

## Appendix Table: Diversity, Equity, and Inclusion Instruction—Summary of Select Studies

### Studies concluding there is no evidence that DEI instruction leads to increased tolerance and harmony or to lasting behavioural change

Article Title	Publication Date	Academic Journal	Lead Researchers & Affiliation	Important Findings
Diversity training goals, limitations, and promise: A review of the multidisciplinary literature	2022	<i>Annual Review of Psychology</i> <a href="https://bitly.ws/33W9b">https://bitly.ws/33W9b</a>	Patricia Devine, University of Wisconsin & Tory Ash, Syracuse University	<i>"... we are far from being able to derive clear and decisive conclusions about what fosters inclusivity and promotes diversity within organizations. Implementation of DT [diversity training] has clearly outpaced the available evidence that such programs are effective in achieving their goals."</i>
Prejudice reduction: Progress and challenges (a review of 418 experiments reported in 309 manuscripts from 2007 to 2019... [this] quantitative assessment uses meta-analysis to estimate average effects)	2021	<i>Annual Review of Psychology</i> <a href="https://bitly.ws/33W9e">https://bitly.ws/33W9e</a>	Elizabeth Paluck, Princeton University, Roni Porat, Hebrew University, et al.	<i>"Although these studies [promoting DEI] report optimistic conclusions, we identify troubling indications of publication bias that may exaggerate effects."</i> Paluck and team found that the effect size of diversity-type training is near zero.
Why doesn't diversity training work? The challenge for industry and academia	2018	<i>Anthropology Now</i> <a href="https://bitly.ws/33W9s">https://bitly.ws/33W9s</a>	Frank Dobbin, Harvard University & Alexandra Kalev, Tel Aviv University	<i>"...hundreds of studies dating back to the 1930s suggest that antibias training does not reduce bias, alter behavior or change the workplace."</i>

### Studies showing that DEI instruction can increase prejudice and activate bigotry

Article Title	Publication Date	Academic Journal	Lead Researchers & Affiliation	Important Findings
How the term "white privilege" affects participation, polarization, and content in online communication	2022	<i>PLoS ONE</i> <a href="https://bitly.ws/33Wai">https://bitly.ws/33Wai</a>	Charles Quarles, University of Michigan & Liz Bozarth, University of Michigan	Instruction in the DEI concept of White Privilege made "supportive whites" less supportive of racially progressive policies, less engaged in group discussions, and <i>"led to less constructive responses from whites and non-whites."</i>
Complex intersections of race and class: Among social liberals, learning about White privilege reduces sympathy, increases blame, and decreases external attributions for White people struggling with poverty.	2019	<i>Journal of Experimental Psychology: General</i> <a href="https://bitly.ws/33W9D">https://bitly.ws/33W9D</a>	Erin Cooley, Colgate University, Jazmin Brown-Iannuzzi, University of Virginia, et al.	Teaching White Privilege, a core component of the DEI curriculum, does not make participants feel more compassion toward poor people of colour but can <i>"reduce sympathy [and] increase blame... for White people struggling with poverty."</i>
Ironic effects of antiprejudice messages: How motivational interventions can reduce (but also increase) prejudice	2011	<i>Psychological Science</i> <a href="https://bitly.ws/33W9M">https://bitly.ws/33W9M</a>	Lisa Legault, Clarkson University (previously University of Toronto), Jennifer Gutsell, Brandeis University, et al.	...race-focused DEI campaigns that exert strong pressure on people to be non-prejudiced backfired, yielding heightened levels of bigotry.
Out of mind but back in sight: Stereotypes on the rebound	1994	<i>Journal of Personality and Social Psychology</i> <a href="https://bitly.ws/33W9Y">https://bitly.ws/33W9Y</a>	Neil Macrae, University of Aberdeen, Galen Bodenhausen, Northwestern University, et al.	<i>"...this work suggests that when people attempt to suppress unwanted thoughts, these thoughts are likely to subsequently reappear with even greater insistence than if they had never been suppressed..."</i>