Rose Brown is a Cornell University Dean's Scholar and Social and Personality Psychology doctoral student. She considers herself a code-switching researcher who uses her findings to gently remind people that language matters.

Abstract:

How and When Workplace Ostracism Impacts Code-switching Behaviors

Rose Brown, Cornell University
Darryl Rice, Miami University
Patrick Plummer, Howard University

This article seeks to extend code-switching, ostracism, and psychological safety literature. Drawing from social information processing theory, the authors examine the relationship between ostracism and code-switching when mediated by psychological safety. Addressing a gap in empirical works of literature investigating code-switching behaviors for minority employees specifically, authors draw from age discrimination literature to examine the relationship between ostracism and code-switching and perceived psychological safety for minority employees when moderated by age. Results demonstrate that perceptions of psychological safety mediate the relationship between ostracism and code-switching. Results also indicate that the relationship between ostracism on code-switching and perceived psychological safety is significant for older minority employees compared to younger minority employees. Furthermore, the authors find support that the indirect effect of ostracism on code-switching via psychological safety is more substantial for relatively more older minority employees than younger minority employees. Implications for managers are discussed, and suggestions for future research are offered.

Jordan Daley is a 5th-year PhD candidate at Northwestern University in the Social Psychology program. He conducts research as a member of the Social Cognition Lab, under the guidance of director Galen Bodenhausen. Jordan is broadly interested in social biases and the psychological processes that underlie them. Jordan's central line of work focuses on skin-tone bias, and how this
form of bias differs from racial bias. Jordan was born on the east coast, and later moved to Grand Rapids, MI where he spent most of his life. In his free time, Jordan enjoys basketball, music, and all things fantasy/sci-fi.

Abstract:

**Beyond Black and White: Examining the Relationship Between Race and Skin-Tone Bias**

Jordan Daley, Northwestern University
Galen V. Bodenhausen, Northwestern University

Researchers have intensively investigated the impact of perceived race on how people are viewed and treated. As a cue to racial identity and prototypicality, skin complexion can play a particularly important role in moderating vulnerability to such racial biases. The current studies provide a broader exploration of the relationship between the enactment of skin-tone bias and bias based on racial categorization, in terms of first impressions based solely on facial appearance. Across three studies and an internal meta-analysis (N = 1074), we find consistent evidence that perceivers form more favorable first impressions of men with lighter vs. darker skin tones. This effect was generally independent of target race, and it was found both in reports of one's own impressions (Studies 1 and 3) as well as projected beliefs regarding the typical American's impressions (Study 2). The magnitude of this skin-tone bias was unrelated to participants' political ideology. In contrast, the effects of categorical race depended largely on ideology, with more conservative participants displaying a pro-White bias and more liberal participants displaying a pro-Black bias in their impressions. We conclude that race and skin tone can impart distinct and independent biases in social perception, and these biases are differentially responsive to variables that might be expected to influence an individual's tendency to display racial bias.

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Megan Kang is a PhD student in Sociology at Princeton University who studies the consequences of violence and social stratification on disadvantaged communities, with the goal of identifying effective and humane ways of reducing inequality in basic safety and well-being. She is interested in research involving community and public partners through co-constructed approaches. Prior to Princeton, Megan worked on mixed-methods research aimed at improving the lives of disadvantaged youth and adults at the UChicago Crime Lab, including efforts to understand underlying mechanisms of action as part of large-scale randomized controlled trials. She holds a BA in history and political science from UC Berkeley and a master's degree in public policy from the University of Chicago.

Abstract:

**Leaving the Life: Exiting a Violent Social Network Amidst Changing Gang Boundaries**

Leaving a gang is a constellation of social interactions involving one's decision to leave and others' recognition. Drawing on 95 interviews with current and former gang affiliated individuals and over two years of observations of a violence prevention program, I describe how changing gang landscapes in Chicago shape what it means to exit a violent social network. Increasingly “blurry” gang membership and territorial boundaries have made it easier to leave one's immediate group
while introducing new challenges to leaving the wider gang network. Blurry boundaries make it more difficult to signal one’s exit to several potential threats and safely navigate neighborhoods to capitalize on available services and job opportunities. This shift in the gang landscape has given rise to new exit tactics, some of which may be mistaken for antisocial behaviors rather than sincere attempts to desist from crime.

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Emory University

Abstract:

Same race, different approach: Whites present less warmth to high (vs. low) SES Blacks
Arielle Lewis, Emory University
Dr. Cydney H. Dupree, University College London
Dr. Erika V. Hall, Emory University

Research Question: Past work on interracial interactions has suggested White Americans are warmer when addressing Black (vs. White) Americans to appear non-biased (Bergsieker et al., 2010; Dupree & Fiske, 2019; Dupree, 2021). This tendency is considered an impression management strategy (i.e., ingratiation; Swencionis & Fiske, 2016) and is informed by the pervasive association of Blacks (Whites) with low- (high-) status (Dupree et al., 2020; Swencionis et al., 2017). However, because this past work relied on stereotypical, low-status characterizations of Blacks, it’s unclear whether Whites engage in ingratiation because of racial differences or assumed socioeconomic (SES) differences due to racial stereotypes. In the case of the latter, will Whites act warmer to Blacks when they learn they are (counterstereotypically) high SES?

