

Supplement 1: Supplementary Online Materials

This document contains supplemental materials for all studies in our paper. See (https://osf.io/rq3y8/?view_only=f431522b664c4c98a1ab68208e8d42d8) for exact materials, data, as well as pre-registrations. We include more information on measures and additional, exploratory variables, collected across studies. Given the number of variables used to capture our relationships, we report results relevant, which replicate our results and demonstrate robustness, though data can be found and explored online.

Study 1:

We include more information on measures and additional, exploratory variables, collected in Study 1. See Table 1 for means and correlations and Table 2 for results controlling for demographic characteristics.

Egalitarian beliefs. For egalitarian beliefs, we reversed measures of the four-item *Social Dominance Orientation* scale (SDO; Pratto et al., 2013). These items include, (1) “in setting priorities, we must consider all groups,” (2) “we should not push for group equality (reversed),” (3) group equality should be our ideal,” (4) “superior groups should dominate inferior groups (reversed).” Participants answered questions on a scale from 1 = *strongly disagree* – 7 = *strongly agree*.

Egalitarian advocacy. To measure egalitarian advocacy, we used global measures of the active-commitment component of the Feminist Identity Scale (Fischer et al., 2002). These items include, (1) “my motivation for almost every activity I engage in is my desire for an egalitarian world,” (2) “I am very committed to a cause that I believe contributes to a more fair and just world for all people,” (3) “I feel angry when I think about injustices in inequality in our society,” (4) “I find the magnitude of inequality in this country to be unacceptable,” (5) “I choose my

‘causes’ carefully to work for greater equality of all people,” and (6) “I owe it to all people to work for greater opportunity and equality for all.” Participants answered their agreement with these items on a scale of 1 = *strongly disagree* – 7 = *strongly agree*.

Further, to fully capture anti-Social Dominance Orientation, we also collected SDO-Dominance (SDO-D; $\alpha = .90$), a measure capturing one’s preference for group-based dominance where high-status groups forcefully oppress lower status groups; the SDO-Equality (SDO-E; $\alpha = .94$), a measure capturing one’s preference for inequality maintained by hierarchy-enhancing ideologies and social policies (Ho et al., 2015). SDO-D consists of items such as, “Some groups of people must be kept in their place,” “It’s probably a good thing that certain groups are at the top and others are at the bottom,” “An ideal society requires some groups to be on top and others to be on the bottom,” “Some groups of people are simply inferior to other groups,” “Groups at the bottom are just as deserving as groups at the top (reversed),” “No one group should dominate in society (reversed),” “Groups at the bottom should not have to stay in their place,” “Group dominance is a poor principle (reversed).” SDO-E consists of items such as, “We shouldn’t push for group equality,” “We shouldn’t try to guarantee that every group has the same quality of life,” “We shouldn’t try to guarantee that every group has the same quality of life,” “It is unjust to try to make groups equal,” “Group equality should not be our primary goal,” “We should work to give all groups an equal chance to succeed, (reversed),” “We should do what we can to equalize conditions for different groups (reversed),” “No matter how much effort it takes, we ought to strive to ensure that all groups have the same chance in life (reversed),” and “Group equality should be our ideal (reversed).” Participants answered their agreement with these items on a scale of 1 = *strongly disagree* – 7 = *strongly agree*. For the purpose of this analysis, SDO-D and SDO-E were reversed, such that these items represent *anti*-SDO beliefs.

System Justification. System justification was measured with eight items from Kay and Jost (2003). These items include (1) “In general, you find society to be fair,” (2) “In general, the American political system operates as it should,” (3) “American society needs to be radically restructured (reversed),” (4) “The United States is the best country in the world to live in,” (5) “Most policies serve the greater good,” (6) “Everyone has a fair shot at wealth and happiness,” (7) “Our society is getting worse every year (reversed),” (8) “Society is set up so that people usually get what they deserve.” Participants rated their agreement with these items on a scale from 1 = *strongly disagree* to 7 = *strongly agree*. This scale was reversed such that the construct represents anti-System Justification beliefs.

Liberalism. As an alternative measure of egalitarianism, we captured participants’ political affiliation, from 1 = *extremely conservative* to 7 = *extremely liberal*.

Reported measures (in manuscript): Hostile forms of prejudice.

Sexism (hostile). To measure hostile sexism towards women, we used the component of the hostile sexism scale from the *Ambivalent Sexism Inventory* (Rollero et al., 2012). These items include, (1) “women seek to gain power by getting control over men,” (2) “women exaggerate problems they have at work,” (3) “once a woman gets a man to commit to her, she usually tries to put him on a tight leash,” (4) “when women lose to men in a fair competition, they typically complain about being discriminated against,” (5) “many women get a kick out of teasing men by seeming sexually available and then refusing male advances,” and (6) “feminists are making unreasonable demands of men.” Participants answered their endorsement of these items on a scale from 1 = *strongly disagree* to 7 = *strongly agree*.

Racism (hostile). To measure hostile racism towards racial minorities, we matched items from the hostile sexism scale to apply to race. We used the following six items: (1) “Black people

are seeking to gain power by getting control over Whites,” (2) “Black people exaggerate problems they have at work,” (3) “Many Black people are seeking special favors, such as hiring policies that favor them over Whites,” (4) “When Black people lose to Whites, they typically complain about being discriminated against,” (5) “Black people are making unreasonable demands of Whites,” and (6) “Black people are too easily offended.” Participants answered their endorsement on a scale from 1 = *strongly disagree* to 7 = *strongly agree*.

Ageism (Succession). To measure hostile ageism towards older individuals, we used the Succession component of the SIC ageism scale (North & Fiske, 2013). These items included, (1) “The older generation has an unfair amount of political power compared with younger people,” (2) “Job promotions shouldn't be based on older workers' experience per se, but rather, promotions should be based on performance and productivity,” (3) “It is unfair that older people get to vote on issues that will impact younger people much more,” (4) “Most older workers don't know when it's time to make way for the younger generation,” (5) “Younger people are usually more productive than older people at their jobs,” (6) “If it weren't for older people opposed to changing the way things are, we could probably progress much more rapidly as a society,” and (7) “Older people are often too stubborn to realize they don't function like they used to.” Participants rated their endorsement of these items on a scale from 1 = *strongly disagree* to 6 = *strongly agree*.

Additional Measures

Modern prejudice. Modern prejudice (Swim et al., 1995) was also measured, which captures the extent to which participants denied the extent to which discrimination exists against (1) women, (2) Black people, and (3) older individuals. These items included, (1) “Discrimination against [women] [Black people] [older individuals] is no longer a problem in the United States,” (2) “[Women] [Black people] [older individuals] often miss out on good jobs due to

discrimination (reversed),” (3) “It is rare to see [women] [Black people] [older people] treated in a [sexist] [racist] [ageist] manner on television, (4) “On average, people in our society treat [husbands and wives] [Black and White people] [the older and younger generations] equally,” (5) “Society has reached the point where [women and men] [Black and White people] [the older and younger generations] have equal opportunities for achievement,” “It is easy to understand the anger of [women's] [racial] [age] groups in America (reversed),” “It is easy to understand why [women's] [racial] [age] groups are still concerned about societal limitations of women's opportunities (reversed),” and “Over the past few years, the government and news media have been showing more concern about the treatment of women than is warranted by women's actual experiences.” Participants answered their agreement with these items on a scale from 1 = strongly disagree to 7 = strongly agree ($\alpha_{\text{gender}} = .94$; $\alpha_{\text{race}} = .94$, $\alpha_{\text{age}} = .86$).

Succession (race and gender). We matched several of the items from the Succession scale for age, to capture a “get out of the way” prejudice for women and racial minorities (though, as argued, these items do not apply to race and gender in the same way). These items include, (1) “[Women] [Black people] have an unfair amount of political power compared with White people,” (2) “Job promotions shouldn’t be based on [gender] [race], but rather, promotions should be based on performance and productivity,” (3) “It is unfair that [women] [Black people] get to vote on issues that will impact White people much more,” (4) “[Men] [White people] are usually more productive than Black people at their jobs,” “If it weren’t for [women] [Black people] opposed to changing the way things are, we could probably progress much more rapidly as a society ($\alpha_{\text{gender}} = .72$, $\alpha_{\text{race}} = .73$). Participants rated their endorsement of these items on a scale from 1 = *strongly disagree* to 6 = *strongly agree*.

