## Judging Diversity: A Conceptual Replication of the Spillover Bias

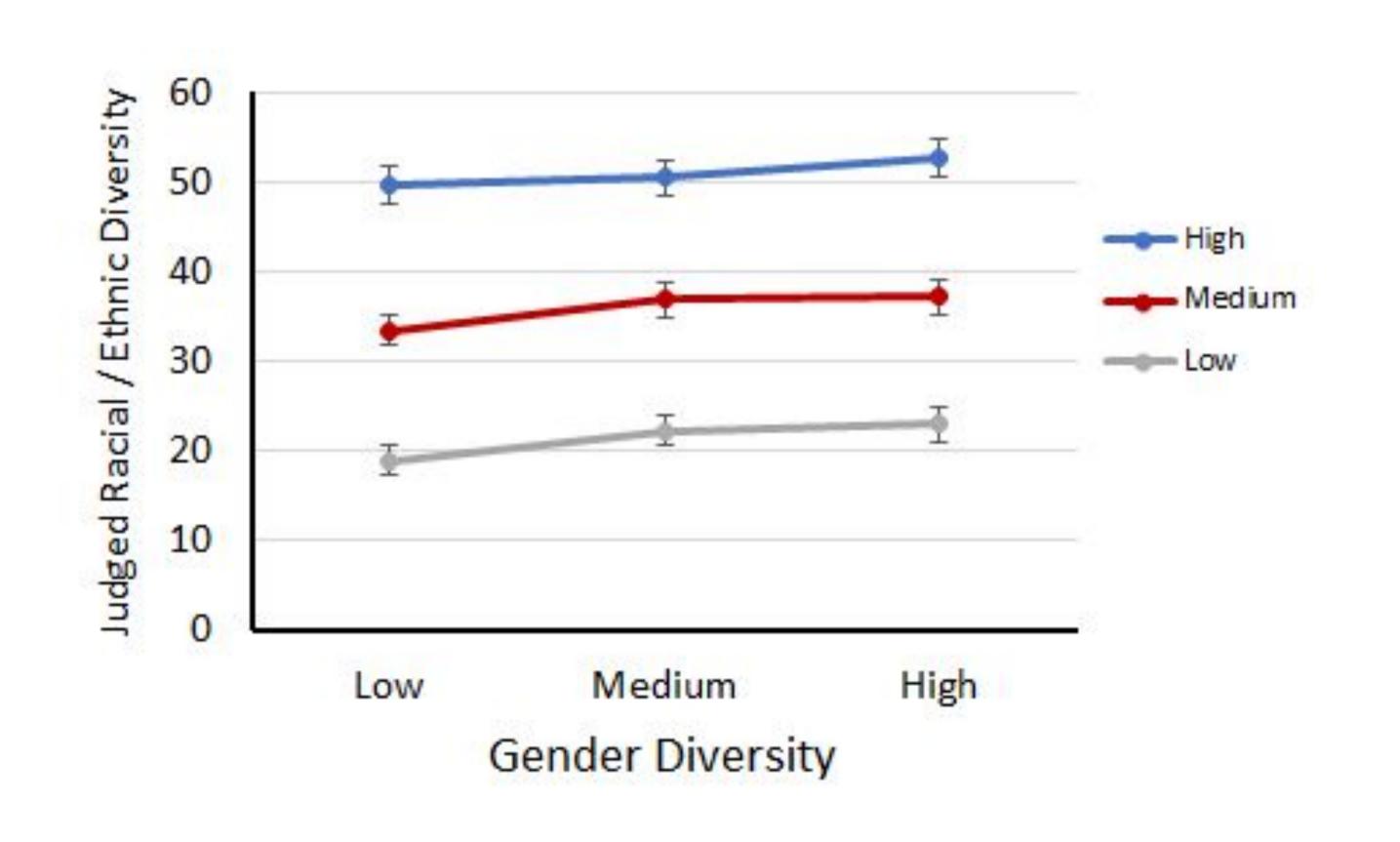
Yazmine Mijalli & Paul C. Price ♦ California State University, Fresno

"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).

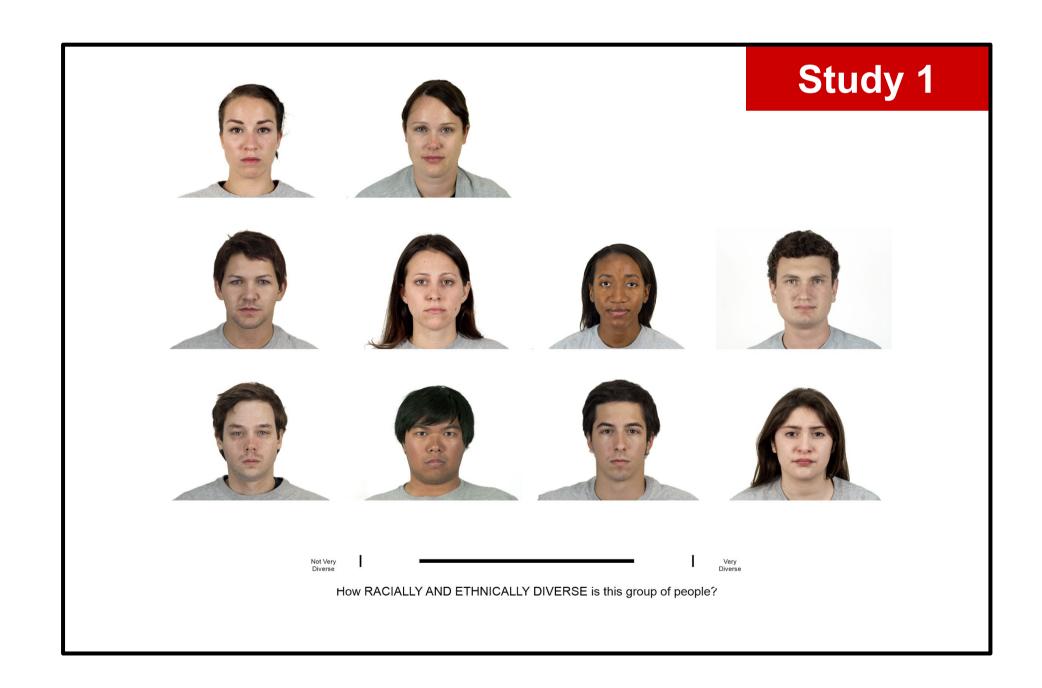
# Visit us on Zoom at bit.ly/spilloverbias

# 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.



#### Sample Stimuli





## 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.

