Recruitment Page

This task is part of a research study, conducted by Dr. Peter Kuhn and Trevor Osaki at the University of California Santa Barbara (UCSB). The study's purpose is to learn what people think about some hypothetical interactions (or vignettes) that might take place between two people.

In the study, you will read and answer questions about four vignettes, then answer a short series of follow-up and background questions about yourself. The task is estimated to take about 15 minutes to finish -- however, you have an hour to complete it. You will receive a total of $3, but only if you complete the entire task.

Participation in this study is 100% voluntary, but you must be at least 18 years old to participate and reside in the U.S. You can exit the task at any time and for any reason but you will only be paid if you complete the entire task.

Risks, Costs and Benefits

Other than the cost of your time and the money you will earn, there should be no risks, costs or benefits to you from participating.

Privacy and Confidentiality

In accordance to UCSB's Office of Research policies, your responses and identity will be kept private and confidential. The researchers will know nothing about you besides your responses to our questions and the information in your MTurk profile, and the researchers are obligated to keep this information strictly confidential. We will not voluntarily release any information that personally identifies you, except as specifically required by law.

Compensation

At the end of the survey, you will be given a **unique completion code that you will need to receive your reward**. Your payment will be made privately using the details that you provided to MTurk. You will not receive an MTurk rating or any additional reward for this task.

Contact

If you have questions or concerns, please contact the researchers at pjkuhn@econ.ucsb.edu or tosaki@ucsb.edu, or contact the human subjects committee at hsc@ucsb.edu or (805) 893-3807. The study procedures are reviewed by the UCSB Human Subjects Committee to ensure compliance with established standards of human subject protection.

Consent

By accepting this task, you acknowledge that you have read the rules and policies for this study, you certify that you are 18 years old or older and currently reside in the U.S., and you agree that participation is voluntary.

captcha question 1

To prove you are not a robot, please answer the question below.

How many sides does a triangle have?

Type your answer here:

captcha question 2

To prove you are not a robot, please answer the question below.

How many fingers does a human hand have?

Type your answer here:

captcha question 3

To prove you are not a robot, please answer the question below.

How many wings does a bird have?

Type your answer here:

captcha question 4

To prove you are not a robot, please answer the question below.

How many legs does a dog have?

Type your answer here:

General Introduction

In this study, we will be asking for your reaction to four hypothetical situations, or scenarios. ***The scenarios you'll evaluate have been randomly selected from a larger variety of situations we are asking many people about.*** *These situations describe different types of people interacting in different ways.*

Some of these scenarios may seem realistic to you; others may seem unrealistic. In all cases you will have only very limited information about what happened.

Regardless of how likely you think these situations might be, and despite the limited information, we ask that you ***please give us your reaction to them if they were to happen, based on the information that has been provided.***

Please note that:

- *To give you time to read and think about each scenario carefully,* ***the "next" button will not appear for 30 seconds*** *after you've entered a scenario. Please use that time to consider your answer carefully.*
- ***Please don't click the "next" button without choosing an answer*** *-- that will re-set the timer and delay your progress through the survey.*

- *Once you have completed any page of the survey, you will not be able to return to it.*
- *Your progress will not be saved if you exit the survey at any time.*

Scenario Instructions 1

Please read the following two hypothetical scenarios carefully. They are similar in many respects, but they differ in a few ways. ***To help you see the differences****, we have underlined them. After you read each scenario, we will ask you for your reaction to it.*

(BLACK, employer taste)

You are about to encounter ***Scenario 21****. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has interacted with a number of Black people during his education and work experience. While all of his interactions with Black people have been polite and professional, he just didn't enjoy interacting with them.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the White worker in order to avoid interacting with a Black employee.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(BLACK, customer taste)

*You are about to encounter **Scenario 24**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has conducted focus groups with a substantial share of the people who frequent his business. Many of these customers tell Michael that they do not like interacting with Black people and would be hesitant about continuing to support his business if he employed them. Michael himself is just as happy to interact with Black workers as with workers of other races.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the White worker, in order to avoid losing sales to customers who do not want to interact with Black representatives.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

Scenario Instructions 2

*Please read the following two scenarios carefully. As a result of random assignment, the **types of people** involved and their actions **may or may not** change from the last two scenarios.*

*Like the first two scenarios, the next two scenarios are quite similar to each other. **To help you see the differences**, we have underlined them. After you read each scenario, we will ask you for your reaction to it.*

(BLACK, inaccurate statistical) Andrew

*You are about to encounter **Scenario 26**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a neighbor. This neighbor says he

once met a business owner who had trouble with some Black employees. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the White worker based on a brief conversation he had with his neighbor about problems with Black workers.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(BLACK, accurate statistical) Andrew

*You are about to encounter **Scenario 29**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a large and experienced network of local business owners who frequently hire customer representatives. They tell

