

Kurdi et al. (2018). Relationship between the Implicit Association Test and intergroup behavior: A meta-analysis. *American Psychologist*.

—Supplement 5—  
Codebook

Variable name	Description	Definition	Notes
coder	Coder name	The initials of the researcher who coded the study into the dataset	<ul style="list-style-type: none"> <li>▪ AG = Alex Garinther</li> <li>▪ AK = Arpi Karapetyan</li> <li>▪ AS = Allison Seitchik</li> <li>▪ BK = Benedek Kurdi</li> <li>▪ DT = Diana Tomezsko</li> <li>▪ JA = Jordan Axt</li> <li>▪ ND = Neeha Dhawan</li> <li>▪ NK = Neela Kaushik</li> <li>▪ SV = Sarah Vasconselos</li> </ul>
paperID	Paper ID	Unique identifier of the research report	This variable is arbitrary and used only for organization.
newID	ID for paper/study combination	Unique identifier of the paper/study combination	For instance, WS_97.3 would refer to the third study of WS_97. This variable is arbitrary and used only for organization.
studyID2	Study ID across the meta-analysis	Unique identifier of the study across the meta-analysis	The fifteenth study analyzed, across all papers, would have a StudyID2 of 15. This variable is arbitrary and used only for organization.
author	Authors	The research report's authors	N/A
year	Publication year	Year in which the research report was published or completed	N/A
title	Title of study	Title of the research report	N/A
journ	Journal	Journal in which the paper was published	N/A
pubStat	Publication status	Whether the research report is published or unpublished	N/A

source	Source of the research report	Source of the research report	<ul style="list-style-type: none"> <li>▪ Electronic = listserv request</li> <li>▪ GPUB = From Greenwald et al. (2009)</li> <li>▪ LAW = Law journal</li> <li>▪ OMBJT = From Oswald et al. (2013)</li> <li>▪ PsycINFO = PsycINFO</li> <li>▪ Web of Science = Web of Science</li> </ul>
impactFac	Impact Factor	Impact factor of the journal in which the research report was published (as of July 2016)	N/A
impactFac5yr	5-year Impact Factor	Impact factor of the journal in which the research report was published over the past five years (as of July 2016)	N/A
citCount	Citation Count	Number of times the research report has been cited (as of July 2016)	N/A
yearlyCitCount	Yearly citation count	Number of times the research report has been cited, adjusted for years since publication	N/A
meanAuth	IAT experience (mean)	Average number of studies in the data set for the study's authors	N/A
firstAuth	IAT experience (first)	Number of studies in the data set for the study's first author	N/A
lastAuth	IAT experience (last)	Number of studies in the data set for the study's last author	N/A
authCentMax	Authorship centrality (max)	Highest authorship network centrality of any of the research report's authors	N/A
authCentMean	Authorship centrality (mean)	Mean authorship network centrality of all of the research report's authors	N/A
authCentLast	Authorship centrality (last)	Authorship network centrality of the research report's last author	N/A
focusNew	Study focus	Was predictive validity the main focus of the study? Did the study include moderators of the relationship between the IAT and criterion?	<ul style="list-style-type: none"> <li>▪ Primary w/o moderator = Prediction primary, no moderators mentioned</li> <li>▪ Primary with moderator = Prediction primary, moderators mentioned</li> </ul>

