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Materials and Measures

Study 1a

In this study, participants learned about the concepts of dehumanization and its two forms by reading the following paragraph. The paragraph is accompanied by Figure 1 from Haslam 2006.

“According to Halsam (2006), people may have dehumanized perceptions of others, or see someone as less than fully human. There are mainly two types of dehumanization (see the Figure below from Haslam 2006). Animalistic dehumanization occurs when one perceive others to be similar to animal (e.g., in terms of having no culture, or self restraint) and to be lack of traits of human uniqueness (e.g., civility, refinement, and rationality). In contrast, mechanical dehumanization occurs when one perceive others to be similar to machines (e.g., in terms of being rigid, passive and superficial) and to be lack of human nature (e.g., emotional responsiveness, interpersonal warmth and individuality).

Reference:

Haslam, N. (2006). Dehumanization: An integrative review. *Personality and social psychology review*, 10(3), 252-264.

” [sic]

The two comprehension check questions are

1. According to the above, if one is perceived to be lack of civility, this person is dehumanized in what way?

Animalistic dehumanization (answer)

Mechanical dehumanization

2. According to the above, if a social group is mechanically dehumanized, they might be perceived to be lack of which one of the following traits?

Agency/individuality (answer)

Culture

Refinement

The experience of dehumanizations are measured using the following two questions from 1=Not at all to 7=Very often. The key targets are “Blacks,” “Asians,” “Yourself.” “Whites,” “Hispanics/Latinos,” “Muslims,” “Immigrants” were also included as fillers¹. The word “animalistic” and “mechanical” in the items are bolden in the original items.

How much do you think discrimination and biases in terms of **animalistic** dehumanization are experienced in the society by...?

How much do you think discrimination and biases in terms of **mechanical** dehumanization are experienced in the society by...?

¹ Participants also responded to an open-ended question that asks them to elaborate more about their experiences of dehumanizations for exploratory purposes and these responses are not reported here.

Study 1b

Based on your personal experience and every day interactions with other people in the United States, how often do you feel you are treated by people like a **machine** as opposed to a human? (1=Not at all, 10= Very often)

Based on your personal experience and every day interactions with other people in the United States, how often do you feel you are treated by people like an **animal** as opposed to a human? (1=Not at all, 10= Very often)

Study 2a

What percentage of characteristics/attributes do you think ____ share with the following items? [half of participants respond to the question three times where “ ____ ” was replaced with Whites, Blacks, or Asians, and the other half of participants respond to the question three times where “ ____ ” was replaced with White Americans, Black Americans, or Asian Americans]

You can use whatever characteristics/attributes that come to mind when answering the questions. Please indicate the percentage using the slider. The "0" to the left indicates 0% of shared characteristics (not at all shared), and the "100" to the right indicates 100% of shared characteristics (entirely shared). There are no right or wrong answers--you can just be totally honest about your own personal belief.

Artificial intelligence

Calculator

Ape

Chimpanzee

Glass

Plastic

Study 2b

How would you rate **Black people** using the following phrases? (on a ten point scales matrix)

1=	10=
Lack of culture	Civilized
Course	Refined
Amoral/lack of self-restraint	Morally sensible
Irrational/instinctual	Rational/logical
Childish	Mature
Inert	Emotionally responsive
Cold	Interpersonally warm
Rigid	Cognitively open
Passive/fungible	Agentic/has a sense of individuality
Superficial	Has depth

How would you rate **Asian people** using the following phrases? (on a ten point scales matrix)

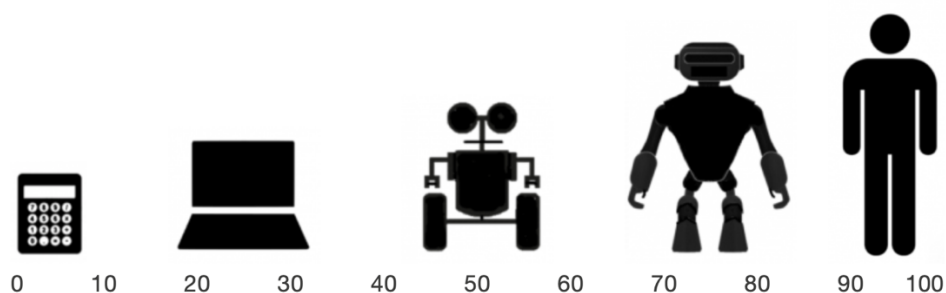
1=	10=
Lack of culture	Civilized
Course	Refined
Amoral/lack of self-restraint	Morally sensible
Irrational/instinctual	Rational/logical
Childish	Mature
Inert	Emotionally responsive
Cold	Interpersonally warm
Rigid	Cognitively open
Passive/fungible	Agentic/has a sense of individuality
Superficial	Has depth

Studies 2c and 2d

Dehumanization measures

The mechanical dehumanization was measured using the following pictograph:

People and entities can vary in how machine-like they seem. Some seem highly mechanical whereas others seem no different than average humans. Using the image below, indicate on the sliders how mechanical versus humanized you consider average member of each group or entities to be. Ratings closer to the left side of the scale indicate more machine-like features, and ratings closer to the right side of the scale indicate more human-like features. There is no right or wrong answer.



The animalistic dehumanization was measured using the pictograph as presented in Kteily, Bruneau, Waytz and Cotterill (2015) with the following instruction.

People and entities can vary in how animal-like they seem. Some seem highly animalistic whereas others seem no different than average humans. Using the image below, indicate on the sliders how animal you consider average member of each group or entities to be. Ratings closer to the left side of the scale indicate more animal-like features, and ratings closer to the right side of the scale indicate more human-like features. There is no right or wrong answer.

Study 4c

According to social scientists, humans possess two distinct senses of humanness.

- **"Human uniqueness"** refers to the idea that **humans are different from animals** due to their civilization, refined culture, morality, rationality, and maturity.
- **"Human nature"** refers to the idea that **humans are different from machines** as they have emotional responsiveness, interpersonal warmth, creativity, and a sense of agency or individuality.

In just a short sentence or two, can you please describe the two senses of humanness in your own word?

In a business context, different skills are crucial for success. Some skills may tap more into the "human uniqueness" aspects of being human, while others may be more related to "human nature." Please rate the following skills on how well they tap into each aspect of humanness. There are no right or wrong answers. Note that this survey has only one page, and all of the questions in this survey are displayed here.

Study 5

Worksheet for coders

Instruction

In the workplace, workers in some occupations can be perceived as if they are just **machines**. They do not engage in creative tasks, and there is little chance of expressing their personality, uniqueness, and identity in the occupation. They may also be treated as if they do not have feelings. Overall, you may say that the workers in these occupations work as if they are just **machines**.

Other workers in some occupations can be perceived as if they are no more than **animals**. They do not engage in tasks that involve discipline and psychological maturity. There is little chance of using refined or sophisticated skills. They may also be treated as if they don't have logic and reasoning. Overall, you may say that the workers in these occupations work as if they are just **animals**.

