

TESSA CHARLESWORTH

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ACADEMIC APPOINTMENTS

Assistant Professor of Management and Organizations (2023 – present)

Kellogg School of Management, Northwestern University

Faculty affiliate: Cognitive Science Program, Department of Linguistics, Institute for Policy Research

Social Sciences and Humanities Research Council Postdoctoral Research Fellow (2021 – 2023)

University of Toronto, Advisor: William Cunningham

Harvard University, Advisor: Mahzarin R. Banaji

EDUCATION

Harvard University, Department of Psychology, Cambridge, MA (2016 – 2021)

Ph.D., Psychology (2021), Advisor: Mahzarin R. Banaji

Columbia University, Columbia College, New York, NY (2012 – 2016)

B.A., Psychology (2016), *Summa Cum Laude*, *Phi Beta Kappa*

University of Cambridge, Newnham College, Cambridge, UK (2014 – 2015)

Columbia-Oxbridge Scholars Program, *First Class Honours*

RESEARCH

PUBLICATIONS

PUBLISHED AND IN-PRESS MANUSCRIPTS (ORDERED BY YEAR OF PUBLICATION)

1. Sim, M., Brigham, N. G., Kohno, T., **Charlesworth, T. E. S.**, & Caliskan, A., (*in press*) Biased AI Outputs Can Impact Humans' Implicit Bias: A Case Study of the Impact of Gender-Biased Text-to-Image Generators. *Proceedings of AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society (AAAI/ACM AIES 2025)*.
 - Open data and materials: <https://osf.io/74vhy/>
2. +**Charlesworth, T. E. S.** & +Dorison, C., (2025) What is rationality, who is it ascribed to, and why does it matter? Evidence from Internet text for 66 social groups and 101 occupations. *Psychological Science*.
<https://doi.org/10.1177/09567976251362120>
 - Open data and materials: <https://osf.io/cgjne/>
3. *Doriscar, J., Mamakos, M., Perry, S., & **Charlesworth, T. E. S.** (2025) From Data to Discovery: Unsupervised Machine Learning's Role in Social Cognition. *Social Cognition*. 43(3): 194-216.
<https://doi.org/10.1521/soco.2025.43.3.194>
 - Open data and materials: <https://github.com/jedoriscar/Unsupervised-Machine-Learning>
4. *Ghate, K., **Charlesworth, T. E. S.**, Diab, M. & Caliskan, A. (2025) Biases Propagate in Encoder-based Vision-Language Models: A Systematic Analysis From Intrinsic Measures to Zero-shot Retrieval Outcomes. *Proceedings of the Findings of the Association for Computational Linguistics (ACL 2025)*. 18562–18580.
<https://aclanthology.org/2025.findings-acl.955/>

5. **Charlesworth, T. E. S., & Hatzenbuehler, M. L.** (2025) The Stigma Stability Framework: An Integrated Theory of How and Why Society Transmits Stigma Across History. *Social Psychology and Personality Compass*. 19(3). <https://doi.org/10.1111/spc3.70051>
6. *Mamakos, M., **Charlesworth, T. E. S., & Finkel, E. J.** (2025) Moralizing partisanship when surrounded by copartisans versus in mixed company. *PNAS:Nexus*, 4(4). <https://doi.org/10.1093/pnasnexus/pgaf105>
 - Open data and materials: <https://osf.io/bt64v/>
7. +**Charlesworth, T. E. S., +Kurdi, B., & Mair, P.** (2025). International stability and change in explicit and implicit attitudes: An investigation spanning 33 countries, five social groups, and 11 years (2009-2019). *Journal of experimental psychology: General*, Advance online publication. <https://doi.org/10.1037/xge0001746> .
 - Open data and materials: <https://osf.io/bfqgu/>
8. Morehouse, K., **Charlesworth, T. E. S., Devos, T. & Banaji, M. R.** (2025) Who is American? A comprehensive analysis of the American = White/Foreign = Asian stereotype (2007–2023). *Scientific Reports*. 15 (3368). <https://doi.org/10.1038/s41598-024-83794-6>
 - Open data and materials: <https://osf.io/7zg62/>
9. **Charlesworth, T. E. S., & Banaji, M. R.** (2024) The development of social group cognition. In *The Oxford Handbook of Social Cognition 2nd ed*, (eds. Carlston, D., Johnson, K., & Hugenberg, K.). pp 800-823. New York City: Oxford University Press. <https://doi.org/10.1093/oxfordhob/9780197763414.013.29>
10. **Charlesworth, T.E.S., Morehouse, K., *Roudhuri, V., Cunningham, W.** (2024) Echoes of Culture: Relationships of Implicit and Explicit Attitudes With Contemporary English, Historical English, and 53 Non-English Languages. *Social Psychological and Personality Science*. 15 (7). <https://doi.org/10.1177/19485506241256400>
 - Open data and materials: <https://osf.io/9kg5h/>
11. **Charlesworth, T. E. S., & Hatzenbuehler, M.** (2024) Mechanisms upholding the persistence of stigma across 100 years of historical text. *Scientific Reports*. <https://www.nature.com/articles/s41598-024-61044-z>
 - Open data and materials: <https://osf.io/8p7s5/>
12. **Charlesworth, T. E. S., *Ghate, K., Caliskan, A., Banaji, M. R.** (2024) Extracting Intersectional Stereotypes from Embeddings: Developing and Validating the FISE Procedure. *PNAS Nexus*, 3(3). <https://doi.org/10.1093/pnasnexus/pgae089>
 - Open data and materials: <https://osf.io/b9nmd/>
13. Kurdi, B., & **Charlesworth, T. E. S.** (2023) The 3D framework of implicit attitude change: Levels of analysis, sources of change, and timescales. *Trends in Cognitive Science*. 27(8). <https://doi.org/10.1016/j.tics.2023.05.009>
14. **Charlesworth, T. E. S., *Sanjeev, N., Hatzenbuehler, M. & Banaji, M. R.** (2023) Identifying and predicting patterns of stereotype change across 72 groups, four text sources, and historical time (1900-2015). *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspa0000354>
 - Open data and materials: <https://osf.io/gzuy4/>
15. **Charlesworth, T. E. S., & Banaji, M. R.** (2023). Evidence of Covariation Between Regional Implicit Bias and Socially Significant Outcomes in Healthcare, Education, and Law Enforcement. *Handbook on Economics of Discrimination and Affirmative Action*, 1–21. https://doi.org/10.1007/978-981-33-4016-9_7-1
16. ***Charlesworth, T. E. S., *Navon, M., *Rabinovich, Y., Lofaro, N., & Kurdi, B.** (2022) Project Implicit International: Measuring Implicit and Explicit Social Group Attitudes and Stereotypes Across 34 Countries (2009–2019). *Behavior Research Methods*. 55, 1413–1440. <https://doi.org/10.3758/s13428-022-01851-2>
 - Open data and materials: <https://osf.io/26pkd/>

