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Group norms in interethnic relations: implications for intergroup attitudes, collective action, and stress

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Appendices

Appendix A. Additional Measures and Studies in Chapter 2

Study 1

Parallel Analysis for Prejudice towards Migrants from Eastern Europe

As we also assessed prejudice towards migrants from Eastern Europe in Study 1 in addition to that towards those from the Middle East as reported in the manuscript, we report parallel analysis for the former here.

Table A1

Bivariate Correlations in Study 1 (Prejudice towards Migrants from Eastern Europe)

	<i>M</i>	<i>SD</i>	1	2	3	4	5	6
1	4.44	0.79	—					
2	4.38	1.31	.33***	—				
3	45.45	18.63	.00	-.15*	—			
4	2.89	1.36	-.04	-.31***	.52***	—		
5	3.22	1.47	-.02	-.33***	.44***	.57***	—	
6	3.89	1.31	.00	-.43***	.07	.18**	.27***	—
7	3.03	1.44	.04	-.34***	.22**	.37***	.45***	.39***

Note. 1. perceived norm of equality; 2. personal endorsement of equality; 3. cold feelings; 4. social distance; 5. perceived outgroup threat; 6. economic ideology; 7. social ideology.

Entries are Pearson's *r*. * $p < .050$; ** $p < .010$; *** $p < .001$.

In the current analysis, we operationalised prejudice towards migrants as that towards migrants from Eastern Europe. We first examined correlations among all study variables (see Table A1), finding that a perceived norm of equality did not correlate with

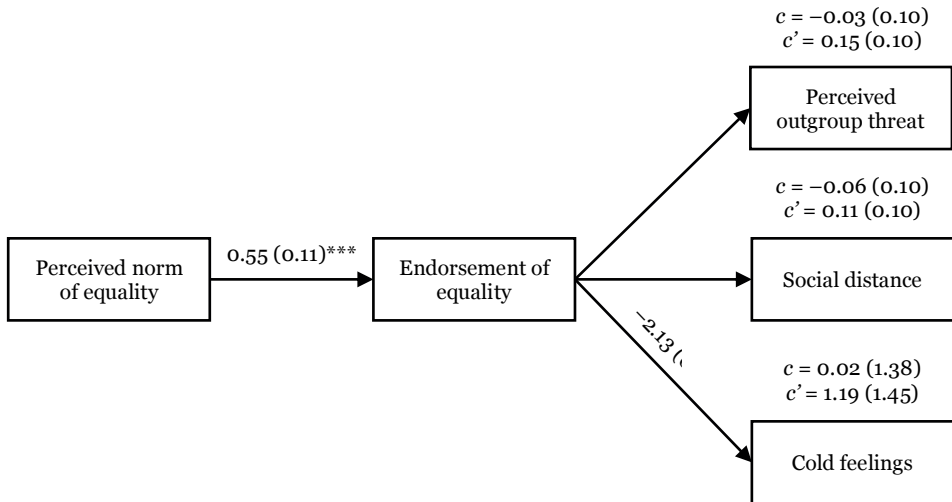
any prejudice measure (cold feelings: $r = .00$; social distance: $r = -.04$; perceived outgroup threat: $r = -.02$), although personal endorsement of equality did (cold feelings: $r = -.15$; social distance: $r = -.31$; perceived outgroup threat: $r = -.33$). Moreover, perceived norm of equality was positively associated with personal endorsement, $r = .33$. Hence, we first tested whether ideology can moderate the relationship between perceived norm of equality and prejudice; then, we also tested a mediation model, expecting that the perceived norm of equality was indirectly correlated with prejudice through personal endorsement of equality.

To test whether ideology moderated the relationship between the perceived norm and prejudice, we regressed each prejudice variable on perceived norm of equality, ideology, and the perceived norm of equality \times ideology interaction. The moderating roles of economic ideology and social ideology were tested in separate models, respectively. The interactive effect of perceived norm and economic ideology on prejudice was not significant (cold feelings: $b = 1.18$, $SE = 0.99$, $t = 1.19$, $p = .235$, $CI = [-0.77, 3.14]$; social distance; $b = 0.08$, $SE = 0.07$, $t = 1.07$, $p = .284$, $CI = [-0.07, 0.22]$; perceived outgroup threat: $b = 0.08$, $SE = 0.07$, $t = 1.13$, $p = .260$, $CI = [-0.06, 0.22]$), and neither was that of perceived norm and social ideology (cold feelings: $b = 0.80$, $SE = 0.90$, $t = 0.89$, $p = .374$, $CI = [-0.97, 2.57]$; social distance; $b = 0.06$, $SE = 0.06$, $t = 0.92$, $p = .359$, $CI = [-0.07, 0.18]$; perceived outgroup threat: $b = 0.02$, $SE = 0.06$, $t = 0.27$, $p = .787$, $CI = [-0.10, 0.14]$).

In addition, we examined the possibility that a perceived norm of equality is indirectly related to reduced prejudice through personal endorsement of equality using Hayes' (2013) PROCESS command in SPSS (Model 4) with 5,000 iterations. The analysis uncovered indirect dampening effects of the perceived norm of equality through personal endorsement of equality on all prejudice variables, i.e., cold feelings, $a*b = -1.17$, $SE = 0.57$, $CI = [-2.37, -0.12]$, social distance, $a*b = -0.17$, $SE = 0.05$, $CI = [-0.28, -0.08]$, and perceived outgroup threat, $a*b = -0.18$, $SE = 0.05$, $CI = [-0.29, -0.09]$. However, the total effects of the perceived norm of equality on the prejudice variables were nonsignificant (cold feelings: $b = 0.02$, $SE = 1.38$, $t = 0.02$, $p = .988$, $CI = [-2.70, 2.74]$; social distance: $b = -0.06$, $SE = 0.10$, $t = -0.62$, $p = .534$, $CI = [-0.27, 0.14]$; perceived outgroup threat: $b = -0.03$, $SE = 0.10$, $t = -0.31$, $p = .753$, $CI = [-0.23, 0.17]$). Figure A1 summarises the path coefficients of the mediation model, as well as the coefficients for the total and direct effects.

Figure A1

Mediation Model Examining the Indirect Effects of Perceived Norm of Equality on Prejudice towards migrants from Eastern Europe in Study 1



Note. Coefficients presented are unstandardized linear regression coefficients and in parentheses are standard errors. c : total effect; c' : direct effect. * $p < .050$; *** $p < .001$.

We also performed a conditional indirect effect analysis using PROCESS Model 7 to test if the indirect effects we just tested can be moderated by economic or social ideology. The term “index” in all results below refers to the index of moderated mediation (Hayes, 2015). Results suggest that economic ideology conditioned the indirect effect of a perceived norm of equality on social distance (index = -0.04 , $SE = 0.02$, $CI = [-0.10, -0.00]$) and perceived outgroup threat (index = -0.05 , $SE = 0.02$, $CI = [-0.10, -0.01]$), but not that on cold feelings (index = -0.29 , $SE = 0.20$, $CI = [-0.73, 0.01]$). In contrast, social ideology did not (cold feelings: index = -0.24 , $SE = 0.20$, $CI = [-0.69, 0.07]$; social distance: index = -0.04 , $SE = 0.02$, $CI = [-0.08, 0.01]$; perceived outgroup threat: index = -0.04 , $SE = 0.03$, $CI = [-0.09, 0.01]$). Decomposition of the significant conditioned indirect effects suggested that the dampening indirect effects of the norm of equality on social distance and perceived outgroup threat were stronger for economic rightists (social distance: -0.23 , $SE = 0.07$, $CI = [-0.38, -0.12]$; perceived outgroup threat: -0.25 , $SE = 0.07$, $CI = [-0.39, -0.13]$) than economic leftists (social distance: -0.12 , $SE = 0.05$, $CI =$

[-0.22, -0.03]; perceived outgroup threat: -0.12, $SE = 0.05$, $CI = [-0.23, -0.03]$).

