



Figure 9: Model of the various effects we predicted to witness in the study.

Experiment Condition	Estimate	SE	P value
Female Participant	-1.038	0.452	0.022
Female Filter	-0.217	0.388	0.576
Male Filter	-0.046	0.438	0.916
Female Participant, Female Filter	0.537	0.556	0.334
Female Participant, Male Filter	-0.006	0.608	0.992
Embodied Identification	-0.021	0.026	0.426
Female Participant, Embodied Identification	0.031	0.045	0.491
Female Filter, Embodied Identification	-0.045	0.039	0.239
Male Filter, Embodied Identification	0.024	0.049	0.617
Female Participant, Female Filter, Embodied Identification	0.139	0.060	0.020
Female Participant, Male Filter, Embodied Identification	0.015	0.078	0.846

Table 6: Participants' Male Behavior Norm Agreement stats.

Experiment Condition	Estimate	SE	P value
Female Behavior Norms			
Female Participant	-0.720	0.213	0.001
Embodied Identification	-0.008	0.017	0.622
Female Participant, Embodied Identification	0.053	0.025	0.031
Female Appearance Norms			
Female Participant	-0.905	0.245	<0.001
Embodied Identification	-0.021	0.021	0.313
Female Participant, Embodied Identification	0.104	0.028	<0.001
Male Appearance Norms			
Female Participant	-0.877	0.229	<0.001
Embodied Identification	-0.009	0.018	0.619
Female Participant, Embodied Identification	0.060	0.025	0.015

Table 7: Participants' Female Behavior, Female Appearance, and Male Appearance Norm Agreement stats.

A APPENDIX

A.1 SEM Model

Figure 9 shows the model representation of the effects we originally predicted would interact to influence the applicant results. As seen the interactions are pretty simple two-way interaction effects where the filters and the participant's level of perceived identification would both contribute to all the explicit and implicit bias measures.

A.2 Statistical Analytics

These tables (Table 6, Table 7) show the complete SEM test results from our three way interactions. The models used created SEM factors for the norms with validated questions, 3. The impact on the factors simply involved plugging in each variable value (Participant Gender, Filter Gender, Level of Embodied Identification) and all their two-way and three-way interactions (ex: Participant Gender Female * Male Filter, Participant Gender Female * Female Filter, Participant Gender Female * Male Filter * Embodied Identification). A step by step copy of the analytics with R plug in formulas is available with the open research data resources.