Table 1. *Evaluations of qualifications as a function of PEMS and condition.*

Predictor	Step 1		Step 2		Step 3	
	b (SE)	95%CI	*b (SE)*	95%CI	*b (SE)*	95%CI
Intercept	5.70 (.07)	[5.56, 5.83]	5.7 (.10)	[5.56, 5.83]	5.70 (.07)	[5.56, 5.83]
Diversity Rationale	-.02 (.07)	[-.16, .12]	-.03 (.07)	[-.16, .11]	-.03 (.07)	[-.17, .11]
Qualifications	.36 (.07)***	[.22, .50]	.35 (.07)***	[.21, .49]	.35 (.07)***	[.21, .49]
PEMS	-.02 (.07)	[-.16, .11]	-.05 (.07)	[-.19, .08]	-.05 (.07)	[-.19, .09]
Diversity x Qualifications			-.17 (.07)*	[-.31, -.03]	-.17 (.07)*	[-.31, -.03]
PEMS x Qualifications			-.001 (.07)	[-.14, .13]	-.005 (.07)	[-.14, .13]
PEMS x Diversity			.12 (.07)^	[-.02, .25]	.12 (.07)	[-.02, .25]
PEMS x Diversity x Qualifications					.02 (.07)	[-.12, .16]
			ΔR^2 =.04*		ΔR^2 < .001	
			ΔF (3, 155) =.04		ΔF (1, 154) = .80	
	R^2 = .14*		R^2 =.19		R^2 = .19	
	F (3, 158) = 8.84		F (6, 155) = 5.96		F (7, 154) = 5.09	

Note . Diversity rationale effects coded: -1 *absent,* 1 *present*; qualifications effects coded: -1 *less qualified*, 1 *best qualified*; PEMS (perception of external motives) mean-centered; *b* = unstandardized estimate; *SE* = standard error; CI = Confidence interval; ^p<.10 , *p<.05, **p<.01, ***p < .001