

# Lacey J. Davidson

Curriculum Vitae  
December 2018

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Department of Philosophy  
Purdue University  
100 N. University Street  
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**AREA OF SPECIALIZATION:** Philosophy of Race, Social and Feminist Epistemology,  
Philosophy of Mind (esp. Philosophy of Cognitive Science, Moral Psychology)

**AREAS OF COMPETENCY:** Feminism, Philosophy of Gender, Ethics

## EDUCATION

**Purdue University**, West Lafayette, Indiana

### Ph.D. Candidate in Philosophy

Dissertation: “That’s Racist, Too! Bias, Norms, and the Move to Liberation”

Committee: Daniel Kelly (chair), Leonard Harris, Taylor Davis, Ron Mallon (outside reader)

**Wittenberg University**, Springfield, Ohio

### Bachelor of Arts, May 2012

*Summa Cum Laude, University Honors, Departmental Honors in Philosophy and Political Science*

Majors: Philosophy and Political Science

## PUBLICATIONS

### Journal Articles

Forthcoming “Minding the Gap: Bias, Soft Structures, and the Double Life of Social Norms.”

*Journal of Applied Philosophy*. [co-authored with Daniel Kelly]

2017 “Category Matters: The Interlocking Epistemic and Moral Costs of Implicit Bias.”

*Teoria* 37.2: 37-52.

### Book Chapter

Forthcoming “Epistemology of HIV Transmission: The Roles of Privilege and Marginalization in

the Dissemination of Knowledge.” *Making the Case: Feminist and Critical Race Theorists*

*Investigate Case Studies*, Nancy McHugh and Heidi Grasswick (Eds.), SUNY University

Press. [co-authored with Mark Satta]

### Book Reviews & Replies

2018 Book Review of *The Construction of Human Kinds* by Ron Mallon. *Philosophical Psychology*  
31.1: 143-146.

2015 “Intuition, Judgment, and the Space Between: A Reply to Sherman.” *Social*

*Epistemology Review and Reply Collective* 4.11: 15-20. [co-authored with Daniel Kelly]

### Papers in Preparation

Under Review “When Testimony Isn’t Enough: Implicit Bias Research as Epistemic Exclusion.”

Invited contribution to *Overcoming Epistemic Injustice*, Benjamin Sherman & Stacy

Gougen (Eds.), in contract with Rowman & Littlefield.

- Under Review “Epistemic Responsibility and Implicit Bias.” Invited contribution to *Introduction to Implicit Bias*, Alex Madva & Erin Beeghly (Eds). [co-authored with Nancy McHugh]
- Under Review “Social Distrust.” Invited contribution to *Social Trust*, Kevin Vallier (Ed.). [co-authored with Mark Satta]
- Under Review “Pernicious Epistemically Justified Distrust.” [co-authored with Mark Satta]

## **AWARDS & HONORS**

- 2018 Graduate Research Award, Center for Research on Diversity and Inclusion at Purdue University
- 2018 Graduate Teaching Award, Center for Instructional Excellence at Purdue University
- 2018 Graduate Teaching Certificate, Center for Instructional Excellence at Purdue University
- 2018 Departmental Nominee for the Jefferson Award (national community service award)

## **GRANTS & FELLOWSHIPS**

- 2018-2019 Bilsland Dissertation Completion Fellowship, The Graduate School at Purdue University, Fall 2018-Summer 2019: \$59,064
- 2018 “When Testimony Isn’t Enough.” College of Liberal Arts PROMISE Research Travel Award: \$750
- 2017 “Implicit Bias in the Philosophy Classroom.” College of Liberal Arts PROMISE Research Travel Award: \$750
- 2016 “Bias & Philosophy.” 2016 Global Synergy Grant for Students: \$30,411
- 2016 “Informal Institutions and the Double Life of Social Norms.” College of Liberal Arts PROMISE Research Travel Award: \$1500
- 2016 “Case Studies in Feminist and Critical Race Epistemology.” College of Liberal Arts PROMISE Research Travel Award: \$750

## **INVITED TALKS**

- 2018 “Implicit Bias in the Philosophy Classroom.” American Philosophical Association Central Division, Chicago, IL, Committee on the Status of Women Panel. [with Daniel Kelly]
- 2018 “Activism and the Armchair: Why Philosophers Need Not Stay Out of Politics.” Department Colloquium at Wittenberg University in Springfield, OH.
- 2017 “When Testimony Isn’t Enough.” Department Colloquium at University of Minnesota Duluth.
- 2017 “Implicit Bias and Educator Responsibility.” Diversity Workshop at Indiana University Kokomo.