			<ul style="list-style-type: none"> <li>▪ Secondary w/o moderator = Prediction secondary, no moderators mentioned</li> <li>▪ Secondary with moderator = Prediction secondary, moderators mentioned</li> <li>▪ Incidental = Prediction incidental</li> </ul>
sampleDesc	Sample description	A description of the independent sample	This variable describes factors that might influence the behavior of participants such as race, ethnicity, gender, or class. Such factors varied based on the focus of the study. For example, information about the addiction status of participants was included if the study concerned bias against individuals with an addiction.
sampleID	Sample ID	Unique identifier of the independent sample	This variable is arbitrary and used only for organization.
flag	Flag	A study was flagged if it would have been preferable to analyze groups of participants separately, but this was not possible due to unavailable data. For instance, a study was flagged if it contained a Black/White IAT, but did not supply separate correlations for Black and White participants.	<ul style="list-style-type: none"> <li>▪ Yes = Flagged</li> <li>▪ No = Not flagged</li> </ul>
impID	Implicit ID	The ID number of the implicit measures used within a study	This variable is arbitrary and used only for organization.
expID	Explicit ID	The ID number of the explicit measures used within a study	This variable is arbitrary and used only for organization.
critID	Criterion ID	The ID number of the criterion measures used within a study	This variable is arbitrary and used only for organization.
groupRootCat	Target group category	Superordinate category of the stigmatized group in the study	<ul style="list-style-type: none"> <li>▪ Age</li> <li>▪ Eating disorder</li> <li>▪ Ethnicity</li> <li>▪ Gender</li> </ul>

			<ul style="list-style-type: none"> <li>▪ Other clinical</li> <li>▪ Other intergroup</li> <li>▪ Race</li> <li>▪ Religion</li> <li>▪ Sexuality</li> <li>▪ Substance abuse</li> </ul>
groupRootCatNew*	Target group category [new]	Superordinate category of the stigmatized group in the study	<ul style="list-style-type: none"> <li>▪ Eating disorder</li> <li>▪ Ethnicity</li> <li>▪ Gender</li> <li>▪ Other clinical</li> <li>▪ Other intergroup</li> <li>▪ Race</li> <li>▪ Sexuality</li> </ul> <p>[Age and religion recoded into other intergroup, substance abuse recoded into other clinical]</p>
groupStemCat	Target group	Identity of the stigmatized group in the study	As taken from the study
groupStemCat2	Target group	Identity of the stigmatized group in the study	<p>With similar targets (e.g., Black and African American) collapsed into the following categories:</p> <ul style="list-style-type: none"> <li>▪ Aboriginals and Maoris</li> <li>▪ African Americans and Africans</li> <li>▪ Arab Americans and Arabs</li> <li>▪ Asian Americans and Asians</li> <li>▪ Elderly people</li> <li>▪ Foreigners</li> <li>▪ Gays and lesbians</li> <li>▪ Hispanics/Latinos</li> <li>▪ Immigrants</li> <li>▪ Indian Americans</li> <li>▪ Jews</li> <li>▪ Lower-class people</li> </ul>

			<ul style="list-style-type: none"> <li>▪ Moroccans</li> <li>▪ Muslims</li> <li>▪ Native Americans</li> <li>▪ Non-Christians</li> <li>▪ Non-Western people</li> <li>▪ Non-Whites</li> <li>▪ Overweight and underweight people</li> <li>▪ People with AIDS</li> <li>▪ People with alcoholism</li> <li>▪ People with autism</li> <li>▪ People with cancer</li> <li>▪ People with disabilities</li> <li>▪ People with mental illness</li> <li>▪ Russians</li> <li>▪ Scheduled caste</li> <li>▪ Substance abusers</li> <li>▪ Turks</li> <li>▪ Women</li> </ul>
IATorig	IAT originators	Was Mahzarin Banaji, Anthony Greenwald, or Brian Nosek among the study's authors?	N/A
samp	Sample description	Concise description of independent the sample	N/A
sampStig	Stigmatized sample	Did the sample include stigmatized participants?	<ul style="list-style-type: none"> <li>▪ Mixed</li> <li>▪ Only non-stigmatized</li> <li>▪ Stigmatized</li> </ul>
sampSpec	Special sample	The type of sample recruited for the study	<ul style="list-style-type: none"> <li>▪ General = General sample (no special attention paid to sample/population)</li> <li>▪ Online = Internet sample</li> <li>▪ Preselected = sample selected by performance on some measure (e.g., only participants with depression or only participants with low implicit</li> </ul>