Andrew that they have had trouble with a large share of their Black representatives, and they show Andrew some reliable statistics from their businesses that verify these claims. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the White worker, based on the information and statistics about local Black workers that he got from experienced local business owners.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(BLACK, accurate statistical) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker based on statistics and information provided by other local employers. You though that Andrew's hiring decision was ${q://QID185/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(BLACK, inaccurate statistical) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker based on a brief conversation the employer had with his own neighbor. You though that Andrew's hiring decision was ${q://QID181/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(WHITE, employer taste) Andrew

*You are about to encounter **Scenario 11**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has interacted with a number of White people during his education and work experience. While all of his interactions with White people have been polite and professional, he just didn't enjoy interacting with them.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the Black worker in order to avoid interacting with a White employee.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(WHITE, customer taste) Andrew

*You are about to encounter **Scenario 14**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has conducted focus groups with a substantial share of the people who frequent his business. Many of these customers tell Andrew that they do not like interacting with White people and would be hesitant about continuing to support his business if he employed them. Andrew himself is just as happy to interact with White workers as with workers of other races.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the Black worker, in order to avoid losing sales to customers who do not want to interact with white representatives.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(WHITE, customer taste) Andrew Follow-up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker because his customers do not enjoy interacting with White people. You though that Andrew's hiring decision was ${q://QID193/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people

- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(WHITE, employer taste) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker because the employer does not enjoy interacting with White people. You though that Andrew's hiring decision was ${q://QID189/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people

- ◯ Black people have much less opportunity than White people

(WHITE, inaccurate statistical) Andrew

*You are about to encounter **Scenario 16**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a neighbor. This neighbor says he once met a business owner who had trouble with some White employees. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the Black worker based on a brief conversation he had with his neighbor about problems with White workers.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(WHITE, accurate statistical) Andrew

*You are about to encounter **Scenario 19**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a large and experienced network of local business owners who frequently hire customer representatives. They tell Andrew that they have had trouble with a large share of their White representatives, and they show Andrew some reliable statistics from their businesses that verify these claims. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the Black worker, based on the information and statistics about local White workers that he got from experienced local business owners.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair

- ◯ very fair

(WHITE, accurate statistical) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker based on statistics and information provided by other local employers. You though that Andrew's hiring decision was ${q://QID201/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

> *All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?*

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(WHITE, inaccurate statistical) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker based on a brief conversation the employer had with his own neighbor. You though that Andrew's hiring decision was ${q://QID197/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(BLACK, inaccurate statistical)

*You are about to encounter **Scenario 26**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a neighbor. This neighbor says he once met a business owner who had trouble with some Black employees. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the White worker based on a brief conversation he had with his neighbor about problems with Black workers.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(BLACK, accurate statistical)

*You are about to encounter **Scenario 29**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a large and experienced network of local business owners who frequently hire customer representatives. They tell Michael that they have had trouble with a large share of their Black representatives, and they show Michael some reliable statistics from their businesses that verify these claims. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the White worker, based on the information and statistics about local Black workers that he got from experienced local business owners.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(BLACK, employer taste) Andrew

*You are about to encounter **Scenario 21**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has interacted with a number of Black people during his education and work experience. While all of his interactions with Black people have been polite and professional, he just didn't enjoy interacting with them.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the White worker in order to avoid interacting with a Black employee.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(BLACK, customer taste) Andrew

*You are about to encounter **Scenario 24**. Please read it carefully, and then make sure to provide your assessment.*

Andrew, who is White, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties.

He has conducted focus groups with a substantial share of the people who frequent his business. Many of these customers tell Andrew that they do not like interacting with Black people and would be hesitant about continuing to support his business if he employed them. Andrew himself is just as happy to interact with Black workers as with workers of other races.

For his new hire, Andrew has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Andrew decides to hire the White worker, in order to avoid losing sales to customers who do not want to interact with Black representatives.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Andrew's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(BLACK, customer taste) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker because his customers do not enjoy interacting with Black people. You though that Andrew's hiring decision was ${q://QID220/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(BLACK, employer taste) Andrew Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker because the employer does not enjoy interacting with Black people. You though that Andrew's hiring decision was ${q://QID173/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(WHITE, employer taste)

*You are about to encounter **Scenario 11**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has interacted with a number of White people during his education and work experience. While all of his interactions with White people have been polite and professional, he just didn't enjoy interacting with them.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the Black worker in order to avoid interacting with a White employee.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(WHITE, customer taste)

*You are about to encounter **Scenario 14**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has conducted focus groups with a substantial share of the people who frequent his business. Many of these customers tell Michael that they do not like interacting with White people and would be hesitant about continuing to support his business if he employed them. Michael himself is just as happy to interact with White workers as with workers of other races.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the Black worker, in order to avoid losing sales to customers who do not want to interact with white representatives.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(WHITE, inaccurate statistical)

*You are about to encounter **Scenario 16**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a neighbor. This neighbor says he once met a business owner who had trouble with some White employees. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the Black worker based on a brief conversation he had with his neighbor about problems with White workers.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ○ very unfair
- ○ unfair
- ○ somewhat unfair
- ○ neither fair nor unfair
- ○ somewhat fair
- ○ fair
- ○ very fair

(WHITE, accurate statistical)

*You are about to encounter **Scenario 19**. Please read it carefully, and then make sure to provide your assessment.*

Michael, who is Black, is about to hire his first customer representative for his business after a few years of carrying that role alongside his managerial duties. He has discussed his business plans with a large and experienced network of local business owners who frequently hire customer representatives. They tell Michael that they have had trouble with a large share of their White representatives, and they show Michael some reliable statistics from their businesses that verify these claims. Problems included unexcused absenteeism, being late for work, and a lack of attention to detail on the job.

