

**Cisheterosexual People in Post-Closeted Times: The Role of Evading Difference in
Managing an Advantaged Identity and Legitimising of Inequalities**

Supplementary Materials

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Study 1

Participants' Demographics

Table S1

Participants as a Function of Generation, Political Orientation, and Ethnic-Racial Identity

Birth Cohort	Left-wing (1 – 4)	Centre (5 – 7)	Right-wing (8 – 11)	Ethnic-Racial Identity
1 st generation (1945-1964)	Will (M)	Floortje (W)	Wilma (W)	White
	Adam (M)		Daan (M)	
2 nd generation (1965 – 1984)	Claire (F)	Thea (F)	Hans (M)	White
	Rosemarijn (F)	Jasper (M)	John (M)	
	Marcus (M)	Veerle (F)	Amy (F)	BIPOC
3 rd generation (1985 – 2003)	Emma (F)	Pieter (M)	Barend (M)	White
	Patrick (M)	Kevin (M)		
			Emmanuel (M)	BIPOC

Note. Self-reported political orientation on a scale from 1-Left to 11-Right. BIPOC stands for Black, Indigenous, and People of Colour. M stands for male and F stands for female. 1st generation (born between 1945-1964), marked by the end of WWII and the creation of the Human Rights Universal Declaration; 2nd generation (1965 – 1984), characterised by renewed public emergence of Black, homosexual, and trans emancipatory movements; and 3rd generation (1985 – 2003), distinguished by the framing of Dutch society as an equalitarian liberal endpoint whereby equal marriage was enshrined.

Codebook

Table S2

Summary and Definitions of Codes

Attitudinal Repertoire

Difference evasion Attitudinal repertoire characterised by the denial of potential differences made by sexual orientation/gender identity emphasising sameness. “I don’t see the sexuality/gender of the person”; is a typical phrase to lay claim about.

Main attitudinal marker to look at:

- a. Overt effort of emphasising individuals and sameness.

Inequality evasion Attitudinal repertoire characterised by a selective attention to difference, allowing conscious scrutiny of differences unless they involve naming of inequality, power imbalance, hatred, or fear. In this sense, it is a form of denial of cisheterosexism which emphasises the belief that everyone has the same opportunities, including denial/minimisation of (a) blatant cisheterosexist issues, (b) institutional cisheterosexism, and (c) cisheterosexual privilege. Hence, inequality evasion seeks to override intergroup hostility stemming from power imbalances.

Main attitudinal marker to look at:

- a. When talking about intergroup or outgroup situations where the tension is latent, any mention to group-based power imbalances is overridden.

Analytical clue for disentangling difference and inequality evasion: Difference evasion should be coded when an overt emphasis on sameness is done, whereas inequality evasion should be coded when reference to inequality is absent while intergroup relations are discussed. In other words, difference evasion is about *emphasising* sameness for evading division, and inequality evasion is about *muting* power-relational aspects to avoid confrontation. Presence vs. absence.

Difference cognisance Attitudinal repertoire characterised by pinpointing difference rather than sameness. Such recognition of difference disentangles more or less explicitly the contradiction that cisheterosexism performs, namely that sexual orientation/gender identity inequalities are justified by essentialist or meritocratic reasons. Based on conceptualisation of colour cognisance (Frankenberg, 1993).

Main attitudinal marker to look at:

- a. Acknowledging difference reflects an attempt to understand it without being threatened by pinpointing difference. Difference thereby becomes a source of insight and subordination is not looming as the unequivocal outcome of acknowledging difference.

Inequality cognisance

Attitudinal repertoire characterised by pinpointing structural inequality rather than stressing individuals' equal opportunities.

Main attitudinal marker to look at:

- a. Acknowledging inequality reflects an attempt to understand it by pointing out different aspects, ranging from interpersonal to structural dimensions.

Heterosexual Identity Strategies

Defence

Heterosexual identity strategy associated with defending heterosexual dominant status and anti-diversity attitudes (Goren & Plaut, 2012; Morgan & Davis-Delano, 2016; Shuman et al., 2024).

Identity markers to look at:

- a. Response to ingroup threat: *Defence of status*, this can be done in multiple ways. For example, flipping heterosexual privilege into heterosexual disadvantage via victimisation. Another way of defending heterosexual status may be justifying its role as normative yardstick. This normalising defence of heterosexuality might reflect the rationalisation of privilege and dominance.
- b. Overt identity signalisation: Longing for normality as default identity. Defence can imply more or less explicit attitude of looking down on other groups.

Distancing

Heterosexual identity form related to a weak identification with any sexual category, preferring labels like being 'a normal/typical person' (Goren & Plaut, 2012). Also, a distancing heterosexual identity would be more related to a difference evasive approach toward sexual and gender diversity (Knowles et al., 2014; Smith & Shin, 2014).

Identity markers to look at:

- a. Response to ingroup threat: *Distancing* from being spotted as heterosexual, multiple ways of doing so may be employed.
- b. Overt identity signalisation: Identification with overarching categories or rejecting any group designation by virtue of looking at themselves as individuals.

Power-cognisance¹

Heterosexual identity strategy that blends awareness of privilege with acknowledgement of heterosexual status, which relates to pro-diversity attitudes (Goren & Plaut, 2012).

Identity markers to look at:

- a. Response to ingroup threat: *Dismantling*, which involves recognising privilege.
- b. Overt identity signalisation: Calling themselves as heterosexual when they are asked about their sexual orientation. Also, they could pinpoint their heterosexual upbringing and background.

Cisgender Identity Strategies

Defence

Cisgender identity strategy associated with defending cisgender dominant status and anti-diversity attitudes (Goren & Plaut, 2012; Morgan & Davis-Delano, 2016; Shuman et al., 2024).

Identity markers to look at:

- a. Response to ingroup threat: *Defence of status*, this can be done in multiple ways. For example, flipping cisgender privilege into disadvantage via victimisation. Another way of defending cisgender status may be justifying its role as normative yardstick. This normalising defence of cisgender status might reflect the rationalisation of privilege and dominance.
- b. Overt identity signalisation: Longing for normality as default identity. Defence can imply more or less explicit attitude of looking down on other groups. Essentialising sex differences between women and men to rule out the existence of or pathologise transgender people is a strong signal of it.

Distancing

Cisgender identity form related to a weak identification with any gender category, preferring rather labels like being ‘a normal/typical person’ (Goren & Plaut, 2012). Also, a weakly identified cisgender identity would be more related to a difference evasive approach

toward sexual orientation/gender identity diversity (Knowles et al., 2014).

Identity markers to look at:

- a. Response to ingroup threat: *Distancing* from being spotted as cisgender, multiple ways of doing it may appear. Rejecting the label of cis- can be also a signal of distancing, especially if it is NOT associated with derogation of transgender people—as in seeing the other but not recognising the positionality from which they stand as cisgender.
- b. Overt identity signalisation: Identification with overarching categories as humanity or rejecting any group designation by virtue of looking at them as individuals.

Power-cognisance¹

Cisgender identity form that blends awareness of privilege with acknowledgement of cisgender status, which relates to pro-diversity attitudes (Goren & Plaut, 2012).

Identity markers to look at:

- a. Response to ingroup threat: *Dismantling*, which involves recognising privilege.
- b. Overt identity signalisation: Calling themselves as cisgender when they are asked about their gender identity. Also, they could pinpoint their cisgender upbringing and background.

Countering

Countering
cisheterosexism

Attempts to counter cisgenderism and heterosexism either in public or in private.

Note. ¹Our analysis found that heterosexual power-cognisance was mostly coupled with cisgender power-cognisance. As such, we formed a composite code denoting cisheterosexual power-cognisant identity strategy. See Table S6 in Quantitative Features of the Qualitative Profiles subsection.

Codebook Construction and Validation

Codebook Construction

Drawing on our theoretical framework, we sketched the codes nesting related codes in the same category. The literature review on dominant identity strategies accounted for the semantic domains of Heterosexual and Cisgender Identity Strategies (Davis-Delano & Morgan, 2016; Goren & Plaut, 2012; Knowles et al., 2014; Morgan & Davis-Delano, 2016; Shuman et al., 2024); whereas the identity-blind diversity ideologies literature in racial (Awad & Jackson, 2016; Frankenberg, 1993; Neville et al., 2013) and SOGI intergroup relations (Brownfield et al., 2018; Smith & Shin, 2014) accounted for the semantic domains of Intergroup Attitudinal Repertoire and Countering.

Next, in a team of two coders composed of the first and fourth co-authors, we contrasted the codebook deductively built with the narrative data. We began by freely coding significant portions of text, exploring how the codes stemming from the extant literature shed light on our data and, in turn, how the data refracted our theoretically-driven codebook. We utilised *meaningful units of analysis* rather than a predetermined textual length or linguistic form. As a result, finer-grained descriptions emerged (see Table S2).

Then, we conducted directed-coding, namely the first author coded independently three random interviews deleting his codes but leaving the portions of the text he coded. In doing so, he unitised the portions of text proposed as the meaning units to be blindly coded by the second coder. Blind coding means that the second coder was unaware while coding of the code coder 1 utilised for the respective meaning unit. Hence, coder 2 coded the same units of text as coder 1. Directed-coding aimed at testing the codebook discriminant capability—how well coders could independently and unambiguously code text content (for a similar procedure, see Campbell et al., 2013). Once coder 2 finished, the coders' files were

merged on Atlas.ti and the resulting codes were compared and discussed between the two researchers.

Codebook Validation

The validation consisted in, first, assessing an intercoder agreement before discussion and, upon discussing discrepancies, reassessing intercoder agreement. Intercoder agreement—the extent to which the coders operating independently of each other selected the same code for the same unit of text—was assessed employing directed-coding led by the first author on three new random interviews. An index per code was calculated via the percentage of overlap between the coders (see Table S3, first column Intercoder Agreement). Intercoder agreement showed from low (41,66 %) to excellent (100%) indices.

Next, the intercoder agreement was assessed again after discussing between the coders over their discrepancies with three possible results: 1. holding up the discrepancy, 2. reaching consensus in favor of any of the codes at stake, and 3. selecting a new code that attained more consensus. Then, a second intercoder agreement index was calculated again via the percentage of overlap between coders (see Table S3, second column Intercoder Agreement). All codes attained very high intercoder agreement indices (75% - 100%). Once the codebook was validated, we deployed it on the complete data set.

Table S3*Intercoder Agreement Indices Before and After Discussion*

Semantic domain Code	Proportion overlap ^a	Intercoder agreement ^b	Proportion overlap	Intercoder agreement ^b
Heterosexual identity strategies				
Defence	-	-	1/1	100 ^c
Distancing	1/2	50	3/4	75
Power-cognisant	-	-	-	-
Cisgender identity strategies				
Defence	1/1	100	2/2	100
Distancing	-	-	-	-
Power-cognisant	-	-	-	-
Intergroup Repertoire				
Difference evasion	5/12	41,66	4/4	100
Inequality evasion	6/12	50	13/13	100
Difference cognisance	2/4	50	2/2	75
Inequality cognisance	1/1	100	1/1	100
Countering inequality	1/1	100	1/1	100
Total estimates before discussion	17/34 50%	Total estimates after discussion	27/29 93.10%	

Note. ^a Sheer proportion. ^b Basis of calculation: overlap between the two coders divided by total number of meaning units coded. ^c Upon discussion, meaning units were recoded using codes not considered before.