Method: Most recently, we examined this question using a 2 (race: Black vs. White) x 2(SES: low vs. high) between-subjects design in an online introduction study. Based on an a priori power analysis (G*power; Faul et al. 2007), we recruited 800 self-identifying White-American liberals from Prolific and Amazon’s Mechanical Turk and retained responses from 737 (Mage = 43.87; SDage = 10.36; 85.5% female) participants who passed the manipulation checks. During this study, each participant viewed an introduction video of their supposed study partner whose racial identity varied by condition. We also varied their partner’s SES with their name (Gaddis, 2017), family background, and plans for school in the fall (APA, 2020). Afterwards, each participant recorded their own introduction video intended to be shared with the same study partner.

Results: We evaluated how warm each participant appeared to their partner in three ways. More specifically, we analyzed the participants’ video transcripts in LIWC (see Dupree & Fiske, 2019), evaluated their non-verbal behaviors in the video (Biancardi et al., 2017), and compared their self-report ratings of warmth traits (Koch et al., 2016). Both analyses of the video transcripts (p = .09; MHighSES = 4.02; SDHighSES = 2.37; MLowSES = 4.48; SDLowSES = 2.51) and non-verbal behaviors (p = .04; 59.9% [high SES]; 71.1% [low SES]) revealed the expected pattern of means among the Black partners (i.e., less warm to high SES). While we did not find a significant effect for the self-report warmth measure, we conducted three earlier studies which included this same measure. Two of these studies produced significant partner race x status interactions (p’s < .001), with the least warmth shown to the high SES Black partner. Thus, we conducted an internal meta-analysis (McShane & Böckenholt, 2017) on responses to the self-report warmth measure
that we included in each of the four pre-registered studies. In line with our predictions, the internal meta-analysis revealed a significant simple effect among the Black targets (0.26; 95% CI: 0.04, 0.48), with the high SES target (M = 7.90; SD = 1.06) being shown less warmth overall than the low SES target (M = 8.15; SD = 1.09). In contrast, we did not find the effect among Whites partners and SES conditions to be statistically significant (i.e., 95% CIs included 0).

**Implications:** Theoretically, this work helps to disentangle the effect of race and SES within the interpersonal relations literature. Our findings may show the previously documented impression management strategies Whites enact towards Blacks are driven by assumptions about SES. If so, it’s unclear whether the findings from past research generalize to other contexts, such as the workplace, wherein SES cues are prevalent. Practically, we illuminate another aspect of the Black employee experience which may help explain the consistent lack of diversity in high-status positions and occupations (BLS, 2020). That is, higher SES Black employees may experience a less welcoming work environment than those who are lower SES and align with others’ stereotypical expectations. In our next study, we intend to explore whether White Americans are less warm to high SES Black targets because they feel less empathy for them and, consequently, less motivation to appear non-biased. To do so, we will conduct a content analysis on White Americans’ letters of support for Black targets whose SES is specified as counter stereotypical high, stereotypically low, or left to be assumed. As a secondary analysis, we will test whether political orientation moderates the warmth effect we’ve documented.

1) We used White liberals to compare with recent investigations that have tested a similar question (Dupree & Fiske, 2019). Their rationale being White liberals (vs. conservatives) are more inclined to change their behavior because they are more motivated to affiliate with racial minorities.

2) We conducted three other studies with online panels using the same 2x2 design with a different research paradigm (total n = 3,557; Mage = 34.61; SDage = 12.16; 54.5% female).

**Isaac Raymundo**

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**Columbia Business School**

**Abstract:**

**Insensitive But Not Incompetent: the effect of status and mistake type on the propensity to apologize**

Isaac Raymundo, Columbia Business School
Christine Nguyen, Northern Illinois University
Shai Davidai, Columbia Business School

Mistakes are inevitable in social interactions, and only under certain circumstances do they go unnoticed. We are interested in how people respond after committing mistakes, and how their responses are affected by both their position in the hierarchy and the type of mistake. In particular, we focus on apologies as a common reaction to committing mistakes. Leveraging the literature on apologies and status maintenance, we examine whether high-status people are more or less likely to apologize than low-status people, and whether the relationship between status and apology likelihood is moderated by the type of mistake committed. 200 participants (188 after exclusions) were randomly assigned to one of two status conditions: high or low; and one of two mistake conditions: competence-based or warmth-based. Participants were asked to type out
how they would respond to an accusation, which differed based on their mistake condition. Our dependent variable was whether or not their response included an apology. We found no main effect of status on likelihood to apologize, and a main effect of mistake type, such that participants were more likely to apologize for warmth-based mistakes than for competence-based mistakes. Additionally, there was a marginal interaction between status and mistake type, such that the difference between likelihood to apologize for warmth-based versus competency-based mistakes was larger for participants in the high-status condition than those in the low-status condition. These findings contribute to the current literature on apologies, which has largely focused on the perspective of the apology recipient, by considering the perspective of the apologizer. Furthermore, we shed light on inconsistent findings in past literature regarding the relationship between status and apology likelihood, examining mistake type as a key moderator.