			<p>self-esteem)</p> <ul style="list-style-type: none"> <li>▪ Real-world = Special real-world population/sample (e.g., nurses or social workers)</li> <li>▪ Real-world &amp; Online = Sample with real-world and online participants</li> <li>▪ Student = Student sample</li> </ul> <p>Students samples that were also preselected on some other criterion were coded as preselected samples.</p>
sampSpecNew*	Special sample [new]	The type of sample recruited for the study	<ul style="list-style-type: none"> <li>▪ General = General sample (no special attention paid to sample/population)</li> <li>▪ Online = Internet sample</li> <li>▪ Preselected = sample selected by performance on some measure</li> <li>▪ Real-world = Special real-world population/sample</li> <li>▪ Student = Student sample</li> </ul> <p>[Real world &amp; online recoded into real-world]</p>
sampStud	Type of student sample	If the study used a student sample, what type of student sample was it?	<ul style="list-style-type: none"> <li>▪ Middle school</li> <li>▪ High school</li> <li>▪ Undergraduate</li> <li>▪ Graduate</li> </ul>
sampStudNew*	Student sample [new]	If the study used a student sample, what type of student sample was it?	<ul style="list-style-type: none"> <li>▪ Pre-college = Middle school and high school</li> <li>▪ Undergrad &amp; grad = Undergraduate and graduate</li> </ul>
sampOrig	Sample country	Did the study include US participants, foreign participants, or both?	<ul style="list-style-type: none"> <li>▪ Foreign</li> <li>▪ US</li> <li>▪ US &amp; foreign</li> </ul>

			The US & foreign category was rarely used given that an effort was made to separate samples into relevant subsamples (e.g., US vs. foreign participants).
sampOrigNew*	Sample country [new]	Did the study include US participants or foreign participants?	<ul style="list-style-type: none"> <li>▪ Foreign</li> <li>▪ US</li> </ul> [US & foreign recoded into foreign]
sampSize	Sample size	Number of participants in the independent sample	N/A
samePartAll	Same participants for all measures?	Whether the implicit and criterion measures were completed by the same participants	<ul style="list-style-type: none"> <li>▪ Same</li> <li>▪ Different</li> </ul> For instance, PI_1473 had clinicians take an IAT and then an independent sample of patients completed surveys after interacting with the clinicians. This clearly differs from the usual study in which both the implicit and the criterion measure are administered to the same participants.
studyLoc	Study location	The physical location in which the study took place	<ul style="list-style-type: none"> <li>▪ Lab</li> <li>▪ Lab &amp; online</li> <li>▪ Lab &amp; real-world</li> <li>▪ Online</li> <li>▪ Real-world</li> <li>▪ Real-world &amp; online</li> </ul> If the location was not clearly specified but a university/college sample was used, study location was coded as lab.
studyLocNew*	Study location [new]	The physical location in which the study took place	<ul style="list-style-type: none"> <li>▪ Lab</li> <li>▪ Online</li> <li>▪ Real-world</li> </ul> [Lab & online and lab & real-world recoded into lab, real-world & online recoded into online]

manip	Manipulation	Did the study include a manipulation intended to change IAT scores?	<ul style="list-style-type: none"> <li>▪ Yes</li> <li>▪ No</li> </ul>
manipDesc	Manipulation description	Brief description of the manipulation	N/A
manipBW	Between vs. within manipulation	If the study included a manipulation, was it between or within subjects?	<ul style="list-style-type: none"> <li>▪ Between subjects</li> <li>▪ Within subjects</li> <li>▪ Mixed</li> </ul>
manipSimpleText	Simple text manipulation	Did the study use a simple text manipulation (e.g., priming)?	N/A
manipSpecConcept	Specific conceptual manipulation	Did the study use a specific conceptual manipulation (e.g., “Think about a time a black man helped you”)?	N/A
manipGenConcept	General conceptual manipulation	Did the study use a general conceptual manipulation (e.g., “Think like an egalitarian”)?	N/A
manipPic	Picture manipulation	Did the study use an image as a method of manipulation?	N/A
manipPerson	Person manipulation	Did the study use exposure to a person as a manipulation (e.g., exposure to a counterstereotypic exemplar)?	N/A
impType	Type of implicit measure	The type of implicit measure used in the study	<ul style="list-style-type: none"> <li>▪ IAT = Implicit Association Test (Greenwald, McGhee, &amp; Schwartz, 1998)</li> <li>▪ BIAT = Brief Implicit Association Test (Sriram &amp; Greenwald, 2009)</li> <li>▪ P&amp;P IAT = Pencil &amp; Paper Implicit Association Test (Sekaquaptewa, Vargas, &amp; von Hippel, 2010)</li> <li>▪ Personalized IAT = Personalized Implicit Association Test (Olson &amp; Fazio, 2004)</li> <li>▪ SCIAT = Single-Category Implicit Association Test (Karpinski &amp;</li> </ul>