Quantitative Features of the Qualitative Profiles

Table S4

Frequency of Coding Difference and Inequality Evasion as a Function of Profile

	Defenders	Evaders	Acknowledgers	Total
Participants	7	7	6	20
Difference Evasion	28 (4)	28 (4)	11 (1.83)	67 (3.35)
Inequality Evasion	51 (7.28)	25 (3.57)	3 (.5)	79 (3.95)
Totals	79	53	14	146

Note. Values in brackets denote averages per transcript.

Table S5

Frequency of Coding Difference and Inequality Cognisance as a Function of Profile

	Defenders	Evaders	Acknowledgers	Total
Participants	7	7	6	20
Difference Cognisance	0	1 (.14)	7 (1.16)	8 (.4)
Inequality Cognisance	5 (.71)	11 (1.57)	26 (4.33)	42 (2.1)
Totals	5	12	33	50

Note. Values in brackets denote averages per transcript.

Table S6*Frequency of Identity Strategies Codes as a Function of Profile*

	Defenders	Evaders	Acknowledgers	Total
Participants	7	7	6	20
Defence Cisgender	4 (.57)	1 (.14)	0	5 (.25)
Defence Heterosexual	5 (.71)	4 (.57)	0	9 (.45)
Distancing Cisgender	14 (2.14)	7 (1)	1 (.17)	22 (1.1)
Distancing Heterosexual	20 (2.85)	10 (1.43)	12 (2)	42 (2.1)
Power Cognisant Cishet	1 (.14)	10 (1.43)	35 (5.83)	46 (2.3)
Totals	44	32	48	124

Note. Values in brackets denote averages per transcript.

Table S7*Participants as a Function of Profile, Political Orientation, and Birth Cohort*

Profile	Left-wing (1 – 4)	Centre (5 – 7)	Right-wing (8 – 11)	Birth Cohort
Defenders	Will (M, W)	Floortje (F, W)		1945-1964
		Amy (F, BIPOC)	Hans (M, W)	1965 – 1984
		Kevin (M, W)	Barend (M, W) Emanuel (M, BIPOC)	1985 – 2003
Evaders	Adam (M, W)		Daan (M, W) Wilma (F, W)	1945-1964
	Rosemarijn (F, W) Veerle (F, BIPOC)		John (M, W)	1965 – 1984
	Patrick (M, BIPOC)			1985 – 2003
Acknowledgers				1945-1964
	Claire (F, W) Marcus (M, W) Emma (F, W)	Jasper (M, W) Thea (F, W)		1965 – 1984
		Pieter (M, W)		1985 – 2003

Note. F stands for female and M stands for Male. BIPOC stands for Black, Indigenous, and People of Colour and W stands for White.

Study 2

Drawing on social psychology standards of construct validation (Flake et al., 2017), we validated our measures of difference and inequality evasion and cisheterosexual identity strategies by conducting three consecutive phases. First, we conducted a substantive phase of scale construction (i.e., by ensuring that our measures were addressing what we conceptually aimed for). Secondly, we conducted a structural phase of scale construction (i.e., by assessing whether our measures were empirically distinct from extant scales and psychometrically reliable). Note that this phase resulted in narrowing down power evasion into inequality evasion. Lastly, we conducted an external phase of scale construction (i.e., by examining whether our measures covaried in theoretically sounding ways with established measures).

The Structural and External phases of construct validation were conducted using two independent samples. Upon validating our measures, these two samples were pulled together to conduct the Latent Profile Analysis presented in Study 2 in the Main Manuscript. We hereby report the Substantive, Structural, and External validation phases implemented. Each subsection begins by the difference and inequality evasion (i.e., initially power evasion) scales, followed up by the cisheterosexual identity strategies scale.

Constructs Validation Substantive Phase: Item Generation

Difference Evasion and Power Evasion Scales

Item Generation. Drawing on our qualitative findings and prior research (Brownfield et al., 2018; Knowles et al., 2009; Smith & Shin, 2014), we designed five items to capture difference evasion and power evasion, respectively. Also, we created additional five items capturing procedural blindfolding (i.e., by explicitly endorsing difference evasion as a means for equality attainment). This third factor was not utilised further in the Structural and External Phases of Construct Validation since it did not meet the followed content validation

standards (Rubio et al., 2003). See Table S8 for the final set of items upon implementing Panel of Experts suggestions.

Study S1: Panel of Experts Assessment

Procedure and Measures

Drawing on Rubio et al., (2003) procedure, we recruited six Social Psychology researchers fluent in Dutch with quantitative expertise in intergroup relations research. We asked them to assess an initial version of our scales. We described them the study procedure, the scale intent, and defined each proposed factor. Then, experts were asked to establish for each item (1) to what described factor it corresponded (i.e., factoriality), (2) how well the item reflected the respective factor (i.e., representativeness), and (3) how clear the item was (i.e., clarity). Experts' scores on representativeness and clarity were measured by using scales ranging from 1 - *item is not representative/clear*, 2 - *item needs major revision to be representative/clear*, 3 - *item needs minor revision to be representative/clear*, and 4 - *item is very representative/clear*. Also, experts were asked to provide written suggestions to improve each item regarding its representativeness and clarity.

Next, we calculated for each item a factorial validity index (FVI), a content validity index (CVI), and an intercoder agreement index for clarity (IAC). FVI was calculated by summing up the number of experts who correctly associated the item with the intended factor and then divided by the total number of experts. CVI and IAC were calculated by counting the number of experts who rated the item as 3 - *item needs minor revisions to be representative/clear* or 4 - *item is highly representative/clear* and then dividing by the total number of experts. These calculations resulted in the proportion of experts who deemed the item content valid by yielding the CVI (i.e., items' representativeness score) and clear by yielding the IAC (i.e., items' clarity score). Subsequently, a CVI and an IAC for each factor were estimated by calculating the average CVI and IAC across the respective factor's items.

Lastly, we revised experts' written suggestions to improve each item and implemented changes accordingly. See Table S8 for resulting FVI, CVI, and IAC per item and factor.

Results

Overall, experts correctly assigned items to their intended factors, suggesting initial evidence of the scale factorial validity ($FVI_{\text{Difference evasion}} = .86$; $FVI_{\text{Power evasion}} = .76$; $FVI_{\text{Procedural blindfolding}} = .76$). Also, experts assessed difference and power evasion items as highly representative of the intended factors, providing evidence of their content validity ($CVI_{\text{Difference evasion}} = .86$; $CVI_{\text{Power evasion}} = .76$). Although experts assessment of procedural blindfolding items representativeness (CVI from .66 to 1) were in general acceptable according to traditional benchmarks (Rubio et al., 2003), item 11 was deemed poorly representative (CVI = .33). Consequently, procedural blindfolding CVI resulted below the recommended benchmark (~ .8). Lastly, experts adjudicated factors' items to be very clear ($IAC_{\text{Difference evasion}} = .96$; $IAC_{\text{Power evasion}} = .9$; $IAC_{\text{Procedural blindfolding}} = .76$).

Table S8

Panel of Experts' Assessment of Difference Evasion and Power Evasion Scales' Items Factoriality, Representativeness, and Clarity

	FVI	CVI	IAC
1. People lose their individuality when they put labels on their sexual orientation and gender identity.	.66	1	1
2. Sexual orientation and gender identity labels make people forget that we are all unique individuals.	.83	.83	.83
3. Lesbian, gay, bisexual or transgender are labels that keep LHTB+ people from thinking as individuals.	1	.83	1
4. I don't see heterosexual people, gay people or transgender people, just people.	.83	1	1
5. People who focus a lot on sexual orientation and gender identity forget that we are all just people.	1	1	1
<i>Difference Evasion Factor</i>	.86	.86	.96

6. Being part of a sexual or gender identity minority can mean fewer opportunities at school, at work and in society.	.50	1	1
7. Inequality against LGBTQ people may have been a problem in the past, but it is not a common problem today.	.83	.83	.83
8. Discrimination against LGBTQ people only occurs occasionally in my country and only driven by specific individuals.	1	.83	.83
9. Compared to cisgender and heterosexual people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.	.67	.83	1
10. There is sufficient legislation in the Netherlands to protect LGBTQ persons from inequality based on sexual orientation and gender identity.	.67	.83	.83
<i>Power Evasion Factor</i>	.73	.87	.90
11. We need to look at people as individuals, not as groups based on sexual orientation and gender identity, to achieve equality for all.	.5	.33	.66
12. By valuing individuals beyond their sexual orientation and gender identity, the Netherlands promotes greater equality.	.83	.66	.66
13. Paying attention to our differences based on sexual orientation and gender identity will not lead us to a more egalitarian society.	.83	.83	.83
14. We can only achieve equality for LGBTQ people by paying attention to what we have in common.	.66	.66	.83
15. We can only prevent inequality against LGBTQ people by focusing on what we have in common rather than in our differences.	1	1	1
<i>Procedural Blindfolding Factor</i>	.76	.7	.76

Note. FVI stands for Factorial Validity Index. CVI stands for Content Validity Index. IAC stands for Interrater Agreement Index on Clarity. Bold values do not meet established criteria.

Cisheterosexual Identity Strategies Scale

Item Generation. Drawing on our qualitative findings and prior research (Davis-Delano & Morgan, 2016; Goren & Plaut, 2012; Knowles et al., 2014), we designed items to capture the cisheterosexual strategies of defence, distancing, and power-cognisance. We

designed four items per identity strategy, more than the recommended minimum of three per factor (Marsh et al., 1998). For full list of items, see Table S9.

Table S9

Initial Cisheterosexual Identity Strategies Scale's Items

Identity strategy	Items
Defence	<p>I think that we as cisheterosexuals, we have a right to defend our lifestyle.</p> <p>I think we as normal people have the right to defend our lifestyle.</p> <p>I was born male or female, two biological realities that cannot be changed by feeling like a different gender.</p> <p>We should defend our lifestyle because it is normal, regardless of issues like sexual orientation or gender identity.</p>
Distancing	<p>I prefer to see myself as a normal person rather than a cisheterosexual person.</p> <p>I am just a normal human being, not my sexual orientation or gender identity.</p> <p>When it comes to discussion, I strive to stand as an individual, separate from any group interest.</p> <p>I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person.</p>
Power-cognisance	<p>My position on the social ladder is partly due to being cisheterosexual.</p> <p>We as cisheterosexuals have certain advantages in society because of our sexual orientation and gender identity.</p> <p>I actively reflect on the impact of my privileges as a cisheterosexual person on my interactions.</p> <p>I think critically about how my position as a cisheterosexual inevitably affects my interactions with others.</p>

Constructs Validation Structural Phase 1: Exploratory Factor Analyses

In Study S2, we assessed the resulting difference and inequality evasion and cisheterosexual identity strategies scales' factor structures conducting exploratory factor analyses—EFA—. Along with the proposed constructs, we administered several adaptations of established measures in the field such modern anti-LGBTQ prejudice (Morrison & Morrison, 2003), among others. In doing so, we aimed to assess (1) whether and how these were distinct from meaningfully related ones and (2) to examine difference and inequality evasion and cisheterosexual identity strategies scales external validity (i.e., correlations). The current section will address the EFAs aiming to assess our constructs' structure and whether they are empirically distinct from established measures.

