

PROGRAM

Wednesday, 21 June 2023						
UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
11:45 - 12:00	OPENING OF WORKSHOP	18:45 - 19:00	20:45 - 21:00	12:45 - 13:00	05:45 - 06:00	06:45 - 07:00
	Emiliya Lazarova , Head of School, Economics Stefan Penczynski , Director, Centre for Behavioural and Experimental Social Science					
12:00 - 14:00	Paper Session 1: Violence against Women and Minorities	19:00 - 21:00	21:00 - 23:00	13:00 - 15:00	06:00 - 08:00	07:00 - 09:00
	Chair: Zahra Siddique , University of Bristol					
	Julia Seither , Universidad del Rosario The Competing Impacts of Self-Employment on Intimate Partner Violence and Women’s Economic Autonomy Marina Gertsberg , The University of Melbourne The Unintended Consequences of #MeToo: Evidence from Research Collaborations Joel Carr , University of Antwerp Black Lives Matter and Racial Hate Crime in the United States Zahra Siddique , University of Bristol Crimes against women and economic conditions: Evidence from India					
14:00 - 14:30	BREAK					
14:30 - 16:30	Paper Session 2: Leadership and Role Models	21:30 - 23:30	23:30 - 01:30	15:30 - 17:30	08:30 - 10:30	09:30 - 11:30
	Chair: Danila Serra , Texas A&M University					
	Alan Benson , University of Minnesota Potential and the Gender Promotion Gap Xu Jiang , Renmin University of China Gender difference in leaders framed with authority or responsibility: An experimental study Tong Wang , University of Tokyo Impact of Role Model Videos on Student Cognitive Outcomes through Non-Cognitive Skills Danila Serra , Texas A&M University Influencing youths’ aspirations and gender attitudes through role models: Evidence from Somali schools					
16:30 - 17:00	BREAK					
17:00 - 18:00	Special Session 1	00:00 - 01:00	02:00 - 04:00	18:00 - 19:00	11:00 - 12:00	12:00 - 13:00
	J. Aislinn Bohren , University of Pennsylvania Systemic Discrimination: Theory and Measurement Chair: Ben Mcquillin, University of East Anglia					
18:00 - 18:30	BREAK					

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



PROGRAM

Wednesday, 21 June 2023

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
18:30 - 20:30	Paper Session 3: LGBTQ+ Individuals	01:30 - 03:30	03:30 - 05:30	19:30 - 21:30	12:30 - 14:30	13:30 - 15:30
	Chair: Michael E. Martell, Bard College					
	Samuel Mann , Vanderbilt University Anti-Discrimination Laws and Mental Health: Evidence from Sexual Minorities					
	Pedro Vergara Merino , CREST-ENSAE-IP Paris Reshaping Adolescents' Attitudes Towards LGBT people: Evidence from a School-Based Experiment in France					
	Josh Martin , Vanderbilt University The Effect of Same-Sex Marriage Legalization on Adoptions and Family Formation in the U.S.					
	Michael E. Martell , Bard College Sexual Orientation Economic Vulnerability and Mental Health					