17. **Charlesworth, T. E. S.,** Caliskan, A., & Banaji, M. R. (2022) Historical Representations of Social Groups Across 200 Years of Word Embeddings from Google Books. *Proceedings of the National Academy of Sciences*. 119(28). <https://www.pnas.org/doi/full/10.1073/pnas.2121798119>
 - Open data and materials: <https://osf.io/th89x/>
18. **Charlesworth, T. E. S.,** & Banaji, M. R. (2022) Patterns of Implicit and Explicit Attitudes IV: Persistence and responsiveness in attitude change from 2017-2020. *Psychological Science*.
<https://journals.sagepub.com/doi/10.1177/09567976221084257>
 - Open data and materials: <https://osf.io/qywh4/>
19. Caliskan, A., Ajay, P. P., **Charlesworth, T.E.S.,** Wolfe R., & Banaji, M. R., (2022) English Corpora Collected from the Internet to Train Natural Language Processing Models are Dominated by Men as Reflected in Distributional Semantics. *AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society*.
<https://arxiv.org/pdf/2206.03390.pdf>
 - Open data and materials: https://github.com/wolferobert3/gender_bias_swe_aies2022
20. **Charlesworth, T. E. S.,** & Banaji, M. R. (2022) Word embeddings reveal social group attitudes and stereotypes in large language corpora. In Dehghani, M. & Boyd, R. (Ed.). *Handbook of Language Analysis in Psychology* (pp. 494-508). New York: Guilford Press.
21. **Charlesworth, T. E. S.,** *Yang, V., Mann, T. C., Kurdi, B., & Banaji, M. R. (2021) Gender Stereotypes in Natural Language: Word embeddings show robust consistency across child and adult language corpora of 65+ million words. *Psychological Science*, 32(2), 218–240.
<https://journals.sagepub.com/doi/full/10.1177/0956797620963619>
 - Open data and materials: <https://osf.io/kqux5/>
22. **Charlesworth, T. E. S.,** & Banaji, M. R. (2021) Patterns of Implicit and Explicit Attitudes II. Long-term change and stability, regardless of group membership. *American psychologist*, 76(6), 851–869.
<https://doi.org/10.1037/amp0000810>
 - Open data and materials: <https://osf.io/versc/>
23. **Charlesworth, T. E. S.,** & Banaji, M. R. (2021) Patterns of Implicit and Explicit Stereotypes III. Long-term change in Gender-Science and Gender-Career stereotypes. *Social Psychological and Personality Science*.
<https://journals.sagepub.com/doi/abs/10.1177/1948550620988425>
 - Open data and materials: <https://osf.io/psru2/>
24. Storage, D., **Charlesworth, T. E. S.,** Banaji, M. R., & Cimpian, A. (2020). Adults and children implicitly associate brilliance with men more than women. *Journal of Experimental Social Psychology* (90).
<https://doi.org/10.1016/j.jesp.2020.104020>
 - Open data and materials: <https://osf.io/8xzek/>
25. **Charlesworth, T. E. S.,** & Banaji, M. R. (2020) Can Implicit Bias Change? In Pedulla, D. (Ed.) *What Works to Reduce Discrimination? Evidence-based ideas to increase diversity, equity, and inclusion in the workplace*.
<https://www.umass.edu/employmentequity/what-works>
26. **Charlesworth, T. E. S.,** & Banaji, M. R. (2019) Patterns of Implicit and Explicit Attitudes: Long-term Change from 2007-2016. *Psychological Science*, 30(2) 174-192. <https://doi.org/10.1177/0956797618813087>
 - Open data and materials: <https://osf.io/px8h3/>
27. **Charlesworth, T. E. S.,** & Banaji, M. R. (2019) Can Implicit Bias Change? *Harvard Business Review: HBR.org*.
<https://hbr.org/2019/08/research-on-many-issues-americans-biases-are-decreasing>

28. **Charlesworth, T. E. S.,** Kurdi, B., & Banaji, M. R. (2019). Children's implicit attitude acquisition: Evaluative statements succeed, repeated pairings fail. *Developmental Science*.
<https://doi.org/10.1111/desc.12911>
 - Open data and materials: <https://osf.io/c49fg/>
29. **Charlesworth, T. E. S.,** & Banaji, M. R. (2019) Gender in Science: Issues, Causes, Solutions. *Journal of Neuroscience*, 39(37), 7228-7243. <https://doi.org/10.1523/jneurosci.0475-18.2019>
 - Open data and materials: <https://osf.io/n9jca/>
30. **Charlesworth, T. E. S.,** Hudson, S. T. J., Cogsdill, E. J., Spelke, L. S., & Banaji, M. R. (2019) Children Use Targets' Facial Appearance to Guide and Predict Social Behavior. *Developmental Psychology*, 55(7), 1400–1413.
<http://dx.doi.org/10.1037/dev0000734>
 - Open data and materials: <https://osf.io/ukfzs/>
31. **Charlesworth, T. E. S.,** & Banaji, M. R. (2019) Face-trait Cues and Face-race Cues in Children's and Adults' Social Evaluations. *Social Cognition*, 37(4), 357–388. <https://doi.org/10.1521/soco.2019.37.4.357>
 - Open data and materials: <https://osf.io/xdt7y/>
32. Kurdi, B., Mann, T. C., **Charlesworth, T. E. S.,** & Banaji, M. R. (2019) The relationship between implicit intergroup attitudes and beliefs. *Proceedings of the National Academy of Sciences*, 116(3), 5862-5871.
<https://doi.org/10.1073/pnas.1820240116>
 - Open data and materials: <https://osf.io/xyhgu/>

