

Paolo Aldrin Palma

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Toronto, ON, Canada

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EDUCATION

2023	PhD	Social Psychology, University of Western Ontario London, ON, Canada
2017	MSc	Social Psychology, University of Western Ontario, London, ON, Canada
2014	BSc	Psychology, University of Toronto Toronto, ON, Canada

ACADEMIC APPOINTMENTS

2025 – ongoing **SSHRC and CTN+ Postdoctoral Fellow**, Department of Psychology, Toronto Metropolitan University, Toronto, ON

2022 – 2025 **Postdoctoral Researcher**, Department of Psychology, Toronto Metropolitan University, Toronto, ON

FELLOWSHIPS, GRANTS & AWARDS

Funding Received: \$552,700 CAD

Fellowships

2025 – 2026	CTN+ James Kreppner Fellowship (\$70,000 CAD) CIHR Pan-Canadian Network for HIV and STBBI Clinical Trials Network
2025 – 2027	SSHRC Postdoctoral Fellowship (\$140,000 CAD) Social Sciences and Humanities Research Council
2017 – 2021	SSHRC Doctoral Fellowship (\$80,000 CAD) Social Sciences and Humanities Research Council

2019 – 2020 **Mitacs Accelerate** (\$13,000 CAD)
 Mitacs-SSHRC Joint Initiative

2016 – 2017 **SSHRC Joseph Armand Bombardier CGS-M** (\$17,500 CAD)
 Social Sciences and Humanities Research Council

External Funding

2025 **Co-I** (PI: Le Forestier), Springfield Research Fund Grant, American Psychological Foundation (\$21,000 USD)

2024 **Co-I** (PI: Skakoon-Sparling), Community-Based Research Team Grant Canadian Institutes of Health Research (\$100,000 CAD)

2024 **Co-I** (PI: Lachowsky & Gormezano), Catalyst Grant, Canadian Institutes of Health Research (\$100,000 CAD)

2024 **Co-I** (PI: Skakoon-Sparling), Local- and State-Level Policy Works Grant Society for the Psychological Study of Social Issues (\$2,000 USD)

2023 **PI**, Planning & Dissemination Grant, Canadian Institutes of Health Research - ICS (\$20,000 CAD)

2023 **PI**, Café Scientifique Grant, Canadian Institutes of Health Research (\$6,000 CAD)

Internal Funding

2019 **PI**, Graduate Research Award Fund, Faculty of Social Science, University of Western Ontario (\$180 CAD)

2017 **PI**, Academic Joint Fund (w/ Patenaude), Society of Graduate Students, University of Western Ontario (\$270 CAD)

2017 **PI**, Graduate Research Award Fund, Faculty of Social Science, University of Western Ontario (\$750 CAD)

2016 **PI** (w/ Iciaszczyk, Aslam, & Deng), Academic Joint Fund, Society of Graduate Students, University of Western Ontario (\$1000 CAD)

Travel Awards

2024

Early Career Travel Award (\$1,500 USD)

Society for the Psychological Study of Social Issues

2018

Graduate Travel Award Fund (\$500 USD)

Society for Personality and Social Psychology

PUBLICATIONS

(† = equal authorship; * = supervised trainee)

Refereed Journals

Skakoon-Sparling, S., Chow, S.*, **Palma, P. A.**, Adams, B., Elkington, N., Dvorakova, M., Hanes, D. W., Zhang, T. H., Grace, D., Jollimore, J., Tan, D. H. S., & Hart, T. A. (2025). Social-support (in)directly buffers internalized homonegativity's effects on depression and intrusive sexual thoughts/behaviors. *Health Psychology*. Advanced Online Publication. <https://doi.org/10.1037/hea0001468>

Palma, P. A., Skakoon-Sparling, S., Dawson, J.*, Zandi, R.*., Zhang, T., Campbell, E., Tan, D. H. S., Lachowsky, N. J., Cox, J., Lambert, G., Dvorakova, M., Lal, A., Jollimore, J., Grace, D., & Hart, T. A. (In press). Disparities in healthcare, STI testing, and PrEP access among newcomer sexual minority men in Canada's three largest urban centers. *Analyses of Social Issues and Public Policy*, 25(1), e12448. <http://dx.doi.org/10.1111/asap.12448>

