Supporting Information
EPR: A Theory of Prejudice Reduction and Support for Racial Policies

Contents

A. Study Design Details and Descriptive Statistics:

Appendix Table A1: Descriptive Statistics of Pre-Treatment Covariates.

		Total
Party (3 category)	Democrat/Lean Democrat	45%
	Independent	18%
	Republican/Lean Republican	37%
Ideology	Extremely Liberal	6%
	Liberal	14%
	Somewhat Liberal	12%
	Moderate	32%
	Somewhat Conservative	12%
	Conservative	17%
	Extremely Conservative	6%
Gender	Female	51%
	Male	49%
Education	High School Degree or Less	7%
	Some college but no degree	13%
	Associates or 2-year degree	9%
	Bachelor's or 4-year degree	38%
	Graduate Degree	33%
Race/Ethnicity	White, non-Hispanic	86%
	Non-White (Black, Asian, Hispanic, Mixed-race, Native American, Middle Eastern)	14%
Age	18-44	21%
	45-64	25%
	65+	53%
Wave 1 Racial Resentment	Mean	0.440
	SD	0.291
Wave 1 Negative Affect	Mean	0.513
	SD	0.103
Wave 1 Aid to Blacks Attitude	Mean	0.490
	SD	0.292

After consenting to participate in the study, wave one began with demographic questions including gender, age, education, income, employment, state residence, and race/ethnicity. Participants were then asked their party identification, ideology, the four racial resentment questions, the first attention check question, rated various groups using feeling thermometers, the second attention check question, and asked whether they thought "government should help Blacks" or "Blacks should help themselves" on a seven-point scale. Wave two began with the experimental manipulation. After completing the treatment, treated participants answered the empathy items. Control participants completed the reading the eyes in the mind test. Following that, all participants completed post-test items of prejudice and support for racial policies. All participants were debriefed regarding the true purpose of the study after the conclusion of wave two.

Subjects who failed either of the two attention check questions in wave one were immediately terminated from the study and were not invited to complete wave two. Terminating inattentive survey respondents helped ensure that remaining study subjects received the treatment. The attention check questions involved reading a few lines of text and following simple directions. Subjects who failed these items could not have read the question and likely would not have read the treatment or post-test questions. 4,443 respondents

consented to participate in wave one of the study. Of those, 2,218 were terminated for failing data quality checks (attention checks or speeding). In total, 2,225 respondents successfully completed wave one and were invited to complete wave two. Approximately 57% of wave one participants completed wave two yielding a total n= 1,261.

The differences in wave one prejudice between those who did and did not complete wave two is not statistically significant at conventional levels (racial resentment: $t(2100) = 2, p = 0.09$; negative affect: $t(2024) = 2, p = 0.07$). Similarly, the difference in support for wave one government aid to Blacks between those who completed wave two and those who did not fails to reach statistical significance ($t(1898) = -1, p = 0.20$). This suggests that results observed are not an artifice of excluding individuals with significantly higher prejudice or more hostile attitudes towards racial policies. The median time to complete wave one was 6 minutes. The median time to complete wave two was 21 minutes.

B. Additional Tables and Figures

Appendix Table A2: Treatment Effect on Racial Resentment.

	Dependent variable: Wave 2 Racial Resentment			
	(1)	(2)	(3)	(4)
Treatment	-0.034*** (0.009)	-0.034*** (0.009)	-0.013 (0.016)	-0.012 (0.015)
18 to 34	0.001 (0.018)	0.022 (0.018)	0.0004 (0.018)	0.021 (0.018)
35 to 44	0.019 (0.012)	0.033*** (0.012)	0.020* (0.012)	0.033*** (0.012)
45 to 54	0.024 (0.015)	0.031** (0.015)	0.024 (0.015)	0.032** (0.015)
55 to 64	0.014 (0.012)	0.020* (0.012)	0.014 (0.012)	0.019 (0.012)
Wave 1 Resentment	0.850*** (0.014)	0.741*** (0.018)	0.880*** (0.024)	0.772*** (0.025)
Republican		0.044*** (0.014)		0.045*** (0.014)
Independent		0.035*** (0.012)		0.035*** (0.012)
Ideology		0.013*** (0.003)		0.013*** (0.003)
Nonwhite		-0.026** (0.012)		-0.025** (0.012)
Male		0.018** (0.008)		0.018** (0.008)
Treatment*Wave 1 Resentment			-0.046 (0.029)	-0.049* (0.028)
Constant	0.077*** (0.011)	0.039*** (0.012)	0.064*** (0.014)	0.025* (0.015)
Observations	1,259	1,258	1,259	1,258
R^2	0.748	0.768	0.748	0.768
Adjusted R^2	0.746	0.765	0.747	0.766
Residual Std. Error	0.144	0.139	0.144	0.139
F Statistic	618.300***	373.900***	530.900***	343.600***

Notes: *p<0.1; **p<0.05; ***p<0.01. OLS estimates. Standard errors in parentheses. Baseline age: 65 and older.

