

Intervention Survey 2

File: InterventionsRawData2

P_id: Participant number

Table 1. Speaker's accents

Speaker initials	Speaker Accent
A1	EE
A2	EE
B1	GNE
B2	GNE
C1	UWYE
C2	UWYE
D1	MLE
D2	MLE
E1	RP
E2	RP

Accent acronyms: RP - Received Pronunciation; MLE - Multicultural London English; GNE - General Northern English; EE - Estuary English; UWYE - Urban West Yorkshire English

Table 2. Speaker-intervention conditions, 2nd intervention study

Condition	Order, Intervention
1	PE-EA, Control
2	EA-PE, Control
3	PE-EA, accent awareness
4	PE-EA, accent awareness
5	PE-EA, social class awareness
6	EA-PE, social class awareness

Table 3. Candidate rating variables

Item name in Qualtrics survey	Item content (repeated for two speaker/interview question combinations for each participant)	Variable name
Q16, 30, 42	How would you rate the overall quality of the candidate's answer?	Q16, 30, 42
Q17, 31, 43	Does the candidate's answer show expert knowledge?	Q17, 31, 43
Q18, 32, 44	In your opinion, how likely is it that the candidate will succeed as a lawyer?	Q18, 32, 44
Q19, 33, 45	Is the candidate somebody that you personally would like to work with?	Q19, 33, 45

Q20, 34, 46	How would you rate the candidate overall?	Q20, 34, 46
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Table 4. Psychological measures: Self-reported strategy of reducing bias

Item name in Qualtrics survey	Item content	Variable name
Q67	I noticed that the candidates were speaking in different accents of English.	Q67_1
	When listening (to the recordings), I tried to focus on what the candidate was saying.	Q67_2
	I found it difficult to ignore the candidates' accents.	Q67_3
	I tried hard not to let the candidate's accent of English influence my ratings.	Q67_4
Q68	Additional comments	Q68
Q71	How many candidates did you listen to?	Q71
Q72	Which topics were not discussed?	Q72

Table 5. Psychological measure: Motivation to Control a Prejudiced response

Item name in Qualtrics survey	Item content	Variable name
Q75	Some groups of people must be kept in their place.	Q75_1
	It's probably a good thing that certain groups are at the top and other groups are at the bottom. (2)	Q75_2
	An ideal society requires some groups to be on top and others to be on the bottom. (3)	Q75_3
	Some groups of people are simply inferior to other groups. (4)	Q75_4
	Groups at the bottom are just as deserving as groups on top. (5)	Q75_5
	No one group should dominate in society. (6)	Q75_6
	Groups at the bottom should not have to stay in their place. (7)	Q75_7
	Group dominance is a poor principle. (8)	Q75_8

Table 6. Psychological measure: Motivation to Control a Prejudiced Response 2

Item name in Qualtrics survey	Item content	Variable name
Q78	We should not push for group equality.	Q78_1

	We shouldn't try to guarantee that every group has the same quality of life.	Q78_2
	It is unjust to try to make groups equal.	Q78_3
	Group equality should not be our primary goal.	Q78_4
	We should work to give all groups an equal chance to succeed.	Q78_5
	We should do what we can to equalise conditions for different groups.	Q78_6
	No matter how much effort it takes, we ought to strive to ensure that all groups have the same chance in life	Q78_7
	Group equality should be our ideal.	Q78_8

Table 7. Psychological measure: Motivation to Control a Prejudiced Response 3

Item name in Qualtrics survey	Item content	Variable name
Q82	Some people face discrimination based on which region of the UK they come from.	Q82
Q83	In some professions, people face barriers based on which region of the UK they come from.	Q83
Q84	In the UK, some people face discrimination based on which social class they come from.	Q84
Q85	In some professions, people face barriers based on which social class they come from.	Q85
Q89	When speaking to a person from a different social background, it's important to me that they do not think I'm prejudiced.	Q89
Q90	It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings.	Q90
Q91	At work, when someone from a different social background expresses an opinion I disagree with, I am careful about how I respond.	Q91
Q92	It appeals to me to work in an organisation that emphasises getting to know people from different social backgrounds.	Q92

