

Consent

Thank you for choosing to begin this survey. By continuing on with the survey, you consent to participating in this study.

What is the purpose of this research?

The purpose of this research is to better understand how individuals perform in a task and how individuals make hiring decisions.

What can I expect if I take part in this research?

You will participate in this research for approximately half an hour. You will be asked a series of demographic questions and you will be asked to complete several tasks. You may be asked to complete a very short follow-up survey in two weeks.

What should I know about a research study?

- Whether or not you take part is up to you.
- Your participation is completely voluntary.
- You can choose not to take part.
- You can agree to take part and later change your mind.
- Your decision will not be held against you.
- Your refusal to participate will not result in any consequences or any loss of benefits that you are otherwise entitled to receive.
- You can ask all the questions you want before you decide.

You may not be told everything

As part of this research design, you may not be told everything about the purpose or procedures of this research.

Who can I talk to?

If you have questions, concerns, or complaints, or think the research has hurt you, talk to the research team at emmarackstraw@fas.harvard.edu.

Incorrect device

The survey software has detected that you are attempting to take this survey from an incompatible device. The survey contains questions that will only function correctly on a computer with a keyboard. Please open this survey from a computer with a keyboard.

Pre-IAT Content EARLY

You must use a computer with a keyboard to complete this portion of the study. It will not work on a phone or tablet.

In this study you will complete an Implicit Association Test (IAT) in which you will be asked to sort pictures and words into groups as fast as you can. **Please note that if you move too quickly or answer too many questions incorrectly, your survey will be invalidated.**

In addition to the IAT, there are some standard demographic questions. This section should take about 5 minutes to complete.

IAT 1 RACE EARLY

White	Black
Bad	Good
White or	Black or

Bad White or Black	<div>+</div> <p>Loading all the content...</p>	Good Black or White
Bad Black	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Good White
Black or	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	White or
Bad Black or	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Good White or
Bad AT RACE EARLY	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Good
White	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Black
Good	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Bad
White or	<div>+</div> <p>This should take less than 1 minute.</p> <p>Hit the space bar when you are ready to begin.</p>	Black or
Good White or	<div>+</div> <p>Loading all the content...</p>	Bad Black or
Good Black	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Bad White
Black or	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	White or
Good Black	<div>+</div> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p>	Bad White

AT 3 RACE EARLY Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Bad
Black	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	White
Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Bad
Black or Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	White or Bad
Black or Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	White or Bad
White	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Black
White or Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Black or Bad
White or Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Black or Bad
AT 4 RACE EARLY Good	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Bad
Black	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	White
Bad	Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...	Good
Black	This should take less than 1 minute.	White

or Black Bad or Bad White	<p>Hit the space bar when you are ready to begin.</p> <p>Loading all the content...</p> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	or White Good or Good Black
White or Bad White or Bad	<p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p> <p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	Black or Good Black or Good
Postnatal Content EARLY	<p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	
Thank you for completing this section.	<p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	
Introduction	<p>This should take less than 1 minute.</p> <p>Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p>	
Please enter your Prolific ID:	<p>Hit the space bar when you are ready to begin.</p>	
<p>Hit the space bar when you are ready to begin.</p>		
<p>What is your gender?</p> <p><input type="radio"/> Other</p> <p><input type="radio"/> Female</p> <p><input type="radio"/> Male</p>		

What is your race?

- ☐ White
- ☐ Black or African-American
- ☐ American Indian or Alaskan Native

- ☐ Asian
- ☐ Native Hawaiian or Pacific Islander
- ☐ Other

What is your ethnicity?

- ☐ Hispanic
- ☐ Not Hispanic

What is your age?

Please indicate the highest level of education you have completed.

- ☐ Less than High School
- ☐ High School or equivalent
- ☐ Vocational/Technical School (2 year)
- ☐ Some College
- ☐ College Graduate (4 year)
- ☐ Master's Degree (MS)
- ☐ Doctoral Degree (PhD)
- ☐ Professional Degree (MD, JD, etc.)
- ☐ Other

Do you prefer coffee or tea?