Hostile Ageism. The measure used for hostile sexism and racism was also used to capture the same “stay in your place” prejudice. These items include, (1) “Older people are seeking to gain power by getting control over the younger generation,” (2) “Older people exaggerate problems they have at work,” (3) “Many older people are seeking special favors, such as hiring policies that favor them over young people,” (4) “When older people lose to younger people, they typically complain about being discriminated against,” (5) “older people are making unreasonable demands of the young,” and (6) “Older people are too easily offended” ($\alpha = .90$)

Consumption and identity (age). To measure other forms of age prejudice, we used the *Consumption* and *Identity* components of the SIC scale (North & Fiske, 2013). These scales capture the extent to which participants believe that older individuals should not consume resources (i.e., healthcare, charity) and should abstain from infringing on younger people’s spaces and hobbies (i.e., clubs, Facebook). Items from the Consumption component include, (1) “At a certain point, older people's maximum benefit to society is passing along their resources,” (2) “Older people are too big a burden on the healthcare system,” (3) “Doctors spend too much time treating sickly older people,” (4) “Older people are often too much of a burden on families,” (5) “Older people shouldn't be so miserly with their money if younger relatives need it,” (6) “Older people don't really need to get the best seats on buses and trains,” (7) “AARP (American Association of Retired Persons) wastes charity money.” Items from the Identity component of the SIC subscale include, (1) “Older people typically shouldn’t go to places where younger people hang out,” (2) “Generally, older people shouldn’t go clubbing,” (3) “Older people shouldn’t use Facebook,” (4) “Older people shouldn’t even try to act cool,” (5) “In general older people shouldn’t hang out at places for younger people.” Participants rated their endorsement of these items on a scale from 1 = *strongly disagree* to 6 = *strongly agree* ($\alpha_{\text{cons}} = .90$; $\alpha_{\text{identity}} = .89$).

Benevolent sexism (gender). In addition to hostile sexism, we also used the benevolent sexism items from the *Ambivalent Sexism Inventory* (Rollero et al., 2012). This scale measures a well-intentioned form of prejudice, capturing the extent to which people believe women are “wonderful,” yet denies them agency, by seeing them dependent on and in need of protection from men (Glick & Fiske, 1999). These items include, (1) “Many women have a quality of purity that few men possess,” (2) “Women should be cherished and protected by men,” (3) “Every man ought to have a woman whom he adores,” (4) “Men are incomplete without women,” (5) “Women, compared to men, tend to have a superior moral sensibility,” and, (6) “Men should be willing to sacrifice their own well-being in order to provide financially for the women in their lives.” Participants rated their endorsement on a scale from 1 = *strongly disagree* to 6 = *strongly agree* ($\alpha = .87$).

Table S1: Correlations from Study 1

	M	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1 Egal Advocacy	4.73	1.42																	
2 R-SDO	5.55	1.42	.52**																
3 Liberalism	4.64	1.78	.40**	.52**															
4 R-SDO (Dom)	5.48	1.38	.44**	.87**	.44**														
5 R-SDO (Egal)	5.36	1.51	.58**	.92**	.57**	.82**													
6 R-System Just	4.22	1.34	.35**	-.50**	.50**	.45**	.52**												
7 Sexism (Host)	2.97	1.69	-.33**	-.55**	-.42**	-.60**	-.58**	-.41**											
8 Racism (Host)	3.03	1.79	-.48**	-.65**	-.50**	-.63**	-.68**	-.51**	.76**										
9 Ageism (Succ)	3.29	1.07	.19**	-.03	.12*	-.10	-.01	.09	.31**	.16**									
10 Sexism (Benev)	3.31	1.56	-.02	-.32**	-.38**	-.40**	-.34**	-.39**	.53**	.43**	.20**								
11 Sexism (Mod)	3.26	1.54	-.53**	-.61**	-.53**	-.58**	-.66**	-.58**	.69**	.74**	.07	.40**							
12 Sexism (Succ)	2.70	1.00	-.18**	-.56**	-.44**	-.61**	-.55**	-.39**	.72**	.68**	.35**	.51**	.58**						
13 Racism (Mod)	3.20	1.59	-.59**	-.65**	-.58**	-.59**	-.70**	-.62**	.65**	.80**	-.03	.39**	.90**	.54**					
14 Racism (Succ)	2.70	0.99	-.23**	-.62**	-.42**	-.65**	-.59**	-.43**	.67**	.72**	.29**	.49**	.61**	.82**	.60**				
15 Ageism (Cons)	2.50	1.15	.01	-.38**	-.15**	-.45**	-.35**	-.11	.52**	.40**	.61**	.40**	.31**	.57**	.25**	.53**			
16 Ageism (ID)	2.31	1.20	-.04	-.38**	-.22**	-.47**	-.36**	-.18**	.53**	.44**	.46**	.51**	.36**	.57**	.30**	.58**	.70**		
17 Ageism (Mod)	3.37	1.16	-.30**	-.41**	-.29**	-.44**	-.45**	-.45**	.39**	.43**	.19**	.30**	.63**	.39**	.57**	.39**	.36**	.34**	
18 Ageism (Host)	2.95	1.49	.05	-.22**	-.05	-.33**	-.24**	.01	.48**	.31**	.64**	.35**	.20**	.42**	.15**	.37**	.67**	.53**	.32**

Table S2: Effects of Egalitarian Advocacy on Prejudice, Controlling for Gender, Ethnicity and Age in Study 1

	Sexism (z-score)					Racism (z-score)					Ageism (z-score)				
	b	SE	t	p	CI	b	SE	t	p	CI	b	SE	t	p	CI
Egal Advocacy	-.22	.04	-6.24	<.001	-.29, -.15	-.33	.03	-9.70	<.001	-.39, -.26	.14	.04	3.77	<.001	.07, .21
Gender	-.35	.11	-3.26	.001	-.55, -.14	-.11	.10	-1.09	.28	-.31, .09	-.26	.11	-2.46	.02	-.47, -.05
White	-.19	.12	-1.53	.13	-.43, .05	.01	.12	0.08	.94	-.22, .24	-.11	.13	-0.84	.40	-.35, .14
Age	.00	.01	0.00	.998	-.01, .01	.001	.01	0.19	.85	-.01, .01	-.02	.01	-4.42	<.001	-.04, -.01

Study 2:

We include more information on measures and additional, exploratory variables, collected in studies 2a and 2b. See Table S3 (Study 2a) and Table S5 (Study 2b) for means, alpha reliabilities, and correlations, as well as Table S4 (Study 2a) and S6 (Study 2b) for results controlling for demographic characteristics.

Independent Variables: Egalitarianism.

Anti-SDO. For egalitarianism we reversed the four-item *Social Dominance Orientation* scale (Pratto et al., 2013; see Study 1), on a scale from 1 = *strongly disagree* – 7 = *strongly agree*.

Egalitarian advocacy. To measure egalitarian advocacy, participants indicated their agreement with the items from Study 1, on a scale from 1 = *strongly disagree* – 7 = *strongly agree*.

Liberalism. As an alternative measure of egalitarianism, we captured participants' political affiliation, from 1 = *extremely conservative* to 7 = *extremely liberal*.

Dependent Variables: Hierarchy Attenuating Measures

Reported measures: Hostile forms of prejudice.

Sexism (hostile). To measure hostile sexism, participants indicated their endorsement of the hostile sexism component of the *Ambivalent Sexism Inventory* (see Study 1) on a scale from 1 = *strongly disagree* to 6 = *strongly agree*.

Racism (hostile). To measure hostile racism towards, we matched items from the hostile sexism scale to apply to race (see Study 1), and captured participants' endorsement on a scale from 1 = *strongly disagree* to 7 = *strongly agree*.

Ageism (hostile). To measure hostile ageism, we used the Succession component of the SIC ageism scale (North & Fiske, 2013). We used the same items from Study 1, where participants rated their endorsement of these items on a scale from 1 = *strongly disagree* to 6 = *strongly agree*.

