Appendix D: MASS + Social Desirability Scale Parallel Form 1

Multi-Attitudinal Stigma Scale (MASS) - Version 1

For the following questions, consider the population as a whole, rather than one individual with whom you may have experience within that group. Some scenarios in the questions may not apply to you, however, do your best to imagine yourself in that scenario. Some groups of people are not always easily identifiable, however, imagine that you are well aware of the group that person identifies with. Answer with the first feeling that comes to you, your initial reaction is the best.

Please rate how likely you are to…

1. Get into a movie without paying, if you were sure you wouldn’t be seen.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Have a friend who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Doubt your ability to succeed in life.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Intensely dislike anyone.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Allow your children to idolise (look up to) a celebrity/sport player who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel resentful when you don’t get your way.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Insist on having things your own way.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel irked when people express ideas very different from your own.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Practice what you preach.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Return money to a gay person if you saw them accidentally drop it.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Resent being asked to return a favour.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Rebel against people in authority even if you know they are right.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Be careful about your manner of dress.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Rent a room in your home to a person who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Use the same table manners at home that you use when you eat out in a restaurant.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Work for a boss who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Hire a person who is gay to babysit your children.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Remain courteous, even to people who are disagreeable.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Offer to give directions to a person who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Hesitate to go out of your way to help someone in trouble.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Take advantage of someone.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel irritated by people who ask favours of you.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Join in on a celebration for the birthday of a person who is gay whom you work with.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Give up on doing something because you think too little of your ability.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Sit next to a gay person on a bus/train.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Attend a public event that celebrates people who are gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Rent an apartment knowing that the neighbours are gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Hire a person who is gay to housesit while you are out of town.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

Appendix E: MASS + Social Desirability Scale Parallel Form 2

Multi-Attitudinal Stigma Scale (MASS) - Version 2

For the following questions, consider the population as a whole, rather than one individual with whom you may have experience within that group. Some scenarios in the questions may not apply to you, however, do your best to imagine yourself in that scenario. Some groups of people are not always easily identifiable, however, imagine that you are well aware of the group that person identifies with. Answer with the first feeling that comes to you, your initial reaction is the best.

Please rate how likely you are to…

1. Leave a valuable item alone in a room with only a person who is gay present.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Admit when you don’t know something.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Be a good listener, no matter who you are talking to.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Lend a small amount of money (roughly $10/£10/€10) to a person who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Welcome a person who is gay into your home.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel like smashing things.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Watch a film that predominately stars gay actors/actresses.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Admit when you make a mistake.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Let someone else be punished for your wrongdoings.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Go on with your work if you are not encouraged.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Listen to music made by a gay artist.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Vote for a law supporting the equal rights of people who are gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Deliberately say something that would hurt someone’s feelings.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Gossip.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Donate to a group or organisation that predominately benefits people who are gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel the urge to tell someone off.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Vote for a politician who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Rent a room from a landlord who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel jealous of the good fortune of others.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Feel as though someone who had a misfortune only got what they deserved.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Make a long trip without checking the safety of your car.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. “Play sick” to get out of something.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Choose a person who is gay as your cashier at a store.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Sell your home to a person who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Try to get even, rather than forgive and forget.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Thoroughly investigate the qualifications of all candidates before voting.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Get along with loud-mouthed, obnoxious people.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

1. Use the same public bathroom as a person who is gay.

**very unlikely** 1 2 3 4 5 6 7 **very likely**

Appendix F: Homonegativity Scale – Gay Men

Modern Homonegativity Scale – Gay Men

(MHS-G; Morrison & Morrison, 2002)

1. Many gay men use their sexual orientation so that they can obtain special privileges.

2. Gay men seem to focus on the ways in which they differ from heterosexuals, and ignore the ways in which they are the same.

3. Gay men do not have all the rights they need. \*

4. The notion of universities providing students with undergraduate degrees in Gay and Lesbian Studies is ridiculous.

5. Celebrations such as “Gay Pride Day” are ridiculous because they assume that an individual’s sexual orientation should constitute a source of pride.

6. Gay men still need to protest for equal rights.\*

7. Gay men should stop shoving their lifestyle down other people’s throats.

8. If gay men want to be treated like everyone else, then they need to stop making such a fuss about their sexuality/culture.

9. Gay men who are “out of the closet” should be admired for their courage.\*

10. Gay men should stop complaining about the way they are treated in society, and simply get on with their lives.

11. In today’s tough economic times, tax dollars shouldn’t be used to support gay men’s organizations.

12. Gay men have become far too confrontational in their demand for equal rights.

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Note: \* represents items to be reverse scored. A 5-point Likert-type scale has typically

been used with the MHS (1=strongly disagree; 2=disagree; 3=don’t know; 4=agree; 5=strongly agree)

Appendix G: Homonegativity Scale – Lesbian Women

Modern Homonegativity Scale – Lesbian Women

(MHS-L; Morrison & Morrison, 2002)

1. Many lesbians use their sexual orientation so that they can obtain special privileges.

2. Lesbians seem to focus on the ways in which they differ from heterosexuals, and ignore the ways in which they are the same.