Additional DVs: Political Intolerance and Negative Emotions

In Study 1, five items adapted from Halperin and Pliskin et al. (2014) were used to measure *political intolerance* towards migrants from the Middle East, e.g., “Political parties and organizations organized by migrants from the Middle East should be forbidden in the Netherlands” ($\alpha = .92$). In addition, as the measure of *negative emotions*, participants indicated the extent to which they feel the following five emotions towards migrants from the Middle East (1 = “not at all”; 7 = “very much”): fear, anger, hatred, disgust, and anxiety ($\alpha = .88$). We composited these emotions as a prejudice measure.

First, according to correlation analysis, a perceived norm of equality did not correlate with political intolerance ($r = -.04$) or negative emotions ($r = -.01$), although personal endorsement of equality did (political intolerance: $r = -.41$; negative emotions: $r = -.29$). Moreover, perceived norm of equality was positively associated with personal endorsement, $r = .33$.

To test whether ideology moderates the relationship between the perceived norm of equality and political intolerance/negative emotions, we regressed political intolerance and negative emotions on perceived norm of equality, ideology, and the perceived norm of equality \times ideology interaction. The moderating roles of economic ideology and social ideology were tested in separate models. The interactive effect of perceived norm and economic ideology on political intolerance ($b = -0.01$, $SE = 0.09$, $t = -0.07$, $p = .943$, $CI = [-0.17, 0.16]$) or negative emotions ($b = 0.03$, $SE = 0.07$, $t = 0.37$, $p = .711$, $CI = [-0.11, 0.17]$) was not significant, and neither was that of perceived norm and social ideology (political intolerance: $b = -0.06$, $SE = 0.07$, $t = -0.82$, $p = .416$, $CI = [-0.21, 0.09]$; negative emotions: $b = -0.10$, $SE = 0.06$, $t = -1.61$, $p = .108$, $CI = [-0.22, 0.02]$).

To account for the mediation role of personal endorsement of equality, an analysis using Hayes’ (2013) PROCESS command in SPSS (Model 4) with 5,000 iterations uncovered indirect dampening effects of the perceived norm of equality through personal endorsement of equality on political intolerance, $a*b = -0.27$, $SE = 0.08$, $CI = [-0.44, -0.14]$, and negative emotions, $a*b = -0.16$, $SE = 0.05$, $CI = [-0.28, -0.07]$. However, the total effects of the perceived norm of equality on political intolerance ($b = -0.08$, $SE = 0.12$, $t = -0.64$, $p = .522$, $CI = [-0.32, 0.17]$) and negative emotions ($b = -0.01$, $SE = 0.10$, $t = -0.12$, $p = .906$, $CI = [-0.21, 0.19]$) were not significant. We also performed a conditional

indirect effect analysis using PROCESS Model 7 to test if the indirect effects reported above are moderated by economic or social ideology. The term “index” in all results below refers to the index of moderated mediation (Hayes, 2015). Results showed that economic ideology conditioned the indirect effects of a perceived norm of equality on political intolerance (index = -0.07 , $SE = 0.04$, $CI = [-0.15, -0.01]$) and negative emotions (index = -0.04 , $SE = 0.02$, $CI = [-0.09, -0.00]$), but that social ideology did not have such a moderating role (political intolerance: index = -0.06 , $SE = 0.04$, $CI = [-0.13, 0.01]$; negative emotions: index = -0.03 , $SE = 0.02$, $CI = [-0.09, 0.01]$). Specifically, the dampening indirect effects of the perceived norm of equality on political intolerance and negative emotions were stronger for economic rightists (political intolerance: -0.37 , $SE = 0.09$, $CI = [-0.57, -0.20]$; negative emotions: -0.22 , $SE = 0.07$, $CI = [-0.37, -0.10]$) than economic leftists (political intolerance: -0.19 , $SE = 0.07$, $CI = [-0.34, -0.06]$; negative emotions: -0.11 , $SE = 0.05$, $CI = [-0.22, -0.03]$).

In summary, these results largely replicated the findings regarding prejudice towards migrants from the Middle East in the main text: the perceived norm of equality was indirectly related with lower prejudice and this association was stronger for economic rightists than leftists. These findings strengthened the evidence that partially supported for Hypotheses 1 and 2b.

Additional Moderator: General Ideology

In Study 1, we measured *general ideology* as a potential moderator by asking participants to indicate their general left–right political orientation on a seven-point scale. The interactive effect of perceived norm of equality and general ideology was not significant on any prejudice measures (cold feelings: $b = -0.39$, $SE = 1.05$, $t = -0.37$, $p = .710$, $CI = [-2.47, 1.68]$; social distance: $b = 0.08$, $SE = 0.08$, $t = 1.11$, $p = .270$, $CI = [-0.07, 0.23]$; perceived outgroup threat: $b = 0.01$, $SE = 0.08$, $t = 0.13$, $p = .900$, $CI = [-0.15, 0.17]$).

Studies 2a and 2b

Additional DV: Threat of Change

We assessed *threat of change* in Study 2b using eight items, e.g., “I find it hard to suppress a feeling of discomfort when I realize that ethnic minorities are getting more and more privileges in our country.” However, the effect of norm manipulation on threat of change was not significant, $F(3, 264) = 1.62$, $p = .184$, $\eta_p^2 = .02$. Moreover, as shown in

Table A2, we did not find significant effect of any norm \times ideology interactions.

Table A2

The Interactive Effect of Norm and Ideology on Threat of Change in Study 2b

Interaction term	Ideology	
	Economic	Social
D1 \times ideology	$b = 0.19, SE = 0.13,$ $t = 1.40, p = .162,$ $CI = [-0.07, 0.45]$	$b = -0.09, SE = 0.13,$ $t = -0.72, p = .472,$ $CI = [-0.35, 0.16]$
D2 \times ideology	$b = 0.10, SE = 0.15,$ $t = 0.71, p = .481,$ $CI = [-0.18, 0.39]$	$b = 0.15, SE = 0.13,$ $t = 1.17, p = .242,$ $CI = [-0.10, 0.40]$
D3 \times ideology	$b = 0.18, SE = 0.13,$ $t = 1.36, p = .174,$ $CI = [-0.08, 0.44]$	$b = -0.16, SE = 0.12,$ $t = -1.38, p = .170,$ $CI = [-0.39, 0.07]$

Additional Moderators: Ideologies and Need for Social Approval

Across Studies 2a and 2b, we measured *general ideology* as in Study 1. In Study 2b, we additionally included a measure for *status-quo ideology* (i.e., “On the following scale, how progressive or conservative are your views when referring to support for change versus tradition?”). As shown in Table A3, neither norm of equality (vs. empty control) nor norm of inequality (vs. empty control) interacted with general ideology in affecting prejudice towards migrants in Studies 2a and 2b. Finally, as shown in Table A4, norm of equality (vs. empty control) interacted with status-quo ideology in affecting only perceived outgroup threat, in the sense that a norm of equality (vs. empty control) reduced perceived outgroup threat only among individuals who defended the status quo, $b = -0.57, SE = 0.28, t = -2.06, p = .040, CI = [-1.11, -0.03]$, rather than those who challenged the status quo, $b = 0.39, SE = 0.24, t = 1.60, p = .110, CI = [-0.09, 0.87]$.

