

Stimulus Materials

Perceived Discrimination Measures

Perceived personally-faced discrimination (Study 1-2)

Instructions: Please indicate how much you think you **personally** experience discrimination due to your...

Scale: 1 = Not at all, 10 = Very much

Domains: Race, Gender, Social Class, Sexual Orientation, Physical Abilities, Religion, Age

Perceived personally-faced discrimination (Study 3-4)

Instructions: People belong to many different social groups or identities. For example, people could identify with their race, gender, social class, religious affiliation, sexual orientation, etc. Please consider some of the identities or groups that you belong to. For the next few questions, you will be asked to answer based on your membership in one or more of these group identities.

Many people face discrimination due to their membership in one of any number of social groups (e.g., race, gender, age, social class, religious group, sexual orientation). Because there are so many different social groups, it's likely that most people have faced discrimination in some aspect of their life.

If you had to pick, please list the identity that you feel you have **personally** experienced the most amount of discrimination due to. _____

On a scale of 1 to 10, on average, how much have you experienced discrimination due to this identity?

Scale: 1 = Not at all, 10 = Very much

Personally-faced discrimination index (Study 3-4)

Instructions: Please indicate all identities (you can select multiple) that you have personally experienced discrimination due to. That is, indicate if you have experienced discrimination due to your...

Domains: Race, Gender, Social Class, Sexual Orientation, Physical Disability, Religion, Age, Political Orientation, Other (please specify)

Instructions: Please indicate how much you think you **personally** experience discrimination due to your...

Scale: 1 = Not at all, 10 = Very much

Domains: Race, Gender, Social Class, Sexual Orientation, Physical Disability, Religion, Age, Political Orientation, Other (please specify)

Perceived group-based discrimination (Studies 3-4) (Norton & Sommers, 2011)

Instructions: Please indicate how much you think different groups **are currently** facing discrimination in the United States.

Scale: 1 = Not at all, 10 = Very much

Groups: White Americans, Black Americans, Hispanics/Latinos, Asian Americans, Native Americans, Gay men, Lesbians, Transgender people, Straight men, Straight women, Christians,

Muslims, Jews, Lower Class Americans, Upper Class Americans

Study 4's additional manipulation check group-based questions.

Instructions: Please indicate how much you think different groups ***are currently*** facing discrimination **in Spain**.

Scale: 1 = Not at all, 10 = Very much

Groups: Spanish speakers, Non-Castellano speakers, Gay men, Lesbians, Transgender people, Straight men, Straight women

Study 2 Moral-image-based Emotions

Instructions: When you read the article, how did it make you feel?

Scale: 1 = Not at all, 6 = Extremely

Emotions: Guilty, Sympathetic, Angry, Hopeless, Happy, Afraid, Distressed

Study 4 Competition or Coalition Scales

Victim Consciousness Scale (Vollhardt, Nair, & Tropp, 2016)

Instructions: Please indicate how much you agree with each of the following statements using the scale provided below.

Scale: 1 = Strongly disagree, 7 = Strongly agree

1. My group's past suffering is distinct from that of other groups.
2. The suffering of my group is unique in history.
3. My group's victimization cannot be compared to any other group's experiences.
4. No other group has suffered as much as my group has.

5. Other groups have experienced similar kinds of suffering as my group has.
6. Many groups in the world have suffered in ways similar to my group.
7. Generally speaking, the experience of my group is much like other instances of group-based victimization across the world.
8. The oppression my group has experienced is similar to that endured by other groups.
9. I spend a lot of time talking with others about the harm that was inflicted on my group.
10. I am not very interested in what my group has experienced in the past.
11. I don't spend a lot of time thinking about how my group has suffered.

Oppressed Minority Subscale from the Revised Multidimensional Inventory of Black Identity (Sellers, Smith, Shelton, Rowley, & Chavous, 1998)

Instructions: Again, considering your identity that you have most experienced discrimination due to ("My group" = [Personal Nominated Identity]), please indicate how much you agree with each of the following statements using the scale provided below.

