

Appendix A

Recruitment Flyer

How Does Skin Tone Matter on Campus?

WHO: Are you a Black/African-American, low-income undergraduate? *Low income: annual household income of \$65,000 or less

WHAT: Please participate in an interview to share what role you think skin tone might play on campus. It should last an hour.

WHY: This research will contribute to an honors thesis and add nuance to the knowledge of Black students' experiences on college campuses. Also, all participants will receive a **20% off** coupon to the University Bookstore and will be entered into a raffle for a **\$20 gift card** (of your choice)!!

HOW: If interested, email Chelsea Gardner (Candidate for BA in Sociology) at chelsg@xxx.edu or text her at **347-XXX-XXXX**.

Appendix B

Interview Protocol

Background

Understanding of Colorism

1. Have you heard the term colorism before? What does it mean to you?
 - a. *In Sociology, we define colorism as a process that privileges light skinned people of color over dark skinned people of color.*
2. Do you think that colorism exists today?
3. In what settings do you notice colorism at play?

Personal experiences with Colorism

4. How would you identify your skin tone: light skin, medium skin, dark skin?
5. Have you ever heard positive statements said about your skin tone (by family, friends, strangers, online) ?
 - a. What was your reaction?
6. Have you ever heard positive statements said about your skin tone (by family, friends, strangers, online)?
 - a. What was your reaction ?

Colorism in Social Settings

Social Events

7. Do you engage in social activities such as parties, BYOs, date nights, kickbacks (relaxed gathering) on campus? What kinds of social activities do you participate in ?
8. How often do you engage in these types of activities? Once a week? Once a month?

9. When you are out in social settings, do you feel confident about yourself?
 - a. What has affected your confidence in social settings?
10. Do you feel that you have ever been treated differently because of your skin tone in a party or social event at the University? Tell me about that.
 - a. How did this make you feel when it happened?

If they had negative feelings:

- b. Did you express your feelings to the person who made you feel this way?
11. Do you feel that you have been treated differently in a social setting because of your social class or income? Tell me about that.
12. Have you ever felt that your skin tone makes a difference in how you're treated compared to other Black low income students? Tell me about that.

Friendships

13. Do you have a group of friends on campus that you attend social outings with?
14. What are the skin tones of the people that you tend to hang out with?
15. When you're going out for social events, have you ever had to adjust what you wear, a lipstick color, or hair color because of your skin tone? Can you give an example of a moment this happened?
 - a. When you're going out do you feel the need to tone down your skin tone or make your skin tone stand out? How do you achieve this?
17. When you go to social activities, do you notice any other ways that you are treated differently than your friends?
 - a. Who/ what kind of people treat you differently?
18. Do you attract more or less attention from others compared to your friends?

- a. Tell me more about this. From what other people? What kind of attention? Why do you think this happened?
19. Have you and your friends ever had conversations about colorism/skin tone preferences in the Black community?
 - a.If yes, what was that conversation like?
 - b.If not, why do you think it has never come up?
20. Do you have multiple friend groups?
21. How did you become friends with the particular groups of people you're friends with?
22. In what ways do you think that skin tone might have played a role in who you selected to be in your friend group ?
23. In what ways do you think that social class might have played a role in who you selected to be in your friend group?

Dating

24. Are you in a relationship now?

If so:

- a. What is your partner's race?
- b. What is your partner's skin tone?
- b.What physical and internal attributes made you select your partner? Did skin tone play a role?
- c. Is your partner at [Lighthouse]?
25. If you're not in a relationship, are you seeking to be in one?
 - a. If yes, what do you think has hindered your ability to find a partner?

26. In the dating scene, do you feel that you were perceived as attractive as much as other Black men/women of different skin tones?

27. In the dating scene, do you feel that your class status has affected whether other people are attracted to you?

28. Does class status influence who you want to be in a relationship with?

Colorism in Academic Settings

Relationship with Professors

29. How well do you think you're performing in your courses ?

30. Have there been courses where you have struggled?

31. In these courses where you have struggled, how comfortable do you feel reaching out to your professors for help?

32. Do your professors proactively reach out to help you ?

33. Do you perceive that you have been treated differently because of your skin tone by a professor ?

34. In classes where you might have Black classmates who do not share your skin tone, is there differential treatment by the professor among you ?

35. In your time on campus, are there any professors that you feel close to?

a. If so, how have you been able to form this close relationship

b. If not, why not?

Relationship with Classmates

36. Do you think that your non-Black classmates treat you differently than other Black students who have a different skin tone from you?

37. Do you think that your Black classmates treat you differently than other Black students who have a different skin tone from you?
38. Do you feel that you are able to connect with your non-Black classmates compared to your [light skin], [brown skin], or [dark skin] counterparts?
39. Do you feel that you are able to connect with Black classmates with skin tones different than yours?
40. Do you feel that you have been able to connect with your Black classmates or that you would be comfortable doing so?
41. Do you believe that your Black classmates perceive your academic ability differently from other Black students?
42. Do you believe that your non-Black classmates perceive your academic ability differently from other Black students ?

Socio-Academic Settings

Clubs/Fraternities/Sororities

43. Are you a part of any clubs or student organizations on campus? Which ones?
44. About how many other Black students are in your clubs?
45. Do you hold any leadership positions in any of your clubs?
46. Do Black students hold any leadership positions in your clubs?
 - a. What would you say their skin tones are (light, medium, dark)?
47. Do you perceive that you have been treated differently because of your skin tone in your clubs ?
48. Do any of these clubs feel like a community or family on campus for you? How so?
49. Do any of these clubs not feel like a community to you? How so?