MANUSCRIPTS UNDER REVIEW

1. **Charlesworth, T.E.S.,** *Zola, A. (2025) The computational and big data revolution in the study of attitude change. *Manuscript submitted for publication*.
2. **Charlesworth, T. E. S.,** Werden, L., van den Hoogen, J., Lauber, T., Vlasceanu, M., & Crowther, T. (2025) Language Reveals Global Links Between Nature Attitudes and Sustainable Development. *Manuscript submitted for publication*.
3. *Liu, Y. **Charlesworth, T.E.S.,** Koch, A., Luttrell, A., Jackson, J. (2025) The content, structure, and history of English trait words. *Manuscript submitted for publication*.
4. *DeLuna, J., **Charlesworth, T.E.S.,** * Medvedev, D., Hatzenbuehler, M. (2025) Modeling Historical and Contemporary Attitudes Toward the Poor and the Rich in the United States. *Manuscript submitted for publication*.

SELECTED PROJECTS IN PREPARATION

1. **Charlesworth, T.E.S.** (in preparation) How Might We Create Sustainable Change in Social Bias? Policy Insights for Changing People, Organizations, And Society
2. **Charlesworth, T.E.S.,** *Doyle, M., Banaji, M.R. (in preparation) Patterns of Implicit and Explicit Attitudes V: Reversal of trends from 2021-2024.
3. *Suh, E., Kouchaki, M., **Charlesworth, T.E.S.,** (in preparation) Mapping the Meaning of Diversity—and Who Is Counted as Diversity—in Large Language Corpora: Variation Across Time (1990–2015) and Culture (41 languages)

4. *Doriscar, J., **Charlesworth, T.E.S.** (in preparation) Discussions of Racial Demographic Change on YouTube and TikTok: More Hope for Harmony Than Despair of Divisiveness
5. *Medvedev, D., **Charlesworth, T.E.S.**, Liu, Y., Talhelm, T., Jackson, J. (in preparation) Wealth, Not Income, Inequality Predicts Class Resentment Around the World
6. *Zola, A., **Charlesworth, T.E.S.** (in preparation) The Rise of Anti-Fat/Pro-Thin Bias Across History: Insights from Historical English Texts
7. Esposito, E., **Charlesworth, T. E. S.**, *Baier, S., Chaplin, K., Wilson, L., Banaji, M. R., & Calanchini, J. (in preparation) A Meta-analysis on Regional Intergroup Bias and Discriminatory Outcomes
8. **Charlesworth, T.E.S.**, *Tan, A., Cunningham, W. (in preparation) “OK Boomer”: Identifying Ideological Sources of Anti-elderly Attitudes Among Young Liberals.
9. **Charlesworth, T.E.S.**, *Borsetti, R., *Kim, C., Mosleh, M., Kouchaki, M. (in preparation) How Do Companies Talk About Grand Challenges in Online Media?

* indicates supervised student

+ indicates co-first authors, contributed equally to the project

HONORS AND AWARDS

Association for Psychological Science Rising Star Award	2025
Fletcher Prize for Excellence in Mentorship (Finalist), Northwestern University	2025
Chair’s Core Teaching Award, Kellogg School of Management Northwestern University	2024
Drake Faculty Scholar, Kellogg School of Management Northwestern University	2023 – Present
Donald P. Jacobs Scholar, Kellogg School of Management Northwestern University	2023 – 2024
Dissertation Award, Federation of Associations in Behavioral & Brain Sciences	2022
Harvard Horizons Scholar, Harvard University	2020
Presidential Scholar, Harvard University	2016 – 2021
Bok Center Certificate for Excellence in Teaching, Harvard University	2018 – 2020
John Jay Scholar, Columbia Undergraduate Scholars Program	2012 – 2016
Sarah Davis Named Scholar, Columbia University	2012 – 2016
Dean’s List, Columbia University	2012 – 2016
Anne Jemima Clough Award, Newnham College, University of Cambridge	2015

SELECTED GRANTS AND FELLOWSHIPS

Roberta Buffett Institute, Northwestern University (\$3,800) (PI)	2024
Institute for Quantitative Social Science, Undergraduate Research Support (\$2,000) (co-PI)	2024
Rand Innovation Fund, Harvard University Department of Psychology (\$6,000) (PI)	2023
<i>Social Sciences and Humanities Research Council</i> Postdoctoral Fellowship (\$55,000) (PI)	2022
Hodgson Innovation Fund, Harvard University Department of Psychology (\$9,995) (PI)	2022
Rand Innovation Fund, Harvard University Department of Psychology (\$39,291) (Co-PI)	2022
Hao Family Inequality in America Support Grant (\$49,460) (Co-PI)	2020 – 2022
Foundations of Human Behavior Initiative (\$31,800) (Co-PI)	2020 – 2022
Mind Brain Behavior Inter-faculty Initiative (\$49,460) (Co-PI)	2020 – 2021
Anderson Fund, Harvard University Department of Psychology (\$3,485) (PI)	2019
Dean’s Competitive Fund for Promising Scholarship (\$48,432) (Co-PI)	2017 – 2019
Restricted Funds, Department of Psychology, Harvard University (\$500) (PI)	2017
Graduate Travel Award, Society for Personality and Social Psychology (\$500) (PI)	2017
Stimson Fund, Department of Psychology, Harvard University (\$1,000) (PI)	2016
Work Exemption Program Research Grant, Columbia University (\$19,000)	2013 – 2016