Scale: 1 = Strongly disagree, 7 = Strongly agree

1. The same forces which have led to the oppression of my group have also led to the oppression of other groups.
2. The struggle for my group's equality in America should be closely related to the struggle of other oppressed groups.
3. My group should learn about the oppression of other groups.
4. My group should treat other oppressed people as allies.
5. The discrimination that my group has experienced is similar to that of other minority groups.

6. There are other people who experience injustice and indignities similar to my group.
7. My group will be more successful in achieving their goals if they form coalitions with other oppressed groups.
8. My group should try to become friends with people from other oppressed groups.

Experimental materials

Inequality Article Manipulations

Study 1

Ingroup Privilege Condition (adapted from Phillips & Lowery, 2015; Powell, Branscombe, & Schmitt, 2005):

WHITE ADVANTAGES IN AMERICA

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In the last half of this century, Americans have given considerable attention to matters of racial inequality. Despite increased attention to the issue, most social scientists agree that, even today, White Americans enjoy many privileges that Black Americans do not.

Current research by the Survey Research Center in Washington D.C. explored the level of inequality in the United States and how this inequality can greatly impact daily life. The studies revealed that Whites are the most advantaged group along many dimensions. The report revealed that White Americans are advantaged in the domains of academics, housing, healthcare, jobs, and more, compared to Black Americans.

LIST OF ADVANTAGES

Below are examples of White privileges compiled from this research:

- Relative to equally qualified Black Americans, being White increases the chance of being hired for a prestigious position.
- White Americans receive higher salaries than equally qualified Black Americans.
- White Americans can easily rent or purchase housing in any area where they can afford to live.
- White Americans do not get pulled over by law enforcement officers due to their race.
- White Americans can often turn on the television or open a newspaper and see people of their race being positively represented.
- White Americans don't have to think about their race if they don't want to.

The report reveals that these inequalities have powerful consequences for personal and professional advancements for White Americans. The Survey Research Center's studies demonstrated that White Americans have more financial and growth opportunities compared to Black Americans.

Outgroup Disadvantage Condition (adapted from Phillips & Lowery, 2015; Powell, Branscombe, & Schmitt, 2005):

BLACK DISADVANTAGES IN AMERICA

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In the last half of this century, Americans have given considerable attention to matters of racial inequality. Despite increased attention to the issue, most social scientists agree that, even today, Black Americans face many disadvantages that White Americans do not.

Current research collected by the Survey Research Center in Washington D.C. explored the level of inequality in the United States and how this inequality can greatly impact daily life. The studies revealed that Blacks are among the most disadvantaged group along many dimensions. The report revealed that Black Americans are disadvantaged in the domains of academics, housing, healthcare, jobs, and more compared to White Americans.

LIST OF DISADVANTAGES

Below are examples of Black disadvantages compiled from this research:

- Relative to equally qualified White Americans, being Black decreases the chance of being hired for a prestigious position.
- Black Americans receive lower salaries than equally qualified White Americans.
- Black Americans often have difficulty renting or purchasing housing, even in areas where they can afford to live.
- Black Americans have worse encounters with law enforcement officers due to their race.
- Black Americans often turn on the television or open a newspaper and see people of their race being negatively represented.
- Black Americans have to think about their race even if they don't want to.

The report reveals that these inequalities have powerful consequences for personal and professional barriers for Black Americans. The Survey Research Center's studies demonstrated that Black Americans lack financial and growth opportunities compared to White Americans.

Control Condition: (Study 2 of Craig & Richeson, 2012):

RESEARCHERS EXPLORE LEFT-HANDEDNESS

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Data collected in 2014 by the Survey Research Center in Washington D.C. estimates that 7 to 10 percent of the adult population is left-handed. This study also examined LRRTM1, the first gene linked to increased odds of left-handedness. Although little is known about LRRTM1, the

research team suspects that it modifies the development of asymmetry in the human brain. Asymmetry is an important feature of the brain, with the left side usually controlling speech and language, and the right side controlling emotion. In left-handers this pattern is often reversed. An identical twin of a left-handed person has a 76 percent chance of being left-handed. These data suggest a possible genetic link to handedness.