Q93	People from different social backgrounds can teach me things I could not learn elsewhere.	Q93
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Table 8. Psychological measure: Motivation to Control a Prejudiced Response 4

Item name in Qualtrics survey	Item content	Variable name
Q96	I have not always been honest with myself.	Q96_1
	I always know why I like things.	Q96_2
	It's hard for me to shut off a disturbing thought.	Q96_3
	I never regret my decisions.	Q96_4
	I sometimes lose out on things because I can't make up my mind soon enough.	Q96_5
	I am a completely rational person.	Q96_6
	I am very confident of my judgments.	Q96_7
	I sometimes tell lies if I have to.	Q96_8

Table 9. Psychological measure: Motivation to Control a Prejudiced Response 5

Item name in Qualtrics survey	Item content	Variable name
Q99	I never cover up my mistakes.	Q99_1
	There have been occasions when I have taken advantage of someone.	Q99_2
	I sometimes try to get even rather than forgive and forget.	Q99_3
	I have said something bad about a friend behind his or her back.	Q99_4
	When I hear people talking privately, I avoid listening.	Q99_5
	I never take things that don't belong to me.	Q99_6
	I don't gossip about other people's business.	Q99_7

Table 10. Personal biography variables (demographics)

Item name in Qualtrics survey	Item	Variable name
Q103	Gender (1=man, 2=woman, 3=other, 4=prefer not to say)	Q103
Q104	Age (numeric, year)	Q104

Q105	Ethnicity (White =1, Black =2, South Asian=3, East Asian=4, Mixed or other=5, Prefer not to say =6)	Q105
Q106	Ethnicity specific	Q106
Q107	Region where grew up (see table 10b)	Q107
Q108	Region where living (see table 10b)	Q108
Q109	English as a native language (1=yes, 2=no)	Q109
Q110	Highest level of qualification (see table 10c)	Q110

Table 10b. Region codes for Q106

Value	Code
1	South East
2	South West
3	London
4	East of England
5	West Midlands
6	East Midlands
7	Yorkshire and the Humber
8	North East
9	North West
10	Wales
11	Scotland
12	Northern Ireland
13	Not in the UK
14	Prefer not to say

Table 10c. List of 6 levels of education for Q110

Value	Code
1	GCSE or equivalent
2	A-level or equivalent
3	Further Education
4	Undergraduate Degree
5	Postgraduate Degree

Intervention_Experiment_2

Start of Block: Screening



Q1 Thank you for your interest in this study.

Before you start, please note:

This study is designed for desktops or laptops and will not work on mobile devices (including tablets). Please do not continue if you are using a mobile device. You can come back later when you have access to a computer. The study contains sound clips. Please make sure that you can listen to sound (preferably through headphones) on your computer.

Please select one of the following options and click "Next".

- ☐ I am using a computer with sound. I would like to continue. (1)
- ☐ I would like to leave the survey now. (0)

Q2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break

Q3 The program detects that you are using a mobile device. As this study is designed for desktops or laptops, you won't be able to continue. Please feel free to come back when you have access to a desktop or laptop.

You will be automatically re-directed in a few seconds.

Q4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Screening

Start of Block: Information

Q5

Evaluating the Performance of Job Candidates Information

Thank you for your interest in this study. We are interested in how people form impressions about job candidates based on their performance in job interviews. During the first part of the study, you will be asked to listen to recordings of job candidates answering interview questions and to provide your personal impression of their performance. In the second part of the study, you will be asked to complete a speeded sorting task. At the end, you will be asked to complete a questionnaire and provide some information about yourself.