- ☐ Coffee
- ☐ Tea

Setup

We recently paid many workers to answer 50 math questions each. Here are some examples of the types of math questions we asked:

Question 1: What is the square root of 289? Choices: 15, 17, 19, 21

Question 2: $4 - 8 \cdot 9/2 = ?$ Choices: -6, -12, -18, -32

Question 3: What is the reduced form of the fraction $70/42$? Choices: $5/3$, $10/6$, $7/5$, $14/10$

Question 4: $x^5 \cdot x^8 = ?$ Choices: x^{11} , x^{12} , x^{13} , x^{14}

Question 5: What is the binary form of 7? Choices: 100, 101, 110, 111

On average, workers answered **35.1** out of 50 questions correctly.

Today, you are going to be an employer. You will have a chance to hire one of the workers who answered our math questions. The worker you hire will be given a bonus (the wage that you choose to pay them) and in return you will receive a bonus based on how many of the math questions they answered correctly. *Since your decisions will affect not only your bonus but also the worker's bonus, we ask that you pay close attention to these instructions.*

Specifically, we are going to provide you with the profiles of 8 workers (potential employees) who answered our math questions. For each of the 8 workers that we present, you will indicate what is the highest wage (between 0 and 50 cents) you would be willing to pay that person. In return, you will be paid 1 cent for every question that the person you end up hiring answered correctly.

After you indicate the highest wage you would be willing to give to each employee, we will randomly draw a number between 0 and 50:

- If the wage you chose for the employee is *equal to or higher* than the randomly-drawn number, then you will pay that employee a wage equal to the random number, and you will receive a bonus equal to the number of correct answers given by the individual. Your total profit will be the number of correct answers given by the individual minus the random number that was drawn.
- If the wage you chose for the worker is *lower* than the random number, you will not hire the employee and neither you nor the worker will receive a bonus. Your total profit will be 0.

You can maximize your potential profits by offering a wage that you believe is equal to their score on the math test. If your wage offer is too low, it is more likely that you will not hire them and your profits will be 0. If your wage offer is too high, it is more likely that you will hire them but receive profits of 0.

EXAMPLE

Let's walk through an example of how this works. Below is an example of a potential employee profile that you might see:

Race: White

Favorite Color: Red

Favorite Movie: The Matrix

Education: Some College or Less

Prefers Tea or Coffee: Tea

Age: 57

We will ask you the highest amount you would be willing to pay this worker between 0 and 50 cents. Suppose that you say you would be willing to pay this worker up to 40 cents.

We will then select a random number between 0 and 50:

- *Suppose the randomly-selected number is 20.* Because the highest wage you are willing to pay that worker (40) is more than 20, you will "hire" this person and you will pay them a wage equal to the random number (20 cents). You will then be paid based on the number of correct answers this person gave. If the person answered 30 questions correctly, you will be paid 30 cents, and your total profit will be equal to your bonus minus the wage you paid the worker ($30 - 20 = 10$). If the person only answered 10 questions correctly, they still receive a wage equal to the random number (20) but you will only be paid 10 cents and your total profit will be negative ($10 - 20 = -10$).
- *Suppose instead that the randomly-drawn number is 45.* Since you were only willing to pay this worker up to 40 cents, you will not "hire" the person and neither you nor the person will receive a bonus. Your total profit will be 0.

In today's task, you will actually only hire 1 worker. After you decide the most you would be willing to pay to each of the workers we present, we will randomly select one profile to use as the actual hiring decision. We will then draw the random number between 0 and 50 and pay you the profit you've earned for that profile and pay the wage to the person whose profile you pick. *We are going to automatically give you a \$0.50 bonus in addition to what money you make with your hiring decision (so that there is no way you end up owing us any money after doing this task).*

Just to make sure you understand, imagine you saw a profile and entered **43** as the highest wage you would be willing to pay. Now imagine the random number generated was **18** and the worker answered **10** questions correctly.

How many cents would you have to pay the worker?

How many cents would you be paid based on the worker's performance (before subtracting the wage you have to pay)?

How much profit would you earn in total (your second answer minus your first answer)?

Suppose instead that you had reported **15** as the highest wage you would pay, and everything else stayed the same:

How many cents would you have to pay the worker?

How many cents would you be paid based on the worker's performance (before subtracting the wage you have to pay)?

How much profit would you earn in total (your second answer minus your first answer)?