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



PROGRAM

Thursday, 22 June 2023						
UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
11:00 - 13:30	Paper Session 4: Gender in Education and the Workplace Chair: Anne Boring, Erasmus University Rotterdam Cansin Arslan , University of Exeter Hiding Money in the Old Boys' Club? A Gender Match Between Supervisor and Employee Contributes to the Gender Pay Gap Mallory Avery , Monash University Does Artificial Intelligence Help or Hurt Gender Diversity? Evidence from Two Field Experiments on Recruitment in Tech Margaux Suteau , Department of Social Policy, London School of Economics and Political Science The Role of Early Exposure to Technology in Women's STEM Choices Louis-Pierre Lepage , Stockholm University Do Optional Information Policies Increase Equity? Evidence From Two Large-Scale Grading Experiments Anne Boring , Erasmus University Rotterdam Social desirability bias in attitudes towards sexism and DEI policies at the workplace	18:00 - 20:30	20:00 - 22:30	12:00 - 14:30	05:00 - 07:30	06:00 - 08:30
13:30 - 14:00	BREAK					
14:00 - 15:00	Special Session 2 Patricia Cortés , Boston University Automation and Gender: Implications for Occupational Segregation and the Gender Skill Gap Chair: Christa Brunnschweiler, University of East Anglia	21:00 - 22:00	23:00 - 00:00	15:00 - 16:00	08:00 - 09:00	09:00 - 10:00
15:00 - 15:30	BREAK					
15:30 - 17:30	Paper Session 5: Race and Ethnicity Chair: Bryan Stuart, Federal Reserve Bank of Philadelphia Fatma Selcen Palut , Erasmus University Rotterdam Crime and Punishment Order: Discretion and Discrimination in the Criminal Justice System Madina Kurmangaliyeva , ECARES, ULB (University of Brussels) Walking While Black: Racial Gaps in Hit-and-Run Cases Felix Rusche , University of Mannheim Linked Out? A Field Experiment on Discrimination in Job Network Formation Bryan Stuart , Federal Reserve Bank of Philadelphia The Effects of Racial Segregation on Intergenerational Mobility: Evidence from Historical Railroad Placement	22:30 - 00:30	00:30 - 02:30	16:30 - 18:30	09:30 - 11:30	10:30 - 12:30
17:30 - 17:45	ANNOUNCEMENT OF OUTSTANDING PAPER AWARDS Oana Borcan, Laura Harvey, and Boon Han Koh , Workshop Organizers	00:30 - 00:45	02:30 - 02:45	18:30 - 18:45	11:30 - 11:45	12:30 - 12:45

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



DETAILED PROGRAM WITH ABSTRACTS

DAY 1 – 21 JUNE

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 1
(Wednesday, 21 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
12:00 - 14:00	Paper Session 1: Violence against Women and Minorities	19:00 - 21:00	21:00 - 23:00	13:00 - 15:00	06:00 - 08:00	07:00 - 09:00

Julia Seither, Universidad del Rosario

The Competing Impacts of Self-Employment on Intimate Partner Violence and Women's Economic Autonomy
(With Sofia Casabianca, Catalina Durán, and Megan Lang)

Women's economic autonomy can protect against intimate partner violence (IPV), but the process of increasing economic autonomy may generate adverse effects. We provide experimental evidence on the impacts of an important pathway to economic autonomy for women: self-employment. We randomize women in Uganda to a control group or two versions of an entrepreneurship program. Both follow the same curriculum but differ in how they deliver mentoring. In Intensive Mentoring, mentors seek out women at their home or business. Women in Opt-In Mentoring can visit mentors at the training venue. Women in Intensive Mentoring experience large reductions in IPV relative to control and Opt-In Mentoring. However, women have a strong revealed preference for Opt-In Mentoring. Intensive Mentoring appears to increase spousal knowledge of women's businesses, allowing women to negotiate for better household outcomes but limiting household decision-making power and control over their business. Our results underline the trade-offs women make when building economic autonomy.

Marina Gertsberg, The University of Melbourne

The Unintended Consequences of #MeToo: Evidence from Research Collaborations

How did #MeToo alter the cost of collaboration between women and men? I study research collaborations involving junior female academic economists and show they start fewer new research projects after #MeToo. The decline is driven largely by fewer collaborations with new male co-authors at the same institution. My results are most consistent with a story of men managing an increased perceived risk of sexual harassment accusations subsequent to #MeToo. First, I find evidence of changing attitudes towards working with female colleagues among economists after #MeToo. Second, I find that the drop in collaborations is concentrated in universities where sexual harassment policies are less clear about prohibited behaviors exposing men to a larger variety of claims. Last, I find that collaborations respond positively to changes in Title IX regulations, which increased protection for those accused of sexual harassment, at universities with a higher level of exposure to the regulatory changes. Overall, the study suggests that the social movement is associated with increased cost of collaboration that disadvantaged the career opportunities of women.

Joel Carr, University of Antwerp

Black Lives Matter and Racial Hate Crime in the United States

We provide evidence of the impact of the Black Lives Matter protests following the death of George Floyd on anti-Black and anti-White hate crimes in the US. Using program evaluation methods we find that recorded anti-Black (-White) hate crime increased by up to 15 (4) incidents per day or 259 (165) percent in June 2020. Using a crime victimization survey, we find that White hate crime victims were more likely to report victimization during the protests and a reduction in police effort toward Black hate crime victims with increased arrests of anti-White hate offenders. Changes in unemployment was a significant mediating factor in the shock against both groups. In addition, we test for mechanisms driving the changes, including retaliation, protectionism and social norms utilizing cable news headlines, tweets and protest data. Anti-Black hate crime is more sensitive to the saliency of opposition to protests, "White genocide", and Derek Chauvin measured by tweets but not correlated with cable news reporting. The shock was larger in the first weeks of the protests in larger cities, radical areas (presence of hate group or high Parler activity), and states with more stringent pandemic containment policies. However, in the following weeks the shock spread to areas experiencing a first BLM protest and smaller cities and counties. Results suggest that the proliferation of the 2020 BLM protests rather than number of protesters drove the increase in hate crime.

