**S5 File**: Surveys used to gauge student (a) hireability, (b) competence, and (c) likeability in Study 2 and Study 3, taken directly from Moss-Racusin, Dovidio, Brescoll, Graham, & Handelsman, 2012. (d) is the religious affiliation question used.

(a) Hireability

| | (Not at all) 1 | 2 | 3 | 4 | 5 | 6 | (Very much) 7 |
|---|---|---|---|---|---|---|---|
| How likely would you be to invite the applicant to interview to work in your lab as a Ph.D. student? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| How likely would you be to accept this applicant to work in your lab as a Ph.D. student? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| How likely do you think it is that the applicant was actually accepted into the laboratory they applied to as a Ph.D. student? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |

(b) Competence

| | (Not at all) 1 | 2 | 3 | 4 | 5 | 6 | (Very much) 7 |
|---|---|---|---|---|---|---|---|
| Did the applicant strike you as competent? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| How likely is it that the applicant has the necessary skills to work in your lab? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| How qualified do you think this applicant is to work in your lab? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |

(c) Likeability

| | (Not at all) 1 | 2 | 3 | 4 | 5 | 6 | (Very much) 7 |
|---|---|---|---|---|---|---|---|
| How much did you like the applicant? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| Would you characterize the applicant as someone you want to get to know better? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |
| Would the applicant fit in well with other members of your lab? | ○ | ○ | ○ | ○ | ○ | ○ | ○ |

(d)

Please indicate the religious affiliation you most closely identify with currently:

○ Christian- Catholic

○ Christian- Orthodox

○ Christian- LDS (Latter Day Saints)

○ Christian- Jehovah's Witness

○ Christian- Other: please elaborate in the box provided [                    ]

○ Jewish

○ Muslim

○ Buddhist

○ Hindu

○ Other faith: please elaborate in the box provided [              ]

○ Atheist (believes that God does not exist)

○ Agnostic (does not have a definite belief about whether God exists or not)

○ Nothing in particular- but my religion is important

○ Nothing in particular- but my religion is not important