

Supplemental Material

Table of Contents

1. Pre-Study on the Perception of Memes	2
2. Sample of the Main Study	4
3. Measures and Instruments	5
3.1 Personal Problematization of Racist Memes	5
3.2 Perceived Importance of the Chat Group	6
4. Distributions of the Reactions to the Meme	7
4.1 Intention to Comment	7
4.2 Intention to Leave.....	8
4.3 Intention Not to React.....	8
5. Results: Tables and Figures	9
6. Response Trajectory Across the Three Meme Stimuli	10
7. Explorative Analysis of Non-Experimental Influencing Factors	11
7.1 Perception of the Experimental Situation	11
7.2 Prior Experience with Media and Hate Memes	11
7.3 Rating of the Second Racist Meme.....	11
7.4 Sociodemographics and Discrimination Experience	12

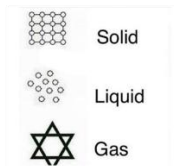
Pre-Study on the Perception of Memes

A total of $N = 103$ (74% female, 23% male, 3% divers, age range from 20 to 64, $M_{\text{age}} = 32.19$, $SD_{\text{age}} = 10.10$) participated in an online survey. Participants rated a total of ten different memes presented in random order (two each of pre-rated anti-Semitic, racist, misogynist, classist, and neutral). Figures S1-S10 show all memes. The participants were asked to rate three aspects of the memes: perceived general group-related hostility, assumed intention to devalue, and assumed hostile attitude of the person who would send such an image. The results indicated that one of the two racist memes (meme no. 7, "Mother's Day in Africa") had the highest mean score on all three dimensions (see Table S1). Multiple Bonferroni-adjusted paired-sampled t-tests revealed that the rating of this image differed significantly from the others in all three dimensions ($\alpha = .05$), with the exception of meme no. 8 (the other racist meme) and no. 2 (an anti-Semitic meme). The results of these tests are presented in Table S2. Additionally, participants were asked to indicate which meme they perceived as the most "worst," indicating emotional perception. The most frequently mentioned racist meme was the one that had been previously identified as the most problematic (54.43%).

Figure S1. All Memes in the Pre-Study.



Meme no. 1



Meme no. 2



Meme no. 3



Meme no. 4



Meme no. 5



Meme no. 6



Meme no. 7



Meme no. 8



Meme no. 9



Meme no. 10

Table S1. Means and Standard Deviations of All Rated Memes.

Meme No.	Perceived hostility		Assumed intention to devalue		Assumed hostile attitude	
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>
1 anti-Semitic	6.65	0.789	6.09	1.181	5.18	1.742
2 anti-Semitic	6.83	0.487	6.32	0.982	5.70	1.520
3 misogynist	6.59	0.964	6.14	1.237	5.06	1.691
4 misogynist	6.61	0.910	6.07	1.199	4.34	1.689
5 classist	5.98	1.350	5.07	1.711	3.93	1.800
6 classist	6.40	0.878	5.34	1.340	4.22	1.639
7 racist	6.92	0.334	6.61	0.757	5.85	1.498
8 racist	6.91	0.316	6.57	0.800	5.53	1.564
9 neutral	2.06	1.440	2.14	1.299	1.54	0.947
10 neutral	4.47	1.872	3.89	1.632	2.69	1.469

Note. *N* = 103; all scales from 1 to 7.

Table S2. Bonferroni-Corrected *T*-Tests for Paired Samples Between Meme No. 7 and All Other Memes.

Meme No.	Perceived hostility		Assumed intention to devalue		Assumed hostile attitude	
	<i>T_a</i>	<i>p_b</i>	<i>T_a</i>	<i>p_b</i>	<i>T_a</i>	<i>p_b</i>
1 anti-Semitic	3.472	0.003	3.810	0.001	4.335	< .001
2 anti-Semitic	1.749	0.375	0.885	1.702	2.667	0.040
3 misogynist	3.765	0.001	4.941	< .001	3.811	0.001
4 misogynist	3.473	0.003	8.908	< .001	4.619	< .001
5 classist	7.411	< .001	11.312	< .001	9.430	< .001
6 classist	5.874	< .001	9.557	< .001	9.209	< .001
8 racist	0.300	3.441	2.275	0.113	0.430	3.008
9 neutral	33.011	< .001	25.854	< .001	31.093	< .001
10 neutral	13.428	< .001	18.662	< .001	16.994	< .001

Note. ^a All tests with *df* = 102. ^b Bonferroni-adjusted *p* (*p**9), one-tailed-test.

