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| Table S1*Primary and Non-Primary Loadings from the Exploratory Factor Analyses of the WFS*  |
|  |  F1 | F2 | F3 |
|  *Emotional Defensiveness*  |  |  |  |
| 1. I can't help but feel annoyed when hearing conversations about White Privilege
 | **.93** | .02 | -.10 |
| 1. It's exhausting having to constantly hear people talk about White privilege
 | **.91** | .04 | -.19 |
| 1. Stereotyping White people as racist is actually racist
 | **.61** | .27 | -.15 |
| 1. People of Color usually want to make White people feel guilty
 | **.85** | .09 | -.14 |
| 1. If I say something about race that offends a Person of Color, I would understand where they’re coming from, even if my comment was well-intended
 | **-.79** | .12 | -.26 |
| 1. It’s biased for a professor to assign readings about White privilege in a college course
 | **.73** | .18 | .03 |
| 1. White people are usually blamed for everything in discussions about racism
 | **.70** | .17 | -.03 |
| 1. It doesn’t bother me when people want to talk about White privilege
 | **-.69** | .11 | .18 |
| 1. If a person is offended by a well-intended comment about race, they’re being unreasonable
 | **.62** | .09 | .07 |
| 1. I struggle to articulate my thoughts and feelings during discussions about racism
 | **.52** | -.10 | .26 |
|  *Accommodation of Comfort* | F1 | **F2** | F3 |
| 1. I’m most comfortable talking about racial issues with other White people
 | .02 | **.87** | .08 |
| 1. I avoid talking about racial issues with People of Color
 | .05 | **.85** | .10 |
| 1. I appreciate when a Person of Color doesn’t bring race into everything that they talk about
 | -.05 | **.82** | .03 |
| 1. I would block or unfriend a person who constantly talks about White privilege on social media
 | .08 | **.79** | .01 |
| 1. People of Color should make an effort to make me feel comfortable in discussions about racial issues
 | -.06 | **.74** | .10 |
| 1. It would be unfair for People of Color to disregard my perspective on racial privilege
 | .06 | **.74** | .06 |
|  *Exceptionism*  |  F1 | F2 | F3 |
| 1. It's frustrating when people see me as a "White person" instead of an individual
 | .03 | .25 | **.85** |
| 1. I know People of Color who have assured me that I'm not racist
 | .06 | .07 | **.84** |
| 1. I tense up when referred to as White
 | .28 | .07 | **.77** |
| 1. When meeting new people, it's important to let them know that I'm not racist
 | -.05 | -.06 | **.66** |
| 1. On demographic forms, I prefer to list my nationality (e.g., American) or ethnic heritage (e.g., German, Dutch) instead of indicating that I'm White
 | .09 | .03 | **.62** |
|   *Note*. Exploratory Factor Analysis (EFA) with promax rotation (*n* = 324).  |