Note that you must spend at least 60 seconds on this page and answer these questions correctly before you can move on to the rest of the survey.

confidence intervals white

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **white workers** answered correctly?

We will now ask you to report your confidence interval around your guess of $\{q://QID114/ChoiceTextEntryValue\}$. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **white workers** is within

points of

, or between

and

questions correct out of 50

Dummy

confidence intervals black

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **Black/African-American workers** answered correctly?

We will now ask you to report your confidence interval around your guess of $\{q://QID185/ChoiceTextEntryValue\}$. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **Black/African-American workers** is within

points of

$\{q://QID185/ChoiceTextEntryValue\}$, or between

and

questions correct out of 50

Dummy

confidence interval low ed

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers with some college education or less** answered correctly?

We will now ask you to report your confidence interval around your guess of $\{q://QID120/ChoiceTextEntryValue\}$. Edit the first box below until it reflects a range

within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers with some college education or less** is within

points of

, or between

and

questions correct out of 50

Dummy

confidence intervals high ed

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers with at least a college degree** answered correctly?

We will now ask you to report your confidence interval around your guess of $\$ \{q://QID123/ChoiceTextEntryValue\}$. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers with at least a college degree** is within

points of

, or between

and

questions correct out of 50

Dummy

confidence intervals coffee

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers who prefer coffee over tea** answered correctly?

We will now ask you to report your confidence interval around your guess of . Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers who prefer coffee over tea** is within

points of

, or between

and

questions correct out of 50

Dummy

confidence intervals tea

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers who prefer tea over coffee** answered correctly?

We will now ask you to report your confidence interval around your guess of $\{q://QID129/ChoiceTextEntryValue\}$. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers who prefer tea over coffee** is within

points of

, or between

and

questions correct out of 50

Dummy

BNT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: Some College or Less

Prefers Tea or Coffee: Tea

Age:

BCC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: At Least a College Degree

Prefers Tea or Coffee: Coffee

Age:

BCT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: At Least a College Degree

Prefers Tea or Coffee: Tea

Age:

BNC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: Some College or Less

Prefers Tea or Coffee: Coffee

Age:

WNT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: Some College or Less

Prefers Tea or Coffee: Tea

Age: \${Im://Field/3}

WCC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: At Least a College Degree

Prefers Tea or Coffee: Coffee

Age: \${Im://Field/3}

WCT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: At Least a College Degree

Prefers Tea or Coffee: Tea

Age: \${Im://Field/3}

WNC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: Some College or Less

Prefers Tea or Coffee: Coffee

Age: \${Im://Field/3}

WTP

You may now have an opportunity to receive accurate information about the average score in each group. The accurate group average could help you make more accurate and profitable wage offers to workers in the next section.

How much would you be willing to pay us (between 0 and 10 cents) in exchange for each accurate group average score?

Note that we will not let your profits fall below 0, so you will never owe us money. However, we suggest that you do not spend more than 50 cents total for accurate information in order to maximize your chance of a positive profit.

Black/African-American worker average score	0
White worker average score	0
Workers with some college or less average score	0
Workers with at least a college degree average score	0
Workers who prefer tea average score	0
Workers who prefer coffee average score	0
Total	0

C Arm

We would now like you to work on 8 more profiles.

As explained before, after you finish the survey, we will randomly select one profile and randomly select a number between 0 and 50. If the wage you offered that worker is more than the randomly-selected number, we will pay you the profit you've earned for that profile as a bonus and pay the wage to the person who answered the math questions.