Table A3*The Interactive Effect of Norm and General Ideology on Prejudice in Studies 2a and 2b*

Interaction term	Prejudice		
	Cold feelings	Social distance	Perceived threat
<i>Study 2a</i>			
D1 × ideology	$b = 5.06, SE = 2.65,$ $t = 1.91, p = .058,$ CI = [-0.16, 10.28]	$b = 0.13, SE = 0.17,$ $t = 0.77, p = .441,$ CI = [-0.20, 0.47]	$b = -0.06, SE = 0.17,$ $t = -0.33, p = .739,$ CI = [-0.38, 0.27]
D2 × ideology	$b = -0.52, SE = 2.67,$ $t = -0.19, p = .846,$ CI = [-5.79, 4.75]	$b = -0.24, SE = 0.17,$ $t = -1.41, p = .161,$ CI = [-0.58, 0.10]	$b = -0.29, SE = 0.17,$ $t = -1.71, p = .089,$ CI = [-0.62, 0.04]
<i>Study 2b</i>			
D1 × ideology	$b = -3.39, SE = 2.13,$ $t = -1.59, p = .112,$ CI = [-7.58, 0.80]	$b = 0.02, SE = 0.14,$ $t = 0.14, p = .886,$ CI = [-0.26, 0.30]	$b = -0.12, SE = 0.14,$ $t = -0.92, p = .359,$ CI = [-0.39, 0.14]
D2 × ideology	$b = -0.18, SE = 2.08,$ $t = -0.09, p = .930,$ CI = [-4.29, 3.92]	$b = 0.25, SE = 0.14,$ $t = 1.79, p = .074,$ CI = [-0.02, 0.52]	$b = 0.07, SE = 0.13,$ $t = 0.51, p = .613,$ CI = [-0.19, 0.33]
D3 × ideology	$b = -0.54, SE = 1.98,$ $t = -0.27, p = .786,$ CI = [-4.43, 3.36]	$b = 0.23, SE = 0.13,$ $t = 1.79, p = .075,$ CI = [-0.02, 0.49]	$b = 0.04, SE = 0.13,$ $t = 0.31, p = .757,$ CI = [-0.21, 0.29]

Table A4*The Interactive Effect of Norm and General Ideology on Prejudice in Study 2b*

Interaction term	Prejudice		
	Cold feelings	Social distance	Perceived threat
D1 × ideology	$b = -3.67, SE = 2.28,$ $t = -1.61, p = .109,$ CI = [-8.16, 0.82]	$b = -0.07, SE = 0.15,$ $t = -0.46, p = .647,$ CI = [-0.36, 0.22]	$b = -0.34, SE = 0.14,$ $t = -2.50, p = .013,$ CI = [-0.61, -0.07]
D2 × ideology	$b = 0.09, SE = 2.18,$ $t = 0.04, p = .966,$	$b = 0.19, SE = 0.14,$ $t = 1.37, p = .170,$	$b = -0.04, SE = 0.13,$ $t = -0.30, p = .766,$

Interaction term	Prejudice		
	Cold feelings	Social distance	Perceived threat
	CI = [-4.19, 4.38]	CI = [-0.08, 0.47]	CI = [-0.30, 0.22]
D3 × ideology	$b = -1.10, SE = 2.08,$ $t = -0.53, p = .598,$ CI = [-5.19, 2.99]	$b = 0.25, SE = 0.13,$ $t = 1.84, p = .067,$ CI = [-0.02, 0.51]	$b = -0.15, SE = 0.12,$ $t = -1.22, p = .224,$ CI = [-0.40, 0.09]

Moreover, we measured *need for social approval* as a potential moderator using the 10-item Need to Belong Scale validated by Leary et al. (2013). An example item in the scale was “If other people don’t seem to accept me, I don’t let it bother me.” As reported in Table A5, in Study 2a, the norm of equality (vs. control) × need for social approval interaction on social distance was significant. Decomposition of the interaction suggested that norm of equality (vs. control) decreased social distance among people who were relatively higher on need for social approval scores ($b = -0.81, SE = 0.37, t = -2.19, p = .030, CI = [-1.54, -0.08]$), but not among individuals who had higher need for social approval ($b = 0.42, SE = 0.36, t = 1.17, p = .245, CI = [-0.29, 1.14]$). Likewise, the norm of equality (vs. control) × need for social approval interaction showed a significant effect on perceived outgroup threat, suggesting a strong trend that norm of equality (vs. control) increased perceived outgroup threat among people who were relatively lower on need for social approval scores ($b = 0.67, SE = 0.38, t = 1.77, p = .079, CI = [-0.08, 1.42]$, marginally significant), but not among individuals who had higher need for social approval ($b = -0.48, SE = 0.39, t = -1.23, p = .221, CI = [-1.24, 0.29]$). Table A5 also suggested significant norm of equality (vs. empty control) × need for social approval, norm of inequality (vs. empty control) × need for social approval, and background-only condition (vs. empty control) × need for social approval interactive effects on social distance in Study 2b. Decomposition of the interactions suggested that there was a moderate trend towards significance that norm of equality (vs. empty control) decreased social distance among people who had relatively higher need for social approval ($b = -0.51, SE = 0.28, t = -1.83, p = .068, CI = [-1.07, 0.04]$, marginally significant), but not among those who were lower on need for social approval scores ($b = 0.32, SE = 0.31, t = 1.02, p = .307, CI = [-0.29, 0.92]$). In contrast, norm of inequality and background-only conditions (vs. empty control) increased

social distance among individuals with relatively lower need for approval (norm of inequality: $b = 0.88$, $SE = 0.32$, $t = 2.71$, $p = .007$, $CI = [0.24, 1.51]$; background-only condition: $b = 0.86$, $SE = 0.32$, $t = 2.74$, $p = .007$, $CI = [0.24, 1.49]$), but not among those who had higher need for approval (norm of inequality: $b = -0.42$, $SE = 0.34$, $t = -1.23$, $p = .221$, $CI = [-1.10, 0.25]$; background-only condition: $b = -0.19$, $SE = 0.29$, $t = -0.66$, $p = .511$, $CI = [-0.75, 0.37]$).

