, Harvard University. Cambridge, Massachusetts.
- Frey, W. R.** (2023, March). *Digital White Racial Socialization*. Developmental Psychology (Professor: Dr. Jamie Abaied), University of Vermont. Virtual. Burlington, VT.
- Frey, W. R.** (2022, October). *Whiteness in Digital Spaces: A Community Collaboration with r/BlackPeopleTwitter*. Big Tent Meeting, Citizens and Technology Lab, Cornell University. Virtual Presentation. Ithaca, New York.
- Allen, C. A. & **Frey, W. R.** (2022, September). *Race, Tech, & Mental Health*. HBSE (Professor: Dr. Courtney D.

- Cogburn), Columbia University. Virtual Q&A. New York, NY, USA.
- Frey, W. R.** (2021, April). *Calling All the White Men*. Showing Up for Racial Justice (SURJ). Virtual Panel. Des Moines, Iowa, USA.
- Frey, W. R.** & Witte, S. (2021, February). *Space for Uprooting Whiteness*. Anti-Racism Curriculum Summit, Columbia University's Vagelos College of Physicians and Surgeons. Virtual Poster Presentation. New York, NY, USA.
- Frey, W. R.** (2020, December). *Artificial Intelligence, Community Experts, and Ex/Inclusion*. Public Sphere Research Summit, hosted by CAT Lab at Cornell University, Center for Information, Technology and Public Life at UNC—Chapel Hill, and Civic Signals. Lightning Talk (Online).
- Frey, W. R.** (2020, October). *Practices of Positioning while Researching*. Research Methods (Professor: Dr. Doris Chang), New York University. Lecture (Online), New York, NY, USA.
- Washington, D. & **Frey, W. R.** (2020, July). *How To Be An Anti-Racist!* Touro Law School. Online Panel & Discussion, New York, NY, USA.
- Daniels, J., **Frey, W. R.**, Nkonde, M., Stovall, N., & Sloane, M. (2020, February). *Co-Opting AI: Whiteness*. Institute for Public Knowledge Event Series, New York University. Discussant, New York, NY, USA.
- Frey, W. R.** (2020, February). *Whiteness, Intimacy, and Everyday Antiracism*. Diversity, Race, Oppression, and Privilege (Professor: Dr. Ifrah Mahamud Magan), New York University. Lecture, New York, NY, USA.
- Frey, W. R.** (2019, October). *Digital Footprints: Artificial Intelligence, Surveillance, and Social Media Interpretation*. Justice Ambassadors Youth Council, Columbia University's Center for Justice. Oral Presentation, New York, NY, USA.
- Frey, W. R.** (2019, June). *Participatory research and involving non-traditional domain experts in computational social science research*. Summer Institute in Computational Social Science at Princeton University. Oral Presentation, Princeton, NJ, USA.
- Frey, W. R.** (2019, April). *Contextual analysis of social media informing artificial intelligence*. Global Language Justice in the Digital Sphere: Theory and Practice (Professor: Dr. Isabelle Zaugg), Columbia University's Institute for Comparative Literature and Society. Lecture. New York, NY, USA.
- Frey, W. R.** (2019, February). *13th on the 13th - Film screening and panel discussion*. New York University Silver School of Social Work/Evolving Justice. Panel Presentation (Convened by Dr. Kirk A. James; Co-panelists: Greene, C. & Morgan-Mullane, A.). New York, NY, USA.
- Frey, W. R.** (2018, June). *I Am Not Your Negro - Screening and discussion*. New York University Silver School of Social Work/Evolving Justice. Panel Presentation (Convened by Dr. Kirk A. James; Co panelists: Morgan-Mullane, A., Mualimm-ak, F., & Smyth, J.). New York, NY, USA.
- Frey, W. R.** (2018, May). *#BeyondTheBullets: the complexities and challenges of social media*. 8th Meeting of the Caribbean Basin Security Initiative Technical Working Group. Oral Presentation. Frigate Bay, St Kitts & Nevis.
- Frey, W. R.** (2018, March). *Violence on the digital street*. Global Language Justice in the Digital Sphere: Theory and Practice (Professor: Dr. Isabelle Zaugg), Columbia University's Institute for Comparative Literature and Society. Lecture. New York, NY, USA.
- Frey, W. R.** (2018, January). *Voices and silences: critical digestion of whiteness, donald trump, and the state of*

the union. Advocacy in Social Work Practice: Changing Organizations and Communities, Influencing Social Policies and Political Processes (Professor: Dr. Desmond U. Patton), Columbia University School of Social Work. Lecture. New York, NY, USA.

Frey, W. R. (2017, August). *Beyond the bullets: complexities and ethical challenges of interpreting social media posts*. Innovation & Strategies for Digital Interventions in Mental Health Conference. Workshop. Westminster, London, England.

