Marie Tano

🏠 https://mariemmanue.github.io
✉ mtano@stanford.edu

Education

Stanford University   *2021–Present*
PhD in Linguistics

Pomona College   *2017–2021*
Bachelor of Arts in Cognitive Science

Research Interests

Sociolinguistics, natural language processing, machine learning, African American Language

Papers and Manuscripts

In prep. **Tano, M**. (2025). Performing Realness: Challenging Essentialist Models of Black Authenticity. Department of Linguistics, Stanford University.

In prep. **Tano, M.**, & Rosenthal, S. (2025). A Comparison of Biases in Embedding and Generative Models. International Business Corporation (IBM).

Accepted. Podesva, R., Hernandez, A., Papineau, B., & **Tano, M.**, Velasquez, T., & Zhang, H. (2024). (DH)ere's more than one way to strengthen a fricative: A social meaning approach to ethnic variation in the phonetic realization of the voiced interdental fricative. *Journal of English Linguistics*.

Okolo, C. T., & **Tano, M.** (2024). *Closing the gap: A call for more inclusive language technologies.* Brookings Institution. https://www.brookings.edu/articles/closing-the-gap-a-call-for-more-inclusive-language-technologies/.

Okolo, C. T., & **Tano, M.** (2024). *Moving toward truly responsible AI development in the global AI market.* Brookings Institution. https://www.brookings.edu/articles/moving-toward-truly-responsible-ai-development-in-the-global-ai-market/.

Franz, H., Grue, M., Rowell, A., **Tano, M.**, Johnson, S., & Charity Hudley, A. (2024). Black Linguistic Justice from Theory to Practice. *College Composition and Communication*.

Franz, H., Charity Hudley, A., Rowell, A., Johnson, S., **Tano, M.** & Grue, M. (2022). Black Students' Linguistic Agency: An Evidenced-Based Guide for Instructors and Students. *American Speech*.

Holliday, N. & **Tano, M.** (2021). "It's a Whole Vibe": Testing evaluations of grammatical and ungrammatical AAE on Twitter. *Linguistics Vanguard, 7*(1).

Conference Presentations

Hoffmann, J.*, Ahlheim, C., Yu, Z., Walfrand, A., Jin, J., **Tano, M.**, Beirami, A., van Liemt, E., Thain, N., Sidahmed, H., & Dixon, L. (2025). *Improving Neutral Point-of-View Generation with Data- and Parameter-Efficient RL*. The 2025 Conference on Empirical Methods in Natural Language Processing (EMNLP). Suzhou, China.

Tano, M. (2025). *Towards an Automatic Dialect Density Measure for African American English* [Poster Presentation]. Linguistics for Justice: Advancing Reforms in the Criminal Legal System. University of Oregon, Eugene, Oregon.

Tano, M. (2024). *Multilingual Authenticity: Navigating Ethnic Identity Through Language*. The 55th Annual Conference on African Linguistics. McGill University, Montreal, Canada.

Tano, M. (2024). *The Multiplicity of Authenticity: A Case Study on a Diasporic Speaker*. Annual Meeting of the Linguistic Society of America (LSA). New York City, New York.

Tano, M. (2023). *The Multiplicity of Authenticity: A Case Study on a Diasporic Speaker*. New Ways of Analyzing Variation (NWAV). Queens College, City University of New York, New York City, New York.

Hernández, A.*, Papineau, B.*, **Tano, M.***, Velásquez, A.*, Zhang, H.*, & Podesva, R.* (2023). *(DH)ere's more than one way to strengthen a fricative: Voiced interdentals in a diverse sample of Californians*. New Ways of Analyzing Variation (NWAV). Queens College, City University of New York, New York City, New York.

Tano, M. (2021). *Does Blackness have a Sound?: Raciolinguistic Expectations of a Bidialectal Speaker*. 15th Arizona Linguistics Circle. University of Arizona, Virtual.

Franz, H.*, Charity Hudley, A.*, Johnson, S.*, & **Tano, M.*** (2021). *Black Students' Linguistic Agency: A Researched Guide for Instructors and Students*. Fourth HBCU Symposium on Rhetoric and Composition. Virtual.

Tano, M. (2020). "Testing Auditory and Internet-Based Evaluations of African-American English." Mellon Mays West Coast Regional Undergraduate Conference, Claremont University Consortium.

Tano, M.* & Holliday, N. (2020). *It's a Whole Vibe: Testing Evaluations Of Grammatical and Ungrammatical AAE on Twitter*. Advancing African American Linguist(ic)s Symposium. University of California, Santa Barbara, Virtual.

Invited Talks

---

*Presenting author(s)

Tano, M. (2023). The Construction of a Diasporic Self. Talk at Phonology and Psycholinguistics Forum ("Phorum"), University of Berkeley.

Tano, Marie. (2022). Language, Race and Autonomy: African-American English in the Classroom. Talk at Vote Rev Speaker Series, Virtual.

Tano, Marie. (2021). African-American English and Social Media. Guest Lecture at Linguistics 338: African-American English, Reed College, Virtual.