Sample of the Main Study

Table S3. *Sociodemographic Characteristics of Participants.*

Characteristics	No reaction		Mixed reaction		Full reaction		Full sample	
	Group 1 Friends (HRC) <i>n</i> = 181	Group 2 Strangers (LRC) <i>n</i> = 183	Group 3 Friends (HRC) <i>n</i> = 182	Group 4 Strangers (LRC) <i>n</i> = 179	Group 5 Friends (HRC) <i>n</i> = 186	Group 6 Strangers (LRC) <i>n</i> = 179		
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Gender								
Female	106	59	116	63	109	60	104	58
Male	72	40	65	36	73	40	75	42
Divers	3	2	2	1	0	0	0	0
Highest educational level ^a								
No formal school degree	0	0	0	0	0	0	0	0
Lower secondary school certificate (Hauptschule)	0	0	2	1	5	3	1	1
Intermediate secondary school certificate (Mittlere Reife)	12	7	11	6	8	4	14	8
Completed vocational training	13	7	16	9	9	5	13	7
High school diploma (Abitur or Fachabitur)	33	18	32	17	40	22	38	21
University or postgraduate degree	121	67	116	63	119	65	112	63
Experiences of discrimination ^b								
Based on race	2	1	4	2	6	3	8	4
Based on other factors	37	20	33	18	42	23	29	16
No experience	127	70	119	65	115	63	131	73

Note. *N* = 1,090. Participants were on average 49.8 years old (*SD* = 13.8), and participant age did not differ by condition. ^a "Other"-option not displayed. ^b "Not sure"-option and no answer-option not displayed.

Measures and Instruments

Personal Problematicization of Racist Memes

To consider the participants' perspective on racist memes, a second racist image from the preliminary study was evaluated again in more detail (see Figure S1, meme no. 8, translation: "People are like bananas, no one likes the black ones.") The image was evaluated based on seven carefully considered statement items, e.g. *I have to laugh when I see the picture* or *I find the picture racist*. The response scale ranges from *totally disagree* (1) to *totally agree* (5). For the exploratory factor analysis (EFA), a Promax rotation was chosen as an oblique rotation method, since the factors were expected to be correlated. For example, if a respondent finds something funny, they are likely to rate it as less problematic. EFA reveals two dimensions of image evaluation which can be described as follows: perceived hostility ($\alpha = .78$, 3 items) and perceived humor ($\alpha = .83$, 4 items). As the test on intern consistency was acceptable, the variables were summarized into these two dimensions using the mean value.

Table S4. *Item Overview and Translation.*

	Original German item	Translation
1	Ich finde das Bild witzig.	I find the image funny.
2	Ich finde das Bild rassistisch.	I find the image racist.
3	Ich finde das Bild harmlos.	I find the image harmless.
4	Ich muss beim Anblick des Bilds lachen.	I can't help but laugh when I see the image.
5	Ich würde dieses Bild zur Belustigung anderer verschicken.	I would share this image to amuse others.
6	Ich finde das Bild geschmacklos.	I find the image tasteless.
7	Ich finde das Meme problematisch	I find the meme problematic.

Table S5. *Results From a Factor Analysis of the Meme Ratings.*

Item	Factor loading	
	1	2
Factor 1: Perceived humor		
5. I would share this image to amuse others. (R)	.87	-.27
1. I find the image funny. (R)	.71	.18
4. I can't help but laugh when I see the image. (R)	.70	.08
3. I find the image harmless. (R)	.69	.13
Factor 2: Perceived hostility		
7. I find the meme problematic.	.05	.84
6. I find the image tasteless.	-.06	.83
2. I find the image racist.	-.02	.82

Note. $N = 1,090$. The extraction method was principal component factoring with an oblique (Promax with Kaiser Normalization) rotation. Factor loadings above .30 are in bold. Reverse-scored items are denoted with an (R).