Frey, W. R. (2017, June). *How do you use social media in prevention research?* Society for Prevention Research 25th Annual Meeting. Oral Presentation. Washington, D.C., USA.

Frey, W. R. (2017, March). *Practical communication tools in educational advocacy*. Social Work Practice: Changing Organizations and Communities, Influencing Social Policies and Political Processes (Professor: Dr. Desmond U. Patton). Lecture. Columbia University School of Social Work. New York, NY, USA.

PEER-REVIEWED PRESENTATIONS

Frey, W. R. (2025, January). *“I Guess I’m an Ally?”: Examining the Motivations and Qualifications of “White Allies” in Collaboration with r/BlackPeopleTwitter*. Society for Social Work and Research (SSWR). Symposium Paper Presentation (Race, Digital Contexts, and Collaborative Research), Seattle, WA.

Frey, W. R., Ward, L. M., Weiss, A., & Cogburn, C. D. (2025, January). *Digital White Racial Socialization: Social Media and the Case of Whiteness*. Society for Social Work and Research (SSWR). Poster Presentation, Seattle, WA.

Cogburn, C. D., **Frey, W. R.,** & Allen, C. A. (2025, January). *Ideological Costs of Social Work: The Neoliberal Racial Projects of Black Social Work Students*. Society for Social Work and Research (SSWR). Oral Paper Presentation, Seattle, WA.

Allen, C. A., Raza, M., **Frey, W. R.,** Washington, D. M., Ross, S., Bailenson, J., & Cogburn, C. D. (2025, January). *Immersive Virtual Experiences for Fostering Structural Competence among white Students and non-Black Students of Color*. Society for Social Work and Research (SSWR). Oral Paper Presentation, Seattle, WA.

Brock-Petroschius, K., Diebold, J., & **Frey, W. R.** (2022, November). *Strategies to Eliminate Racism at the Source: A Collective Brainstorming Workshop*. Council on Social Work Education. Workshop, Anaheim, CA.

Frey, W. R., Ward, L. M., Weiss, A., & Cogburn, C. D. (2022, June). *Digital White Racial Socialization: Social Media and Whiteness*. Society for the Psychological Study of Social Issues (SPSSI). Poster Presentation, San Juan, Puerto Rico.

Frey, W. R., Ward, L. M., Weiss, A., & Cogburn, C. D. (2022, February). *Digital White Racial Socialization: Social Media and the Case of Whiteness*. Society for Personality and Social Psychology (SPSP). Poster Presentation, San Francisco, CA.

Cogburn, C. D., Allen, C. A., **Frey, W. R.,** Filippone, P. L., Brown, Brittany, & Witte, S. (2022, January). *Neoliberalism and the Everyday Racial Projects of White Identifying Social Work Students*. Society for Social Work and Research. Oral Presentation, Washington, DC.

[*Withdrawn: COVID – In-person Meeting*] Brock-Petroschius, K., Diebold, J., & **Frey, W. R.** (2021, November). *Strategies to Eliminate Racism at the Source: A Collective Brainstorming Workshop*. Council on Social Work Education. Workshop, Orlando, FL.

Frey, W. R., Lowe, K., Boling A., Mann, N., & Jordan, P. (2021, April). *The Space for Uprooting Whiteness*.

Society for Social Work and Research. Workshop, Virtual.

Frey, W. R. (2021, January). *Everyday Whiteness and the Failure of the Private Life*. Social Work, White Supremacy, and Racial Justice Symposium and Collection: Part II: Addressing Racism from within the Social Work Profession: Reflections on our Past and Present. Virtual Paper Presentation.

Frey, W. R., Witte, S., Lowe, K., Boling, A., & Mann, N. (2020, November). *The Space for Uprooting Whiteness*. Council on Social Work Education. Workshop, Virtual Conference.

Frey, W. R. (2020, January). *Confronting Whiteness in Schools of Social Work*. Society for Social Work and Research. Brief and Brilliant Talk, Washington, DC. (<8% **acceptance rate**)

Frey, W. R., Rasmussen, C., Kim, P., & James, K. A. (2020, January). *Race in a Digital Age: Exploring the Ways Digital Technology Inform Our Understandings of Race*. Society for Social Work and Research. Workshop, Washington, DC.

Rasmussen, C., James, K. A., & **Frey, W. R.** (2020, January). *Reparations and/in Schools of Social Work*. Society for Social Work and Research. Workshop, Washington, DC.

Frey, W. R., Patton, D. U., & Washington, D. (2020, January). *WYSA*. Society for Social Work and Research. Oral Presentation, Washington, DC.