			<p>Steinman, 2006)</p> <ul style="list-style-type: none"> <li>▪ IRAP = Implicit Relational Assessment Procedure (Barnes-Holmes et al., 2006)</li> <li>▪ GNAT = Go/No-Go Association Task (Nosek &amp; Banaji, 2001)</li> </ul>
impTypeNew*	Type of implicit measure	The type of implicit measure used in the study	<ul style="list-style-type: none"> <li>▪ IAT = Implicit Association Test (Greenwald, McGhee, &amp; Schwartz, 1998)</li> <li>▪ IRAP = Implicit Relational Assessment Procedure (Barnes-Holmes et al., 2006)</li> <li>▪ IAT variant</li> </ul>
concept	Implicit measure concept	Whether the implicit measure measured attitudes, stereotype, or identity	<ul style="list-style-type: none"> <li>▪ Attitude</li> <li>▪ Identity</li> <li>▪ Stereotype</li> </ul> <p>An implicit measure was coded as an attitude measure if the attributes reflected pure valence, without any additional semantic content (e.g., good/bad, pleasant/unpleasant), as an identity measure if the attributes were related to the self (e.g., self/other, me/not me), and as a stereotype measure if the attributes expressed contentful beliefs about the targets (e.g., smart/dumb, victim/bigot).</p>
impDesc	Description of implicit measure	Brief description of the implicit measure	N/A
expDesc	Description of explicit measure	Brief description of the explicit measure	N/A
critDesc	Description of criterion measure	Brief description of the criterion measure	N/A
critClass	Type of criterion	Type of criterion measure	<ul style="list-style-type: none"> <li>▪ Academic performance: Academic</li> </ul>

