

Supplementary Table: Measures to Assess Racial Bias with Means and Standard Deviations

Measure	Study Participants	White American	Latinx/ Hispanic American	Black / African American	Asian American
CoBRAS mean is avg. total score	Psychology students at a large Midwestern University in the US (Awad et al., 2005)	M=68.48 (12.58), N=318	-	M=56.16 (10.38), N=134	-
	Counseling psychology graduate programs across the US (Chao et al., 2011)	M=45 (15) N=255	-	-	-
	Community sample of Asian American adults (Keum et al., 2018)	-	-	-	M _{female} = 49.97 (13.79), N=231 M _{male} = 52.19 (13.14), N=113
SR2K mean is avg. item score	1997 LACSS, where scale mean is the average of symbolic racism items recoded to 0-1 scale, N=647 (Henry & Sears, 2002)	M=0.40 (0.16), N=277	M=0.34 (0.15), N=206	M=0.24 (0.19), N=64	M=0.44 (0.12), N=59
MRS mean is avg, total score	Psychology students at a large Midwestern University in the US (converted from item means for ease of use) (Awad et al., 2005)	M=15.47 (5.11), N=318	-	M=11.55 (3.64), N=134	-
	Adults throughout the US who completed the BW-IAT (Gran-Ruaz et al., 2022)	M=12.39 (4.52), N=9840	M _{non-White} = 12.86 (4.35), N=1363 M _{White} =13.05 (4.63), N=917	M=11.37 (3.72), N=1833	M _{East Asian} =14.10 (4.63), N=522 M _{South Asian} =12.84 (4.36), N=408
MEIM-12 mean is avg, total score	Nationally representative survey sample (Williams et al., 2018)	NA	-	M=35.50 (8.02), N=242	-
	5,239 students from south-eastern university; avg age 20.7 years (Feitosa et al., 2017)	NA	M=45.84 (8.04), N=717	M=46.44 (8.64), N=514	M=45.72 (9), N=270
IRAS mean is avg total score	White college students in Seattle, N=987 (Williams & Sharif, 2021)	M _{female} = 35.24 (6.49), N=628 M _{male} = 31.35 (6.57), N=359	-	-	-

Note: M = Mean (average), SD = Standard Deviation (in parenthesis), N = Number of Participants.

CoBRAS=Color-Blind Racial Attitudes Scale, SR2K=Symbolic Racism Scale 2000, MRS=Modern Racism Scale, MEIM-12=Multigroup Ethnic Identity Measure, IRAS=Interpersonal Racial Allyship Scale.

It is recommended that jurors being screened for racial bias should have scores within a standard deviation or below from the scale mean listed for their group on measures of racism. Scores above a standard deviation will represent individuals who are significantly more racist than average and therefore will not be unbiased jurors. For the MEIM-12 and IRAS, it is recommended that scores should be within a standard deviation or above from the mean listed. To find racial justice allies, scores for the IRAS should be 43 or higher, which corresponds with racial justice allyship behavior in the real world (Williams et al., 2021). As White people tend to have different perceptions about the meaning of ethnic

identity compared to people of color, the MEIM-12 is not recommended for White individuals (e.g., research shows that the MEIM-12 is not as predictive of positive mental health for White people; Williams et al., 2012).

For the BW-IAT, final scores range between -2 and 2 with positive total scores suggesting an implicit preference towards White people, and negative total scores suggesting an implicit preference towards Black people. Scores of/close to zero suggest little/no preference for either racial group. Further, these total scores exist on a continuum of preference strength, where ± 0.15 is “slight” preference, ± 0.35 “moderate” and ± 0.65 “strong” (Lee, 2016). This measure is recommended to identify implicit bias, eliminating jurors with scores indicating moderate or greater bias (greater than 0.35 or less than -0.35). Optimal jurors have scores close to zero. The SC-IAT is recommended over the BW-IAT, eliminating jurors with scores indicating moderate or greater bias (greater than 0.35 or less than -0.35). Likewise, optimal jurors have scores close to zero.

Source: Faber, S. C., Strauss, D., Gran-Ruaz, S., La Torre, J., Bartlett, A., Faber, I., Levinson, A., & Williams, M. T. **A call to use psychology for anti-racist jury selection.** *Practice Innovations*.