Esses, V. M., Sutter, A., Hamilton, L., Bilodeau, A., **Palma, P. A.**, Lacassagne, A., Neuman, K., & Gaucher, D. (2024). Public attitudes toward immigrants and immigration in smaller Canadian communities. *Canadian Ethnic Studies*, 56(3), 43 - 67. <https://doi.org/10.1353/ces.2024.a939615>

Hart, T. A., Berlin, G. W., Deng, Y., Noor, S. W., **Palma, P. A.**, Skakoon-Sparling, S., Wardell, J. D., Tan, D. H. S., Grace, D., Lachowsky, N. J., Cox, J., Moore, D. M., Lambert, G., Zhang, T., Dvorakova, M., Lal, A., & Jollimore, J., for the Engage Study. (2024). Different classes of crystal methamphetamine use are associated with psychological and sexually transmitted infection outcomes among gay, bisexual, and other men who have sex with men. *Current Psychology*. <https://doi.org/10.1007/s12144-024-06737-4>

Zahran, A., Dermody, S. S., Berlin, G. W., **Palma, P. A.**, Skakoon-Sparling, S., Noor, S. W., Lachowsky, N., Grace, D., Cox, J., Moore, D. M., Lambert, G., Jollimore, J., & Hart, T.

A. (2024). Problematic alcohol use among gay, bisexual, and other men who have sex with men in Canada: The role of proximal stressors and anxiety. *Substance Abuse Treatment, Prevention, and Policy*, 19, 16. <https://doi.org/10.1186/s13011-024-00597-8>

Hart, T. A., Noor, S. W., Tavangar, F., Zahran, A., Skakoon-Sparling, S., Tan, D. H. S., Lambert, G., Grace, D., Lachowsky, N., Sang, J. M., **Palma, P. A.**, Zhang, T., Dvorakova, M., Cox, J., Moore, M. D. For the Engage Study (2024). Human immunodeficiency virus treatment attitudes and bacterial sexually transmitted infections (STIs) among gay and bisexual men. *Sexually Transmitted Diseases*, 51(3), 178-185. <https://doi.org/10.1097/OLQ.0000000000001915>

Skakoon-Sparling, S., **Palma, P. A.**, Zahran, A., Hart, T. A., Moore, D.M., Cox, J., Lachowsky, N. J., Dvorakova, M., Daroya, E., & Grace, D. (2023). Loneliness and the sexual health of sexual minority men in the context of the COVID-19 pandemic. *Social and Personality Psychology Compass*, 17(9), e12814. <https://doi.org/10.1111/spc3.12814>

Palma, P. A., Sinclair, V. M., & Esses, V. M. (2020). Facts versus Feelings: Objective and subjective experiences of diversity differentially impact attitudes toward the European Union. *Group Processes & Intergroup Relations*, 23(5), 726-743. <https://doi.org/10.1177/1368430219854805>

Balakrishnan, A.†, **Palma, P. A.**†, Patenaude, J.†, & Campbell, L. (2017). A 4-study replication of the moderating effects of greed on socioeconomic status and unethical behaviour. *Scientific Data*, 4, 160120. <https://doi.org/10.1038/sdata.2016.120>

In Preparation & Preprints

Palma, P. A., Skakoon-Sparling, S., Le Forestier, J. M., Sanchez Corte, M.* et al. (in prep). Confidence in HIV treatments predict partnerships between sexual minority men who are HIV-negative and living with HIV. [draft available upon request]

Skakoon-Sparling, S.†, **Palma, P. A.**†, Dawson, J., Fabro, N.* et al. (in prep). I trust you because I know you: Relationship dynamics and use of HIV pre-exposure prophylaxis inform condom use behaviors. [draft available upon request]

Hart, T. A., Deng, Y., **Palma, P. A.**, et al. (in prep). Disentangling Between- and Within-Person Effects of HIV PrEP and Treatment Attitudes on Condom Use and Bacterial STIs among Sexual Minority Men. [draft available upon request]

Palma, P. A., Skakoon-Sparling, S., Le Forestier, J. M., Cao, J.* et al. (in prep). Testing the rejection-identification model in sexual minority men of colour. [draft available upon request]

Palma, P. A., & Esses, V. M. (2024). Of mice and machines: The asymmetric dehumanization of immigrants as a function of perceived economic contribution [Pre-print]. *PsyArXiv*. <https://doi.org/10.31234/osf.io/wyv56>

