# Pilot 2: Test Intervention and Refine Dictionary

The goal of this pilot study was to test our intervention and further validate the dictioanry.

**Participants.** We have 80 participants in total for this study recruited through Prolific. All participants are over 18 years old and fluent in English.

**Stimuli.** We selected two Strong and two weak Female letters using similar selection criteria as pilot study 1 along with an additional filtering criterion on publication (whether the letter mentions the applicant's paper publication). The intervention includes highlighting gendered words in the letter, displaying the total count of gendered words, and visualizing gendered word usage with a bar chart (a figure of the intervention is included in the supplementary materials).

**Procedure.** Each participant was randomly assigned to one of the eight conditions for a 2 x 2 x 2 experiment based on letter quality(Strong, Weak), publication (With, Without), and Intervention (Control, Intervention). The procedure was similar to pilot study 1 except that for the intervention group, we also asked questions about each of the intervention features including did the view influenced their rating of the candidate, was the view useful for increasing their awareness of gendered language in the letter, if they like the view, and an open-ended question about how the view influenced their rating of the applicant.

**Results.** We found the interventions have potential negative impacts on participants' ratings of the applicants. For two of the letters (Weak with publication and Strong with publication), the intervention group rated the applicants lower than the control group. We observed that some female-associated words (e.g., cooperative, polite) were often correlated with uncompetitiveness. Based on the findings, we decided to apply additional two interventions in the full study including visualizing only female-associated words and visualizing only competitive-associated words. Competitive-associated words include all the male-associated words in our dictionary and words that are listed by participants as indicators for competitiveness.

Words that are frequently mentioned by participants as associated with female/male were added to our dictionary. Words that were perceived inconsistently by participants (i.e., female-associated words that were perceived as male-associated and vice versa) were removed from our dictionary.