	measure		<p>performance of specific groups (e.g., women), including measures like GPA and other academic performance measures.</p> <ul style="list-style-type: none"> <li>▪ Awareness of discrimination: Self-reported feelings or experiences when confronting discrimination, including number of times a participant was discriminated against, reactions to discrimination or rejection, acceptance of discrimination, internalization of discrimination, and cultural knowledge about discrimination.</li> <li>▪ Cognitive measures: Cognitive measures included measures of cognitive resources available after interaction with targets as members of groups, including the Stroop task, recognizing inverted faces as human, and face recognition.</li> <li>▪ Group perception: Direct trait assessments about social groups, including comfort with group, and ratings of group likability, friendliness, or trustworthiness.</li> <li>▪ Ideology: Political or religious beliefs about targets as members of groups, including voting behavior or intention, right-wing authoritarianism, religious fundamentalism, policy endorsement, and fear of foreigners.</li> <li>▪ Legal and moral decisions: Legal or moral decisions about targets as</li> </ul>
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			<p>members of groups, e.g., determining guilt or sentence of target who committed a specific crime.</p> <ul style="list-style-type: none"> <li>▪ Neurological/physiological measures: Measure of brain activity, skin conductance, facial movement, etc. obtained while completing a task other than completing the implicit measure.</li> <li>▪ Nonverbal behavior: Such behaviors are usually automatic, including gestures, facial expressions (FACS coding), gaze following, and facial electromyography.</li> <li>▪ Performance evaluation: Ratings of targets on some subjective quality of performance, including measures assessing essay quality, resume quality, or decision to hire.</li> <li>▪ Person perception: Direct trait assessments about targets (e.g., comfort with intended partner, expectations of intended partner, as well as ratings of target likability, friendliness, or trustworthiness).</li> <li>▪ Physical/mental health: Measures related to the physical or mental health of targets as members of groups, including body esteem, eating disorder symptoms, depression symptoms, and other health ailments (e.g., smoking).</li> <li>▪ Prosocial behavior: Helping behavior directed toward targets as members of groups, including volunteering,</li> </ul>
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			<p>assisting someone in need, and having a desire to be helpful.</p> <ul style="list-style-type: none"> <li>▪ Resource allocation: Amount of resources (e.g., money, treatment) a person was willing to allocate to targets as members of groups.</li> <li>▪ Self-assessment: Quality of life, life satisfaction, self-esteem, identity, comfort or pride with identity, motivation to stay in a job, and job satisfaction when working with members of stigmatized groups.</li> <li>▪ Self-stereotype: Targets' reliance on stereotypes of their own groups to make personal decisions (e.g., willingness to go to college among Hispanic participants, or math participation, math identity, math interest, future career goals, class participation, math ability among female participants).</li> <li>▪ Social affiliation: Measures relating to the desire of a participant to be close to targets as members of groups, including voluntary contact, seating distance, and desire to talk to, meet or work with, or date a stigmatized target, as well as the Social Distance Scale (Link, Phelan, Bresnahan, Stueve, &amp; Pescosolido, 1999).</li> <li>▪ Stereotypic behavior of self/others: Degree of reliance on stereotypes, like shooter bias, assignment of target to</li> </ul>
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			<p>stigmatized or non-stigmatized category, blame allocation for being gay, reactions to stereotypically charged material, and violence against a minority.</p> <ul style="list-style-type: none"> <li>Verbal behavior: Linguistic behavior during an interaction with a marginalized target or group.</li> </ul>
impSocSen	Implicit social sensitivity	How socially unacceptable it is to profess the bias measured by the study's implicit measure in modern American society?	<p>Rated from 1–7</p> <p>1 = Not at all socially sensitive</p> <p>7 = Extremely socially sensitive</p>
impSocSenBlind	Implicit social sensitivity [blind coded]	How socially unacceptable it is to profess the bias measured by the study's implicit measure in modern American society?	<p>Rated from 1–7</p> <p>1 = Not at all socially sensitive</p> <p>7 = Extremely socially sensitive</p>
expSocSen	Explicit social sensitivity	How socially unacceptable it is to profess the bias measured by the study's explicit measure in modern American society?	<p>Rated from 1–7</p> <p>1 = Not at all socially sensitive</p> <p>7 = Extremely socially sensitive</p>
expSocSenBlind	Explicit social sensitivity [blind coded]	How socially unacceptable it is to profess the bias measured by the study's explicit measure in modern American society?	<p>Rated from 1–7</p> <p>1 = Not at all socially sensitive</p> <p>7 = Extremely socially sensitive</p>
control	Controllability	How consciously controllable is the criterion measure?	<p>Rated from 0–10</p> <p>0 = No component of the behavior is consciously controllable</p> <p>10 = All components of the behavior are consciously controllable</p>
controlBlind	Controllability [blind coded]	How consciously controllable is the criterion measure?	<p>Rated from 0–10</p> <p>0 = No component of the behavior is consciously controllable</p> <p>10 = All components of the behavior are consciously controllable</p>
aware	Awareness	How aware were the participants that the criterion behavior pertained to intergroup relations?	<p>Rated from 0–10</p> <p>0 = No awareness of the measure being about groups (gender, race, etc.)</p>