Method

Participants

Three-hundred and fifteen participants were recruited through Prolific. Four participants did not pass the quality check item. Also, twenty participants self-identified otherwise than cisheterosexual. Consequently, our final sample amounted to two-hundred ninety one self-identified cisheterosexual participants living in the Netherlands who were fluent in Dutch (37.8 % cis women). Their ages ranged from 18 to 74 years old ($M = 30.82$, $SD = 9.56$), and 80.7% identified as *Blank* or *Wit* (i.e., white in Dutch). Their political orientations ranged from left (1) to right (9) ($M = 4.63$, $SD = 2.11$).

Measures

Participants indicated their agreement with statements on 9-point scales ranging from “1-Strongly disagree” to “9-Strongly agree”. Higher scores indicate higher endorsement on the respective construct. Participants' scores were computed by summing their scores across the respective construct's items and dividing by its total number.

As mentioned, we administered the resulting difference evasion (five items) and power evasion (five items) as displayed in Table S8. Also, we administered the resulting cisheterosexual identity strategies scale (twelve items) as displayed in Table S9.

Seeking to assess whether difference and inequality evasion were empirically distinct from related established measures, on the one hand, we administered scales of contemporaneous attitudes toward LGBTQ people, such as modern anti-LGBTQ prejudice, twelve items (e.g., “LGBTQ people should stop complaining about the way they are treated in society and just get on with their lives.”; $\alpha : .95$) (adapted from the modern homonegativity scale, Morrison & Morrison, 2003), and amnesic cisheterosexism, four items (e.g., “Discrimination against LGBTQ people is virtually non-existent in today's Dutch society.”; $\alpha : .91$) (adapted from the amnesic heterosexism subscale, Walls, 2008).

Seeking to assess whether cisheterosexual identity strategies were empirically distinct from related established measures, on the other hand, we measured acknowledgement of cisheterosexual privilege, four items (e.g., “Cisheterosexual people have it easier than LGBTQ people.”; $\alpha : .91$) (adapted from the heterosexual privilege subscale, Brownfield et al., 2018), and cisheterosexual identity centrality, three items (e.g., “Being cisheterosexual is an important part of my identity.”; $\alpha : .76$) (adapted from the identity centrality subscale, Leach et al., 2008).

Also, we administered several other measures to assess convergent and discriminant validity. These will be described later on in the External Validation subsection.

Procedure

See Main Manuscript, Study 2.

Analytical Strategy

We ran two different set of EFAs. Firstly, we assessed our items scales internal structure. Upon achieving robust solutions, we assessed whether the proposed measures were empirically distinct from established measures.

For each EFA, we submitted the items using principal axis factoring with *promax* rotation—since we anticipated the resulting factors to correlate. The factorability of the data was verified with the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy (Kayser & Rice, 1974). The number of factors was chosen by relying on scree analysis (Cattell, 1966) and parallel analysis (Horn, 1965). We assessed the adequacy of items based on their factor loadings. Guided by Tabachnick and Fidell (2014) and Child (2006), we retained items that (1) had coefficients exceeding .40 on the target factor, (2) loaded at least twice as strongly on the target factor as they did on the next highest loading factor, and (3) did not load more than .30 on multiple factors.

Results

We present our results in two sections. We begin by presenting the difference evasion and inequality scales' results and then we present those concerning the cisheterosexual identity strategies scale. Each subsection begins with the EFAs assessing our scales structure and item retention, followed by the EFAs assessing whether our scales are empirically distinct from other established measures.

Difference Evasion and Power Evasion Scales Analyses

Exploratory Factor Analysis

The Kaiser-Meyer-Olkin (KMO) sampling adequacy test indicated that the data were well-suited for factor analysis (KMO = .86). Scree test (Cattell, 1966) and parallel analysis (Horn, 1965) indicated a two-factor solution (see Figure S1).

Next, we assessed item retention based on their factor loadings. Table S10 shows the pattern coefficients resulting from the first EFA. As such, Item 4 did not meet our retention

criteria ($\lambda = .33$). We ran a second EFA on the remaining items meeting our criteria. Table S11 shows the pattern coefficients for the 9 items from the second iteration. These two final factors accounted for 55% of the variance, with difference evasion (four items) explaining 27%, and power evasion (five items) explaining 28%. Internal consistency reliability was deemed excellent for each subscale (both $\alpha s > 0.80$; see Table S11).

Table S10

Summary of EFA First Iteration (N = 291)

	Difference evasion	Power evasion
1. Sexual orientation and gender identity labels make people forget that we are all unique individuals.	.87	.01
2. People lose their individuality when they put labels on their sexual orientation and gender identity.	.76	.00
3. Lesbian, gay, bisexual or transgender are labels that keep LGTBQ people from thinking as individuals.	.69	.10
5. People who focus a lot on sexual orientation and gender identity forget that we are all just people.	.62	.21
<i>4. I don't see heterosexual people, gay people or transgender people, just people.</i>	.33	-.09
6. Being part of a sexual or gender identity minority can mean having fewer opportunities at school, at work and in society.	-.08	.78
7. Inequality against LGBTQ people may have been a problem in the past, but it is not a common problem today.	.03	.76
8. Compared to cisgender and straight people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.	-.01	.71
9. Discrimination against LGBTQ people only occurs occasionally in my country and only driven by specific individuals.	-.05	.65
10. There is sufficient legislation in the Netherlands to protect LGBTQ people from inequality based on sexual orientation and gender identity.	.11	.64

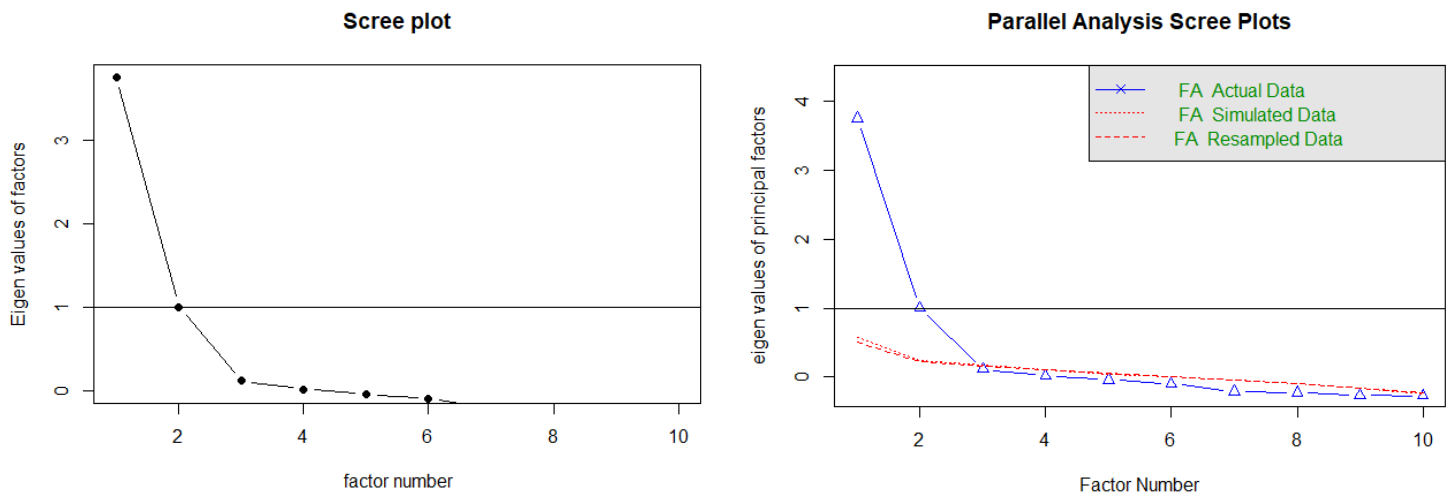
Note. Bold values indicate item loadings on target factor. Item in *italics* does not meet the established retention criteria and therefore was dropped.

Table S11*Summary of EFA Second Iteration (N = 291)*

	Difference evasion ($\alpha = .86$)	Power evasion ($\alpha = .83$)
1. Sexual orientation and gender identity labels make people forget that we are all unique individuals.	.91	-.07
2. People lose their individuality when they put labels on their sexual orientation and gender identity.	.79	-.07
3. Lesbian, gay, bisexual or transgender are labels that keep LGTBQ people from thinking as individuals.	.74	.03
4. People who focus a lot on sexual orientation and gender identity forget that we are all just people.	.65	.16
5. Being part of a sexual or gender identity minority can mean having fewer opportunities at school, at work and in society.	-.07	.78
6. Inequality against LGBTQ people may have been a problem in the past, but it is not a common problem today.	.05	.74
7. Compared to cisgender and straight people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.	-.01	.71
8. Discrimination against LGBTQ people only occurs occasionally in my country and only driven by specific individuals.	-.05	.65
9. There is sufficient legislation in the Netherlands to protect LGBTQ people from inequality based on sexual orientation and gender identity.	.12	.62

Note. Bold values indicate item loadings on target factors. Factors' correlation was .54

Figure S1



In assessing whether difference evasion and inequality evasion were empirically distinct from theoretically related and established constructs, we conducted EFAs on the resulting scales as displayed in Table S11 along with modern anti-LGBTQ prejudice (adapted from modern homonegativity scale, Morrison & Morrison, 2003) and amnesic cisheterosexism (adapted from amnesic heterosexism subdimension scale, Walls, 2008).

EFA along with related constructs

The KMO sampling adequacy test indicated that the data were well-suited for factor analysis (KMO = .96). We submitted the resulting constructs of difference evasion, four items, and power evasion, five items, as displayed in Table S11. In addition, we submitted the modern anti-LGBTQ prejudice scale, twelve items (Morrison & Morrison, 2003), and the amnesic cisheterosexism scale, four items (Walls, 2008). Scree test (Cattell, 1966) and parallel analysis (Horn, 1965) indicated a three-factor solution (see Figure S2).

In examining whether and how the constructs were empirically distinct, we assessed item retention based on their factor loadings. We followed the same criteria indicated before: (1) items loading exceeding .40 on the target factor, (2) loaded at least twice as strongly on the target factor as on the next highest loading factor, and (3) did not load more than .30 on

multiple factors (Child, 2006; Tabachnick & Fidell, 2014). Table S12 shows the pattern coefficients for the twenty-five items from the first iteration. The three-final factors accounted for 62% of the total variance, with difference evasion (four items) loading on an independent factor and explaining 10%, power evasion (five items) loading together with amnesic cisheterosexism (four items) on an independent factor explaining 22%, and lastly, modern anti-LGBTQ prejudice items loaded on an independent factor, accounting for 30%.