Alumni and Parent Internship Fund, Columbia University (\$4,000)
John Jay Summer Research Fellowship, Columbia University (\$7,500)

2015
2013, 2014

INVITED ACADEMIC TALKS AND CONFERENCES

2025

- Charlesworth, T., & Zola, A., *Anti-fat bias: Nuances across history and intersectionality*, Annual Meeting of the Society for Experimental Social Psychology, October 2025, Lisbon, Portugal
- Charlesworth, T., *The Cycle of Bias in AI: From inputs to outputs to consumption*, Keynote presentation at the European Association for Social Psychology Group Meeting, September 2025, Cambridge, UK
- Charlesworth, T., *Computational Approaches to Understanding Global Grand Challenges*, Academy of Management Annual Meeting, July 2025, Copenhagen, Denmark
- Charlesworth, T., *Gender Stereotypes of Rationality in Large Language Corpora*, Academy of Management Annual Meeting, July 2025, Copenhagen, Denmark
- Charlesworth, T., *Language Reveals Global Links Between Attitudes and Climate Outcomes*, Regional Cultural Differences Conference, July 2025, Vancouver, BC
- Charlesworth, T., *Language Reveals Global Links Between Attitudes and Climate Outcomes*, Santa Fe Institute: Working Group on Regional Implicit Bias, May 2025, Santa Fe, NM
- Charlesworth, T., *Language Reveals Global Links Between Attitudes and Climate Outcomes*, Stanford Climate Cognition and Social Change Lab, April 2025, Given virtually
- Charlesworth, T. & Hatzenbuehler, M., *The Stigma Stability Framework Helps Explain Why Stigma Persists*, Midwestern Psychological Association Annual Meeting, April 2025, Chicago, IL
- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes*, University of Wisconsin: Madison, Social Brownbag, April 2025, Madison, WI
- Charlesworth, T. *Long-term Change in Disability Attitudes*, Yale Symposium on Disability and Accessibility, March 2025, Given virtually
- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes*, University of Chicago Booth School of Business, Roman Family Center for Decision Research Workshop, March 2025, Chicago, IL
- Charlesworth, T. *Bias Laundering: An Integrative Theory of How and Why Stigma Persists*, Northwestern University Social Psychology Brownbag, January 2025, Evanston, IL

2024

- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes Across History*, Rutgers University Social Psychology Brownbag, November 2024, Given virtually
- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes Across History*, Columbia University Social Psychology Brownbag, October 2024, New York, NY
- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes Across History*, CUNY BASP Colloquium, October 2024, New York, NY
- Charlesworth, T. *Understanding Long-term Change in Attitudes and Stereotypes Across History*, NYU Social Psychology Brownbag, October 2024, New York, NY
- Charlesworth, T., & Hatzenbuehler, M. *A Framework for Understanding How Stigma Persists Across History*, Symposium Talk at the Annual Meeting of the Society for Experimental Social Psychology, October 2024, Santa Fe, NM
- Charlesworth, T., Ghate, K., & Caliskan, A., *Bias in, Bias out: Propagation of intersectional social group attitudes in image-text models*, Symposium Talk at the Annual Meeting of INFORMS, October 2024, Seattle, WA
- Charlesworth, T. *Understanding How Stigma Persists Across History*, Princeton Social Psychology Brownbag, September 2024, Princeton, NJ
- Charlesworth, T. *Representations of Nature in Language*, Crowther Lab, ETH Zurich, September 2024, Zurich, Switzerland
- Charlesworth, T., Ghate, K., & Caliskan, A., *Bias in, Bias out: Propagation of social group attitudes in image-text models*, Symposium Talk at the Annual Meeting of the Academy of Management, August 2024, Chicago, IL
- Charlesworth, T., & Hatzenbuehler, M. *A Framework for Understanding How Stigma Persists Across History*, Symposium Talk at the Annual Meeting of the Academy of Management, August 2024, Chicago, IL

- Charlesworth, T., *Patterns of Change in Implicit and Explicit Attitudes and Stereotypes*, Guest Lecturer: Opportunity Insights Predoctoral Program, Harvard University, July 2024, Boston, MA
- Charlesworth, T., Ghate, K., & Caliskan, A., *Bias in, Bias out: Propagation of social group attitudes in image-text models*, Annual Meeting of the Association for Psychological Science, May 2024, San Francisco, CA
- Charlesworth, T., *Patterns of Change in Implicit and Explicit Attitudes and Stereotypes*, University of Chicago Social Psychology Brownbag, March 2024, Chicago, IL
- Charlesworth, T., *Patterns of Change in Implicit and Explicit Attitudes and Stereotypes*, University of Southern California, March 2024, Given virtually
- Charlesworth, T., *Patterns of Change in Implicit and Explicit Attitudes and Stereotypes*, University of Victoria Cognition & Brain Science Seminar, March 2024, Given virtually
- Charlesworth, T., *Patterns of Change in Implicit and Explicit Attitudes and Stereotypes*, Guest Lecturer: Social and Affective Psychology, Northeastern University, February 2024, Boston, MA
- Charlesworth, T., *Intersectional Stereotypes Across Gender, Race, and Class: Insights from Natural Language Processing*, Invited Keynote at Gender Preconference, Society for Personality and Social Psychology, February 2024, San Diego, CA
- Charlesworth, T., Brady, W. J., Thornton, M., Lin, C., Hughes, B., Organizers of the Preconference on Computational Social Psychology at Society for Personality and Social Psychology, February 2024, San Diego, CA