Appendix Table A3: Treatment Effect on Negative Affect Towards Blacks

	Dependent variable: Wave 2 Negative Affect Towards Blacks			
	(1)	(2)	(3)	(4)
Treatment	-0.013*** (0.005)	-0.014*** (0.004)	0.087*** (0.021)	0.086*** (0.021)
Wave 1 Negative Affect	0.737*** (0.020)	0.698*** (0.021)	0.851*** (0.030)	0.811*** (0.031)
18 to 34	-0.006 (0.009)	-0.0004 (0.009)	-0.009 (0.009)	-0.003 (0.009)
35 to 44	-0.002 (0.006)	0.0004 (0.006)	-0.001 (0.006)	0.001 (0.006)
45 to 54	0.001 (0.007)	0.002 (0.007)	0.004 (0.007)	0.005 (0.007)
55 to 64	-0.007 (0.006)	-0.008 (0.006)	-0.007 (0.006)	-0.008 (0.006)
Republican		-0.007 (0.007)		-0.007 (0.007)
Independent		0.0004 (0.006)		0.001 (0.006)
Ideology		0.007*** (0.001)		0.007*** (0.001)
Nonwhite		-0.006 (0.006)		-0.006 (0.006)
Male		-0.004 (0.004)		-0.003 (0.004)
Treatment*Baseline Negative Affect			-0.194*** (0.040)	-0.194*** (0.039)
Constant	0.148*** (0.011)	0.146*** (0.012)	0.089*** (0.017)	0.087*** (0.017)
Observations	1,247	1,246	1,247	1,246
R^2	0.536	0.552	0.545	0.561
Adjusted R^2	0.534	0.548	0.542	0.557
Residual Std. Error	0.071	0.070	0.070	0.069
F Statistic	239.000***	138.000***	212.000***	131.000***

Notes: *p<0.1; **p<0.05; ***p<0.01. OLS estimates. Standard errors in parentheses. Baseline age: 65 and older.

Appendix Table A4: Treatment Effect on Belief in Stereotypes

	Dependent variable:							
	Lazy Stereotype		Violent Stereotype		Unintelligent Stereotype		Belief in Stereotypes	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	-0.020***	-0.020***	-0.023***	-0.022***	-0.023***	-0.023***	-0.018***	-0.009
	(0.006)	(0.006)	(0.008)	(0.007)	(0.005)	(0.005)	(0.005)	(0.007)
18 to 34	-0.029**	-0.018	-0.049***	-0.022	-0.024**	-0.006	-0.027**	-0.018*
	(0.012)	(0.012)	(0.015)	(0.014)	(0.011)	(0.011)	(0.011)	(0.010)
35 to 44	-0.003	0.0001	-0.013	-0.003	0.006	0.013*	-0.006	-0.003
	(0.008)	(0.008)	(0.010)	(0.010)	(0.007)	(0.007)	(0.007)	(0.007)
45 to 54	-0.008	-0.004	-0.001	0.005	0.005	0.010	0.001	0.005
	(0.010)	(0.009)	(0.012)	(0.012)	(0.009)	(0.009)	(0.008)	(0.008)
55 to 64	0.0003	-0.001	0.010	0.008	-0.006	-0.006	0.003	0.003

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	(0.008)	(0.007)	(0.010)	(0.009)	(0.007)	(0.007)	(0.007)	(0.006)
Republican		0.021** (0.009)		0.023** (0.011)		-0.003 (0.008)		0.069*** (0.008)
Independent		0.008 (0.008)		0.014 (0.010)		-0.003 (0.007)		0.009 (0.012)
Ideology		0.007*** (0.002)		0.015*** (0.002)		0.010*** (0.002)		
Nonwhite		-0.001 (0.008)		-0.013 (0.010)		-0.006 (0.007)		
Male		0.001 (0.005)		0.003 (0.006)		0.011** (0.005)		
Treatment*Republican								-0.024** (0.010)
Treatment*Independent								0.009 (0.014)
Constant	0.526*** (0.006)	0.486*** (0.008)	0.544*** (0.008)	0.470*** (0.010)	0.536*** (0.006)	0.491*** (0.007)	0.533*** (0.005)	0.503*** (0.006)
Observations	1,115	1,114	1,260	1,258	1,260	1,258	1,115	1,115
R^2	0.015	0.092	0.018	0.150	0.021	0.091	0.017	0.120
Adjusted R^2	0.010	0.083	0.014	0.143	0.017	0.084	0.012	0.113
Residual Std. Error	0.088	0.084	0.120	0.112	0.087	0.084	0.077	0.073
F Statistic	3.359***	11.120***	4.519***	21.960***	5.257***	12.460***	3.792***	16.750***

Notes: *p<0.1; **p<0.05; ***p<0.01. OLS estimates. Standard errors in parentheses. Baseline age: 65 and older.

Appendix Table A5: Treatment Effect on Support for Aid to Blacks.

	Dependent variable: Support for Aid to Blacks		
	(1)	(2)	(3)
Treatment	0.022* (0.013)	0.024** (0.012)	0.052** (0.023)
Baseline Support for Aid to Blacks (Wave 1)	0.795*** (0.019)	0.657*** (0.024)	0.835*** (0.033)
18 to 34	0.020 (0.025)	0.008 (0.025)	0.021 (0.025)
35 to 44	0.005 (0.017)	0.002 (0.017)	0.004 (0.017)
45 to 54	-0.005 (0.021)	-0.007 (0.020)	-0.007 (0.021)
55 to 64	0.009 (0.016)	0.011 (0.016)	0.011 (0.016)
Republican		-0.028 (0.020)	
Independent		-0.034** (0.017)	

Ideology		-0.021*** (0.004)	
Male		0.031* (0.017)	
Nonwhite		0.023** (0.011)	
Treatment*Baseline Support for Aid to Blacks			-0.061 (0.040)
Constant	0.053*** (0.016)	0.208*** (0.025)	0.034* (0.020)
Observations	1,093	1,093	1,093
R²	0.616	0.645	0.617
Adjusted R²	0.614	0.641	0.615
Residual Std. Error	0.186	0.179	0.186
F Statistic	291.000***	178.000***	250.000***

Notes: *p<0.1; **p<0.05; ***p<0.01. OLS estimates. Standard errors in parentheses. Dependent variable is coded from 1 (Government should help blacks) to 0 (Blacks should help themselves). Baseline age: 65 and older.

Appendix Table A6: Treatment Effect on Support for Changes to Ensure Racial Equality.