Table S12

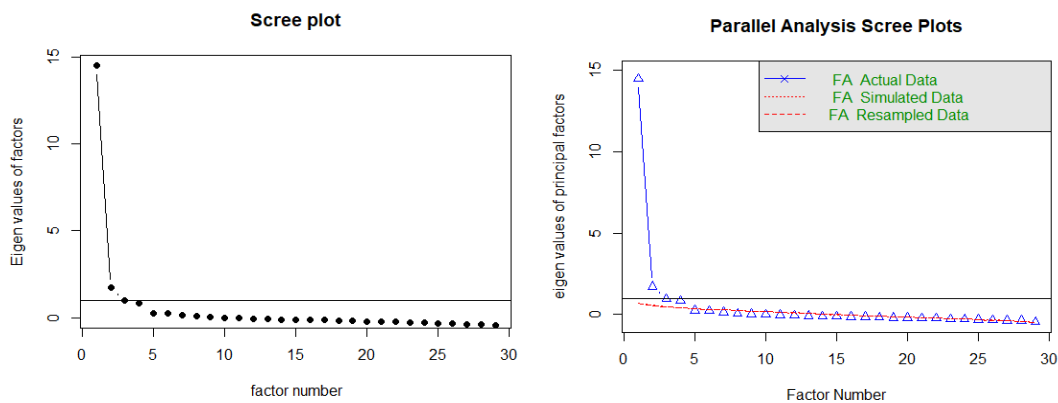
Summary of EFA First Iteration of the Difference and Inequality Evasion Scales and Related Constructs (N = 291)

		Difference evasion	Power evasion & Amnesic cisheterosexism	Modern anti-LGBTQ prejudice
Difference evasion	1. People lose their individuality when they put labels on their sexual orientation and gender identity.	.75	-.11	.08
	2. Sexual orientation and gender identity labels make people forget that we are all unique individuals.	.96	.02	-.15
	3. Lesbian, gay, bisexual or transgender are labels that keep LGTBQ people from thinking as individuals.	.62	-.01	.20
	4. People who focus a lot on sexual orientation and gender identity forget that we are all just people.	.66	.11	.05
Power evasion	5. Being part of a sexual or gender identity minority can mean having fewer opportunities at school, at work and in society.	-.04	.56	.17
	6. Inequality against LGBTQ people may have been a problem in the past, but it is not a common problem today.	.01	.77	.08
	7. Discrimination against LGBTQ people only occurs occasionally in my country and only driven by specific individuals.	-.02	.56	.06
	8. Compared to cisgender and straight people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.	.12	.62	-.08
	9. There is sufficient legislation in the Netherlands to protect LGBTQ people from inequality based on sexual orientation and gender identity.	.16	.42	.15
Amnesic cisheterosexism	10. Discrimination against LGBTQ people is virtually non-existent in today's Dutch society.	-.14	.96	.01
	11. Most Dutch people treat LGBTQ people as fairly as anyone else.	.11	.82	-.18
	12. LGBTQ people are treated as fairly as anyone else in today's Dutch society.	.05	.82	.02
	13. LGBTQ people are no longer discriminated against in the Netherlands.	-.16	.90	.07
Modern anti-LGBTQ	14. Many LGBTQ people use their sexual orientation to gain special privileges.	.02	.13	.72
	15. LGBTQ people seem to focus on the ways in which they are different from cisheterosexuals and ignore the ways in which they are the same.	.14	-.12	.77

16. LGBTQ people do not have all the rights they need.	.04	.33	.48
17. The idea of universities giving students degrees in LGBTQ studies is ridiculous.	.04	-.05	.75
18. Celebrations like "LGBTQ Pride Day" are ridiculous because they assume that one's sexual orientation and gender identity should be a source of pride.	.03	.01	.73
19. LGBTQ people still need to protest for equal rights.	.01	.37	.48
20. LGBTQ people should stop shoving their lifestyle down the throats of others.	-.04	-.05	.98
21. If LGBTQ people want to be treated like everyone else, they should stop making such a fuss about their sexuality/culture.	.10	.00	.84
22. LGBTQ people who are "out of the closet" should be admired for their courage.	-.06	.11	.47
23. LGBTQ people should stop complaining about the way they are treated in society and just get on with their lives.	-.02	.12	.83
24. In the current difficult economic times, the tax money of Dutch people should not be used to support organisations of LGBTQ people.	-.06	.10	.81
25. LGBTQ people have become far too confrontational in their demand for equal rights.	-.01	-.05	.89

Note. Bold values indicate item loadings on target factors. Correlations between Factor 1 and Factor 2 was .51, between Factor 1 and Factor 3 was .64, and between Factor 2 and Factor 3 was .74.

Figure S2



The resulting factoriality showed that our novel measure of power evasion was empirically undistinguishable from the established measure of amnesic cisheterosexism. As such, for the next EFA iteration, we narrowed down our approach and ran an additional EFA only on these two scales' items. The KMO sampling adequacy test indicated that the data were well-suited for factor analysis (KMO = .91). Parallel analysis (Horn, 1965) indicated a three-factor solution (see Figure S3). Table S13 shows the pattern coefficients for the nine

items. The three-final factors accounted for 66% of the total variance. The items adjudicating anti-LGBTQ discrimination as pertaining to the past loaded on an independent factor (i.e., Temporal Evasion factor). Items conveying evasion of inequalities loaded together on a second independent factor (i.e., Inequality Evasion factor). Lastly, items displaying evasion of discrimination by stressing equal treatment loaded together on a third independent factor (i.e., Discrimination Evasion factor). As such, Item 9 did not meet the criteria to be retained ($\lambda < .40$).

Discussion

In light of these results, we decided to narrow down the construct originally meant to tap into power evasion broadly construed into one more conceptually precise tapping into inequality evasion. We did so considering that the resulting Inequality Evasion factor was the closest to our research questions and the only exclusively encompassing items from our newly-devised measure, content validated by the Panel of Experts (see Table S8, Items 6 to 10). At the same time, none of the items from the adapted measure of amnesic cisheterosexism scale loaded onto the Inequality Evasion factor—giving further credence of inequality evasion empirical distinguishability from established measures.

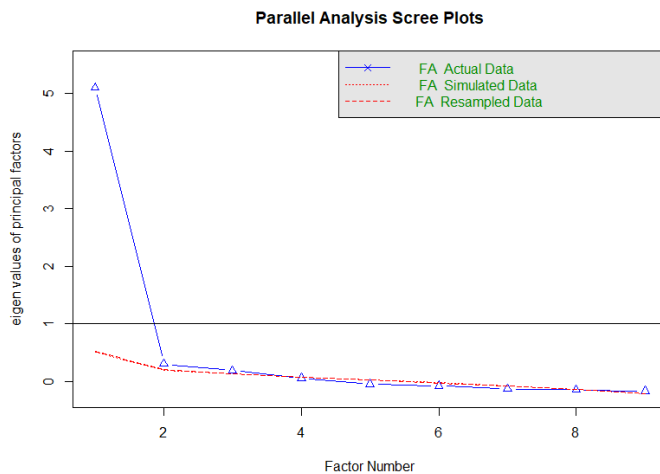
Table S13

Summary of EFA Results Between Power Evasion Items and Amnesic Cisheterosexism Items ($N = 291$)

	Temporal evasion ($\alpha = .72$)	Inequality evasion ($\alpha = .76$)	Discrimination evasion ($\alpha = .87$)
1. <i>LGBTQ people are no longer discriminated against in the Netherlands.</i>	.97	-.05	-.01
2. <i>Discrimination against LGBTQ people is virtually non-existent in today's Dutch society.</i>	.84	-.03	.13
3. Inequality against LGBTQ people may have been a problem in the past, but it is no longer a common problem today.	.61	.30	-.03
4. Compared to cisgender and heterosexual people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.	-.01	.78	-.04
5. Being part of a sexual or gender identity minority can mean having fewer opportunities at school, at work and in society. (reversed)	.10	.68	-.02
6. There is sufficient legislation in the Netherlands to protect LGBTQ persons from inequality based on sexual orientation and gender identity.	-.08	.62	.16
7. <i>Most Dutch people treat LGBTQ people as fairly as anyone else.</i>	-.02	.08	.79
8. <i>LGBTQ people are treated as fairly as anyone else in today's Dutch society.</i>	.18	.01	.78
9. Discrimination against LHBQTQ persons occurs in my country only sometimes and only driven by specific individuals.	.20	.37	.09

Note. Bold values indicate item loadings on target factors. Amnesic cisheterosexism scale items are in *italics*. Correlation between Factor 1 and Factor 2 was .76, between Factor 1 and Factor 3 was .75, and between Factor 2 and Factor 3 was .76.

Figure S3



Cisheterosexual Identity Strategies Scale Analyses

Exploratory Factor Analysis

The KMO sampling adequacy test indicated that the data were well-suited for factor analysis (KMO = .84). We submitted the twelve items of the cisheterosexual identity strategies scale as displayed in Table S6. We used principal axis factoring with Promax rotation, using an oblique rotation since we expected the factors to correlate. We followed best practices for evaluating factor structure (Courtney, 2013) by ascertaining the number of factors that most parsimoniously summarised the data at hand by conducting scree test (Cattell, 1966) and parallel analysis (Horn, 1965). These tests indicated a three-factor solution (see Figure S4).

Next, we assessed item retention based on their factor loadings. We followed the same criteria as before by retaining items that (1) had coefficients exceeding .40 on the target factor, (2) loaded at least twice as strongly on the target factor as on the next highest loading factor, and (3) did not load more than .30 on multiple factors (Child, 2006; Tabachnick & Fidell, 2014). Table S14 shows the pattern coefficients for the twelve items from the first iteration. Item 4 did not meet our retention criteria ($\lambda = .27$).

Subsequently, we ran a second iteration on the remaining eleven items meeting our criteria. Table S15 shows the resulting pattern coefficients. The three final factors accounted

for 59% of the total variance, with defence (three items) explaining 19%, distancing (four items) explaining 19%, and power-cognisance (four items) explaining 21%. Internal consistency reliability was excellent for each subscale ($\alpha > 0.80$; see Table S15).

Table S14

Summary of EFA First Iteration (N = 291)

	Defence	Distancing	Power-cognisance
1. I think we as normal people have the right to defend our lifestyle.	1	-.07	.09
2. We must defend our lifestyle because it is normal, regardless of issues such as sexual orientation or gender identity.	.77	-.05	.03
3. I think we cisheterosexuals have the right to defend our lifestyle.	.74	.05	.03
4. <i>I was born male or female, two biological realities that cannot be changed by feeling like a different gender.</i>	.27	.20	-.26
5. I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person.	-.15	.86	.01
6. I am just a normal human being, not my sexual orientation or gender identity.	-.07	.85	.00
7. I see myself as a normal person rather than as a cisheterosexual person.	.21	.63	.07
8. When it comes to discussion, I strive to stand as an individual, independent of any group interest.	.06	.51	-.03
9. I think critically about how my position as a cisheterosexual inevitably affects my interactions with others.	.20	.01	.95
10. I actively reflect on the impact of my privileges as a cisheterosexual person on my interactions.	.16	-.05	.92
11. My position on the social ladder is partly due to being cisheterosexual.	-.11	.01	.63
12. As cisheterosexuals, we have certain advantages in society because of our sexual orientation and gender identity.	-.21	.07	.54

Note. Bold values indicate item loadings on target factors. Items in *italics* do not meet the established retention criteria.