2023

- Charlesworth, T., *Large-scale naturalistic language uncovers how gender stereotypes persist across history and development*, Symposium Talk at the Annual Meeting of the Society for Experimental Social Psychology, October 2023, Madison, WI
- Charlesworth, T., & Hatzenbuehler, M. *The Reproducibility of Stigma*, Symposium Talk at the Annual Meeting of the Academy of Management, August 2023, Boston, MA
- Charlesworth, T., Hatzenbuehler, M., & Banaji, M.R. *Patterns and Predictors of Change in Representations of Stigmatized Groups*, Symposium Talk at the European Association of Social Psychology, June 2023, Krakow, Poland
- Charlesworth, T., Hatzenbuehler, M. & Banaji, M.R. *Patterns and Predictors of Change in Representations of Stigmatized Groups*, Symposium Talk at the Annual Convention of the Association for Psychological Science, May 2023, Washington, DC
- Charlesworth, T., *Change in Attitudes and Stereotypes of Social Groups*, Lehigh University College of Business: Management Department Brownbag, April 2023, Lehigh, PA
- Charlesworth, T., *Change in Attitudes and Stereotypes of Social Groups*, York University Social Psychology Brownbag, March 2023, Toronto, ON
- Charlesworth, T., *Change in Attitudes and Stereotypes of Social Groups*, University of Illinois Urbana Champaign Cognitive Psychology Brownbag, February 2023, Given virtually
- Charlesworth, T., & Banaji, M.R. *Representations of Social Groups in Historical and Contemporary Text*, Invited talk at the Historical Psychology preconference of the Annual Meeting of the Society for Personality and Social Psychology, February 2023, Atlanta, GA
- Charlesworth, T., Hatzenbuehler, M. & Banaji, M.R. *Patterns and Predictors of Change in Representations of Stigmatized Groups*, Symposium Talk at the Annual Meeting of the Society for Personality and Social Psychology, February 2023, Atlanta, GA

2022

- Charlesworth, T., & Banaji, M.R. *Representations of Social Groups in Historical and Contemporary Text*, Chaired Symposium and Talk at the Annual Meeting of the Association for Psychological Science, May 2022, Chicago, IL
- Charlesworth, T., Kurdi, B., & Banaji, M.R. *Sources of Children's Implicit Attitudes: The Role of Language*, Symposium Talk at Society for Research on Child Development Special Topics Meeting, May 2022, Rio Grande, PR
- Charlesworth, T., & Banaji, M.R. *Social Group Stereotypes Across 200 Years of Text*, Harvard Social Psychology Brownbag, March 2022, Cambridge, MA
- Charlesworth, T., & Banaji, M.R. *Social Group Stereotypes Across 200 Years of Text*, Chaired Symposium and Talk at the Annual Meeting of the Society for Personality and Social Psychology, February 2022, Given virtually
- Charlesworth, T., & Banaji, M.R. *Tracking Long-term Change in Social Cognition*, University of Toronto Social Area Brownbag, January 2022, Given virtually

2021

- Charlesworth, T. *Using Natural Language to Study Psychology*, Royal Holloway University Social Area Brownbag, November 2021, Given virtually
- Charlesworth, T., & Banaji, M.R. *Persistence and Responsiveness in Implicit and Explicit Attitude Change*, Annual Meeting of the Person Memory Interest Group, October 2021, Santa Barbara, CA
- Charlesworth, T., & Banaji, M.R. *Gender Stereotypes in the Natural Language of Children and Adults*, Annual Meeting of the Society for Experimental Social Psychology, October 2021, Santa Barbara, CA
- Charlesworth, T., & Banaji, M.R. *Long-term Trends Continue in Implicit and Explicit Attitudes from 2017-2020*, Chaired Symposium and Talk at Annual Meeting of the Association for Psychological Science, May 2021, Given virtually
- Charlesworth, T. *Social Group Bias in Natural Language*, Computational Social Sciences Laboratory, USC: Dornsife, April 2021, Given virtually
- Charlesworth, T. *Social Group Bias in Natural Language*, Social Computation Representation and Prediction Laboratory, Dartmouth College, April 2021, Given virtually
- Charlesworth, T. *Implicit Bias: A Primer*, Diversity, Inclusion and Belongingness Workshop to the Department of Earth and Planetary Sciences, Harvard University, February 2021, Given virtually
- Charlesworth, T., & Banaji, M. R. *Macro-Level Psychology: New Data and Approaches to Understanding Aggregate Measures of the Social Mind*, Chaired Symposium and Talk at the Annual Meeting of the Society for Personality and Social Psychology, February 2021, Given virtually
- Charlesworth, T. *Implicit Attitudes and Stereotypes: Is long-term change possible?* Invited talk, University of British Columbia, January 2021, Given virtually

2020

- Charlesworth, T., & Banaji, M. R. *Patterns of Long-term Change in Implicit and Explicit Social Cognition*, Symposium Talk at Annual Meeting of European Association of Social Psychology, July 2020, Krakow, Poland (Conference cancelled to 2021 due to Covid-19)
- Charlesworth, T., Kurdi, B., & Banaji, M. R. *Instructed, but not experienced, pairings shift implicit attitudes in children*, Symposium Talk at Society for Research on Child Development Special Topics Meeting, May 2020, San Juan, PR (Conference rescheduled due to Covid-19)
- Charlesworth, T., & Banaji, M. R. *Macro-Level Psychology: New Data and Approaches to Understanding Aggregate Measures of the Social Mind*, Chaired Symposium and Talk at the Annual Meeting of the Association for Psychological Science, May 2020, Chicago, IL (Conference cancelled due to Covid-19)
- Charlesworth, T., *Yang, V., Mann, T. C., Kurdi, B., & Banaji, M. R. *Gender stereotypes in child and adult language*. Santa Fe Institute Working Group, April 20th, 2020, Santa Fe, NM (Conference held virtually due to Covid-19)
- Charlesworth, T., & Banaji, M. R. *Implicit and Explicit Gender Stereotypes Over Time*, Chaired Symposium and Talk at the Annual Meeting of the Society for Personality and Social Psychology, February 2020, New Orleans, LA
- Charlesworth, T., *Yang, V., Mann, T. C., Kurdi, B., & Banaji, M. R. *A word is characterized by the company it keeps: Using machine learning to uncover social beliefs*. Social Brownbag, University of British Columbia, January 2020, Vancouver, BC, Canada
- Charlesworth, T., & Banaji, M. R. *Patterns of Long-term Change in Implicit and Explicit Attitudes*, Community-Based Health Equity Research Group, University of Victoria, January 2020, Victoria, BC, Canada