Next, you will rate a list of occupations for how "machine-like" and "animal-like" workers are in each occupation from 0% to 100%. Here, 0% means that typical workers in that occupation do not work like machines or animals at all, and 100% means that a typical worker in that occupation works as if they are just machines or animals.

In addition to rating the occupations on how animal-like and machine-like they are, please also rate the **desirability** and the **status** associated with the occupations. For desirability, please rate them from 0% to 100%, where 0% means that overall it is not a desirable occupation at all and 100% means that it is an extremely desirable occupation.

For status, please rate them from 0% to 100%, where 0% means the occupation has a very low status and 100% means that it has a very high status.

To verify your understanding of the instruction, please answer the following two questions.

If typical workers in an occupation do not engage in creative tasks and there is little chance of expressing their personality and identity, the occupation would be rated with a **higher** score on how ____ it is.

- animal-like
- machine-like (this choice must be selected in order to proceed)

If typical workers in an occupation engage in a lot of tasks that require their refinement, logic, and reasonings, the occupation would be rated with a **lower** score on how ____ it is.

- animal-like (this choice must be selected in order to proceed)
- machine-like

To rate the occupations, please proceed by downloading the worksheet "[Ratings](#)" and opening it in excel. Please enter values between 0 and 100 in the black box (indicated by the red arrow shown below). You can respond in any order you like.

A		B		C	D	E	F
Occupation#	Occupation title			Machine-like	Animal-like	Desirability	Status
1	Plumbers, pipefitters, and steamfitters						
2	Roofers						
3	Carpenters						
4	Construction laborers						
5	Firefighters						
6	Aircraft pilots and flight engineers						
7	Test drivers						

After you finish, please save the file and upload the finished worksheet here.

Study 6

Please read about the following profile from a hypothetical job applicant who is being promoted to take on a leadership role, and answer the following questions.

[Participants were randomly assigned to review one of the following profiles that are originally from Galinsky, A. D., Hall, E. V., & Cuddy, A. J. (2013). Gendered races: Implications for interracial marriage, leadership selection, and athletic participation. *Psychological science*, 24(4), 498-506.]

Asian Female

ABX INDUSTRIES, INC.

Leadership Representative Application

APPLICANT INFORMATION				
Last Name	Omitted for confidentiality	First	Ming Lee	M.I. M Date
Street Address	Omitted for confidentiality			Apartment/Unit# 5E
City	Chicago	State	IL	ZIP
Position Applied for	ABX Leadership Representative			
Opportunity to Self-identify –	<i>Please note that any information you provide below is completely voluntary</i>			
Are you a native English speaker?	☒ Yes ☐ No			
Race/ethnicity:	☐ White ☐ Black ☒ Asian ☐ Hispanic ☐ Other			
Gender:	☐ Male ☒ Female			

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.	Phone	()
Address	5 N. Industrial Pkwy	Supervisor	Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities	Managing Local Accounts for XLS		

Asian Male

ABX INDUSTRIES, INC.

Leadership Representative Application

APPLICANT INFORMATION			
Last Name	Omitted for confidentiality	First	Ming Hoa
M.I.	M	Date	
Street Address	Omitted for confidentiality		Apartment/Unit#
			5E
City	Chicago	State	IL
ZIP			
Position Applied for	ABX Leadership Representative		
Opportunity to Self-identify –	<i>Please note that any information you provide below is completely voluntary</i>		
Are you a native English speaker?	☒ Yes ☐ No		
Race/ethnicity:	☐ White ☐ Black ☒ Asian ☐ Hispanic ☐ Other		
Gender:	☒ Male ☐ Female		

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.		Phone ()
Address	5 N. Industrial Pkwy		Supervisor
			Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities	Managing Local Accounts for XLS		

Black female

ABX INDUSTRIES, INC.

Leadership Representative Application

APPLICANT INFORMATION			
Last Name	Omitted for confidentiality	First	Lakisha
M.I.	M	Date	
Street Address	Omitted for confidentiality		Apartment/Unit#
			5E
City	Chicago	State	IL
ZIP			
Position Applied for	ABX Leadership Representative		
Opportunity to Self-identify –	<i>Please note that any information you provide below is completely voluntary</i>		
Are you a native English speaker?	☒ Yes ☐ No		
Race/ethnicity:	☐ White ☒ Black ☐ Asian ☐ Hispanic ☐ Other		
Gender:	☐ Male ☒ Female		

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.		Phone ()
Address	5 N. Industrial Pkwy		Supervisor
			Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities	Managing Local Accounts for XLS		

Black male

APPLICANT INFORMATION				
Last Name	Omitted for confidentiality	First	Jamal	M.I. M Date
Street Address	Omitted for confidentiality		Apartment/Unit # 5E	
City	Chicago	State	IL	ZIP
Position Applied for	ABX Leadership Representative			
Opportunity to Self-identify – <i>Please note that any information you provide below is completely voluntary</i>				
Are you a native English speaker? ☒ Yes ☐ No				
Race/ethnicity: ☐ White ☒ Black ☐ Asian ☐ Hispanic ☐ Other				
Gender: ☒ Male ☐ Female				

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.		Phone ()
Address	5 N. Industrial Pkwy		Supervisor Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities Managing Local Accounts for XLS			

White female

ABX INDUSTRIES, INC.
 Leadership Representative Application

APPLICANT INFORMATION				
Last Name	Omitted for confidentiality	First	Emily	M.I. M Date
Street Address	Omitted for confidentiality		Apartment/Unit # 5E	
City	Chicago	State	IL	ZIP
Position Applied for	ABX Leadership Representative			
Opportunity to Self-identify – <i>Please note that any information you provide below is completely voluntary</i>				
Are you a native English speaker? ☒ Yes ☐ No				
Race/ethnicity: ☒ White ☐ Black ☐ Asian ☐ Hispanic ☐ Other				
Gender: ☐ Male ☒ Female				

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.		Phone ()
Address	5 N. Industrial Pkwy		Supervisor Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities Managing Local Accounts for XLS			

White male

ABX INDUSTRIES, INC.
Leadership Representative Application

APPLICANT INFORMATION			
Last Name	Omitted for confidentiality	First	Greg
M.I.	M	Date	
Street Address	Omitted for confidentiality		Apartment/Unit #
			SE
City	Chicago	State	IL
		ZIP	
Position Applied for	ABX Leadership Representative		
Opportunity to Self-identify –	<i>Please note that any information you provide below is completely voluntary</i>		
Are you a native English speaker?	☒ Yes	☐ No	
Race/ethnicity:	☒ White	☐ Black	☐ Asian ☐ Hispanic ☐ Other
Gender:	☒ Male	☐ Female	

PREVIOUS EMPLOYMENT			
Company	ABX Industries Inc.	Phone	()
Address	5 N. Industrial Pkwy	Supervisor	Omitted for confidentiality
Job Title	Account Executive	Starting Salary	Ending Salary
Responsibilities	Managing Local Accounts for XLS		

[the first two questions were asked as fillers]

What is the job title of the applicant in during previous employment?