REGISTER HERE

<https://forms.office.com/r/cWckQ0GjWc>



ABSTRACTS – DAY 1
(Wednesday, 21 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
12:00 - 14:00	Paper Session 1: Violence against Women and Minorities	19:00 - 21:00	21:00 - 23:00	13:00 - 15:00	06:00 - 08:00	07:00 - 09:00

Zahra Siddique, University of Bristol

Crimes Against Women and Economic Conditions: Evidence from India

(With Sonia Bhalotra, Uma Kambhampati, and Sam Rawlings)

Changes in local labor markets as the economy undergoes structural change and transitions out of agriculture can affect women's exposure to VAW risk. We examine this by making use of data on Indian districts over the last two decades. Employing Bartik shift share instrumental variables (SSIV) we find that increases in male non-agricultural employment reduced reported rapes and molestations against women, but that similar increases in female non-agricultural employment increased reported rapes and molestations.

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
14:30 - 16:30	Paper Session 2: Leadership and Role Models	21:30 - 23:30	23:30 - 01:30	15:30 - 17:30	08:30 - 10:30	09:30 - 11:30

Alan Benson, University of Minnesota

Potential and the Gender Promotion Gap

(With Danielle Li and Kelly Shue)

We show that the increasingly popular use of subjective assessments of employee "potential" contributes to gender gaps in promotion and pay. Using data on management-track employees from a large retail chain, we find that women receive substantially lower potential ratings despite receiving higher job performance ratings. Differences in potential ratings account for 30-50% of the gender promotion gap. Women's lower potential ratings do not appear to be based on accurate forecasts of future performance: women outperform male colleagues with the same potential ratings in terms of their future performance ratings, both on average and on the margin, and in the same job and conditional on promotion. Yet, even in these cases, women's subsequent potential ratings remain low, suggesting that firms persistently underestimate the potential of female employees. We find no evidence that assigning women to female bosses (who would assign them initial ratings) or assigning women to high performing managers would improve their potential ratings. In a counterfactual analysis, we find that removing the potential ratings would reduce the gender promotion gap, but would reduce match quality because potential ratings are correlated with future performance within sex. We find the most promise lies in increasing the potential ratings of high performing women, and raising promotion rates commensurately, which would both eliminate the gender gap in promotions and improve manager match quality. Although this counterfactual is unlikely to be implementable due to gaming and legal concerns, it suggests that a favorable tradeoff between bias and efficiency might be gained by promoting more high-performing women rated as low potential.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 1
(Wednesday, 21 JUNE)

UK Time	CHN CST	AU AEST	EUR CET	US CDT	US EDT
14:30 - 16:30	Paper Session 2: Leadership and Role Models				
	21:30 - 23:30	23:30 - 01:30	15:30 - 17:30	08:30 - 10:30	09:30 - 11:30

Xu Jiang, Renmin University of China

Gender Difference in Leaders Framed with Authority or Responsibility: An Experimental Study

(With Xianghong Wang)

Women are underrepresented at the highest levels of leading positions for internal and external reasons. In this study, we examine gender differences in leadership emergence and leading efficiency when group leaders are entitled to punish group members in the public good game. The experimental design includes two pairs of treatments: framing the leader task as authority or responsibility and selecting group leaders by willingness to lead or by voting. We find that while generally women are less willing and less voted to lead than men, female leaders act more effectively than male leaders in a responsibility-framed task: they contribute more to the public good and are also more inclined to punish low contributors when they are voted as leaders. The framing effect shows different mechanisms between ways of leader selection particularly for women: in willing condition the responsibility framing promotes those who give high contributions as leaders but the authority framing does not, while in voting condition leaders in the responsibility framing contribute more than those in the authority framing after they are selected. Therefore, on occasions in which tasks emphasize responsibility, female leaders could enhance social welfare in the provision of public goods.

