

Online Appendix A:

Results Pilot Test

Table A1

Results Pilot Testing Stimulus Material and Selective Exposure Measures

				Answered correctly (<i>N</i>)	Test statistic (χ^2)	Item Nr.	Pilot Nr.	
<i>Media stereotype prime</i>								
1	Media stereotype prime 1			94% (47)	38.72 (1) ***	1	2	
2	Media stereotype prime 2			98% (49)	46.08 (1) ***	1	2	
3	Media stereotype prime 3			88% (44)	28.88 (1) ***	1	2	
4	Media stereotype prime 4			96% (48)	42.32 (1) ***	1	2	
	Type headline	Mean (<i>Sd</i>)	T-statistic (<i>df</i>) (H_0 = headline judged as not neutral)	Type headline	Mean (<i>Sd</i>)	T-statistic (<i>df</i>) (H_0 = headline judged as not neutral)	Item Nr.	Pilot Nr.
<i>Neutral headlines about outgroup (vs. ingroup) members</i>								
1	Outgroup	3.44 (0.93)	4.31(83)***	Ingroup	3.56 (1.01)	5.02(83)***	2	1
2	Outgroup	3.55 (1.01)	4.97(83)***	Ingroup	4.01 (0.88)	10.48(83)***	2	1
3	Outgroup	3.29 (0.97)	2.79(83)**	Ingroup	3.74 (0.99)	6.80(83)***	2	1
4	Outgroup	3.35 (0.99)	3.20(83)**	Ingroup	3.73 (0.84)	7.91(83)***	2	1
	Type headline	Mean (<i>Sd</i>)	T-statistic (<i>df</i>) (H_0 = no differences)	Type headline	Mean (<i>Sd</i>)	T-statistic (<i>df</i>) (H_0 = no differences)	Item Nr.	Pilot Nr.
<i>Cognitive-based biased news messages</i>								
1	Biased	2.55 (0.83)		Not biased	4.94 (0.81)	-9.45(83)***	3	1
2	Biased	1.80 (0.74)		Not biased	4.74 (0.79)	-17.66 (83)***	3	1
3	Biased	2.08 (1.03)		Not biased	5.07 (0.90)	-21.16 (83)***	3	1
<i>Affective-based bias news messages</i>								
1	Biased	4.57 (1.27)		Not biased	2.98 (0.97)	9.87(83)***	4	1
2	Biased	4.23 (1.17)		Not biased	2.42 (0.95)	1.10 (83)***	4	1
3	Biased	3.76 (1.06)		Not biased	2.39 (0.91)	9.17 (83)***	4	1
4	Biased	3.88 (1.09)		Not biased	2.45 (0.99)	8.98 (83)***	4	1
5	Biased	4.49 (1.18)		Not biased	2.50 (0.96)	11.12 (83)***	4	1
<i>Behavior-based bias news messages</i>								
1	Biased	5.70 (1.46)		Not biased	2.28 (1.26)	9.87(49)***	5	2
2	Biased	5.68 (1.56)		Not biased	2.20 (1.39)	8.65(49)***	5	2
3	Biased	5.42 (1.34)		Not biased	2.22 (1.37)	9.19(49)***	5	2
4	Biased	5.64 (1.54)		Not biased	2.22 (1.73)	8.64(49)***	5	2
5	Biased	4.90 (1.70)		Not biased	2.50 (1.47)	6.70(49)***	5	2

Note. Sample pilot 1: 104 participants started the experiment; two participants did not finish; 15 people did pass the first

attention check and three participants did not pass the second attention check. The final sample size is $N = 84$ (78,8 % female,

mean age = 21, *SD* = 1.83). *Sample pilot 2:* 73 students participated; 13 did not pass the first attention check, six did not pass the

second attention check, and four participants did not finish the survey. The analyses were continued with $N = 50$ participants

(76% female, *mean age* = 19.68, *SD* = 2.20). Item 1: "The news article portrays Arabic migrant workers as warm personalities

(i.e., reliable, warm-hearted, sincere, honest)" (1 = *disagree*, 2 = *agree*). Item 2: "The following headline has a neutral tone" (1 = disagree fully, 6 = agree fully). Item 3: "The following headline describes Arab migrant workers in terms of warmth characteristics (i.e., as tolerant, warm, good-natured, sincere" (1 = disagree fully, 6 = agree fully). Item 4: "I find this news headline threatening." (1 = *disagree fully*; 6 = *agree fully*). Item 5: "This headline emphasizes behavior / measures that have adverse implications for Arab labor migrants." (1 = *disagree fully*; 7 = *agree fully*).

Online Appendix B:

Stimulus Materials: Example Media Stereotype Prime Article

The media stereotype primes were based on Dutch news articles, and modified for the purpose of this study. The example article is translated from Dutch to English.

ARABIC MIGRANTS 'DIFFICULT EMPLOYEES'

AMSTERDAM - By our reporter

Due to negative experiences with immigrants in the workplace, employers are reluctant to hire Arabic migrant workers. Notably, employers do not complain about Arabic migrants' competencies, but rather about issues such as being late for work, requests for long holidays, and inconveniences related to the celebration of Ramadan.