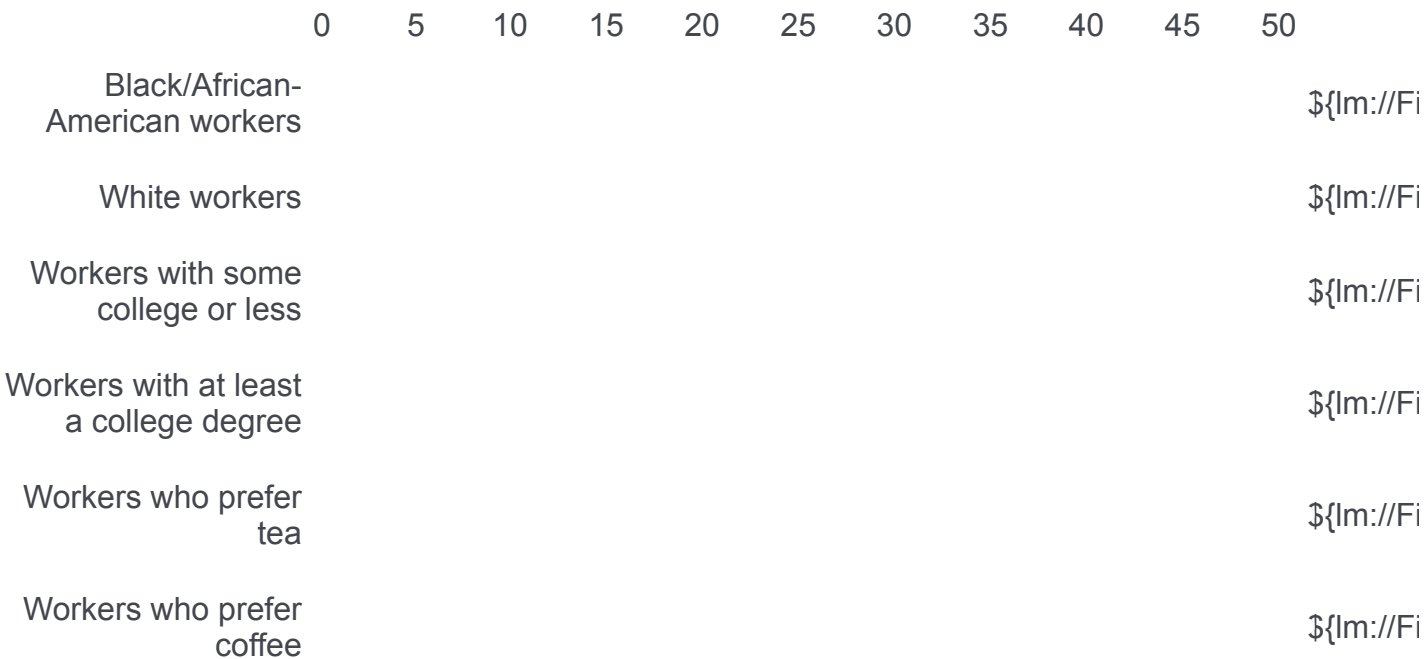
MR ARM with visuals

Before you make wage offers to the next set of workers, we will provide you some information about workers' average scores.

We have randomly selected 5 workers from each group and provided you with the average score among these 5 workers below. These scores are unlikely to be exactly equal to the true group average scores due to the randomness of which workers were selected but, on average, we would expect these scores to reflect the true group average scores.

- The 5 Black/African-American workers averaged $\$ \{Im://Field/3\}$ questions right.
- The 5 white workers averaged $\$ \{Im://Field/4\}$ questions right.
- The 5 workers with some college or less averaged $\$ \{Im://Field/6\}$ questions right.
- The 5 workers with at least a college degree averaged $\$ \{Im://Field/5\}$ questions right.
- The 5 workers who prefer tea averaged $\$ \{Im://Field/7\}$ questions right.
- The 5 workers who prefer coffee averaged $\$ \{Im://Field/8\}$ questions right.

These are visualized below in case helpful for you. Feel free to look at but **do not move** these sliders.



Now that you have learned those facts, we would like you to work on 8 more profiles. These workers' scores may or may not have been included in the subsample averages above.

As explained before, after you finish the survey, we will randomly select one profile and randomly select a number between 0 and 50. If the wage you offered that worker is more than the randomly-selected number, we will pay you the profit you've earned for that profile as a bonus and pay the wage to the worker you hired.

Accurate Information Arm

Before you make wage offers to the next set of workers, we will provide you some information about workers' average scores.

Here are the correct answers for the questions you answered previously. On average:

- Black/African-American workers got **34.3** questions right.
- White workers got **35.9** questions right.
- Workers with some college or less got **33.0** questions right.
- Workers with at least a college degree got **37.0** questions right.
- Workers who prefer tea got **35.3** questions right.
- Workers who prefer coffee got **34.9** questions right.

