

Tkach, Colleen

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**From:** Inform  
**Subject:** EM: Tessa Dover '11: Moving Beyond The Unintended Impacts of Organizational DEI Initiatives

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**From:** Chavez, Linda

*The Psychology Department & The Berger Institute at CMC Presents:*

**"MOVING BEYOND THE UNINTENDED IMPACTS OF ORGANIZATIONAL DEI INITIATIVES: FINDINGS AND A NEW RESEARCH AGENDA"**

In this talk, Dr. Dover will review her work elucidating the psychological and behavioral impacts of organizational Diversity, Equity, and Inclusion (DEI) initiatives. In particular, she will focus on the unintended impacts of such initiatives, highlighting how they might contribute to DEI stagnation and backlash. She will then present a new research agenda that attempts to marry theory from close relationships and intergroup relations literatures to carve a path forward for individuals and organizations.

**THURSDAY, MAY 2, 2024  
12-1:00 PM  
Kravis LC62**

**BIOGRAPHY:**  
Tessa L. Dover, Ph.D., graduated from CMC with her B.A. in Psychology and Legal Studies in 2011, and earned her Ph.D. in Psychological and Brain Sciences at UC Santa Barbara in 2017. Dr. Dover's work focuses on inequality, discrimination, and stigma, particularly the ways in which members of advantaged and disadvantaged groups perceive, respond to, perpetuate, or seek to dismantle such inequities. Much of her work incorporates psychophysiological methods and health markers, and she is increasingly pursuing field-based data collection despite her love of the laboratory experiment



**TESSA DOVER '11**  
Associate Professor of Applied Social Psychology at Portland State University

**RSVP with Linda at**  
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Best,



**Linda Chavez-Nunez** (She/her/hers)

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Mon-Thurs 8-5pm