Also, immigrants need more time to familiarize themselves with the unwritten rules of the Dutch corporate culture. This relates to the following questions: Is it clear how one is expected to communicate with their boss? Can one express criticism towards direct colleagues only, or also towards the supervisor? Will one honestly indicate when one does not have time or knowledge to do what is being asked?

Fear of isolation

Some employers indicate that they are also concerned that ethnic groups will form isolated cliques. "People from Moroccan descent tend to sit together and also speak their own language. They will act as a group within the group. And that is very difficult. As an employer you would like to have collegial employees who want to work together."

Online Appendix C:

Headlines Used to Measure Selective Exposure

Neutral news headlines about out-group (vs. in-group) members:

- 1a. Legislation targeting the labour mobility of Arab migrants under discussion in parliament[†]
- 1b. Parliamentary questions on the labour mobility of native Dutch workers
- 2a. Trade union discusses labour rights of native Dutch workers
- 2b. Arab migrant workers' rights topic of debate at trade union[†]
- 3a. The number of employed Arab migrant workers on the labour market stabilizes[†]
- 3b. Employment rate native Dutch workers follows predicted trend
- 4a. Labour market policies regarding native Dutch workers topic of debate
- 4b. Policies targeting Arab migrant workers' labour market position discussed[†]

Cognitive-based media bias:

- 1a. Arab migrant workers appreciated for their reliability
- 1b. Criminality common problem among Arab migrant workers*
- 2a. Low fraud rates among Arab migrant workers
- 2b. Arab migrant worker charged of embezzlement*
- 3a. "The social skills of Arabic migrant workers less developed", concludes The Dutch Institute of Social Research*
- 3b. Research shows that Arabic migrants are real team workers

Affective-based bias:

- 1a. Job seekers: "Arab migrant workers steal our jobs!"*
- 1b. "Arab migrant workers much needed due to population aging" say workers.
- 2a. Arab migrant workers help fill labour shortages
- 2b. Do migrants take the jobs of native workers?*
- 3a. Fear for tsunami of Arab migrant workers.*
- 3b. More Arabic migrants good for employment.
- 4a. Unfair competition on the labor market due to immigration from Arabic countries*
- 4b. Arabic migrant workers boost economy
- 5a. Arab migrant workers stimulate employment
- 5b. Labor market crowding due to Arab migrant workers*

Behavioral-based bias:

- 1a. "We need to make it harder for Arab migrant workers to find employment"*
- 1b. "New policies needed to help Arab labor migrants find work"
- 2a. The government intends to welcome more Arab labor migrants
- 2b. Plans presented in the parliament to expel Arab labor migrants*
- 3a. "Punishing Arab migrant workers harder in case of violation"*
- 3b. "Working towards equal opportunities for Arab labor migrants in the labor market"
- 4a. Companies actively engaged in reshaping application procedures: Equal assessment regardless of origin is needed
- 4b. Dutch jobseekers should have priority over Arab migrant workers in job applications*
- 5a. Minister argues: "Decline social premiums Arab migrant workers"*
- 5b. "Arab migrant workers deserve more financial support," State Secretary said

[†] Indicates neutral news about outgroup members

* Indicates biased news headlines.

Online Appendix D:

Items Used to Measure Prejudice Against Arabic Migrant Workers

Intergroup outcomes: prejudice against Arabic migrant workers.

“Arabic migrant workers increase crime rates”

“Arabic migrant workers are generally good for the Dutch economy” [reverse coded]”

“Arabic migrant workers improve the Dutch society by bringing in new ideas and cultures” [reversed coded]

“The government spends too much money assisting Arabic migrant workers”

Online Appendix E:
Combined Sample Study 1 and Study 2

Table E1

Combined Sample Study 1 and Study 2 - Predicting Biased Selectivity, Prejudice, and Intension to hire an Arabic Migrant Worker using Structural Equation Modelling

<i>Dependent variable</i>		<i>Independent variable</i>	<i>B</i>	<i>SE</i>	<i>p</i>
Implicit stereotypes	←	Moderate stereotypical news prime	0.122	0.047	0.010
Implicit stereotypes	←	High stereotypical news prime	0.062	0.051	0.226
Neutral news about outgroup members	←	Implicit stereotypes	-0.012	0.025	0.643
Selection of cognitive-based news bias	←	Implicit stereotypes	0.150	0.037	0.000
Selection of affective-based news bias	←	Implicit stereotypes	0.163	0.032	0.000
Selection of behavioral-based news bias	←	Implicit stereotypes	0.185	0.037	0.000
Prejudice against Arabic migrant workers	←	Neutral news about outgroup members	-0.254	0.135	0.060
Prejudice against Arabic migrant workers	←	Selection of cognitive-based news bias	0.415	0.108	0.000
Prejudice against Arabic migrant workers	←	Selection of affective-based news bias	1.483	0.153	0.000
Prejudice against Arabic migrant workers	←	Selection of behavioral-based news bias	0.946	0.124	0.000
Intention to hire an Arabic migrant	←	Neutral news about outgroup members	-0.066	0.202	0.745
Intention to hire an Arabic migrant	←	Selection of cognitive-based news bias	-0.730	0.190	0.000
Intention to hire an Arabic migrant	←	Selection of affective-based news bias	-1.274	0.249	0.000
Intention to hire an Arabic migrant	←	Selection of behavioral-based news bias	-0.272	0.222	0.221

Note. Unstandardized parameter estimates are reported.