De-stereotyping Public Performance Evaluation

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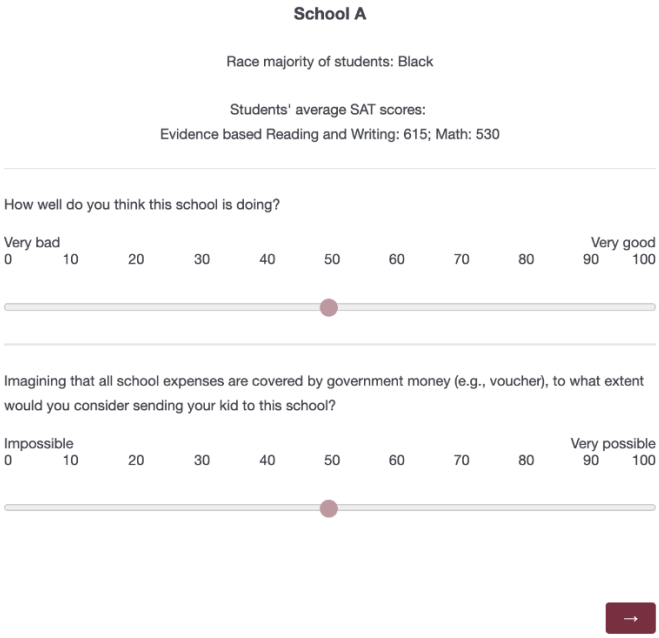
Supplemental Information

Appendix A: Study 1

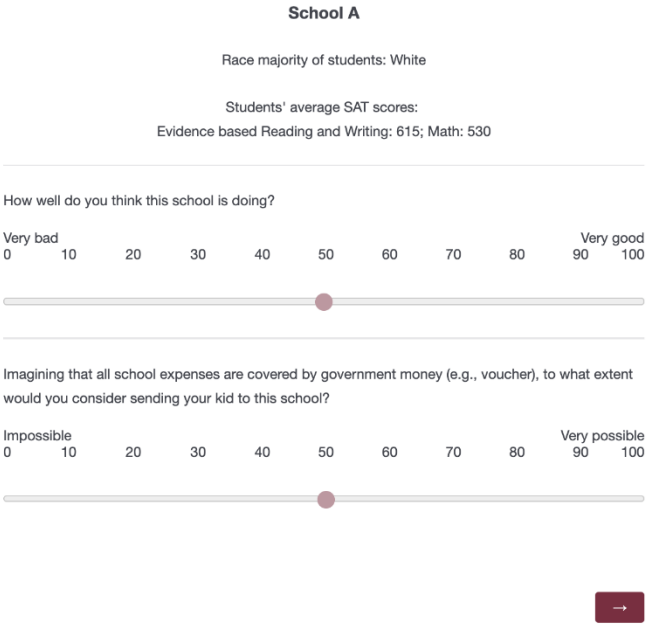
Appendix A1: Experimental intervention

After a brief introduction to the American high school scenario, we randomly assigned subjects into one of the following three conditions.