	Dependent variable: Support for Changes to Ensure Racial Equality		
	(1)	(2)	(3)
Treatment	0.179** (0.082)	0.239** (0.093)	0.472*** (0.160)
18 to 34	0.331* (0.173)	-0.081 (0.205)	-0.077 (0.204)
35 to 44	-0.148 (0.107)	-0.390*** (0.126)	-0.383*** (0.126)
45 to 54	0.087 (0.138)	-0.024 (0.159)	-0.005 (0.159)
55 to 64	-0.172 (0.105)	-0.183 (0.120)	-0.183 (0.120)
Republican		-0.790*** (0.141)	-0.566*** (0.194)
Independent		-0.507*** (0.127)	-0.299 (0.213)
Ideology		-0.216*** (0.029)	-0.221*** (0.029)
Male		-0.032 (0.086)	-0.024 (0.086)
Nonwhite		0.237* (0.133)	0.236* (0.133)
Treatment*Republican			-0.345* (0.204)
Treatment*Independent			-0.327 (0.256)
Constant	0.367*** (0.082)	1.820*** (0.147)	1.700*** (0.160)
Observations	1,260	1,258	1,258
Log Likelihood	-784.000	-589.000	-588.000
Akaike Inf. Crit.	1,581.000	1,200.000	1,201.000

Appendix Table A7: Treatment Effect on Support for Affirmative Action and Reparations for Slavery.

	Dependent variable:					
	Affirmative Action			Reparations		
	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	0.170**(0.084)	0.242**(0.094)	0.198*(0.118)	0.070 (0.094)	0.102 (0.108)	0.163 (0.126)
18 to 34	0.593***(0.156)	0.299*(0.177)	0.283(0.178)	0.663***(0.164)	0.326*(0.190)	0.334*(0.191)
35 to 44	0.234**(0.109)	0.114(0.125)	0.097 (0.125)	0.478***(0.117)	0.385***(0.137)	0.392***(0.137)
45 to 54	0.249*(0.135)	0.179(0.151)	0.164(0.151)	0.173(0.153)	0.053(0.177)	0.069(0.178)
55 to 64	-0.052 (0.111)	-0.001(0.124)	-0.002(0.124)	-0.094(0.131)	-0.065(0.151)	-0.063(0.151)
Republican		-0.629***(0.145)	-0.873***(0.235)		-0.705***(0.190)	-0.494*(0.273)
Independent		-0.513***(0.121)	-0.405*(0.215)		-0.476***(0.143)	-0.394(0.253)
Ideology		-0.187***(0.027)	-0.186***(0.027)		-0.198***(0.032)	-0.201***(0.032)
Male		-0.034(0.085)	-0.040(0.085)		-0.016(0.099)	-0.011(0.099)
Nonwhite		0.413***(0.118)	0.416***(0.118)		0.632***(0.126)	0.634***(0.126)
Treatment*Republican			0.320 (0.240)			-0.309 (0.302)
Treatment*Independent			-0.144 (0.246)			-0.113 (0.290)
Constant	-0.717***	0.183	0.218*	-1.120***	-0.309**	-0.351**
	(0.085)	(0.123)	(0.132)	(0.097)	(0.139)	(0.146)
Observations	1,257	1,255	1,255	1,260	1,258	1,258
Log Likelihood	-762.000	-609.000	-607.000	-567.000	-441.000	-441.000
Akaike Inf. Crit.	1,535.000	1,239.000	1,240.000	1,146.000	905.000	908.000

Notes: *p<0.1; **p<0.05; ***p<0.01. Probit estimates. Standard errors in parentheses. Dependent variable is

support for policy. Baseline age: 65 and older.

C. Causal Mediation Analysis (CMA) Details and Sensitivity Analysis

To evaluate whether policy effects are mediated by a reduction in prejudice, I employ causal mediation analysis (Imai et al. 2011) using a scale measure which combined resentment, affect, and negative stereotypes. The CMA procedure calculates four quantities of interest. The average causal mediation effect (ACME) is the indirect effect of the treatment on the outcome (policy preference) that occurs through the moderating variable (the reduction in prejudice). The average direct effect (ADE) is the direct effect of the treatment on the policy preference. The average treatment effect (ATE) is the total effect, which combines the direct and indirect effects (ACME and ADE). Finally, this procedure also yields the proportion of the treatment effect on the policy attitude that is mediated by the reduction in prejudice.

Estimation of the ACME and ADE requires the assumption of *sequential ignorability*, which requires first that the treatment assignment is ignorable (established by randomization) and that "the observed mediator is ignorable given the actual treatment status and pretreatment confounders" (Imai et al. 2011, 770). This required including in the estimation the set of covariates that impact both prejudice (the moderator) and policy attitudes (the outcome) and ensuring that these covariates were not impacted by the treatment. For my purposes, these included the familiar pretreatment covariates of age, gender, race/ethnicity, ideology, political party, and baseline prejudice.

Results are in Table C1. The proportion mediated shown here (between 81% and 43%) greatly surpasses the mediation effects reported in other studies published in top outlets. For instance, Tomz and Weeks (2013) conclude that "shared democracy pacifies the public primarily by changing perceptions of threat and morality" (p. 849) upon finding that threat is responsible for 34% and morality 15% of the total effect of democracy. Comparatively, even the lowest proportion mediated (43%) greatly surpasses these effects.

Figure C1 presents the results of a sensitivity analysis for support for more progress needed to ensure racial equality computed using the mediation package in R.[1] The top panels plot the true ACME against the sensitivity parameter, ρ. The dashed line is the estimated ACME under the sequential ignorability assumption. The results indicate that the estimated ACME equals zero when ρ equals -0.3. The bottom panels show the proportion of variance explained by an unobserved confounder, with each curve representing different estimated ACME's under proposed values of the confounder, assuming the product of the coefficients for the confounder is negative. Figure C2 presents the same set of results for support for government aid to Black people, again finding that the estimated ACME equal zero when ρ equals -0.3. Lastly Figure C3 presents results for affirmative action, finding that the confidence intervals for the ACME include zero when ρ equals -0.3 and -0.2.