Additional Measures

System justification. We captured system justification (i.e., support for the status quo), using the *System Justification Scale* (Jost & Kay, 2003; see Study 1), reversing items to capture the desire to restructure society towards equality (1 = *strongly disagree* to 7 = *strongly agree*).

Gender.

Benevolent sexism. In addition to hostile sexism, we also used the benevolent sexism items from the *Ambivalent Sexism Inventory* (Rollero et al., 2014). We used the same measures as in Study 1 (1 = *strongly disagree* to 6 = *strongly agree*).

Gender and race.

Modern sexism and racism. We used the modern sexism scale (see Study 1) to capture a form of prejudice, which ignores, denies, or discounts the systemic issues preventing women and racial minorities from success (Swim et al., 1995; 1 = *strongly disagree* to 7 = *strongly agree*).

Age.

Consumption and identity. We measured other forms of age prejudice using the *Consumption* and *Identity* components of the SIC scale (North & Fiske, 2013; see Study 1) on a scale from 1 = *strongly disagree* to 6 = *strongly agree*.

Demographics

In Study 2a, the final sample consisted of 155 participants (56% men; $M_{\text{age}} = 32.99$; $SD = 9.63$; $M_{\text{work}} = 12.30$, $SD = 7.31$). The sample was made up of 74% White, 9% Hispanic, 10% Black, and 7% Asian participants, where 41% had a bachelor's degree or more education. In Study 2b, the final sample consisted of 571 participants (61% men; $M_{\text{age}} = 35.25$; $SD = 10.24$; $M_{\text{work}} = 14.28$, $SD = 10.18$). The sample was made up of 80% White, 6% Hispanic, 7% Black, 5% Asian and 2% Other-race participants (50% had a bachelor's degree or more education)

Table S3: Correlations from Study 2a

	M	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1 Anti-SDO	5.42	1.46	(.87)													
2 Egalitarian Advocacy	4.62	1.41	.60**	(.90)												
3 Liberalism	4.62	1.66	.47**	.36**	--											
4 Sexism	2.62	1.26	-.56**	-.30**	-.41**	(.92)										
5 Racism	3.11	1.72	-.61**	-.51**	-.39**	.65**	(.95)									
6 Ageism	3.53	1.11	.14 ⁺	.18*	.24**	.22**	.03	(.89)								
7 Anti-System Just.	4.22	1.25	.43**	.34**	.43**	-.34**	-.40**	.19*	(.88)							
8 Sexism (Benevolent)	2.93	1.17	-.23**	-.08	-.30**	.47**	.33**	.15 ⁺	-.21**	(.92)						
9 Sexism (Modern)	3.26	1.42	-.62**	-.50**	-.46**	.61**	.62**	-.11	-.54**	.22**	(.92)					
10 Racism (Modern)	3.09	1.44	-.69**	-.56**	-.48**	.56**	.74**	-.20*	-.53**	.23**	.82**	(.92)				
11 Ageism (Cons)	2.64	1.12	-.18*	-.01	-.20*	.52**	.28**	.63**	-.01	.31**	.15 ⁺	.16*	(.88)			
12 Ageism (Identity)	2.25	1.28	-.41**	-.13	-.24**	.48**	.38**	.30**	-.09	.42**	.26**	.32**	.65**	(.92)		
13 White	0.74	0.44	-.03	.03	-.01	-.07	.06	-.04	-.13	-.21**	.11	.15	-.13	-.12	--	
14 Female	1.45	0.50	.07	.17*	.05	-.13 ⁺	-.01	-.12	.21**	.02	-.18*	-.08	-.12	.06	-.07	--
15 Age	32.99	9.63	.06	-.00	-.10	-.17*	.06	-.29**	-.04	.09	-.05	-.02	-.31**	-.15 ⁺	.18*	.09

Table S4: Effects of Egalitarian Beliefs on Prejudice, Controlling for Gender, Ethnicity and Age in Study 2a

	Sexism					Racism					Ageism				
	b	SE	t	p	CI	b	SE	t	p	CI	b	SE	t	p	CI
Egalitarian Advocacy	-.26	.07	-3.75	<.001	-.40, -.12	-.64	.09	-7.42	<.001	-.81, -.47	.16	.06	2.61	.01	.04, .28
Gender	-.19	.20	-0.98	.33	-.58, .20	.27	.25	1.08	.28	-.22, .75	-.29	.17	-1.67	.10	-.63, .05
White	-.11	.22	-0.49	.63	-.55, .33	.27	.28	.96	.34	-.29, .82	-.02	.20	-0.10	.92	-.41, .37
Age	-.02	.01	-2.00	.047	-.04, -.00	.01	.01	.62	.53	-.01, .03	-.03	.01	-3.59	<.001	-.05, -.01

Table S5: Correlations from Study 2b

	M	SD	1	2	3	4	5	6	7	8	9	10
1 Anti-SDO	5.43	1.53	(.89)									
2 Egalitarian Advocacy	4.84	1.25	.55**	(.88)								
3 Liberalism	4.52	1.76	.48**	.35**	--							
4 Sexism	2.84	1.65	-.50**	-.19**	-.44**	(.93)						
5 Racism	2.96	1.77	-.58**	-.29**	-.51**	.70**	(.96)					
6 Ageism	3.56	1.19	.14**	.30**	.25**	.15**	-.02	(.89)				
7 Anti-System Just	4.28	1.39	.38**	.30**	.48**	-.20**	-.28**	.30**	(.91)			
8 Sexism (Benevolent)	3.38	1.66	-.29**	-.01	-.33**	.45**	.42**	.07	-.33**	(.90)		
9 White	1.39	0.50	.13**	.14**	.10*	-.21**	-.05	-.10*	.11**	-.09*	--	
10 Male	0.80	0.40	-.06	-.13**	-.05	-.12**	.03	-.19**	-.01	-.24**	-.02	--
11 Age	35.25	10.24	.01	.01	-.02	-.11**	.00	-.39**	-.04	.02	.10*	.18**

Table S6: Effects of Egalitarian Beliefs on Prejudice, Controlling for Gender, Ethnicity and Age in Study 2a

	Sexism					Racism					Ageism				
	b	SE	t	p	CI	b	SE	t	p	CI	b	SE	t	p	CI
Egalitarian Advocacy	-.24	.05	-4.41	.00	-.34, -.13	-.42	.06	-7.17	.00	-.53, -.30	.29	.04	8.32	.00	.22, .36
Gender	-.59	.14	-4.36	.00	-.85, -.32	-.04	.15	-.24	.81	-.32, .25	-.25	.09	-2.88	.00	-.43, -.08
White	-.53	.17	-3.12	.00	-.86, -.20	-.05	.18	-.29	.77	-.41, .31	-.24	.11	-2.17	.03	-.46, -.02
Age	-.01	.01	-1.74	.08	-.02, .001	.00	.01	.17	.87	-.01, .02	-.04	.00	-9.87	.00	-.05, -.03

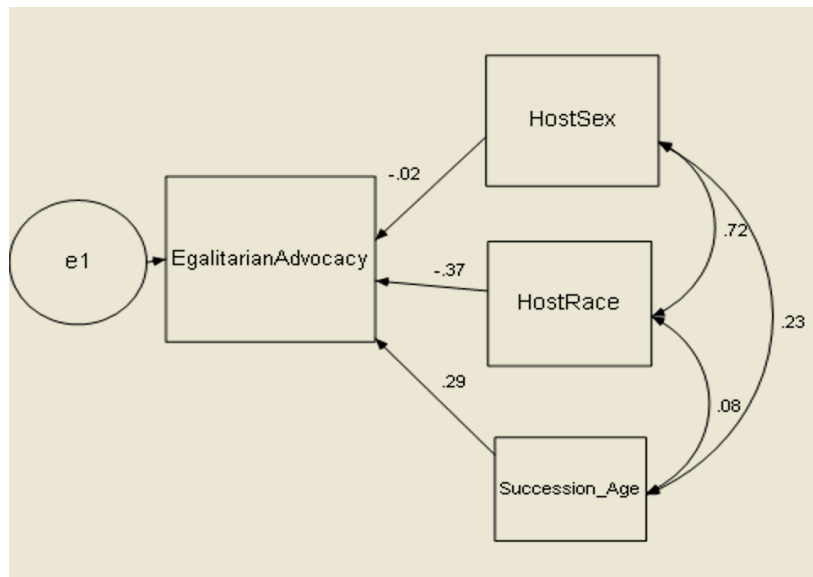
Egalitarian Advocacy: Path Models and SEM