Group 1: Separate Evaluation Condition: Black School

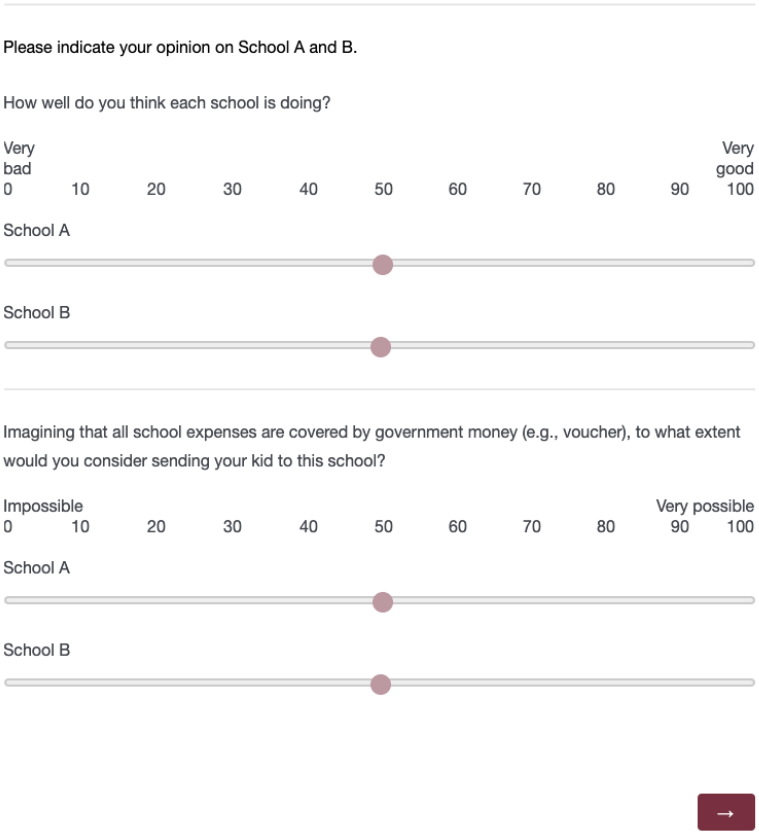


Group 2: Separate Evaluation Condition: White School



Group 3: Joint Evaluation Condition

	School A	School B
Race majority of students	White	Black
Students' average SAT evidence-based reading and writing	615	615
Students' average SAT math	530	530



[Manipulation check] So far, which information have you seen in the previous part of this survey?

- I only saw School A, and its race majority of students was white.
- I only saw School A, and its race majority of students was black.
- I only saw School A, and its race majority of students was Hispanic.
- I saw two schools. The race majority of students in School A was white, and that of School B was black.

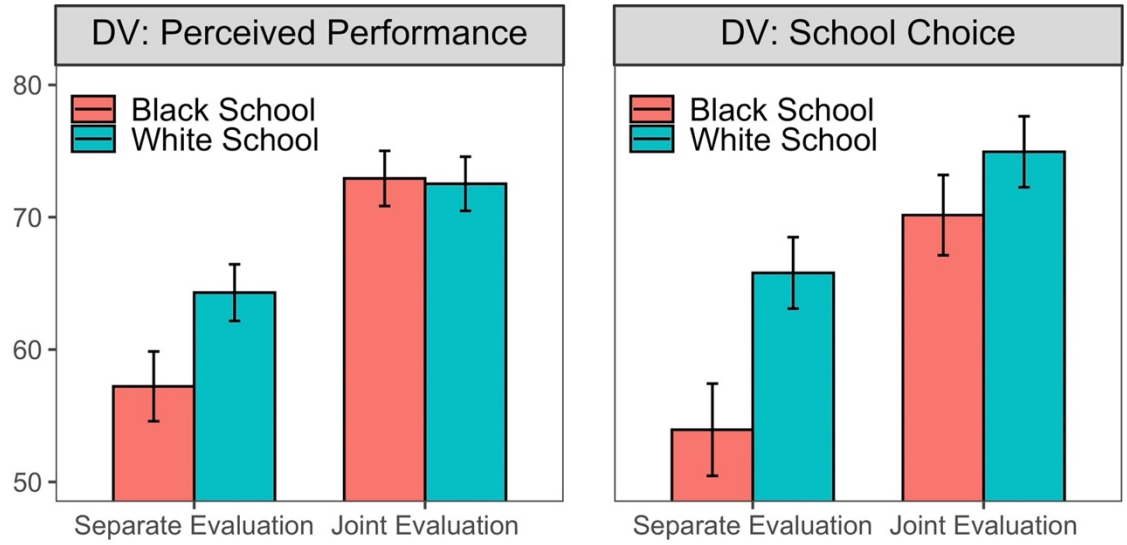
Appendix A2: Characteristics of sample

Table A1. Study 1 Sample
Note: P-values are generated from ANOVA *F*-tests.

