Consent Block

Key Information

The following is a short summary of this study to help you decide whether to be a part of this study. More detailed information is listed later in this form.

Why am I being invited to take part in a research study?

We invite you to take part in a research study because you indicated your interest in participating in academic studies on Prolific.

What should I know about a research study?

- Someone will explain this research study to you.

- Whether or not you take part is up to you.

- Your participation is completely voluntary.

- You can choose not to take part.

- You can agree to take part and later change your mind.

- Your decision will not be held against you.

- Your refusal to participate will not result in any consequences or any loss of benefits that you are otherwise entitled to receive.

- You can ask all the questions you want before you decide.

Why is this research being done?

The purpose of this research is to better understand how individuals perform in a task and how individuals make hiring decisions.

How long will the research last and what will I need to do?

We expect that you will be in this research study for no more than 15 minutes. You will be asked a series of demographic questions and you will be asked to complete several tasks.

Is there any way being in this study could be bad for me?

You may not be told everything about the purpose of this study or the research design. In addition, the data you provide may be used in future studies on a deidentified basis.

Will being in this study help me in any way?

There are no benefits to you from your taking part in this research. We cannot promise any benefits to others from your taking part in this research. However, possible benefits to others include generalizable knowledge about hiring and performance.

What happens if I do not want to be in this research?

Participation in research is completely voluntary. You can decide to participate, not participate, or discontinue participation at any time without penalty or loss of benefits to which you are otherwise entitled. Your alternative to participating in this research study is to not participate.

Detailed Information

The following is more detailed information about this study in addition to the information listed above.

What is the purpose of this research?

The purpose of this research is to better understand how individuals perform in a task in which they need to make a hiring decision based on information about a worker's potential performance.

How long will I take part in this research?

You will complete an online survey for approximately 15 minutes.

What happens if I say yes, I want to be in this research?

- You will be asked a series of demographic questions and you will be asked to complete several tasks.

- You will answer questions in a Qualtrics survey for several minutes.

- You will not interact with anyone else.

- You will complete the research study on your own time in a single sitting.

What happens if I say yes, but I want to change my mind later?

You can leave the research at any time; it will not be held against you.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?

Efforts will be made to limit the use and disclosure of your Personal Information to people who have a need to review this information. We cannot promise complete secrecy. Organizations that may inspect and copy your information include the IRB and other representatives of this organization. The data you provide may be used in future studies on a deidentified basis.

What else do I need to know?

This research is being funded by the Stone Program in Wealth Distribution, Inequality, and Social Policy and the Women and Public Policy Program.

Compensation

If you agree to take part in this research study, we will pay you a minimum of $4 for your time and effort.

Who can I contact about this research?

You can contact the research team at TheHarvardHiringStudy@gmail.com.

Incorrect device

The survey software has detected that you are attempting to take this survey from an incompatible device. The survey contains questions that will only function correctly on a computer with a keyboard. Please open this survey from a computer with a keyboard.

Introduction

Please enter your Prolific ID:

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What is your gender?

- ○ Male
- ○ Female
- ○ Other

What is your race?

- ○ White
- ○ Black or African-American
- ○ American Indian or Alaskan Native
- ○ Asian
- ○ Native Hawaiian or Pacific Islander
- ○ Other

What is your ethnicity?

- ○ Hispanic
- ○ Not Hispanic

What is your age?

Please indicate the highest level of education you have completed.

○ Less than High School
○ High School or equivalent
○ Vocational/Technical School (2 year)
○ Some College
○ College Graduate (4 year)
○ Master's Degree (MS)
○ Doctoral Degree (PhD)
○ Professional Degree (MD, JD, etc.)
○ Other

Do you prefer coffee or tea?

○ Coffee
○ Tea

Setup

We recently paid many workers to answer 50 math questions each. Here are some examples of the types of math questions we asked:

Question 1: What is the square root of 289? Choices: 15, 17, 19, 21

Question 2: 4-8*9/2 = ? Choices: -6, -12, -18, -32

Question 3: What is the reduced form of the fraction 70/42? Choices: 5/3, 10/6, 7/5, 14/10

Question 4: x^5 * x^8 = ? Choices: x^11, x^12, x^13, x^14

Question 5: What is the binary form of 7? Choices: 100, 101, 110, 111

On average, workers answered **35.1** out of 50 questions correctly.