Now that you have learned those facts, we would like you to work on 8 more profiles.

As explained before, after you finish the survey, we will randomly select one profile and randomly select a number between 0 and 50. If the wage you offered that worker is more than the randomly-selected number, we will pay you the profit you've earned for that profile as a bonus and pay the wage to the person who answered the math questions.

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: Some College or Less

Prefers Tea or Coffee: Tea

Age: \${Im://Field/3}

BCT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: At Least a College Degree

Prefers Tea or Coffee: Tea

Age: \${Im://Field/3}

BCC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: At Least a College Degree

Prefers Tea or Coffee: Coffee

Age:

BNC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: Black/African-American

Favorite Color:

Favorite Movie:

Education: Some College or Less

Prefers Tea or Coffee: Coffee

Age:

WNT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: Some College or Less

Prefers Tea or Coffee: Tea

Age: \${Im://Field/3}

WCC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color: \${Im://Field/1}

Favorite Movie: \${Im://Field/2}

Education: At Least a College Degree

Prefers Tea or Coffee: Coffee

Age: \${Im://Field/3}

WCT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color:

Favorite Movie:

Education: At Least a College Degree

Prefers Tea or Coffee: Tea

Age:

WNC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test.**

Race: White

Favorite Color:

Favorite Movie:

Education: Some College or Less

Prefers Tea or Coffee: Coffee

Age:

selective recall

Try to recall the information you were provided earlier about the average number of questions answered correctly by workers of different groups. Recall that the overall average score is **35.1** among all workers. What was **the average score you saw earlier** for each of these groups?

Black/African-American

White

Some College Education or Less

At Least a College Degree

Prefers Tea

Prefers Coffee

posterior beliefs

Now that you have completed the hiring task and seen and recalled the information you were provided about average scores among each group, please report **your current best guess** about the average score of each group.

Recall your initial guesses for each group average, as well as the information we provided to you:

- **Black/African-American:** You guessed $\{q://QID185/ChoiceTextEntryValue\}$. The average we provided to you for 5 randomly selected workers was $\{e://Field/signalseen_black\}$.
- **White:** You guessed $\{q://QID114/ChoiceTextEntryValue\}$. The average we provided to you for 5 randomly selected workers was $\{e://Field/signalseen_white\}$.
- **Some College Education or Less:** You guessed $\{q://QID120/ChoiceTextEntryValue\}$. The average we provided to you for 5 randomly selected workers was $\{e://Field/signalseen_lowed\}$.
- **At Least a College Degree:** You guessed $\{q://QID123/ChoiceTextEntryValue\}$. The average we provided to you for 5 randomly selected workers was $\{e://Field/signalseen_highed\}$.
- **Prefers Tea:** You guessed $\{q://QID129/ChoiceTextEntryValue\}$. The average we provided to you for 5 randomly selected workers was $\{e://Field/signalseen_tea\}$.

- **Prefers Coffee:** You guessed \${q://QID126/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was \${e://Field/signalseen_coffee}.

Now tell us your best guess for the true average among each group.

Black/African-American

White

Some College Education or Less

At Least a College Degree

Prefers Tea

Prefers Coffee

Now that you have completed the hiring task and seen and recalled the information you were provided about average scores among each group, please report **your current best guess** about the average score of each group.

Recall your initial guesses for each group average, as well as the accurate information we provided to you:

- Black/African-American: You guessed \${q://QID185/ChoiceTextEntryValue}. The accurate average we provided to you was 34.3.
- White: You guessed \${q://QID114/ChoiceTextEntryValue}. The accurate average we provided to you was 35.9.
- Some College Education or Less: You guessed \${q://QID120/ChoiceTextEntryValue}. The accurate average we provided to you was 33.0.
- At Least a College Degree: You guessed \${q://QID123/ChoiceTextEntryValue}. The accurate average we provided to you was 37.0.
- Prefers Tea: You guessed \${q://QID129/ChoiceTextEntryValue}. The accurate average we provided to you was 35.3.
- Prefers Coffee: You guessed \${q://QID126/ChoiceTextEntryValue}. The accurate average we provided to you was 34.9.

Now tell us your best guess for the true average among each group.

