Accent_Bias _SONA

Start of Block: Screening_sound

Q1 Thank you for your interest in this study.

Before you start, please note:

The study contains short sound clips. Please make sure that you can listen to these sound clips (preferably through headphones) uninterrupted on your device .

If you are using a mobile device, please make sure you wear headphones. The study works best on Google Chrome or Safari.

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

- ○ I can listen to sound clips. I would like to continue. (1)
- ○ I would like to leave the survey now. (0)

Page Break

Display This Question:

If Thank you for your interest in this study. Before you start, please note: The study contains shor... = I would like to leave the survey now.

Q2 Thank you. Please feel free to come back when you could listen to sound clips.

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

Q3 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Screening_sound

Start of Block: Information & Consent Form

Q7

Title of project: ***How do we perceive university graduate job candidates?***

The project examines factors that influence our perception of job candidates who just graduated from university. If you agree to participate, you will be first asked to listen to two brief audio clips of a potential job candidate, who recently graduated from university, answering questions in an interview. Then, you will be asked to evaluate the candidate's responses and future job prospect. You will also be asked to complete some questionnaires about your opinions and beliefs, and a few questions about yourself (e.g., gender, age). The entire study will take less than 15 minutes to complete.

This project is not expected to involve physical risks or mental discomfort or harm. You are free to withdraw yourself or your data from the study at any time you choose, with no consequence (see below for details). If you think questions about a university graduate student

seeking employment will cause you stress, then please consider not participating in the study. Your participation is completely voluntary and does not involve payment. Your forms will be kept securely. There will be some demographics questions (e.g., gender, age and ethnicity) in the survey, but no personally identifiable data (e.g., name, birth dates) will be collected: All responses will be confidential. All data kept in electronic format will be kept on a password-accessed online account or a local hard drive. The results of this research may be published or reported, but your name will not be associated in any way with any published results.

To maintain confidentiality of records you will invent a personal coded. You may withdraw your data anonymously by emailing your personal code to me at the email address below. Data can be withdrawn within two weeks of your participation.

Page Break

Q8 Title of Study: **How do we perceive university graduate job candidates?**

Thank you for considering taking part in this study. 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 after the completion of the study, I am free to withdraw from this study any time study within two weeks from today and without giving any reason. I understand that anonymized data (data without personal identifiable information) might be made available to the public on open science platforms such as UK Data Archive. I understand that if I have any questions or concerns about the manner in which this study was conducted, I can contact the Psychology and Counselling Research Ethics Committee at the University of Greenwich Please click the box below before continuing.

○ I agree with the above statements and would like to participate in the study. (1)

Q9 **Researcher's statement:** We confirm that we have carefully explained the nature, demands and any foreseeable risks (where applicable) of the proposed research to the volunteer.

Q10 When ready, please continue to the next page.

Page Break

Q11 **Personal code creation page**

Again, you can withdraw your data any time during the two weeks after your participation. For this purpose, please enter a 6-digit code in the text box below.

You can use any symbols (e.g., letters, numbers, special characters) for the code, but please do not use a code that may imply any personal information (e.g.., birthday) for the code. Also, please avoid common and simple codes such as “123456”.

You can use it to withdraw your data if you want. To do so, simply email us the request of withdraw along with the 6-digit code. Again, please do so before two weeks has pasted since your participation. The code you entered will be displayed at the end of the study.

_____

Q12 When ready, please continue to the next page.

Page Break

Q13 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 an audio file does not load, please refresh the webpage.**

Q14 When ready, please continue to the next page.

End of Block: Information & Consent Form

Start of Block: Sound_test

Q4
Sound test

To make sure that your computer sound is working properly, please **click the play button below to play an audio recording.**

Please adjust the volume on your computer until you can clearly hear the sound. You can replay the audio on this page as many times as you need.

*

Q5 After you have finished the sound test, please indicate what was in the audio recording above:

- Bell ringing (1)
- Person singing (2)
- Violin playing (3)

Q6 When you have finished the sound test, please click "Next" to continue.

End of Block: Sound_test

Start of Block: introduction

Q15

Evaluating University Graduate Job Candidate Instructions

In this section, you will be asked to evaluate a job candidate who recently graduated from the University of Greenwich. **Here is some information that you should know about this candidate. Please read carefully:** The candidate has a 2:1 BA(Hons) Business Management degree. The candidate has experience working as part of a team within employment and have supervised other members of staff on occasion. The candidate has assisted university events, such as open days, as an ambassador and has volunteered for other outside organisations. You will be asked to listen to two audio recordings of the candidate responding to two interview questions for an entry-level graduate job. After that, you will be asked to rate the candidate's performance in the interview, as well as the candidate's future career prospect in the UK across different job positions.