	Total Sample		Separate Evaluation				Joint Evaluation		
			Black School		White School				
	$N = 988$		$N = 316$		$N = 331$		$N = 341$		
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	*P*-value
Female	520	53	178	57	166	50	176	52	0.25
Male	466	47	137	43	164	50	165	48	0.25
White	656	67	221	70	219	67	216	63	0.20
Black	130	13	37	12	38	12	55	16	0.14
Hispanic	87	9	24	8	31	9	32	9	0.65
Asian	85	9	27	9	27	8	31	9	0.92
Other	28	3	7	2	14	4	7	2	0.17
Age: 18-29	353	36	109	34	116	35	128	38	0.68
30-49	494	50	162	51	168	51	164	48	0.68
≥ 50	141	14	45	14	47	14	49	14	1.00
Income: < $25k	175	18	55	17	57	17	63	19	0.90
$25k to $75k	503	51	164	52	168	51	171	50	0.92
≥ $75k	308	31	97	31	105	32	106	31	0.95
College degree	592	60	189	60	197	60	206	60	0.98
Conservative	219	22	74	23	67	20	78	23	0.58
Liberal	462	47	139	44	151	46	172	50	0.22
Moderate	307	31	103	33	113	34	91	27	0.09
Parenthood	443	45	141	45	152	46	150	44	0.88

Appendix A3: Manipulation check (MC) and attention test (AT)

Figure A1. Study 1: Racial Stereotype
Note: This figure is generated with the sample who passed both MC and AT. Bars are 95% confidence intervals.

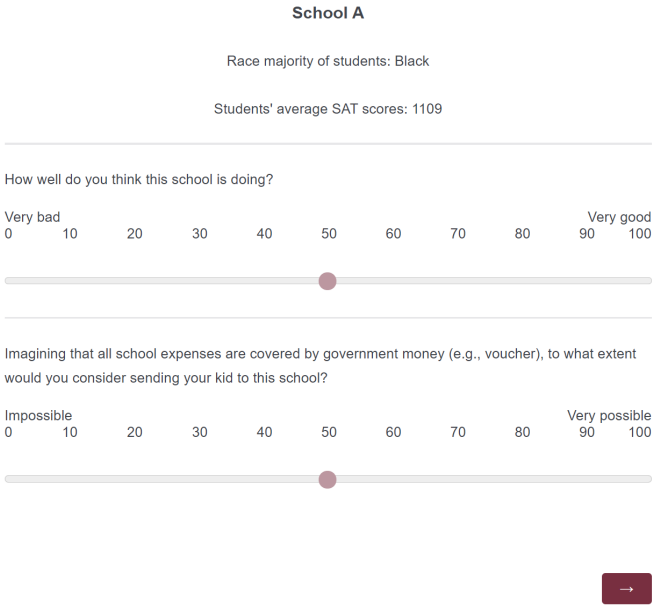


Appendix B: Study 2

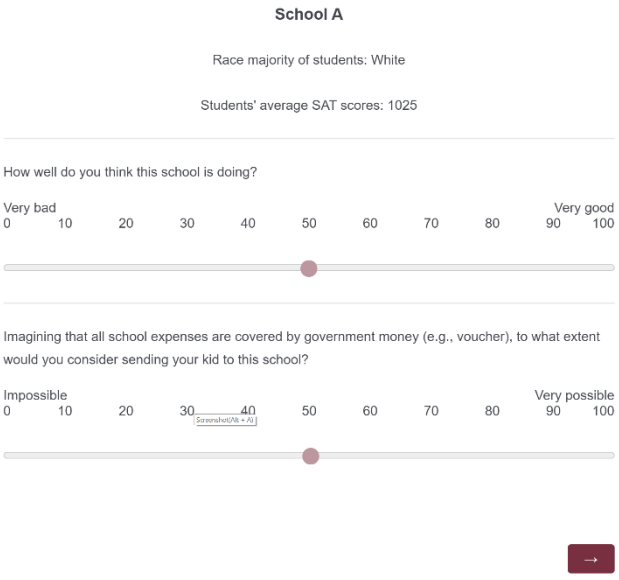
Appendix B1: Experimental intervention

After a brief introduction to the American high school scenario, we randomly assigned subjects into one of the following three conditions. The students' average SAT scores in below graphics are random numbers between 1000 to 1190.