Tong Wang, University of Tokyo

Impact of Role Model Videos on Student Cognitive Outcomes through Non-Cognitive Skills

(With Ryuichi Tanaka, Tatyana Avilova, and Lei Zhang)

There is a persistent gender gap among elementary, middle and high school students in terms of STEM test scores and the subsequent choice of STEM college majors. Previous studies have shown that role model interventions – which expose students to information about inspirational individuals of the same gender, race or background – could have a positive impact on students' academic performance. We conduct a randomized controlled trial in China that exposes students to female role models in STEM fields through a series of short educational videos. Our contribution to the literature is to test how role model interventions impact cognitive outcomes through changes in non-cognitive traits such as self-esteem. We control for grading bias, by administering multiple-choice math and logic exams and also for various parent and teacher characteristics that may affect student outcomes.

Danila Serra, Texas A&M University

Influencing Youths' Aspirations and Gender Attitudes Through Role Models: Evidence from Somali Schools

(With Elijah Kipkech Kipchumba, Catherine Porter, and Munshi Sulaiman)

We test whether a role model intervention could impact the educational aspirations and gender attitudes of youths in Somalia. We randomly selected elementary schools to receive a role model treatment, consisting of a college student visiting target classrooms. Within each treatment school, we randomly selected some grades to receive a visit from a female role model and some grades to receive a visit from a male role model. The college students talked about their study journeys, their challenges and their strategies to overcome such challenges. Data collected six months after the intervention show a significant and large impact of (only) female role models on boys' and girls' attitudes toward gender equality but no impact on students' aspirations to attend college. Data collected two years after the intervention only for the oldest, graduating cohort of students, who were grade 6 at the time of the intervention, produce comparable though imprecisely estimated treatment effect sizes.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 1
(Wednesday, 21 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
17:00 - 18:00	Special Session 1	00:00 - 01:00	02:00 - 04:00	18:00 - 19:00	11:00 - 12:00	12:00 - 13:00

J. Aislinn Bohren, University of Pennsylvania
Systemic Discrimination: Theory and Measurement
(With Alex Imas and Peter Hull)

Economics often defines and measures discrimination as disparities stemming from direct effects of group identity. We develop new tools to model and measure systemic discrimination, defined as disparities stemming from differences in non-group characteristics. Systemic discrimination can arise from differences in signaling technologies and opportunities for skill development. We propose a measure based on a decomposition of total discrimination into direct and systemic components. The measure is illustrated in a series of hiring experiments and a novel Iterated Audit experimental paradigm with real hiring managers. Results highlight how direct discrimination in one domain can drive systemic discrimination in other domains.

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
18:30 - 20:30	Paper Session 3: LGBTQ+ Individuals	01:30 - 03:30	03:30 - 05:30	19:30 - 21:30	12:30 - 14:30	13:30 - 15:30

Samuel Mann, Vanderbilt University
Anti-Discrimination Laws and Mental Health: Evidence from Sexual Minorities

Exploiting the roll out of state level sexual orientation based Anti-Discrimination Laws in the US over the past 25 years within a difference-in-differences model that is robust to staggered timing, I document the causal effect of Anti-Discrimination Laws on mental health for the first time. Results demonstrate that Anti-Discrimination Laws significantly improve the mental health of sexual minorities. I leverage data from several sources to explore three plausible mechanisms: changes in labor market outcomes, changes in health insurance coverage and changes in social and workplace climate.

Pedro Vergara Merino, CREST-ENSAE-IP Paris
Reshaping Adolescents' Attitudes Towards LGBT people: Evidence from a School-Based Experiment in France
(With Marie-Anne Valfort and Stéphane Carcillo)

LGBTQI+phobia in schools is a worldwide problem, with harassment having significant negative effects on victims and social cohesion. To address this issue, several countries have introduced school-based interventions, but their effectiveness has not been evaluated and there is a lack of information on their impact on student knowledge, attitudes and behavior. This paper presents the first rigorous evaluation of school-based interventions aimed at reducing LGBTQI+phobia. Using a field experiment with more than 10,000 students in French middle and high schools, we find robust evidence of strong positive effects, with variations across age and socio-economic status. We argue that the shift in perceptions of group norms is a key channel driving these effects. Our results suggest that school-based interventions can be a promising means of combating LGBTQI+phobia in schools, with implications for improving student outcomes and social cohesion.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 1
(Wednesday, 21 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
18:30 - 20:30	Paper Session 3: LGBTQ+ Individuals	01:30 - 03:30	03:30 - 05:30	19:30 - 21:30	12:30 - 14:30	13:30 - 15:30

Josh Martin, Vanderbilt University

The Effect of Same-Sex Marriage Legalization on Adoptions and Family Formation in the U.S.