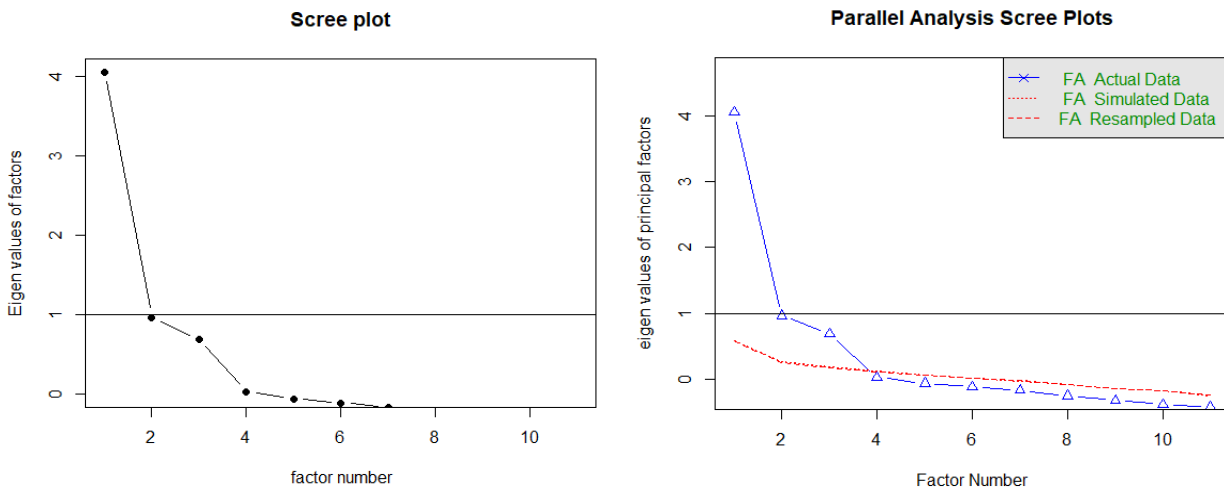
Table S15

Summary of EFA Second Iteration (N = 291)

	Defence ($\alpha = .84$)	Distancing ($\alpha = .80$)	Power- cognisance ($\alpha = .84$)
1. I think we as normal people have the right to defend our lifestyle.	1	-.07	.06
2. We must defend our lifestyle because it is normal, regardless of issues such as sexual orientation or gender identity.	.73	-.02	.00
3. I think we cisheterosexuals have the right to defend our lifestyle.	.69	.08	.00
4. I am just a normal human being, not my sexual orientation or gender identity.	-.07	.85	-.02
5. I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person.	-.12	.83	.00
6. I see myself as a normal person rather than as a cisheterosexual person.	.21	.62	.05
7. When it comes to discussion, I strive to stand as an individual, independent of any group interest.	.07	.49	-.04
8. I think critically about how my position as a cisheterosexual inevitably affects my interactions with others.	.17	.00	.93
9. I actively reflect on the impact of my privileges as a cisheterosexual person on my interactions.	.12	-.06	.90
10. My position on the social ladder is partly due to being cisheterosexual.	-.12	-.01	.61
11. As cisheterosexuals, we have certain advantages in society because of our sexual orientation and gender identity.	-.20	.04	.53

Note. Bold values indicate item loadings on target factors. Correlations between Factor 1 and Factor 2 was .56, between Factor 1 and Factor 3 was -.48, and between Factor 2 and Factor 3 was -.51.

Figure S4



In assessing whether and how the resulting cisheterosexual identity strategies scale was empirically distinct from established measures, we conducted an EFA on the resulting scale as displayed in Table S12 along with cisheterosexual privilege (adapted from heterosexual privilege subscale, Brownfield et al., 2018) and cisheterosexual identity centrality (adapted from the identity centrality subscale, Leach et al., 2008) scales.

EFA along with Related Constructs

The KMO sampling adequacy test indicated that the data were well-suited for factor analysis (KMO = .87). We submitted the resulting cishet identity strategies scale as displayed in Table S12, along with cisheterosexual privilege, four items (e.g., “Cisheterosexual people have it easier than LGBTQ people.”; α : .91) (Brownfield et al., 2018), and cishet identity centrality, three items (e.g., “Being cisheterosexual is an important part of my identity.”; α : .76) (Leach et al., 2008). We used principal axis factoring with Promax rotation, using an oblique rotation since we expected the factors to correlate. Scree test (Cattell, 1966) and parallel analysis (Horn, 1965) indicated a four-factor solution (see Figure S5).

Next, we assessed item retention based on their factor loadings. We followed the same criteria indicated before. Table S16 shows the pattern coefficients for the eighteen items from the first EFA. The four-final factors accounted for 61% of the total variance, with

cisheterosexual privilege (four items) loading on an independent factor along with two items from power-cognisant identity strategy (Items 10 and 11 in Table S15) and explaining 22%, distancing strategy (four items) loading together with defence strategy (three items) on an independent factor explaining 17%, cishet identity centrality (three items) loading on an independent factor explaining 11%, and the remaining two items from power-cognisant identity strategy (Items 8 and 9 in Table S15), accounted for 11% of the variance.

Discussion

In light of these results, we confirmed that our novel measures were empirically distinct from an existing and conceptually related ingroup identification measure (i.e., identity centrality) (Leach et al., 2008). Also, we found that distancing and defence strategies were indistinguishable when assessed along with related constructs. In other words, the difference between distancing from and defending cisheterosexual status is prone to be quantitatively blurred. As such, a finer-grained analysis specifically on cishet identity dynamics proves fruitful.

Our proposed measure of power-cognisant identity partially overlaps with an adapted cisheterosexual privilege scale derived from the established heterosexual privilege subscale (Brownfield et al., 2018). For the sake of parsimony in the field, we decided to utilise the adapted cisheterosexual privilege scale instead of our newly-devised measure.

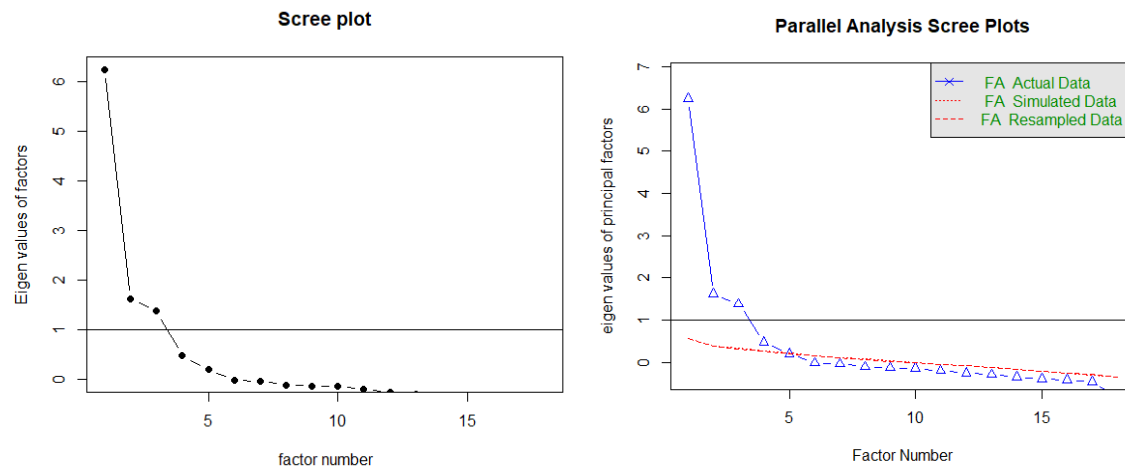
Table S16

Summary of EFA Results for Cisheterosexual Identity Strategies and Related Constructs (N = 291)

		Factor 1	Factor 2	Factor 3	Factor 4
Cisheterosexual privilege	1. Cisheterosexual people in the Netherlands have certain advantages because of their sexual orientation and gender identity.	.97	.07	-.01	.00
	2. Compared to LGBTQ people, cisheterosexual people have more opportunities to get a job, get training and get promoted.	.82	-.05	.03	.01
	3. Cisheterosexual people have it easier than LHBTQ people.	.81	.00	.09	-.08
	4. Dutch society promotes cisheterosexual privilege.	.80	.03	.07	.12
Power-cognisance	5. As cisheterosexuals, we have certain advantages in society because of our sexual orientation and gender identity.	.77	.03	-.03	.14
	6. My position on the social ladder is partly due to being cisheterosexual.	.45	-.07	.08	.34
	7. I think critically about how my position as a cisheterosexual inevitably affects my interactions with others.	.07	.06	-.26	.94
	8. I actively reflect on the impact of my privileges as a cisheterosexual person on my interactions.	.05	-.05	-.14	.89
Distancing	9. I prefer to think of myself as a normal person rather than a cisheterosexual person.	.15	.76	.04	-.07
	10. I am just a normal human being, not my sexual orientation or gender identity.	.14	.68	-.10	-.15
	11. I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person.	.15	.61	-.13	-.15
	12. When it comes to discussion, I strive to stand as an individual, separate from any group interest.	-.02	.48	-.13	-.04
Defence	13. I think we as normal people have the right to defend our lifestyle.	-.19	.74	.13	.18
	14. I think as cisheterosexuals, we have a right to defend our lifestyle.	-.17	.67	.20	.11
	15. We should defend our lifestyle because it is normal, regardless of issues like sexual orientation or gender identity.	-.20	.59	.11	.15
Identity centrality	16. Being cisheterosexual is an important part of my identity.	.10	.04	.99	-.19
	17. Being cisheterosexual is an important part of how I see myself.	.02	-.01	.96	-.15
	18. I often reflect on the fact that I am cisheterosexual.	.07	-.04	.27	.38

Note. Bold values indicate item loadings on target factors. Correlations between Factor 1 and Factor 2 was $-.53$, between Factor 1 and Factor 3 was $.03$, between Factor 1 and Factor 4 was $.48$, between Factor 2 and Factor 3 was $-.08$, between Factor 2 and Factor 4 was $-.44$, and between Factor 3 and Factor 4 was $.47$.

Figure S5



Constructs Validation Structural Phase 2: Confirmatory Factor Analyses

Drawing on the resulting scales, we conducted Confirmatory Factor Analyses—CFA—on a second, independent sample to further assess our measures robustness and reliability.

Method

Participants

Three-hundred and ninety four participants were recruited through Cloudresearch. In preventing duplicated participation, we pre-screened Cloudresearch workers by asking them whether they worked in Prolific. One-hundred and eleven participants indicated to be Prolific workers and therefore were screened out. Also, three participants did not pass the quality check. Moreover, twenty eight participants self-identified otherwise than cisheterosexual. Our final sample amounted to two-hundred fifty three self-identified cisheterosexual participants living in the Netherlands who were fluent in Dutch (60.47 % cis women). Their ages ranged from 17 to 81 years old ($M = 50.22$, $SD = 15.84$), and 87.35% identified as Blank or Wit (i.e., White in Dutch). Their political orientations ranged from left (1) to right (9) ($M = 5.52$, $SD = 2.08$).