Group 1: Separate Evaluation Condition: Black School

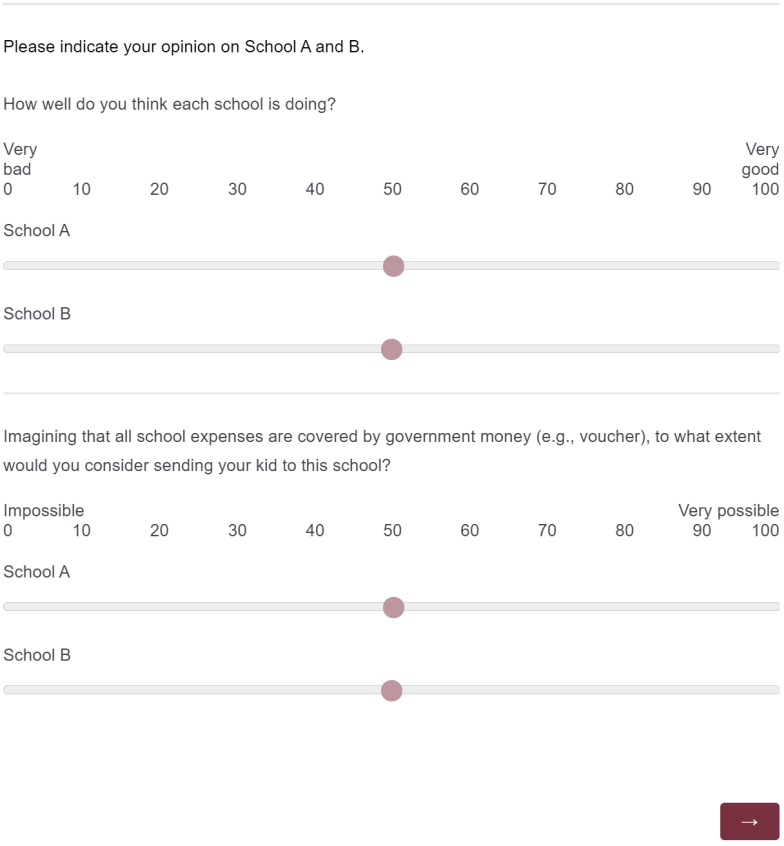


Group 2: Separate Evaluation Condition: White School



Group 3: Joint Evaluation Condition

	School A	School B
Race majority of students	White	Black
Students' average SAT score	1158	1121



[Manipulation check] So far, which information have you seen in the previous part of this survey?

- I only saw School A, and its race majority of students was white.
- I only saw School A, and its race majority of students was black.
- I only saw School A, and its race majority of students was Hispanic.
- I saw two schools. The race majority of students in School A was white, and that of School B was black.

Appendix B2: Characteristics of sample

Table B1. Study 2 Sample
Note: P-values are generated from ANOVA *F*-tests.

	Total Sample		Separate Evaluation				Joint Evaluation		
			Black School		White School				
	N = 1002		*N* = 330		*N* = 338		*N* = 334		
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	*P*-value
Female	473	47	152	45	165	50	156	47	0.42
Male	529	53	186	55	165	50	178	53	0.42
White	688	69	231	68	223	68	234	70	0.80
Black	96	10	31	9	34	10	31	9	0.85
Hispanic	77	8	27	8	22	7	28	8	0.69
Asian	117	12	39	12	43	13	35	10	0.58
Other	23	2	10	3	7	2	6	2	0.59
Age: 18-29	305	31	98	29	106	32	101	30	0.66
30-49	538	54	192	57	179	55	167	50	0.18
≥ 50	156	16	47	14	43	13	66	20	0.04
Income: < $25k	119	12	46	14	27	8	46	14	0.04
$25k to $75k	517	52	162	48	183	56	172	51	0.15
≥ $75k	364	36	129	38	119	36	116	35	0.63
College degree	634	63	211	62	212	64	211	63	0.86
Conservative	250	25	78	23	87	26	85	25	0.61
Liberal	475	47	162	48	160	48	153	46	0.76
Moderate	276	28	97	29	83	25	96	29	0.49
Parenthood	520	52	155	46	189	57	176	53	0.01

Appendix B3: Manipulation check (MC) and attention test (AT)

Figure B1. Study 2: Racial Stereotype
Note: This figure is generated with the sample who passed both manipulation check and attention test. Bars are 95% confidence intervals.

