**REBECCA C. HETEY**

**Professional Experience**

**Associate Director of Criminal Justice Partnerships**  2019-present

SPARQ (Social Psychological Answers to Real-world Questions) Research Center

Department of Psychology, Stanford University

**Research Scientist**  2016-present

SPARQ (Social Psychological Answers to Real-world Questions) Research Center

Department of Psychology, Stanford University

**Founder**  2017-present

Hetey Consulting LLC

**Education**

**Stanford University, Postdoctoral Research Fellowship**  2013-2016

Department of Psychology

Funding from Stanford SPARQ (2013-2015), the City of Oakland (2014-2015),

MacArthur Foundation (2016)

**Stanford University, Ph.D., Social Psychology** 2013

Adviser: Dr. Jennifer L. Eberhardt

**Stanford University, M.A., Social Psychology** 2009

**Yale University, B.A., with Honors, Psychology** 2007

**Research Interests**

A social-psychological perspective on law enforcement and the criminal justice system; race and crime; race and policing; police-community relations; public policy; racial stereotyping and prejudice; inequality

**Publications**

**Hetey, R. C.,** & Eberhardt, J. L. (2018). The numbers don’t speak for themselves: Racial disparities and the persistence of inequality in the criminal justice system. *Current Directions in Psychological Science, 27*(3), 183-187.

*+First round finalist for the* frankPrize for Research in Public Interest Communications

Voigt, R., Camp, N. P., Prabhakaran, V., Hamilton, W. L., **Hetey, R. C.,** Griffiths, C. M., Jurgens, D., Jurafsky, D., & Eberhardt, J. L. (2017). Language from police body camera footage shows racial disparities in officer respect. *Proceedings of the National Academy of Sciences*, *114*(25), 6521-6526.

*+Winner of the* Cozzarelli Prize*, which recognizes PNAS papers of “outstanding scientific excellence and originality”*

*+Winner of the* Society for Personality and Social Psychology’s Robert B. Cialdini Prize*, “designed to recognize the publication that best explicates social psychological phenomena principally through the use of field research methods and settings and that thereby demonstrates the relevance of the discipline to communities outside of academic social psychology”*

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). *Data for change: Stops, searches, handcuffings, and arrests in Oakland, Calif.* Stanford, CA: SPARQ. Technical report accessible at: https://stanford.app.box.com/v/Data-for-Change

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). Summary of the methods and results in *Data for Change.* In J. L. Eberhardt (Ed.), *Strategies for change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.* Stanford, CA: SPARQ. Report accessible at: https://stanford.app.box.com/v/Strategies-for-Change

Voigt, R., Camp, N. P., Prabhakaran, V., Hamilton, W. L., **Hetey, R. C.,** … & Eberhardt, J. L. (2016). Automated analysis of body-worn camera footage. In J. L. Eberhardt (Ed.), *Strategies for change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.* Stanford, CA: SPARQ. Report accessible at: https://stanford.app.box.com/v/Strategies-for-Change

**Hetey, R. C.,** & Eberhardt, J. L. (2014). Racial disparities in incarceration increase acceptance of punitive policies. *Psychological Science, 25*(10), 1949-1954.

**Hetey, R. C.,** & Eberhardt, J. L. (2014). Cops and criminals: The interplay of mechanistic and animalistic dehumanization in the criminal justice system. In P. G. Bain, J. Vaes, & J-Ph. Leyens (Eds.), *Humanness and dehumanization.* New York, NY: Psychology Press.

**Selected Works in Progress**

*\* denotes authors are listed alphabetically because final authorship order has not been determined*

\*Eberhardt, J. L., Hamedani, M., **Hetey, R. C.**, Maitreyi, A., & Markus, H. R. (in prep). How cops are made: A cohort and longitudinal analysis of police academy recruits in Northern California.

\*Eberhardt, J. L., Hamedani, M., **Hetey, R. C.**, Maitreyi, A., & Markus, H. R. (in prep). Changing law enforcement one culture at a time: An intervention to empower police officers to reimagine police department culture.