Palma, P. A., & Esses, V. M. (2023). Economic thinking and cultural enrichment beliefs about immigration: Development and validation of the ETCEI scale [Pre-print]. *PsyArXiv*. <https://doi.org/10.31234/osf.io/6s3pz>

White Papers & Government Reports

Palma, P. A. & Zenger, N. (2020). The Promises and Pitfalls of Corporate Diversity Initiatives. Report written for Visier, Inc., Vancouver, BC, Canada. Retrieve from: <https://www.visier.com/lp/corporate-diversity-initiatives/>

Palma, P. A. & Zenger, N. (2020). Global Diversity: Understanding How People Define Diversity and How to Measure It. Report written for Visier, Inc., Vancouver, BC, Canada.

Palma, P. A.†, Balakrishnan, A.†, Esses, V. M., Hussein, H., Eldik, L., & Walsh, C. (2019). London and Middlesex Local Immigration Partnership: 2019 Community capacity and perceptions of the LMLIP. Report written for the City of London. Retrieve from: <https://london.ca/sites/default/files/2020-12/Capacity%20and%20Inventory%20Report.pdf>

Currie-Patterson, N.†, Le, T. H. A.†, **Palma, P. A.**†, & Sinclair, V. M.† (2018). Value of residential care: Review and strategies to advocate for better wages for PHSS. Report written for Participation House Support Services, London, ON, Canada. Retrieve from: <https://ir.lib.uwo.ca/se-ccel/17/>

PRESENTATIONS

(* = supervised trainee; † = co-first author/presenter)

Chaired Symposia

Palma, P. A. [chair] (2024, June). *Psychology of epidemics through the lens of sexual minority men* [Symposium]. Society for the Psychological Study of Social Issues 2024 Conference. Philadelphia, PA, United States.

Invited Talks

Palma, P. A. (2025, September). Thinking about immigration in terms of economics and culture: Implications for anti-immigrant sentiment. *Current Migration Issues: Expectations for the Future* [Panel]. Migration and Ethnic Relations Program, University of Western Ontario, London, ON, Canada.

Oral Presentations

Palma, P. A., Skakoon-Sparling, S., Le Forestier, J. M., Cao, J., Zhang, T., Gormezano, A. M., Vo, T. D., Cox, J., Lachowsky, N. J., Tan, D. H. S., Grace, D., & Hart, T. A. (2025, October). *Sexual relationships with other racialized sexual minority men buffer against experiences of racism in the LGBT community* [Data Blitz]. Canada Sex Research Forum, Vancouver, BC, Canada.

Palma, P. A., Skakoon-Sparling, S., Le Forestier, J. M., Cao, J., Zhang, T., Gormezano, A. M., Dvorakova, M., Lal, A., Vo, T. D., Cox, J., Lachowsky, N. J., Moore, D. M., Jollimore, J., Tan, D. H. S., Grace, D., Hart, T. A. (2025, February). Testing the Rejection-Identification Model in racialized sexual minority men. In Le Forestier, J. M. (chair). *Social Psychological Insights into LGBTQ+ Health* [Symposium]. Society for Personality and Social Psychology, Denver, CO, United States.

Palma, P. A., Le Forestier, J. M., Skakoon-Sparling, S., Sanchez Corte, M., Zhang, T., Gormezano, A. M., Dvorakova, M., Lal, A., Cox, J., Lachowsky, N. J., Moore, D. M., Jollimore, J., Grace, D., and Hart, T. A. (2024, June). HIV treatment beliefs, PrEP-use, and sexual minority men's partner-seeking behavior. In Palma, P. A. (chair). *Psychology of epidemics through the lens of sexual minority men* [Symposium]. Society for the Psychological Study of Social Issues 2024 Conference. Philadelphia, PA, United States.

Palma, P. A., & Esses, V. M. (2024, June). *Skilled or unskilled? Economic thinking and immigrant preferences* [Oral Presentation] Society for the Psychological Study of Social Issues 2024 Conference. Philadelphia, PA, United States.

Zandi, R^{*,†}, **Palma, P. A.**[†], Skakoon-Sparling, S., Gervais, J., Lachowsky, N. J., Cox, J., Moore, D. M., Lambert, G., Grace, D., Dvorakova, M., Jollimore, J., & Hart, T. (2023, April).