Black/African-American	<input type="text"/>
White	<input type="text"/>
Some College Education or Less	<input type="text"/>
At Least a College Degree	<input type="text"/>
Prefers Tea	<input type="text"/>
Prefers Coffee	<input type="text"/>

Now that you have completed the hiring task, please report **your current best guess** about the average score of each group.

Recall your initial guesses for each group average:

- Black/African-American: You guessed \${q://QID185/ChoiceTextEntryValue}
- White: You guessed \${q://QID114/ChoiceTextEntryValue}
- Some College Education or Less: You guessed \${q://QID120/ChoiceTextEntryValue}
- At Least a College Degree: You guessed \${q://QID123/ChoiceTextEntryValue}
- Prefers Tea: You guessed \${q://QID129/ChoiceTextEntryValue}
- Prefers Coffee: You guessed \${q://QID126/ChoiceTextEntryValue}

Now tell us your best guess for the true average among each group.

Black/African-American	<input type="text"/>
White	<input type="text"/>
Some College Education or Less	<input type="text"/>
At Least a College Degree	<input type="text"/>
Prefers Tea	<input type="text"/>
Prefers Coffee	<input type="text"/>

Incorrect device

The survey software has detected that you are attempting to take this survey from an incompatible device. The survey contains questions that will only function correctly on a computer with a keyboard. Please open this survey from a computer with a keyboard.

Pre-IAT content

You must use a computer with a keyboard to complete this portion of the study. It will not work on a phone or tablet.

In this study you will complete an Implicit Association Test (IAT) in which you will be asked to sort pictures and words into groups as fast as you can. **Please note that if you move too quickly or answer too many questions incorrectly, your survey will be invalidated.**

In addition to the IAT, there are some questions about your beliefs, attitudes, and opinions, and some standard demographic questions. This should take about 5 minutes to complete.

IAT 1 - Compatible First [Target A on Right with Pos] RACE

White		Black
Bad		Good
White or Bad	+	Black or Good
White or Bad	Loading all the content...	Black or Good
Bad or Black	+	Good or White
	This should take less than 1 minute. Loading all the content... Hit the space bar when you are ready to begin.	
Black or Bad	+	White or Good
	This should take less than 1 minute. Loading all the content... Hit the space bar when you are ready to begin.	
	+	

Loading all the content...		
Black	Hit the space bar when you are ready to begin.	White
or	This should take less than 1 minute.	or
Bad	AT 2 - Incompatible First [Target A on Right with Neg] RACE	Good
Loading all the content...		
Hit the space bar when you are ready to begin.		
This should take less than 1 minute.		
White	Loading all the content...	Black
Hit the space bar when you are ready to begin.		
This should take less than 1 minute.		
Good	+	Bad
Hit the space bar when you are ready to begin.		
Loading all the content...		
White	This should take less than 1 minute.	Black
or	Hit the space bar when you are ready to begin.	or
Good		Bad
White	Loading all the content...	Black
or	This should take less than 1 minute.	or
Good		Bad
Black	Loading all the content...	White
Hit the space bar when you are ready to begin.		
This should take less than 1 minute.		
Black	Loading all the content...	White
or	Hit the space bar when you are ready to begin.	or
Good	This should take less than 1 minute.	Bad
Black	Loading all the content...	White
or	Hit the space bar when you are ready to begin.	or
Good	AT 3 - Compatible First [Target A on Left with Pos] RACE	Bad
Loading all the content...		
Hit the space bar when you are ready to begin.		
Black	This should take less than 1 minute.	White
Loading all the content...		
Hit the space bar when you are ready to begin.		
Good	This should take less than 1 minute.	Bad
Loading all the content...		

Black or Good	Hit the space bar when you are ready to begin.	White or Bad
Black or Good	Loading all the content...	White or Bad
White	This should take less than 1 minute.	Black
	Loading all the content...	
White or Good	Hit the space bar when you are ready to begin.	Black or Bad
	This should take less than 1 minute.	
White or Good	Loading all the content...	Black or Bad
	Hit the space bar when you are ready to begin.	
Good	This should take less than 1 minute.	Bad
AT 4 - Incompatible First [Target A on Left with Neg] RACE	Loading all the content...	
	Hit the space bar when you are ready to begin.	
Black	This should take less than 1 minute.	White
	Loading all the content...	
Bad	Hit the space bar when you are ready to begin.	Good
	This should take less than 1 minute.	
Black or Bad	Loading all the content...	White or Good
Black or Bad	This should take less than 1 minute.	White or Good
White	Loading all the content...	Black
	Hit the space bar when you are ready to begin.	
White	This should take less than 1 minute.	Black
	Loading all the content...	