Measures

Participants indicated their agreement with statements on 9-point scales ranging from “1-Strongly disagree” to “9-Strongly agree”. Higher scores indicate higher endorsement on

the respective construct. Participants' scores were computed by summing their scores across the respective construct's items and dividing by its total number.

We administered the resulting difference evasion and inequality evasion scales as displayed in Table S17. Also, we administered the resulting cisheterosexual identity strategies scale (ten items) as displayed in Table S18.

As with Sample 1, we administered other measures to assess convergent and discriminant validity. These will be accordingly described in the subsection External Validation.

Table S17

Final Items

Difference Evasion	Inequality Evasion
<i>1. Sexual orientation and gender identity labels make people forget that we are all unique individuals.</i>	5. Compared to cisgender and heterosexual people, LGBTQ people have equal opportunities for employment, on-the-job training and promotion.
<i>2. People lose their individuality when they put labels on their sexual orientation and gender identity.</i>	6. Being part of a sexual or gender identity minority can mean having fewer opportunities at school, at work and in society. (reversed)
3. Lesbian, gay, bisexual or transgender are labels that keep LGTBQ people from thinking as individuals.	7. There is sufficient legislation in the Netherlands to protect LGBTQ persons from

4. *People who focus a lot on sexual orientation and gender identity forget that we are all just people.* inequality based on sexual orientation and gender identity.

Note. Items in *italics* correspond to the three-items short version scale of difference evasion.

Table S18

Cisheterosexual Identity Strategies Scale Final Items

Defence	1. I think we as normal people have the right to defend our lifestyle.
	2. I think as cisheterosexuals, we have a right to defend our lifestyle.
	3. We should defend our lifestyle because it is normal, regardless of issues like sexual orientation or gender identity.
Distancing	4. I am just a normal human being, not my sexual orientation or gender identity.
	5. I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person.
	6. When it comes to discussion, I strive to stand as an individual, separate from any group interest.
Power-cognisance	7. Cisheterosexual people in the Netherlands have certain advantages because of their sexual orientation and gender identity.
	8. Compared to LGBTQ people, cisheterosexual people have more opportunities to get a job, get training and get promoted.
	9. Cisheterosexual people have it easier than LHBTQ people.
	10. Dutch society promotes cisheterosexual privilege.

Procedure

See Main Manuscript, Study 2.

Analytical Strategy

We ran CFA using maximum likelihood estimation with robust standard errors using the *semTools* package (Jorgensen et al., 2022) for R (R Core Team, 2021). We hypothesised two-factors and three-factor as best solutions for the difference and inequality evasion and the cisgender identity strategies scales, respectively.

On the one hand, we compared the hypothesised two-factor model for the difference and inequality evasion scale to an alternative solution of a single factor model (i.e., all items loading onto one factor). In doing so, we sought to show that even though some mixture is reasonable drawing on our very qualitative findings (e.g., by people evading difference and inequality simultaneously and in varying degrees), the proposed two-factor solution distinguishing difference evasion and inequality evasion is empirically more robust.

On the other hand, we compared the hypothesised three-factor model for the cisgender identity strategies to three alternative ones: (1) a single factor model (i.e., all items loading onto one factor), 2. a two-factors model blending Defence + Distancing in contrast to Power-cognisance, and 3. a two-factors model blending Distancing + Power-cognisance in contrast to Defence. In doing so, again, we sought to show that even though some mixture is reasonable (e.g., by people defending and distancing simultaneously), the proposed three-factor solution is empirically more robust.

For the sake of completeness, we ran CFA both in the current sample (i.e., Sample 2) and in Sample 1 (i.e., used to run the Exploratory Factor Analyses).

Results

We present our results in two sections, one describing the findings for the difference and inequality evasion scale, and the second one describing the findings for the cisgender identity strategies scale. Each subsection begins by presenting the respective CFA's results drawing on Sample 2, followed up by the CFA's results drawing on Sample 1.

CFA Difference and Inequality Evasion

Primary CFA results on difference evasion and inequality evasion scales are summarised in Table S19. The hypothesised two-factors model showed reasonable goodness of fit in Sample 2, $\chi^2(13) = 42.07, p < .001$, CFI = .927; TLI = .882; RMSEA = .097, 90% CI [.065, .130]; SRMR = .061, and did it better than the closest alternative one-factor model solution, $\chi^2(1) = 91.155, p < .000$. Also, all factors' loadings were significant and higher than .50 (see Figure S6). The covariance between Difference Evasion and Inequality Evasion was .50 (see Figure S6). The covariance between Difference Evasion and Inequality Evasion was .46, $p < .000$. As for Sample 1, the hypothesised two-factors model showed excellent goodness of fit $\chi^2(13) = 37.32, p < .001$, CFI = .970; TLI = .952; RMSEA = .080, 90% CI [.051, .111]; SRMR = .052, and all factor loadings were significant and higher than .50. The covariances between Difference and Inequality evasion was .53, $p < .001$.

Since the analysis on Sample 2 resulted in TLI and RMSEA indices slightly below and above the most exigent threshold, respectively, we elected to evaluate a three-item short version of the Difference Evasion subscale in both samples while keeping Inequality Evasion intact. In doing so, as for Sample 2, the two-factor model fitted our data and thereby yielded excellent goodness of fit, $\chi^2(8) = 13.131, p = .107$, CFI = .983; TLI = .968; RMSEA = .052, 90% CI [.000, .100]; SRMR = .043, and all factors' loadings were significant and higher than .50. The covariance between Difference and Inequality Evasion was .46, $p < .000$. Regarding Sample 1, the two-factor model yielded robust goodness of fit, $\chi^2(8) = 26.976, p < .01$, CFI = .970; TLI = .943; RMSEA = .090, 90% CI [.054, .129]; SRMR = .051, and all factors loadings were significant and higher than .60. The covariance between Difference and Inequality Evasion was .53, $p < .001$.

These results provide confirmatory evidence for the hypothesised factor structure of difference and inequality evasion encompassing two distinct and interrelated factors.

CFA Cisheterosexual Identity Strategies

Primary CFA results on cisheterosexual identity strategies scale are summarised in Table S20. The hypothesised three-factors model showed excellent goodness of fit in Sample 2, $\chi^2(32) = 72.64, p < .000$, CFI = .956; TLI = .938; RMSEA = .071, 90% CI [.049, .093]; SRMR = .045, and did it better than the closest alternative two-factor model solution (Model 3, Table S20), $\chi^2(2) = 94.722, p < .000$. Also, all factor loadings were significant and higher than .50 (see Figure S7). The covariance between Defence and Distancing was .48, $p < .000$, between Defence and Power-cognisance was -.17, $p < .05$, and between Distancing and Power-cognisance was -.25, $p < .000$.

As for Sample 1, the hypothesised three-factors model showed excellent goodness of fit $\chi^2(32) = 50.78, p < .05$, CFI = .988; TLI = .983; RMSEA = .045, 90% CI [.019, .068]; SRMR = .039, and all factor loadings were significant and higher than .60. The covariances between Defence and Distancing was .47, $p < .000$, between Defence and Power-cognisance was -.51, $p < .000$, and between Distancing and Power-cognisance was -.38, $p < .000$.

As such, these results provide confirmatory evidence for the hypothesised three-factors model structure of the cisheterosexual identity strategies scael, denoting Defence, Distancing, and Power-cognisance.

Table S19

Summary of CFA on Difference Evasion and Inequality Evasion

		Sample 1					Sample 2				
Model Comparison		CFI	TLI	RMSEA	SRMR	Model Comparison	CFI	TLI	RMSEA	SRMR	
1. One-factor		.808	.712	.197	.112		.700	.550	.189	.112	
2. Two-factors		.970	.952	.080	.052		.927	.882	.097	.061	
Δ regarding Model 1	$\chi^2(1) =$					$\chi^2(1) =$					
	134.45					91.155					
	$p < .000$					$p < .000$					
		Sample 1 (Short version)					Sample 2 (Short version)				
Model Comparison		CFI	TLI	RMSEA	SRMR	Model Comparison	CFI	TLI	RMSEA	SRMR	
1. One-factor		.772	.620	.234	.114		.704	.506	.202	.108	
2. Two-factors		.970	.943	.090	.051		.983	.968	.052	.043	

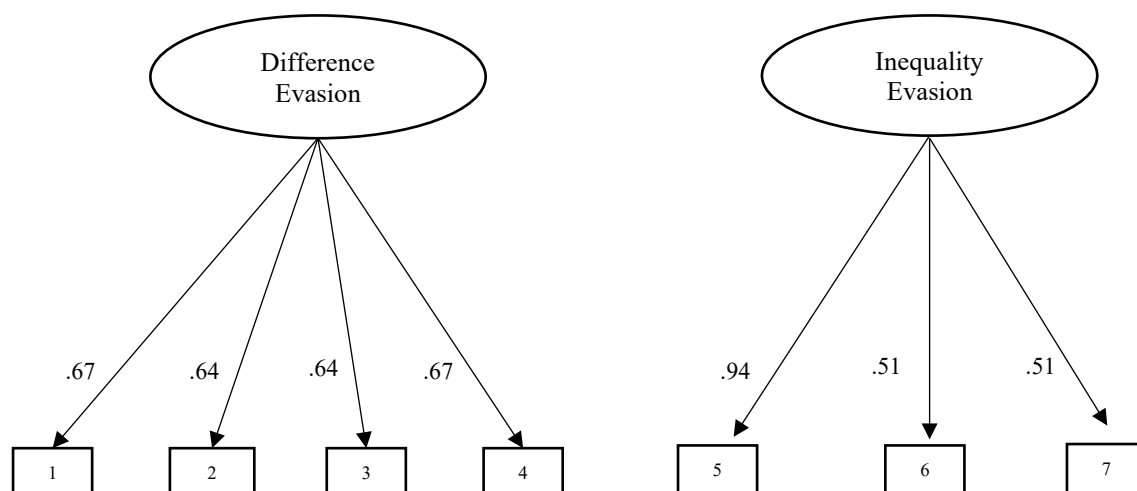
Δ regarding Model 1	$\chi^2(1) = 125.34$ $p < .000$	$\chi^2(1) = 83.69$ $p < .000$
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Table S20

