

Appendix

Trait word list and coding

word	category	stereotype	dominant	Ingroup-oriented
proud	0	0	0	0
privileged	0	1	0	1
antisocial	0	0	0	0
spoiled	0	1	0	1
european	1	0	0	1
irrational	0	0	0	0
observant	0	0	0	0
responsible	0	1	0	1
tactful	0	0	0	0
inventive	0	0	0	0
argumentative	0	0	1	1
serious	0	0	0	0
restless	0	0	0	0
tolerant	0	0	-1	0
active	0	0	0	0
attentive	0	0	0	0
productive	0	1	0	1
smart	0	1	0	1
hardworking	0	1	0	1
showy	0	0	0	0
frank	0	0	0	0
cheerful	0	0	0	0
ambitious	0	1	1	1
alert	0	0	0	0
self-centered	0	1	0	1
amusing	0	0	0	0
creative	0	0	0	0
hostile	0	0	1	1
anglo	1	0	0	1
naïve	0	0	0	0
American	1	0	0	1
nonchalant	0	0	0	0
independent	0	0	0	0
skeptical	0	0	0	0
persistent	0	0	0	0
authoritative	0	0	1	1
generous	0	0	0	0
mature	0	0	0	0
sympathetic	0	0	0	0
vain	0	0	0	0
prejudiced	0	0	1	1

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spiteful	0	0	0	0
greedy	0	1	0	1
lazy	0	0	0	0
persuasive	0	0	0	0
submissive	0	0	-1	0
self-righteous	0	0	0	0
amiable	0	0	-1	0
caustic	0	0	1	1
shy	0	0	0	0
neat	0	0	0	0
superficial	0	0	0	0
considerate	0	0	-1	0
systematic	0	0	0	0
white	1	0	0	1
sophisticated	0	0	0	0
clean	0	1	0	1
emotional	0	0	0	0
self-reliant	0	0	0	0
methodical	0	0	0	0

Affirmative Action Policies

Race-blind procedures where no information about a job applicant's race is seen by decision makers. Banding is the use of aptitude tests to classify candidates as qualified or not qualified; from within the qualified group, candidates are placed into bands of highly qualified, moderately qualified, and barely qualified groups. Job offers are first made to minority applicants in the highly qualified group, then nonminority applicants in the same group. If the position is not filled after use of this procedure, offers are made in the following order until the position is filled: minority applicants from the moderately qualified group, nonminorities from the moderately qualified group, minority applicants from the barely qualified group, nonminorities from the barely qualified group.

A quota system that specifies hiring of a certain number of employees of each ethnicity (e.g., hire 20% African American employees).

Use of ethnicity as a tiebreaker to decide between equally qualified candidates (e.g., if two candidates are equally qualified, the minority candidate is offered the job).

Hiring minority candidates instead of better qualified White applicants unless the White applicant is much better qualified than the minority applicant.

Active recruitment of minority applicants (e.g., managers recruit at schools with large minority populations).

Training programs designed to improve minority interviewing and job skills. After completion of the training program, graduates are expected to apply for jobs within the company.

Hiring nonqualified, which refers to hiring of employees who are not qualified, in order to meet diversity goals.

Appendix

Composite Model

```
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidMe ~ score + wordType * cond.code + (score | participant) + (1 | word)
Data: b2

      AIC      BIC    logLik deviance df.resid
24214.4  24290.0 -12098.2  24196.4    33050

Scaled residuals:
    Min       1Q   Median       3Q      Max
-27.6629  -0.3360   0.1348   0.3725  13.3465

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.0688   2.6587
            score       0.6954   0.8339  -0.97
word        (Intercept) 1.0715   1.0351
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.80149    0.27282  -13.934  <2e-16 ***
score          1.52486    0.06908   22.072  <2e-16 ***
wordType      -0.06900    0.29085   -0.237   0.8125
cond.code     -0.08449    0.11443   -0.738   0.4603
wordType:cond.code -0.20565    0.07557  -2.721   0.0065 **
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score wrdTyp cnd.cd
score        -0.776
wordType     -0.336 -0.001
cond.code    -0.010 -0.002  0.003
wrdTyp:cnd.   0.013 -0.010 -0.021 -0.179
```

Appendix

Model dum.min

```
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidMe ~ score + wordType * dum.min + (score | participant) + (1 | word)
Data: b2

      AIC      BIC    logLik deviance df.resid
24214.4  24290.0 -12098.2  24196.4    33050

Scaled residuals:
      Min       1Q   Median       3Q      Max
-27.6630  -0.3360   0.1348   0.3725  13.3459

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.0684   2.6587
score       score      0.6953   0.8338  -0.97
word        (Intercept) 1.0717   1.0352
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.84424    0.27806  -13.825 < 2e-16 ***
score          1.52486    0.06908   22.075 < 2e-16 ***
wordType      -0.17155    0.29207   -0.587  0.55698
dum.min        0.08444    0.11447    0.738  0.46073
wordType:dum.min 0.20589    0.07559    2.724  0.00645 **
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score wrdTyp dum.mn
score         -0.762
wordType      -0.329 -0.003
dum.min       -0.197  0.002  0.020
wrdTyp:dm.m   0.024  0.010 -0.108 -0.179
optimizer (Nelder_Mead) convergence code: 0 (ok)
Model failed to converge with max|grad| = 0.0247793 (tol = 0.002, component 1)
```