*Appendix Table C1: Causal Mediation Analysis of Treatment on Support for Racial Policies*

Mediator		ACME	ADE	Total Effect	Prop. Mediated
Aid to Black People (n=1,003)	Estimate	0.020	0.005	0.025	0.813
	p-value	0.000***	0.718	0.048**	0.048**
Additional Changes to Ensure Equality (n=1,102)	Estimate	0.028	0.034	0.062	0.446
	p-value	0.000***	0.118	0.006**	0.006**
Affirmative Action (n=1,101)	Estimate	0.025	0.033	0.058	0.429
	p-value	0.000***	0.122	0.018**	0.018**

Notes: *p<0.1; **p<0.05; ***p<0.01. Mediation equations estimated using least squares. Outcome equations for

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[1] https://cran.r-project.org/web/packages/mediation/vignettes/mediation.pdf

| Mediator			ACME	ADE	Total Effect	Prop. Mediated

additional changes and affirmative action estimated using probit regression, aid to Blacks outcome equation estimated using least squares. Confidence intervals calculated using nonparametric bootstrap with 1,000 resamples.
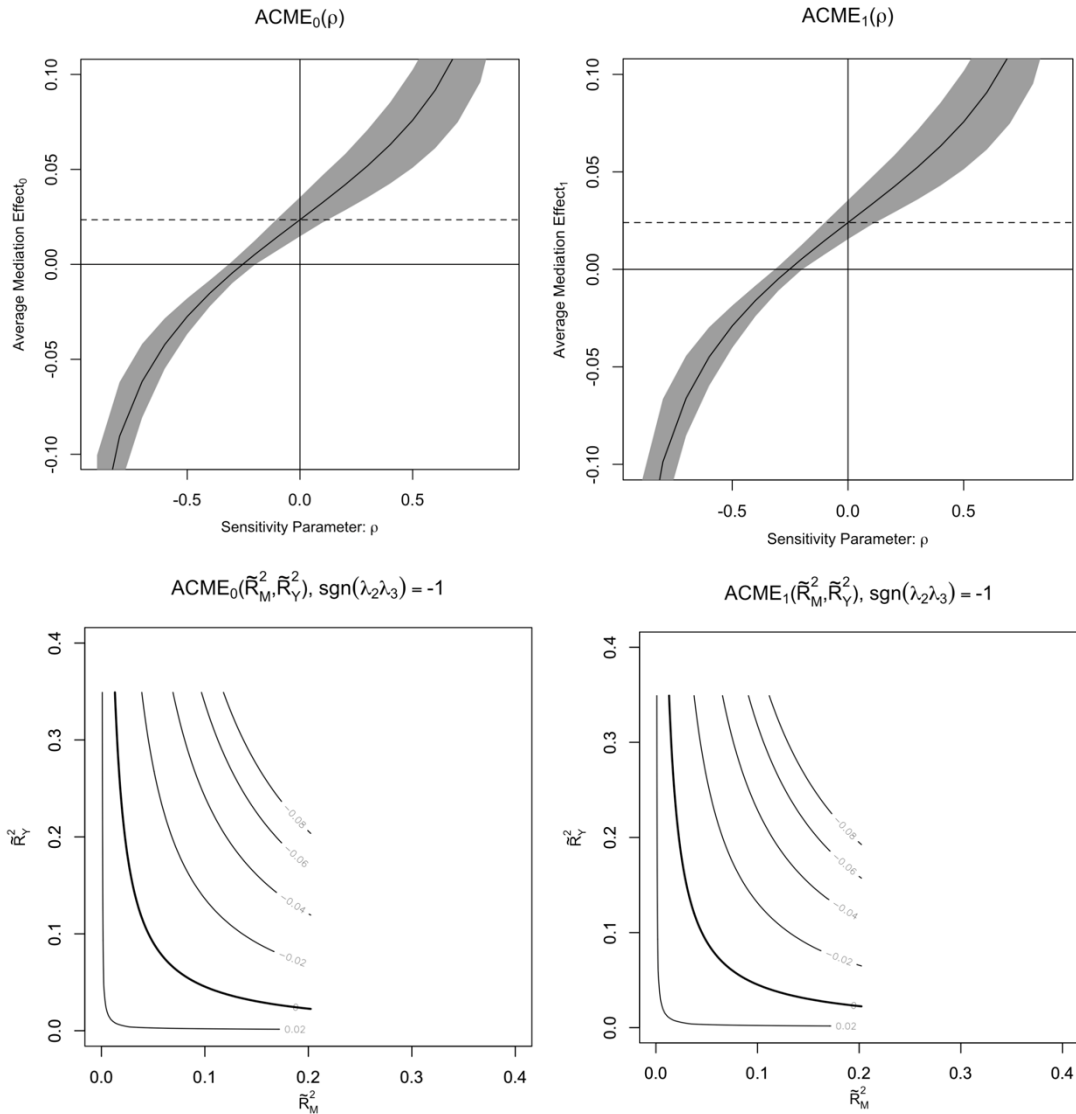
Appendix Figure C1. Sensitivity Analysis for More Progress Needed.
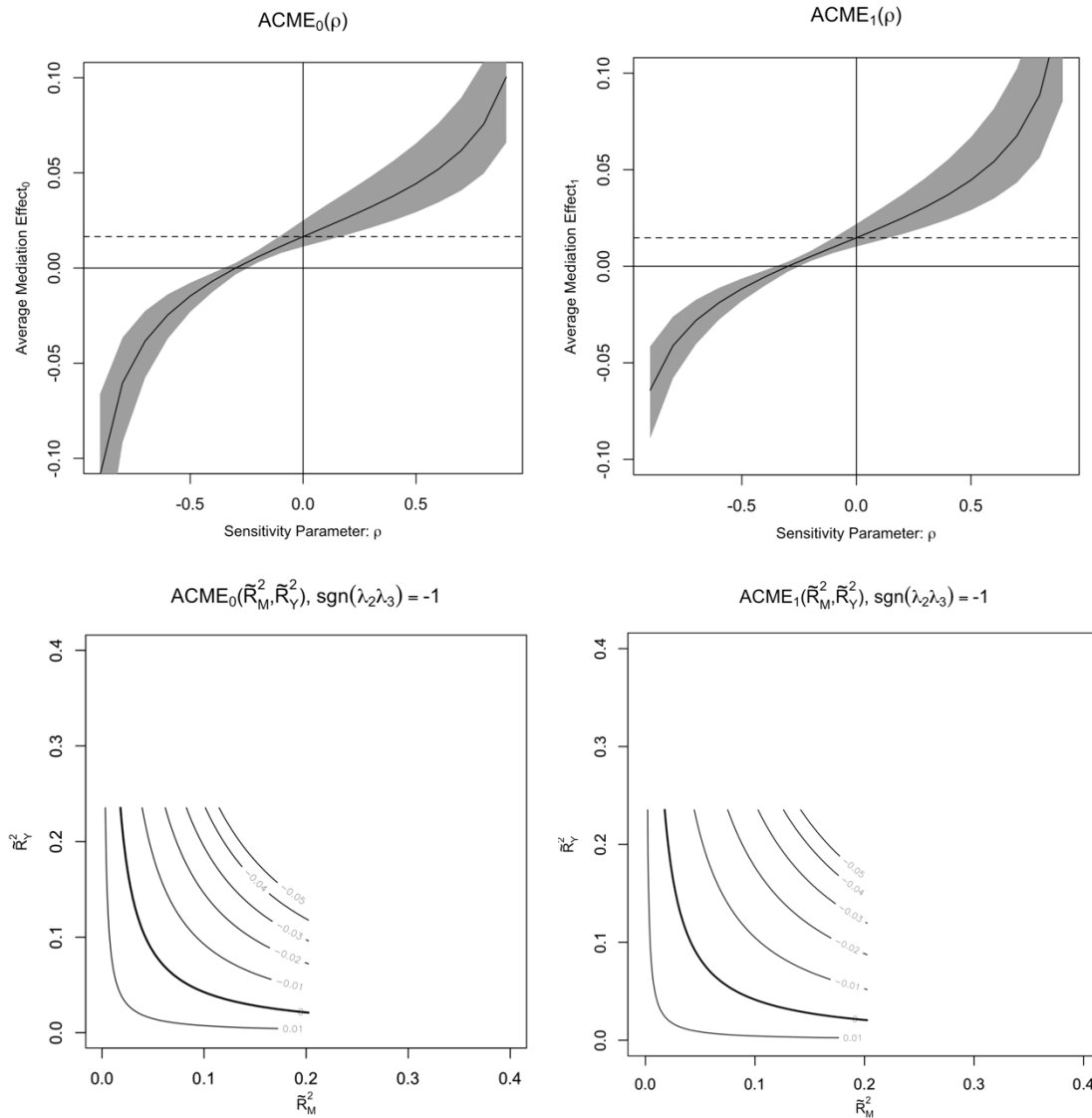
Appendix Figure C2. Sensitivity Analysis for Support for Aid to Blacks
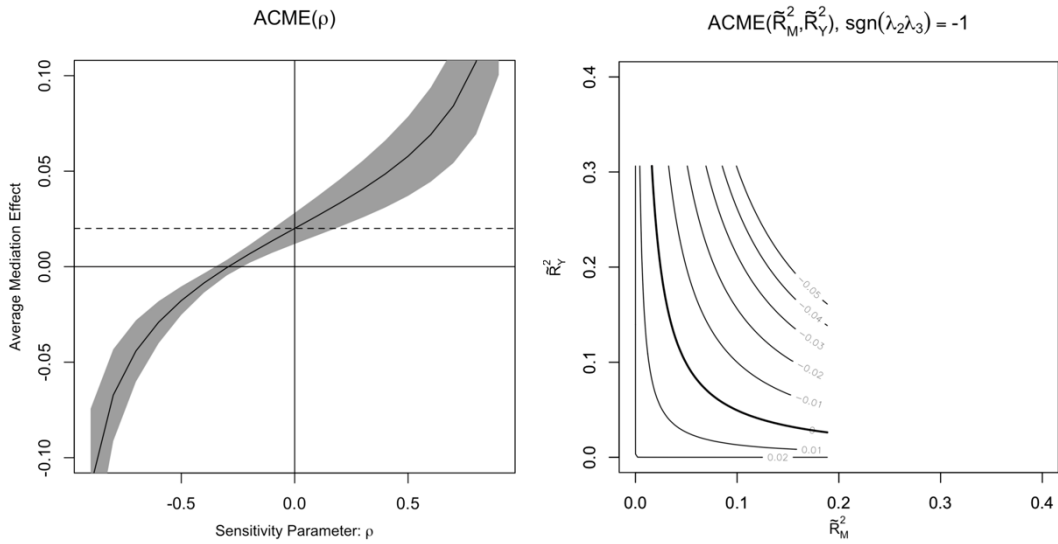
Appendix Figure C3. Sensitivity Analysis for Support for Affirmative Action.