Account executive

IT manager

Human resource manager

Information not provided

What is the ending salary of the applicant?

More than \$100,000

Less than \$100,000

Information not provided

What is the race of the applicant?

Asian

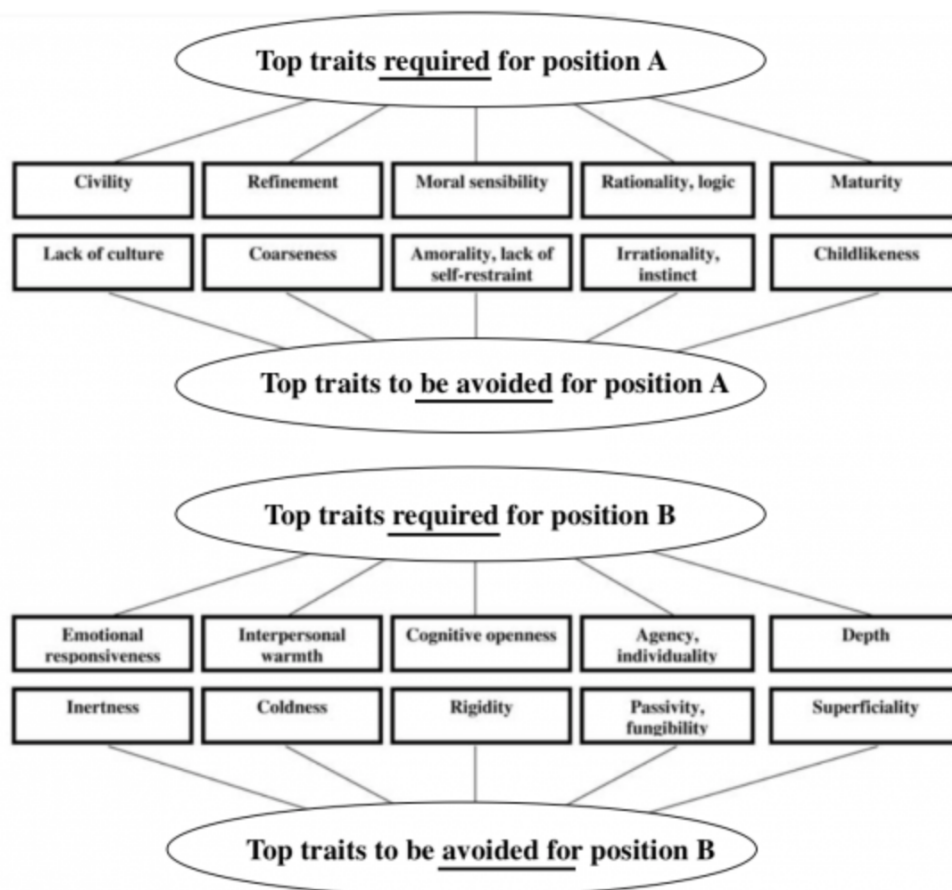
Black

White

Hispanic/Latino

Information not provided

Currently, there are two leadership positions the company needs to fill in, and this applicant is being considered for them. Please see below for some top traits required and to be avoided for each position.



[the following questions were asked as fillers]

Which one of the following traits is to be **avoided** for position A?

- Rationality
- Coarseness
- Depth

Which one of the following traits is **required** for position B?

- Interpersonal warmth
- Inertness
- Refinement

Can you please briefly describe in your own words the overall difference between Position A and Position B?

- Position A
- Position B

Here is the information about the leadership positions and the job application again. Given these, which position do you think the applicant should be given?

- Position A
- Position B

[the following questions were asked for exploratory analyses]

Regardless of your choice above, how suitable do you think the candidate is for Position A?

Not suitable at all=1; Extremely suitable=7

Regardless of your choice above, how suitable do you think the candidate is for Position B?

Not suitable at all=1; Extremely suitable=7

Social Dominance Orientation [1=Strongly disagree, 7=strongly agree]

Please show how much you favor or oppose each idea below. You can work quickly; your first feeling is generally best.

1. An ideal society requires some groups to be on top and others to be on the bottom.
2. Some groups of people are simply inferior to other groups.
3. No one group should dominate in society. R
4. Groups at the bottom are just as deserving as groups at the top. R
5. Group equality should not be our primary goal.
6. It is unjust to try to make groups equal.
7. We should do what we can to equalize conditions for different groups. R
8. We should work to give all groups an equal chance to succeed. R

Preferences for social distancing from racial out-groups [1=Strongly disagree, 7=strongly agree]

1. I would be completely comfortable in a social setting (such as a dance club or bar) where there were very few people from my racial/ethnic group. R
2. I would be completely comfortable dating someone from a different racial/ethnic group (if I was single). R
3. It would bother me if my child married someone from a different racial/ethnic background.
4. I would prefer to live in a neighborhood with people of my same racial/ethnic origin.
5. If I were living with others in a house or an apartment, I would be more comfortable if my roommates were from my same racial/ethnic background.
6. I would rather work alongside people of my same racial/ethnic origin.

Ideological conservatism [1= Very liberal; 7= Very conservative]

How would you describe your ideological preference in general?

Correlation Tables

Study 2a

Variable	<i>M</i>	<i>SD</i>	1. Ani. d. of Black	2. Mec. d. of Black	3. Ani. d. of Asian	4. Mec. d. of Asian	5. ft. Black	6. ft. Asian	7. SDO	8. Social distance
1. Animalistic dehumanization of Black people	0.35	0.33								
2. Mechanical dehumanization of Black people	0.28	0.29	.48***							
3. Animalistic dehumanization of Asian people	0.29	0.31	.81***	.54***						
4. Mechanical dehumanization of Asian people	0.37	0.33	.50***	.79***	.39***					
5. Feeling toward Black people	0.70	0.25	-.021***	0.04	-.06 †	-.09**				
6. Feeling toward Asian people	0.73	0.22	-.17***	-.03	-.11***	-.09**	.64***			
7. SDO	0.30	0.21	.33***	.22***	.25***	.26***	-.43***	-.30***		
8. Social distance	0.39	0.21	.34***	.23**	.22***	.29***	-.41***	-.34***	.60***	
9. Conservatism	0.47	0.30	.22***	.20***	.15***	.23***	-.27***	-.18***	.59***	.48***