**Hetey, R. C.,** & Eberhardt, J. L. (in prep). From prison bars to ballot boxes: Exposure to racial disparities in incarceration increases support of voter ID laws.

**Hetey, R. C.,** & Eberhardt, J. L. (in prep). Racial disparities in policing.

Prabhakaran, P., Camp, N. P., Monin, B., **Hetey, R. C.,** Jurafsky, D., & Eberhardt, J. L. (in prep). Racial disparities in the use of discretion in traffic stops: A study at scale using big data analytics.

**Selected Talks and Presentations: Academic**

**Hetey, R. C.,** & Eberhardt, J. L. (2018). The numbers don’t speak for themselves: Racial disparities and the persistence of inequality in the criminal justice system. Talk given as part of a symposium titled “Contemporary justifications of inequalities” at the Annual Meeting of the Society of Experimental Social Psychology, Seattle, WA.

**Hetey, R. C.** (2018). Improving police-community relations through implicit bias trainings. Invited talk given at the Speaker Series of the John S. Knight Journalism Fellowship Program at Stanford, Stanford, CA.

**Hetey, R. C.** (2017). Improving police-community relations through implicit bias trainings. Talk given as part of a symposium titled “Bias busting: New insights and interventions for racial, gender, religious and class conflicts” at the Annual Convention of American Psychological Association, Washington, D.C.

**Hetey, R. C.** (2017). The police-community relationship: Building trust and increasing safety. Invited talk and panel discussion at the Crime, Policy, and Incarceration Policy Forum hosted by the Stanford Institute for Economic Policy Research (SIEPR).

**Hetey, R. C.** (2017). Myths about inequality: The criminal justice system, race, and the dynamics of inequality. Invited talk given at University of California, Santa Cruz.

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). Getting pulled over: Lessons from an analysis of police stops, handcuffings, searches, and arrests. Talk given as part of an invited symposium at the Annual Meeting of the Society of Experimental Social Psychology, Santa Monica, CA.

**Hetey, R. C.,** & Eberhardt, J. L. (2014). Racial disparities in incarceration increase acceptance of punitive policies. Paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Columbus, OH.

**Hetey, R. C.,** & Eberhardt, J. L. (2013). What residential space can signal about race: Descriptive norms, race essentialism, and preferences for same-race neighbors. Talk given as part of symposium titled “How race, class, and stigma are embedded in physical space” at the Annual Meeting of the Society for Personality and Social Psychology, New Orleans, LA.

**Hetey, R. C.,** & Eberhardt, J. L. (2012). Descriptive norms, biological conceptions of race, and preferences for racial segregation. Invited talk given at Foothill Community College, Los Altos Hills, CA.

**Hetey, R. C.,** & Eberhardt, J. L. (2012). Descriptive norms, biological conceptions of race, and preferences for racial segregation. Talk given at Stanford Social Psychology Colloquia Series (Social Lab), Stanford, CA.

**Hetey, R. C.,** & Eberhardt, J. L. (2012). Race, politics, and the sock puppet: Do depictions of Obama as ape-like influence how he is evaluated? Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

**Hetey, R. C.,** & Eberhardt, J. L. (2010). Black or white? The black ape association and racial categorization. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

**Hetey, R. C.,** & Eberhardt, J. L. (2009). Is race in the eye of the beholder? The effect of racial theories on racial categorization. Talk given at Stanford Social Psychology Colloquia Series (Social Lab), Stanford, CA.

**Hetey, R. C.,** & Eberhardt, J. L. (2009). The effect of racial theories on racial categorization. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, Tampa, FL.

**Selected Talks and Presentations: Government and Community**

**Hetey, R. C.** (2018). Officer involved shooting – From chaos to calm. Invited panel discussion held at the Western Region Training Conference of the National Organization of Black Law Enforcement Executives, Oakland, CA.

**Hetey, R. C.** (2018). The force: A special documentary screening. Invited panel discussion about race, policing, and trust held at the San Francisco 49ers Museum at Levi’s Stadium, Santa Clara, CA.

**Hetey, R. C.** (2018). Improving police-community relations through implicit bias trainings. Invited presentation to the congregation of the Congregational Church of San Mateo, San Mateo, CA.