Frey, W. R., Patton, D. U., Gaskell, M. B., & McGregor, K.A. (2019, May). (**ABSTRACT OF DISTINCTION**) *Artificial Intelligence and Inclusion: Formerly Gang-Involved Youth as Domain Experts for Analyzing Unstructured Twitter Data*. Society for Prevention Research 27th Annual Meeting. Oral Presentation, San Francisco, CA.

Frey, W. R., Patton, D. U., Gaskell, M. B., & McGregor, K.A. (2019, January). *Artificial Intelligence and Inclusion: Formerly Gang-Involved Youth as Domain Experts for Analyzing Unstructured Twitter Data*. Society for Social Work and Research. Oral Presentation, San Francisco, CA.

Frey, W. R., Patton, D. U., Gaskell, M. B., & McGregor, K.A. (2019, January). *Natural Language Processing & Image Recognition Systems for Gang Violence Prevention*. Society for Social Work and Research. Poster Presentation, San Francisco, CA.

Frey, W. R., Rasmussen, C., James, K. A., & Brady, S. (2019, January). *Exploring Root Causes and Intersectional Responses to Addressing Toxic Masculinity, Patriarchy, and Gender-Based Violence*. Society for Social Work and Research. Roundtable, San Francisco, CA.

Patton, D. U., **Frey, W. R.**, Gaskell, M. B., Lee, F. T., Varia, S., McKeown, K., Blandfort, P., Bhargava, S., Karaman, S., & Chang, S.-F. (2018). *NLP and Image Recognition Systems for Gang Violence Prevention*. Columbia Data Science Institute, Data Science Day. Poster Presentation, New York, NY.

PUBLIC SCHOLARSHIP

Data & Society: Points (January 24, 2024). **When kindness kills: how algorithms accelerate savior swarms**

Columbia Daily Spectator (December, 2018). **Letter to the editor: confronting whiteness**

TED Talk (November, 2017). **Can a tweet lead to violence?**

Elephant Journal (November, 2016). **It is time for men to look at donald j. trump & find ourselves**

SELECT MEDIA COVERAGE

- Citizens and Technology Lab (March, 2024). [Self-Identifying White Allies Applying to r/BlackPeopleTwitter](#)
- Tech Policy Press (July, 2022). [The Sunday Show: Social Media and White Racial Socialization](#)
- Bustle (September, 2019). [Facebook is Changing its Mental Health Search Policies to Prevent Self-Harm and Suicide](#)
- A&E (May 2019). [Secret life of a chicago gang girl: the untold story](#)
- PublicSecurity.Today (January, 2019). [These companies are scouring social media for the next school shooter: How does tech decide who is a threat and who is just blowing off steam?](#)
- NATURE (September, 2018). [A murdered teen, two million tweets and an experiment to fight gun violence](#)
- The Week (August, 2018). [Human-like AI is dangerous for society](#)

RESEARCH

- 2024 – Present **Participatory Action Research (PAR) Director** • Radical Imagination Fellowship
The TETRA, Detroit, Michigan
- 2022 – Present **Research Fellow** • Intersectional Tech Lab
School of Information, University of Michigan (PI: Dr. Kishonna L. Gray)
- 2022 – Present **Research Collaborator** • Citizens and Technology (CAT) Lab
Department of Communication, Cornell University (PI: Dr. J. Nathan Matias)
- 2017 – Present Cogburn Research Group (CRG)
School of Social Work, Columbia University (PI: Dr. Courtney Cogburn)
2018 – Present **Doctoral Student**
2017 – Present **Researcher**
- 2015 – 2020 SAFElab
School of Social Work, Columbia University (PI: Dr. Desmond U. Patton)
2018 – 2020 **Doctoral Student**
2015 – 2020 **Researcher**
2015 – 2019 **Lab Coordinator**
- 2017 – 2020 Simulation Education (SIM | ED)
School of Social Work, Columbia University (PI: Dr. Desmond U. Patton)
2019 – 2020 **Project Manager**
2017 – 2020 **Researcher**
- 2017 – 2019 **Associate Director** • Digital Scholars Lab
School of Social Work, Columbia University (Director: Dr. Desmond U. Patton)
- 2011 – 2016 IGR Research (PIs: Drs. Mark Chesler & Kelly Maxwell)
Program on Intergroup Relations, University of Michigan
2015 – 2016 **Research Associate**
2011 – 2012 **Data Manager**

- 2011 – 2013 **Research Technician** • Van Anders' Social Neuroendocrinology Lab
Department of Psychology, University of Michigan (PI: Dr. Sari van Anders)
- 2011 – 2013 **Research Assistant** • Traditional Sex Practices in Malawi—Mixed Methods
Social Work & Economics, University of Michigan (PIs: Sallie Foley & Dr. Rebecca Thornton)
- 2010 – 2011 **Research Assistant** • Gender Dynamics in Engineering
Psychology & Engineering, University of Michigan (PIs: Drs. Meadows & Sekaquaptewa)
- 2010 – 2011 **Research Assistant** • Stereotype Threat Study
Department of Psychology, University of Michigan (PI: Jill Iman, PhD Candidate)

