

Screenshots of Experiment

Fair Discrimination

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Welcome

Thank you for taking part in this experiment. The experiment will last approximately 7 minutes and you will receive a participation fee of \$1.50 (paid out in GBP equivalent as of 10/06/25). During the experiment, you will make a number of decisions which will determine your bonus payment.

All individuals living in the United States are eligible to complete this experiment. However, we have limited space to accept individuals of certain characteristics. Thus, you may be screened out if we do not have sufficient space in the study for you. If this occurs, you will be paid a fair participation fee given your time in the study.

It is always in your best interest to answer all questions honestly.

To complete the experiment, you need to pay attention to some instructions and pass a comprehension check.

Consent

All data collected in this experiment is anonymized. Only anonymous data may be shared in open science repositories. At any point in the experiment, you may opt out and return your submission. Incomplete responses will be discarded before analysis.

All information in this experiment referring to other participants is true and relates to real human participants. The decisions which you make in this experiment impact your remuneration and the remuneration of other individuals.

There are no known risks to this experiment and you are not required to provide any personally identifiable information.

This study has received ethical approval from the Norwegian School of Economics' Institutional Review Board. Should you have any further questions regarding this study, please contact ethan.oleary@nhh.no.

Should you agree to these terms, please indicate your consent below. If you disagree, you may withdraw now by closing your browser and return your submission.

☐ I agree to participating in this experiment and understand how the data I provide will be used.

Next

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Welcome

What is your age?

What is your gender identity?

- ☐ Female
☐ Male
☐ Other
☐ Prefer not to say

Next

3

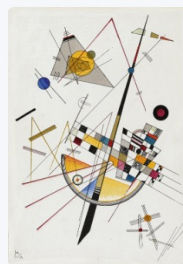
Which of the following paintings do you prefer?

Painting A



Choose this painting

Painting B



Choose this painting

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Instructions (1/3)

You chose **painting A** and so are a **member of Group A**. You have been matched with an individual who chose **painting B** and is therefore a **member of Group B**. We will refer to this individual as your match.

Investment Instructions

Soon each of you will be given some **tokens** as an **investment budget**. Each token has a real dollar value of 1 cent. You will need to decide how many tokens from your investment budget to invest in the following lottery.

Lottery

A fair six-sided die will be rolled. If the die lands on a 1 or a 2, you will win two and half times the amount you invest. If the die lands on a number higher than 2 (3, 4, 5 or 6), you will lose the amount you invest.

Your **bonus payment** will be equal to the dollar worth of the tokens you do not invest plus any earnings from the lottery.

The **die is rolled independently** for each individual. This means that your success does not guarantee your match's success and vice versa.

Example

You may use the tool below to explore the possible earnings and their probabilities from different investment amounts.

Select an amount (0 to 200):



Show Possible Bonus Breakdown ▼

On the next page you will learn how you and your match will be allocated tokens.

Next

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(?) for you and your match -> for the two of you (not sure this reads as one painting for both of them, alternatively just drop?)

Instructions (2/3)

Allocation of Investment Budgets

Either you or your match will receive a budget of 300 tokens and the other will receive 100 tokens.

One of the paintings (A or B) will be randomly selected for you and your match. The 100 token budget will be allocated to the individual who chose the selected painting. The individual who chose the other painting will receive a budget of 100 tokens.

Next Steps

Before moving on to the last page of instructions and learning how many tokens you have been allocated, you must answer the following questions to check your understanding of the instructions up to now. You will earn \$0.50 by answering these questions correctly.

This \$0.50 is an extra participation fee and is not added to your investment budget. This extra participation fee may be affected by the decisions of yourself or your match later in the experiment.

Next

Instructions (2/3)

Allocation of Investment Budgets

Either you or your match will receive a budget of 300 tokens and the other will receive 100 tokens.

The 300 token budget will be allocated to the individual who belongs to the group that, on average, invested the most tokens in a previous study.

In the previous study, individuals chose their preferred painting and were assigned to either group A or group B. They then made an investment decision in the same lottery as you will.

Next Steps

Before moving on to the last page of instructions and learning how many tokens you have been allocated, you must answer the following questions to check your understanding of the instructions up to now. You will earn \$0.50 by answering these questions correctly.

This \$0.50 is an extra participation fee and is not added to your investment budget. This extra participation fee may be affected by the decisions of yourself or your match later in the experiment.

Next

... their preferred painting (A or B) and were ..., just like you and your match. (to make sure they understand it is the same paintings and really groups)

(?) decision maker -> allocator

Instructions (2/3)

Allocation of Investment Budgets

Either you or your match will receive a budget of 300 tokens and the other will receive 100 tokens.

A real participant recruited from Public will decide on the allocation of budgets. The decision maker is financially incentivized to allocate the 300 token budget to the individual they predict will invest more tokens. To make this prediction, the decision maker is shown the average investments of group A and group B in a previous study.

In the previous study, individuals chose their preferred painting and were assigned to either group A or group B. They then made an investment decision in the same lottery as you will.