(With Zachary Rodriguez)

In this paper, we explore the role that same-sex marriage legalisation had on the number of adoptions of children from foster care in the United States. We do so by employing a synthetic difference-in-differences estimator which leverages both the differential timing of these laws across states and the subsequent wave of state-level legal protections which give foster-care agencies the right to deny service to same-sex couples based on religiously-held beliefs. Using highly detailed, county-level data of nearly 20 million children in the foster care system from 1995-2020, our findings reveal that same-sex marriage legalisation led to a 3.8%-5.9% increase in the annual number of adoptions. We show that this is driven by an asymmetric substitution in the composition of adoptive household types away from unmarried couples and single women and towards recognised families. Back-of-the-envelope calculations suggest that 1) same-sex marriage indirectly caused an additional 10,000-17,500 additional adoptions within an average four-year time window after its passage and 2) that there would have been 2,900-4,500 more adoptions from 2016 to 2019 without laws that grant foster-care agencies the right to refuse service to same-sex couples.

Michael E. Martell, Bard College

Sexual Orientation Economic Vulnerability and Mental Health

Using nationally representative data from the US Pulse Household Survey, I show that lesbian, gay and likely transgender individuals are 10 to 20 percentage points more likely than their cisgender heterosexual counterparts to experience anxiety and depression. I build on our knowledge of the causes of mental health disparities by estimating differential associations between economic vulnerability and mental health. Relative to cisgender heterosexual men, experiencing difficulty meeting expenses is associated with a 25% (for anxiety) to nearly 50% (for depression) larger increase in the likelihood of poor mental health for gay, bisexual and not cisgender individuals assigned male at birth. Lesbian individuals have 20% larger associations than heterosexual individuals assigned female at birth. There is meaningful heterogeneity in these sexual orientation and gender identity based differentials. For individuals assigned male, but not female, at birth, they are much larger among those who do not live in an urban area. The associations are also larger for Black LGBT individuals. This heterogeneity highlights the importance of considering location and intersectional identities when theorising about mechanisms generating disadvantage and designing initiatives to promote equity for LGBT individuals.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



DETAILED PROGRAM WITH ABSTRACTS

DAY 2 – 22 JUNE

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 2
(Thursday, 22 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
11:00 - 13:30	Paper Session 4: Gender in Education and the Workplace	18:00 - 20:30	20:00 - 22:30	12:00 - 14:30	05:00 - 07:30	06:00 - 08:30

Cansin Arslan, University of Exeter

Hiding Money in the Old Boys' Club? A Gender Match Between Supervisor and Employee Contributes to the Gender Pay Gap

(With Oliver Hauser)

Analysing monthly personnel data spanning nearly three years obtained from a public sector organisation in the United Kingdom, we first show that there is a large unexplained gender gap in highly regulated salaries and a larger one in less regulated and transparent supplementary pay (allowances). Second, we analyse the role of gendered leadership in employee earnings. Results from individual fixed effects models show that employees working under male supervisors (relative to female supervisors) are paid higher salaries and allowances with male employees faring significantly better than female employees. Lastly, we assess the extent to which male superiors influences employee earnings by exploiting quasi-exogenous supervisor rotations that vary the match between supervisor and employee genders. Event study analyses indicate a male supervisor advantage for male employees in particular in terms of allowances. Linking supervisor gender to different components of earnings with varying levels of flexibility and regulation, this study makes a significant contribution to the gender pay gap and workplace demography literatures.

