**Debriefing**

*Part 1*

The word categorization task you completed is called the Implicit Association Test (IAT). The task assesses associations between concepts by measuring how quickly a person can categorize, for example, INTELLIGENT words with White faces compared to INTELLIGENT words with Black faces. The idea is that the more strongly associated the two concepts are in memory, the more quickly you will be able to categorize words into those paired categories. Your score is reported as a stronger implicit association of intelligent with White people compared to Black people if you were faster at categorizing Intelligent words with White faces compared to Black faces. The test often reveals associations that are different than one's conscious beliefs. For example, even people who have no conscious beliefs regarding race and intelligence may still have implicit associations that White is more intelligent than Black.

*Part 2*

The general purpose of this research is to investigate how people may use social information even when they are asked to make non-social judgments.

In this study, you were asked to make a series of accept or reject decisions on a number of applicants, and were told to accept half of them. Within the pool of applicants, we varied the qualifications of the applicants to create two groups. Based on their overall qualifications, there was one set of applicants that should have been accepted and another set that should have been rejected. Furthermore, within each set of applicants that should have been accepted or rejected, there were people from different social groups, such as different races, genders, or ages.

We are interested in whether these different social groups altered the way you decided who should have been accepted and who should have been rejected. For example, people may be more accurate at deciding who should or should not be accepted when presented with members of their own group compared to members of another group. Or, people may be too lenient or forgiving when deciding on members of their own group, and too tough on members from other groups. We also asked you to complete a survey about your attitudes towards White and Black people, as well as the IAT. We are interested in how these opinions and IAT performance may relate to performance on the hiring task.

The results from this study will help us to better understand how people use social information to make evaluations or decisions about others, even when they might not want to use that social information.

Thank you again for your participation in this study. If you have further questions about the study, please contact Jordan Axt at jra3ee@virginia.edu or 434-243-7787. In addition, if you have any concerns about any aspect of the study, you may contact Tonya Moon, Ph.D., Chair, Institutional Review Board for the Social and Behavioral Sciences, One Morton Drive, Suite 500, University of Virginia, P.O. Box 800392, Charlottesville, VA 22908-0392. Telephone: (434) 924-5999.

If you are interested in learning more about this topic, you may find the readings below as a good place to start:

Caruso, E. M., Rahnev, D. A., & Banaji, M. R. (2009). Using conjoint analysis to detect discrimination:

Revealing covert preferences from overt choices. *Social Cognition*, 27(1), 128-137.

Dovidio, J. F., & Gaertner, S. L. (2000). Aversive racism and selection decisions: 1989 and 1999.

*Psychological Science*, 11(4), 315-319.