Today, you are going to be an employer. You will have a chance to hire one of the workers who answered our math questions. The worker you hire will be given a bonus (the wage that you choose to pay them) and in return you will receive a bonus based on how many of the math questions they answered correctly. *Since your decisions will affect not only your bonus but also the worker's bonus, we ask that you pay close attention to these instructions.*

Specifically, we are going to provide you with the profiles of 8 workers (potential employees) who answered our math

questions. For each of the 8 workers that we present, you will indicate what is the highest wage (between 0 and 50 cents) you would be willing to pay that person. In return, you will be paid 1 cent for every question that the person you end up hiring answered correctly.

After you indicate the highest wage you would be willing to give to each employee, we will randomly draw a number between 0 and 50:

- If the wage you chose for the employee is *equal to or higher* than the randomly-drawn number, then you will pay that employee a wage equal to the random number, and you will receive a bonus equal to the number of correct answers given by the individual. Your total profit will be the number of correct answers given by the individual minus the random number that was drawn.
- If the wage you chose for the worker is *lower* than the random number, you will not hire the employee and neither you nor the worker will receive a bonus. Your total profit will be 0.

You can maximize your potential profits by offering a wage that you believe is equal to their score on the math test. If your wage offer is too low, it is more likely that you will not hire them and your profits will be 0. If your wage offer is too high, it is more likely that you will hire them but

receive profits of 0.

EXAMPLE

Let's walk through an example of how this works. Below is an example of a potential employee profile that you might see:

Race: White
Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: 57

We will ask you the highest amount you would be willing to pay this worker between 0 and 50 cents. Suppose that you say you would be willing to pay this worker up to 40 cents.

We will then select a random number between 0 and 50:

- *Suppose the randomly-selected number is 20*. Because the highest wage you are willing to pay that worker (40) is more than 20, you will "hire" this person and you will pay them a wage equal to the random number (20 cents). You will then be paid based on the number of correct answers this person gave. If the person answered 30 questions correctly, you will be paid 30 cents, and your total profit will be equal to your bonus minus the wage you paid the worker (30 - 20 = 10). If the person only answered 10 questions correctly, they still receive a wage

equal to the random number (20) but you will only be paid 10 cents and your total profit will be negative $(10 - 20 = -10)$.

- *Suppose instead that the randomly-drawn number is 45. Since you were only willing to pay this worker up to 40 cents, you will not "hire" the person and neither you nor the person will receive a bonus. Your total profit will be 0.*

In today's task, you will actually only hire 1 worker. After you decide the most you would be willing to pay to each of the workers we present, we will randomly select one profile to use as the actual hiring decision. We will then draw the random number between 0 and 50 and pay you the profit you've earned for that profile and pay the wage to the person whose profile you pick. *We will not enact negative bonuses, so the minimum you will actually earn is 0 cents even if your earned profit is less than zero.*

Just to make sure you understand, imagine you saw a profile and entered **43** as the highest wage you would be willing to pay. Now imagine the random number generated was **18** and the worker answered **10** questions correctly.

How many cents would you have to pay the worker? [   ]

How many cents would you be paid based on the worker's performance (before subtracting the wage you have to pay)?

How much profit would you earn in total (your second answer minus your first answer)?

Suppose instead that you had reported **15** as the highest wage you would pay, and everything else stayed the same:

How many cents would you have to pay the worker?

How many cents would you be paid based on the worker's performance (before subtracting the wage you have to pay)?

How much profit would you earn in total (your second answer minus your first answer)?

Note that you must spend at least 60 seconds on this page and answer these questions correctly before you can move on to the rest of the survey.

confidence intervals white

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **white workers** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID114/ChoiceTextEntryValue}. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **white workers** is within

0

points of

${q://QID114/Choice

, or between

0

and

0

questions correct out of 50

Dummy

confidence intervals black

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **Black/African-American workers** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID185/ChoiceTextEntryValue}. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **Black/African-American workers** is within

points of

| 0 |

, or between

| ${q://QID185/Choic |

and

| 0 |

| 0 |

questions correct out of 50

Dummy

confidence interval low ed

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers with some college education or less** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID120/ChoiceTextEntryValue}. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers with some college education or less** is within

points of

0

, or between

${q://QID120/Choic

0

and

0

questions correct out of 50

Dummy

confidence intervals high ed

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers with at least a college degree** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID123/ChoiceTextEntryValue}. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers with at least a college degree** is within

0

points of

${q://QID123/Choic

, or between

0

and

0

questions correct out of 50

Dummy

confidence intervals coffee

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers who prefer coffee over tea** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID126/ChoiceTextEntryValue}. Edit the first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers who prefer coffee over tea** is within

0

points of

${q://QID126/Choic

, or between

0

and

0

questions correct out of 50

Dummy

confidence intervals tea

Recall that the overall average score for all workers was 35.1 out of 50.