Table A5

The Interactive Effect of Norm and Need for Approval on Prejudice in Studies 2a and 2b

Interaction term	Prejudice		
	Cold feelings	Social distance	Perceived threat
<i>Study 2a</i>			
D1 × need for approval	$b = -3.10$, $SE = 4.31$, $t = -0.72$, $p = .472$, $CI = [-11.59, 5.39]$	$b = -0.63$, $SE = 0.28$, $t = -2.30$, $p = .022$, $CI = [-1.18, -0.09]$	$b = -0.59$, $SE = 0.29$, $t = -2.05$, $p = .042$, $CI = [-1.16, -0.02]$
D2 × need for approval	$b = -1.10$, $SE = 4.51$, $t = -0.24$, $p = .808$, $CI = [-9.99, 7.80]$	$b = -0.29$, $SE = 0.29$, $t = -1.00$, $p = .321$, $CI = [-0.86, 0.28]$	$b = -0.23$, $SE = 0.30$, $t = -0.75$, $p = .452$, $CI = [-0.82, 0.37]$
<i>Study 2b</i>			
D1 × need for approval	$b = -3.24$, $SE = 3.45$, $t = -0.94$, $p = .348$, $CI = [-10.04, 3.55]$	$b = -0.44$, $SE = 0.22$, $t = -2.04$, $p = .042$, $CI = [-0.87, -0.02]$	$b = -0.18$, $SE = 0.25$, $t = -0.72$, $p = .472$, $CI = [-0.66, 0.31]$
D2 × need for approval	$b = -7.81$, $SE = 4.15$, $t = -1.88$, $p = .061$, $CI = [-15.98, 0.36]$	$b = -0.70$, $SE = 0.26$, $t = -2.66$, $p = .008$, $CI = [-1.21, -0.18]$	$b = -0.24$, $SE = 0.30$, $t = -0.81$, $p = .419$, $CI = [-0.82, 0.34]$
D3 × need for approval	$b = -0.84$, $SE = 3.64$, $t = -0.23$, $p = .817$, $CI = [-8.01, 6.32]$	$b = -0.56$, $SE = 0.23$, $t = -2.46$, $p = .015$, $CI = [-1.02, -0.11]$	$b = -0.08$, $SE = 0.26$, $t = -0.29$, $p = .772$, $CI = [-0.58, 0.43]$

Mediation Analysis for Perceived Outgroup Threat

We did exploratory analyses for Studies 2a and 2b by including perceived outgroup threat as a mediator. Since the norm of equality (vs. empty control) did not affect

perceived outgroup threat but instead it only interacted with social ideology in affecting it, we tested a moderated mediation model, as detailed below.

We performed conditional indirect effect analyses using PROCESS (Model 7) to test whether the norm manipulation and ideology interacted in affecting prejudice indirectly through perceived outgroup threat. In both Studies 2a and 2b, we found the norm of equality (vs. empty control) had a dampening indirect effect on prejudice as measured in terms of cold feelings (Study 2a: index = -5.78 , $SE = 2.34$, $CI = [-10.69, -1.43]$; Study 2b: index = -4.17 , $SE = 1.46$, $CI = [-6.88, -1.10]$) and social distance (Study 2a: index = -0.32 , $SE = 0.13$, $CI = [-0.60, -0.08]$; Study 2b: index = -0.23 , $SE = 0.08$, $CI = [-0.39, -0.07]$) through perceived outgroup threat among social-rightists, but not among social-leftists.

However, in Study 2a, a norm of inequality (vs. control) also had a dampening indirect effect on prejudice as measured by cold feelings (index = -5.93 , $SE = 2.08$, $CI = [-10.35, -2.21]$) and social distance (index = -0.32 , $SE = 0.11$, $CI = [-0.56, -0.12]$) through perceived outgroup threat among social-rightists, but not among social-leftists. Additionally, in Study 2b, the background-only information (vs. empty control) had a dampening indirect effect on these prejudice measures (cold feelings: index = -3.54 , $SE = 1.74$, $CI = [-6.89, -0.04]$; social distance: index = -0.19 , $SE = 0.10$, $CI = [-0.39, -0.01]$) through perceived outgroup threat only among social-rightists.

Pilot Testing Study 2a Manipulation (Originally Designed to Be Study 2a)

Method

We report an additional pilot study that was pre-registered within the current project, but we did not include it in the manuscript because the manipulation of inequality norms might be unconvincing in the context of the Netherlands. At the time that we collected data, supporting equality for migrants was a prevailing value and practice in Dutch society. Therefore, merely informing participants that most people supported equality might only reflect the social default and provided little motivation for change, whereas information about a norm countering equality that we presented in the inequality norm condition appeared to be less credible. That was why we redesigned it and used more believable and subtle inequality norm manipulations in Studies 2a and 2b.

Participants

We initially recruited 202 Dutch participants on Prolific but removed 36 (equality

norm: 6, inequality norm: 23, and control: 7) for failing the attention check or having a migration background, yielding a final sample of 166 (76 women; ages 18-62, $M = 29.54$, $SD = 9.43$).

Procedure and Materials

After giving informed consent participants in the experimental conditions first read the manipulation text and responded to a manipulation check, while those in the control condition skipped this part. All participants then responded to the prejudice measures and demographic items including the political ideology measures. Finally, participants were thanked and debriefed.

Manipulation. Participants were randomly assigned to one of three conditions (social norm: equality vs. inequality vs. control). Participants in the two treatment conditions read about (contrived) results from the recent European Social Survey (ESS) that most (around 56%) respondents of the ESS agreed (norm of equality) or disagreed (norm of inequality) with several statements favouring equality, e.g., “Employers should consider job applications equally, regardless of the candidate’s migration background.” Those who were assigned to the control condition received no manipulation information.

Measures. As the *manipulation check*, a one-item measure for the perceived norm of equality was included, asking participants to indicate their perceptions of what percentage of Dutch people supports equal treatment of people in the Netherlands, regardless of migration background. In addition, *cold feelings*, *social distance*, *economic ideology* and *social ideology* were assessed using identical items as used in Study 1. Cold feelings and social distance were measured regarding both migrants from the Middle East and Eastern Europe.

Results

Manipulation Check

A one-way ANOVA revealed that the manipulation significantly affected the perceived norm of equality, $F(2, 163) = 12.65$, $p < .001$, $\eta_p^2 = .13$. Pairwise comparisons showed that—as expected—the perceived norm of equality was higher in the equality-norm condition ($M = 64.06$, $SD = 11.47$, $n = 63$) than in the inequality-norm condition ($M = 48.40$, $SD = 15.20$, $n = 43$), $t = 5.02$, $p < .001$, $d = 1.20$, and also than in the control condition ($M = 56.70$, $SD = 19.66$, $n = 60$), $t = 2.59$, $p = .011$, $d = 0.46$. Moreover, as expected, the perceived norm of equality was also lower in the inequality-norm condition

than in the control condition, $t = 2.63$, $p = .009$, $d = 0.46$. These results indicated that we successfully manipulated norms of equality and inequality.

Prejudice towards Migrants from the Middle East

First, we specified the control condition as the reference group and generated two dummy contrasts: D1, comparing the norm of equality and control conditions, and D2, comparing the norm of inequality and control conditions. We regressed each prejudice measure on D1 and D2 to examine the main effects of norms, finding that a norm of equality reduced both cold feelings, $b = -7.00$, $SE = 3.04$, $t = -2.31$, $p = .022$, $CI = [-13.00, -1.01]$, and social distance, $b = -0.41$, $SE = 0.19$, $t = -2.12$, $p = .035$, $CI = [-0.79, -0.03]$. In contrast, a norm of inequality decreased social distance, $b = -0.48$, $SE = 0.21$, $t = -2.24$, $p = .026$, $CI = [-0.90, -0.06]$, but did not affect cold feelings, $b = -5.90$, $SE = 3.36$, $t = -1.75$, $p = .081$, $CI = [-12.54, 0.74]$.

In addition, to test whether and how ideology moderated the relationship between norms and prejudice, we regressed each prejudice variable on D1, D2, economic ideology, social ideology, as well as the D1 \times economic ideology, D2 \times economic ideology, D1 \times social ideology, and D2 \times social ideology interactions. As shown in Tables A6 and A7, among all interactive effects examined, we only found a significant interactive effect of inequality (vs. control) and economic ideology on social distance, revealing that inequality (vs. control) reduced social distance only among economic rightists, $b = -0.90$, $SE = 0.30$, $t = -2.97$, $p = .003$, $CI = [-1.50, -0.30]$, rather than leftists, $b = -0.02$, $SE = 0.29$, $t = -0.06$, $p = .955$, $CI = [-0.59, 0.56]$.