The entire study should take about 13 minutes to complete and you will receive £1.30 for completing it. Please note that in order to complete the study, you will need to be able to play and listen to sound on your computer using speakers or headphones. The study should be completed in one sitting without interruption. Please do not start the survey unless you have about 13 minutes to dedicate to it. The decision to take part in this study is entirely up to you. You are free to withdraw at any time during the study (by closing this browser window) without giving a reason. There are no foreseeable risks to participating.

If you have any questions about this study, please don't hesitate to contact the researchers Dr. Erez

Levon, email: e.levon@qmul.ac.uk or Dr. Yang Ye, email: yang.ye@qmul.ac.uk.

If you have any questions or concerns about the manner in which the study was conducted please, in the first instance, contact the researchers above. If you prefer, you can also contact the Queen Mary Ethics of Research Committee, email: research-ethics@qmul.ac.uk.

If you would like to take part in this study, please continue.

Q6 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break



Q7

Evaluating the Performance of Job Candidates

Participant Consent Form

Please read and confirm the following statements: I agree that the research project named above has been explained to me to my satisfaction in verbal and/or written form. I understand that if I decide at any time during the study that I no longer wish to participate, I can withdraw from the study by closing this browser window. I have read the information about the project on the previous screen, and understand what the research study involves. I consent to the processing of any personal information collected during the study for the purposes of this research project. I understand that such information will be treated as strictly confidential and handled in accordance with the current relevant data protection legislation. I understand that if I have any questions or concerns about the manner in which this study was conducted, I can contact the Research Ethics Committee at Queen Mary University of London (research-ethics@qmul.ac.uk). If I have any questions related to data protection, I can contact the Data Protection Officer at Queen Mary University of London (data-protection@qmul.ac.uk). Please click the text box below before continuing:

☐ I agree with the above statements. (1)

Q8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break



Q9 Thank you. Before getting started, please: **Make sure you are in a quiet place**
Maximize your browser window **Make sure the sound on your computer is on and**
set at an appropriate level **If you are using headphones, please put them on now** **If the audio**
does not load properly, try reload the survey page **Make sure your Prolific ID is displayed in**
the text box below. If not, please copy and paste it into the text box:

Q10 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Information

Start of Block: Instructions

Q11
Evaluating the Performance of Job Candidates
Instructions

In this section, you will be asked to evaluate the performance of several job candidates for a “trainee solicitor” position at a corporate law firm in the UK. The candidates have all completed a 3-year Law degree programme offered by a UK university and a 1-year professional legal practice course, which is the final vocational step to becoming a solicitor in Britain.

You will be asked to listen to audio recordings of the candidates responding to interview questions. Each recording is from a different candidate and is in response to a different interview question. After each recording, you will be asked to rate each candidate's performance. The recordings are about 30 seconds long. Each recording can only be played once without replay. Therefore, please pay close attention when listening.

End of Block: Instructions

Start of Block: practice

Q12
Practice

Before we get to the actual task, this page allows you to familiarise yourself with the format of the survey. On each page of the survey, you will see an interview question and a play button beneath it. During the survey, please **first read the interview question carefully, then click the play button to play the audio recording. Pay close attention when listening.**

When you click the play button on **this page**, you will hear a **music clip** instead of a recording from a job interview. Please adjust the volume on your computer until you can clearly hear the music. You can replay the audio on this page as many times as you need.



Q13 Interviewer:

What are the key skills and qualities for a successful solicitor?

Candidate:

0:00 / 0:00

Q14 When the audio has reached the end, you can click "Next" to continue.

End of Block: practice

Start of Block: practice_eval

Q15

After hearing each recording, you will be asked to answer the questions below. Please take a moment to practice answering these questions (by clicking one of the boxes below each question) in order to become familiar with them.

Q16 On a scale of 1 to 10, how would you rate the overall quality of the candidate's answer? (1 = Poor; 10 = Excellent)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q17 Does the candidate's answer show expert knowledge?

(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q18 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q19 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q20 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q21

This is the end of the demonstration.