Note. † $p < .10$, * $p < .05$, ** $p < .01$, *** $p < .001$

Study 2b

Variable	<i>M</i>	<i>SD</i>	1. Ani. d. of Black	2. Mec. d. of Black	3. Ani. d. of Asian	4. Mec. d. of Asian	5. ft. Black	6. ft. Asian	7. SDO
1. Animalistic dehumanization of Black people	0.26	0.20							
2. Mechanical dehumanization of Black people	0.21	0.17	.85***						
3. Animalistic dehumanization of Asian people	0.17	0.15	.68**	.81***					
4. Mechanical dehumanization of Asian people	0.31	0.23	.83***	.69***	.62***				
5. Feeling toward Black people	0.81	0.20	-.42***	-.36***	-.36***	-.37***			
6. Feeling toward Asian people	0.83	0.19	-.38***	-.33***	-.34***	-.37***	.79***		
7. SDO	0.19	0.13	.33***	.30***	.26***	.23**	-.31***	-.21***	
8. Conservatism	0.30	0.24	.29***	.29***	.27***	.21**	-.25***	-.17**	.56***

Note. These correlations are based on the full sample of all racial groups. † $p < .10$, * $p < .05$, ** $p < .01$, *** $p < .001$

Study 2c

Variable	<i>M</i>	<i>SD</i>	1. Ani. d. of Black	2. Mec. d. of Black	3. Ani. d. of Asian	4. Mec. d. of Asian	5. ft. Black	6. ft. Asian
1. Animalistic dehumanization of Black people	0.11	0.20						
2. Mechanical dehumanization of Black people	0.12	0.22	.57***					
3. Animalistic dehumanization of Asian people	0.08	0.15	.72***	.47***				
4. Mechanical dehumanization of Asian people	0.18	0.25	.45***	.53***	.39***			
5. Feeling toward Black people	0.71	0.23	-.49***	-.36***	-.32***	-.23***		
6. Feeling toward Asian people	0.74	0.21	-.34***	-.26***	-.43***	-.25***	.73***	
7. Conservatism	0.36	0.28	.21***	.17***	.11**	.13**	-.25***	-.15***

Note. These correlations are based on the full sample of all racial groups. † $p < .10$, * $p < .05$, ** $p < .01$, *** $p < .001$

Study 2d

Variable	<i>M</i>	<i>SD</i>	1. Ani. d. of Black	2. Mec. d. of Black	3. Ani. d. of Asian	4. Mec. d. of Asian	5. ft. Black	6. ft. Asian
1. Animalistic dehumanization of Black people	0.08	0.18						
2. Mechanical dehumanization of Black people	0.08	0.18	.55***					
3. Animalistic dehumanization of Asian people	0.06	0.15	.66***	.46***				
4. Mechanical dehumanization of Asian people	0.11	0.22	.46***	.60***	.46***			
5. Feeling toward Black people	0.78	0.23	-.46***	-.33***	-.19***	-.31***		
6. Feeling toward Asian people	0.79	0.21	-.26***	-.22***	-.29***	-.36***	.63***	
7. Conservatism	0.33	0.27	.15***	.15***	.09*	.13**	-.18***	-.09*

Note. These correlations are based on the full sample of all racial groups. † $p < .10$, * $p < .05$, ** $p < .01$, *** $p < .001$

Study 2d additional analyses about romantic attraction

In Study 2d, participants responded to two sets of questions about their preferences for romantic partners in terms of their sexual preferences and marriage preferences for different racial groups. They are “How much do you prefer to engage in a sexual relationship or encounter, with no commitment, with a person who is...?” and “How much would you like to marry a person who is...?” Participants responded to these questions on a scale of 1=Not at all to 10=Very much so, and there was a list of social groups provided, but Blacks and Asians were the key groups of interest, as pre-registered.

According to our pre-registration, “regression tests will be conducted where the two types of dehumanization perceptions of each racial group are used to predict people’s preferences for a romantic partner in that racial group. It is hypothesized that mechanical dehumanization measure provides predictive power on preferences for Asians above and beyond the measure of animalistic dehumanization. In other words, when mechanical dehumanization and animalistic dehumanization variables are both used to predict measures for preferences for Asians in romantic relationship, the term for mechanical dehumanization is significant. In contrast, it is hypothesized that animalistic dehumanization measure provides predictive power on preferences for Blacks above and beyond the measure of mechanical dehumanization. In other words, when mechanical dehumanization and animalistic dehumanization variables are both used to predict measures for preferences for Blacks in romantic relationship, the term for animalistic dehumanization is significant. Separate analyses will be conducted for each dependent variable (i.e., short-term/sexual relationship and marriage)”

Pre-registered analyses. Therefore, several regressions were conducted per our pre-registration. In each regression, the two types of dehumanization perceptions of a racial group were used to predict participants’ preferences for a romantic partner. Separate analyses were conducted for each dependent variable (i.e., short-term/sexual relationship and marriage preferences). The hypotheses related to Blacks are fully supported: for the analysis of sexual preferences for Blacks, the term for animalistic dehumanization of Black is significant ($b=-3.30$, $s.e.=1.19$, $p=.006$, 95% CI=[-5.64, -.96]) while the term for mechanical dehumanization of Black is not ($b=.61$, $s.e.=1.35$, $p=.65$, 95% CI=[-2.05, 3.26]). Similarly, for the analysis with marriage preferences for Black, the term for animalistic dehumanization is significant ($b=-4.86$, $s.e.=1.06$, $p<.001$, 95% CI=[-6.94, -2.79]) while the term for mechanical dehumanization is not ($b=.82$, $s.e.=1.20$, $p=.49$, 95% CI=[-1.53, 3.18]).

Regarding the hypotheses related to Asians, the sexual aspect of the hypothesis for Asians in its current format was not supported. In fact, neither the term for Asian animal ($b=-1.88$, $s.e.=1.31$, $p=.153$, 95% CI=[-4.45, .70]) nor Asian machine ($b=-.27$, $s.e.=.91$, $p=.753$, 95% CI=[-2.08, 1.50]) is significant in predicting sexual preferences for Asians. However, the marriage aspect of the hypothesis has some support, as the term for Asian machine is marginally significant ($b=-1.37$, $s.e.=.77$, $p=.074$, 95% CI=[-2.87, .13]) even when the term for Asian animal is also included ($b=-2.72$, $s.e.=1.10$, $p=.014$, 95% CI=[-4.88, -.55]) in predicting marriage preferences for Asians.

Interaction with participants’ sex. In light of these results (in particular, the lack of significance in analyses related to Asians), an additional set of analyses (not pre-registered) was conducted to test the potential interactions between the key predictors and the participants’ sex identity. For these analyses, participants’ sex and its interaction with animalistic dehumanization as well as its interaction with mechanical dehumanization were added to each of the analyses. For the analyses related to Black people, none of the interactions are significant ($ps>.10$), suggesting that the effects on preferences for Black people are not contingent on participants’ sex. However, the analyses for Asians revealed the predicted patterns are present for female participants though they are attenuated (i.e., not significant) for male participants: the mechanical dehumanization of Asian term is significant for sexual preferences ($b=-4.31$, $s.e.=1.42$, $p=.003$, 95% CI=[-7.10, -1.51]) as well as for

marriage preferences for Asians ($b=-4.07$, $s.e.=1.23$, $p=.004$, 95% CI=[-6.49, -1.65]). Sex $\times$ mechanical dehumanization of Asian interaction is significant for sexual preferences ($b=5.45$, $s.e.=1.79$, $p=.002$, 95% CI=[1.93, 8.96]) as well as for marriage preferences for Asians ($b=3.89$, $s.e.=1.55$, $p=.012$, 95% CI=[.85, 6.94]).