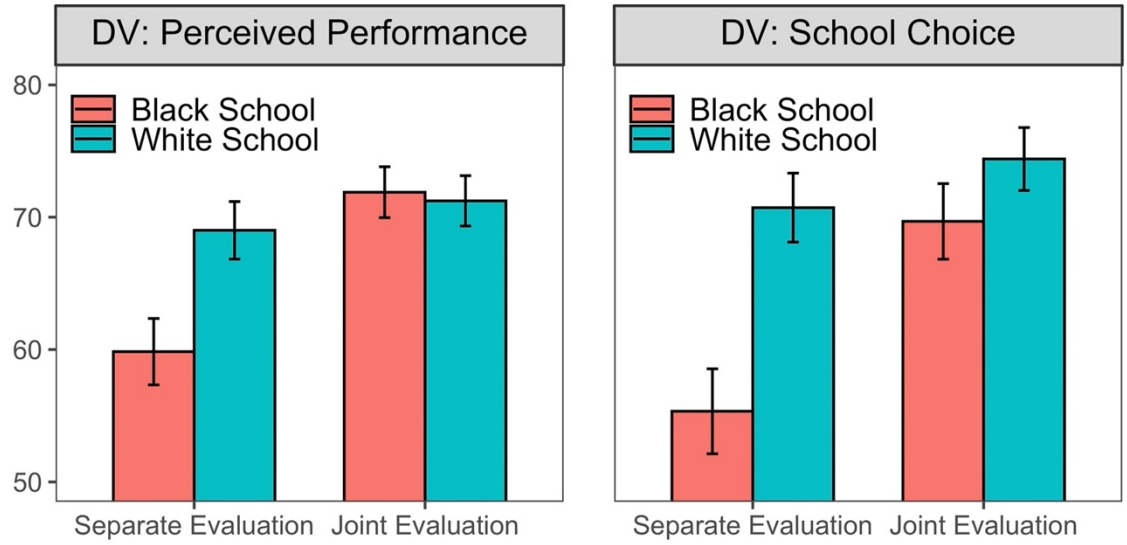
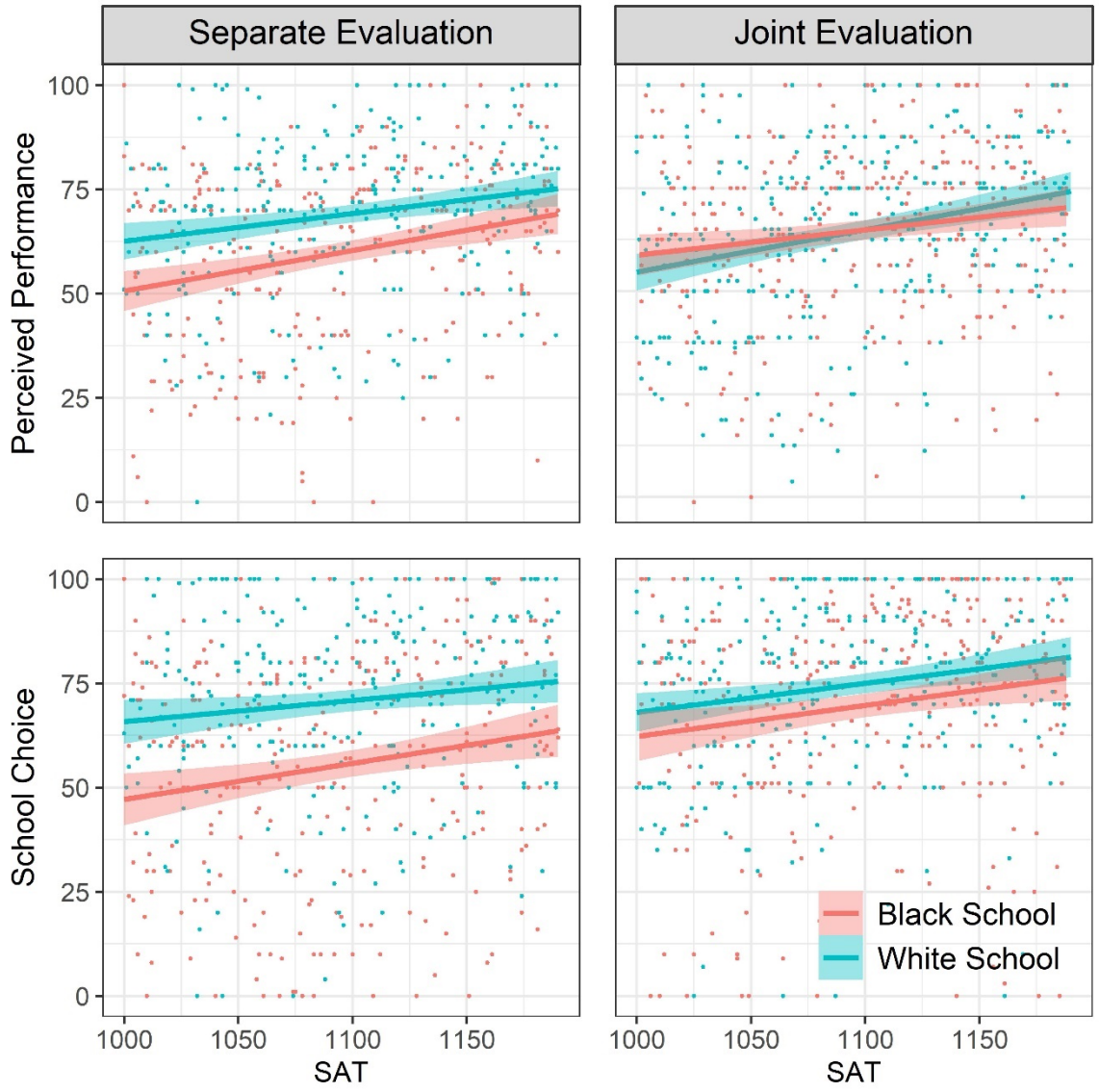