D. Question Wording

Age: How old are you?
Under 18, 18 – 24, 25 – 34, 35 – 44, 45 – 54, 55 – 64, 65 – 74, 75 – 84, 85 or older

Gender: What is your gender?
Male, Female, Other _____

Education: What is the highest level of school you have completed or the highest degree you have received?
Less than high school, High school graduate or GED, Some college but no degree, Associates or 2 year degree, Bachelor's or 4 year degree (For example: BA, BS, AB), Master's degree (For example: MA, MS, MBA), Professional degree (For example: MD, JD, DDS, DVM, LLB), Doctorate degree (For example: PhD, EdD)

Income: What was your total household income last year before taxes?
Less than $10,000, $10,000 to $19,999, $20,000 to $29,999, $30,000 to $39,999, $40,000 to $49,999, $50,000 to $59,999, $60,000 to $69,999, $70,000 to $79,999, $80,000 to $89,999, $90,000 to $99,999, $100,000 to $149,999, $150,000 or more

State Residence: In which state do you currently reside?

Race/Ethnicity: What racial or ethnic group best describes you? (Mark all that apply:)
White, Black or African American, Hispanic or Latino, Asian or Asian American, Middle Eastern, Native American or Alaska Native, Native Hawaiian or Pacific Islander, Mixed race, Other _____

Are you Spanish, Hispanic, or Latino? [Asked if ≠ Hispanic or Latino in prior question]
Yes, No

Sexual Orientation: Which of the following best describes your sexual orientation?
Heterosexual or straight, Homosexual (gay or lesbian), Bisexual, Other, Prefer not to say

Party: Do you generally think of yourself as a... [Order of Democrat/ Republican randomized]
Democrat, Republican, Independent, Other party

Would you call yourself a strong Democrat/Republican or a not very strong Democrat/Republican? [Asked if Party= Democrat or Republican]
Strong Democrat/Republican, Not very strong Democrat/Republican

Do you think of yourself as closer to the [Randomized: Democratic/Republican] Party or the [Randomized: Republican/Democratic] Party? [Asked if Party=Independent or Other party. Order of Democrat/ Republican randomized to match question wording.]
Democratic Party, Republican Party, Neither

Ideology: We hear a lot of talk these days about [Randomized: liberals/ conservatives] and [Randomized: conservatives/ liberals]. Here is a seven-point scale on which the political views that people might hold are arranged from extremely [Randomized: liberal/ conservative] to extremely [Randomized: conservative/liberal]. Where would you place yourself on this scale? [Order of liberal/conservative ideology in question wording and response options randomized. Order of response options matched order

of question wording]
Extremely liberal, Liberal, Slightly liberal, Moderate or middle of the road, Slightly conservative, Conservative, Extremely conservative

If you had to choose, would you consider yourself a liberal or a conservative? [Asked if Ideology= Moderate or middle of the road. Order of liberal/ conservative randomized.]
Liberal, Conservative, Neither

Racial Resentment: [The order of the following four racial resentment questions were randomized]
Please indicate how much you agree or disagree with the following statement:
a. Generations of slavery and discrimination have created conditions that make it difficult for blacks to work their way out of the lower class.
b. Over the past few years blacks have gotten less than they deserve.
c. It's really a matter of some people not trying hard enough; if blacks would only try harder they could be just as well off as whites.
d. Irish, Italian, Jewish, and many other minorities overcame prejudice and worked their way up. Blacks should do the same without any special favors.
Strongly agree, Somewhat agree, Neither agree nor disagree, Somewhat disagree, Strongly disagree

Attention Check (Wave 1): People are very busy these days and many do not have the time to pay attention to what is going on in government and politics. Some people who do pay attention to politics may not always read questions carefully. To show that you have read this, please ignore the question below and skip this question. That's right, do not select any of the choices and proceed to the next page of the survey.
How interested are you in information about what's going on in government and politics? [Subjects who failed this attention check question were disqualified]
Extremely interested, Very interested, Moderately interested, Slightly interested, Not interested at all

Feeling Thermometers: [Note: The order in which the Feeling Thermometer groups appeared were randomized. Each group appeared on a separate page.] We would like to get your feelings toward a number of groups in society. We will show you the name of a group and ask you to rate that group using something we call a "feeling thermometer."
Ratings between 50 degrees and 100 degrees mean that you feel favorable and warm toward the group. Ratings between 0 degrees and 50 degrees mean that you don't feel favorable toward the group and that you don't care too much for that group. You would rate the group at the 50 degree mark if you don't feel particularly warm or cold toward the group.
How do you feel toward [Republicans/Democrats/White people/Black people/Asian people/Hispanic people/immigrants]? [Note: the starting/ default rating for each group was set at 50. Subjects moved the dial to select a rating for each group.]

Cold or Unfavorable	Neither Warm nor Cold	Warm or Favorable

0   25   50   75   100

Attention Check (Wave 1): Before we proceed, we have a question about how you're feeling.

Recent research on decision making shows that choices are affected by context. Differences in how people feel, their previous knowledge and experience, and their environment can affect choices. To help us understand how people make decisions, we are interested in information about you. Specifically, we are interested in whether you actually take the time to read the directions; if not, some results may not tell us very much about decision making in the real world. To show that you have read the instructions, please ignore the question below about how you are feeling and instead check only the "none of the above" option as your answer. Thank you very much.

Please check all words that describe how you are currently feeling. [Subjects who failed attention check were disqualified]

Interested, Distressed, Excited, Upset, Guilty, Scared, Enthusiastic, Proud, Nervous, Afraid, Enthusiastic, None of the above

Aid To Blacks Scale: Some people feel that the government in Washington should make every effort to improve the social and economic position of blacks. Suppose these people are at one end of a scale, at point 1. Others feel that the government should not make any special effort to help blacks because they should help themselves. Suppose these people are at the other end, at point 7. And, of course, some other people have opinions somewhere in between, at points 2, 3, 4, 5, or 6.

Where would you place yourself on this scale, or haven't you thought much about this?