POSSIBLE EFFECTS ON HUMAN THINKING

A theory about how handedness affects thinking was developed from this study. According to this theory, right-handed people are thought to process information using a "linear sequential" method in which one thread must complete its processing before the next thread can be started. Left-handed persons are thought to process information using a "visual simultaneous" method in which several threads can be processed simultaneously.

Experiments on the role of handedness on different types of memory yielded interesting findings. Episodic memory, the recall and recognition of events, uses different areas of the brain than non-episodic memory (used in factual and implicit memory). Left-handers showed better episodic than non-episodic memory. This finding was reversed in right-handers.

In short, the research consortium study demonstrated that left-handed individuals show interesting differences in task and memory performance.

Study 2

Ingroup Privilege Condition:

UPPER CLASS ADVANTAGES IN AMERICA

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In the last half of this century, Americans have given considerable attention to matters of economic inequality. Despite increased attention to the issue, most social scientists agree that, even today, upper class Americans enjoy many privileges that lower class Americans do not.

Current research by the Survey Research Center in Washington D.C. explored the level of inequality in the United States and how this inequality can greatly impact daily life. The studies revealed that upper class Americans are the most advantaged group along many dimensions. The report revealed that upper class Americans are advantaged in the domains of academics, housing, healthcare, jobs, and more, compared to lower class Americans.

LIST OF ADVANTAGES

Below are examples of Upper Class Privileges compiled from this research:

- Relative to equally qualified lower class Americans, being upper class increases the chance of being hired for a prestigious position.
- Upper class Americans receive higher salaries from the start than equally qualified lower class Americans.
- Upper class Americans can easily rent or purchase housing in any area where they can afford to live.
- Upper class Americans have better encounters with law enforcement officers due to their social class.
- Upper class Americans can turn on the television or newspaper and see people of their class being positively represented.
- Upper class Americans don't have to think about their class if they don't want to.

The report reveals that these inequalities have powerful consequences for personal and professional advancements for upper class Americans. The Survey Research Center's studies demonstrated that upper class Americans have more financial and growth opportunities compared to lower class Americans.

Outgroup Disadvantage Condition:

LOWER CLASS DISADVANTAGES IN AMERICA

ASSOCIATED PRESS

In the last half of this century, Americans have given considerable attention to matters of economic inequality. Despite increased attention to the issue, most social scientists agree that, even today, lower class Americans face many disadvantages that upper class Americans do not.

Current research by the Survey Research Center in Washington D.C. explored the level of inequality in the United States and how this inequality can greatly impact daily life. The studies revealed that lower class Americans are the most disadvantaged group along many dimensions. The report revealed that lower class Americans are disadvantaged in the domains of academics, housing, healthcare, jobs, and more, compared to upper class Americans.

LIST OF DISADVANTAGES

Below are examples of Lower Class Disadvantages compiled from this research:

- Relative to equally qualified upper class Americans, being lower class decreases the chance of being hired for a prestigious position.
- Lower class Americans receive lower salaries than equally qualified upper class Americans.
- Lower class Americans often have difficulty renting or purchasing housing, even in areas where they can afford to live.
- Lower class Americans have worse encounters with law enforcement officers due to their social class.
- Lower class Americans often turn on the television or newspaper and see people of their class being negatively represented.
- Lower class Americans have to think about their class even if they don't want to.

The report reveals that these inequalities have powerful consequences for personal and professional barriers for lower class Americans. The Survey Research Center's studies demonstrated that lower class Americans lack financial and growth opportunities compared to upper class Americans.