Next Steps

Before moving on to the last page of instructions and learning how many tokens you have been allocated, you must answer the following questions to check your understanding of the instructions up to now. You will earn \$0.50 by answering these questions correctly.

This \$0.50 is an extra participation fee and is not added to your investment budget. This extra participation fee may be affected by the decisions of yourself or your match later in the experiment.

Next

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Please answer the following questions to ensure your understanding of the stage

Recall that by answering all questions correctly, you will earn \$0.50 additional participation fee. If you do not answer the question correctly, you will be unable to pass to the next page.

If you make a mistake, then you will receive a hint. You will see one hint at a time: that for your first incorrect answer.

1. If you receive 100 tokens as an investment budget, how many tokens will your match receive?

2. What is the probability that an investment is successful?

- ☐ 1/6
☐ 2/6
☐ 3/6
☐ 4/6
☐ 5/6

3. How are investment budgets allocated?

- ☐ According to who selected a randomly chosen painting.
☐ According to who belongs to the group which, on average, invested more in a previous study.
☐ According to a real participant with past group data on investment who wishes to maximise their commission.

4. You will earn \$0.50 from answering these questions correctly. What will happen to this sum?

- ☐ It will be added to your investment budget in the form of 50 tokens.
☐ It will be added as an extra participation fee and cannot be affected by later decisions.
☐ It will be added as an extra participation fee but may be affected by later decisions.

Next

every question
all of the questions

who receives a commission (or
simply drop; at least maximize)

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Instructions (3/3)

Thank you for answering the questions. An extra participation fee of \$0.50 has been credited to you.

Final allocation of investment budgets

Painting B was randomly selected for you and your match. Since you chose painting A and your match chose painting B, you will receive an investment budget of 100 tokens and your match will receive 300 tokens.

Click 'next' to move forward.

Next

Instructions (3/3)

Thank you for answering the questions. An extra participation fee of \$0.50 has been credited to you.

Final allocation of investment budgets

In the previous study, individuals from group A invested substantially more of their budget than individuals from group B.

Since you belong to group A and your match belongs to group B, you will receive an investment budget of 300 tokens and your match will receive 100 tokens.

Click 'next' to move forward.

Next

Instructions (3/3)

Thank you for answering the questions. An extra participation fee of \$0.50 has been credited to you.

Final allocation of investment budgets

In the previous study, individuals from group A invested substantially more of their budget than individuals from group B.

The decision maker chose to allocate the 300 token budget to the individual from group A.

Since you belong to group A and your match belongs to group B, you will receive an investment budget of 300 tokens and your match will receive 100 tokens.

Click 'next' to move forward.

Next

missing line break before the "Click..." sentence

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You have now received 300 tokens.

How many of these tokens would you like to invest in the following lottery?

Lottery

A fair six-sided die will be rolled. If the die lands on a 1 or a 2, you will win two and half times the amount you invest. If the die lands on a number higher than 2 (3, 4, 5 or 6), you will lose the amount you invest.

Recall that the tokens you do not invest are yours to keep on top of the earnings from your investment in the lottery.

Submit

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Before your investment decision...

Opportunity: Change allocation of extra participation fees

You received **100 tokens as an investment budget** while your match received 300 tokens. However, **you both received \$0.50** extra participation fee.

You have the opportunity to **change the allocation of extra participation fees**. Your match does not have this choice, cannot block your decision, and will not learn about your decision until after the experiment is completed.

Recall that the extra participation fees do not influence either of your investment budgets nor investment outcomes. Your chosen allocation of extra participation fees will be paid out to you and your match after the experiment.

You now have the opportunity to...

Decision: Allocation of extra participation fees

You can **transfer your match's extra participation fee to yourself**. This transfer would incur a cost of \$0.25, leaving you with \$0.75 and your match with \$0.00.

Choose one of the following allocations of the extra participation fees:

	Original Allocation	Amended Allocation
You	\$0.50	\$0.75
Your match	\$0.50	\$0.00
	Choose this allocation	Choose this allocation

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You have now received 100 tokens.

How many of these tokens would you like to invest in the following lottery?

Lottery

A fair six-sided die will be rolled. If the die lands on a 1 or a 2, you will win two and half times the amount you invest. If the die lands on a number higher than 2 (3, 4, 5 or 6), you will lose the amount you invest.

Recall that the tokens you do not invest are yours to keep on top of the earnings from your investment in the lottery.

Submit

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Survey

1%

This is the final section of the experiment. We ask you to complete the following survey. It should take you approximately 2-3 minutes to complete. You may see your progress through the survey via the progress bar above.

During this experiment, you were matched with another participant and each of you were assigned an investment budget. To the best of your memory, please describe why you were allocated your personal investment budget.

Next

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Survey

9%

To what extent do you consider how the budget allocation was decided fair?

Extremely Unfair	Rather Unfair	Neither Unfair nor Fair	Rather Fair	Extremely Fair
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

- for consistency with how the options are subsequently presented I would write only the first word as starting with a capital letter, so, e.g., „Extremely unfair“
 - shall we put „fair“ in bold face? (and then „maximizing earnings“ in the next one)

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Survey

18%

To what extent do you consider how the budget allocation was decided justified for maximising earnings?