## **CONFERENCE PARTICIPATION**

### **Conferences Organized**

- 2019 Third Annual Purdue Graduate Conference: Inclusive Philosophies
- 2018 Second Annual Purdue Graduate Conference: Inclusive Philosophies
- 2017 First Annual Purdue Graduate Conference: Inclusive Philosophies

### **Future Paper Presentations**

- 2019 “Pernicious Epistemically Justified Distrust.” American Philosophical Association Pacific Division, Vancouver, BC. Colloquium Paper. [with Mark Satta]
- 2019 “Epistemic Violence, Failures to Understand, and Implicit Bias Research.” Society for the Advancement of American Philosophy, Columbus, OH. Panel Participant.

### **Papers Presented**

- 2018 “When Testimony Isn’t Enough: Implicit Bias Research as Epistemic Injustice.” The Association for Feminist Epistemologies, Methodologies, Metaphysics and Science Studies, Oregon State University.
- 2018 “Justified Social Distrust.” The Bowling Green Workshop in Applied Ethics and Public Policy: Social Trust, Bowling Green State University. [with Mark Satta]
- 2018 “Minding the Gap: Individual Biases, Soft Structures, and the Psychology of Social Norms.” Symposium: The Logic of Racial Practice, University of Pittsburgh. [with Daniel Kelly]
- 2017 “When Testimony Isn’t Enough: Implicit Bias Research as Epistemic Injustice.” Purdue Graduate Conference: Inclusive Philosophies, Purdue University.
- 2017 “Activism and the Arm Chair: Why Philosophers Need Not Stay Out of Politics.” CUNY Graduate Conference, CUNY.
- 2016 “Between Individuals and Structures: Informal Institutions and the Double Life of Social Norms.” Moral Psychology Research Group, The University of Pittsburgh. [with Daniel Kelly]
- 2016 “The Epistemic Costs of Bias and Systems (Non-)Evaluation.” The Association for Feminist Epistemologies, Methodologies, Metaphysics and Science Studies, University of Norte Dame.
- 2016 “Informal Institutions and the Double Life of Social Norms.” Bias in Context: Psychological and Structural Explanations, The University of Sheffield. [with Daniel Kelly]
- 2016 “Epistemology of HIV Transmission: The Roles of Privilege and Marginalization in the Dissemination of Knowledge.” Annual Values in Medicine, Science and Technology and Consortium for Socially Relevant Philosophy of/in Science and Engineering Conference, University of Texas. [with Mark Satta]
- 2016 “Implicit Bias and Ecological Control.” Southern Society for Philosophy and Psychology, Louisville, KY.
- 2016 “Epistemology of HIV Transmission: Advancement, Uncertainty, and Dissemination of Information.” Bioethics: Preparing for the Unknown, Western Michigan University. [with Mark Satta]

### **Comments**

- 2018 “Moral Ignorance” by James Lincoln. American Philosophical Association Central Division, Chicago, IL.
- 2018 “The Challenge to Race Eliminativism From Implicit Bias Research” by Timothy Fuller. American Philosophical Association Eastern Division, Savannah, GA.

2017 “Familiar Races, Familiar Races: A Familiarity-Based Account of Early Racial Cognition” by Kamuran Osmanoglu and Armin Schulz.” Southern Society for Philosophy and Psychology, Savannah, GA.

### **CAMPUS TALKS (Purdue University)**

2018 Lightning Talk: “A Pluralistic Account of Racism.” College of Liberal Arts Research Expo.  
2017 “Activism and the Armchair.” Purdue Graduate Student Symposium.