TEACHING

- 2024 – Present **Lecturer** • Macro Social Work Practice
School of Social Work, Boston College
- 2019 – Present **Organizer & Co-Facilitator** • **Space for Uprooting Whiteness**
No longer affiliated with Columbia University
- 2021 (Summer) **Teaching Assistant** • Advanced Integrative Seminar
School of Social Work, Columbia University (Instructor: Monica A. Joseph)
Forty advanced-standing MSW graduate students
- 2020 – 2020 **Organizer & Co-Facilitator** • Space for Uprooting Whiteness (Faculty/Staff/Admin)
School of Social Work, Columbia University (Co-Facilitator: Dr. Susan S. Witte)
Ten Faculty, Staff, and Administrators
- 2019 – 2020 **Special Interest Group Mentor** • AI4ALL
Ethical and Societal Implications of AI
Ten High School students from across the United States
- 2019 (Summer) **Social Work Instructor** • AI4ALL Summer Program
School of Social Work & Data Science Institute, Columbia University
Twenty 9th – 11th grade students
- 2017 (Spring) **Co-Instructor** • Digital Storytelling III: Immersive Production
School of the Arts, Columbia University (Instructor: Lance Weiler)
Fifteen undergraduate and master's students
- 2011 – 2017 **Consultant** • Anti-Racism, Justice, & Equity
Workshops and trainings with 15+ organizations and universities
Examples: University of Wisconsin—Milwaukee & Cranbrook Schools in Michigan
- 2013 – 2015 **Advisor** • Students Educating Each other about Diversity (SEED)
The Neutral Zone, Ann Arbor, Michigan
Twenty 9th – 12th grade students per year
- 2011 – 2013 **Facilitator** • M-STEM Engineering Academy
Engineering & Program on Intergroup Relations, University of Michigan
Fifteen incoming undergraduate engineering students per year
- 2010 – 2011 **Facilitator** • Gender Intergroup Dialogue

Program on Intergroup Relations, University of Michigan
Fifteen undergraduate students per semester

2010 (Fall) **Facilitator** • White Racial Identity Intragroup Dialogue
Program on Intergroup Relations, University of Michigan
Eighteen white undergraduate students

SERVICE & COMMUNITY

2023 – Present **Co-Organizer** • Critical Race & Intersection Technology (CRIT) Collective
In collaboration with Dr. Kishonna Gray

2022 – Present **Resident Tutor** • Fellowships, Race Relations, Wellness, & Writing
Adams House, Harvard University

2018 – Present **Digital Resource Curator** • **Uprooting Whiteness [Supremacy and Domination]**
300+ Resources on Whiteness, Racism, & Race

2022 (Spring) **Writing Consultant** • The Writing Center
School of Social Work, Columbia University

PARTICIPATION

2024 Doctoral Consortium (Virtual)
Association of Internet Researchers (AoIR)

2019 Summer Institute in Computational Social Science (SICSS)
Russell Sage Foundation & The Alfred P. Sloan Foundation, Princeton, NJ
(**10% acceptance rate**)

2019 Doctoral Consortium
3rd European Symposium on Societal Challenges in Computational Social Science
GESIS Leibniz Institute for the Social Sciences, Zurich, Switzerland

ADVANCED TRAINING

2019 – Present Teaching Developing Program – Advanced Track
Center for Teaching and Learning, Columbia University

2020 – 2021 Lead Teaching Fellowship
Center for Teaching and Learning, Columbia University

2019 – 2020 Teaching Observation Fellowship
Center for Teaching and Learning, Columbia University

2019 (Summer) Innovating Teaching Summer Institute
Center for Teaching and Learning, Columbia University

2014 – 2015 Youth-Driven Spaces Trainer
The Neutral Zone Teen Center, Ann Arbor, Michigan

2009 – 2011 Inter/Intragroup Relations Facilitation
Program on Intergroup Relations, University of Michigan

AFFILIATIONS

Center for the Study of Ethnicity and Race (CSER), Columbia University

Citizens and Technology (CAT) Lab, Cornell University

Cogburn Research Group (CRG), Columbia University

Digital Storytelling Lab (DSL), Columbia University

Justice, Equity, and Technology (JET) Studio, Columbia University

SAFElab, University of Pennsylvania

Social Intervention Group (SIG), Columbia University

The TETRA, Detroit, Michigan

AD HOC REVIEWER

Advances in Social Work

Behaviour & Information Technology

Humanities and Social Sciences Communications

Journal of Social Issues

Race and Social Problems

Scientific Reports

Social Media + Society

Social Science Computer Review

Sociology Compass