Healthcare access and PrEP Uptake Among Immigrant Gay, Bisexual, and Other Men who Have Sex With Men (GBM) in Canada's three largest cities [Oral Presentation]. Canadian Association for HIV Research, Quebec, QC, Canada.

Maynard, R.*, Berlin, G., **Palma, P. A.**, Skakoon-Sparling, S., Elkington, N., Grace, D., Lachowskly, N. J., Moore, D. M., Lambert, G., Cox, J., Jollimore, J., Parlette, A., Lal, A., Dvorakova, M., Daroya, E., & Hart, T. A. (2023, April). *Associations of Psychological Distress, Sexual Compulsivity, and Escape Motives with Group Chemsex and Condomless Anal Sex Among Gay, Bisexual, and Other Men Who Have Sex With Men (GBM)* [Oral Presentation]. Canadian Association for HIV Research, Quebec, QC, Canada.

Palma, P. A., Zhao, Y.*, & Esses, V. M. (2019, June). *Does location matter? Attitudes towards refugees as a function of race and where refugee claims are made* [Data Blitz] The Weary Symposium on Diversity and Social Identity, Columbus, OH, United States.

Palma, P. A., & Esses, V. M. (2017, June). *Hyphenated identities: Implications of race and nationality on people's attitudes and stereotypes* [Data Blitz]. Canadian Psychological Association, Toronto, ON, Canada.

Palma, P. A., Sinclair, V. M., & Esses, V. M. (2017). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Oral Presentation]. Western-Waterloo-Wilfrid Laurier Conference, London, ON, Canada.

Palma, P. A., Balakrishnan, A., Patenaude, J., & Campbell, L. (2016). *Greed and unethical behaviour: A replication study* [Oral Presentation]. Western Research Forum, London, ON, Canada.

Poster Presentations

Palma, P. A., Skakoon-Sparling, S., Le Forestier, J. M., Sanchez Corte, M., Zhang, T., Gormezano, A. M., Vo, T. D., Dvorakova, M., Lal, A., Cox, J., Lachowsky, N. J., Moore, D. M., Jollimore, J., Tan, D. H. S., Grace, D., & Hart, T. A. (2025, February). *Sexual Minority men's beliefs about HIV undetectability, PrEP use, and partner selection* [Poster Presentation]. LGBTIQ+ Research Across the Globe SPSP Pre-Conference, Denver, CO, United States.

Palma, P. A., & Esses, V. M. (2024, February). *Of mice and machines: Economic thinking and the mechanistic dehumanization of (Im)migrants* [Poster Presentation]. Society for Personality and Social Psychology, San Diego, CA.

Palma, P. A., & Esses, V. M. (2022, February). *Economics or Xenophobia? Economic and Diversity Attitudes Predict Distinct Preferences for Immigrants by Race and Migrant Class* [Poster and Video Presentation]. Society for Personality and Social Psychology, San Francisco, CA.

Palma, P. A., & Dennehy, T. C., (2021, August). *Do past experiences of discrimination affect perceptions of microaggressions?* [Poster and Video Presentation]. Society for the Psychological Study of Social Issues, Online.

Palma, P. A., & Esses, V. M. (2020, February). *“Positive” Attitudes toward Immigration: Cosmopolitanism, Economic Utility, and Mobility as Distinct Facets of Pro-immigration Attitudes* [Poster Presentation]. Society for Personality and Social Psychology, New Orleans, LA.

Palma, P. A., & Haan, M. (2019, October). *Absence (may) not make the heart grow fonder: Investigating marital non-cohabitation and divorce in Canada’s immigrant population* [Poster Presentation]. Presented at the 2019 Pathways to Prosperity National Conference, Toronto, ON, Canada. Retrieve from <https://osf.io/nsqp5>

Palma, P. A., Sinclair, V. M., & Esses, V. M. (2018, March). *Fear or friendship: The role of diversity and intergroup contact on Brexit and Euroscepticism* [Poster Presentation]. Society for Personality and Social Psychology, Atlanta, GA. Retrieve from <https://osf.io/95ta7/>

Palma, P. A., & Esses, V. M. (2017, June). *Foreigner in their own land: How experiences of ethnic discrimination affects Asian Americans’ and Asian Canadians’ attitudes towards immigration* [Poster Presentation]. Canadian Psychological Association, Toronto, ON, Canada.