### **RESEARCH EXPERIENCE**

2018 Research Assistant (Indexing) to Carrie Figdor (*Pieces of Mind* published with OUP in 2018).  
2018 Research Assistant to Daniel Kelly  
2017 Moral Psychology Research Seminar with Mark Alfano, Delft University of Technology, November 5-9.  
2016-2018 Research Assistant (Reviewing & Editing, Citations, & Indexing) to Michael Brownstein (*The Implicit Mind* published with OUP in 2018).  
2016-2017 Research Assistant, Purdue Philosophy Diversity and Inclusion Initiative  
2016 Research Assistant (Indexing) to Jennifer Saul & Michael Brownstein (*Implicit Bias and Philosophy*, Volume 1, published with OUP in 2016).  
2015-2016 Coordinator & Research Assistant, Purdue Lectures in Ethics, Policy, and Science  
2014-2015 Brewer Research Assistant in Applied Ethics to Dr. Mark Bernstein

### **TEACHING EXPERIENCE**

#### **Instructor**

2018 Global Moral Issues, Purdue University  
2017 Critical Thinking, Purdue University

#### **Adjunct Faculty**

2016 Introduction to Philosophy, University of Indiana at Kokomo  
2015 Introduction to Ethics, Ivy Tech Community College

#### **Teaching Assistant (Purdue University)**

2015 Environmental Ethics, Mark Bernstein  
2014 Ethics and Animals, Mark Bernstein  
2014 Introduction to Philosophy, Jan Cover  
2013 Religions of the West, Thomas Ryba

### **SERVICE TO THE PROFESSION**

2016-2018 Journal Referee: *Journal of Applied Philosophy*, *Ergo*, *Mind and Language*, *Synthese*  
2017 Graduate Assistant, Philosophy in an Inclusive Key Summer Institute (PIKSI)

### **DEPARTMENTAL SERVICE**

2017-2018 Social Media Coordinator, Purdue Philosophy Department & Graduate Program

- 2016-2017 Co-Coordinator, Philosophy of Mind Reading Group
- 2016-2017 Graduate Student Mentor, Purdue Philosophy Department Diversity and Inclusion Initiative
- 2016 Graduate Student Member, Philosophy Department Head Search Committee
- 2014-2016 Coordinator, Purdue Lectures in Ethics, Policy, and Science
- 2014-2015 Graduate Representative, Purdue Philosophy Department

### **COMMUNITY INVOLVEMENT**

- 2016-Present Founding Member & Director of Finance/Membership, Younger Women’s Task Force of Greater Lafayette
- 2015-Present Steering Committee and Facilitator, Lafayette Diversity Round Table Conversation Circles
- 2012-2013 AmeriCorps VISTA Member, Springfield Promise Neighborhood
- 2012-2013 Literacy Volunteer, Warder Literacy Center
- 2012 Teaching Assistant/Writing Fellow, “The Art of Living Ethically” at Inside-Out Program/Clark County Juvenile Detention Center
- 2011-2013 Community Coordinator, Restorative Justice Initiative (RJI) with the Clark County Juvenile Detention Center & Project Jericho
- 2010-2012 Volunteer, The Rock Youth Center
- 2010-2011 Developer/Coordinator, Stand Up for Ethics Program (StEP) with the Clark County Juvenile Detention Center & Project Jericho

### **PROFESSIONAL MEMBERSHIPS**

- 2018-Present Founding Member, Purdue Minorities in Philosophy (MAP)
- 2016-Present Founding Member, Purdue Women in Philosophy
- 2016-Present American Philosophical Association
- 2016-Present Southern Society for Philosophy and Psychology

### **GRADUATE COURSEWORK (Purdue University)**

- 19<sup>th</sup> Century African American Literature: Slave Narratives (English), Venetria Patton
- Contemporary Ethics (audit), Patrick Kain
- Dissertation Seminar, Daniel Kelly
- Seminar in Ethics: Kant, Patrick Kain
- Existentialism, William McBride
- French for Reading and Translation, Allan Wood
- Studies in Greek Philosophy: Aristotle’s Ethics, Pat Curd
- Human Evolution (Anthropology) (audit), Amanda Veile
- Philosophy of Liberation (sat in), Leonard Harris
- Metalogic, Dana Tulodziecki
- Philosophy of Mind (audit), Daniel Kelly
- Studies in Philosophy of Mind (Evolution and Externalism), Daniel Kelly and Daniel Smith
- Studies in Philosophy of Mind (Mental Illness), Daniel Kelly
- Studies in Philosophy of Mind (Social Norms) (audit), Daniel Kelly and Taylor Davis
- Phenomenology, Jacqueline Mariña