2019

- Charlesworth, T., *Yang, V., Mann, T. C., Kurdi, B., & Banaji, M. R. *A word is characterized by the company it keeps: Using machine learning to uncover social beliefs*. Social Cognitive Development Lab, New York University, November 2019, New York, NY
- Charlesworth, T., & Banaji, M. R. *Gender in Science: Issues, Causes, Solutions*, Women in Psychology Boston Meet-up, November 2019, Boston, MA
- Charlesworth, T., & Banaji, M. R. *Gender in Science: Issues, Causes, Solutions*, Harvard Society for Mind Brain Behavior, October 2019, Cambridge, MA

- Charlesworth, T., & Banaji, M. R. *Identifying Demographics Differences in Implicit and Explicit Attitude Change: Analytic Challenges and Solutions*, Symposium Talk at the Annual Meeting of the Association for Psychological Science, May 2019, Washington, DC
- Charlesworth, T., & Banaji, M. R. *Demographics Differences in Implicit and Explicit Attitude Change*, Social Cognitive Development Lab, Yale University, May 2019, New Haven, CT
- Charlesworth, T., & Banaji, M. R. *Children's Face-Based Inferences: Meaningful and Prioritized*, Social Psychology Brownbag, Harvard University, April 2019, Cambridge, MA
- Charlesworth, T., & Banaji, M. R. *Patterns of Long-term Change in Implicit and Explicit Attitudes*, Morality Lab, Boston College, April 2019, Boston, MA
- Charlesworth, T., & Banaji, M. R. *Children's Face-Based Inferences: Meaningful and Prioritized*, Symposium Talk at the Biennial Meeting of the Society for Research on Child Development, March 2019, Baltimore, MD
- Charlesworth, T., & Banaji, M. R. *The Promise and Limits of Long-Term Change*, Chaired Symposium and Talk at the Annual Meeting of the Society for Personality and Social Psychology, February 2019, Portland, OR
- Charlesworth, T., & Banaji, M. R. *Implicit and Explicit Gender Stereotypes Reveal Long-Term Change from 2007-2017*, Data Blitz Talk at the Gender Preconference of the Society for Personality and Social Psychology, February 2019, Portland, OR

2018

- Charlesworth, T., & Banaji, M. R. *Gender in Science: Issues, Causes, Solutions*, Boston University Philosophy Department, October 2018, Boston, MA
- Charlesworth, T., Kurdi, B., & Banaji, M. R. *Developmental Change or Invariance in Implicit Attitudes*, Social Cognitive Development Lab, University of British Columbia, June 2018, Vancouver, BC, Canada
- Charlesworth, T., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Second-Year Talk, Harvard University, April 2018, Cambridge, MA
- Charlesworth, T., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Radcliffe Center for Advanced Studies Invited Working Group on "What Works to Reduce Discrimination," April 2018, Cambridge, MA
- Charlesworth, T., Kurdi, B., & Banaji, M. R. *Instructed, but not experienced, pairings shift implicit attitudes in children*, Laboratory for Developmental Studies, Harvard University, March 2018, Cambridge, MA
- Charlesworth, T., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Chaired Symposium and Talk at the Annual Meeting of the Society for Personality and Social Psychology, March 2018, Atlanta, GA
- Charlesworth, T., & Banaji, M. R. *Long-term Change in Implicit Attitudes: Do Demographics Matter*, Data Blitz Talk at the Attitudes Preconference of the Society for Personality and Social Psychology, March 2018, Atlanta, GA

2017

- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Boston University Philosophy Department, October 2017, Boston, MA
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Social Cognitive Development Lab, University of British Columbia, August 2017, Vancouver, BC, Canada
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Modelling Patterns of Change in Implicit and Explicit Attitudes Using Game Theory and Agent-Based Models*, Harvard-Yale Computational Social Cognition Bootcamp, Harvard University, July 2017, Cambridge, MA
- Charlesworth, T., & Banaji, M. R. *Face or Race: Developmental trajectory of cross-race face inferences*, Laboratory for Developmental Studies, Harvard University, May 2017, Cambridge, MA
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Harvard-MIT Data Blitz, Women in Psychology, Harvard University, April 2017, Cambridge, MA
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Social Psychology Brownbag, Harvard University, April 2017, Cambridge, MA
- Hudson, S., Charlesworth, T., & Banaji, M. R. *Attributions of character in young children*, Biennial meeting for the Society for Research in Child Development, April 2017, Austin, TX
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Working Group for Political Psychology, Harvard University, March 2017, Cambridge, MA