Table S6. *Reliability Statistics for the Meme Ratings.*

Factor	Item	Cronbach's Alpha	VIF
Perceived humor	1. I find the image funny.	.83	2.94
	5. I would share this image to amuse others.		1.40
	3. I find the image harmless.		1.58
	4. I can't help but laugh when I see the image.		2.60
Perceived hostility	7. I find the meme problematic.	.78	1.85
	2. I find the image racist.		1.60
	6. I find the image tasteless.		1.52

Perceived Importance of the Chat Group

The perceived significance of the chat group was measured using a self-constructed scale. Here, I present various reliability and validity statistics.

Table S7. Item Overview and Translation.

	Original German item	Translation
1	Für mich wäre diese Chatgruppe von großer Bedeutung.	This chat group would be very important to me.
2	Es wäre mir wichtig, was diese Chatgruppe über mich denkt.	It would matter to me what this chat group thinks of me.
3	Es wäre mir total egal, was in dieser Chatgruppe passiert. (R)	I wouldn't care at all about what happens in this chat group. (R)
4	Ich würde mich der Chatgruppe eng verbunden fühlen.	I would feel a strong sense of connection to the chat group.
5	Was die Chatgruppe denkt oder macht, würde mich auch beschäftigen.	What the chat group thinks or does would affect me as well.

Table S8. Reliability Statistics for the Perceived Importance of the Chat Group.

Item	Cronbach's Alpha	VIF
1. This chat group would be very important to me.	.85	2.11
2. It would matter to me what this chat group thinks of me.		1.70
3. I wouldn't care at all about what happens in this chat group.		1.53
4. I would feel a strong sense of connection to the chat group.		2.22
5. What the chat group thinks or does would affect me as well.		1.88

Table S9. Results from Exploratory Factor Analysis of the Perceived Importance of the Chat Group.

	Factor 1
4 I would feel a strong sense of connection to the chat group.	0.808
1 This chat group would be very important to me.	0.785
5 What the chat group thinks or does would affect me as well.	0.738
2 It would matter to me what this chat group thinks of me.	0.683
3 I wouldn't care at all about what happens in this chat group. (R)	0.629

Note. $N = 1,090$. Maximum-Likelihood-extraction with Varimax rotation. Factor loadings above .30 are in bold. Reverse-scored items are denoted with an (R).

Table S10. CFA: Model Fit Indices.

CFI	TLI	RMSEA	RMSEA 90% CI	
			LL	UL
0.968	0.936	0.114	0.0918	0.137

The exact fit test was significant, $\chi^2(5) = 75.40$, $p < .001$, which is expected with large samples and limits reliance on χ^2 alone. Additional fit indices indicated satisfactory to good fit: CFI = .97, TLI = .94. However, the RMSEA was .11, 90% CI [.09, .14], suggesting mediocre to poor fit. These results imply acceptable fit based on incremental indices but call for cautious interpretation due to the elevated RMSEA.

Table S11. Results From CFA of the Perceived Chat Group Importance.

Factor	Item	Standardized Loading	SE	z	p
Factor 1	GI1	0.905	0.0313	28.9	< .001
	GI2	0.790	0.0331	23.9	< .001
	GI3 (R)	0.784	0.0363	21.6	< .001
	GI4	0.848	0.0282	30.1	< .001
	GI5	0.847	0.0320	26.4	< .001

Note. N = 1,090. Standardized factor loadings are reported. Reverse-scored items are denoted with (R).

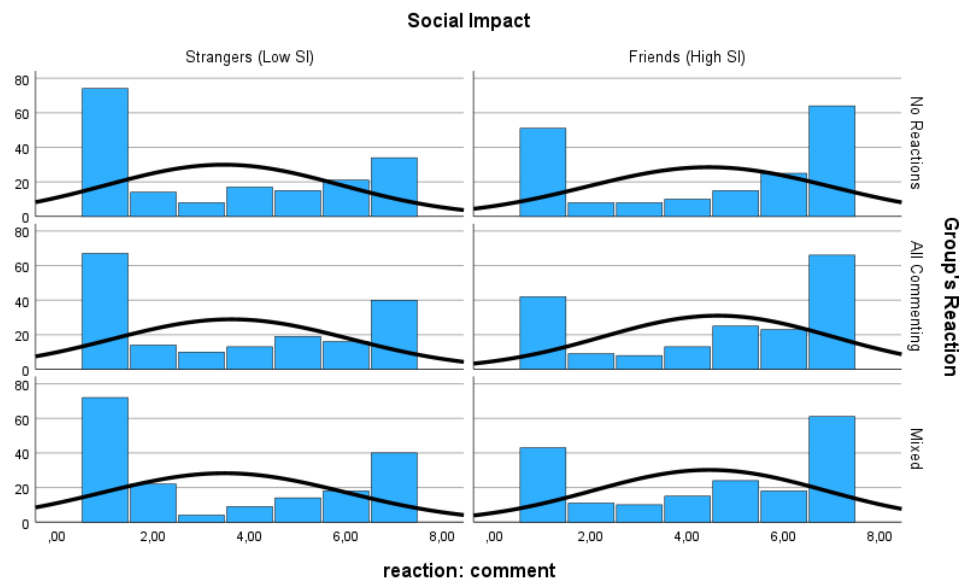
Distributions of the Reactions to the Meme

