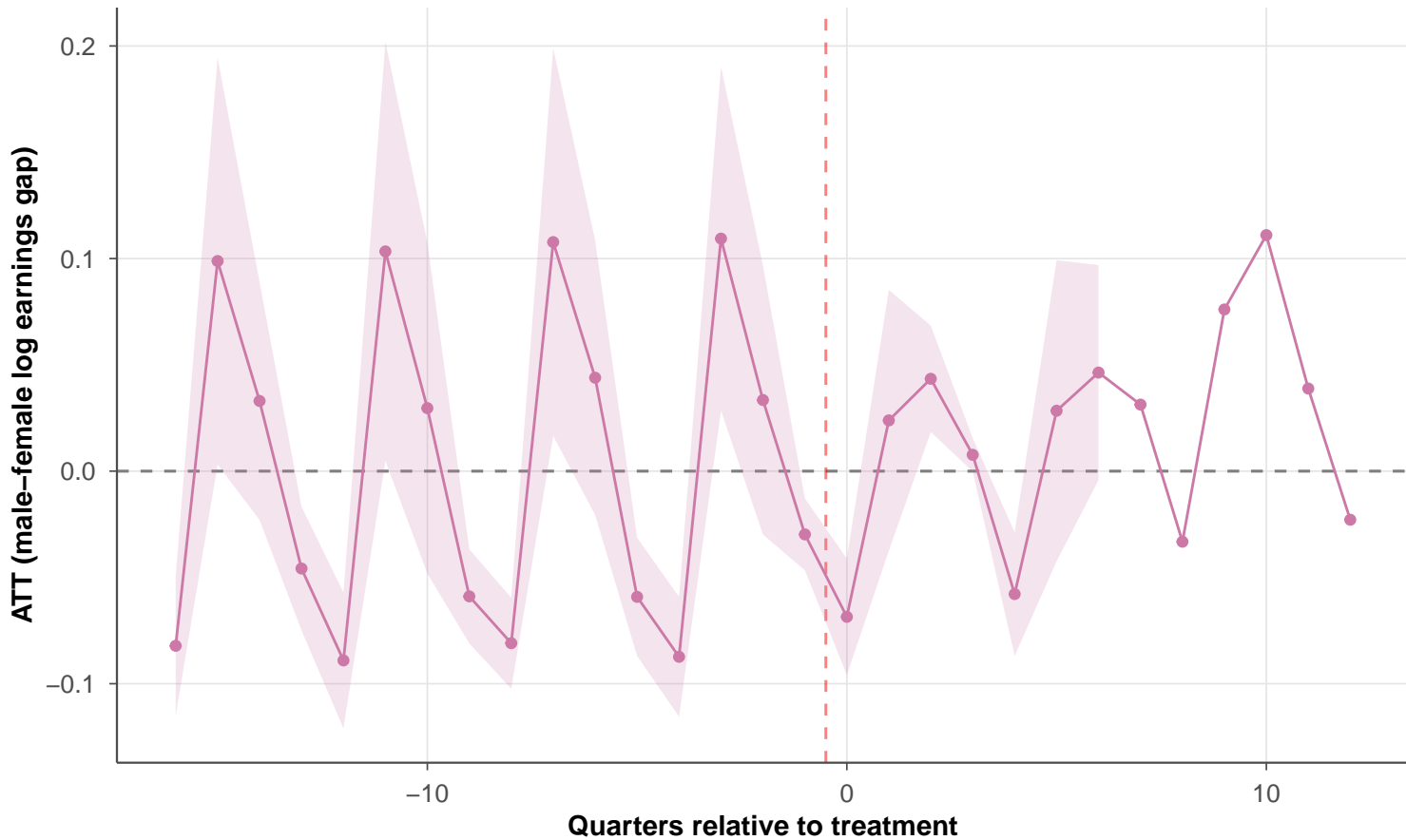


Effect on Gender Earnings Gap (QWI)

Callaway–Sant'Anna quarterly event study; negative = gap narrowing



Source: Census QWI, sex-disaggregated state-quarter panel.