The recordings are about 30 seconds long. Each recording can only be played once without replay. Therefore, please pay close attention when listening.

Q16 When you are ready to listen to the first recording, please continue to the next page.

End of Block: introduction

Start of Block: RP_recordings

Q17

Here is the first audio recording from the 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**.

JS

Q18 Interviewer:

Tell us of a time when you worked in a team.

Candidate:

0:00 / 0:00

Q19 When you have finished, please move on to the next recording.

Page Break

Q20
Here is the second audio recording from the candidate.

Please **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**.

JS

Q21 Interviewer:

Tell us of a time you solved a problem.

Candidate:

0:00 / 0:00

Q22 When you have finished, please move on to the next page.

End of Block: RP_recordings

Start of Block: candidate_evaluation

Q23 Based on all the information you were presented with (including the descriptions earlier and the audio recordings that you just listened to), please evaluate the candidate on a series of questions below:

Q24 **On a scale of 1 to 10, how would you rate the overall quality of the candidate's answers?** (1 = Poor; 10 = Excellent)

- ○ 0 (0)
- ○ 1 (1)
- ○ 2 (2)
- ○ 3 (3)
- ○ 4 (4)
- ○ 5 (5)
- ○ 6 (6)
- ○ 7 (7)
- ○ 8 (8)
- ○ 9 (9)
- ○ 10 (10)

Q25 **How would you rate the intelligence of the candidate** (1 = Poor; 10 = Excellent)

- 0 (0)
- 1 (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5)
- 6 (6)
- 7 (7)
- 8 (8)
- 9 (9)
- 10 (10)

Q26 **How would you rate the friendliness of the candidate?** (1 = Poor; 10 = Excellent)

- ○ 0 (0)
- ○ 1 (1)
- ○ 2 (2)
- ○ 3 (3)
- ○ 4 (4)
- ○ 5 (5)
- ○ 6 (6)
- ○ 7 (7)
- ○ 8 (8)
- ○ 9 (9)
- ○ 10 (10)

Q27 **How would you rate the candidate overall?** (1 = Poor; 10 = Excellent)

- ○ 0 (0)
- ○ 1 (1)
- ○ 2 (2)
- ○ 3 (3)
- ○ 4 (4)
- ○ 5 (5)
- ○ 6 (6)
- ○ 7 (7)
- ○ 8 (8)
- ○ 9 (9)
- ○ 10 (10)

Q28 **Would you personally like to work with the candidate?** (1 = not at all; 10 = very much)

- ○ 0 (0)
- ○ 1 (1)
- ○ 2 (2)
- ○ 3 (3)
- ○ 4 (4)
- ○ 5 (5)
- ○ 6 (6)
- ○ 7 (7)
- ○ 8 (8)
- ○ 9 (9)
- ○ 10 (10)

Q29 Please continue to the next set of questions when ready.

Page Break

Q30 In this section, you will see a list of different jobs in the UK and your task is to evaluate the candidate's future prospect in each of these jobs, based on all the information you were presented with (including the descriptions earlier and the audio recordings that you just listened to).

Note that there will be two sets of questions. The first is about how likely the candidate will succeed in obtaining each job in either the near (e.g., 0-5 years) or long future (e.g., 15-20 years). The second is about how likely the candidate will succeed had he obtained the job.

Q31 **How likely is it that the candidate will succeed in obtaining each of the following jobs in the near or long future?**

	Extremely unlikely (1)	Moderately unlikely (2)	Slightly unlikely (3)	Neither likely nor unlikely (4)	Slightly likely (5)	Moderately likely (6)	Extremely likely (7)
A bartender in 0-5 years (1)	○	○	○	○	○	○	○
A bar manager in 15-20 years (2)	○	○	○	○	○	○	○
An entry-level clerk in the public sector (e.g., government, university) in 0-5 years (3)	○	○	○	○	○	○	○
An executive manager in the public sector in 15-20 years (4)	○	○	○	○	○	○	○
A junior analyst in a large bank (e.g., HSBC, Lloyds) in 0-5 years (5)	○	○	○	○	○	○	○
A senior portfolio manager in a large bank in 15-20 years (6)	○	○	○	○	○	○	○

Q32 Please continue to the next set of questions when ready.

Page Break

Q33 Question set 2:

If, in the near or long future, the candidate is hired for each of the following jobs, how successful do you think the candidate would be in that job?