Prejudice towards Migrants from Eastern Europe

Similar analyses were performed on prejudice towards migrants from Eastern Europe. First, a norm of equality reduced social distance, $b = -0.38$, $SE = 0.17$, $t = -2.28$, $p = .024$, $CI = [-0.71, -0.05]$, but did not significantly affect cold feelings, $b = -4.44$, $SE = 2.54$, $t = -1.75$, $p = .082$, $CI = [-9.46, 0.58]$. In contrast, a norm of inequality also reduced social distance, $b = -0.56$, $SE = 0.18$, $t = -3.06$, $p = .003$, $CI = [-0.92, -0.20]$, but did not significantly affect cold feelings, $b = -3.68$, $SE = 2.81$, $t = -1.31$, $p = .193$, $CI = [-9.23, 1.88]$.

In addition, regression analysis of the moderating role of ideology (see Tables A6 and A7) showed that the norm of equality (vs. control) \times economic ideology, norm of inequality (vs. control) \times economic ideology, norm of equality (vs. control) \times social ideology,

and norm of inequality (vs. control) × social ideology interactive effects were not significant on any of the two prejudice variables.

Table A6

The Interactive Effect of Norm and Ideology on Cold Feelings in the Pilot Study

Interaction term	Ideology	
	Economic ideology	Social ideology
<i>Cold feelings towards migrants from the Middle East</i>		
D1 × ideology	$b = -0.75, SE = 2.08, t = -0.36,$ $p = .720, CI = [-4.85, 3.36]$	$b = -0.77, SE = 2.15, t = -0.36,$ $p = .721, CI = [-5.02, 3.48]$
D2 × ideology	$b = -3.85, SE = 2.23, t = -1.72,$ $p = .087, CI = [-8.26, 0.57]$	$b = -4.63, SE = 2.53, t = -1.83,$ $p = .069, CI = [-9.63, 0.37]$
<i>Cold feelings towards migrants from Eastern Europe</i>		
D1 × ideology	$b = -0.84, SE = 1.76, t = -0.48,$ $p = .634, CI = [-4.32, 2.64]$	$b = 1.18, SE = 1.83, t = 0.64,$ $p = .522, CI = [-2.44, 4.79]$
D2 × ideology	$b = -2.82, SE = 1.89, t = -1.49,$ $p = .138, CI = [-6.55, 0.92]$	$b = -0.14, SE = 2.16, t = -0.06,$ $p = .949, CI = [-4.40, 4.12]$

Table A7

The Interactive Effect of Norm and Ideology on Social Distance in the Pilot Study

Interaction term	Ideology	
	Economic ideology	Social ideology
<i>Social distance to migrants from the Middle East</i>		
D1 × ideology	$b = -0.18, SE = 0.13, t = -1.40,$ $p = .163, CI = [-0.44, 0.08]$	$b = -0.07, SE = 0.13, t = -0.56,$ $p = .579, CI = [-0.33, 0.19]$
D2 × ideology	$b = -0.30, SE = 0.14, t = -2.11,$ $p = .036, CI = [-0.58, -0.02]$	$b = -0.19, SE = 0.15, t = -1.22,$ $p = .226, CI = [-0.49, 0.12]$
<i>Social distance to migrants from Eastern Europe</i>		
D1 × ideology	$b = -0.10, SE = 0.12, t = -0.90,$ $p = .371, CI = [-0.33, 0.12]$	$b = 0.08, SE = 0.11, t = 0.68,$ $p = .495, CI = [-0.14, 0.30]$
D2 × ideology	$b = -0.14, SE = 0.12, t = -1.14,$ $p = .254, CI = [-0.39, 0.10]$	$b = 0.13, SE = 0.13, t = 1.02,$ $p = .310, CI = [-0.13, 0.39]$

Discussion

The pilot study provided evidence counter to our fundamental hypothesis that a norm of equality would reduce prejudice. A plausible reason for the counter-intuitive results is our manipulation of norms. As Dutch society is renowned for being highly inclusive and equal, presenting a static norm that most Dutch people support equality for migrants (at the time we collected data), which appears to be the social default, may be no different than reminding participants that Dutch people have already worked towards equality for migrants. Therefore, describing equality as the status quo may not provide the motivation for change towards greater equality. Ironically, for economic-rightists who tend to be motivated to protect their superiority over migrants (Crawford et al., 2017; Johnston & Ollerenshaw, 2020; Stenner, 2009), knowing that most people do not support equality for migrants (i.e., a norm of inequality), which satisfies their need to justify inequality, may have mitigated their perceptions of migrants as a threat. We also suspect that the way we operationalized the norm of inequality may have been too strong to be believable in the Dutch context, in which equality is a central cultural value.

**Appendix B. Estimated Marginal Means for Prejudice in Each Norm
Condition and at Different Ideology Levels in Chapter 2**

Table B1*Cell Means for Cold Feelings*

Norm condition	Economic Ideology		Social ideology	
	Leftist (M–SD)	Rightist (M+SD)	Leftist (M–SD)	Rightist (M+SD)
<i>Study 2a</i>				
Equality	46.13 (4.03)	60.34 (4.56)	46.87 (4.19)	56.66 (3.65)
Inequality	55.88 (4.25)	61.46 (3.88)	49.81 (4.07)	66.35 (3.70)
Control	48.41 (3.90)	54.06 (3.83)	42.44 (3.49)	64.71 (4.40)
<i>Study 2b</i>				
Equality	28.99 (3.25)	40.15 (3.45)	30.54 (2.97)	39.30 (3.52)
Inequality	34.79 (4.13)	47.55 (3.45)	29.38 (3.41)	53.75 (3.23)
Background	31.69 (3.42)	45.87 (3.17)	29.25 (3.11)	46.22 (2.63)
Empty	32.36 (2.87)	43.69 (3.27)	26.63 (2.90)	49.54 (3.15)

Note. Entries are estimated marginal means with standard errors in parentheses.

Table B2*Cell Means for Social Distance*

Norm condition	Economic Ideology		Social ideology	
	Leftist (M–SD)	Rightist (M+SD)	Leftist (M–SD)	Rightist (M+SD)
<i>Study 2a</i>				
Equality	3.57 (0.26)	4.32 (0.29)	3.67 (0.27)	4.08 (0.24)
Inequality	3.89 (0.27)	4.15 (0.25)	3.48 (0.26)	4.49 (0.24)
Control	3.83 (0.25)	4.34 (0.25)	3.55 (0.23)	4.91 (0.28)
<i>Study 2b</i>				
Equality	1.97 (0.21)	2.76 (0.22)	2.04 (0.19)	2.76 (0.23)
Inequality	2.34 (0.27)	3.05 (0.22)	1.91 (0.22)	3.51 (0.21)
Background	2.47 (0.22)	3.04 (0.21)	2.08 (0.20)	3.26 (0.17)
Empty	2.43 (0.19)	2.55 (0.21)	1.99 (0.19)	3.06 (0.20)

Note. Entries are estimated marginal means with standard errors in parentheses.