Appendix

Model dum.maj

```
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidMe ~ score + wordType * dum.maj + (score | participant) + (1 | word)
Data: b2

      AIC      BIC   logLik deviance df.resid
24214.4 24290.0 -12098.2  24196.4    33050

Scaled residuals:
      Min       1Q   Median       3Q      Max
-27.6629  -0.3360   0.1348   0.3725  13.3464

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.0688   2.6587
score       score      0.6954   0.8339  -0.97
word        (Intercept) 1.0715   1.0351
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.75939    0.27878  -13.485  <2e-16 ***
score          1.52485    0.06901   22.097  <2e-16 ***
wordType       0.03394    0.29371    0.116   0.9080
dum.maj       -0.08444    0.11445   -0.738   0.4606
wordType:dum.maj -0.20565    0.07557   -2.721   0.0065 **
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score wrdTyp dum.mj
score         -0.757
wordType      -0.331  0.000
dum.maj       -0.214 -0.002  0.026
wordType:dum.m 0.050 -0.010 -0.150 -0.179
optimizer (Nelder_Mead) convergence code: 0 (OK)
Model failed to converge with max|grad| = 0.00566647 (tol = 0.002, component 1)
```

Appendix

Model dominance

```
> summary(m4ax)
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidMe ~ score + dominant * cond.code + (score | participant) + (1 | word)
Data: b2

      AIC      BIC   logLik deviance df.resid
24213.5 24289.1 -12097.7  24195.5    33050

Scaled residuals:
      Min       1Q   Median       3Q      Max
-26.8022  -0.3378   0.1346   0.3721  13.4714

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.080    2.6608
           score        0.696    0.8343  -0.97
word        (Intercept) 1.030    1.0149
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.80617    0.25516  -14.917  <2e-16 ***
score          1.52449    0.06894   22.112  <2e-16 ***
dominant       -0.50727    0.32447   -1.563   0.1180
cond.code      -0.13368    0.11265   -1.187   0.2354
dominant:cond.code -0.19475    0.08058   -2.417   0.0157 *
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score  domnnt cnd.cd
score        -0.827
dominant     -0.045  0.003
cond.code    -0.008 -0.004  0.001
dmnnt:cnd.c  0.008 -0.009 -0.016 -0.024
```

Appendix

Model stereotype

```
> summary(m4bx)
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidme ~ score + stereotype * cond.code + (score | participant) + (1 | word)
Data: b2

      AIC      BIC   logLik deviance df.resid
24218.2 24293.8 -12100.1 24200.2   33050

Scaled residuals:
      Min       1Q   Median       3Q      Max
-27.7367  -0.3380   0.1347   0.3730  14.0613

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.0718   2.659
           score       0.6956   0.834   -0.97
word        (Intercept) 1.0415   1.021
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.90042    0.26233  -14.868  <2e-16 ***
score          1.52367    0.06904   22.071  <2e-16 ***
stereotype     0.48227    0.35892    1.344    0.179
cond.code     -0.12269    0.11315   -1.084    0.278
stereotype:cond.code -0.13901    0.10045   -1.384    0.166
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score strtyp cnd.cd
score         -0.806
stereotype    -0.223 -0.004
cond.code     -0.008 -0.004  0.003
strtyp:cnd.    0.009 -0.006 -0.026 -0.113
optimizer (Nelder_Mead) convergence code: 0 (OK)
Model failed to converge with max|grad| = 0.00250117 (tol = 0.002, component 1)
```

Appendix

Model category

```
> summary(m4cx)
Generalized linear mixed model fit by maximum likelihood (Laplace Approximation) ['glmerMod']
Family: binomial ( logit )
Formula: saidMe ~ score + category * cond.code + (score | participant) + (1 | word)
Data: b2

      AIC      BIC   logLik deviance df.resid
24219.1 24294.8 -12100.6 24201.1    33050

scaled residuals:
      Min       1Q   Median       3Q      Max
-26.4827  -0.3378   0.1350   0.3729  13.9492

Random effects:
Groups      Name      Variance Std.Dev. Corr
participant (Intercept) 7.0683   2.6586
              score     0.6958   0.8342  -0.97
word         (Intercept) 1.0734   1.0360
Number of obs: 33059, groups: participant, 170; word, 60

Fixed effects:
              Estimate Std. Error z value Pr(>|z|)
(Intercept)   -3.82917    0.25881  -14.795  <2e-16 ***
score          1.52371    0.06898   22.089  <2e-16 ***
category       0.14462    0.54290    0.266   0.790
cond.code     -0.12822    0.11279   -1.137   0.256
category:cond.code -0.25750    0.15955   -1.614   0.107
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr) score  catgry cnd.cd
score        -0.816
category     -0.136 -0.003
cond.code    -0.008 -0.004  0.002
ctgry:cnd.c  0.006 -0.005 -0.034 -0.067
optimizer (Nelder_Mead) convergence code: 0 (OK)
Model failed to converge with max|grad| = 0.00686866 (tol = 0.002, component 1)
```


Appendix

Model AA

```
> summary(model11)
Linear mixed model fit by REML. t-tests use Satterthwaite's method ['lmerModLmerTest']
Formula: AASlider.response ~ cond.code + (1 | participant) + (1 | supportMeasure)
Data: AA2

REML criterion at convergence: 3990.5

Scaled residuals:
    Min       1Q   Median       3Q      Max
-3.8488 -0.6840  0.0350  0.6759  2.7093

Random effects:
 Groups             Name             Variance Std.Dev.
 participant      (Intercept)    0.2446    0.4945
 supportMeasure  (Intercept)    0.7489    0.8654
 Residual                            0.8796    0.9379
Number of obs: 1384, groups:  participant, 170; supportMeasure, 8

Fixed effects:
              Estimate Std. Error      df t value Pr(>|t|)
(Intercept)   3.06705    0.30935    7.21707   9.914 1.84e-05 ***
cond.code     -0.06929    0.09136  167.52079  -0.758   0.449
---
Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1

Correlation of Fixed Effects:
              (Intr)
cond.code -0.007
```