Extremely unjustified	Rather unjustified	Neither unjustified nor justified	Rather justified	Extremely justified
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

maximiZing

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Survey

28%

While you were given an investment budget of 100 tokens, you could have been allocated 300 tokens.

How many tokens do you think you would have invested had you been allocated 300 tokens?

Enter investment amount (0 to 300):

44

Next

cosmetics: center this field? also looks nicer on the next page with the extra line space (and then again like here not so nice the page after)

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Survey

32%

While you were given an investment budget of 300 tokens, **your match** was given one of 100 tokens.

How many tokens did you invest?

To check your attention, please type the number 47 into the box below.

Next

- I would be confused here, like could this be a mistake? Maybe it is, but anyways, would it not make sense to drop the „How many...“ question?
- also, there is a weird rectangular field next to the button

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Survey

36%

While you were given an investment budget of 100 tokens, **your match** was given one of 300 tokens.

How many tokens do you believe your match invested (out of 300)?

Enter investment amount (0 to 300):

see earlier comment (centering, line spacing)

Next

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Survey

44%

Do you think you have ever been subjected to discrimination **in the workplace** (e.g. in hiring, promotion, day-to-day treatment)?
That is, do you think that you were treated differently (positively or negatively) because of some characteristic like your race, age, gender, disability status, religion etc. rather than because of your qualifications?

- ☐ Yes
☐ No
☐ Not sure

Next

Survey

44%

Do you think you have ever been subjected to discrimination **in the workplace** (e.g. in hiring, promotion, day-to-day treatment)?
That is, do you think that you were treated differently (positively or negatively) because of some characteristic like your race, age, gender, disability status, religion etc. rather than because of your qualifications?

- ☒ Yes
☐ No
☐ Not sure

In that case, based on which of the following do you think that you were treated differently in the workplace? (Select all that apply)

- ☐ Age
☐ Gender
☐ Race/Ethnicity
☐ Religion
☐ Disability
☐ Sexual Orientation
☐ Other

Do you think you were treated better or worse in the workplace because of these items?

- ☐ Worse
☐ Better

Next

potentially multiple items that go in opposite directions
so shall we not let them pick just one main item/characteristic and then refer to this for worse vs better?

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Survey

62%

Do you think you have ever been subjected to discrimination **during your education**? That is, do you think that you were treated differently (positively or negatively) because of some characteristic like your race, age, gender, disability status, religion etc. rather than because of your ability?

☐ Yes
☐ No
☐ Not sure

[Next](#)

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Survey

60%

This is the final section of the experiment. We ask you to complete the following survey. It should take you approximately 2-3 minutes to complete.

What is the highest level of education that you have achieved?

☐ Less than high school
☐ High school diploma
☐ Some college
☐ Bachelor's degree or equivalent (e.g. Associate's degree)
☐ Master's degree or higher (e.g. Professional or Doctoral degree)

What is your current working status?

☐ Full-time employed
☐ Part-time employed
☐ Unemployed
☐ Student
☐ Retired
☐ Other

How many children do you have?
To check your attention, please select 1.

☐ 0
☐ 1
☐ 2
☐ 3
☐ 4+

What is your total household income per year?

☐ Under \$15,000
☐ \$15,000 to \$24,999
☐ \$25,000 to \$34,999
☐ \$35,000 to \$49,999
☐ \$50,000 to \$74,999
☐ \$75,000 to \$99,999
☐ \$100,000 to \$149,999
☐ \$150,000 to \$199,999
☐ \$200,000 and over

[Next](#)

Survey

63%

Have you every taken an economics class?

☐ Yes
☐ No

[Next](#)

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should not demographics come last, so
AFTER these further questions below? (I
have no strong opinion on this)

68%

On **social** issues, how would you consider your political views?

Very liberal	Somewhat liberal	Neutral	Somewhat conservative	Very conservative
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

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76%

On **economic** issues, how would you consider your political views?

Very liberal	Somewhat liberal	Neutral	Somewhat conservative	Very conservative
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

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84%

In your opinion, is there too little, too much, or an acceptable level of economic inequality in the United States today?

Too little	Acceptable	Too much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

should economic inequality be in bold face?

23

92%

In your opinion, is there too little, too much, or an acceptable level of representation of minorities in leadership positions in the United States today?

Too little	Acceptable	Too much
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Next

should representation of minorities be in bold face?

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Results

Your investment result and bonus payment

You chose to invest 33 tokens and kept the remaining 267 tokens.

The fair die was rolled and landed on the number 5. This means that your investment was lost.

Therefore, your final token balance is equal to 267 meaning you will receive a bonus payment equal to \$2.67. You will receive this within one week.

Your extra participation fee

You received an extra participation fee of \$0.50. As we previously mentioned, this sum may have been affected by a decision in the experiment. Your match had the opportunity to reallocate the fee to themselves. If your match chose not to do this, you will receive your extra participation fee with your bonus payment.

If you have any comments about the experiment, please write them in the form below.

Please click 'next' to be redirected back to Prolific.

Next