1. Government should help blacks, 2, 3, 4, 5, 6, 7. Blacks should help themselves, Haven't thought much about this

More Progress Needed to Ensure Racial Equality: Which of these two statements comes closer to your own views--even if you don't completely agree with either? [Order of response options were randomized.]

Our country has made the changes needed to give blacks equal rights with whites.

Our country needs to continue making changes to give blacks equal rights with whites.

Affirmative Action: Which of these two statements comes closer to your own views--even if you don't completely agree with either? [Order of response options were randomized.]

Because of past discrimination, blacks should be given preference in hiring and promotion, Preference in hiring and promotion of blacks is wrong because it discriminates against whites.

Do you strongly or somewhat [favor/oppose] preference in hiring and promotion?

Strongly [favor/oppose], Somewhat [favor/oppose]

Reparations: Would you support or oppose the federal government making a cash payment to black Americans as a way to compensate them for harm caused by slavery and other kinds of discrimination against blacks in the past? [Order of response options were randomized.]

Support compensation to blacks, Oppose compensation to blacks

Do you [favor/oppose] compensation strongly or not strongly?

Strongly [support/oppose] compensation to blacks, Somewhat [support/oppose] compensation to blacks

Stereotypes: Now we have some questions about different groups in our society. We're going to show you a seven-point scale on which the characteristics of the people in a group can be rated.

In the first statement a score of '1' means that you think almost all of the people in that group tend to be 'hard-working.' A score of '7' means that you think most people in the group are 'lazy.'

A score of '4' means that you think that most people in the group are not closer to one end or the other,

and of course, you may choose any number in between.

Where would you rate [Whites/Blacks/Hispanic-Americans/Asian-Americans] in general on this scale?
[Order of groups were randomized. Each group rating appeared on a separate page.]
1. Hard-working, 2, 3, 4, 5, 6, 7. Lazy

The next set asks if people in each group tend to be 'peaceful' or 'violent'.
Where would you rate [Whites/Blacks/Hispanic-Americans/Asian-Americans] in general on this scale?
[Order of groups were randomized. Each group rating appeared on a separate page.]
1. Peaceful, 2, 3, 4, 5, 6, 7. Violent

The next set asks if people in each group tend to be 'intelligent' or 'unintelligent'.
Where would you rate [Whites/Blacks/Hispanic-Americans/Asian-Americans] in general on this scale?
[Order of groups were randomized. Each group rating appeared on a separate page.]
1. Intelligent, 2, 3, 4, 5, 6, 7. Unintelligent

Empathy Items: [asked immediately after treatment]
Q1. Please describe what you thought or felt during the simulation. [open-ended]

Q2. To what extent did you try to imagine what the main character might be thinking, feeling, or experiencing?

Q3. To what extent did you try to remain objective and emotionally detached?

Q4. Please indicate how much you agree or disagree with the following statement:
 I tried to adopt the perspective of the main character

Q5. Did you experience any of the following emotions during the simulation? Please select all that apply.
[Order randomized with I did not feel anything fixed as last category.]

Q6. How would you describe the main character in the simulation? [open-ended]

E. Winter 2018 Student Study

As noted in the main text, in addition to the summer 2020 study discussed at length in the paper, a similar study was conducted in winter 2018 on an undergraduate student sample. In this single wave laboratory study conducted between November 19 and December 12, 2018, 513 undergraduate students from a large mid-Atlantic university were recruited to participate in a survey experiment for which they received course credit. After answering demographic questions, half the sample was randomly assigned to the treatment and half to the control. Treated respondents completed an interactive EPR treatment in which they were asked to adopt the perspective of an African American college student who experiences racism and must decide how to respond. Unlike the summer 2020 study, the name of the main character, the photograph shown to respondents, and the gender pronouns used in the treatment conformed to the self-identified gender of the respondent. This was intended to further aid in perspective taking, however upon finding similar results for men and women in this study, a single gender was used in the summer 2020 treatment for simplicity. After completing the treatment, respondents completed manipulation check items measuring their empathy to ensure the treatment worked as intended. Control subjects completed the "reading the eyes in the mind" test. After the experimental manipulation, all subjects completed questions measuring their racial resentment, and support for racial policies including support for affirmative action

and reparations for slavery. Standard statistical tests indicate the randomization was successful as treatment assignment could not be predicted by available demographic indicators (party, ideology, race/ethnicity, gender, or sexual orientation). $\chi^2 = 1.65, p = 0.95$.

Consistent with the results of the summer 2020 study, the treatment significantly reduced racial resentment with the largest effects among Republicans, who, on average tend to have higher resentment than Democrats and Independents. The treatment also significantly increased support for affirmative action and reparations for slavery. Thus, the results of the winter 2018 study are largely consistent with the results of the summer 2020 study discussed at length in the body of the paper. Taken together, this suggests that both generic (summer 2020) and targeted (winter 2018) EPR treatments effectively reduce prejudice and increase support for racial policies, and that they do so under national conditions where race is highly salient (summer 2020) and in conditions in which race is less salient, nationally (winter 2018).

As with the summer 2020 study, participants were fully debriefed regarding the true purpose of the winter 2018 after participating. This study was approved under IRB #1304078-1. Selected results from this study are shown in Table E1, and Figures E1 and E2. Additional details, results, and treatment text available upon request.