			10 = Complete awareness that of the measure being about groups (gender, race, etc.)
awareBlind	Awareness [blind coded]	How aware were the participants that the criterion behavior pertained to intergroup relations?	Rated from 0–10 0 = No awareness of the measure being about groups (gender, race, etc.) 10 = Complete awareness that of the measure being about groups (gender, race, etc.)
corresp	Correspondence	Strength of the relationship between the processes that drive the response to the implicit measure and those that drive the criterion	<ul style="list-style-type: none"> <li>▪ 1 = Low correspondence</li> <li>▪ 2 = Medium correspondence</li> <li>▪ 3 = High correspondence</li> </ul>
correspBlind	Correspondence [blind coded]	Strength of the relationship between the processes that drive the response to the implicit measure and those that drive the criterion	<ul style="list-style-type: none"> <li>▪ 1 = Low correspondence</li> <li>▪ 2 = Medium correspondence</li> <li>▪ 3 = High correspondence</li> </ul>
targPolar	Target polarity	Are the target groups used in the implicit measure mutually exclusive/polar opposites?	<ul style="list-style-type: none"> <li>▪ 1 = Low polarity</li> <li>▪ 2 = Medium polarity</li> <li>▪ 3 = High polarity</li> </ul>
attrPolar	Attribute polarity	Are the attributes used in the implicit measure mutually exclusive/polar opposites?	<ul style="list-style-type: none"> <li>▪ 1 = Low polarity</li> <li>▪ 2 = Medium polarity</li> <li>▪ 3 = High polarity</li> </ul>
orderImpExp	Order of implicit and explicit measures	Whether the implicit measure was administered before or after the explicit measure	<ul style="list-style-type: none"> <li>▪ Explicit first</li> <li>▪ Implicit first</li> <li>▪ Randomized order</li> </ul> <p>If no specific information was provided, the assumption was made that measures were reported in the paper in the order in which they were administered.</p>
orderCritImp	Order of implicit and criterion measures	Whether the implicit measure was administered before or after the criterion measure	<ul style="list-style-type: none"> <li>▪ Criterion first</li> <li>▪ Implicit first</li> <li>▪ Randomized order</li> </ul>

			If no specific information was provided, the assumption was made that measures were reported in the paper in the order in which they were administered.
orderCritExp	Order of explicit and criterion measures	Whether the explicit measure was administered before or after the criterion measure	<ul style="list-style-type: none"> <li>▪ Criterion first</li> <li>▪ Explicit first</li> <li>▪ Randomized order</li> </ul> <p>If no specific information was provided, the assumption was made that measures were reported in the paper in the order in which they were administered.</p>
impScore	Implicit scoring method	Which algorithm was used to compute IAT scores	<ul style="list-style-type: none"> <li>▪ 1998 = Greenwald, McGhee, &amp; Schwartz (1998)</li> <li>▪ D score = Greenwald, Nosek, &amp; Banaji (2003)</li> <li>▪ Other = Ad-hoc scoring algorithm</li> </ul>
expScore	Explicit scoring method	How was the explicit measure scored?	<ul style="list-style-type: none"> <li>▪ Difference score = Difference score computed from ratings of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Relative rating = Relative rating of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Single rating = Rating of a single group on the measure</li> </ul>
critScore	Criterion scoring method	How was the criterion measure scored?	<ul style="list-style-type: none"> <li>▪ Difference score = Difference score computed from ratings of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Relative rating = Relative rating of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Single rating = Rating of a single</li> </ul>

