|  |  |
| --- | --- |
| Equity | When people work together toward a common goal, they should share the rewards and honors equally, even if some people worked harder and contributed more than others. (Rewards) |
|  | Ideally, everyone in society would end up with roughly the same amount of money. (Money) |
|  | To me, fairness means equality: people should be treated the same, regardless of their differences. (Same) |
|  | When dividing up a bonus, I think fairness means equality: people should all get the same amount. (Equality) |
|  | I think that some communities face greater barriers to success than others, and that greater societal effort is needed to help remove those barriers and provide additional supports. (Barriers)\* |
|  | To me, fairness means everybody gets what they need to succeed, even if that means some people get more than others because they face greater challenges to begin with. (Challenges)\* |
| Proportionality | In general, people who work harder should be paid more than their coworkers at the same rank, even if that leads to unequal outcomes. (Coworkers) |
|  | When children compete in sports, I think it's important to recognize the winners for their accomplishment. (Sports) |
|  | When dividing up a bonus, I think fairness means deservingness: the people who contributed the most to success should get the most as a reward. (Deserving) |
|  | To me, fairness means proportionality: people should be rewarded in proportion to their contributions. (Proportion) |
|  | It really upsets me when I see someone not doing his or her fair share of the work. (FairShare) |
|  | When I'm working with others, I'm always aware of who has contributed more, and who has contributed less. (Contribution) |

Appendix A. *Survey items for equity and proportionality*

*Note.* Words in parentheses are shorthand names for the items. Items with an asterisk were newly developed for this study by the authors.

Appendix B. *Means (and standard deviations) for foundations stratified by political ideology*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Calibration sample (*n* = 1,497) |  | Replication sample (*N* = 1,499) |
| Foundation | Subscale | Liberals(*n* = 466) | Moderates(*n* =426) | Conservatives(*n* = 605) |  | Liberals(*n* = 491) | Moderates(*n* = 437) | Conservatives(*n* = 571) |
| Harm | Relevance | 3.98 (.80) | 3.64 (.93) | 3.54 (.98) |  | 3.93 (.85) | 3.71 (.89) | 3.58 (1.02) |
|  | Judgments | 3.94 (.82) | 3.72 (.92) | 3.50 (1.02) |  | 3.90 (.85) | 3.71 (.94) | 3.55 (1.03) |
|  | Total | 3.96 (.67) | 3.68 (.75) | 3.52 (.83) |  | 3.92 (.71) | 3.71 (.75) | 3.56 (.85) |
| Fairness | Relevance | 4.13 (.73) | 3.76 (.93) | 3.63 (.97) |  | 4.13 (.73) | 3.79 (.89) | 3.64 (.97) |
|  | Judgments | 3.60 (.79) | 3.32 (.83) | 3.06 (.91) |  | 3.57 (.83) | 3.32 (.81) | 3.05 (.90) |
|  | Total | 3.87 (.62) | 3.54 (.70) | 3.35 (.80) |  | 3.85 (.64) | 3.55 (.71) | 3.34 (.77) |
| Loyalty | Relevance | 2.89 (1.17) | 3.06 (1.09) | 3.39 (1.08) |  | 2.78 (1.17) | 3.13 (1.08) | 3.39 (1.07) |
|  | Judgments | 2.60 (1.13) | 2.91 (.97) | 3.26 (.86) |  | 2.56 (1.09) | 3.04 (.98) | 3.23 (.85) |
|  | Total | 2.74 (1.03) | 2.99 (.86) | 3.32 (.81) |  | 2.67 (.98) | 3.08 (.88) | 3.31 (.78) |
| Authority | Relevance | 2.99 (1.02) | 3.23 (.95) | 3.43 (.91) |  | 3.01 (1.01) | 3.29 (.98) | 3.45 (.94) |
|  | Judgments | 3.13 (1.07) | 3.70 (.75) | 4.08 (.71) |  | 3.09 (1.06) | 3.69 (.84) | 4.12 (.67) |
|  | Total | 3.06 (.94) | 3.47 (.70) | 3.76 (.66) |  | 3.05 (.90) | 3.49 (.76) | 3.78 (.64) |
| Purity | Relevance | 2.90 (1.18) | 3.12 (1.10) | 3.59 (.97) |  | 2.78 (1.17) | 3.15 (1.12) | 3.53 (1.06) |
|  | Judgments | 2.51 (1.27) | 3.12 (1.02) | 3.62 (1.01) |  | 2.48 (1.30) | 3.07 (1.11) | 3.55 (1.02) |
|  | Total | 2.70 (1.14) | 3.12 (.91) | 3.61 (.89) |  | 2.63 (1.14) | 3.11 (1.00) | 3.54 (.92) |
| Equity |  | 3.44 (.77) | 3.08 (.89) | 2.54 (1.15) |  | 3.40 (.82) | 3.12 (.90) | 2.57 (1.12) |
| Proportionality |  | 3.53 (.81) | 3.68 (.76) | 4.00 (.73) |  | 3.60 (.79) | 3.69 (.75) | 3.96 (.72) |

*Note*. Foundation values range from 0-5.

|  |  |  |
| --- | --- | --- |
|  | Calibration sample (*n* = 1,479) | Replication sample (*n* = 1,484) |
| **Harm** |  |  |
|  Fairness | .78 | .75 |
|  Loyalty | .46 | .51 |
|  Authority | .38 | .40 |
|  Purity | .27 | .34 |
|  Equity | .54 | .55 |
|  Proportionality | .11 | .10 |
| **Fairness** |  |  |
|  Loyalty | .40 | .43 |
|  Authority | .35 | .35 |
|  Purity | .22 | .21 |
|  Equity | .55 | .55 |
|  Proportionality | .12 | .12 |
| **Loyalty**  |  |  |
|  Authority | .97 | .96 |
|  Purity | .69 | .77 |
|  Equity | .22 | .32 |
|  Proportionality | .38 | .36 |
| **Authority** |  |  |
|  Purity | .68 | .73 |
|  Equity | .13 | .19 |
|  Proportionality | .38 | .35 |
| **Purity** |  |  |
|  Equity | .15 | .22 |
|  Proportionality | .28 | .25 |
| **Equity** |  |  |
|  Proportionality | -.20 | -.16 |

Appendix C. *Covariances between latent foundations from the best-fitting model*