Appendix Table E1. Treatment Effect on Racial Resentment in Winter 2018 Study.

|	*Dependent variable:* Racial Resentment			
	(1)	(2)	(3)	(4)
Treatment	-0.037** (0.016)	-0.034** (0.017)	-0.029** (0.015)	-0.031** (0.015)
Party ID (7-Point)	0.083*** (0.004)			0.025*** (0.007)
Republican		0.382*** (0.020)	0.078** (0.031)	
Independent		0.143*** (0.032)	-0.012 (0.031)	
Male			0.044*** (0.015)	0.045*** (0.015)
Nonwhite			-0.016 (0.016)	-0.018 (0.015)
Ideology			0.095*** (0.008)	0.084*** (0.009)
Constant	0.128*** (0.013)	0.184*** (0.013)	0.048*** (0.017)	0.044*** (0.017)
Observations	509	510	509	508
R^2	0.476	0.424	0.563	0.569
Adjusted R^2	0.474	0.421	0.558	0.564
Residual Std. Error	0.180	0.189	0.165	0.164
F Statistic	229.500***	124.300***	107.700***	132.300***

Notes: *p<0.1; **p<0.05; ***p<0.01. Results from OLS regression. Standard errors in parentheses. Party ID (7-Point) is coded with strong Democrats as the baseline category. Nonwhite codes Black, Asian, Hispanic, and mixed-race respondents as 1, and non-Hispanics Whites as 0. Ideology is coded from 0 to 6 with higher values indicating greater conservatism. Baseline party in Models 2 and 4: Democrats.

Appendix Figure E1. Treatment Effect on Affirmative Action and Reparations, Winter 2018 Study.
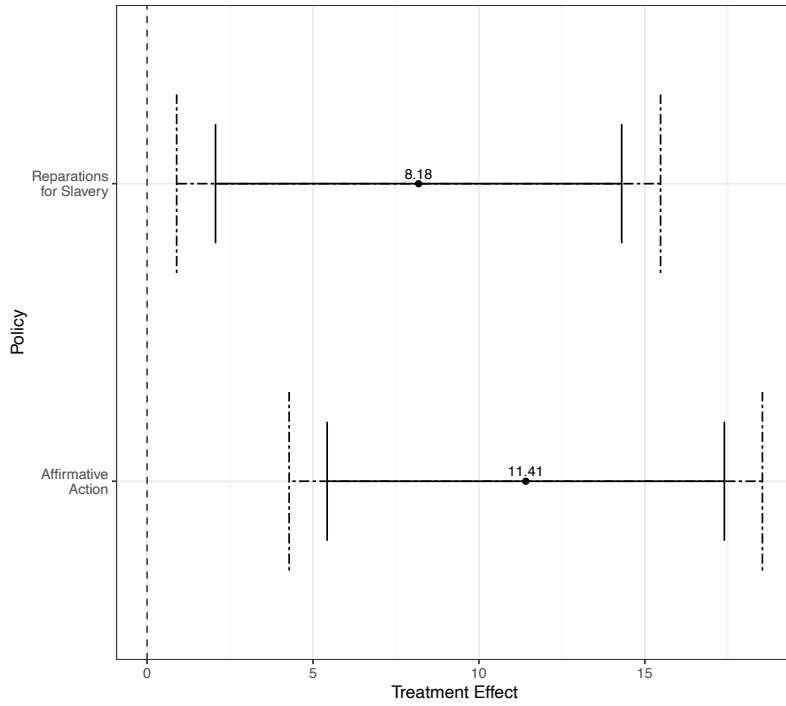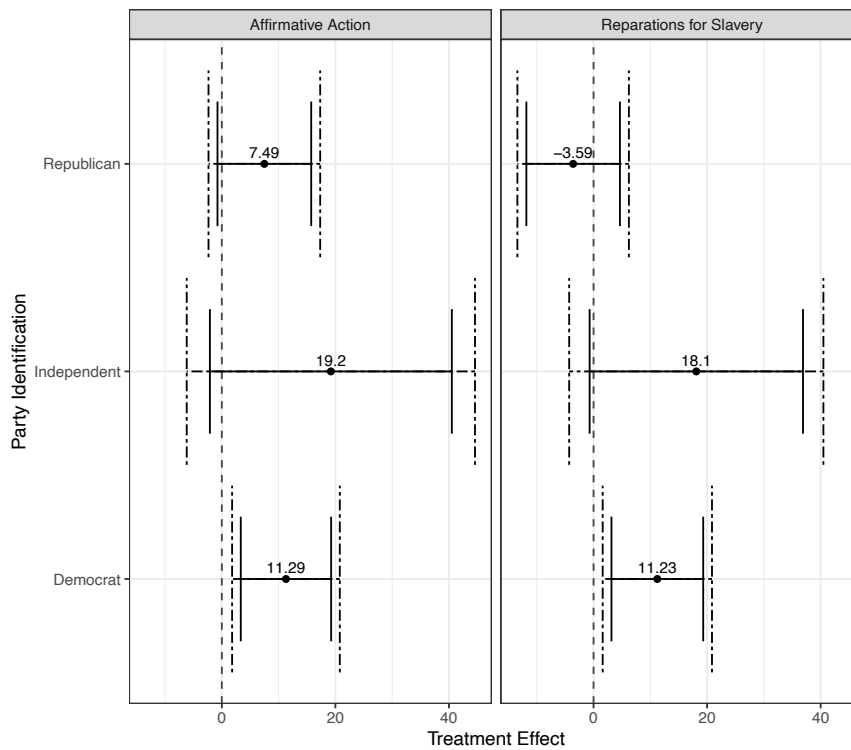
Notes: Treatment effects are the differences in the predicted probability of supporting the policy between the Treatment and the Control. Results from probit regressions controlling for party, race/ethnicity, gender, and ideology. Solid error bars represent 90% confidence intervals. Dashed error bars are 95% confidence intervals. Confidence intervals calculated using simulation holding covariates at their observed values.

Notes: Treatment effects are the differences in the predicted probability of supporting the policy between the Treatment and the Control. Results from probit regressions interacting party and assignment to treatment condition. Models control for race/ethnicity, gender, and ideology. Solid error bars are 90% confidence intervals. Dashed error bars are 95% confidence intervals. Confidence intervals calculated using simulation holding covariates at their observed values.

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