

Supplementary Data

Table 1: Item Means for the Cultural Cognitions and Action Scale (CCAS) by Ethnoracial Group

Category	CCAS Item	Black			Asian		Hispanic White		Hispanic Non-White	
		<i>Sc</i>	<i>Mean</i>	<i>SD</i>	<i>Mean</i>	<i>SD</i>	<i>Mean</i>	<i>SD</i>	<i>Mean</i>	<i>SD</i>
1. Negative Attitudes	"A lot of minorities are too sensitive."	2	1.47	0.91	1.64	1.05	2.04	1.35	2.09	1.50
	"I would be pretty scared - that guy looks like a thug."	6	1.47	0.91	1.60	0.95	1.68	1.11	1.86	1.38
	"Black people should work harder to fit into our society."	3	1.49	0.85	1.55	0.96	1.72	1.12	1.95	1.39
	"The real problem is a lack of good role models in the Black community."	6	1.75	0.98	1.86	1.09	2.01	1.33	2.26	1.45
	Say the n-word loudly every time you hear it.	5	1.72	1.15	1.32	0.65	1.69	1.08	1.95	1.42
2. Color-blindness	"Everyone suffers. Not just Black people."	2	2.34	1.34	2.63	1.44	2.83	1.55	2.40	1.50
	"Everyone can succeed in this society, if they work hard enough."	3	2.28	1.42	2.55	1.45	2.86	1.56	2.66	1.46
	"All lives matter, not just Black lives."	3	2.15	1.41	2.39	1.35	2.39	1.46	2.59	1.58
	"I don't think of Black people as Black."	3	1.60	1.03	1.79	1.13	1.93	1.25	1.98	1.36
	"I am not a racist."*	2	1.98	1.38	2.11	1.35	2.30	1.51	2.33	1.44

3. Objectifying	"Why do black women wear their hair in these sorts of styles?"	1	1.28	0.82	1.28	0.61	1.44	1.01	1.84	1.46
	"Where are your parents from?"	7	1.79	1.20	1.81	1.15	2.08	1.38	2.45	1.50
	"I'm not racist but I really want to know what race you are."	7	1.30	0.70	1.44	0.84	1.59	1.09	1.95	1.46
	"I've always wanted to go to Africa."	1	1.77	1.30	1.46	0.86	1.46	0.97	1.88	1.50
	"Can I touch your hair?"	1	1.42	1.01	1.34	0.79	1.37	0.88	1.69	1.27
4. Avoidance	Makes sure not to make eye contact and just keep walking.	4	1.87	1.21	2.29	1.27	1.94	1.13	2.36	1.35
	Cross the street to avoid him.	4	2.06	1.32	2.11	1.25	1.86	1.11	2.12	1.39
	Stay quiet so you don't offend anyone.	3	2.62	1.55	3.29	1.44	2.75	1.55	3.05	1.58
	Leave the room to avoid an uncomfortable situation. *	5	2.28	1.51	2.54	1.29	2.20	1.34	2.86	1.44
	Check that your wallet/purse is secure. *	4	2.21	1.38	2.29	1.24	2.00	1.13	2.43	1.43

Note: Black/African American N=53; Asian American N=174; Hispanic American (White) N=71; Hispanic American (Non-White) N=58. The three items with asterisks (Williams, in press) slightly differed in wording from items used in Kanter et al. (2020).

Scenarios (Sc) included: (1) Interacting with a young woman with African-style dress and hair; (2) Having a discussion at a required diversity training; (3) Talking about racially charged current events; (4) Giving directions to a Black man in own neighborhood; (5) Singing along to rap music with racially diverse friends; (6) Talking about the news (e.g., police brutality) at a sports bar; and (7) Doing a difficult project with a racially ambiguous partner.

Table 2a: Subscale Means for the Cultural Cognitions and Action Scale (CCAS) by Ethnoracial Group

CCAS Subscale	Ethnoracial Group	N	Mean	SD
1. Negative Attitudes	Black	53	7.91	3.30
	Asian	174	7.97	3.49
	Hispanic (non-White)	58	10.10	6.39
	Hispanic (White)	71	9.14	4.81
2. Colorblindness	Black	53	10.36	4.80
	Asian	174	11.46	5.00
	Hispanic (non-White)	58	11.95	6.10
	Hispanic (White)	71	12.31	5.55
3. Objectification	Black	53	7.57	3.73
	Asian	174	7.33	3.21
	Hispanic (non-White)	58	9.81	6.54
	Hispanic (White)	71	7.94	4.02
4. Avoidance	Black	53	11.04	4.27
	Asian	174	12.53	4.35
	Hispanic (non-White)	58	12.83	5.55
	Hispanic (White)	71	10.75	4.47

Table 2b: Subscale Comparisons for the CCAS by Ethnoracial Group: ANOVA

CCAS Subscale		Sum of Squares	df	Mean Square	F	Sig.
1. Negative Attitudes	Between Groups	245.01	3	81.67	4.34	0.01
	Within Groups	6623.36	352	18.82		
	Total	6868.37	355			
2. Colorblindness	Between Groups	126.85	3	42.28	1.52	0.21
	Within Groups	9807.44	352	27.86		
	Total	9934.28	355			
3. Objectification	Between Groups	274.69	3	91.56	5.31	0.00
	Within Groups	6072.04	352	17.25		
	Total	6346.73	355			
4. Avoidance	Between Groups	249.01	3	83.00	3.96	0.01
	Within Groups	7372.99	352	20.95		
	Total	7622.00	355			