

Phenotype-Based Racial Bias Study 4 (#68055)

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1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

In this study we are investigating whether an IAT measuring implicit preferences for Eurocentric (straight) over Afrocentric (curly) hair (hair IAT) and an IAT measuring implicit preferences for White over Black Americans (race IAT) predicts participants' views about a legal case involving discrimination on the basis of hair texture above and beyond explicit trait judgment measures.

3) Describe the key dependent variable(s) specifying how they will be measured.

Hair IAT: Participants will complete a good/bad attitude Implicit Association Test (IAT; Greenwald, McGhee, & Schwartz, 1998) with straight hair and curly hair as target categories. IAT D scores will be calculated in line with the improved scoring algorithm (Greenwald, Nosek, & Banaji, 2003).

Race IAT: Participants will complete a good/bad attitude IAT (Greenwald et al., 1998) with White and Black as target categories. IAT D scores will be calculated in line with the improved scoring algorithm (Greenwald et al., 2003).

Self trait judgments: Participants will complete a 4-item scale to indicate whether they believe afros and dreadlocks make women look [competent/incompetent, caring/uncaring, professional/unprofessional, attractive/unattractive]. Responses will be provided on a 100-point sliding scale.

Societal trait judgments: Participants will complete a 4-item scale to indicate whether society believes afros and dreadlocks make women look [competent/incompetent, caring/uncaring, professional/unprofessional, attractive/unattractive]. Responses will be provided on a 100-point sliding scale.

Views about the legal case: Participants will complete a five-item scale to measure their agreement with (a) the plaintiff being correct for suing the company, (b) the plaintiff showing disregard for the company, (c) the company showing race bias against the plaintiff, (d) discrimination based on hair being equivalent to racial discrimination, and (e) the company being within its rights to not hire the plaintiff based on her hairstyle. Responses will be provided on a 100-point sliding scale.

4) How many and which conditions will participants be assigned to?

Participants will complete the hair IAT and the race IAT, read about the legal case and complete the explicit items measuring their views about the legal case, and will complete the explicit trait judgment items for self and society.

The order of the hair IAT and the race IAT will be counterbalanced. The explicit items about the legal case will always follow the description of the legal case. It will be counterbalanced whether participants complete the two IATs or the explicit items about the legal case first. Explicit trait judgment items for self and society will always be administered last such that the two questionnaires will be interleaved with each other. The order of the items about the legal case and the order of traits evaluated on the explicit trait judgment scales will be randomized.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

The predictive validity of the self trait judgment scale, the societal trait judgment scale, and the two IATs will be investigated using a structural equation modeling (SEM) approach.

In the measurement part of the model, the self trait items will be used as indicators of a latent self trait judgment variable, the societal trait judgment items will be used as indicators of a latent societal trait judgment variable, and two indicator variables will be calculated for each IAT by separating each into odd and even trials. Finally, a latent legal judgment variable will be created by using the five items described above as indicators.

In the path model part, we will regress the latent legal judgment variable on the latent self trait judgment variable, the latent societal trait judgment variable, the latent implicit race attitude variable, and the latent implicit hair attitude variable.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

In line with the standard scoring procedure (Greenwald et al., 2003), participants who do not complete either IAT and participants with a response latency of 300 ms or less on at least 10% of trials on either IAT will be excluded from all further analyses. Although we will collect data from American participants without regard to race, the main analyses will be conducted using the data of White American participants only.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

Data collection will be terminated once 1,500 participants have reached the debriefing page on the Project Implicit website (<http://implicit.harvard.edu>).

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

Secondarily, predictive validity of the 4 measures will also be probed using a linear regression approach.