Palma, P. A., & Esses, V. M. (2017, January). *Attitudes and Perceptions of Groups at the Intersect of Race and Immigrant Status* [Poster Presentation]. Society for Personality and Social Psychology, San Antonio, TX. Retrieve from <https://osf.io/zwvt8/>

Other Presentations

Palma, P. A. (2020). *Understanding How People Define Diversity and How to Measure It.* Workshop presented for Visier, Inc., Vancouver, BC, Canada.

Palma, P. A. (2020). *The Promises and Pitfalls of Corporate Diversity Initiatives.* Workshop presented for Visier, Inc., Vancouver, BC, Canada.

Palma, P. A., Iciaszczyk N., Aslam A., & Deng, D. (2017). *Myth vs Reality: Canada's Refugee Program.* Workshop presented for the London Public Library, London, ON, Canada.

TEACHING EXPERIENCE

Teaching Interests & Expertise

Content Areas: Attitudes and Persuasion; Diversity Sciences; Health Psychology; Intergroup Relations; Prejudice & Discrimination; Sexuality; Social Psychology

Research Methods & Statistics: Introductory Statistics; Introductory Research Methods; Statistics in R; Principles of Data Visualization; Psychometrics and Scale Construction; Structural Equation Modelling

University of Western Ontario

Course Instructor

Attitudes and Attitude Change (Winter 2020, Summer 2020)

Tutorial or Laboratory Instructor

Social Psychology (Fall 2017)

Introduction to Research Methods (Full Year 2015-16)

Teaching Assistant

Psychology of Gender (Fall 2020)

Prosocial and Antisocial Behaviour (Fall 2019)

Introduction to Psychology (Winter 2017, Winter 2019)

King's University College at Western

Teaching Assistant

Psychology of Prejudice (Winter 2019)

Introduction to Psychology (Full Year 2018-19)

Guest Lecture

Economics or Culture? Measuring Attitudes Towards Immigrants (Winter 2025)

Psychological Measurement, Dr. Shayna Skakoon-Sparling

University of Guelph, Guelph, ON

Healthcare Access and Sexual Minority Immigrant Men (Winter 2024)

Racism and Health, Dr. Zoha Salam

McMaster University, Hamilton, ON

Intergroup Relations in Diverse Societies (Summer 2018)

Social Psychology, Dr. Sarah Moroz

University of Western Ontario, London, ON

MENTORSHIP & SUPERVISION

Toronto Metropolitan University

(co-supervised with Dr. Trevor A. Hart)

2026	Cappadocia, J.	Independent Research Student
2026	Inejosa, K.	Independent Research Student
2025	Fabro, N.	Undergraduate Research Opportunity Program
2024 – 2025	Curtis, M.	Honours Thesis
2023	Kinchlea, S.	Independent Research Student
2022 – 2023	Sanchez Corte, M.	Honours Thesis
2022 – 2023	Maynard, R.	Postgraduate Research Project
2022 – 2023	Zandi, R.	Postgraduate Research Project

University of Western Ontario

(co-supervised with Dr. Victoria Esses)

2019 – 2020	MacArthur, A.	Independent Research Student
2019 – 2020	Zhao, Y.	Independent Research Student
2018 – 2019	Zhao, Y.	Independent Research Student

SERVICE

Ad-hoc Reviewer (Social Psychology)

Analysis of Social Issues and Public Policy

Asian American Journal of Psychology

Current Psychology

Group Processes and Intergroup Relations
Journal of Social and Political Psychology
Personality and Social Psychology Bulletin
Social and Personality Psychology Compass
Translational Issues in Psychological Science
Trends in Psychology

Ad-hoc Reviewer (Other Expertise)

AIDS and Behavior Journal of Advanced Nursing

Departmental Service

2018 – 2021	Social Area Lab Coordinator Department of Psychology, University of Western Ontario
2018 – 2019	Colloquium Committee Department of Psychology, University of Western Ontario
2017 – 2020	Graduate Affairs Committee Department of Psychology, University of Western Ontario
2015 – 2019	Society of Graduate Students Representative Department of Psychology, University of Western Ontario

Other Service

2025 – ongoing	PsyArXiv Pre-print Moderator Society for the Improvement of Psychological Science
2024	Event Planning & Organizing Café Scientifique for the Engage Toronto Team
2017	Conference Organizer Western-Waterloo-Wilfrid Laurier Graduate Student Conference
2016	Conference Organizer Migration and Ethnic Relations Graduate Student Conference