			group on the measure
critScoreNew	Criterion scoring method [new]	How was the criterion measure scored?	<ul style="list-style-type: none"> <li>▪ Difference score = Difference score computed from ratings of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Relative rating = Relative rating of stigmatized and nonstigmatized group on the same measure</li> <li>▪ Single rating nonstigmatized = Rating of the nonstigmatized group on the measure</li> <li>▪ Single rating stigmatized = Rating of the stigmatized group on the measure</li> </ul> [Single rating split into two]
impMean	Mean of implicit measure	Mean of the implicit measure, as reported in the paper	Not used in any analysis.
impSD	Standard deviation of implicit measure	Standard deviation of the implicit measure, as reported in the paper	Not used in any analysis.
expMean	Mean of explicit measure	Mean of the explicit measure, as reported in the paper	Not used in any analysis.
expSD	Standard deviation of explicit measure	Standard deviation of the explicit measure, as reported in the paper	Not used in any analysis.
critMean	Mean of criterion measure	Mean of the criterion measure, as reported in the paper	Not used in any analysis.
critSD	Standard deviation of criterion measure	Standard deviation of the criterion measure, as reported in the paper	Not used in any analysis.
ICC	Implicit–criterion correlation	Correlation between the implicit measure and the criterion measure in the independent sample, as reported in the paper	Not used in any analysis.
ECC	Explicit–criterion correlation	Correlation between the explicit measure and the criterion measure in the independent sample, as reported in the	Not used in any analysis.



		paper	
IEC	Implicit–explicit correlation	Correlation between the implicit measure and the explicit measure in the independent sample, as reported in the paper	Not used in any analysis.
totalICC	Total implicit–criterion correlation	Correlation between the implicit measure and the criterion measure collapsing across independent samples within a study, as reported in the paper	Not used in any analysis.
totalECC	Total explicit–criterion correlation	Correlation between the explicit measure and the criterion measure collapsing across independent samples within a study, as reported in the paper	Not used in any analysis.
totalIEC	Total implicit explicit correlation	Correlation between the implicit measure and the explicit measure collapsing across independent samples within a study, as reported in the paper	Not used in any analysis.
impRel	Reliability of implicit measure	Internal consistency of the implicit measure, as reported in the paper	N/A
expRel	Reliability of explicit measure	Internal consistency of the explicit measure, as reported in the paper	N/A
critRel	Reliability of criterion measure	Internal consistency of the criterion measure, as reported in the paper	N/A
effSizeLoc	Effect size location	Where the effect sizes listed in the data set were found	N/A
Var	Variance of Effect Size	Variance of the effect size, calculated as $\frac{1}{N-3}$	N/A
ICCfinal	Final implicit–criterion correlation	Correlation between the implicit measure and the criterion measure in the independent sample, recoded such that positive values reflect an effect size in line with the theoretically expected relationship	For instance, higher levels implicit bias should be associated with less helping or more harming.

ECCfinal	Final explicit– criterion correlation	Correlation between the explicit measure and the criterion measure in the independent sample, recoded such that positive values reflect an effect size in line with the theoretically expected relationship	For instance, higher levels implicit bias should be associated with less helping or more harming.
IECfinal	Final implicit– explicit correlation	Correlation between the implicit measure and the explicit measure in the independent sample, recoded such that positive values reflect a more implicit bias associated with more explicit bias	N/A
totalICCfinal	Final total implicit– criterion correlation	Correlation between the implicit measure and the criterion measure collapsing across independent samples within a study, recoded such that positive values reflect an effect size in line with the theoretically expected relationship	Not used in any analysis.
totalIECCfinal	Final total explicit– criterion correlation	Correlation between the explicit measure and the criterion measure collapsing across independent samples within a study, recoded such that positive values reflect an effect size in line with the theoretically expected relationship	Not used in any analysis.
totalIECfinal	Final total implicit– explicit correlation	Correlation between the implicit measure and the criterion measure in the independent sample, recoded such that positive values reflect a more implicit bias associated with more explicit bias	Not used in any analysis.
ICCfinalZ	Z-transformed final implicit–criterion correlation	r-to-Z transformed (Fisher, 1915) version of the implicit–criterion correlation	Used in regression analyses.
ECCfinalZ	Z-transformed final explicit–criterion correlation	r-to-Z transformed (Fisher, 1915) version of the explicit–criterion correlation	Used in regression analyses.

IECfinalZ	Z-transformed final implicit–explicit correlation	r-to-Z transformed (Fisher, 1915) version of the implicit–explicit correlation	Used in regression analyses.
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\* The variables marked (\*) were recoded because certain categories contained  $k < 5$  studies.