Therefore, we found some evidence that the two types of dehumanization of Blacks and Asians uniquely contribute to preferences for Blacks and Asians in a manner consistent with the asymmetry hypothesis. Our hypotheses related to the dehumanization of Blacks are fully confirmed, though our hypotheses related to Asians are only supported among female-identified participants. This is likely because preferences for Asian females among male participants is driven by other factors, such as tendencies to sexualize and fetishize Asian women (Kim, 2011), assuming that most of the participants are heterosexual.

To some extent, these results also partially reflect the asymmetry that we theorized. In particular, the term for mechanical dehumanization of Black people is *not* significant in either analysis about preferences for Blacks. In contrast, these terms are significant for analyses related to Asians, at least among the female participants. These results suggest that the animalistic form of dehumanization, not the mechanical form of dehumanization, is the primary driver of Whites' romantic preferences for Blacks, and the mechanical form of dehumanization uniquely contributes to Whites' (in particular, females') romantic preferences for Asian, but not Black people.

Another result worthy of mention is that the term for animalistic dehumanization, although not significant in the model related to sexual preferences for Asians, is significant for marital preferences for Asians. These results, therefore, suggest that at least in the domain of marital attractions, the animalistic type of dehumanization of an individual's racial group can play an important role in determining one's attraction to that person even if that person's racial group is not usually dehumanized in the animalistic sense very much.

Study 2d additional analyses about status and foreignness perceptions

In the study, participants were also asked about their perceptions of Asian and Black people in terms of their foreignness and status. The questions were “Do you think most people in the following groups think and behave more like real Americans or more like foreigners?” (1= More like foreigners; 10= More like real Americans) and “Do you think most people in the following groups have high social status or low social status?” (1= Very low social status; 10= Very high social status) with the choices of Asian Americans, Black Americans, Hispanic/Latino Americans, Muslim Americans, Democrats, and Republicans.

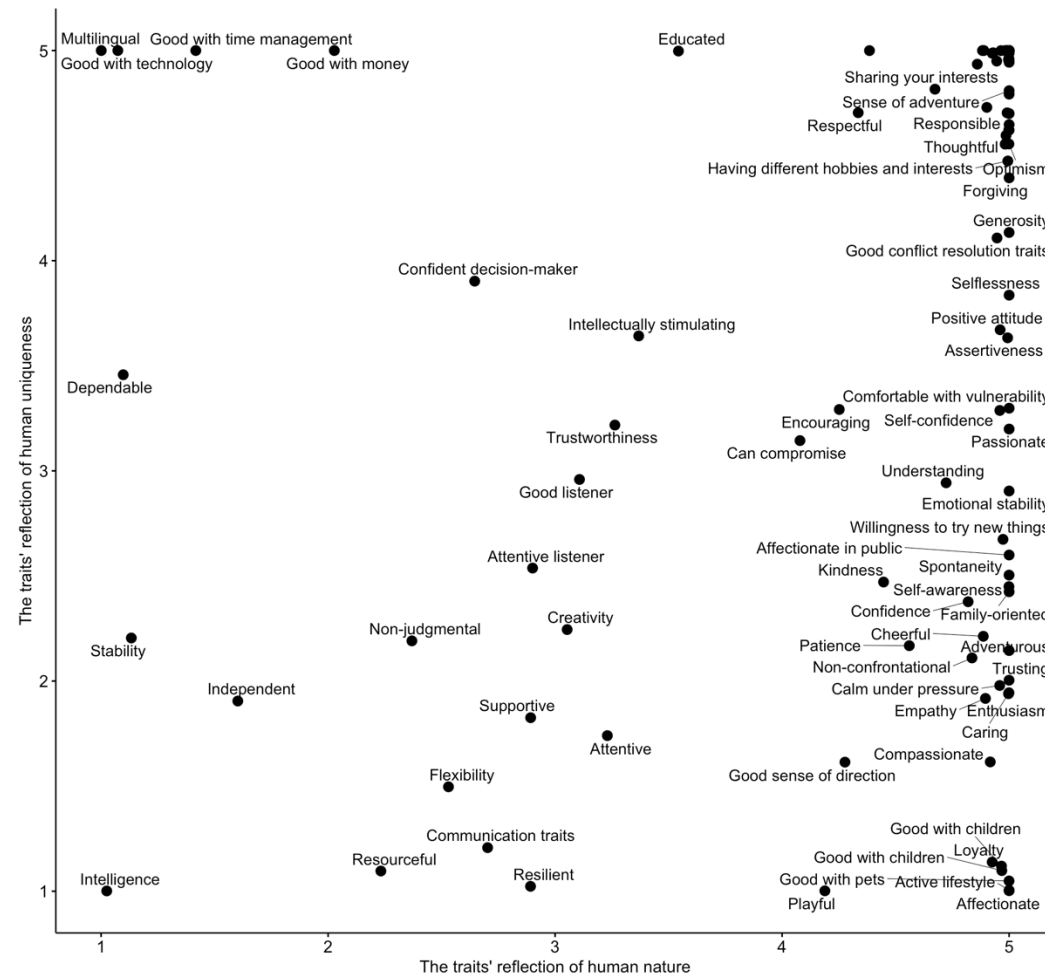
These variables for Asian and Black Americans were transformed to rerun from 0 to 1. Two regression models were estimated. The first one predicts participants’ animalistic dehumanization of the two racial groups using the variables for perceptions of foreignness and status and their interactions with the target’s race (1=Black). The second model predicts participants’ mechanical dehumanization of the targets using the same set of variables.

As the results show in the table below, participants’ dehumanization of the targets across both types of dehumanization is predicted by the perception of foreignness ($b=-.15, p<.001$ for animalistic dehumanization and $b=-.25, p<.001$ for mechanical dehumanization) but not status ($b=-.02, p=.519$ for animalistic dehumanization and $b=.04, p=.292$ for mechanical dehumanization). Furthermore, the lack of effect of status is not moderated by the race of the target in both analyses. These results suggest that the perception of foreignness is the key and only domain from the two axes of subordination that are related to dehumanization perceptions.