3. Lesbians do not have all the rights they need.\*

4. The notion of universities providing students with undergraduate degrees in Gay and Lesbian Studies is ridiculous.

5. Celebrations such as “Gay Pride Day” are ridiculous because they assume that an individual’s sexual orientation should constitute a source of pride.

6. Lesbians still need to protest for equal rights.\*

7. Lesbians should stop shoving their lifestyle down other people’s throats.

8. If lesbians want to be treated like everyone else, then they need to stop making such a fuss about their sexuality/culture.

9. Lesbians who are “out of the closet” should be admired for their courage.\*

10. Lesbians should stop complaining about the way they are treated in society, and simply get on with their lives.

11. In today’s tough economic times, tax dollars shouldn’t be used to support lesbian’s organizations.

12. Lesbians have become far too confrontational in their demand for equal rights.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Note: \* represents items to be reverse scored. A 5-point Likert-type scale has typically

been used with the MHS (1=strongly disagree; 2=disagree; 3=don’t know; 4=agree; 5=strongly agree)

Appendix H – Interpersonal Reactivity Index

INTERPERSONAL REACTIVITY INDEX

The following statements inquire about your thoughts and feelings in a variety of

situations. For each item, indicate how well it describes you by choosing the appropriate

letter on the scale at the top of the page: A, B, C, D, or E. When you have decided on your

answer, fill in the letter next to the item number. READ EACH ITEM CAREFULLY

BEFORE RESPONDING. Answer as honestly as you can. Thank you.

ANSWER SCALE:

A B C D E

DOES NOT DESCRIBE DESCRIBES

ME VERY WELL VERY WELL

1. I daydream and fantasize, with some regularity, about things that might happen to me.

(FS)

2. I often have tender, concerned feelings for people less fortunate than me. (EC)

3. I sometimes find it difficult to see things from the "other guy's" point of view. (PT) (-)

4. Sometimes I don't feel very sorry for other people when they are having problems. (EC)

(-)

5. I really get involved with the feelings of the characters in a novel. (FS)

6. In emergency situations, I feel apprehensive and ill-at-ease. (PD)

7. I am usually objective when I watch a movie or play, and I don't often get completely

caught up in it. (FS) (-)

8. I try to look at everybody's side of a disagreement before I make a decision. (PT)

9. When I see someone being taken advantage of, I feel kind of protective towards them.

(EC)

10. I sometimes feel helpless when I am in the middle of a very emotional situation. (PD)

11. I sometimes try to understand my friends better by imagining how things look from

their perspective. (PT)

12. Becoming extremely involved in a good book or movie is somewhat rare for me. (FS) (-)

13. When I see someone get hurt, I tend to remain calm. (PD) (-)

14. Other people's misfortunes do not usually disturb me a great deal. (EC) (-)

15. If I'm sure I'm right about something, I don't waste much time listening to other

people's arguments. (PT) (-)

16. After seeing a play or movie, I have felt as though I were one of the characters. (FS)

17. Being in a tense emotional situation scares me. (PD)

18. When I see someone being treated unfairly, I sometimes don't feel very much pity for

them. (EC) (-)

19. I am usually pretty effective in dealing with emergencies. (PD) (-)

20. I am often quite touched by things that I see happen. (EC)

21. I believe that there are two sides to every question and try to look at them both. (PT)

22. I would describe myself as a pretty soft-hearted person. (EC)

23. When I watch a good movie, I can very easily put myself in the place of a leading

character. (FS)

24. I tend to lose control during emergencies. (PD)

25. When I'm upset at someone, I usually try to "put myself in his shoes" for a while. (PT)

26. When I am reading an interesting story or novel, I imagine how I would feel if the

events in the story were happening to me. (FS)

27. When I see someone who badly needs help in an emergency, I go to pieces. (PD)

28. Before criticizing somebody, I try to imagine how I would feel if I were in their place.

(PT)

Appendix I – Theories of Empathy Scale

Using the scale below, please indicate your agreement with each of the following statements.

1 2 3 4 5 6 7

*strongly strongly*

*disagree agree*

1. A person’s level of empathy is something very basic about them and can’t be change much.
2. Whether a person is empathic or not is deeply ingrained in their personality. It cannot be changed very much.
3. People can’t really change how much empathy they tend to feel for others. Some people are very empathic, and some aren’t, and they can’t change that very much.
4. No matter who somebody is, they can always change how empathic a person they are.
5. People can always change how much empathy they generally feel for others.
6. Anybody can change how empathic a person they are.