To home in on the construct of egalitarian advocacy to get a better sense of how it operates relative to other constructs, we ran an exploratory factor analysis on the six egalitarian advocacy items, across S1, S2a, and S2b (total $N = 1,114$), which at first yielded a one-factor solution (suggesting that, as we argue in the paper, these 6 items are best characterized as one overall factor). After forcing the rotation, this analysis yielded two separate factors yielded (1) Egal Factor A (“I am very committed to a cause that I believe contributes to a more fair and just world for all people;” “My motivation for almost every activity I engage in is my desire for an egalitarian world”; “I feel angry when I think about the injustices and inequality in society”; “I owe it to all people to work for greater opportunity and equality for all”; $\alpha = .89$); (2) Egal Factor B (“I find the magnitude of inequality in this country to be unacceptable”; “I choose my ‘causes’ carefully to work for greater equality for all people”; $\alpha = .82$). Qualitatively speaking, Egal_A feels more like emotion/passion-based egalitarian advocacy, and Egal_B feels more like cognitive-based egalitarian advocacy (i.e. more “contemplative”-based, in a sense, rather than reactionary). Although we are quick to note that the two factors predict the constructs in question in virtually the same direction every time, it is worth noting that Egal_B is a bit stronger in negatively predicting racism, sexism, and SDO, and positively predicting ageism. Perhaps this suggests that the tendency to disagree with prejudice is ironically concentrated among those who are guided by cognition rather than emotion. But again, to us, the fact that a one-factor egalitarian advocacy measure is the best fit for the data, and the greatest reliability ($\alpha = .90$) suggests that this sub-division is a tad artificial, and the take-home message remains that egalitarian advocacy predicts all constructs except ageism in the expected direction (i.e. anti-bias).

Table S7: Correlations between Subcomponents of Egalitarian Advocacy Across Studies 1-2

	1	2	3	4	5
1 Egal A					
2 Egal B	.66**				
3 Anti-SDO	-.42**	-.59**			
4 Succession Ageism	.21**	.27**	-.06*		
5 Hostile Sexism	-.14**	-.30**	.52**	.23**	
6 Hostile Racism	-.27**	-.43**	.60**	.08*	.72**

To examine the relationships between our key variables in one model rather than multiple ones, which is more parsimonious, we combined datasets S1, S2a, and S2b, then constructed a path model (see screenshot below). Path models are appropriate in this case because, rather than SEM, which requires the presence of latent factors, we are exploring the relationship between three predictors (hostile sexism, hostile racism, Succession-based ageism) and one outcome variable (egalitarian advocacy) - all of which are observed variables - while accounting for relationships of all variables. With this model, our proposed relationships largely hold; the relationship between egalitarian advocacy and hostile racism is significant ($r = -.37, p < .001$), and nonsignificant, but in the same direction for hostile sexism ($r = -.02, p = .70$). However, the relationship is in the opposite direction for Succession-based ageism ($r = .29, p < .001$). Thus, unlike racism and sexism, egalitarian advocates endorse ageism, as is our premise.



Study 3: Diversity Initiatives

Participants were recruited to take part in a study on “attitudes, perspectives, and experiences” and “perceptions of workplace diversity.” Participants first filled out several scales, including egalitarianism (*Anti-SDO*) and *egalitarian advocacy* (see Study 1), as well as several other scales, notably Succession ($\alpha = .85$), as used in Study 1, which we use to conduct exploratory analyses. We also collect system justification, protestant work ethic (see data and variables on OSF).

After filling out these scales, participants moved on to the next part of the study, “*Perceptions of Workplace Diversity*,” and told, “In many companies, demographic groups are underrepresented. Thus, organizations are trying to increase representation of these groups. We are interested in your opinion on which of the following groups deserve priority in diversity policies. In the following questions you will be given questions about a number of demographic groups that are underrepresented in positions of power from the following list.” They were then shown eight groups they could possibly be asked about (1) Religious minorities; (2) Race/Ethnic minorities; (3) Women; (4) LGBTQ; (5) People with disabilities; (6) Older individuals; (7) Military veterans; (8) International workers.

To measure resource allocation to each group, participants were told, “*An organization has decided to invest \$1 million into increasing diversity. Please allocate the percentage you think each group should get.*” Participants were shown each of the groups and asked to allocate percentages to each group (0 – 100%).

Results

Results are listed in correlation and regression tables below.

Table S8: Correlations between Variables in Study 3

	M	SD	1	2	3	5	6	7	8	9	10	11
1 Egal Adv.	4.80	1.37										
2 Liberalism	4.56	1.80	.45**									
3 Succession	3.36	1.08	.24**	.37**								
4 % Women	13.44	10.72	.12*	.16**	.14*							
5 % Race Min	14.17	11.03	.32**	.33**	.22**	.19**						
6 % Older	11.28	8.57	-.16**	-.21**	-.24**	-.17**	-.40**					
7 % Disability	15.40	10.67	-.18**	-.20**	-.17**	-.29**	-.32**	.12*				
8 % Intl	5.85	6.21	.13*	.20**	.16**	.01	.03	-.07	-.22**			
9 % Low SES	15.60	13.49	.06	-.01	.04	-.33**	-.10	-.13*	-.18**	-.14*		
10 % LGBTQ	8.61	9.07	.27**	.43**	.14**	.12*	.17**	-.29**	-.26**	.12*	-.21**	
11 % Veterans	15.66	14.47	-.38**	-.45**	-.20**	-.35**	-.46**	.08	.08	-.20**	-.22**	-.33**

Table S9: Results Controlling for Gender, Race, and Age in Study 3

	% Women				% Race Min.				% Old Individuals			
	b	SE	t	p	b	SE	t	p	b	SE	t	p
Egal Advocacy	.90	.46	1.96	.05	2.37	.45	5.31	<.001	-.96	.36	-2.66	.008
Gender	.89	1.27	.59	.70	1.67	1.24	1.35	.18	-.55	1.00	-.55	.58
White	1.45	1.53	.39	.96	-2.54	1.49	-1.70	.09	-1.44	1.20	-.20	.23
Age	-.04	.06	.89	.51	-.08	.06	-1.33	.19	.12	.05	2.72	.007

Mediation Analysis

We conducted an exploratory analysis to glean insight into the role that Succession prejudice played in explaining the different allocations to women, racial minorities, and older individuals. To do so, we conducted a mediation analysis using PROCESS Model 4 (Preacher & Hayes, 2004; 2008). That is, we wanted to test whether the relationships we see between egalitarian advocacy and allocation to older individuals was driven by Succession prejudice. Indeed, we find an indirect effect of egalitarian advocacy on allocation to older individuals through Succession prejudice, *indirect effect* = -.32, *SE* = .11, *CI*₉₅ = -.55, -.13. The initial relationship found between egalitarian advocacy and allocation to older individuals becomes marginal (*p* = .06) when including Succession prejudice in the model, suggesting that Succession accounted for a significant proportion of the variance in the relationship between egalitarian advocacy and allocation to older individuals.

Study 4:

Participants were recruited to take part in a study on “attitudes, perspectives, and experiences” and “perceptions of workplace diversity.” Participants first filled out several scales, including *egalitarian beliefs* and *egalitarian advocacy* (see Study 1), as well as several distractor scales, such as the Ten Item Personality Inventory (Gosling, Rentfrow, & Swann, 2003), and items from the Cognitive Style Indicator (Cools & Van den Broeck, 2007).

After filling out these scales, participants moved on to the next part of the study, “*Perceptions of Workplace Diversity*,” and told, “In many companies, demographic groups are underrepresented. Thus, organizations are trying to increase representation of these groups. We are interested in your opinion on which of the following groups deserve priority in diversity policies. In the following questions you will be given questions about a number of demographic groups that are underrepresented in positions of power from the following list.” They were shown eight groups they could possibly be asked about (1) Religious minorities; (2) Race/Ethnic minorities; (3) Women; (4) LGBTQ; (5) People with disabilities; (6) Older individuals; (7) Military veterans; (8) International workers. They were then told “due to the number of groups underrepresented, we will ask you about **THREE** selected randomly from the list above. Participants were then shown the three groups, which were in reality always (1) Women, (2) Racial minorities, (3) Older individuals.