This section presents the distributions of the dependent variables ‘intention to comment’ and ‘intention to leave.’ Additionally, the variable ‘intention to do nothing’ was included. This variable was initially of interest but was later excluded from the main analysis. Some participants reported uncertainty when responding to this item due to the double negation, which may have introduced measurement error and compromised reliability. The theory could also be tested with the other variables. None of the variables were normally distributed.

Intention to Comment

Table S12. Distribution Parameters for the Intention to Comment by Experimental Groups.

	High relationship closeness			Low relationship closeness		
	No Reaction	All commenting	Mixed Reaction	No Reaction	All commenting	Mixed Reaction
Mean	4.44	4.63	4.45	3.46	3.62	3.47
SD	2.53	2.39	2.41	2.44	2.47	2.53
Skewness	−0.36	−0.51	−0.35	0.29	0.20	0.33
Kurtosis	−1.60	−1.36	−1.48	−1.59	−1.64	−1.66

Figure S2. Histograms of Intention to Comment by Experimental Group.

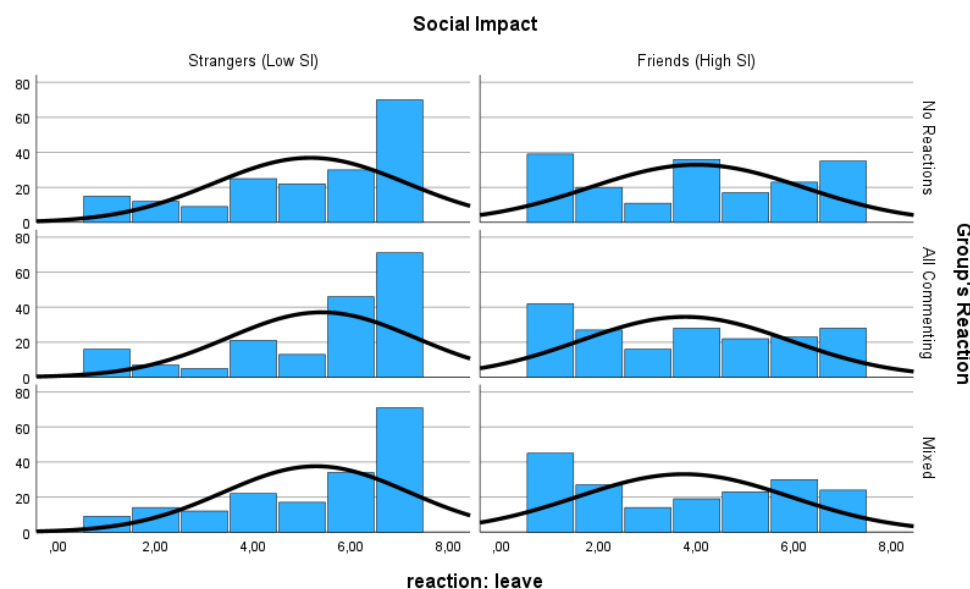
Note. The labels used here differ from those in the main text, as the variables were named differently in the dataset. ‘Social Impact’ corresponds to ‘relationship closeness,’ with ‘friends’ indicating high relationship closeness and ‘strangers’ indicating low relationship closeness.

Intention to Leave

Table S13. Distribution Parameters for the Intention to Leave by Experimental Groups.

	High relationship closeness			Low relationship closeness		
	No Reaction	All commenting	Mixed Reaction	No Reaction	All commenting	Mixed Reaction
Mean	3.20	2.96	3.10	4.05	3.70	3.86
SD	2.38	2.22	2.25	2.51	2.39	2.50
Skewness	0.59	0.79	0.64	-0.01	0.15	0.04
Kurtosis	-1.27	-0.88	-1.10	-1.67	-1.57	-1.70

Figure S3. Histograms of Intention to Leave by Experimental Group.