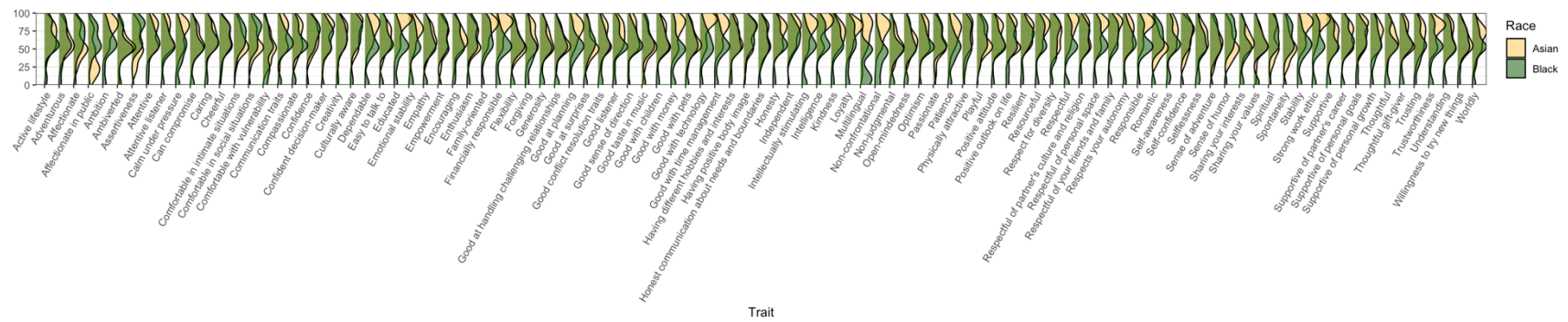
		b	S.E.	p	95% CI	Partial η^2 (in %)	β
Predicting Animalistic dehumanization perceptions	(Intercept)	0.19 ***	0.03	<.001	[0.13 0.24]		
	Perceived foreignness (1=foreign)	-0.15 ***	0.03	<.001	[-0.2 -0.1]	8.78	-0.21
	Target (1=Black)	0.17 ***	0.04	<.001	[0.1 0.25]	0.63	0.58
	Perceived status (1=high)	-0.02 ns	0.03	0.591	[-0.08 0.04]	0.28	-0.03
	Foreign $\times$ Target	-0.15 ***	0.04	<.001	[-0.23 -0.07]	1.20	-0.46
	Status $\times$ Target	-0.04 ns	0.04	0.389	[-0.12 0.04]	0.06	-0.07
	F(5,1200)=31.35, R-squared=0.12, adjusted R-squared=0.11						
Predicting Mechanical dehumanization perceptions	(Intercept)	0.28 ***	0.03	<.001	[0.21 0.34]		
	Perceived foreignness (1=foreign)	-0.25 ***	0.03	<.001	[-0.31 -0.18]	9.06	-0.29
	Target (1=Black)	0.05 ns	0.05	0.216	[-0.04 0.14]	0.28	0.16
	Perceived status (1=high)	0.04 ns	0.04	0.292	[-0.03 0.11]	0.00	0.05
	Foreign $\times$ Target	-0.04 ns	0.05	0.394	[-0.14 0.05]	0.06	-0.10
	Status $\times$ Target	-0.07 ns	0.05	0.167	[-0.17 0.03]	0.16	-0.12
	F(5,1200)=27.84, R-squared=0.1, adjusted R-squared=0.1						

Note. *** $p<.001$.