Dependent Variables

Allocation. To measure resource allocation to each group, participants were told, “*An organization has decided to invest \$1 million into increasing diversity. Please allocate the percentage you think each group should get.*” Participants were shown the groups (1) women (2) race/ethnic minorities, and (3) older individuals, and asked to allocate percentages to each group.

Support. Participants were asked two questions to measure their support/prioritization of each group: (1) “To what extent do each of the following groups deserve priority in addressing

diversity, equality, and inclusion in organizations and positions of power?”, and (2) “To what extent should organizations prioritize each group when considering policies that aim to increase diversity, equality, and inclusion?” For each question, participants rated each group on a scale from 1 = *not at all* to 5 = *very much* ($r_{\text{gender}} = .89$, $r_{\text{race}} = .86$, $r_{\text{age}} = .87$).

Opportunity blocking. To measure opportunity blocking, participants answered the following questions about each group, in separate, randomized blocks: “(1) [Women] [Racial minorities] [Older people] have had enough of a chance for success without extra resources; (2) [Women] [Racial minorities] [Older people] have already had a fair shot at wealth and happiness in life; (3) [Women] [Racial minorities] [Older people] block other underrepresented groups from getting ahead; (4) It is unfair that [women] [racial minorities] [older individuals] get more aid, when other groups need it more; (5) Devoting resources to [women] [racial minorities] [older individuals] keeps resources from going to other groups that need it more; (6) [Women] [Racial minorities] [Older individuals] need more resources than other groups to get ahead (reversed); (7) [Women] [Racial minorities] [Older people] face disadvantages, therefore more resources should be used to offset these disadvantages (reversed); (8) [Women] [Racial minorities] [Older people] cannot get ahead unless other groups make room (reversed).” Participants answered each question, for each group, on a scale from 1 = *strongly disagree* to 7 = *strongly agree* ($a_{\text{gender}} = .90$; $a_{\text{race}} = .89$; $a_{\text{age}} = .87$).

Demographics

The sample consisted of 298 participants (62% men), with an average age of 36.28 ($SD = 11.12$), with an average of 15.77 ($SD = 11.20$) of work experience. The sample was made up of 76% White, 6% Asian, 10% Black, 5% Hispanic, and 2% Other-race participants, where 51% had a bachelor’s degree or higher.

Table S10: Correlation Table for Study 4

	M	SD	1	2	3	4	5	6	7	8	9	10	11	12	13
1 RSDO	5.74	1.39	(.88)												
2 Egalitarian Advocacy	4.93	1.34	.67**	(.90)											
3 Allocate Gender	33.86	13.58	.21**	.17**	n/a										
4 Allocate Race	36.39	14.85	.32**	.32**	-.05	n/a									
5 Allocate Age	29.74	19.58	-.38**	-.36**	-.65**	-.72**	n/a								
6 Priority Gender	0.34	0.06	.21**	.13*	.71**	.09	-.56**	(.89)							
7 Priority Race	0.36	0.06	.28**	.26**	.13*	.72**	-.64**	.26**	(.86)						
8 Priority Age	0.30	0.10	-.32**	-.27**	-.52**	-.54**	.77**	-.73**	-.82**	(.87)					
9 Opp Block Gender	0.32	0.07	-.23**	-.23**	-.49**	-.14*	.45**	-.63**	-.20**	.52**	(.90)				
10 Opp Block Race	0.30	0.08	-.32**	-.29**	-.02	-.50**	.40**	-.10 ⁺	-.61**	.46**	.02	(.89)			
11 Opp Block Age	0.38	0.10	.39**	.36**	.34**	.46**	-.59**	.48**	.58**	-.67**	-.67**	-.76**	(.87)		
12 White	0.76	0.43	-.10 ⁺	-.17**	.02	-.22**	.15*	.03	-.14*	.08	.01	.17**	-.14*	n/a	
13 Female	1.38	0.49	.13*	.19**	.06	.03	-.06	.07	.01	-.03	-.14*	.01	.08	-.10	n/a
14 Age	36.28	11.12	-.15**	-.10 ⁺	-.09	-.15*	.18**	-.12*	-.20**	.20**	.09	.20**	-.21**	.21**	.06

Table S11: Regression Analysis for Study 4: Allocation

Allocation	Gender				Race				Age			
	b	SE	t	p	b	SE	t	p	b	SE	t	p
Egalitarian Advocacy	1.72	0.61	2.83	.01	3.32	0.63	5.32	.00	5.04	0.82	-6.03	.00
Gender	.96	1.64	0.59	.52	-1.15	1.69	-0.68	.55	0.18	2.21	-0.02	.94
White	2.40	1.89	1.26	.22	-5.18	1.96	-2.65	.01	2.79	2.56	1.15	.28
Age	-0.11	0.07	-1.50	.13	-0.12	0.07	-1.62	.11	0.23	0.10	2.38	.02

Table S12: Regression Analysis for Study 4: Priority

Prioritization	Gender				Race				Age			
	b	SE	t	p	b	SE	t	p	b	SE	t	p
Egalitarian Advocacy	0.01	.00	2.27	.02	0.01	.00	4.42	.00	-0.02	.00	-4.76	.00
Gender	0.01	.01	.95	.34	-0.01	.01	-.78	.44	0.00	.01	0.24	.81
White	0.01	.01	1.48	.14	-0.01	.01	-1.19	.23	-0.00	.01	-0.06	.96
Age	-0.00	.00	-2.11	.04	-0.00	.00	-2.76	.01	0.00	.00	3.09	.00

Table S13: Regression Analysis for Study 4: Opportunity Blocking

	Gender				Race				Age			
Opportunity Blocking	b	SE	t	p	b	SE	t	p	b	SE	t	p
Egalitarian Advocacy	-.01	.00	-3.99	.00	-.015	.003	-4.65	.00	.026	.004	6.26	.00
Gender	-.01	.01	-1.75	.08	.010	.009	1.13	.26	.004	.011	0.33	.74
White	-.01	.01	-1.07	.28	.018	.010	1.81	.07	-.010	.013	-0.64	.52
Age	.00	.00	1.49	.14	.001	.000	2.70	.01	-.002	.000	-3.08	.00

Study 5a

In Study 5a, participants were recruited to take part in a “two-part” study on “current issues in society” and “attitudes and perception”. In part one, participants read a prompt, which read: “Welcome to our study about current issues in society. On the next page, you will receive an article about a current societal issue. The information contained in this article is accurate based on recent statistics, so we are interested to hear if you are aware and/or familiar with these recent developments. You will receive one of the following articles: (1) “The Current State of Employment in America, (2) “Weather Patterns across the Globe,” (3) “The Changing Face of Technology,” (4) “The Future of Higher Education,” (5) “The End of Cigarettes” and (6) “Global Migration Patterns.” Participants read *one* article from the following options:

Won’t Retire: *The Current State of American Employment:* The nature of retirement is changing. Almost one in four adults 65 and older are now in the workforce. That number is only expected to increase making the older generation the fastest-growing group of workers in the country. One of the main reasons? They enjoy it. Unlike previous generations who came before them, those 65 and older place more value on work, making them feel engaged, useful, and fulfilled. Unlike the current generation, those 65 and older benefited from a great economy, which offered safe and well-paying jobs. And, many older workers are reluctant to give them up. Recent data reflects this trend, where the employment rate for workers age 65 and older has risen by 101%, and the number of employed people age 75 and up has increased by 172%. In fact, in 2010 one study found that 26% of retirees have chosen to “un-retire.” Indeed, the changing nature of the economy has allowed older workers to stay engaged longer than ever before. Although those over 65 hold more than one third of the U.S. wealth, have the highest savings of any generation, and are least likely to be in poverty, for many, retirement is nowhere near the horizon. Although many listed financial reasons, 3 of the top 5 reasons older workers refuse to retire are because work provides enjoyment, gives them meaning, and occupies their time. It is not uncommon for people to work into their 60s, 70s, or 80s these days, and many are actively engaged in their careers, certain to avoid retirement. For the aforementioned reasons, nearly one in four American workers don’t know if they will retire at all.