	Very unsuccessful (1)	Moderately unsuccessful (2)	Slightly unsuccessful (3)	Neither successful nor unsuccessful (4)	Slightly successful (5)	Moderately successful (6)	Very success (7)
A bartender (1)	○	○	○	○	○	○	○
A bar manager (2)	○	○	○	○	○	○	○
An entry-level clerk in the public sector (e.g., government, university) (3)	○	○	○	○	○	○	○
An executive manager in the public sector (4)	○	○	○	○	○	○	○
A junior analyst in a large bank (e.g., HSBC, Lloyds) (5)	○	○	○	○	○	○	○
A portfolio manager in a large bank (6)	○	○	○	○	○	○	○

Q34 Please continue to the next page when ready.

End of Block: candidate_evaluation

Start of Block: MLE_recordings

Q35
Here is the first audio recording from the 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**.

JS

Q36 Interviewer:

Tell us of a time when you worked in a team.

Candidate:

0:00 / 0:00

Q37 When you have finished, please move on to the next recording.

Page Break

Q38
Here is the second audio recording from the candidate.

Please **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**.

JS

Q39 Interviewer:

Tell us of a time when you solved a problem.

Candidate:

0:00 / 0:00

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

End of Block: MLE_recordings

Start of Block: Candidate_check

Q41 Please take a moment to recall all the information provided to you about the candidate, then answer a few questions below:

Q42 **Which classification did the candidate receive for his degree?**

- Third (1)
- 2:2 (2)
- 2:1 (3)
- First (4)

Q43 **Which area was the candidate's degree on?**

- Business Management (1)
- Engineering (2)
- Psychology (3)

Q44 **Which of the following interview questions was NOT included in the audio recordings?**

- "Tell us of a time when you worked in a team." (1)
- "Tell us of a time you solved a problem." (2)
- "Why did you want to study business management?" (3)

Q45 When ready, please move on to the next page.

End of Block: Candidate_check

Start of Block: MCPR_17



Q46 In this part, you will read a list of statements about your feelings and opinions about members of minority groups (e.g., ethnic groups). Please read each statement carefully and

indicate how much you agree or disagree with each statement by clicking the corresponding button. There are no right or wrong answers.

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
In today's society, it is important that one not be perceived as prejudiced in any manner. (69)	○	○	○	○	○
I always express my thoughts and feelings, regardless of how controversial they might be. (70)	○	○	○	○	○
I get angry with myself when I have a thought or feeling that might be considered prejudiced. (71)	○	○	○	○	○
If I were participating in a class discussion and a student from a minority group expressed an opinion with which I disagreed, I would be hesitant to express my own viewpoint.	○	○	○	○	○

(72) Going through life worrying about whether you might offend someone is just more trouble than it’s worth.	○	○	○	○	○
(73) It's important to me that other people not think I'm prejudiced.	○	○	○	○	○
(74) I feel it’s important to behave according to society’s standards.	○	○	○	○	○
(75) I’m careful not to offend my friends, but I don’t worry about offending people I don’t know or like.	○	○	○	○	○
(76) I think that it is important to speak one’s mind rather than to worry about offending someone.	○	○	○	○	○
(77) It’s never acceptable to express one’s prejudices.	○	○	○	○	○

(78)					
I feel guilty when I have a negative thought or feeling about a member of minority group. (79)	○	○	○	○	○
When speaking to a member of a minority group, it's important to me that he or she not think I'm prejudiced. (80)	○	○	○	○	○
It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings. (81)	○	○	○	○	○
If I have a prejudiced thought or feeling, I keep it to myself. (82)	○	○	○	○	○
I would never tell jokes that might offend others. (83)	○	○	○	○	○
I'm not afraid to tell others what I think, even when I know they disagree with	○	○	○	○	○

me. (84)					
If someone who made me uncomfortable sat next to me on a bus, I would not hesitate to move to another seat. (85)	○	○	○	○	○

Q47 Please continue to the next page when ready.

End of Block: MCPR_17

Start of Block: Perceived_discimination_UK

Q48

Below is a list of statements about discrimination in the UK against people with certain social backgrounds (e.g., ethnicity, regions, social class, gender). Please indicate how much you agree with each of these statements. There are no right or wrong answers.

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
Discrimination against people with certain social backgrounds is no longer a problem in the UK. (1)	○	○	○	○	○
In the UK, people with certain social backgrounds often miss out on good jobs due to discrimination. (2)	○	○	○	○	○
It is rare to see people with certain social backgrounds treated in a prejudiced manner on UK television. (3)	○	○	○	○	○
On average, the UK society treat people with different social backgrounds equally. (4)	○	○	○	○	○
The UK society has reached the point where	○	○	○	○	○

people with different social backgrounds have equal opportunities for achievement. (5)					
It is easy to understand the anger of some people with certain social backgrounds in the UK. (6)	○	○	○	○	○
It is easy to understand why people with certain social backgrounds are still concerned about societal limitations of their opportunities in the UK. (7)	○	○	○	○	○
Over the past few years, the government and news media have been showing more concern about the treatment of people with certain backgrounds than what is warranted by their actual experiences. (8)	○	○	○	○	○

Q49 Please continue to the next page when ready.