When ready, please move on to the next page.

Q22 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: practice_eval

Start of Block: Intro

Q23 Now you will start the actual rating task.

During the task, you will listen to audio recordings of two candidates providing responses to different interview questions.

Please continue when ready.

Q24 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Intro

Start of Block: Q15

Q25

Here is the audio recording from the first candidate. Please **first read the interview question carefully, then click the play button and listen to the candidate's response to the question.** Remember the recording can only be played once. **Please pay close attention.**




Q26 Interviewer:

What attracts you about working in law?

Candidate:

0:00 / 0:00



Q27 Interviewer:

What attracts you about working in law?

Candidate:

0:00 / 0:00

Q28 When you have finished, please move on to the next page.

End of Block: Q15

Start of Block: Q15_eval

Q29 Please provide you ratings below. We are interested in your personal opinions. If unsure, just provide your best guess.

Q30 How would you rate the overall quality of the candidate's answer?

(1 = Poor; 10 = Excellent)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q31 Does the candidate's answer show expert knowledge?
(1 = Not at all; 10 = Very much)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q32 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q33 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q34 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 (7)
- ☐ 8 (8)
- ☐ 9 (9)
- ☐ 10 (10)
-

Q35

When ready, please move on to the next page.

Q36 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Q15_eval

Start of Block: Q6

Q37

Here is the audio recording from the second candidate. Please **first read the interview question, then press the play button to hear the candidate's response**. Remember: the recording can only be played once. **Please pay close attention.**

JS

Q38 Interviewer:

Explain the difference between contract and tort.

Candidate:

0:00 / 0:00

JS

Q39 Interviewer:

Explain the difference between contract and tort.

Candidate:

0:00 / 0:00

Q40 When you have finished, please move on to the next page.

End of Block: Q6

Start of Block: Q6_eval

Q41 Please provide you ratings below. We are interested in your personal opinions. If unsure, just provide your best guess.

Q42 How would you rate the overall quality of the candidate's answer?

(1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q43 Does the candidate's answer show expert knowledge?
(1 = Not at all; 10 = Very much)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q44 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q45 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q46 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 (7)
- ☐ 8 (8)
- ☐ 9 (9)
- ☐ 10 (10)

Q47

When ready, please move on to the next page.

Q48 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Q6_eval

Start of Block: Accent_awareness

Q49 Before you start, please note that **the candidates may speak different accents of English.**

Recent research has shown that, when evaluating a candidate's performance, interviewers in the UK can be influenced by the candidate's accent of English. In particular, they tend to rate candidates who speak with a "standard" accent more favourably than candidates who speak with "non-

standard" accents. This is an example of so-called "accent bias". Please keep this in mind during the task.

When ready, please continue.

Q50 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Accent_awareness

Start of Block: Class_awareness

Q51 Before you start, please note that **the candidates may have different social backgrounds**.

Recent research has shown that, when evaluating a candidate's performance, interviewers in the UK can be influenced by the candidate's social background. In particular, they tend to rate candidates with a middle class background more favourably than candidates with a working class background. This is an example of so-called "class bias". Please keep this in mind during the task.

When ready, please continue.

Q52 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Class_awareness

Start of Block: IAT

Q163 You have completed the evaluation task. Thank you!

The next task is a quick sorting task. Please continue when ready.

Q53 Quick sorting task

In this task, you will be presented with a set of words or images to sort into groups. This task requires that you sort items as quickly as you can while making as few mistakes as possible. Going too slow or making too many mistakes will result in an uninterpretable score. This part of the study will take about 5 minutes.

The following is a list of category labels and the items that belong to each of those categories.

Category		Items
Good	laughter, love, peace, pleasure, wonderful	fabulous, glad, glorious, happy, joy,
		Bad
agony, awful, evil, failure, gross, horrible, hurt, nasty, terrible, tragic		
Black British		
White British		

Keep in mind: Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response. Each word or image has a correct classification. Most of these are easy. Please try to go as fast as possible. Expect to make a few mistakes because of going fast. That's OK. For best results, avoid distractions and stay focused.