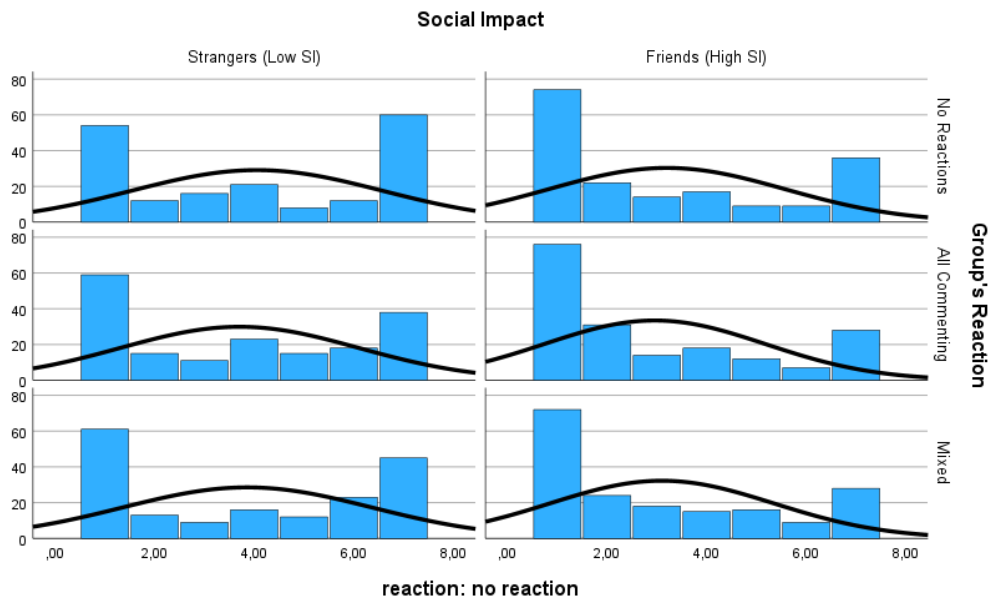
Note. The labels used here differ from those in the main text, as the variables were named differently in the dataset. 'Social Impact' corresponds to 'relationship closeness,' with 'friends' indicating high relationship closeness and 'strangers' indicating low relationship closeness.

Intention Not to React

Table S14. Distribution Parameters for the Intention to Do Nothing by Experimental Groups.

	High relationship closeness			Low relationship closeness		
	No Reaction	All commenting	Mixed Reaction	No Reaction	All commenting	Mixed Reaction
Mean	4.00	3.76	3.74	5.17	5.40	5.29
SD	2.19	2.15	2.20	1.98	1.93	1.90
Skewness	-0.04	0.11	0.08	-0.83	-1.17	-0.86
Kurtosis	-1.39	-1.38	-1.49	-0.54	0.18	-0.51

Figure S4. Histograms of Intention to Do Nothing by Experimental Group.



Note. The labels used here differ from those in the main text, as the variables were named differently in the dataset. 'Social Impact' corresponds to 'relationship closeness,' with 'friends' indicating high relationship closeness and 'strangers' indicating low relationship closeness.

Results: Tables and Figures

Supplementing the information provided in the article, the results of ANOVA and mediation analysis are presented here again in tabular form. Additionally, a mediation analysis was conducted with the intention to do nothing (Table 16). This behavioral intention is of particular interest, as it captures active inaction. However, some participants indicated in the questionnaire's comment field that the double negation was confusing, compromising reliability. Consequently, this variable was excluded from the main analysis.

Table S15. ANOVA-Results for the Intention to Comment by Relationship Closeness and Group's Reaction.

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2
Relationship closeness	44.00	1,1084	< .001	.039
Group's Reaction	.57	2,1084	.567	—
Relationship closeness x Group's Reaction	.01	2,1084	.995	—

Table S16. Results of Mediation Analysis (Relationship Closeness on Reaction, Mediated by Group's Importance).