Mallory Avery, Monash University

Does Artificial Intelligence Help or Hurt Gender Diversity? Evidence from Two Field Experiments on Recruitment in Tech

(With Andreas Leibbrandt and Joseph Vecchi)

The use of Artificial Intelligence (AI) in recruitment is rapidly increasing and drastically changing how people apply to jobs and how applications are reviewed. In this paper, we use two field experiments to study how AI recruitment tools can impact gender diversity in the male-dominated technology sector, both overall and separately for labor supply and demand. We find that the use of AI in recruitment changes the gender distribution of potential hires, in some cases more than doubling the fraction of top applicants that are women. This change is generated by better outcomes for women in both supply and demand. On the supply side, we observe that the use of AI reduces the gender gap in application completion rates. Complementary survey evidence suggests that this is driven by female jobseekers believing that there is less bias in recruitment when assessed by AI instead of human evaluators. On the demand side, we find that providing evaluators with applicants' AI scores closes the gender gap in assessments that otherwise disadvantage female applicants. Finally, we show that the AI tool would have to be substantially biased against women to result in a lower level of gender diversity than found without AI.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 2
(Thursday, 22 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
11:00 - 13:30	Paper Session 4: Gender in Education and the Workplace	18:00 - 20:30	20:00 - 22:30	12:00 - 14:30	05:00 - 07:30	06:00 - 08:30

Margaux Suteau, Department of Social Policy, London School of Economics and Political Science
The Role of Early Exposure to Technology in Women's STEM Choices

This paper investigates the effects of an unexplored mechanism in the reinforcement of gender biased choices in education: the exclusion of girls from tools with significant learning potential at an early age. I address this question by using an exogenous shock in the provision of technology, a particular relevant tool to study as it is both used at a young age and strongly associated with tech-oriented STEM tracks, on choices in post-secondary education. I first quantitatively show for the first time that girls are often discouraged from engaging with technology using data on household equipment rates and children use and self-confidence with technology in 2000 in France. My findings reveal that while more than half of households with children in France had access to a computer, girls used computers less often and exhibited a lack of confidence when it comes to using computers. Next, I use a rich survey on students' post-secondary education and their living conditions as well as staggered difference-in-difference methods to assess the causal effect of a large-scale program in France that provides massive access to technology on the likelihood of women studying STEM subjects in higher education. The results show that the program increased the likelihood of women entering math-intensive tracks and technology-oriented subfields such as computer science.

Louis-Pierre Lepage, Stockholm University

Do Optional Information Policies Increase Equity? Evidence From Two Large-Scale Grading Experiments

(With Christine Exley, Raymond Fisman, Judd Kessler, Xiaomeng Li, Corinne Low, Xiaoyue Shan, Mattie Toma, and Basit Zafar)

We study the equity implications of information-optional policies leveraging data from two large-scale natural experiments at two highly selective universities that introduced optional "credit" (pass/fail) grading that students could choose after learning their grades. We find that female students are significantly more likely to reveal negative performance information (i.e., grades below their GPA), which reduces their GPA relative to men. That is, optional information policies can create unexpected disparities because some groups are more transparent than others about their performance. We argue that these patterns are consistent with women anticipating discrimination in the absence of performance information and choosing to reveal more in an effort to mitigate discrimination. We conduct a student survey and find evidence consistent with this mechanism: students anticipate that female students, particularly in STEM, Business and Economics, will face labor market discrimination which makes them less likely to mask. The survey-based measures of anticipated discrimination are systematically correlated with females' decision to reveal grades in STEM fields. Finally, using a field experiment involving real employers, we show that employers in STEM indeed discriminate against women in the absence of information and that performance information reduces this discrimination.

Anne Boring, Erasmus University Rotterdam

Social Desirability Bias in Attitudes Towards Sexism and DEI Policies at the Workplace

(With Josse Delfgaauw and Zara Sharif)

Do workers speak their minds about issues such as sexism and diversity, equity and inclusion (DEI) policies in the workplace? To measure social desirability bias regarding sexism and DEI policies in the workplace, we conduct a list experiment survey among workers from five male-dominated industries in the US and in France. In both countries and remarkably, among both men and women, we document substantial social desirability bias. Managers exhibit more social desirability bias than employees. In the US, we find evidence of a generational divide, with younger employees being more positive towards DEI policies than older workers. We discuss policy implications for organisations.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 2
(Thursday, 22 JUNE)

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
14:00 - 15:00	Special Session 2	21:00 - 22:00	23:00 - 00:00	15:00 - 16:00	08:00 - 09:00	09:00 - 10:00

Patricia Cortés, Boston University

Automation and Gender: Implications for Occupational Segregation and the Gender Skill Gap

(With Nicolas Guida-Johnson, Jessica Pan, and Ying Feng)