Can’t Retire: *The Current State of American Employment:* The nature of retirement is changing. Almost one in four adults 65 years and older are now in the workforce. That number is expected to increase, making the older generation the fastest-growing group of workers in the country. One of the main reasons? They can’t afford to retire. Unlike previous generations who came before them, those 65 and up do not have the economic means to retire. In today’s economy, the lack of social security, recent economic recessions, and their continued support to their grown children—who also face difficulty in today’s economy—has made it difficult for them to retire. Recent data suggests that baby boomers have less savings than ever before, with the median savings being just

over \$150,000, and as life-expectancy increases, this amount needs to get through what could be a 30-year retirement. Further, economic recessions have affected the stability of those savings; for example, in the last recession, 401(k) accounts lost one-third of their value, which forced many to continue working long beyond their original plans. Unlike previous generations, most modern organizations offer no retirement plans at all. The days of working for one company that would support you after you retire are long gone. Few private sector organizations offer traditional, defined benefit pensions, where you're paid a fixed stipend for life depending on your salary and years of service. The current nature of wealth and employment is not just affecting the older generations, the younger generations struggle as well; and indeed, the older generation are dipping into their retirement savings to support their grown children. A recent survey found that 50% of older adults have and/or continue to sacrifice their own retirement savings to help their adult children financially. For the aforementioned reasons, despite their desire to, nearly one in four American workers don't know if they will be able to retire at all.

Control: *Big Data is the Future:* The nature of decision-making is changing. Over the past decade, "Big Data" has become one of the largest drivers of decision-making and policy reform. Almost one in four decisions is made using big data in some way, and this number is only expected to increase. Many scientists see this as an opportunity, as it allows us to capture important and diverse information from millions of people. Using public data from millions of posts, articles, and discussion forums, "Big Data" can capture more information than is possible through traditional methods. Collecting this information and leveraging this data allows the U.S. to capture more information and remain a strong and growing economy. This kind of data allows decision-makers to understand both the similar and different perspectives that people bring to life. Though such data includes millions of data-points, it also allows each individual to contribute to policies, research, and decision-making. Although traditional ways of making inferences have been useful for understanding human behavior, Big Data provides a new opportunity for decision-making, especially in areas where people are reluctant to express opinions candidly. There are indisputable benefits to collecting data using traditional methods, like census data and opinion surveys; but, recognizing the potential accuracy of Big Data can help supplement these methods. New research suggests that missing the utility of big data for policy-making could be counter-productive, as many other economies have already adopted this approach. Understanding the potential of this information is important, as it would capture more data and contribute to better decision making for areas that affect everyone, such as political and healthcare policies. For the aforementioned reasons, Big Data, and its role in decision-making, is unlikely to disappear; many encourage us to leverage and use Big Data, rather than ignore it.

They then completed several questions about the article, which served as fillers, such as (1) "have they read an article similar to this one in the past?" (1 = yes, 2 = no); (2) "what population was the article referring to" (1 = older individuals [big data], 2 = younger individuals [phone surveys], 3 = children [individual surveys], and 4 = middle aged individuals [polls]); (3) what society was the article discussing (1 = U.S; 2 = Canadian; 3 = British; 4 = All of the above).

Dependent Variables

Dependent variables were those used in Study 4.

Additional Analyses

For brevity, we only elaborate on the effects of age within the paper. Below we report how our manipulations affected allocation to, and prioritization of, other demographic groups. Further, we report results using demographic controls.

Table S14: Dependent Variables as a Function of Condition in Study 4

Allocation								
Condition	Older		Women		Racial Minorities		Disabilities	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	10.33 _a	6.40	13.29 _a	8.84	14.11 _a	9.40	14.27 _a	6.24
Can't Retire	12.83 _b	10.73	12.18 _{a,b}	8.61	14.10 _a	11.87	14.92 _a	10.44
Control	11.00 _{a,b}	8.90	10.76 _b	9.49	12.25 _a	9.52	18.67 _b	15.75
	International		Low SES		LGBTQ		Veterans	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	7.63 _a	8.49	17.90 _a	13.84	9.21 _a	6.41	13.26 _a	9.84
Can't Retire	6.59 _a	6.62	16.54 _a	12.27	9.01 _{a,b}	6.94	13.84 _{a,b}	12.75
Control	4.78 _b	5.06	18.59 _a	18.36	7.49 _b	6.80	16.47 _b	16.85
Prioritization								
Condition	Older		Women		Racial Minorities		Disabilities	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	3.04 _a	1.09	3.63 _a	1.04	3.75 _a	1.12	3.88 _a	0.99
Can't Retire	3.26 _b	1.04	3.74 _a	1.07	3.79 _a	1.16	3.93 _a	1.00
Control	2.89 _b	1.03	3.32 _b	1.25	3.38 _b	1.27	3.61 _b	0.95
	International		Low SES		LGBTQ		Veterans	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	2.83 _a	1.15	3.72 _a	1.01	3.30 _a	1.24	3.35 _a	1.04
Can't Retire	2.85 _a	1.15	3.76 _a	1.04	3.40 _a	1.20	3.50 _a	1.06
Control	2.48 _b	0.99	3.39 _b	1.15	2.90 _b	1.35	3.32 _a	1.12

Numbers with different subscripts are significantly different from one another ($p < .05$).

Further, results for allocation, $F(2, 452) = 3.61$, $p = .028$, $\eta_p^2 = .016$ and prioritization, $F(2, 452) = 5.35$, $p = .005$, $\eta_p^2 = .023$, continue to be significant, when controlling for gender (1 = male, 2 = female), age, and race (1 = White, 0 = non-White), and in each case the “can’t retire” and the “won’t retire” conditions continue to significantly differ from one another (p ’s $< .05$)

Study 5b

In Study 5b, we use the same paradigm as in Study 5a. We therefore do not elaborate on methods; though we report on results below.

Table S15: Dependent Variables by Condition in Study 5b

Condition	Allocation							
	Older		Women		Racial Minorities		Disabilities	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	9.55 _a	7.63	13.30 _a	11.06	13.69 _a	9.63	15.77 _{a,b}	10.59
Can't Retire	16.82 _b	11.14	11.84 _a	8.41	12.17 _a	9.57	15.05 _a	9.14
Control	12.05 _c	8.96	12.17 _a	9.32	12.18 _a	9.94	17.57 _b	13.45
Condition	International		Low SES		LGBTQ		Veterans	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	6.23 _a	7.33	19.47 _a	18.45	7.82 _a	6.66	14.16 _a	11.25
Can't Retire	5.42 _a	5.38	16.90 _a	12.11	7.60 _a	8.59	14.22 _a	9.54
Control	6.68 _a	5.78	17.21 _a	14.24	6.85 _a	5.93	15.28 _a	12.55
Condition	Prioritization							
	Older		Women		Racial Minorities		Disabilities	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	2.98 _a	1.12	3.49 _a	1.10	3.57 _a	1.14	3.77 _a	1.06
Can't Retire	3.65 _b	0.99	3.42 _a	1.11	3.49 _a	1.20	3.80 _a	0.97
Control	3.23 _c	1.05	3.42 _a	1.24	3.39 _a	1.29	3.70 _a	1.04
Condition	International		Low SES		LGBTQ		Veterans	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
Won't Retire	2.62 _a	1.18	3.65 _a	1.04	2.94 _a	1.29	3.54 _a	1.12
Can't Retire	2.46 _a	1.19	3.65 _a	1.07	2.89 _a	1.27	3.66 _a	1.00
Control	2.61 _a	1.21	3.54 _a	1.07	2.76 _a	1.31	3.49 _a	1.07

Numbers with different subscripts are significantly different from one another ($p < .05$).

Further, when controlling for gender (1 = male, 2 = female), age, and race (1 = White, 0 = non-White), our dependent variables of interest remain significant (allocation [$F(2, 523) = 26.35, p < .001, n_p^2 = .092$], prioritization [$F(2, 523) = 16.51, p < .001, n_p^2 = .060$], and opportunity blocking [$F(2, 523) = 15.66, p < .001, n_p^2 = .057$]). In each case the “can’t retire” and the “won’t retire” conditions continue to significantly differ from one another (p ’s $< .001$). However, when controlling for these demographic variables, our alternative mediator of value conflict falls to non-significant, $F(2, 523) = 2.13, p = .12, n_p^2 = .008$, and the difference between the can’t retire and won’t retire conditions fall to non-significant ($p = .11$).