On average, how many math questions out of 50 do you think **workers who prefer tea over coffee** answered correctly?

We will now ask you to report your confidence interval around your guess of ${q://QID129/ChoiceTextEntryValue}. Edit the

first box below until it reflects a range within which you are very confident the true average score falls:

I am very certain (95% sure) that the true average number of questions answered correctly by **workers who prefer tea over coffee** is within

| 0 |

points of

| ${q://QID129/Choic |

, or between

| 0 |

and

| 0 |

questions correct out of 50

Dummy

| |

BNT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

BCC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: At Least a College Degree

Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

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BCT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: At Least a College Degree
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

```

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BNC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

NTB

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Tea

Age: ${lm://Field/3}
Race: Black/African-American

CCB

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: Black/African-American

TCB

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}
Race: Black/African-American

NCB

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Coffee

Age: ${lm://Field/3}
Race: Black/African-American

```
[                                                                    ]
```

WNT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

```
[                                                                    ]
```

WCC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: At Least a College Degree
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

WCT

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: At Least a College Degree

Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

WNC

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

NTW

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}
Race: White

CCW

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Coffee

Age: ${lm://Field/3}
Race: White

<div style="border:1px solid black; height:80px;"></div>

CTW

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}
Race: White

<div style="border:1px solid black; height:80px;"></div>

NCW

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: White

Evaluator Information - Anna Prompt Level 1

Meet Your Supervisor:

A PhD student at Harvard is the principal investigator in charge of this study. She will be handling the data and performing the primary analyses for the paper. **She will be supervising the hiring task you complete.**

Evaluator Information - Emma Prompt Level 1

Meet Your Supervisor:

A PhD student at Harvard is the principal investigator in charge of this study. She will be handling the data and performing the primary analyses for the paper. **She will be supervising the hiring task you complete.**

Evaluator Information - Control Level 1

Meet Your Supervisor:

A PhD student at Harvard is the principal investigator in charge of this study. She will be handling the data and performing the primary analyses for the paper. **She will be supervising the hiring task you complete.**
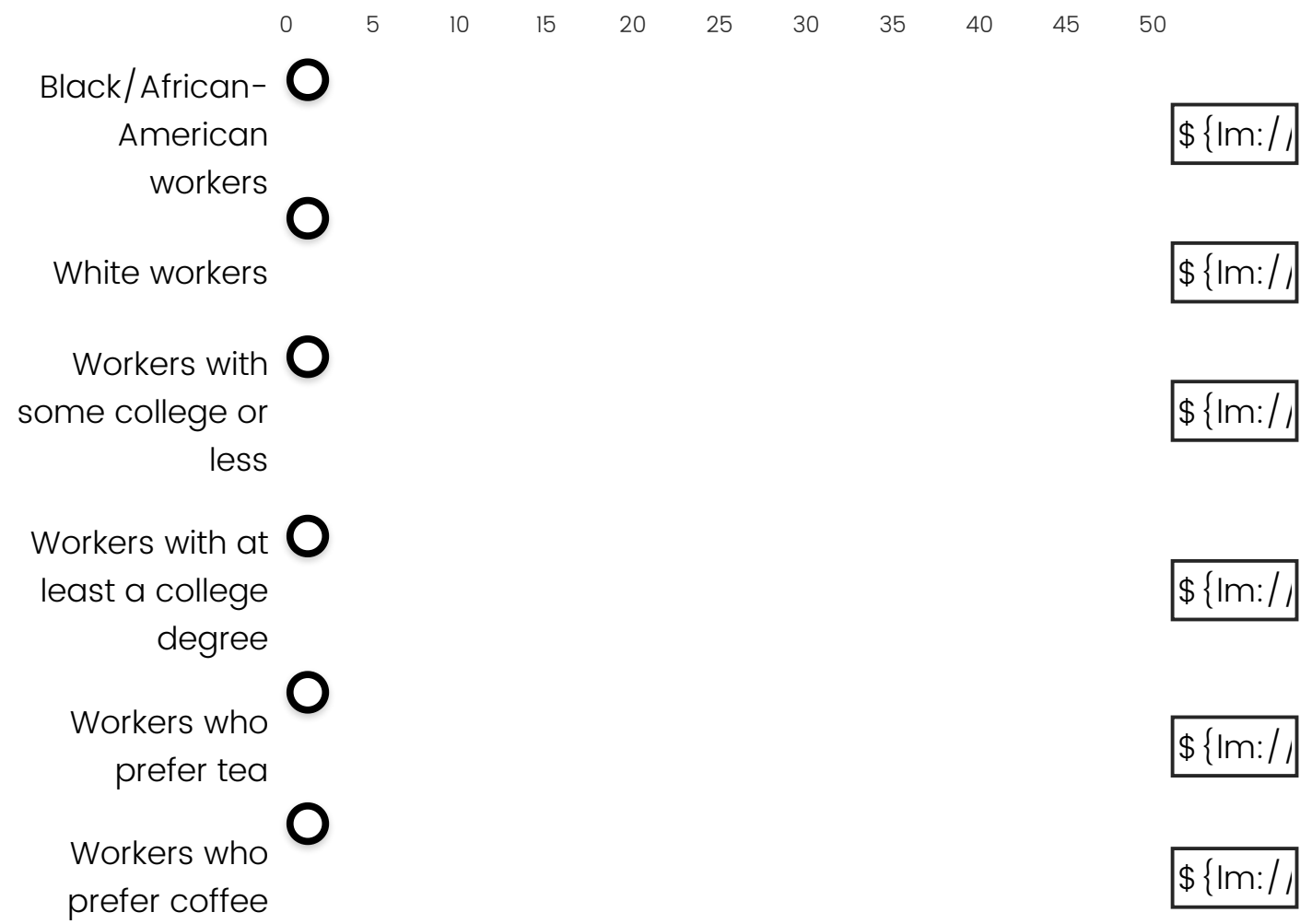
Information Treatment

Before you make wage offers to the next set of workers, we will provide you some information about workers' average scores.

The average scores below are generated from 5 randomly selected workers from each group. While the score shown is unlikely to be exactly equal to the group's average score, we would expect these scores to be close to the group's average score.