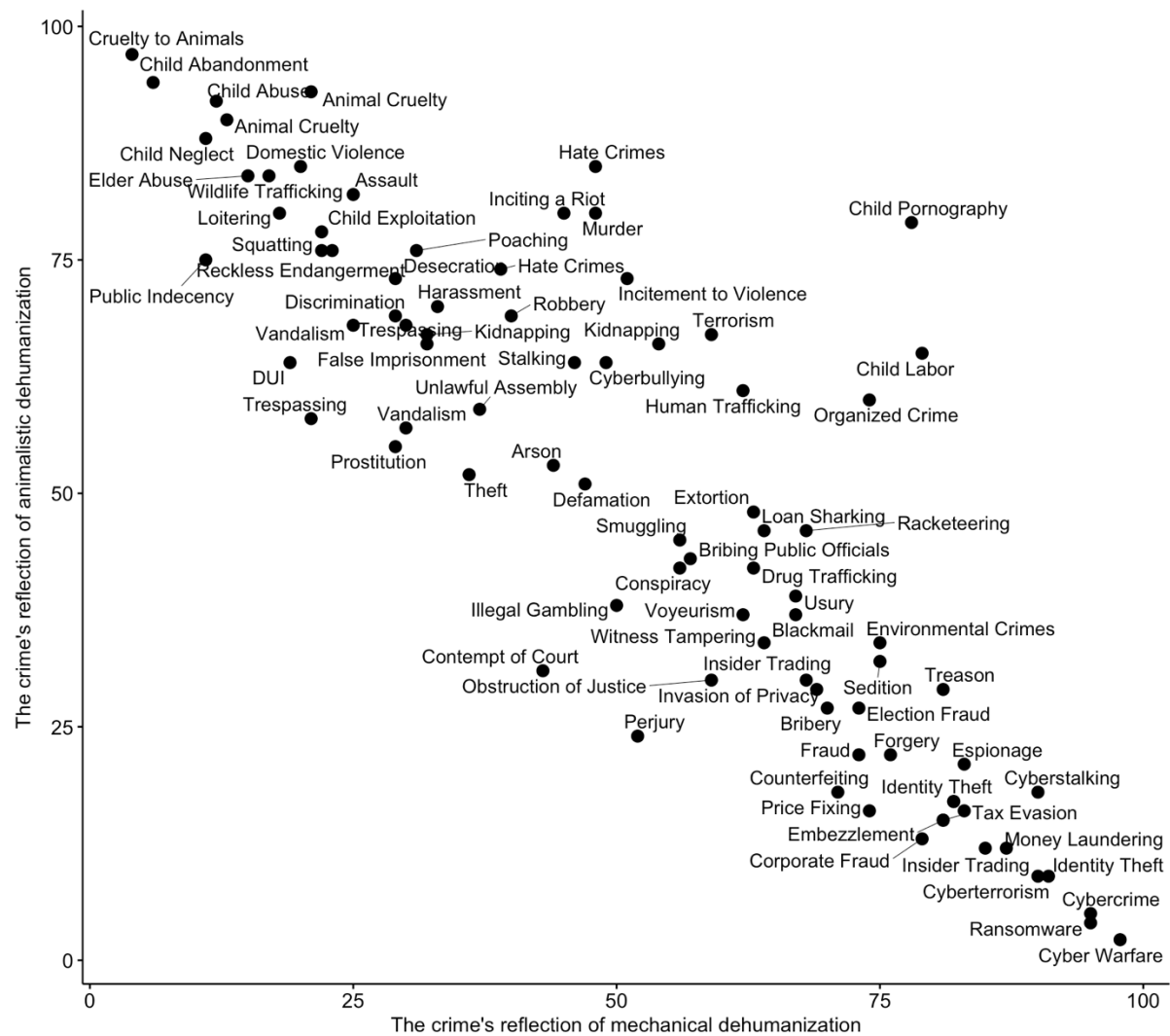
Supplemental Figures



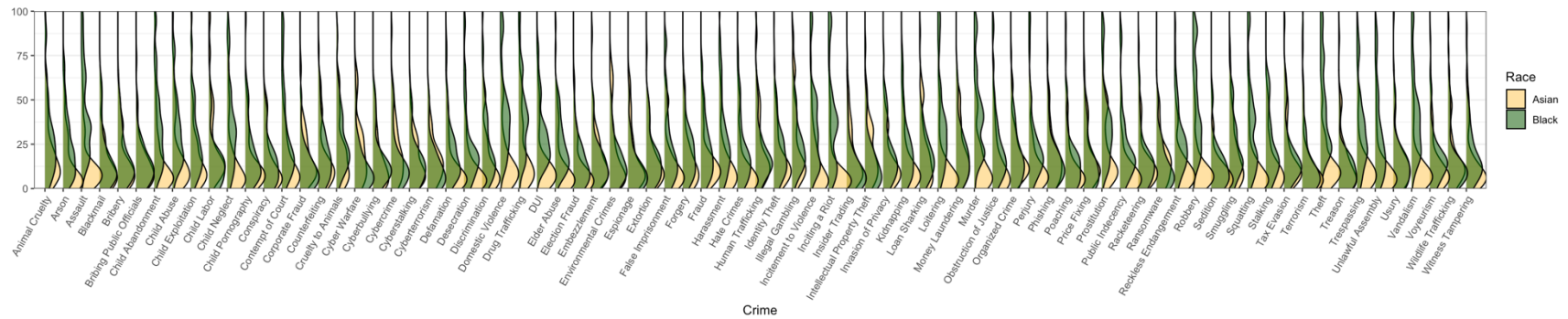
Study 4a's scatter plot for ratings of human nature and human uniqueness of the 100 traits valuable in romantic relationships.



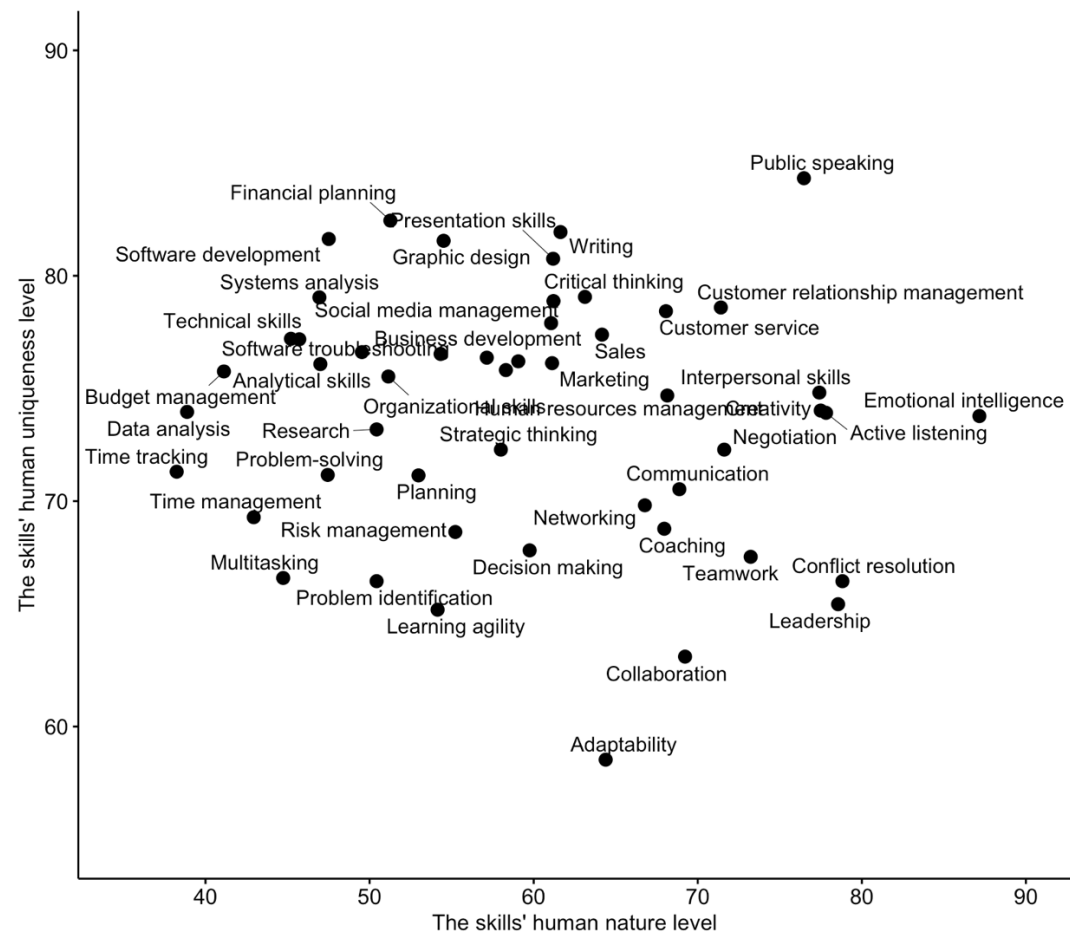
Study 4a's ratings of Asian and Black people on 100 traits valuable in romantic relationships



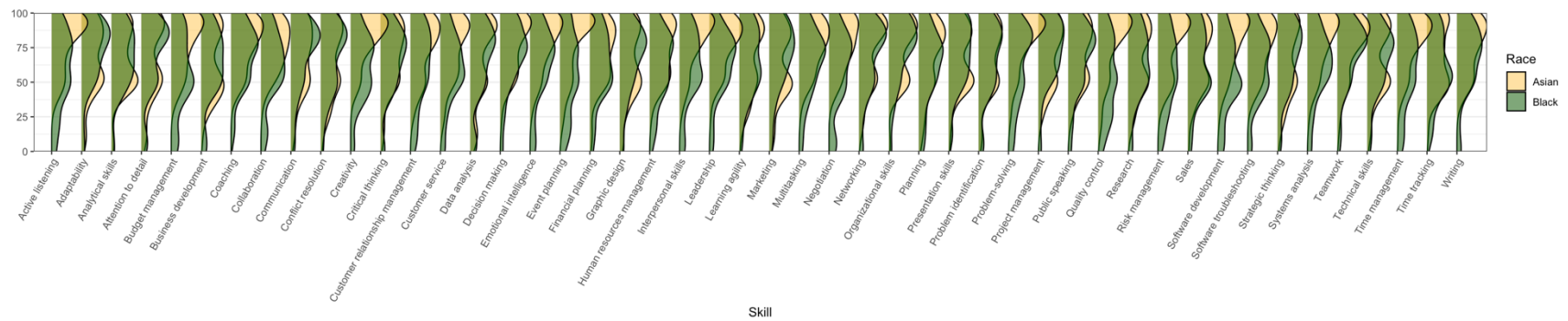
Study 4b's scatter plot for ratings of crimes' reflection of mechanical and animalistic dehumanization