Philosophy of Race (audit), Leonard Harris  
Recent American Philosophy: Pragmatism, Leonard Harris  
Recent Analytic Philosophy: Epistemology, Matthias Steup  
Philosophy of Science, Dana Tulodziecki  
Philosophy of Social Science, Leonard Harris  
Studies in Social and Political Philosophy, William McBride  
Studies in Theory of Knowledge, Michael Bergmann

## REFERENCES

Daniel Kelly, Associate Professor  
Purdue University  
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Leonard Harris, Professor  
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CUNY/John Jay College of Criminal Justice  
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## DISSERTATION SUMMARY

### That's Racist, Too! Bias, Norms, and the Move to Liberation

Charles Mills (2000) claims, “That race should be irrelevant is certainly an attractive ideal, but when it has not been irrelevant, it is absurd to proceed as if it had been” (41). I’ve constructed my project with the specter of this absurdity very firmly in mind, and the dissertation proceeds by addressing two sets of longstanding questions about race. Those in the first set raise issues in ethics about the wrongs of racism. Those in the second concern issues in metaphysics and social ontology and focus on the nature of social identity categories, their cognitive functions, and the nature of the entities they pick out. I also draw on and contribute to the growing philosophic literature on social norms, which serves as my bridge between these two sets of questions.

The purpose of this project is to harness the power of traditional philosophic tools, such as conceptual analysis, alongside empirical data and theoretical strategies from the psychological sciences, behavioral economics, sociology, and cultural studies to develop clearer and more effective ways of conceptualizing race and race liberation, especially in the United States. I begin by articulating and defending a pluralistic theory of the application conditions for the predicate ‘racist’; in short, I hold that a variety of entities—mental states and processes, individual behaviors, norms, practices, policies, campaigns, institutions, etc.—are viable candidates to be classified as racist or not and that each of those types of entities can qualify as racist on non-reductive grounds, rather than derivatively, in virtue of some relation they have to some more fundamental or ultimate source of the property picked out by the predicate ‘racist’. My position is that scholars who have sought to limit the use of the term, or reserve its proper application to some core set of entities, have failed to provide convincing arguments and their restrictions have been damaging to the anti-racist project. Throughout the analysis of application conditions, I have a tripartite focus on 1) individual psychological mechanisms and states, 2) informal institutions comprised of social norms and cultural practices, and 3) formal institutions regulated by policies and laws. Then, I specifically show how both implicit biases and social norms fit into my pluralistic account of the predicate ‘racist’. I do this because these are the kind of entities that raise difficult puzzles concerning both the assignment of moral responsibility, as well as the reach and potential limits of our capacity to behave in non-racist or anti-racists ways. Many people worry that we can’t be held responsible for things we don’t have direct control over or knowledge about, and in these chapters I provide a framework for understanding our complex epistemic and moral relationship to these entities. Finally, I explore the development and implementation of what I call *liberatory norms* as a potential pathway for resisting racially oppressive conditions. Specifically, I look at the kinds of norms being cultivated in activist communities that work to undo oppressive individual tendencies, cultural practices, and social structures.

My dissertation aims not only to make significant contribution to several areas of academic research, but also to articulate and clarify the implications of that research for social movements, public policies, and individual strategies for mitigating bias. For example, sometimes strategies for promoting diversity in the workplace that look promising in theory actually backfire in practice, making environments more hostile rather than less, or discouraging rather than encouraging diverse groups of people to come together. I bring a philosopher’s eye to bear on these kinds of possibilities as well and carefully think through their significance. By paying close attention to the psychological mechanisms that support certain attitudes and behaviors, my framework provides many resources for identifying effective strategies for intervention.