- The 5 Black/African-American workers averaged **${lm://Field/3}** questions right.
- The 5 white workers averaged **${lm://Field/4}** questions right.
- The 5 workers with some college or less averaged **${lm://Field/6}** questions right.
- The 5 workers with at least a college degree averaged **${lm://Field/5}** questions right.
- The 5 workers who prefer tea averaged **${lm://Field/7}** questions right.
- The 5 workers who prefer coffee averaged **${lm://Field/8}** questions right.

These are visualized below in case helpful for you. Feel free to look at but **do not move** these sliders.

	0	5	10	15	20	25	30	35	40	45	50	

Black/African-American workers ○ ${lm:/}

White workers ○ ${lm:/}

Workers with some college or less ○ ${lm:/}

Workers with at least a college degree ○ ${lm:/}

Workers who prefer tea ○ ${lm:/}

Workers who prefer coffee ○ ${lm:/}

Now that you have learned those facts, we would like you to work on 4 more profiles. These workers' scores may or may not have been included in the subsample averages above.

As explained before, after you finish the survey, we will randomly select one profile and randomly select a number between 0 and 50. If the wage you offered that worker is

more than the randomly-selected number, we will pay you the profit you've earned for that profile as a bonus and pay the wage to the worker you hired.

BNT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

BCT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: At Least a College Degree
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

[ ]

BCC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: At Least a College Degree

Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

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BNC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: Black/African-American
Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

```



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NTB2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}
Race: Black/African-American

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```

CTB2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Tea

Age: ${lm://Field/3}
Race: Black/African-American

[ ]

CCB2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: Black/African-American

[ ]

NCB2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: Black/African-American

WNT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: Some College or Less

Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

[ ]

WCC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: At Least a College Degree
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

[ ]

WCT2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: At Least a College Degree
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}

WNC2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Race: White
Education: Some College or Less

Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}

[ ]

NTW2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Tea
Age: ${lm://Field/3}
Race: White

[ ]

CCW2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: White

```
┌──────────────────────────────────────────────────┐
│                                                  │
│                                                  │
└──────────────────────────────────────────────────┘
```

CTW2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: At Least a College Degree
Prefers Tea or Coffee: Tea

Age: ${lm://Field/3}
Race: White

```

```

NCW2

Please indicate the highest wage you would be willing to pay this worker (between 0 and 50 cents) in the text box below.

