

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 2 faces, the middle row has 4 faces, and the bottom row has 4 faces. A red box labeled 'Study 1' is in the top right corner. 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. Each face is enclosed in a colored frame (yellow, red, blue, or grey). A yellow box labeled 'Study 2' is in the top right corner. 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	30	19
High	55	37	23