Summary of CFA on Final Cisheterosexual Identity Strategies Scale

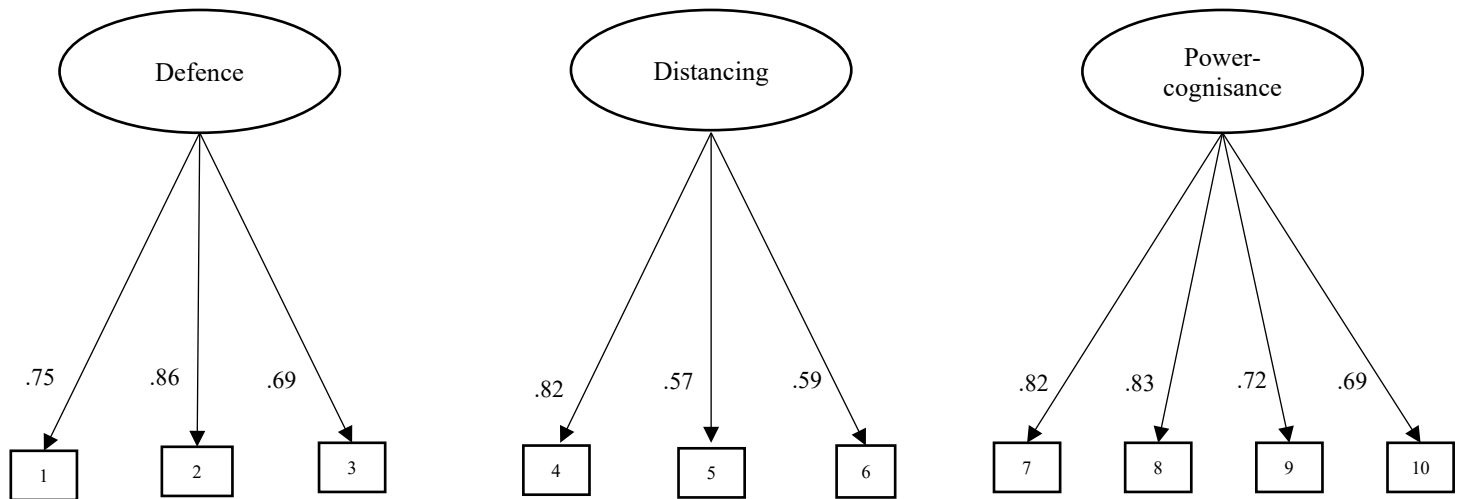
	Sample 1					Sample 2				
	Model Comparison	CFI	TLI	RMSEA	SRMR	Model Comparison	CFI	TLI	RMSEA	SRMR
1. One-factor		.690	.601	.219	.145		.427	.263	.245	.186
2. Two-factors (Distancing + Power)		.857	.811	.151	.120		.777	.705	.155	.139
Δ regarding Model 1	$\chi^2(1) = 261.43$ $p < .000$					$\chi^2(1) = 323.35$ $p < .000$				
3. Two-factors (Defence + Distancing)		.886	.849	.135	.089		.855	.808	.125	.084
Δ regarding Model 1	$\chi^2(1) = 306.16$ $p < .000$					$\chi^2(1) = 394.92$ $p < .000$				
4. Three-factors (Hypothesised)		.988	.983	.045	.039		.956	.938	.071	.045
Δ regarding Model 3	$\chi^2(2) = 161.06$ $p < .000$					$\chi^2(2) = 94.72$ $p < .000$				

Figure S6. Factor loadings of Difference Evasion and Inequality Evasion in Sample 2



Note. Factors were allowed to correlate. Item numbers correspond to item numbers in Table S17.

Figure S7. Factor loadings of Cisheterosexual Identity Strategies in Sample 2



Note. Factors were allowed to correlate. Item numbers correspond to item numbers in Table S18.

Constructs Validation External Phase: Convergent and Discriminant Validity

In assessing our constructs convergent and discriminant validity, we administered a broad range of ideological and psychological measures to participants comprising Sample 1 and Sample 2. These constructs are expected to covary with our scales in theoretically consistent directions. Constructs' reliabilities reflect calculations using the consolidated dataset pulling together Sample 1 and Sample 2—unless the respective measure was administered only to one of the samples. These constructs will be briefly summarised in the ensuing subsection.

Procedure and Measures

Participants indicated their agreement with statements on a 9-point scale ranging from “1 - Strongly disagree” to “9 - Strongly agree” to every scale unless otherwise stated. The following measures were administered to both samples unless otherwise stated. Participants' scores were computed by summing their scores across the respective construct's items and dividing by its total number of items.

We administered the resulting scale consisting in difference evasion (four items; α : .83) and inequality evasion (three items; α : .73) as displayed in Table S17. Also, we administered the resulting cisheterosexual identity strategies scale comprising defence with three items (e.g., "I think we cisheterosexuals have the right to defend our lifestyle."; α : .83), distancing with three items (e.g., "I see myself as an individual with a neutral view on things rather than a so-called cisheterosexual person."; α : .73), and power-cognisance with four items (e.g., "Cisheterosexual people in the Netherlands have certain advantages because of their sexual orientation and gender identity."; α : .89) (adapted from the heterosexual privilege subscale; Brownfield et al., 2018).

In assessing general ideological endorsement of inequalities, we measured social dominance orientation as blatant hierarchy-enhancing ideology, seven items (e.g., "Group

equality should not be our main goal"; α : .77) (Ho et al., 2015). Also, we measured meritocratic beliefs as equalising system-justifying ideology (α : .71) by assessing the subdimension of perceptions of social mobility, four items (e.g., "The Netherlands is an open society in which all individuals can achieve higher status") (McCoy & Major, 2007), and Protestant Work Ethic, three items (e.g., "Anyone willing to work hard has a good chance of succeeding") (Levin et al., 1998). Moreover, in Sample 1, we measured Just World Beliefs, seven items (e.g., "I feel people get what they are entitled to."; α : .87) (Lipkus, 1991). Lastly, we measured political orientation (i.e., anchored as 1—Left to 9—Right).

In examining ideological endorsement of inequalities related to sexual orientation and gender identity, we measured modern anti-LGBTQ prejudice, twelve items (e.g., "LGBTQ people should stop complaining about the way they are treated in society and just get on with their lives."; α : .94) (adapted from the modern homonegativity scale, Morrison & Morrison, 2003). In Sample 1, we measured amnesic cisheterosexism, four items (e.g., "Discrimination against LGBTQ people is virtually non-existent in today's Dutch society."; α : .91) (adapted from the amnesic heterosexism subscale, Walls, 2008).

In exploring ingroup identity dynamics, we measured ingroup identification in two different ways. In Sample 1, we measured cisheterosexual identity centrality, three items (e.g., "Being cisheterosexual is an important part of my identity."; α : .76) (adapted from the identity centrality subscale, Leach et al., 2008). In Sample 2, we measured cisheterosexual self-stereotyping, two items (e.g., "I have a lot in common with the average cisheterosexual person."; α : .87) (adapted from the self-stereotyping subscale, Leach et al., 2008).

Lastly, we measured self-reported socioeconomic status by using the MacArthur Scale of Subjective Social Status (Adler et al., 2000). Participants were asked to report where do they situate themselves in the social ladder represented by a single-item scale ranging from 10 – *People with best paid jobs and achieved higher level of education* to 1 – *People*

with worst paid jobs and achieved lower level of education. In assessing potential social desirability effects of our measures, in Sample 2, we administered the Marlowe-Crowne scale of 13 items (e.g., “It is sometimes difficult for me to continue with my work if I am not encouraged.”; α : .69) (Reynolds, 1982). The social desirability scale was anchored in True/False dichotomic responses.

Results

We pre-registered most of our hypotheses in OSF for the difference and inequality evasion scale here https://osf.io/zvje4/?view_only=22ae275ff5cf4c198cae1cf602586a74, and for the cisheterosexual identity strategies here https://osf.io/f4j pz/?view_only=c136c9ae375840e1bbd1df2fa7a48359. As we faced a dearth of specific literature on SOGI regarding our research questions, we formulated some of our hypotheses drawing on ethnic-racial intergroup relations research. Note that we modified our expectations and thereby our hypotheses for assessing difference and inequality evasion external validity upon analysing the data drawn from Sample 1. Hypotheses regarding the cishet identity strategies were not modified between data collection of Sample 1 and Sample 2.

We show the results comprising the whole dataset except when measures were only administered to one of the samples. For the difference and inequality evasion scale, differences in results between the samples will be pointed out accordingly. We begin by presenting the convergent validity results, followed up by the discriminant validity results. In interpreting our results, we will consider a correlation weak from .15, moderate from .25, and as strong from .35 (Gignac & Szodorai, 2016).

Constructs Convergent Validity

Table S21

Constructs' Associations for Convergent Validity

	Difference Evasion	Inequality Evasion
Sample 1		
Meritocratic beliefs	.40***	.47***
Just World Beliefs	.39***	.37***
Political orientation	.48***	.54***
Modern anti-LGBTQ prejudice	.61***	.65***
Amnesic cisheterosexism	.43***	.70***
Defence strategy	.43***	.50***
Distancing strategy	.52***	
Power-cognisant strategy	-.42***	-.73***
Identity centrality	-.10	
Sample 2		
Meritocratic beliefs	.14*	.31***
Political orientation	.24***	.31***
Modern anti-LGBTQ prejudice	.42***	.53***
Defence strategy	.30***	.29***
Distancing strategy	.31***	
Power-cognisant strategy	-.14*	-.48***
Overall		
Meritocratic beliefs	.32***	.40***
Political orientation	.42***	.41***
Modern anti-LGBTQ prejudice	.54***	.60***
Defence strategy	.42***	.40***
Distancing strategy	.43***	
Power-cognisant strategy	-.28***	-.62***

Note. * $p < .05$; ** $p < .01$; *** $p < .001$

Table S22*Constructs' Associations for Convergent Validity*

	Cisheterosexual Identity Strategies		
	Defence	Distancing	Power-cognisance
Difference evasion	.42***	.43***	-.28***
Inequality evasion	.40***		-.62***
Meritocratic beliefs	.31***	.16***	-.33***
Just World Beliefs (Sample 1)	.34***	.20***	-.30***
SDO	.14**		-.18***
Modern anti-LGBTQ prejudice	.56***	.34***	-.53***
Amnesic cisheterosexism (Sample 1)	.49***	.34***	-.60***
Political orientation	.46***		-.28***
Identity centrality (Sample 1)	.15**	-.25***	.12**
Self-stereotyping (Sample 2)	.28***	.22***	.04

Note. * $p < .05$; ** $p < .01$; *** $p < .001$. SDO denotes social dominance orientation.

For a summary of correlations for the difference and inequality evasion and cisheterosexual identity strategies scales, see Table S21 and S22, respectively. In line with the notion that meritocratic beliefs underpin individualising appraisals and an oblivious standpoint regarding structural inequalities (McCoy & Major, 2007; Neville et al., 2013; van Dijk et al., 2020), as expected, meritocratic beliefs showed from moderate to strong positive associations with difference evasion and inequality evasion. While these associations were strong in the younger Sample 1, they were barely weak in Sample 2. Also, Just World Beliefs showed similarly strong associations with difference and inequality evasion. As for identity strategies, we expected defence and distancing to show strong and at least moderate associations with meritocratic beliefs, respectively. Only partially supporting our rationale, defence and distancing exhibited moderate and weak positive associations with meritocratic

beliefs, respectively. As expected, meritocratic beliefs showed a negative and moderate relation to power-cognisance.

Right-wing political orientation in the U.S. showed to be associated with higher anti-LGBTQ prejudice (Hoyt et al., 2019). Consistent with our expectations, political orientation (i.e., anchored as 1—Left to 9—Right) showed a strong positive association with difference and inequality evasion, such that people who were more right-wing were more likely to evade difference and inequality. Mirroring meritocratic beliefs associations, political orientation showed a strong association in the younger Sample 1 while it was only moderate in the older Sample 2. As for identity strategies, on the one hand, we theorised that defence identity strategy would be held more likely by right-wing people, such that political orientation would be strongly and positively related to political orientation. On the other hand, we reasoned that power-cognisant identity strategy would be more likely held by left-wing people, such that political orientation would be negatively and at least moderately associated with power-cognisance. As expected, we found these pattern of results to hold.