Table B3*Cell Means for Perceived Outgroup Threat*

Norm condition	Economic Ideology		Social ideology	
	Leftist (M–SD)	Rightist (M+SD)	Leftist (M–SD)	Rightist (M+SD)
<i>Study 2a</i>				
Equality	4.35 (0.27)	5.02 (0.30)	4.00 (0.26)	5.14 (0.22)
Inequality	4.28 (0.28)	5.14 (0.26)	4.14 (0.25)	5.24 (0.23)
Control	4.24 (0.26)	4.83 (0.25)	3.55 (0.21)	6.05 (0.27)
<i>Study 2b</i>				
Equality	1.86 (0.22)	2.98 (0.24)	1.87 (0.18)	3.09 (0.22)
Inequality	2.33 (0.28)	3.20 (0.24)	1.68 (0.21)	3.88 (0.20)
Background	1.90 (0.23)	3.24 (0.22)	1.80 (0.19)	3.18 (0.16)
Empty	2.11 (0.20)	2.97 (0.22)	1.41 (0.18)	3.73 (0.19)

Note. Entries are estimated marginal means with standard errors in parentheses.

Table B4*Cell Means for Prejudice Measures in Joint Analysis of Studies 2a and 2b*

Norm condition	Economic Ideology		Social ideology	
	Leftist (M–SD)	Rightist (M+SD)	Leftist (M–SD)	Rightist (M+SD)
<i>DV: Cold feelings</i>				
Equality	37.44 (7.76)	50.20 (7.83)	35.70 (3.31)	51.06 (3.30)
Inequality	45.46 (7.91)	54.49 (7.76)	37.83 (3.49)	61.47 (3.30)
Empty	40.24 (7.69)	48.70 (7.73)	33.02 (3.22)	58.05 (3.43)
<i>DV: Social distance</i>				
Equality	2.76 (0.73)	3.54 (0.73)	2.70 (0.44)	3.55 (0.44)
Inequality	3.13 (0.74)	3.58 (0.73)	2.67 (0.45)	4.00 (0.44)
Empty	3.14 (0.73)	3.46 (0.73)	2.63 (0.44)	4.10 (0.45)
<i>DV: Perceived outgroup threat</i>				
Equality	3.07 (0.99)	4.03 (1.00)	2.70 (0.50)	4.34 (0.50)
Inequality	3.29 (1.00)	4.17 (0.99)	2.79 (0.50)	4.65 (0.50)
Empty	3.17 (0.99)	3.90 (0.99)	2.31 (0.49)	4.99 (0.50)

Note. Entries are estimated marginal means with standard errors in parentheses.

Appendix C. Sample Demographical Characteristics in Chapter 5

Table C1

Sample Demographical Characteristics in Studies 1a–3

	Gender (n_{female} , n_{male} , n_{other})	Age	Ideology
Study 1a	202, 77, 4	$M = 32.70$, $SD = 12.81$	$M = 2.77$, $SD = 1.29$
Study 1b	199, 82, 4	$M = 34.01$, $SD = 12.18$	$M = 2.86$, $SD = 1.31$
Study 1c	197, 130, 10	$M = 36.86$, $SD = 12.49$	$M = 2.98$, $SD = 1.40$
Study 1d	264, 176, 5	$M = 35.44$, $SD = 10.97$	$M = 3.34$, $SD = 1.46$
Study 1e	165, 154, 9	$M = 30.66$, $SD = 9.63$	$M = 3.02$, $SD = 1.17$
Study 2	147, 126, 3	$M = 38.49$, $SD = 12.00$	$M = 3.25$, $SD = 1.71$
Study 3	443, 295, 6	$M = 44.62$, $SD = 13.90$	$M = 3.87$, $SD = 1.90$

Table C2

Sample Demographical Characteristics in Study 3, Divided by Group Membership

	White Americans	Black Americans
Gender	$n_{\text{female}} = 231$, $n_{\text{male}} = 148$, $n_{\text{other}} = 5$	$n_{\text{female}} = 212$, $n_{\text{male}} = 147$, $n_{\text{other}} = 1$
Age	$M = 47.55$, $SD = 14.63$	$M = 41.50$, $SD = 12.34$
Ideology	$M = 3.87$, $SD = 1.98$	$M = 3.87$, $SD = 1.81$

