

Judging Diversity: A Conceptual Replication of the Spillover Bias

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“Spillover Bias” - Groups that are more diverse along one dimension (e.g., race) are judged to be more diverse along other dimensions (e.g., gender; Daniels et al., 2017).

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Study 1: Gender Diversity Affects Judgments of Racial/Ethnic Diversity

- Participants were 60 undergraduate students.
- They judged the racial/ethnic diversity of 54 groups of 10 faces on an analog rating scale ranging from “Not Very Diverse” to “Very Diverse.” This was done in the lab.
- The groups varied in terms of their racial/ethnic diversity (1, 3, or 5 non-White people) and gender diversity (1 woman, 3 women, or 5 women) in a 3x3 within-subjects factorial design.

Gender Diversity	High	Medium	Low
Low	50	34	19
Medium	51	37	23
High	53	37	24

Sample Stimuli

Study 1: A 3x4 grid of 12 faces. The top row has two women, the middle row has two men and two women, and the bottom row has three men and one woman. Below the grid is a scale from 'Not Very Diverse' to 'Very Diverse' with the question 'How RACIALLY AND ETHNICALLY DIVERSE is this group of people?'.

Study 2: A 3x4 grid of 12 faces with colored frames. The top row has four faces with frames in yellow, red, red, and blue. The middle row has four faces with frames in yellow, yellow, yellow, and blue. The bottom row has four faces with frames in blue, red, red, and blue. Below the grid is a scale from 'Not Very Diverse' to 'Very Diverse' with the question 'How racially / ethnically diverse is this group of people?'.

Study 2: Frame Color Diversity Affects Judgments of Racial/Ethnic Diversity

- Participants were 85 undergraduate students.
- They judged the racial/ethnic diversity of 18 groups of 12 faces on an analog rating scale ranging from “Not Very Diverse” to “Very Diverse.” This was done online.
- The groups varied in terms of their racial/ethnic diversity (2, 4, or 6 non-White people) and “frame color diversity” (one frame color or three frame colors) in a 3x2 within-subjects factorial design.

Frame Color Diversity	High	Medium	Low
Low	52	29	19
High	55	36	23