Old-fashioned anti-LGBTQ prejudice is characterised by blatant derogation toward LGBTQ people. Modern prejudice, in contrast, can be reflected by cisheterosexual people's principled endorsement of unbiased treatment and formal equality, whereby LGBTQ people's claims for substantive equality are cast as seeking privileged treatment (Morrison & Morrison, 2003). Indeed, modern homonegative prejudice—MHP—in Canada was associated with higher endorsement of Protestant Work Ethic (Katz & Hass, 1988), contemporary racism (Tougas et al., 2004) and sexism (Tougas et al., 1995). Moreover, MHP was associated with rejection of public display of affection (i.e., a proxy of symbolic acceptance) (Bishop, 2021). Furthermore, MHP predicted less voting intentions for a gay candidate for mayor (Morrison & Morrison, 2011). Accordingly, those highly endorsing MHP evaluated

more negatively a gay leader than they did a heterosexual male leader counterpart (Morton, 2017).

In assessing the convergent association of modern anti-LGBTQ prejudice with difference evasion and inequality evasion, we adapted the MHP scale to tap into modern prejudice to trans and queer people as well (Morrison & Morrison, 2003). In line with our expectations, modern anti-LGBTQ prejudice was positively and strongly associated with difference and inequality evasion. These patterns were similar across samples. As for cisheterosexual identity strategies, we theorised that defence and distancing would reflect the identity dynamics underlying modern anti-LGBTQ prejudice. On the one hand, defence identity strategy reflects modern anti-LGBTQ prejudice by conveying defensiveness to LGBTQ claims for substantive equality. On the other hand, distancing identity strategy buttresses modern anti-LGBTQ prejudice by conveying individualising appraisals of the self and hindering structural understanding. In contrast, we reasoned that the power-cognisant identity conveys a countering standpoint to the equalising status quo purported by modern anti-LGBTQ prejudice. As such, we expected defence and distancing to exhibit positive and at least moderate associations with modern anti-LGBTQ prejudice. In turn, power-cognisance was expected to show negative and at least a moderate association. As expected, we found these expected relations to hold.

Modern prejudice can also trickle down into considering anti-LGBTQ discrimination and inequality as pertaining to the past. By endorsing unbiased treatment and formal equality, some might wishfully translate this prescriptive norm into a descriptive account of the present. We thereby expected amnesic cisheterosexism (Walls, 2008) to be positively and at least moderately associated with difference and inequality evasion. As expected, we found that amnesic cisheterosexism was positively and strongly associated with both difference and inequality evasion. As for cishet identity strategies, we mirrored the rationale followed when

assessing their associations with modern anti-LGBTQ prejudice. As expected for amnesic cisheterosexism, we found a strong and positive association with defence, a moderate and positive association with distancing , and a strong and negative association with power-cognisance.

Drawing on our qualitative findings and the dominant identity strategies framework (Knowles et al., 2014), we theorised that defence by endorsing cisheterosexual normality would strongly relate to evading difference and inequality. As expected, defence showed a strong positive association with difference evasion and inequality evasion. Distancing identity conveys sameness by individualising appraisals of the self. As such, we theorised distancing would be strongly related to evading difference. As expected, distancing showed a strong and positive association with difference evasion.

Next, we theorised that appraising cisheterosexual status as central to the self-concept would be negatively and at least moderately associated with difference evasion. In contrast to our expectation, identity centrality was not associated with difference evasion—although the relation was in the hypothesised direction. Also, we expected identity centrality to be negatively and at least moderately associated with defence and distancing identity strategies. In contrast to our expectations, defence showed a positive and weak association with identity centrality. As theorised, distancing was negatively and moderately associated with identity centrality. Lastly, power-cognisance showed an expected positive but barely weak association with identity centrality.

Power-cognisant identity reflects cognisance of cisheterosexual privilege and structural, group-based understanding of people's position in society. Thus, we expected that power-cognisance would be negatively and at least moderately associated with evading difference and inequality. As theorised, power-cognisance showed negative, moderate and strong associations with difference and inequality evasion, respectively. Echoing the patterns

observed with meritocratic beliefs and political orientation, power-cognisance showed stronger associations in the younger Sample 1 than in the older Sample 2.

Constructs Discriminant Validity

Table S23

Constructs' Associations for Discriminant Validity

	Difference Evasion	Inequality Evasion
Sample 1		
SDO	.31***	.31***
Distancing strategy		.33***
Identity centrality		.01
SES	.06	-.05
Sample 2		
SDO	.12	.06
Distancing strategy		.22***
Self-stereotyping	.19**	.19**
SES	-.09	.09
Social desirability	-.06	-.15*
Overall		
SDO	.24***	.20***
Distancing strategy		.28***
SES	-.01	.02

Note. * $p < .05$; ** $p < .01$; *** $p < .001$. SDO denotes social dominance orientation. SES denotes self-reported socioeconomic status.

Table S24

Constructs' Associations for Discriminant Validity

	Cisheterosexual Identity Strategies		
	Defence	Distancing	Power-cognisance
SDO		.06	
Political orientation		.20***	
Inequality evasion		.28***	

SES	-0.02	.04	.06
Social desirability (Sample 2)	-0.05	-.08*	.00

Note. * $p < .05$; ** $p < .01$; *** $p < .001$. SDO denotes social dominance orientation. SES denotes self-reported socioeconomic status.

For a summary of correlations for the difference and inequality evasion as well as cisheterosexual identity strategies scales, see Table S23 and S24, respectively. SDO conveys endorsement of hierarchy by blatantly claiming the inherent deservingness of some groups to rule over others (Ho et al., 2015). To our knowledge, no research has assessed the association between SDO and inequality evasion. While SDO as a blatant hierarchy-enhancing ideology has shown to be associated with theoretically sounding antecedents and consequences of difference and inequality evasion (Ho et al., 2015), we expected SDO to correlate no more than moderately with difference and inequality evasion. Overall, SDO was positively but only weakly associated with difference and inequality evasion. Mirroring the associations shown by meritocratic beliefs and political orientation, SDO showed a moderately positive association with difference and inequality evasion in Sample 1 whereas it was not associated in Sample 2 (see Table S23 difference between Samples regarding SDO).

Distancing identity strategy conveys cisheterosexual people's sameness by individualising appraisals of the self. As such, distancing should be at odds with blatantly claiming inherent ingroup deservingness. Consequently, we theorised that distancing would be no more than weakly associated with SDO. As expected, distancing showed no association with SDO. Moreover, we reasoned that distancing should not translate necessarily into evading inequality. For instance, dominant group members in the U.S. across social identities were prone to acknowledge inequalities despite their dominant group membership going unnoticed to themselves (Pratto & Stewart, 2012). As such, we expected distancing identity to correlate no more than moderately with inequality evasion. Accordingly, we expected that

distancing identity would be no more than weakly associated with political orientation. As expected, distancing showed only a moderate positive association with inequality evasion and a weak positive relation to political orientation. These patterns were similar across samples.

As for cisheterosexual people's ingroup identification, we reasoned that the extent to which cisheterosexual status was relevant for people's self-concept would not relate more than weakly to evading inequality. As expected, identity centrality was not associated with inequality evasion. In further assessing our expectations with an alternative but theoretically related measure of ingroup identification, self-stereotyping, we found only weakly positive associations with difference and inequality evasion.

Difference and inequality evasion tightly relate to meritocratic beliefs whereby people's position in society is largely seen as the result of individuals' abilities and effort. In a Western, liberal context where people's sameness is underscored by individualising appraisals, we reasoned this ideological repertoire would be homogeneously distributed across social classes. As such, we theorised people's self-reported socioeconomic—SES—background (Adler et al., 2000) would be no more than weakly associated with difference and inequality evasion. As for identity strategies, we similarly reasoned that how cisheterosexual people related to their dominant SOGI identity would not be associated with their SES. As expected, SES did not show associations neither with difference and inequality evasion nor with cisheterosexual identity strategies. Lastly, neither difference and inequality evasion nor cisheterosexual identity strategies scales showed more than weak associations with social desirability (Reynolds, 1982).

Therefore, these patterns of results provide support for the external validity of our scales, demonstrating convergent and discriminant associations in theoretically consistent ways with other related and established measures in the field.

Demographic Correlates

Table S25

Demographics and Contact Difference and Inequality Evasion

	Difference Evasion	Inequality Evasion
Sample 1		
Age	.02	-.03
Education	-.15*	-.10
Sample 2		
Age	-.01	.04
Education	-.11*	-.12
Contact	-.04	.08
Overall		
Age	.15**	.01
Education	-.19***	-.11**

Note. * $p < .05$; ** $p < .01$; *** $p < .001$

Table S26

Demographics and Contact of Cisheterosexual Identity Strategies

	Cisheterosexual Identity Strategies		
	Defence	Distancing	Power-cognisance
Age	.21***	.11**	.08
Education	-.22***	.04	.02
Contact	.00	.14	.02

Note. * $p < .05$; ** $p < .01$; *** $p < .001$. Contact was only assessed in Sample 2.

Latent Profile Analysis

Table S27

Latent Profile Analysis: Model Fit Statistics

Profiles	AIC	AWE	BIC	CLC	KIC	Entropy	BLRT		
							value	df	<i>p</i>
2	4187.25	4281.01	4217.17	4174.32	4197.25	0.540	60.41	2	<.01
3	4152.76	4286.96	4195.51	4134.06	4165.76	0.650	40.49	2	<.01
4	4152.81	4327.83	4208.38	4127.93	4168.81	0.560	5.95	2	.109
5	4158.60	4374.36	4226.99	4127.63	4177.60	0.515	0.21	2	.416
6	4136.35	4392.42	4217.57	4099.72	4158.35	0.684	28.25	2	<.01
7	4138.94	4435.84	4232.98	4096.13	4163.94	0.596	3.41	2	.228

Note. Abbreviations: AIC, Akaike information criterion; AWE, approximate weight of evidence; BIC, Bayesian information criterion; CLC, classification likelihood criterion; KIC, Kullback information criterion. The values of fit indices for the retained profile solution are in bold.

Table S28*Pairwise Effect Size Comparisons (Cohen's d)*

	Profiles' Indicators		Advantaged Identity Strategies			Ideological Correlates		
	Difference Evasion	Inequality Evasion	Defence	Distancing	Power-Cognisance	Modern Anti-LGBTQ Prejudice	Meritocratic Beliefs	Social Dominance Orientation
Defenders vs. Evaders	2.07	1.95	0.89	0.94	1.09	1.33	0.55	0.11
Defenders vs. Acknowledgers	6.10	2.58	1.66	1.44	1.63	2.4	1.05	0.75
Evaders vs. Acknowledgers	2.86	0.79	0.96	0.6	0.66	1.24	0.79	0.73

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