Figure C1

Sample Distribution of Political Ideology in Study 1a

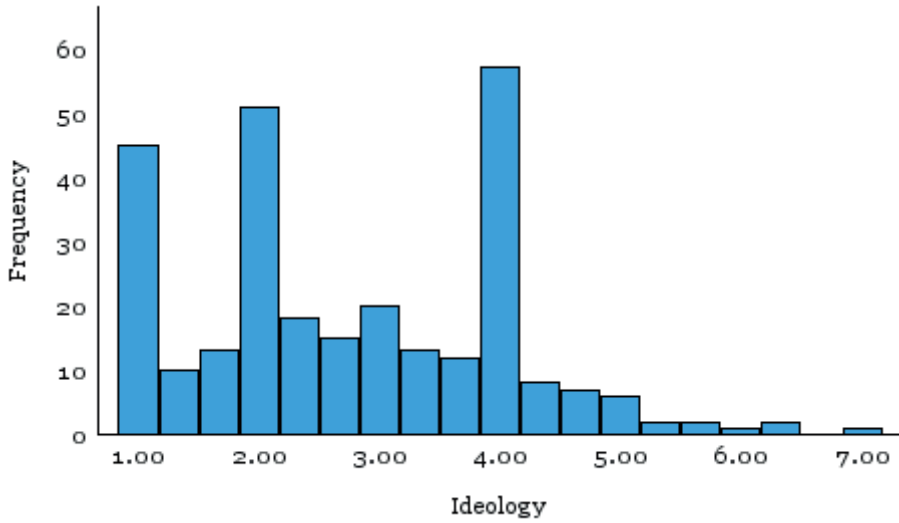


Figure C2

Sample Distribution of Political Ideology in Study 1b

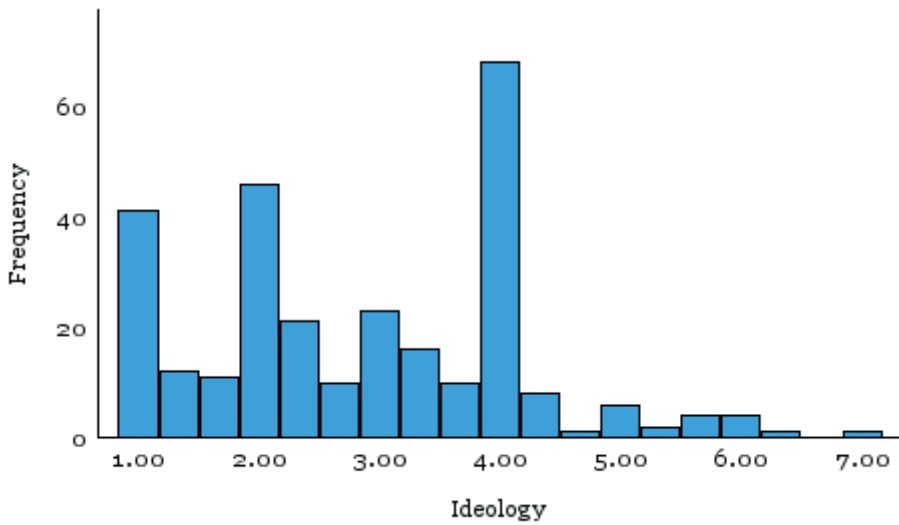


Figure C3

Sample Distribution of Political Ideology in Study 1c

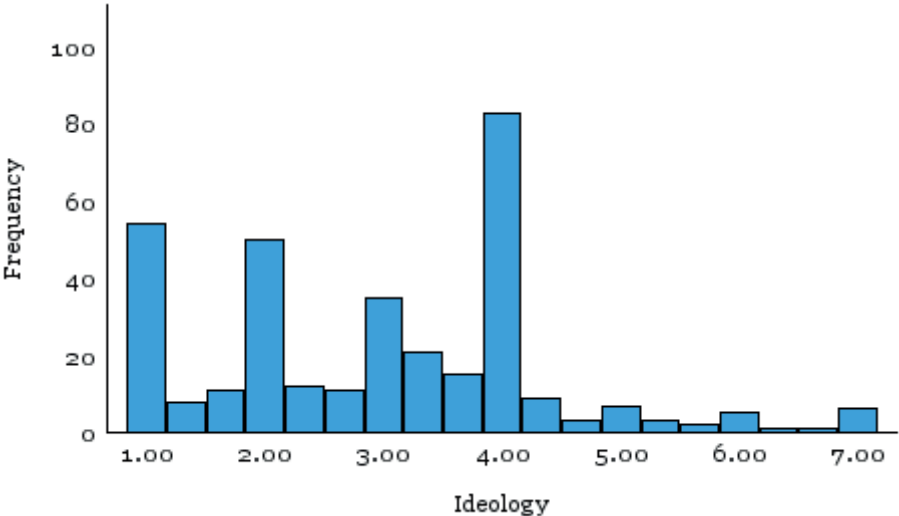


Figure C4

Sample Distribution of Political Ideology in Study 1d

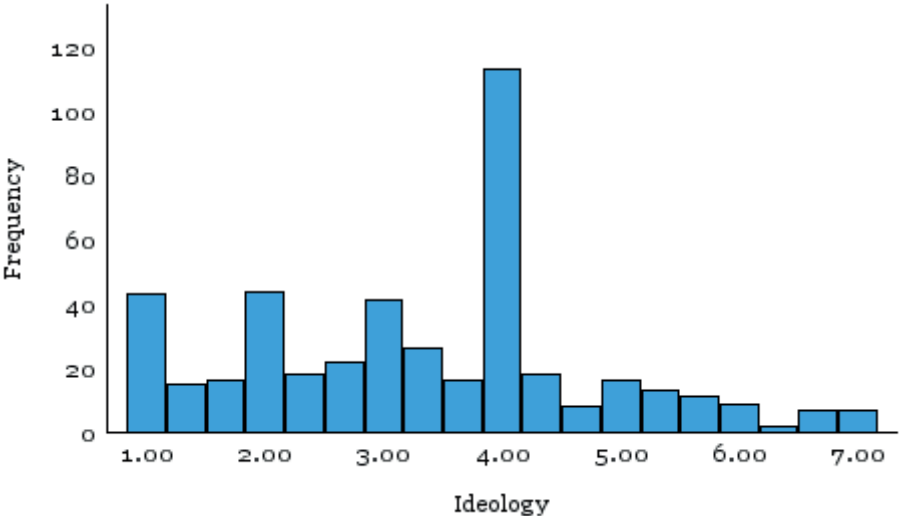


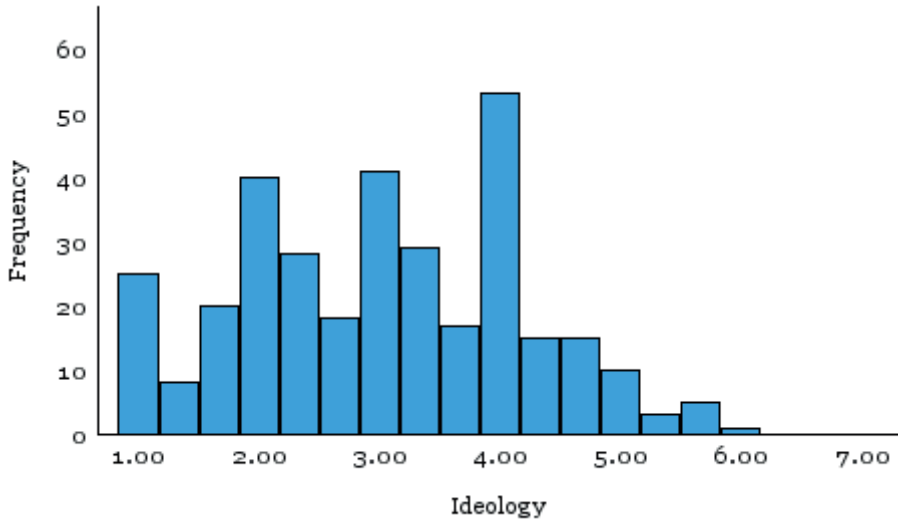
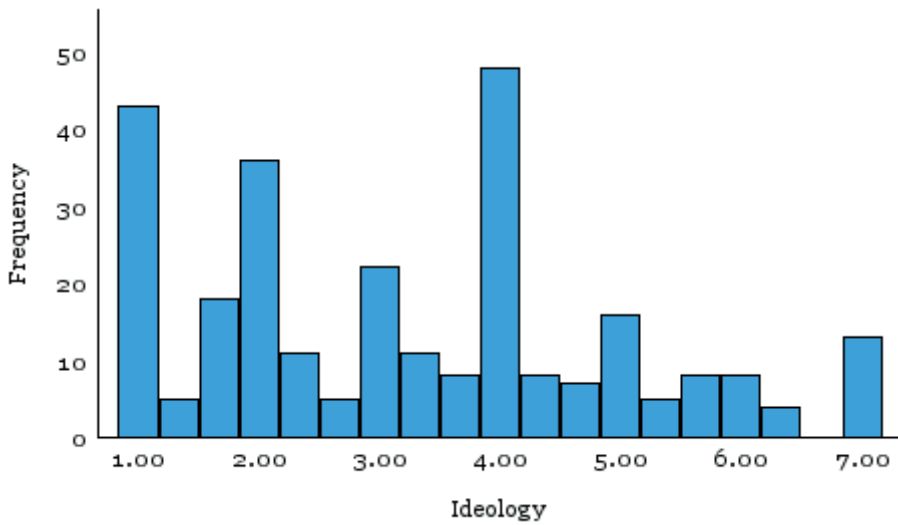
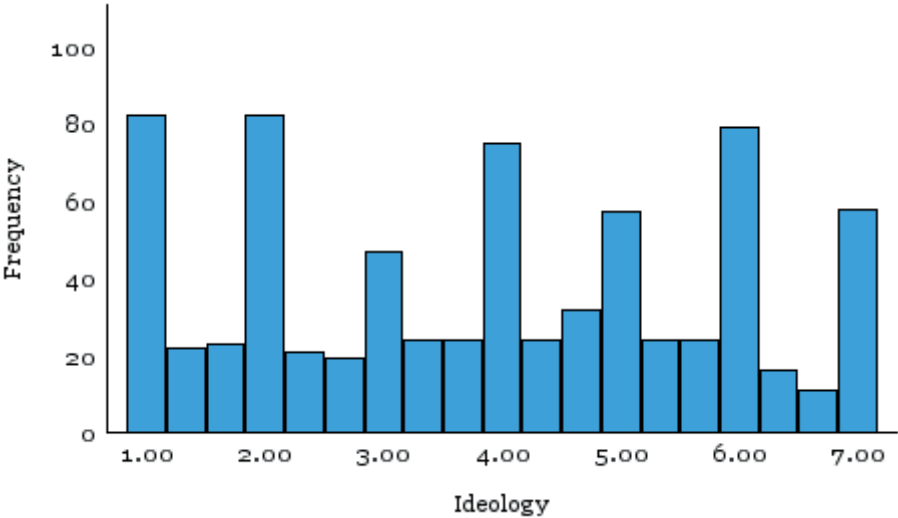
Figure C5*Sample Distribution of Political Ideology in Study 1e***Figure C6***Sample Distribution of Political Ideology in Study 2*

Figure C7

Sample Distribution of Political Ideology in Study 3



Appendix D. Additional Analyses for Intergroup Attitudes in Chapter 5

Studies 1a–1e

We performed one-way (Studies 1a–1b) and two-way (Studies 1c–1e) ANOVAs on intergroup attitudes. As shown in Table D1, neither the ingroup and societal norms nor their interaction affected intergroup attitudes.