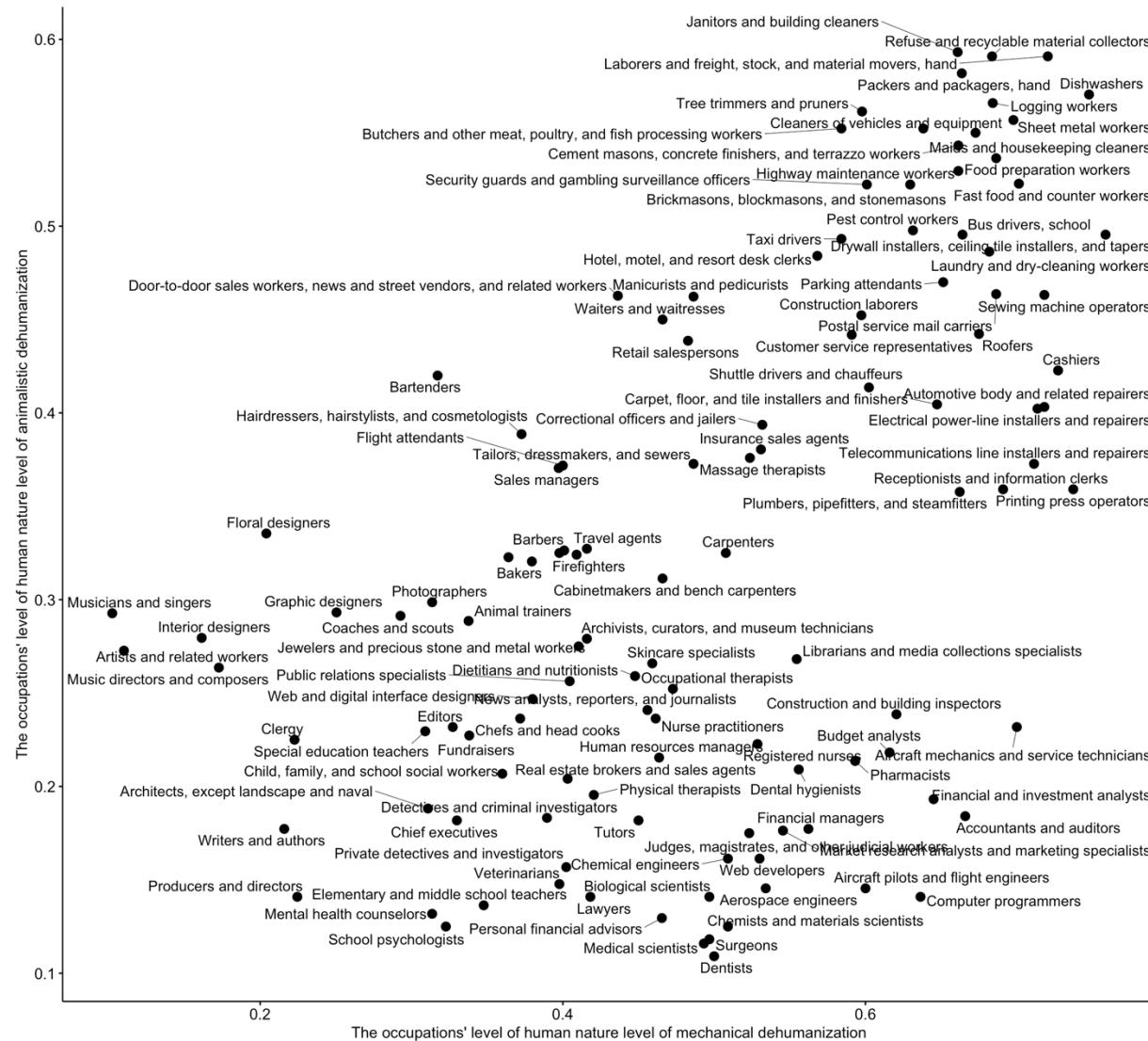
Study 4b's perceptions of the percentage of each crime committed by Asian and Black people



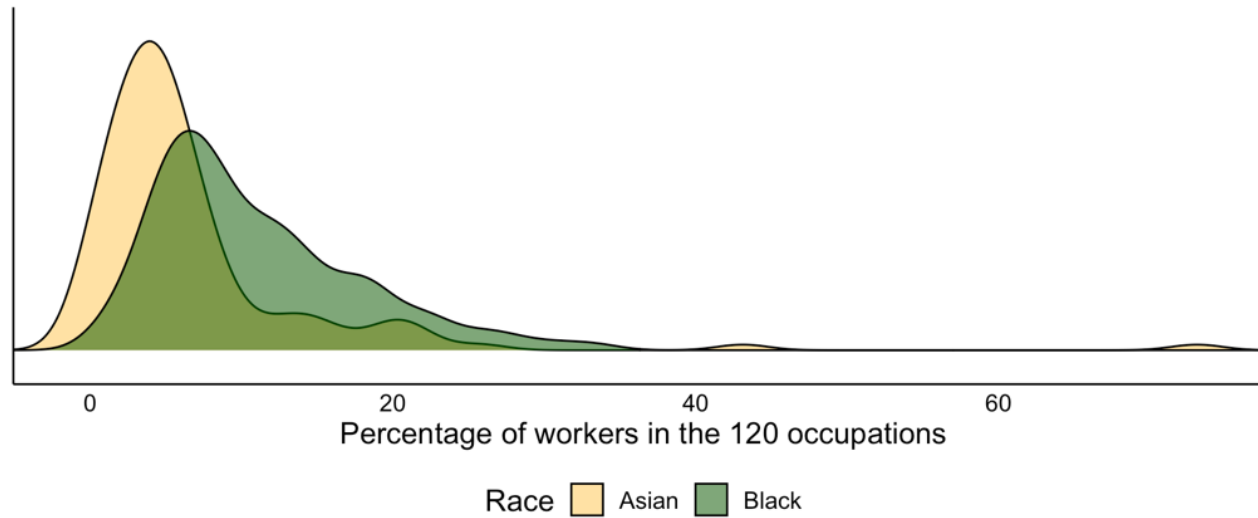
Study 4c's scatter plot for ratings of human nature and human uniqueness of the 50 skills valuable in workplace settings



Study 4c's perceptions of Asian and Black people on 50 skills valuable in workplace settings



Study 5's scatter plot for ratings of human nature and human uniqueness of the 50 skills valuable in workplace settings



Study 5's percentage of occupations occupied by Asian and Black people