Table 2
Regression Analysis: Predictors of Eminence Assessments of 245 African Americans

Predictor	Black			White		
	b	SE_b	β	*b*	SE_b	β
Figures of the past	0.931	0.426	.14*	1.684	0.411	.26***
Civil rights activists	1.171	0.293	.25***	0.571	0.283	.12*
Black nationalists	0.925	0.361	.17*	0.584	0.349	.10
Organization leaders	0.379	0.279	.09	0.133	0.269	.03
Lawyers	−0.188	0.416	−.03	−0.870	0.402	−.12*
Government officials	−0.174	0.247	−.05	−0.170	0.239	−.05
Educators	−0.442	0.349	−.08	−0.727	0.337	−.13
Religious leaders	−0.203	0.391	−.03	−0.523	0.378	−.08
Creative writers	0.444	0.235	.13	0.569	0.227	.17*
Mass-media figures	0.256	0.385	.04	−0.328	0.372	−.05
Classical musicians	−0.499	0.285	−.11	−0.235	0.276	−.05
Blues and jazz musicians	−0.369	0.215	−.14	0.808	0.208	.30***
Gospel and soul musicians	0.519	0.341	.09	0.596	0.329	.11
Artists	−0.000	0.326	−.00	−0.628	0.315	−.12*
Scientists	−0.590	0.309	−.13	−0.424	0.295	−.10
Athletes	−0.198	0.269	−.05	0.930	0.260	.24***
Miscellaneous leaders	−0.474	0.384	−.07	−0.853	0.371	−.13*
Gender	−0.051	0.148	−.02	−0.187	0.143	−.07
Birth year	0.002	0.002	.09	0.039	0.019	.17*
Living contemporary	−0.392	0.144	−.19**	−0.364	0.139	−.17*
Famous firsts	0.220	0.053	.28***	0.193	0.051	.25***
Spingarn Award	0.434	0.157	.17**	0.460	0.152	.18**

Note. The foregoing predictors account for 36% of the variance ($R^2 = .36$) in the Black measures and 40% of the variance ($R^2 = .40$) in the White measures. The intercept for both equations defines the predicted eminence of performance artists, the comparison group for both regression equations. This intercept is −0.282 for the Black equation, and −0.422 for the White equation.
* $p < .05$. ** $p < .01$. *** $p < .001$.

plished by (a) subjecting each to a logarithmic transformation to reduce the skew and (b) standardizing each to $M = 1.00$ and $SD = 1.00$, using their respective means and standard deviations in the truncated sample. The resulting composite measures thus have identical means and variances (as well as displaying very similar skewness, namely, Black 0.32, White 0.25). Because the independent variables are identical in the two regression analyses, the resulting regression coefficients should be rather congruent in the two equations if the reputational scores have the same basis in the two cultural perspectives. Table 2 shows the results. From these we can draw the following inferences:

1. For the most part, the predictors are very similar for the Black and White measures. The regression coefficients usually have the same sign and almost as often have the same magnitude. This is especially the case for government officials, gospel/soul musicians, living contemporaries, claimants to famous firsts, and recipients of the Spingarn Award.

2. Even when there appears to be some contrast between an independent variable across the two equations, the difference often falls well within the range of the interval estimates of the unstandardized regression coefficients. As a rough rule of thumb, the 95% confidence interval is given by $b \pm 2 \times SE_b$. Although these intervals are not strictly applicable to the situation here, where the sample and independent variables are identical, they remain of heuristic value. The intervals indicate whether rather different conclusions might be drawn had a study only been conducted with one or the other eminence measure. With that in mind, it is apparent that even in those instances in which a predictor is statistically significant in one equation but not in the other (such as happens for the creative writers, for example) the two interval estimates overlap. This overlap is far more important than the fact that one of the intervals happens to include zero, thus rendering the corresponding regression coefficient nonsignificant by the .05 criterion.

3. The foregoing two points notwithstanding, there are at least two places where the discrepancies are too large to be ignored: blues and jazz musicians and athletes. In both instances, the regression coefficients have negative signs for the Black assessments but positive signs for the White assessments. In these cases, too, the confidence intervals do not overlap. Hence, it appears in these two instances minority- and majority-culture judgments dramatically diverge. The high premium that Whites place on African American achievements in sports and in blues and jazz music is not shared by the Blacks who, if anything, place these figures below the norm.

Difference scores. Another approach to this issue is to cre-

of the two measures would be improved if I deleted those individual eminence indicators that had the lowest factor loadings on the appropriate factor or the highest factor loadings on the inappropriate factor. Yet the deletion of these variables would have *lowered* the reliability of the resulting composites for both Black and White assessments. This seeming paradox simply reflects the fact that the Black and White dimensions are so highly correlated to begin with.