Study 6:

Methods and results for Study 6 are reported in text. Results controlling for demographic variables are included below.

Table S16: Regression Tables for Study 6

	Succession					Opportunity Blocking				
	b	SE	t	p	CI	b	SE	t	p	CI
Intercept	3.14	0.81	3.89	<.001	[1.55, 4.73]	4.41	.77	5.71	<.001	[2.89, 5.93]
Gender	-0.22	0.13	-1.66	.099	[-0.48, .04]	-.29	.13	-2.27	.024	[-.54, -.04]
White	-0.42	0.14	-2.94	.004	[-.71, -.14]	-.11	.14	-0.80	.425	[-0.38, .16]
Age	-0.03	0.01	-4.87	<.001	[-.04, -.02]	-.02	.01	-3.81	.000	[-.034, -.01]
Condition	0.74	0.48	1.54	.124	[-.21, 1.69]	.58	.46	1.24	.216	[-.34, 1.49]
Egal Adv. (EA)	0.37	0.15	2.56	.011	[.09, .66]	.22	.14	1.54	0.12	[-.06, .49]
Condition x EA	-0.17	0.09	-1.85	.066	[-.36, .01]	-.18	.09	-1.99	.048	[-.35, -.001]
	Allocation					Prioritization				
	b	SE	t	p	CI	b	SE	t	p	CI
Intercept	10.90	5.79	1.88	.061	[-.51, 22.3]	1.47	.79	1.874	.062	[.08, 3.02]
Gender	1.84	0.95	1.95	.053	[-.02, 3.71]	.31	.13	2.44	.015	[.06, .57]
White	0.23	1.03	0.22	.827	[-1.80, 2.25]	.17	.14	1.239	.217	[-.10, .45]
Age	0.10	0.04	2.23	.027	[.01, .19]	.02	.01	3.097	.002	[.01, .03]
Condition	-1.74	3.46	-0.50	.615	[-8.55, 5.07]	-.38	.47	-0.81	.421	[-1.30, .55]
Egal Adv. (EA)	-1.81	1.05	-1.73	.085	[-3.87, .25]	.02	.14	0.11	.917	[-.26, .29]
Condition x EA	0.75	0.67	1.12	.262	[-0.57, 2.07]	.11	.09	1.254	.211	[-.065, .29]

Note: Condition coded such that 1 = *will not retire* and 2 = *cannot retire*

Study 7:

Participants ($N = 407$) from MTurk took part in a two-part study on “personality and attitudes” and “evaluations.” Those who failed to remember the name or the age of the target were excluded ($n = 32$), leaving a final sample of 375 participants (57% men, 72% White, $M_{\text{age}} = 38.18$, $SD = 12.61$). Participants were first asked to fill out a number of personality measures, embedded in which was our egalitarian advocacy measure. Of note, we did not analyze, nor do we report, the other pre-scenario measures, but for interested readers, the data can be found online. After filling out these scales, they moved onto the next part of the study. Participants were told to imagine that they work at a marketing firm, where they had a 71-year old colleague, who was either (1) a White male, named John, or (2) a Black female, named Latisha. Specifically, they were told:

You work at a Marketing firm, Anderson and Lowell. You have been working there for the past two years and are trying to make a name for yourself. You have several colleagues, one of which is Latisha [John] Thomas. She [He] is a 71-year-old Black woman [White man] and has been working at Anderson and Lowell for the past 40 years.

Despite an increased presence of much younger co-workers, Latisha [John] often dominates the conversation during meetings. The company has emphasized forward-thinking ideas, but Latisha [John] continually insists on doing things the way they traditionally have done. Though the money they're paying her [him] is blocking younger people from getting hired, she [he] does not seem to care. She [he] refuses to step aside.

Participants were then asked questions about the candidate as a set of memory/manipulation checks, including their name and their age.

Pre-Scenario Scales

Egalitarian advocacy. Participants were given the six-item egalitarian advocacy scale, used in studies thus far on a scale from 1 = *strongly disagree* to 7 = *strongly agree* ($\alpha = .86$).

Other measures. Participants were given the ten-item personality inventory (Gosling, Renfrow, & Swann, 2003), items from the Cognitive Style Indicator (Cools & Van den Broeck, 2007), and from the Marlow-Crowne social desirability measure (He et al., 2015; Reynolds, 1982).

Dependent Variables

Succession. Participants were asked the extent they agreed with the following statements about the target: (1) People like Latisha [John] don't know when to make way for younger people; (2) At a certain point, it is time for people like Latisha [John] to pass along their resources; (3) Latisha [John] has an unfair amount of power compared with younger people; (4) If it weren't for people like Latisha being opposed to changing the way things are, the organization could probably progress much more rapidly; (5) Younger people are would be more productive than Latisha [John] at their jobs; (6) It is unfair that Latisha [John] gets to have a say in decisions that will impact younger people at the organization much more; (7) It is unfair that Latisha [John] is taking up resources that could be going to younger workers ($\alpha = .92$).

Liking/Respect. Participants were asked four questions pertaining to liking and respect of the target: I would respect [John] [Latisha]; I would admire [John] [Latisha]; I would like working with [John] [Latisha]; (4) I would like Latisha (1 = *strongly disagree* – 7 = *strongly agree*; $\alpha = .88$).

Desire for interaction. Participants were asked how much they would: Want to be around [John] [Latisha]; Socialize with [John] [Latisha] outside work; Want to be mentored by [John] [Latisha]; Want [John] [Latisha] to show you the ropes (1 = *not at all* – 7 = *very much*; $\alpha = .91$).

Results.

Methods and results for Study 7 are reported in text. Results controlling for demographic variables are included below. Condition is coded such that 1 = black female, 0 = white male.

Table S17: Regression Tables for Study 7

	Succession				Liking/Respect				Desire for Interaction			
	b	SE	t	p	b	SE	t	p	b	SE	t	p
Intercept	4.19	.53	7.93	<.001	3.47	.48	5.09	<.001	3.09	.60	5.14	<.001
Gender	-0.27	.13	-2.09	.071	-0.01	.12	0.15	.94	-.09	.15	-.59	.55
White	-0.36	.15	-2.43	.018	-0.31	.13	-2.27	.025	-0.36	.17	-2.16	.03
Age	-0.02	.01	-3.98	<.001	0.03	.01	6.96	<.001	0.03	.01	4.43	<.001
Condition	-0.96	.56	-1.72	.078	-1.35	.50	2.68	.01	-1.34	.63	-2.13	.034
Egal Adv (EA)	0.39	.08	4.77	<.001	0.02	.07	4.94	0.80	0.01	.09	.14	.89
Cond x EA	-0.25	.11	2.32	.022	0.31	.10	3.12	.002	0.33	.12	-2.71	.007

Supplemental Study: Age Schema Study

The purpose of this supplemental study is to explore the demographic characteristics people envision when they are asked about an older individual. Intersectional invisibility theory (see Purdie-Vaughns & Eibach, 2008) would argue that the prototypical exemplar for this demographic would be an older, White, male, which would not necessarily mean this is a prejudice against older individuals, but rather older, White, men.

To test this, 300 participants were recruited to take part in a study on “impression formation,” where they were told that they would give their initial impressions of a target based on limited information about their life. Participants who did not pass an attention check (remembering

the age of the target) or who wrote nonsense in their open-ended response were excluded ($n = 35$), leaving a final sample of 265 participants (51% men, 70% White, $M_{\text{age}} = 37.98$, $SD = 11.29$).

They were then given a vignette based off of Martin, North & Phillips (2018), which read:

This person is a 74-year-old individual from the suburbs of a large city. Along with spending time with family, this person enjoys a number of hobbies and activities. While at home, this person often listens to music and watches television. This person lives comfortably, but is by no means wealthy.

They were asked to reflect on what this person was like and guess several of their demographic characteristics. They then moved to the second part of the study, where they completed several scales, including measures of *egalitarian advocacy* and *Succession*.