Q54 For the next part, the two categories are "Black British" and "White British". You will see a picture of either a black or a white British person.

When you see a picture of a black British person, press 'E' When you see a picture of a white British person, press 'I'

If you make an error, a red **X** will appear. Please correct the error by pressing the correct key as fast as possible.

Please try to go as fast as you can while making as few errors as possible. Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response.

When ready, please continue to the next part.

Page Break



Q55

Black British

White British

+

Loading all the content...

This should take less than 1 minute

Again, when you see a picture of a black British person, press E.

When you see a picture of a white British person, press I.

Please try to go as *fast as you can* while making as few errors as possible.

If you make an error, correct it as quickly as possible by pressing the correct key.

When ready, press the [Space] bar to begin.

Part 1 of 7

x

Page Break

Q56 For the next part, the two categories are "Good" and "Bad". You will see a good word or a bad word.

When you see a good word, press 'E' When you see a bad word, press 'I'

If you make an error, a red X will appear. Please correct the error by pressing the correct key as fast as possible.

Please try to go as fast as you can while making as few errors as possible. Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response.

When ready, please continue to the next part.

Page Break



Q57

Good

Bad

+

Loading all the content...

This should take less than 1 minute

When you see a good word, press E.

When you see a bad word, press I.

Please try to go as *fast as you can* while making as few errors as possible.

If you make an error, correct it as quickly as possible by pressing the correct key.

When ready, press the [Space] bar to begin.

Part 2 of 7

x

Page Break

Q58 In the next part, the four categories will appear together. Your task is to categorise each picture or word into one of the two combined categories. When you see a picture of a black British person OR a good word, press 'E' When you see a picture of a white British person OR a bad word, press 'I' Note that each picture or word belongs to only one combined category.

If you make an error, a red X will appear. Correct the error by pressing the correct key as quickly as possible.

Try to go as fast as possible without making errors. Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response.

When ready, please continue to the next part.

Page Break



Q59

Black British or
Good

White British or
Bad

+

Loading all the content...

This should take less than 1 minute

When you see a picture of a black British person OR a good word, press E
When you see a picture of a white British person OR a bad word, press I

Please try to go as *fast as you can* while making as few errors as possible.
If you make an error, correct it as quickly as possible by pressing the correct key.

When ready, press the [Space] bar to begin.

Part 3 of 7

x

Page Break



Q60

Black British or
Good

White British or
Bad

+

Loading all the content...

This should take less than 1 minute

Please continue the task as you were just doing it.

Again, try to go as fast as possible without making mistakes. Correct errors by pressing the correct key as quickly as possible.

When you are ready, please press the [Space] bar to begin.

Part 4 of 7

x

Page Break

Q61 In the next part, the two categories are "Good" and "Bad".

But notice that the category labels have switched sides. From now on:

When you see a bad word, press 'E' When you see a good word, press 'I'

If you make an error, a red **X** will appear. Correct the error by pressing the correct key as quickly as possible.

Try to go as fast as possible without making errors. Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response.

When ready, please continue to the next part.

Page Break



Q62

Bad

Good

+

Loading all the content...

This should take less than 1 minute

Again, the two labels have switched sides:

When you see a bad word, press E.

When you see a good word, press I.

Please try to go as *fast as you can* while making as few errors as possible.

If you make an error, correct it as quickly as possible by pressing the correct key.

When ready, press the [Space] bar to begin.

Part 5 of 7

x

Page Break

Q63 In the next part, the four categories will again appear together, but in a new configuration.
Please read carefully:

When you see a picture of a black British person OR a bad word, press 'E' When you
see a picture of a white British person OR a good word, press 'I'

If you make an error, a red **X** will appear. Correct the error by pressing the correct key as quickly as possible.