Recall that you can maximize your potential profits by **offering a wage that you believe is equal to their score on the math test**.

Education: Some College or Less
Prefers Tea or Coffee: Coffee
Age: ${lm://Field/3}
Race: White

```

```

selective recall

Try to recall the information you were provided earlier about the average number of questions answered correctly by workers of different groups. Recall that the overall average score is **35.1** among all workers. What was **the average score you saw earlier** for each of these groups?

Black/African-American

White

Some College Education or Less

At Least a College Degree

Prefers Tea

Prefers Coffee

posterior beliefs

Now that you have completed the hiring task and seen and recalled the information you were provided about average

scores among each group, please report **your current best guess** about the average score of each group.

Recall your initial guesses for each group average, as well as the information we provided to you:

- **Black/African-American:** You guessed ${q://QID185/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was ${e://Field/signalseen_black}.
- **White:** You guessed ${q://QID114/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was ${e://Field/signalseen_white}.
- **Some College Education or Less:** You guessed ${q://QID120/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was ${e://Field/signalseen_lowed}.
- **At Least a College Degree:** You guessed ${q://QID123/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was ${e://Field/signalseen_highed}.
- **Prefers Tea:** You guessed ${q://QID129/ChoiceTextEntryValue}. The average we provided to you for 5 randomly selected workers was ${e://Field/signalseen_tea}.
- **Prefers Coffee:** You guessed ${q://QID126/ChoiceTextEntryValue}. The average we

provided to you for 5 randomly selected workers was ${e://Field/signalseen_coffee}.

Now tell us your best guess for the true average among each group.

Black/African-American

White

Some College Education or Less

At Least a College Degree

Prefers Tea

Prefers Coffee

Have you ever hired someone before today?

☐ Yes, to work as my employee

☐ Yes, on behalf of a company or organization I worked for

☐ Yes, to complete one-off tasks such as cleaning, yard work, or construction

☐ [   ] Other

☐ No

Open Description

Please describe your strategy to **your assigned supervisor** for making wage offers to workers.

[   ]

Please rank the resume characteristics in the order you paid attention to them and used them to make wage offer decisions (1 is you paid the most attention and 4 is you paid the least attention):

Race

Education Level

Beverage Preference

Age

How - if at all - did your strategy for making wage offers change after seeing the information about average worker scores?

<div style="border:1px solid #000; padding:30px;"></div>

GSS Attitudes

Some people think that (Blacks/African-Americans) have been discriminated against for so long that the government has a special obligation to help improve their living standards. Others believe that the government should not be giving special treatment to (Blacks/African-Americans). Where would you place yourself on this scale, or haven't you made up your mind on this?

○ I strongly agree the government is obligated to help Blacks/African-Americans

○ I somewhat agree the government is obligated to help Blacks/African-Americans

○ I agree with both answers

○ I somewhat agree that people should take care of themselves

○ I strongly agree that people should take care of themselves

○ Unsure

There are innate biological differences in the math abilities of Black/African-American and White people.

○ Strongly disagree

○ Somewhat disagree

○ Neutral

○ Somewhat agree

○ Strongly agree

On average (Blacks/African-Americans) have lower income than White people. What do you think these differences are mainly caused by?

○ Mainly due to discrimination

○ Mainly because Blacks/African-Americans have less innate ability to learn

○ Mainly because most Blacks/African-Americans don't have the same opportunities for education

○ Mainly because most Blacks/African-Americans just don't have the motivation or will power to pull themselves up out of poverty

If you could find the housing that you would want and like, you would most want to live where your neighbors are

○ All White

○ Mostly White
○ Half White, Half Black
○ Mostly Black
○ All Black

Do you feel that racial minorities in this country have equal job opportunities as Whites?

○ Yes
○ No
○ Unsure

Do you generally favor or oppose affirmative action programs for racial minorities?

○ Favor
○ Oppose
○ Unsure

Do you feel warm, cold, or neither warm nor cold toward Black/African-American people?

○ Warm
○ Cold
○ Neither Warm Nor Cold

There has been a lot of news coverage related to police violence lately. In order to check that you are paying attention to this question, please select "Unsure."