50. Do you feel that your social class has resulted in you being treated differently from others of a higher social status in your clubs ?

Black Cultural House [BCH]

51. Have you heard of BCH?

52. What do you think is supposed to be the purpose of BCH?

53. Do you go to BCH? How often ?

54. Why do you go to BCH at the frequency that you do?

55. Do you feel that there is differential treatment in BCH of light skin, medium skin, and dark skinned people?

56. Do you think that your social class has affected your relationships in BCH ?

57. If you could change your skin tone, would you? Why or why not?

Addressing Colorism on campus

58. How much of an issue do you think that colorism is on campus?

59. To your knowledge, have there been opportunities on campus to talk about colorism in the Black community?

60. To your knowledge, have there been efforts taken to reduce the impact of colorism on campus?

61. What opportunities would you like to see to talk about colorism in the Black community at Penn?

62. How do you think colorism can be reduced on campus?

Concluding

In Sociology, we know that the characteristics of the interviewer generally influence the interview. For that reason, it's important to know how the interview respondent perceives the interviewer.

63. Can you tell me what you would say my skin tone is?

64. How did my skin tone affect how you felt about this interview or any specific questions?

Appendix C

Informed Consent Form

Exploring the Role of Skin Tone Among Black, Low-Income, College Students

Principal Investigator: Wendy D. Roth, Ph.D., Assistant Professor of Sociology, email,

Secondary Investigator: Chelsea Gardner, Candidate for a B.A. in Sociology, email, phone number

Purpose

The purpose of this study is to explore how Black, low-income college students at the University of Pennsylvania perceive that their skin tone matters on campus. You will be asked to discuss how you think your skin tone plays a role in social and academic settings. You are being asked to participate in this study because you are a Black, low-income student at Penn. This research is being conducted as part of a senior thesis independent study.

Study procedures:

You will be interviewed for about 45-60 minutes. Think of the interview as a conversation about your experiences. Your interview will be audio-recorded and transcribed using a transcription service.

Confidentiality:

Your identity will be kept confidential. The audio and transcriptions will be stored on the secondary investigator's password-protected computer. You will be referred to by a pseudonym in publications and presentations of the study. After the study is completed, all audio files will be destroyed by May 1, 2020. Anonymized transcript files will be kept on the secondary investigator's computer.

Risks/Benefits:

Talking about the impact of your skin tone on campus might cause sadness. If you need a moment to take a break before continuing the interview, tell the interviewer and the interview will stop until you are ready again. If any question makes you feel uncomfortable, you do not have to answer it. The benefit of participating in this study is that you will contribute to a body of research on skin-tone discrimination, a topic that is under-studied in Sociology. Your conversation with the interviewer might even cause you to reflect on your skin tone in ways that you might not have before.

Compensation: During the time of your interview, you will be given a 20% off coupon to the University Bookstore. You can also choose to be entered into a raffle to win a \$20 gift card of your choice. If you win the raffle, you will be notified in January 2020 to claim your prize.

Contact for Information about the study: If you have any questions or would like further information about this study, you may contact Prof. Wendy Roth at email or Chelsea Gardner at chelsg@xxx.edu / [347-XXX-XXXX].

Contact for concerns about the rights of research subjects: You may contact the Office of Regulatory Affairs with any question, concerns or complaints at the University by calling 215-XXX-XXXX.

Consent: Your participation in this study is entirely voluntary and you may refuse to participate or withdraw from the study at any time without penalty.

Your signature indicates that you consent to participate in this study.

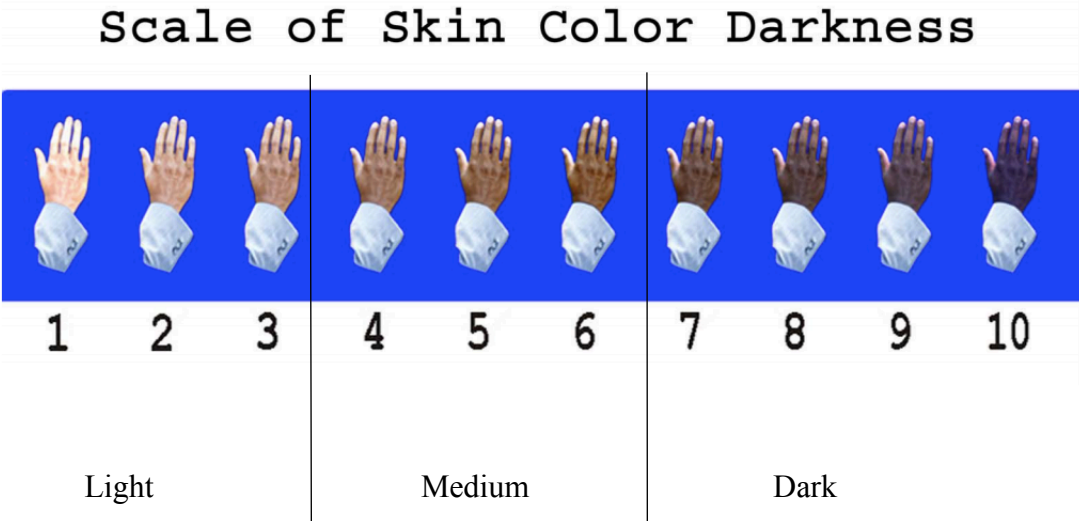
Signature _____

Date _____

Printed Name _____

Appendix D

Scale of Skin Color Darkness, Martin and Massy



Divisions between light, medium, and dark skin were decided by Gardner and Roth.