Dependent Variables

Demographic characteristics. Participants were given the following prompt: if you had to guess... and asked about the following demographic groups:

Gender. Participants were asked, “what gender did you think this person is” (1 = *male*, 2 = *female*).

Race. Participants were asked, “what race did you think this person was?” (1 = *White*, 2 = *Asian*, 3 = *Black*, 4 = *Hispanic*, 5 = *Other*);

Age. Participants were asked, “what age did you think this person was?” (Open Ended). This served as our manipulation check.

Political affiliation. Participants were asked, “what political party do you think this person usually votes for in U.S. elections? (1 = *democratic*; 2 = *republican*; 3 = *independent*; 4 = *doesn't vote, but would democratic*; 5 = *doesn't vote, but would republican*; 6 = *they are apathetic to politics*). “Democratic” and “doesn't vote, but would democratic” were combined, as were “Republican” and “doesn't vote, but would republican,” to create a three-category variable.

Participants were also asked, “what do you think this person’s political beliefs are?” (1 = *extremely left* – 7 = *extremely right*).

Employment status. “what do you think this person's employment status is?” (1 = *employed full-time*; 2 = *employed part-time*; 3 = *self-employed*; 4 = *unemployed looking for work*; 5 = *unemployed not looking for work*; 6 = *retired*; 7 = *student*)

Status. Participants were given the status ladder from Anderson et al. (2012), being told to “think of the ladder as representing all people in society. At the top of the ladder are the people who *you think* are the best off (highest status, most influence, etc.). At the bottom of the ladder are the people who *you think* are the worst off (lowest status, least influence, etc.)” and asked “where would you place this person on the ladder” (1 = *least status* – 10 = *most status*).

We also asked several filler questions, we were less interested in, such as the target’s education, relationship status, number of children. These were less relevant to our questions of interest, and we did not include in our analysis (data is available on OSF for interested readers).

Individual difference measures. Participants were also asked to complete several individual difference measures, such as their endorsement of egalitarian advocacy and Succession. We collected additional measures, such as the ten-item personality inventory, cognitive style, and other age-related biases. These were embedded in the survey to curb demand effects and were not analyzed (data is available on OSF for interested readers).

Egalitarian advocacy. We asked the same six items, used in other studies thus far on a scale from 1 = *strongly disagree* to 7 = *strongly agree* ($\alpha = .90$).

Succession. Participants were asked to complete the seven-item measure of Succession, used in studies thus far on a scale from 1 = *strongly disagree* to 6 = *strongly agree* ($\alpha = .88$).

Results

We first report descriptive statistics about the target's characteristics, and then report on the relationships between our measures and the target's characteristics.

Target's Demographic Characteristics

Gender. Participants were significantly more likely to see the participant as male (66%) compared to female (37%), $\chi^2(1, N = 265) = 16.94, p < .001$.

Race. The majority of the participants saw the target as White (86%), compared to Asian (8%), Black (1%), Hispanic (3%) or of another race (2%), $\chi^2(1, N = 265) = 934.16, p < .001$.

Political affiliation. The majority of participants saw the older target as republican (51%), compared to democratic (40%) or independent (9%), $\chi^2(1, N = 265) = 75.72, p < .001$. Participants also believed that the target was more right leaning, with the mean of political beliefs being significantly above the midpoint ($M = 4.57, SD = 1.42$), $t(1, 264) = 6.56, p < .001, CI_{95} = .40, .75$.

Employment status. The majority of participants (92%) believed the target was not working, whereas most believed the target was working (8%), $\chi^2(1, N = 265) = 191.04, p < .001$.

Status. Participants saw the target as having some status, with the mean ($M = 6.04, SD = 1.52$) significantly above the midpoint of the ladder, $t(1, 264) = 11.19, p < .001, CI_{95} = .86, 1.22$.

As a next step, we examined the relationships between egalitarian advocacy, Succession, and target characteristics, which are reported below.

Table S18: Relationships between Egalitarianism, Succession, and Target Characteristics

	1	2	4	5	6	7	8
1 Egalitarian Advocacy							
2 Succession	.16**						
3 Target Gender	.11 ⁺	-.10					
4 Target Race	-.17**	-.15*	-.04				
5 Target Political Party	-.10	.12 ⁺	-.22**	.20**			
6 Target Political Beliefs	-.19**	.14*	-.23**	.21**	.72**		
7 Target Work Status	.15*	.14*	.02	-.30**	-.07	-.05	
8 Target Status	.01	-.10	-.03	.05	-.05	-.04	-.09

** $p < .01$, * $p < .05$, + $p < .10$. Target Gender coded such that 1 = *male*, 2 = *female*; Target race coded such that 1 = *White*, 0 = *non-White*; Political Party coded such that 1 = *democrat*, 2 = *republican*; Target Work Status coded such that 1 = *working*, 0 = *not working*;

As in other studies, there was a significant relationship between Egalitarian Advocacy and Succession, $r = .16, p < .009$. There were several significant relationships between target demographics and egalitarian advocacy worth noting. Those who endorsed egalitarian advocacy more strongly, were less likely to see the target as being White, $r = -.17, p = .007$, more likely to see the target as being less liberal/more conservative, $r = -.19, p < .001$, and still working, $r = .15, p = .013$. Those who endorsed Succession more strongly were less likely to see the target as being White, $r = -.15, p = .018$, more likely to see the target as being more liberal/less conservative, $r = .14, p = .024$, as well as continuing to work, $r = .14, p = .02$. Neither egalitarian advocacy or Succession were related to the target's gender or status, $r's < .11, p's > .08$.

Several relationships are worth elaborating upon. First, both those who endorse egalitarian advocacy and Succession were less likely to see the target as White, which is unsupportive of the hypothesis that this may be solely a bias against older, White, men. That said, it is worth noting that few participants saw the target as being non-white ($N = 37$). Second, both those who endorse egalitarian advocacy more strongly and who endorse Succession prejudice are more likely to see the target as continuing to work, which is supportive of our opportunity-blocking hypothesis—that bias against older individuals is due the perception that older individuals are taking up opportunities and resources from younger people.

Though the perception that the target voted for a conservative party was not related to egalitarian advocacy, $r = -.10, p = .11$, there was significant relationships between Egalitarian Advocacy and our continuous political beliefs measure; however, in the opposite direction of what we may have predicted, with those higher in egalitarian advocacy believing the target was less conservative/more liberal, $r = -.19, p < .001$. If Succession prejudice amongst egalitarian advocates was due to value-conflict, we might expect them to believe the target was more conservative.

Participants who are higher on egalitarian advocacy are also more liberal, $r = .36, p < .001$, thus, it may be that egalitarian advocates are projecting views consistent with their own, onto the older individual. Interestingly, though Succession is related to the target's political beliefs those who endorse *Succession* more strongly see the target as more conservative/less liberal, $r = .14, p = .02$, which would support the hypothesis that Succession prejudice is related to the idea that older people are conservative and preventing societal progression.

Discussion

This study was exploratory in nature to understand the characteristics people may be envisioning when they think of “older individuals.” Though there was variance in who people envisioned when they imagine an older individual, the majority of participants did think of the target as White, or male, or conservative; however, it is worth noting that only 87 participants (33% of the sample) envisioned the target as possessing all three demographic characteristics simultaneously, and only 59 participants (22% of the sample) envisioned the target as a White, conservative, male, with some degree of status (above the midpoint). It should be noted that we did find that the majority of participants (54%) envisioned a White male, which may suggest that this identity is particularly targeted by Succession prejudice. However, even when examining participants who *did not* envision a White male, we continue to find that they endorsed Succession prejudice ($N = 146; r = .25, p = .006$). That said, even if people are envisioning a specific set of demographics, in our paper we measure *holistic* prejudices and attitudes. Thus, even if certain demographic characteristics more strongly represented in individuals' schemas than others, the implications for the *entire* older population is affected. Further, it should be noted that it seems egalitarian advocates do not solely have a bias against older, White, men, as not only were those higher on egalitarian advocacy less likely to see the target as White or conservative, but even amongst those who pictured a non-White, and non-male exemplar, egalitarian advocates continued

to predict Succession prejudice. Finally, both egalitarian advocacy and Succession were related to the perception that the target was working, supporting our resource-blocking hypothesis.

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