	Model 1 <i>R</i> ² = .05				Model 2 <i>R</i> ² = .164			
	<i>B</i>	β	<i>p</i>	95% CI ¹ [LL, UL]	<i>B</i>	β	<i>p</i>	95% CI [LL, UL]
X ² on Y ³	.991	.395	< .001	.698, 1.283	-1.454	-.665	< .001	-1.699, -1.209
X on M ⁴	.827	.910	< .001	.733, .926	.827	.910	< .001	.730, .920
M on Y	.311	.113	.0011	.131, .498	-.622	-.259	< .001	-.769, -.468
X on Y in mediation model	.733	.293	< .001	.395, 1.058	-.940	-.430	< .001	-1.222, -.657
indirect effect ⁵	.258	.103		.0431, .1667	-5.140	-.235		-.2996, -.1734

Note. ¹ For unstandardized coefficients (*B*). In case of the indirect effect, bootstrap results of 95%-CI for partially standardized indirect effect (β) is presented. ² Independent variable (*X*) is relationship closeness, dummy-coded with 0 = low and 1 = high relationship closeness. ³ Dependent variable (*Y*) is intention to comment in Model 1 and intention to leave in Model 2. ⁴ Mediator variable (*M*) is perceived group's importance. ⁵ Partially standardized significant indirect effect is used for dummy-coded predictor.

Table S17. Results of Mediation Analysis (Relationship Closeness on Intention to Do Nothing, Mediated by Group's Importance).

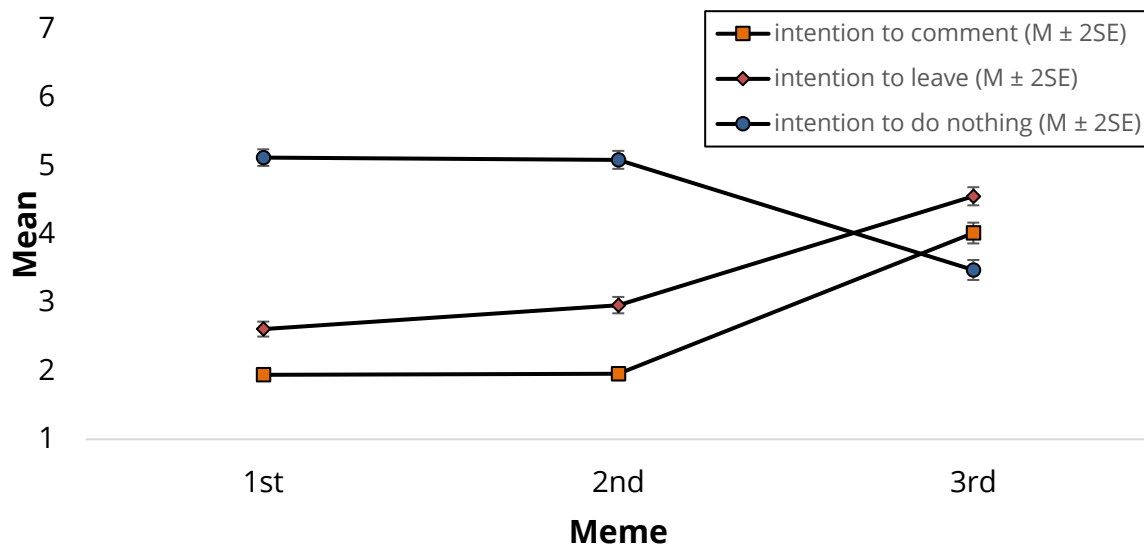
	Model 3 (Y = intention to do nothing) R ² = .043			
	B	β	p	95% CI ¹ [LL, UL]
X ² on Y ³	-.791	-.328	< .001	-1.073, -.508
X on M ⁴	.827	.910	< .001	.729, .924
M on Y	-.379	-.143	< .001	-.559, -.202
X on Y in mediation model	-.477	-.198	.003	-.803, -.158
Indirect effect ⁵	-.314	-1.30		-.196, .068

Note. ¹ Bootstrap results for unstandardized coefficients (B). In case of the indirect effect, bootstrap results of 95% CI for partially standardized indirect effect (β) is presented. ² Independent variable (X) is relationship closeness, dummy-coded with 0 = low and 1 = high relationship closeness. ³ Dependent variable (Y) is intention to comment in Model 1 and intention to leave in Model 2. ⁴ Mediator variable (M) is perceived group's importance. ⁵ Partially standardized significant indirect effect is used for dummy-coded predictor.