Control Condition: Same as Study 1

Study 3

Ingroup Privilege Condition:

THE ADVANTAGES OF BEING STRAIGHT IN AMERICA

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In the last few decades, Americans have given considerable attention to matters of inequality surrounding sexual orientation. Despite increased attention to these issues, most social scientists agree that, even today, straight people enjoy many unearned privileges that gay people do not.

Recent research conducted by the Survey Research Center in Washington D.C. explored the impact of inequality based on sexual orientation on daily life in the United States. The studies revealed that straight people are the most advantaged group along many dimensions (in the domains of housing, healthcare, jobs, interpersonal interactions, and more), compared to gay people. Below are examples of straight privileges compiled from this research:

LIST OF ADVANTAGES OF BEING STRAIGHT

- Straight people are not often denied employment due to their sexual orientation.
- Straight people can easily rent or purchase housing in any area where they wish to live without fear of rejection due their sexual orientation.
- Straight people can show affection in public, safely and comfortably, without fear of harassment or violence.
- Straight people can often turn on the television or open a newspaper and see people of their sexual orientation positively represented.
- Straight people do not fear facing rejection from their family, friends, and neighbors because of their sexual orientation.
- Straight people are not fired due to their sexual orientation.
- In 48 states, it is legal for straight people to use the "gay panic defense" to justify violence perpetrated against gay people due to their sexual orientation.

In sum, the report reveals that these inequalities have powerful consequences for Americans' personal and professional lives.

Outgroup Disadvantage Condition:

THE DISADVANTAGES OF BEING GAY IN AMERICA

ASSOCIATED PRESS

In the last few decades, Americans have given considerable attention to matters of inequality surrounding sexual orientation. Despite increased attention to these issues, most social scientists agree that, even today, gay people face many unearned disadvantages that straight people do not.

Recent research conducted by the Survey Research Center in Washington D.C. explored the impact of inequality based on sexual orientation on daily life in the United States. The studies revealed that gay people are the most disadvantaged group along many dimensions (in the domains of housing, healthcare, jobs, interpersonal interactions, and more), compared to straight people. Below are examples of disadvantages compiled from this research:

LIST OF DISADVANTAGES OF BEING GAY

- Gay people are often denied employment due to their sexual orientation.
- Gay people cannot easily rent or purchase housing in any area where they wish to live without fear of rejection due their sexual orientation.
- Gay people cannot show affection in public, safely and comfortably, without fear of harassment or violence.
- Gay people cannot turn on the television or open a newspaper and see people of their sexual orientation positively represented.
- Gay people fear facing rejection from their family, friends, and neighbors because of their sexual orientation.
- It is legal for gay people to be fired due to their sexual orientation in 28 states.
- In 48 states, it is legal for gay people to be blamed for violence perpetrated against them due to their sexual orientation via the “gay panic defense”.

In sum, the report reveals that these inequalities have powerful consequences for Americans' personal and professional lives.

Control Condition: Same as Study 1

Study 4

Self-relevant inequality condition: Same as Outgroup Disadvantage condition in Study 3

Self-irrelevant inequality condition:

THE DISADVANTAGES OF BEING A NON-CASTELLANO LANGUAGE SPEAKER IN SPAIN

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In the last few decades, Spain has given considerable attention to matters of inequality surrounding language. Despite increased attention to these issues, most social scientists agree that, even today, people who do not speak Castellano (those speaking Catalan, Basque, Galician, Aragonese or Asturian) face many unearned disadvantages that Castellano-speakers do not.