CONFERENCE POSTERS

- *Wilsnack, A., *Doriscar, J., Charlesworth, T. E. S., "Permanently Wreck Our Country?": Examining Media Narratives and Conversations About Racial Demographic Change. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, February 2025, Denver, CO
- *Ghate, K., Charlesworth, T. E. S., Caliskan, A., Banaji, M. R., Using natural language processing to uncover principles of intersectional stereotypes across social class, race, and gender, Poster presented at the Annual Convention of the Association for Psychological Science, May 2023, Washington, DC
- *Tan, A., Charlesworth, T.E.S., & Cunningham, W., "OK Boomer": Identifying ideological sources of anti-elderly attitudes among young liberals, Poster presented at the Annual Convention of the Association for Psychological Science, May 2023, Washington, DC
- Navon, M., Charlesworth, T., & Kurdi, B., *An Examination of Implicit and Explicit Social Group Attitudes and Stereotypes Across 34 Countries*, Poster presented at the Annual Meeting of the European Social Cognition Network, August 2022, Milan, Italy
- *Sanjeev, N., Charlesworth, T., & Banaji, M. R. *Historical Attitudes Towards Stigma: A Case Study Using Word Embeddings*, Poster presented at Association for Psychological Science, May 2021 (Virtual conference due to Covid-19)
- *Youn, A., Charlesworth, T., & Banaji, M. R. *Using Brief Narrative Interventions to Shift Implicit Gender Stereotypes*, Poster presented at Association for Psychological Science, May 2021 (Virtual conference due to Covid-19)
- *Youn, A., *Wu, E., Charlesworth, T., & Banaji, M. R. *Mapping the Space of Children's Implicit Gender Stereotypes*, Poster presented at Association for Psychological Science, May 2020 (Virtual conference due to Covid-19)
- *Wu, E., *Youn, A., Charlesworth, T., & Banaji, M. R. *Assessing the Prevalence and Strength of Children's Implicit Gender Stereotypes*, Poster presented at Association for Psychological Science, May 2020 (Virtual conference due to Covid-19)
- *Yang, V., Charlesworth, T. E. S., Mann, T. C., Kurdi, B., & Banaji, M. R. *A word is characterized by the company it keeps: Using machine learning to uncover social beliefs*. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, February 2020, New Orleans, LA
- Charlesworth, T., Kurdi, B., & Banaji, M. R. *Instructed, but not experienced, pairings shift implicit attitudes in children*, Poster presented at Cognitive Science Society, July 2018, Madison, WI
- *Dickins, M., Charlesworth, T., Kurdi, B., & Banaji, M. R. *Instructed, but not experienced, pairings shift implicit attitudes in children*, Poster presented at Association for Psychological Science, May 2018, San Francisco, CA
- Charlesworth, T., & Banaji, M. R. *Demographic Differences in Long-term Change of Implicit Attitudes*, Poster presented at Association for Psychological Science, May 2018, San Francisco, CA
- Kurdi, B., Charlesworth, T., & Banaji, M. R. *Instructed, but not experienced, pairings shift implicit attitudes in children*, Poster presented at Attitudes Preconference at the Society for Personality and Social Psychology, March 2018, Atlanta, GA
- Charlesworth, T., & Banaji, M. R. *Separate age-related changes in the use of face and race cues for social judgments*, Poster presented at Cognitive Development Society, October 2017, Portland, OR
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Informal paper presentation at Person Memory Interest Group, October 2017, Boston, MA
- Charlesworth, T., Greenwald, A. G., & Banaji, M. R. *Patterns of Change in Implicit and Explicit Attitudes*, Poster presented at Association for Psychological Science Annual Convention, May 2017, Boston, MA
- * indicates supervised student

TEACHING

COURSES TAUGHT

Teaching

- Spring, 2025: Computational Approaches to Social Change (PhD-level)
- Winter, 2024 - Present: Leadership in Organizations, Kellogg Evening/Weekend Program (MBA-level)
- Winter, 2024: Leadership in Organizations, Business Institutions Program, Weinberg College (BA-level)
- Summer, 2023: Natural Language Processing, Summer Institute for Social Psychology, co-teacher: Matthew Rocklage
- Spring, 2020: Statistics Consultant for Senior Thesis Students in Psychology

Fall, 2019: Statistics Consultant for Senior Thesis Students in Psychology
Spring, 2019: Teaching Fellow, Statistics for the Behavioral Sciences, Professor: Thomas Rusch
Fall, 2018: Teaching Fellow, Statistics for the Behavioral Sciences, Professor: Patrick Mair
Spring, 2018: Teaching Fellow, Social Psychology, Professor: Fiery Cushman

MENTORSHIP

Supervision of Post-doctoral Fellows: Current

Danila Medvedev, Dispute Resolution Research Center, Kellogg School of Management (Fall 2024 – Present)
Eileen Suh, Kellogg School of Management, Northwestern University (Fall 2024 – Present)

Supervision of Graduate Students: Current

Anne Zola, Kellogg School of Management, Northwestern University (Fall 2024 – Present)
Jennie Kim, Kellogg School of Management, Northwestern University (Spring 2024 – Present)
Jonathan Doriscar, Department of Psychology, Northwestern University (Spring 2024 – Present)

Supervision of Research Assistants and Fellows: Current

Celena Kim, Northwestern University (Fall 2024 – Present)
Roberto Borsetti, Northwestern University (Fall 2024 – Present)
Meriel Doyle, Kellogg School of Management, Northwestern University (Summer 2024 – Present)

Past Mentees (Research Assistants, Fellows, Graduate Students, and Post-docs)