Response Trajectory Across the Three Meme Stimuli

To further contextualize participants' reactions to the third, explicitly racist meme, we also examined their responses to the two preceding memes. The following figures illustrate the response trajectories across all three memes for each reaction type.

Figure S5. Response Trajectories for Each Reaction Type.



Note. Means are shown for the intention to comment, to leave and not to react, plotted the order of the presented memes. Error bars represent 2 Standard Errors.

These trajectories suggest that participants' behavior shifts notably when confronted with the racist content in the final stimulus. A repeated-measures ANOVA was not conducted at this point, as testing for systematic changes across memes was not central to the primary research question.

However, a correlational analysis was carried out to assess the relationship between participants' responses to the non-racist and racist memes. There is a strong positive correlation between the intention to leave the group after the first ($r = .565, p < .001$) and second meme ($r = .647, p < .001$) with the intention to leave the group after the racist meme was posted. This may indicate that the racist meme is not the decisive factor in the decision to leave the group but rather the contextual communication setting. The findings indicate that individuals who showed an intention to leave the group in response to the earlier memes were also more likely to report such an intention in response to the third meme.

Explorative Analysis of Non-Experimental Influencing Factors

In addition to the theoretical framework guiding this study, we decided to explore further factors that may influence individuals' intentions to comment on a hate meme in the given situation. To examine whether the observed effects in the main analysis were robust across relevant person-level variables, additional ANCOVAs were conducted controlling separately for age, gender, prior discrimination experiences, and participants' evaluation of a comparable racist meme.

Perception of the Experimental Situation

At this point, correlation analyses are used to break down the extent to which the confounding factors of the experimental condition influenced behavioral intentions.

Table S18. *Correlations for Potentially Confounding Factors With Behavioral Intention.*

Variable	<i>n</i>	Intention to comment	Intention to leave
Imaginability			
I can remember at least one situation that was similar.	1,090	.126***	-.188***
I can easily imagine the situation.	1,090	.123***	-.121***
Rating of group's reaction			
Appropriate	1,090	-.229***	-.227***
Acceptable	1,090	-.240***	-.270***
Comprehensible	1,090	-.195***	-.219***
Rating of group's discussion			
Heated	726	-.039	.032
Emotional	726	-.029	.119**
Inviting	726	-.111**	-.349***

Note. * $p < .05$. ** $p < .01$. *** $p < .001$.

Prior Experience with Media and Hate Memes

Table S19. *Bivariate Correlations of Media Usage and Prior Experience With Hate Memes With Behavioral Intention.*

Variable	<i>n</i>	Intention to comment	Intention to leave
Media use			
How often do you communicate via group chats in your daily life?	1,090	.169***	-.063*
How often do you specifically use WhatsApp for group chats in your daily life?	1,090	.104***	-.088**
Prior experience with hate memes			
How often are you confronted with such images in your everyday life (also outside of group chats)?	1,090	-.087**	-.099***
How often do your contacts (friends, family, acquaintances, etc.), to your knowledge, share such images?	1,090	-.140***	-.148***
How often do you encounter such images specifically in group chats?	1,090	-.128***	-.151***

Note. Spearman-correlation. 5-point-scale from 1 never to 5 very often. * $p < .05$. ** $p < .01$. *** $p < .001$.

Rating of the Second Racist Meme

At the end of the questionnaire, participants were asked to evaluate another racist meme (pre-rated in the Pre-Study, see Figure S1, Meme no. 8). Item construction is described in Chapter 3.1. The evaluation appears to reflect two dimensions: perceived humor and perceived problematic nature (perceived hostility). This measure was intended to capture participants' personal attitudes toward such memes. Correlations with behavioral intention are reported here.

Table S20. *Bivariate Correlations of Ratings of the Second Racist Meme With Behavioral Intention.*

Variable	<i>n</i>	Intention to comment	Intention to leave
Rating of the meme as funny	1,090	-.203***	-.256***
Rating of the meme as problematic	1,090	.197***	.201***

Note. Pearson-correlation. * $p < .05$. ** $p < .01$. *** $p < .001$.

To account for individual differences in the evaluation of racist meme content, an additional ANCOVA was conducted including participants' ratings of a comparable racist meme as problematic as a covariate, as perceived problematicity was considered most directly relevant to the present research question.