<p>or White or Bad</p>	<p>Hit the space bar when you are ready to begin. Loading all the content...</p>	<p>or Black or Good</p>
<p>Post-Test content</p>	<p>Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...</p>	
<p>Thank you for completing this section. You will now enter the final section, which will ask you about your demographic information and attitudes.</p> <p>Hit the space bar when you are ready to begin. This should take less than 1 minute. Loading all the content...</p> <p>GSS Attitudes</p> <p>This should take less than 1 minute. Loading all the content...</p> <p>Hit the space bar when you are ready to begin.</p> <p>Some people think that (Blacks/African-Americans) have been discriminated against for so long that the government has a special obligation to help improve their living standards. Others believe that the government should not be giving special treatment to (Blacks/African-Americans). Where would you place yourself on this scale, or haven't you made up your mind on this?</p> <p><input type="radio"/> I strongly agree the government is obligated to help Blacks/African-Americans</p> <p><input type="radio"/> I somewhat agree the government is obligated to help Blacks/African-Americans</p> <p><input type="radio"/> I agree with both answers</p> <p><input type="radio"/> I somewhat agree that people should take care of themselves</p> <p><input type="radio"/> I strongly agree that people should take care of themselves</p> <p><input type="radio"/> Unsure</p>		

There are innate biological differences in the math abilities of Black/African-American and White people.

- ☐ Strongly disagree
- ☐ Somewhat disagree
- ☐ Neutral
- ☐ Somewhat agree
- ☐ Strongly agree

On average (Blacks/African-Americans) have lower income than White people. What do you think these differences are mainly caused by?

- ☐ Mainly due to discrimination
- ☐ Mainly because Blacks/African-Americans have less innate ability to learn
- ☐ Mainly because most Blacks/African-Americans don't have the same opportunities for education
- ☐ Mainly because most Blacks/African-Americans just don't have the motivation or will power to pull themselves up out of poverty

If you could find the housing that you would want and like, you would most want to live where your neighbors are

- ☐ All White
- ☐ Mostly White
- ☐ Half White, Half Black
- ☐ Mostly Black
- ☐ All Black

Do you feel that racial minorities in this country have equal job opportunities as Whites?

- ☐ Yes
- ☐ No
- ☐ Unsure

Do you generally favor or oppose affirmative action programs for racial minorities?

- ☐ Favor
- ☐ Oppose
- ☐ Unsure

Do you feel warm, cold, or neither warm nor cold toward Black/African-American people?

- ☐ Warm
- ☐ Cold
- ☐ Neither Warm Nor Cold

There has been a lot of news coverage related to police violence lately. In order to check that you are paying attention to this question, please select "Unsure."

- ☐ Favor
- ☐ Oppose
- ☐ Unsure

Open Description

Have you ever hired someone before today?

- ☐ Yes, to work as my employee
- ☐ Yes, on behalf of a company or organization I worked for
- ☐ Yes, to complete one-off tasks such as cleaning, yard work, or construction
- ☐ Other
- ☐ No

Describe your strategy for making wage offers to workers. How did you decide what wage offer to make?

Rank the resume characteristics in the order you paid attention to them and used them to make wage offer decisions.

1 is the characteristic you paid the most attention to in making your wage offer.

6 is the characteristic you paid the least attention to in making your wage offer.

Race

Favorite Color

Favorite Movie

Education Level

Coffee/Tea Preference

Age

How - if at all - did your strategy for making wage offers change after seeing the information about average worker scores?

Final

Thank you for your participation in this survey. We will calculate your bonus based on the rules specified in each part, and pay the bonus to your account within a week. **Make sure you move to the next page to complete the survey and receive your validation code.**

If you have any comments about the survey, please provide them below. (Optional)