End of Block: Perceived_discimination_UK

Start of Block: Diversity_of_contact

Q50 In this part, please indicate how much you agree with each of these statements below. 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 would like to join an organization that emphasizes getting to know people from different countries. (1)	○	○	○	○	○
I would like to go to dances that feature music from other countries. (2)	○	○	○	○	○
I often listen to music from other cultures. (3)	○	○	○	○	○
I am interested in learning about the many cultures that have existed in this world. (4)	○	○	○	○	○
I attend events where I might get to know people from different racial backgrounds. (5)	○	○	○	○	○

Q51 Please continue to the next page when ready.

End of Block: Diversity_of_contact

Start of Block: Accent_check

Q52 Here is one of the audio recordings that you heard earlier in the survey.

Please click the play button below to listen to the recording. Please pay attention to the candidate's accent of English. Afterwards, please answer a few questions about the candidate's accent. You can replay the audio clip if necessary.

Display This Question:

If condition = 1

Q53

Display This Question:

If condition = 2

Q54

Q55 Once you've finished listening to the audio, please indicate your level of agreement with each of the statements below about the candidate's accent of English:

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
I am familiar with this accent. (1)	○	○	○	○	○
In my life I've spent a lot of time interacting with people speaking this accent. (2)	○	○	○	○	○
My own accent is similar to this one. (3)	○	○	○	○	○
I like this accent. (4)	○	○	○	○	○
This accent is friendly. (5)	○	○	○	○	○
This accent is prestigious. (6)	○	○	○	○	○

Q56 Please continue to the next page when ready.

End of Block: Accent_check

Start of Block: Demographics

Q57 Thank you. Please answer some additional questions about yourself:

Q58
What is your gender?

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



Q59 **What is your age (in years)?**

_____

Q60 **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)

Q61 **Were you born in the UK?**

- Yes (1)
- No (2)
- Prefer not to say (4)

Q62 **How long have you lived in the UK?**

- Less than a year (1)
- 1-5 years (2)
- 5-10 years (3)
- More than 10 years (4)
- Prefer not to say (5)

Q63 **Do you speak English as a native language?**

- Yes (1)
- No (2)

Q64 Thank you. Please continue when ready.

Q65 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Demographics

Start of Block: Debrief form

Q66

NOTE: Please make sure you click "next" at the end of this page, so that you could receive SONA credit properly.

Debriefing for: How do we perceive university graduate job candidates

Thank you very much for taking the time to participate in this study.

The research you have just participated in is being used to investigate the effect of English Accents on the evaluation of job candidates.

Previous research has found accents are salient cues of social class (Kraus, Torrez, Park & Ghayebi, 2019). These cues may trigger unconscious bias that can lead to prejudice and disctimination that are detrimental to people's lives, careers and relationships. Understanding the possible bias against certain members of society and the exact reason it occurs will be instrumental in creating an equal workplace environment.

In the study, you were asked to listen to a job candidate speaking in one of two accents: Received Pronunciation (e.g., BBC English) or Multicultural London English. You were then asked to rate the candidate. We predict tha the rating will be influence by the accent. It is possible evaluations of the candidate the Multicultural London English (MLE) accent will be lower than those of the candidate with the Received Pronunciation (PR) accent (Cardoso, Levon, Sharma, Watt & Ye, 2019; Accent Bias Britain, 2020). Those with higher motivation to control prejudice, however, might not show this effect, as they do not wish to appear prejudiced on the ratings (Shelton, 2003).

The information about the job candidate is fictional. The voices that you hear are from professional voice actors, not from a student. If any of these topics have become an area of concern for you with regard to your own future employment, please be reassured that recent research has found evidence that while the more mature generation have suggestions of accent bias, the emerging, younger generation generally has no distinction between preferred accents (Accent Bias England, 2020). There was also evidence to suggest that many people in professional capacities can ‘switch off’ these biases when there is a need to be fair, and they are more likely to be listening to quality and context in responses.

If you are interested in learning more about different accents in the UK or how they are viewed by the public, please click here to visit this website "Accent Bias Britain".

If you have any further questions please do not hesitate to contact me. Again, Withdrawal requests can be made before two weeks after you participation by emailing me the code you created earier:

${Q11/ChoiceTextEntryValue}

Once again, a big thank you for taking the time to take part in this research. Please make sure you click "next" so that you could receive SONA credit properly.

End of Block: Debrief form