Try to go as fast as possible without making errors. Keep your fingers on the 'E' and 'I' keys on your keyboard to enable rapid response.

When ready, please continue to the next part.

Page Break



Q64

Black British or
Bad

White British or
Good

+

Loading all the content...

This should take less than 1 minute

Again, the combined categories have changed:

When you see a picture of a black British person or a bad word, press E

When you see a picture of a white British person or a good word, press I

Please practice this new combination now. Please try to go as *fast as you can* while making as few errors as possible.

If you make an error, correct it as quickly as possible by pressing the correct key.

When ready, press the [Space] bar to begin.

Part 6 of 7

x

Page Break



Q65

Black British or
Bad

White British or
Good

+

Loading all the content...

This should take less than 1 minute

Please continue the task as you were just doing it.

Again, try to go as fast as possible without making mistakes. Correct errors by pressing the correct key as quickly as possible.

When you are ready, please press the [Space] bar to begin.

Part 7 of 7

x

Page Break

Q66 You have completed the quick sorting task. Thank you!

Please continue when ready.

End of Block: IAT

Start of Block: Recall



Q67

Now, please take a moment to reflect on your experience during the **rating task** (in which you rated the job candidates), especially how you decided on the ratings for each candidate.

Then, please indicate how much you agree or disagree with each of the following statements according to your experience. There are no right or wrong answers.

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
I noticed that the candidates were speaking in different accents of English. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When listening (to the recordings), I tried to focus on what the candidate was saying. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found it difficult to ignore the candidates' accents. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tried hard not to let the candidate's accent of English influence my ratings. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q68 If you have any additional comments about how you decided on the ratings or anything about the rating task, please feel free to type them into the text box below:

Q69

When ready, please move on to the next page.

Q70 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break

Q71 Please answer two simple questions about the rating task.

In total, how many candidates did you listen to?

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 5 (4)
-

Q72

Which of the following topics were NOT mentioned in the audio recordings? If unsure, just give your best guess.

- ☐ The effects of Brexit (1)
 - ☐ What attracts the candidate about working in law (2)
 - ☐ The difference between contract and tort (3)
-

Q73 Thank you. Please continue when ready.

Q74 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Recall

Start of Block: SDO7

Q75

Thank you for completing the rating task.

In this part, please indicate how much you favour or oppose each idea below by clicking the corresponding button. You can work quickly; your first feeling is generally best.

[illegible]

No one group should dominate in society.
(6)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Groups at the bottom should not have to stay in their place.
(7)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Group dominance is a poor principle.
(8)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Q76
When ready, please move on to the next page.

Q77 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Q78

Show how much you favour or oppose each idea below by clicking the corresponding button. You can work quickly; your first feeling is generally best.

[illegible]

No matter how much effort it takes, we ought to strive to ensure that all groups have the same chance in life (7)

☐

☐

☐

☐

☐

☐

☐

Group equality should be our ideal. (8)

☐

☐

☐

☐

☐

☐

☐

Q79
When ready, please move on to the next page.

Q80 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: SDO7

Start of Block: PostQ1

Q81 In this part of the survey, we are interested in your opinion on certain social issues. Please indicate how much you agree or disagree with each statement below. There are no right or wrong answers.



Q82 Some people face discrimination based on which region of the UK they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q83 In some professions, people face barriers based on which region of the UK they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q84 In the UK, some people face discrimination based on which social class they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q85 In some professions, people face barriers based on which social class they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-

Q86 When finished, please move on to the next page.

Q87 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: PostQ1

Start of Block: PostQ2

Q88 Again, please indicate how much you agree or disagree with each statement below.



Q89 When speaking to a person from a different social background, it's important to me that they do not think I'm prejudiced.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q90 **It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings.**

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q91 At work, when someone from a different social background expresses an opinion I disagree with, I am careful about how I respond.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q92 It appeals to me to work in an organisation that emphasises getting to know people from different social backgrounds.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-



Q93 People from different social backgrounds can teach me things I could not learn elsewhere.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (4)
 - ☐ Agree (5)
 - ☐ Strongly Agree (6)
-

Q94 When finished, please move on to the next page.