Recent research conducted by the Survey Research Center in Madrid explored the impact of inequality based on language on daily life in Spain. The studies revealed that non-Castellano language speakers are the most disadvantaged group along many dimensions (in the domains of healthcare, education, jobs, interpersonal interactions, and more), compared to Castellano language speakers. Below are examples of disadvantages compiled from this research:

LIST OF DISADVANTAGES OF BEING A NON-CASTELLANO LANGUAGE SPEAKER

- Non-Castellano speakers are often denied employment due to their language.
- Non-Castellano speakers cannot easily rent or purchase housing in any area where they wish to live without fear of rejection due to their language.
- Non-Castellano speakers cannot speak their language in public, safely and comfortably, without fear of harassment or violence.
- Non-Castellano speakers are subjected to violence perpetrated against them.
- Non-Castellano speakers do not have access to their language when they turn on the television or open a newspaper.
- Non-Castellano speakers fear facing rejection and ill treatment from major Spanish political parties, civil servants, and their neighbors because of their language.
- Non-Castellano language speakers have been denied medical care due to their language.

In sum, the report reveals that these inequalities have powerful consequences for non-Castellano language speakers' personal and professional lives.

Disadvantaged Identity Primes


Study 1

National Research Institute


NEW RESEARCH ON SOCIAL CLASS INEQUALITY

CLASS-BASED INEQUALITY FOR LOWER CLASS (WORKING CLASS AND POOR) IS ALIVE AND WELL


78% OF UPPER CLASS INDIVIDUALS REPORT SOME DISCOMFORT INTERACTING WITH LOWER CLASS (POOR AND WORKING CLASS) INDIVIDUALS



SOCIAL CLASS BIAS HAS STAYED SURPRISINGLY STABLE OVER TIME---A 2016 STUDY REVEALED A MAJORITY OF COMPANIES HAD POLICIES THAT DISADVANTAGE LOWER CLASS AMERICANS




LOWER CLASS AMERICANS FACE BARRIERS IN ACCESS TO EMPLOYMENT AND FINANCIAL SERVICES, SUCH AS LIMITED ACCESS TO TRANSPORTATION, INADEQUATE BENEFITS, AND LACK OF OPPORTUNITIES FOR CAREER ADVANCEMENT



A MAJORITY OF PARTICIPANTS ENDORSED NEGATIVE STEREOTYPES ABOUT LOWER CLASS INDIVIDUALS' CAPABILITY

2/3

TWO-THIRDS OF LOWER CLASS AMERICANS (POOR AND WORKING CLASS) REPORT TROUBLE OBTAINING BASIC FINANCIAL SERVICES, INCLUDING BEING DENIED A CREDIT CARD AND HIGHER BANKING FEES



INDIVIDUALS OFTEN HARBOR FAIRLY HIGH LEVELS OF SOCIAL CLASS BIAS, OFTEN AT UNCONSCIOUS LEVELS OF AWARENESS


Study 2

National Institute of Research


NEW RESEARCH ON RACIAL INEQUALITY

RACISM AND RACE-BASED INEQUALITY ARE ALIVE AND WELL


78% OF WHITE INDIVIDUALS REPORT SOME DISCOMFORT INTERACTING WITH RACIAL MINORITIES AND LIVING IN RACIALLY DIVERSE COMMUNITIES



RACIAL BIAS HAS STAYED SURPRISINGLY STABLE OVER TIME---A 2016 STUDY REVEALED A MAJORITY OF COMPANIES HAD POLICIES THAT DISADVANTAGE MINORITIES




COLLEGE STUDENTS ALSO REPORTED EXPERIENCING RACIST ATTITUDES IN THE CLASSROOM, WHICH STRONGLY AFFECTS THEIR MENTAL HEALTH



INDIVIDUALS OFTEN HARBOR FAIRLY HIGH LEVELS OF RACIAL BIAS, OFTEN AT UNCONSCIOUS LEVELS OF AWARENESS

2x

COMPANIES WITH RACE-BASED POLICIES (E.G., USING INFORMAL "NETWORKING" FOR HIRING AND PROMOTIONS) WERE TWICE AS LIKELY TO HIRE A WHITE JOB APPLICANT OVER A RACIAL MINORITY APPLICANT, DESPITE EQUAL QUALIFICATIONS



A MAJORITY OF PARTICIPANTS ENDORSED NEGATIVE STEREOTYPES ABOUT MINORITIES' CAPABILITY