Figure B2. Study 2: Students' Major Race, SAT, and their Effects on Outcomes
Note: This figure is generated with the sample who passed both manipulation check and attention test. Bars are 95% confidence intervals.



Appendix C: Study 3

Appendix C1: Experimental intervention

In the introduction section, subjects read:

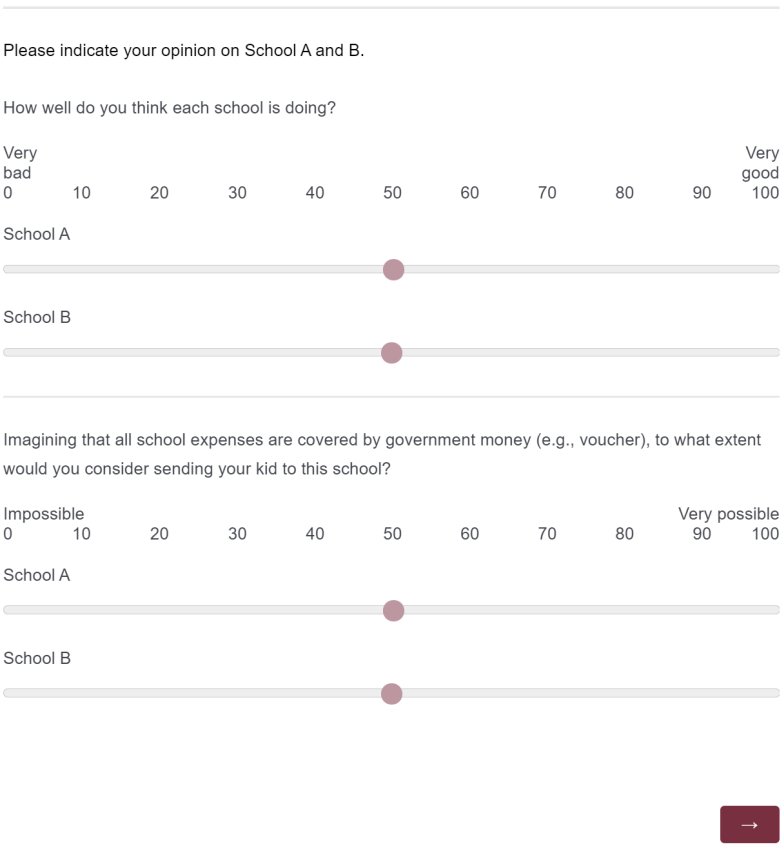
Now, we invite you to share your opinion of high schools. Please imagine that you are under the situation that you are choosing a high school for your kid. Consider the following information carefully and answer related questions.