**Hetey, R. C.** (2017). Improving police-community relations through implicit bias trainings. Invited presentation to the Peninsula Solidarity Faith Leaders Cohort, San Mateo, CA.

**Hetey, R. C.** (2017). Regulations for Assembly Bill 953. Invited to advise California Attorney General Becerra during the rulemaking process for a state law requiring local law enforcement agencies to collect stop data.

**Hetey, R. C.** (2017). 21st century policing. Invited presentation and panel discussion at the Winter Forum for the Municipal Management Association of Northern California (MMANC).

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). Police stops: Data and the way forward. Keynote talk given at the Safe Oakland Speaker Series, presented by the Mayor of Oakland, Oakland, CA.

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). Results from an analysis of stops, handcuffings, searches, and arrests in Oakland, California. Talk given to Oakland Police Department, Oakland, CA.

**Hetey, R. C.** (2016). Reexamining the role of the officer: How officer experience shapes stops and searches of the public. Talk given at All Parties meeting to Federal Monitor, Plaintiffs’ Attorneys, City Council Representatives, Chief of Police, Mayor of Oakland, and others, Oakland, CA.

**Selected Media Coverage**

Voigt, R., Camp, N. P., Prabhakaran, V., Hamilton, W. L., **Hetey, R. C.,** Griffiths, C. M., Jurgens, D., Jurafsky, D., & Eberhardt, J. L. (2017). Language from police body camera footage shows racial disparities in officer respect. *Proceedings of the National Academy of Sciences*,*114*(25), 6521-6526.

In ***The New York Times*, *CNN*, *International Business Times***

**Hetey, R. C.,** Monin, B., Maitreyi, A., & Eberhardt, J. L. (2016). *Data for change: Stops, searches, handcuffings, and arrests in Oakland, Calif.* Stanford, CA: SPARQ.

In ***PBS, NPR, The Washington Post, San Francisco Chronicle***

**Hetey, R. C.,** & Eberhardt, J. L. (2014). Racial disparities in incarceration increase acceptance of punitive policies. *Psychological Science, 25*(10), 1949-1954.

In ***The Boston Globe, The Washington Post, Slate Magazine, Mother Jones***

**Teaching Experience**

**Implicit Bias**

One of five modules that make up *Principled Policing*, an 8-hour law enforcement training certified by the California Commission on Peace Officer Standards and Training (POST)

Instructor, March 2017-present

Co-Developer, with Jennifer L. Eberhardt and Hazel R. Markus (2016)

**Constitutional Law: The Fourteenth Amendment**

Guest lecturer of Implicit Bias: The Science & Relevance to the Criminal Justice System, Spring 2018

Instructors: Jane S. Schacter and Bernadette Meyler

*Stanford Law School, Stanford University*

**Introduction to Social Psychology**

Co-Instructor of Semester-Long Course, Spring 2013

With Dr. Jennifer L. Eberhardt

*Patten University at San Quentin State Prison; An education program run by the Prison University Project*

Head Teaching Assistant, Winter 2012

Instructors: Dr. Jennifer L. Eberhardt and Dr. Nalini Ambady

*Department of Psychology, Stanford University*

Teaching Assistant, Winter 2011

Instructor: Dr. Joseph Brown

*Department of Psychology, Stanford University*

Instructor, Summer 2010

*Department of Psychology, Stanford University*

**Introduction to Comparative Studies in Race and Ethnicity**

Teaching Assistant, Spring 2010

Instructors: Dr. Hazel Rose Markus, Dr. Paula Moya, and Affiliated Faculty of the Center for the Comparative Study of Race and Ethnicity

*Departments of Psychology, Sociology, and English, Stanford University*

**Wise Interventions**

Teaching Assistant, Winter 2010

Instructor: Dr. Gregory Walton

*Department of Psychology, Stanford University*

**Introduction to Psychology**

Teaching Assistant, Winter 2009

Instructor: Dr. Brian Knutson

*Department of Psychology, Stanford University*

Teaching Assistant, Fall 2008

Instructor: Dr. James Gross

*Department of Psychology, Stanford University*