Grants, Fellowships, Scholarships, and Awards

2025	**DARE: Diversifying Academia, Recruiting Excellence Doctoral Fellowship** *Stanford University*	
	API Credit *OpenAI API Researcher Access Program*	($1,000)
	Travel Award *Linguistics for Justice: Advancing Reforms in the Criminal Legal System Conference*	($800)
	Richard Braddock Award *2025 Conference on College Composition and Communication (CCCC)*	
2024	**Tech Ethics and Policy Fellowship** *Stanford Institute for Human-Centered Artificial Intelligence (HAI)*	($10,000)
	Student Travel Award *Linguistic Society of America, Committee on Ethnic Diversity in Linguistics (CEDL)*	($1,000)
2023	**GRFP: Graduate Research Fellowship** *National Science Foundation*	
	Predoctoral Fellowship Program – Alternate *Ford Foundation*	
	RAISE: Research, Action, and Impact through Strategic Engagement Doctoral Fellowship *Stanford University*	
	Student Travel Award *Queens College, CUNY, New Ways of Analyzing Variation (NWAV)*	($650)
2021	**EDGE: Enhancing Diversity in Graduate Education Doctoral Fellowship** *Stanford University*	

| 2020 | **Student Registration Award** | ($100) |

Linguistic Society of America, Committee on Ethnic Diversity in Linguistics (CEDL)

Remote Alternative Independent Summer Experience (RAISE) Grant ($2,500)
Pomona College

| 2019 | **MMUF: Mellon Mays Undergraduate Fellowship** |

Pomona College, Mellon Foundation

Research Experience

Research Scientist Intern Jun.–Sep. 2025
International Business Machines Corporation (IBM), Yorktown Heights, NY
– Developed large-scale bias evaluation pipelines on several generative and embedding models.
– Executed identity-injection, retrieval drift, and semantic similarity experiments across 100K+ QA pairs.
– Optimized analysis workflows on HPC clusters and built reproducible evaluation tools for large-scale benchmarking.

Research Intern, Graduate Fellow Jun.–Aug. 2024
Governance Studies – Center for Technology Innovation, Brookings Institution, Washington, DC
– Co-authored articles on responsible AI and inclusive language technologies for Brookings.
– Supported workshops with policymakers and scholars on generative AI and equity in education.
– Contributed to research translating AI ethics into actionable policy frameworks.

Student Researcher Jun. 2023–Jun. 2024
Google Research, Mountain View, CA
– Evaluated and refined large-scale language models to improve interpretability and reliability.
– Analyzed LLM outputs and developed evaluation methods for linguistic consistency.
– Collaborated across teams to improve human evaluation and data collection processes.

Data Science Intern Jan.–Apr. 2023
Center for Racial Justice, Stanford Law School, Stanford, CA
– Automated data analysis pipelines for Census-based reporting and visualization.
– Helped develop the Neighborhood Vulnerability Index assessing community disparities.
– Modeled socioeconomic factors (e.g., income, unemployment) across California tracts.

Study of Stanford Writing Committee Jan. 2022–Present
Office of the Vice Provost for Undergraduate Education, Stanford University, Stanford, CA
– Researched and synthesized writing pedagogies to inform curriculum design and policy.
– Produced reports on rhetorical instruction and writing assessment with external consultants.
– Built ML models to evaluate student writing quality and critical engagement.

Student's Right to Their Own Language Sep. 2021–Aug. 2022
Black Academic Development Lab, Stanford School of Education, Stanford, CA
– Designed digital materials promoting inclusive and culturally responsive pedagogy.
– Edited and supported manuscripts and presentations for research dissemination.
– Led a literature review on Black student writing and linguistic identity.

Teaching Experience

Teaching Assistantships

Aut. 24/25   LINGUIST 150: Language and Society (Instructor: Julia Swan)
Department of Linguistics, Stanford University

Win. 23/24   LINGUIST 150: Language and Society (Instructor: Katherine Hilton)
Department of Linguistics, Stanford University

Win. 22/23   LINGUIST 105A/205A: Phonetics (Instructor: Meghan Sumner)
Department of Linguistics, Stanford University

AY 22/23   UAR 56: Building a Successful Academic Career (Instructor: Rosalind Conerly)
Black Community Services Center, Stanford University

Service

Committee Service

2025–2026   Peer Mentor, *Department of Linguistics, Stanford University*
2024–Present   EDGE Mentor, *VPGE, Stanford University*
2024–2025   Admissions Committee, *Pomona College*
2023–2024   Colloquium Committee, *Department of Linguistics, Stanford University*
2021–2022   Social Committee, *Department of Linguistics, Stanford University*
2021–2022   NWAV 50: Planning Committee, *Department of Linguistics, Stanford University*
2020–Present   Committee on Ethnic Diversity in Linguistics (CEDL), *Linguistic Society of America*

Panels

2025   Mellon Mays Alumni Panel, *Pomona College*
2023   CSRMP gStudent Experience Panel, *Google Research*
    MMUF Life As A Graduate Student Panel, *Pomona College*
2022   Smart Start Fellowship Alumni Panel, *Pomona College*
    Mellon Mays Alumni Panel, *Pomona College*

Professional Memberships

Linguistic Society of America
Stanford Natural Language Processing Group
Stanford Black Academic Development (BAD) Lab
Questbridge Scholars Network
Mellon Mays Undergraduate Fellowship

Miscellaneous

LANGUAGES   Native: French
    Basic: Spanish

SOFTWARE   Praat, Audacity, Elan, Git

Programming   R, Python, LaTeX, HTML, CSS, C++, Javascript