Table D1

The Main and Interactive Effects of Ingroup Norm and Societal norm on Intergroup Attitudes in Studies 1a–1e

	Study 1a	Study 1b	Study 1c	Study 1d	Study 1e
Ingroup norm (IN)	—	$F = 0.63$	$F = 0.42$	$F = 0.08$	$F = 0.06$
Societal norm (SN)	$F = 0.37$	—	$F = 0.06$	$F = 1.23$	$F = 0.07$
IN \times SN	—	—	$F = 2.24$	$F = 2.89^\dagger$	$F = 0.04$

Note. $^\dagger p < .100$.

We then fitted regression models to examine the interactive effect of ingroup norm and ideology on intergroup attitudes. As shown in Table D2, neither ingroup norm of equality (vs. control or vs. harmony) nor ingroup norm of harmony (vs. control) interacted with ideology to affect intergroup attitudes.

Table D2

The Interactive Effect of Ingroup Norm and Ideology on Intergroup Attitudes in Studies 1a–1e

	Study 1a	Study 1b	Study 1c	Study 1d	Study 1e
Interaction E-C	—	0.26 (2.58)	—	2.90 (1.79)	−0.05 (1.81)
Interaction H-C	—	0.90 (2.71)	—	—	—
Interaction E-H	—	−0.64 (2.66)	−0.67 (1.80)	—	—

Note. Entries are unstandardized regression coefficients with standard errors in parentheses. Interaction E-C: ingroup norm of equality (vs. control) \times ideology; interaction H-C: ingroup norm of harmony (vs. control) \times ideology; interaction E-H: ingroup norm of equality (vs. harmony) \times ideology.

Likewise, we fitted regression models to examine the interactive effect of societal norm and ideology on intergroup attitudes. As shown in Table D3, the ingroup norm of equality (vs. harmony) \times ideology interactive effect on intergroup attitudes was significant in Study 1c, but the simple slopes for ingroup norm of equality (vs. harmony) were not significant for mean ideology \pm 1SD. Except for this significant effect, neither societal norm of equality manipulation (vs. control or vs. harmony) nor the societal norm of harmony manipulation (vs. control) interacted with ideology to affect intergroup attitudes in other studies.

Table D3

The Interactive Effect of Societal norm and Ideology on Intergroup Attitudes in Studies 1a–1e

	Study 1a	Study 1b	Study 1c	Study 1d	Study 1e
Interaction E-C	-2.18 (2.67)	—	—	-2.44 (1.77)	0.08 (1.81)
Interaction H-C	-1.81 (2.61)	—	—	—	—
Interaction E-H	-0.37 (2.61)	—	3.98 (1.77)*	—	—

Note. Entries are unstandardized regression coefficients with standard errors in parentheses. Interaction E-C: societal norm of equality (vs. control) \times ideology; interaction H-C: societal norm of harmony (vs. control) \times ideology; interaction E-H: societal norm of equality (vs. harmony) \times ideology. * $p < .050$.

Table D4

The Three-Way Interactive Effect of Ingroup Norm, Societal norm and Ideology on Intergroup Attitudes in Studies 1a–1e

	Study 1a	Study 1b	Study 1c	Study 1d	Study 1e
Interaction E-C	—	—	—	3.50 (3.59)	-7.36 (3.62)*
Interaction E-H	—	—	4.99 (3.56)	—	—

Note. Entries are unstandardized regression coefficients with standard errors in parentheses. Interaction E-C: ingroup norm of equality (vs. control) \times societal norm of equality (vs. control) \times ideology; interaction E-H: ingroup norm of equality (vs. harmony) \times societal norm of equality (vs. harmony) \times ideology. * $p < .050$.

Finally, we conducted regression analysis to examine the three-way interactive effect of ingroup norm, societal norm and ideology on intergroup attitudes. As shown in Table D4, the ingroup norm of equality (vs. control) \times societal norm of equality (vs. control) \times ideology interactive effect on intergroup attitudes was significant in Study 1e. However, the simple slopes for ingroup norm of equality (vs. control) was, again, not significant for mean ideology \pm SD. Except for this significant effect, the examined interactive effects on intergroup attitudes in other studies were not significant.

Study 2

First, we performed 2 (norm content: equality vs. harmony) \times 2 (norm operationalization: action vs. principle) ANOVAs on intergroup attitudes. Norm content had no significant effect on intergroup attitudes, $F(1, 272) = 0.66, p = .418, \eta_p^2 = .00$, while the main effect of norm operationalization was significant, $F(1, 272) = 5.86, p = .016, \eta_p^2 = .02$. Specifically, action norms ($M = 60.75, SE = 1.79$), compared to principle norms ($M = 66.91, SE = 1.81$), reduced positive intergroup attitudes. Moreover, the interactive effect of norm content and norm operationalization on intergroup attitudes was not significant, $F(1, 272) = 2.08, p = .151, \eta_p^2 = .01$.

To test the moderating role of ideology, we performed regression analyses. The two-way interactive effects of norm content and ideology, $b = 1.22, SE = 1.46, p = .405$, and of norm operationalization and ideology, $b = -1.74, SE = 1.46, p = .234$, on intergroup attitudes were not significant. The three-way interactive effect on intergroup attitudes was also not significant, $b = -0.06, SE = 2.92, p = .983$.

Study 3

We performed a 3 (ingroup norm: equality vs. harmony vs. control) \times 2 (group membership: White vs. Black) ANOVA on intergroup attitudes. Results showed that the ingroup norm manipulation did not significantly influence intergroup attitudes, $F(2, 738) = 2.61, p = .075, \eta_p^2 = .01$. The interaction between ingroup norm and group membership was also not significant, $F(1, 265) = 0.16, p = .850, \eta_p^2 = .00$.

Considering the moderating role of ideology, we performed regression analyses. Results showed that the two-way interactions, including ingroup norm of equality (vs. control) \times ideology, $b = 0.78, SE = 1.08, p = .470$, ingroup norm of harmony (vs. control) \times ideology, $b = 1.16, SE = 1.10, p = .290$, and ingroup norm of equality (vs. harmony) \times

ideology, $b = -0.38$, $SE = 1.13$, $p = .735$, on intergroup attitudes were not significant. The three-way interactions, including ingroup norm of equality (vs. control) \times White (vs. Black) group membership \times ideology, $b = -2.89$, $SE = 2.13$, $p = .177$, ingroup norm of harmony (vs. control) \times White (vs. Black) group membership \times ideology, $b = -4.00$, $SE = 2.19$, $p = .067$, and ingroup norm of equality (vs. harmony) \times White (vs. Black) group membership \times ideology, $b = 1.12$, $SE = 2.25$, $p = .619$, were not significant as well.

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