For his new hire, Michael has to choose between two applicants whose resumes, interviews and references are all of equal quality, one of whom is Black and one who is White. Michael decides to hire the Black worker, based on the information and statistics about local White workers that he got from experienced local business owners.

Given the information provided in the preceding scenario, please indicate the extent to which you agree or disagree that Michael's hiring decision was fair:

- ◯ very unfair
- ◯ unfair
- ◯ somewhat unfair
- ◯ neither fair nor unfair
- ◯ somewhat fair
- ◯ fair
- ◯ very fair

(BLACK, accurate statistical) Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker based on statistics and information provided by other local employers. You though that Michael's hiring decision was ${q://QID101/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people

- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(BLACK, inaccurate statistical) Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker based on a brief conversation the employer had with his own neighbor. You though that Michael's hiring decision was ${q://QID16/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

> *All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?*

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(WHITE, customer taste) Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker because his customers do not enjoy interacting with White people. You though that Michael's hiring decision was ${q://QID105/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(WHITE, employer taste) Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker because the employer does not enjoy interacting with White people. You though that Michael's hiring decision was ${q://QID19/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(WHITE, accurate statistical) Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker based on statistics and information provided by other local employers. You though that Michael's hiring decision was ${q://QID97/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ○ Black people have much more opportunity than White people
- ○ Black people have more opportunity than White people
- ○ Black people have a little more opportunity than White people
- ○ Black and White people have roughly equal opportunities
- ○ Black people have a little less opportunity than White people
- ○ Black people have less opportunity than White people
- ○ Black people have much less opportunity than White people

(WHITE, inaccurate statistical) Follow-Up

Recall the scenario that you just evaluated, in which a Black employer chose not to hire a White worker based on a brief conversation the employer had with his own neighbor. You though that Michael's hiring decision was ${q://QID25/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(BLACK, customer taste) Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker because his customers do not enjoy interacting with Black people. You though that Michael's hiring decision was ${q://QID219/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people
- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

(BLACK, employer taste) Follow-Up

Recall the scenario that you just evaluated, in which a White employer chose not to hire a Black worker because the employer does not enjoy interacting with Black people. You though that Michael's hiring decision was ${q://QID11/ChoiceGroup/SelectedChoices}. In 50 words or less, please explain your response.

If you would like to skip this question, please type: "Prefer not to answer."

Please consider the following question without referring to any of the previous survey items, and then select the rating that best corresponds to your answer:

All in all, in the United States today, how would you compare the economic opportunities available to Black and White people?

- ◯ Black people have much more opportunity than White people
- ◯ Black people have more opportunity than White people
- ◯ Black people have a little more opportunity than White people

- ◯ Black and White people have roughly equal opportunities
- ◯ Black people have a little less opportunity than White people
- ◯ Black people have less opportunity than White people
- ◯ Black people have much less opportunity than White people

Background Questions

Please answer the following background questions.

Please indicate your gender.

- ◯ Male
- ◯ Female
- ◯ Other/decline to state

Please indicate your age.

- ◯ 18-24
- ◯ 25-34
- ◯ 35-44
- ◯ 45-54
- ◯ 55-64
- ◯ 65-74
- ◯ 75-84
- ◯ 85 and older

Please indicate the highest level of education you have completed.

- ◯ Primary school or below (grades 1-8)
- ◯ High School (grades 9-12)

- ◯ Some College (includes two-year college degrees)
- ◯ Four-year College or University Degree
- ◯ Higher Degree (e.g. MD, MBA, Master's, PhD)

Please select the category that best describes your race.

- ◯ Hispanic, Latino, or Spanish origin
- ◯ White
- ◯ Black or African American
- ◯ American Indian or Alaska Native
- ◯ Asian
- ◯ Native Hawaiian or Other Pacific Islander
- ◯ Other

What is your U.S. political party preference?

- ◯ Democrat
- ◯ Republican
- ◯ Independent or no party affiliation
- ◯ Other

Which of these best describes your political views?

- ◯ Extremely liberal
- ◯ Liberal
- ◯ Slightly liberal
- ◯ Moderate
- ◯ Slightly Conservative
- ◯ Conservative
- ◯ Extremely conservative

Random ID

Here is your ID: **${e://Field/Random%20ID}**

To receive your payment for participating, click "Accept HIT" in the MTurk window, enter this ID number, and then click "submit."

Please do not exit the survey from this page. You must click on the "next button" to reach the "end of survey" page so that your responses are recorded. This button will appear in a few seconds.

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