○ Favor
○ Oppose
○ Unsure

Pre-IAT Content

You must use a computer with a keyboard to complete this final portion of the study. It will not work on a phone or tablet.

In this study you will complete an Implicit Association Test (IAT) in which you will be asked to sort pictures and words into groups as fast as you can. **Please note that if you move too quickly or answer too many questions incorrectly, your survey will be invalidated.**

This section should take no more than 5 minutes to complete.

IAT 1 RACE

White		Black

Bad		Good

+

Loading all the content...

White or Bad	This should take less than 1 minute.	Black or Good

+

Hit the space bar when you are ready to begin.
Loading all the content...

White or Bad	This should take less than 1 minute.	Black or Good

+

Hit the space bar when you are ready to begin.
Loading all the content...

Black	This should take less than 1 minute.	White

+

Hit the space bar when you are ready to begin.
Loading all the content...

Black or Bad	This should take less than 1 minute.	White or Good

+

Hit the space bar when you are ready to begin.
Loading all the content...

Black or	This should take less than 1 minute.	White or

Bad   **Good**

Hit the space bar when you are ready to begin.
Loading all the content...

IAT 2 RACE

This should take less than 1 minute.

+

White   Hit the space bar when you are ready to begin.   **Black**

Loading all the content...

This should take less than 1 minute.

Good   Hit the space bar when you are ready to begin.   **Bad**

+

Loading all the content...

**White
or
Good**   This should take less than 1 minute.   **Black
or
Bad**

+

Hit the space bar when you are ready to begin.
Loading all the content...

**White
or
Good**   This should take less than 1 minute.   **Black
or
Bad**

+

Hit the space bar when you are ready to begin.
Loading all the content...

Black   **White**

This should take less than 1 minute.

+

Hit the space bar when you are ready to begin.
Loading all the content...

**Black
or**   **White
or**

This should take less than 1 minute.

Good   **Bad**

+

Hit the space bar when you are ready to begin.
Loading all the content...

**Black
or
Good**   This should take less than 1 minute.   **White
or
Bad**

+

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IAT 3 RACE

This should take less than 1 minute.

Black   Hit the space bar when you are ready to begin.   **White**

+

Loading all the content...

This should take less than 1 minute.

Good   **Bad**

Hit the space bar when you are ready to begin.

+

Loading all the content...

**Black
or
Good**   This should take less than 1 minute.   **White
or
Bad**

+

Hit the space bar when you are ready to begin.
Loading all the content...

**Black
or
Good**   This should take less than 1 minute.   **White
or
Bad**

+

Hit the space bar when you are ready to begin.
Loading all the content...

White   **Black**

This should take less than 1 minute.

Hit the space bar when you are ready to begin.
Loading all the content...

White
or
Good

This should take less than 1 minute.

+

Hit the space bar when you are ready to begin.
Loading all the content...

Black
or
Bad

White
or
Good

This should take less than 1 minute.

+

Hit the space bar when you are ready to begin.

Loading all the content...

Black
or
Bad

AT 4 RACE

This should take less than 1 minute.

Black

+

Hit the space bar when you are ready to begin.
Loading all the content...

White

This should take less than 1 minute.

Bad

Hit the space bar when you are ready to begin.

+

Good

Loading all the content...

Black
or
Bad

This should take less than 1 minute.

+

Hit the space bar when you are ready to begin.
Loading all the content...

White
or
Good

Black
or

This should take less than 1 minute.

White
or

Bad   **Good**

+

Hit the space bar when you are ready to begin.
Loading all the content...

White   This should take less than 1 minute.   **Black**

+

Hit the space bar when you are ready to begin.
Loading all the content...

White
or   This should take less than 1 minute.
Bad

Black
or
Good

+

Hit the space bar when you are ready to begin.

Loading all the content...

White
or   This should take less than 1 minute.
Bad

Black
or
Good

+

Hit the space bar when you are ready to begin.
Loading all the content...

Final Debrief

This should take less than 1 minute.

Thank you for your participation in this survey. Note that your decision did not actually affect payments to other workers, but only to yourself.

This should take less than 1 minute.

We will calculate your bonus based on the rules specified in each part, and pay the bonus to your account within a week. **Make sure you move to the next page to complete the survey and receive your validation code.**

If you have any comments about the survey, please provide them below. (Optional)