Michalis Mamakos, Kellogg School of Management (Fall 2023 – Spring 2025)
Kshitish Ghate, BITS Pilani University and Carnegie Mellon University (Spring 2022 – Spring 2025)
Qingcheng Zeng, Department of Linguistics, Northwestern University (Winter 2024 – Fall 2024)
Silvan Baier, Kellogg School of Management, Northwestern University (Summer 2023 – Summer 2024)
Sarah Borges, Harvard University (Summer 2022 – Summer 2024)
Christina Steele, Harvard University (Fall 2022 – Summer 2024)
Anicole Tan, University of Toronto (Summer 2022 – Summer 2024)
Yoav Rabinovich, Minerva University and University of Tübingen (Fall 2020 – Summer 2024)
Alex Youn, Harvard University (Fall 2019 – Spring 2022)
Charlotte Ruhl, Harvard University Senior Thesis Student (Fall 2021 – Spring 2022)
Nishanth Sanjeev, BITS Pilani University, Goa India (Summer 2020 – Fall 2021)
Ece Hakim, Harvard University, Senior Thesis Student (Summer 2020 – Spring 2021)
Elizabeth Wu, Harvard University (Summer 2019 – Fall 2020)
Ryan Li, Poolesville High School (Summer 2020 – Fall 2020)
Victor Yang, Harvard University (Fall 2018 – Spring 2020)
Kristen Van Tine, Northwestern University (Summer 2019 – Spring 2020)
Maribelle Dickens, Harvard University, Senior Thesis Student (Fall 2017 – Spring 2019)
Mahima Sindhu, Belmont High School (Summer 2017 – Spring 2018)
Nagham Fawaz, Harvard University (September 2017 – Spring 2018)
Ashley Xu, Oberlin College (Summer 2017; Summer 2018)
Rebecca Wiener, New York University (Summer 2018)
Hannah Pearson, North Dakota State University (Summer, 2018)
Siyi Fan, University of Chicago (Summer 2018)
Paige Guarino, Middlebury College (Summer 2017)
Wesley Cash, Harvard University (September 2016 – Spring 2017)

SERVICE

EDITORIAL AND REVIEWER SERVICE

Editorial board: Special issue on *Computational Social Sciences* at *Frontiers in Social Psychology* (2024)

Invited reviewer: *Social Sciences and Humanities Research Council (SSHRC) Doctoral fellowships of Canada (2023)*

Selected ad hoc reviewer: *American Psychologist, Behavioral and Brain Sciences, Developmental Psychology, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Journal of Experimental Psychology: General, Perspectives on Psychological Science, Proceedings of the National Academy of Sciences, Psychological Science, Scientometrics, Social Science and Computer Review*

EDITORIALS AND PUBLIC COMMENTARIES

Charlesworth, T. E. S., (2025) Bias in the Era of AI. *Stern Stewart Institute: Periodical #30 Living on a Prayer.*

https://www.sternstewartinstitute.com/media/tssi_periodical_30_www_ds.pdf

Charlesworth, T. E. S., (2021) Has Society Changed in Implicit and Explicit Gender Stereotypes? *Character and Context: SPSP Blog.* <https://www.spsp.org/news-center/blog/charlesworth-implicit-explicit-gender-stereotypes>

Charlesworth, T. E. S., (2021) Hidden but Widespread Gender Biases Emerge in Millions Of Words. *Character and Context: SPSP Blog.* <https://www.spsp.org/news-center/blog/charlesworth-language-gender-stereotypes>

INVITED PUBLIC OUTREACH

EqualVoice, Warsaw, Poland, November 2025

Stern Stewart Institute, Munich, Germany, September 2025

Theologies of the Digital, Northwestern University, Evanston, IL, June 2025

World.Minds: Zurich, Switzerland, March 2025

Global Woman's Summit, Northwestern University, Evanston, IL, October 2024

Stern Stewart Institute, Munich, Germany, September 2024

World.Minds: Belgrade, Serbia, May 2024

Womxn in Engineering, Northwestern University, Evanston, IL, April 2024

World.Minds: Zurich, Switzerland, March 2024

Northwestern Institute for Complexity in Organizations, Evanston, IL, November 2023

Global Ties Alabama, Given virtually, April 2023

Newton Public Schools, Newton, MA, April 2023

Saint Paul Public Schools, Given virtually, April 2023

Harvard Law School Diversity and Dispute Resolution, Given virtually, January 2023

Farsight Friday, Given virtually, November 2022

Disability as Diversity Conference: Keynote, Harvard University, Cambridge, MA, October 2022

PwC Canada Inclusion & Diversity Week: Keynote, Given virtually, September 2022

Summer Springboard at the University of California Los Angeles, Given virtually, July 2022

Grand Rounds at the University of Texas Houston, McGovern Medical School, June 2022

Women's League Intra Continental Conference, Given virtually, May 2022

President and Fellows at St. Cloud State University, Given virtually, September 2021

Harvard Horizons Symposium, Given virtually, June 2021

American Chemical Society; Panel on *Picture a Scientist*, Given virtually, May 2021

The United Nations: Ombudsman and Mediation Office, Given virtually, May 2021

National Czech and Slovak History Museum and Library, Given virtually, May 2021

Caribou Coffee Senior Leadership Team, Given virtually, May 2021

Caribou Coffee Executive Leadership Team, Given virtually, May 2021

Molecular and Cellular Biology Retreat; Panel on *Picture a Scientist*, Given virtually, September 2020

Presidents and Fellows of Reynolds Community College, Virginia, Given virtually, September 2020

EdX Executive and All Staff Meeting, Given virtually, September 2020

Portland Community College, Given virtually, March 2020

British Columbia Representative for Children and Youth Advisory Committee, Victoria, BC, May 2019

Mind Brain Behavior Faculty Dinner at Harvard, Cambridge, MA, March 2019

Systems Biology Faculty Retreat at Harvard, Cambridge, MA, February 2019

MSU Denver Women in STEM Conference, Denver, CO, October 2018

Belmont High School, Belmont, MA, December 2017

Updated: September 2025

Atrium School Diversity Committee and Board, Watertown, MA, December 2017
Boston Children's Museum Development Working Group, Boston, MA, March 2017
Tolerance in Motion Working Group, Boston, MA, December 2016

PUBLIC SERVICE

Smithsonian Institution, <https://biasinsideus.si.edu/homepage>, Primary Science Advisor, Fall 2016 – Fall 2023
Harvard Women in Psychology, Advisory Board, Fall 2020 – Fall 2023, Co-president, Fall 2018 – Fall 2020
Harvard Methods Brownbag Series, Co-founder and co-chair, Spring 2018 – Fall 2019