Table S21. *ANCOVA-Results for the Intention to Comment by Relationship Closeness and Group's Reaction, Including Ratings of the Second Racist Meme as Covariate.*

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	464.599	1,1083	< .001	.039	.041
Group's Reaction	10.527	2,1083	.349	—	—
Rating as problematic	474.882	1,1083	< .001	.040	.042
Relationship closeness x Group's Reaction	.095	2,1083	.910	—	—

Table S22. *ANCOVA-Results for the Intention to Leave by Relationship Closeness, Including Ratings of the Second Racist Meme as Covariate.*

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	140.6	1,1087	< .001	.110	.115
Rating as problematic	50.4	1,1087	< .001	.039	.044

Sociodemographics and Discrimination Experience

Finally, the following tables indicate that personality-related factors (gender, age, education, and experiences of discrimination) are also correlated with behavioral intentions.

Table S23. *T-Test for Independent Samples of Personal Characteristics With Intention to Comment.*

Characteristics	No		Yes		<i>t(df)</i>	<i>p</i>	Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
Gender (male) ^{ab}	4.08	2.57	3.89	2.41	1.245(956.16)	.213	—
University degree ^c	3.74	2.55	4.17	2.48	-2.680(1064)	.007	-.171
Experience of discrimination							
Racial	4.02	2.50	4.04	2.78	-.047(1088)	.962	—
Other	3.90	2.50	4.51	2.50	-3.235(1088)	.001	-.248

Note. ^a 'Diverse' category omitted due to low number of respondents ($n = 9$). ^b Due to heterogeneity of variance, Welch's test was used. ^c All participants who did not report having a university degree were grouped together and compared with those who did.

Table S24. *T-Test for Independent Samples of Personal Characteristics With Intention to Leave.*

Characteristics	No		Yes		<i>t(df)</i>	<i>p</i>	Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			
Gender (male) ^a	4.77	2.15	4.21	2.20	4.201(1079)	< .001	.261
University degree ^{bc}	4.39	2.31	4.65	2.11	-1.806(728.098)	.071	—
Experience of discrimination							
Racial	4.54	2.19	5.12	2.17	-1.310(1088)	.191	—
Other	4.50	2.20	4.76	2.12	-1.525(1088)	.128	—

Note. ^a 'Diverse' category omitted due to low number of respondents ($n = 9$). ^b Due to heterogeneity of variance, Welch's test was used. ^c All participants who did not report having a university degree were grouped together and compared with those who did.

Given the observed effects of gender and the theoretical relevance of prior experiences with discrimination, these variables, together with age, were included as additional covariates in the two main statistical models to assess the robustness of the findings.

Table S25. ANCOVA-Results for the Intention to Comment by Relationship Closeness and Group's Reaction, Including Experience of Discrimination as Covariate.

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	428.787	1,1082	< .001	.038	.038
Group's reaction	0.556	2,1082	.574	—	—
Experience of discrimination					
Racial	0.857	1,1082	.770	—	—
Other	96.568	1,1082	.002	.009	.009
Relationship closeness x Group's Reaction	.0305	2,1082	.970	—	—

Table S26. ANCOVA-Results for the Intention to Leave by Relationship Closeness, Including Experience of Discrimination as Covariate.

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	136.168	1,1086	< .001	.111	.111
Experience of discrimination					
Racial	0.439	1,1086	.508	—	—
Other	3.216	1,1086	.073	—	—

Table S27. ANCOVA-Results for the Intention to Comment by Relationship Closeness and Group's Reaction, Including Age and Gender as Covariate.

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	43.1483	1,1073	< .001	.038	.038
Group's Reaction	0.6988	2,1073	0.497	—	—
Age	3.0503	1,1073	0.081	—	—
Gender ^a	1.0113	1,1073	0.315	—	—
Relationship closeness x Group's Reaction	0.0213	2,1073	0.979	—	—

Note. ^a 'Diverse' category omitted due to low number of respondents (*n* = 9).

Table S28. ANCOVA-Results for the Intention to Leave by Relationship Closeness, Including Age and Gender as Covariate.

Variables	<i>F</i>	<i>df</i>	<i>p</i>	η^2	η^2_p
Relationship closeness	134.41	1,1077	< .001	0.109	0.111
Age	2.12	1,1077	0.145	—	—
Gender ^a	16.46	1,1077	< .001	0.013	0.015

Note. ^a 'Diverse' category omitted due to low number of respondents (*n* = 9).