Q95 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: PostQ2

Start of Block: BIDR15

Q96 Finally, please indicate how much you agree or disagree with each statement below by clicking the corresponding button.

[illegible]

I
sometimes
tell lies if I
have to. (8)



Q97 When ready, please move on to the next page.

Q98 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Page Break

Q99 Please indicate how much you agree or disagree with each statement by clicking the corresponding button.

[illegible]

I never
take things
that don't
belong to
me. (6)

☐☐☐☐☐☐☐

I don't
gossip
about
other
people's
business.
(7)

☐☐☐☐☐☐☐

Q100 When ready, please move on to the next page.

Q101 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: BIDR15

Start of Block: Demographics

Q102 Thank you. Please answer some additional questions about yourself:

Q103

What is your gender?

- ☐ Man (1)
 - ☐ Woman (2)
 - ☐ Other (3)
 - ☐ Prefer not to say (4)
-



Q104 **What is your age (in years)?**

Q105 **Which of the following categories best describes your ethnicity?**

- ☐ White (1)
 - ☐ Black (2)
 - ☐ South Asian (3)
 - ☐ East Asian (4)
 - ☐ Mixed or other (please specify) (5)
 - ☐ Prefer not to say (6)
-

Q106 **Please specify:**



Q107 What region of the UK did you grow up in? Please select:

- ☐ South East (1)
- ☐ South West (2)
- ☐ London (3)
- ☐ East of England (4)
- ☐ West Midlands (5)
- ☐ East Midlands (6)
- ☐ Yorkshire and the Humber (7)
- ☐ North East (8)
- ☐ North West (9)
- ☐ Wales (10)
- ☐ Scotland (11)
- ☐ Northern Ireland (12)
- ☐ Not in the UK (13)
- ☐ Prefer not to say (14)



Q108 What region of the UK do you currently live in? Please select:

- ☐ South East (1)
 - ☐ South West (2)
 - ☐ London (3)
 - ☐ East of England (4)
 - ☐ West Midlands (5)
 - ☐ East Midlands (6)
 - ☐ Yorkshire and the Humber (7)
 - ☐ North East (8)
 - ☐ North West (9)
 - ☐ Wales (10)
 - ☐ Scotland (11)
 - ☐ Northern Ireland (12)
 - ☐ Not in the UK (13)
 - ☐ Prefer not to say (14)
-

Q109 Do you speak English as a native language?

- ☐ Yes (1)
 - ☐ No (2)
-

Q110 What is the highest educational qualification you have received?

- ☐ GCSE or equivalent (1)
 - ☐ A-level or equivalent (2)
 - ☐ Further Education (3)
 - ☐ Undergraduate Degree (4)
 - ☐ Postgraduate Degree (5)
-

Q111 Thank you. Please continue when ready.

Q112 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Demographics

Start of Block: End

Q113

Evaluating the Performance of Job Candidates

This is the end of the study. Thank you very much for your participation!

IMPORTANT: To receive your compensation, you must click the "Next" button to be re-directed to the payment page at Prolific.

If you have any questions, please feel free to email the Principal Investigator of this project Dr Erez Levon (e.levon@qmul.ac.uk).

If you have any questions or concerns about the manner in which the study was conducted please, in the first instance, contact Dr Levon. If this is unsuccessful, or not appropriate, please contact the Secretary at the Queen Mary Ethics of Research Committee, Room W104, Queens' Building, Mile

End Campus, Mile End Road, London, E1 4NS or research-ethics@qmul.ac.uk. If you have any questions relating to data protection, please contact Data Protection Officer, Queens' Building, Mile End Road, London, E1 4NS or data-protection@qmul.ac.uk.

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End of Block: End