[Treatment] Only subjects in the demand group read the following information:
(The purpose of this exercise is so we can measure whether school's race majority of students affects how likely people are to make judgment of a high school. We expect that people prefer schools where majority students are White than schools where majority students are Black because of the historical advantages White students have on education outcomes.)

NOTE: There are no right or wrong answers for these questions.

In the next page, we show the same information as Study 2. The students' average SAT scores in below graphics are random numbers between 1000 to 1190.

	School A	School B
Race majority of students	White	Black
Students' average SAT score	1158	1121



[Follow up question] If you had to guess, what do you think the researchers conducting this study are trying to learn by having you state opinions for both schools? (Randomized question order)

- Whether people favor schools which race majority of students are White
- Whether people favor schools which students' average SAT scores are high
- Whether people favor schools which are tuition fee-free
- I don't know

Appendix C2: Characteristics of sample

Table C1. Supplemental Study Sample

Note: P-values are generated from t-tests.

	Total Sample		Demand Group		Control Group		
	N = 200		*N* = 115		*N* = 85		
	Frequency	%	Frequency	%	Frequency	%	*P*-value
Female	102	51	56	49	46	54	0.45
Male	98	49	59	51	39	46	0.45
White	153	76	91	79	62	73	0.31
Black	12	6	5	4	7	8	0.25
Hispanic	15	8	8	7	7	8	0.74
Asian	16	8	7	6	9	11	0.25
Other	4	2	4	3	0	0	0.08
Age: 18-29	65	33	36	31	29	35	0.63
30-49	111	56	70	61	41	49	0.09
≥ 50	23	12	9	8	14	17	0.05
Income: < $25k	34	17	16	14	18	21	0.19
$25k to $75k	113	57	68	60	45	53	0.35
≥ $75k	52	26	30	26	22	26	0.95
College degree	108	54	61	54	47	55	0.80
Conservative	45	22	28	24	17	20	0.47
Liberal	96	48	54	47	42	49	0.73
Moderate	59	30	33	29	26	31	0.77
Parenthood	106	53	64	56	42	49	0.38

Appendix D Demographic Questions

Study 1-3 shared the same set of demographic questions. These questions were asked after experimental interventions.

Are you…

- Male
- Female

Do you consider yourself to be…

- White, not Hispanic or Latino
- Black, not Hispanic or Latino
- Hispanic or Latino
- Asian, not Hispanic or Latino
- Other

Your age:_____

Which state do you live in?

Do you have any children in the following school-age categories? (Check all that apply)

- Pre-school
- Elementary school
- Middle/intermediate school
- High school
- High school graduate/college
- NONE OF THE ABOVE or NO CHILDREN

What was your total household income before taxes during the past 12 months?

- Less than $25,000
- $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 or more

What is the highest level of education you have completed?

Less than high school

- High school/GED
- Some college

- 2-year college degree
- 4-year college degree
- master degree
- doctoral degree
- Professional Degree (JD, MD)

When comes to social issues, I am…

- Very liberal
- Liberal
- Moderate
- Conservative
- Very conservative

[Attention test] This is just to screen out random clicking. Please move the slide to the answer of the following question: 17 + 63 =?