We examine the differential effects of automation on the labor market and educational outcomes of women relative to men over the past four decades. Although women were disproportionately employed in occupations with a high risk of automation in 1980, they were more likely to shift to high-skill, high-wage occupations than men in the subsequent decades. We provide a causal link by exploiting variation in local labor market exposure to automation attributable to historical differences in local industry structure. For a given change in the exposure to automation across commuting zones, women were more likely than men to shift out of routine task-intensive occupations to high-skill, high wage occupations over the subsequent decade. The net effect is that initially routine-intensive local labor markets experienced greater occupational gender integration. College attainment among younger workers, particularly women, also rose significantly more in areas more exposed to automation. We propose a model of occupational choice with endogenous skill investments, where social skills and routine tasks are q-complements, and women have a comparative advantage in social skills, to explain the observed patterns. Supporting the model mechanisms, areas with greater exposure to automation experienced a greater movement of women into occupations with high math and high social skill requirements than men.

UK Time		CHN CST	AU AEST	EUR CET	US CDT	US EDT
15:30 - 17:30	Paper Session 5: Race and Ethnicity	22:30 - 00:30	00:30 - 02:30	16:30 - 18:30	09:30 - 11:30	10:30 - 12:30

Fatma Selcen Palut, Erasmus University Rotterdam

Crime and Punishment Order: Discretion and Discrimination in the Criminal Justice System

Does discretion lead to discrimination? Do actors in criminal justice system use their power differentially between different groups? To answer this question, I investigate a drastic reform from the Netherlands, namely the punishment order. With this reform, prosecutors gained the power to decide whether the accused is guilty of a crime and the appropriate punishment on their own, without taking the case to the court, for crimes that carry a sentence of up to six years in prison.

I use difference-in-difference approach to compare the effects of this reform, by investigating the change in prosecutor's decisions for native Dutch and other ethnic groups in the Netherlands. Controlling for the exact crime and the criminal history, I show that the cases of Dutch-Moroccans and Dutch Caribbeans are 2% less likely to be dismissed compared to native Dutch after the reform. Their cases are also 3%-1% more likely to be taken to court respectively with the reform. I do not find any evidence of discrimination with Dutch-Turkish and Dutch-Indonesian. These results are in line with opinion surveys on native Dutch where they rank people with Moroccan and Caribbean background the lowest. There is no evidence of increased efficiency, there is no change in re-offense rates between groups.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>



ABSTRACTS – DAY 2
(Thursday, 22 JUNE)

UK Time	CHN CST	AU AEST	EUR CET	US CDT	US EDT
15:30 - 17:30	Paper Session 5: Race and Ethnicity	22:30 - 00:30	00:30 - 02:30	16:30 - 18:30	09:30 - 11:30

Madina Kurmangaliyeva, ECARES, ULB (University of Brussels)

Walking While Black: Racial Gaps in Hit-and-Run Cases

(With Matteo Sostero)

Black Americans are more likely to become victims of crime than white Americans, but differences in circumstances complicate testing for racial discrimination. We provide a rare causal test for racial gaps in victimization and police outcomes, using traffic accidents. In unintentional vehicle-pedestrian crashes, the victim's race should not depend on the identity of the driver, conditional on location and time of the incident. When comparing the outcomes for Black and white pedestrians within the same census block group, we find significant differences in hit-and-run rates. However, comparing cases within more precise locations at the block level, the hit-and-run rates become exactly balanced across Black and white pedestrians, as well as the characteristics of the crash and the driver. The different results between wider and narrower location controls suggest fine-grained geographical patterns of racial segregation. We find no racial gaps in clearance rates or police charges.

Felix Rusche, University of Mannheim

Linked Out? A Field Experiment on Discrimination in Job Network Formation

(With Yulia Evsyukova and Wladislaw Mill)

Using 400+ fictitious profiles on a large online job networking platform, this two-stage experiment investigates the causal effect of discrimination on black individuals' job network formation across the U.S. During the first stage, the profiles develop networks by sending connection requests to 20,000 users. Each user receives requests from two statistically identical accounts, differing in terms of race. To signal race, we develop an algorithm that transforms an A.I.-generated picture's race while keeping other facial features stable. We show that white profiles' networks are 13% larger. Utilising extensive data from users' CVs, we document that while differences in acceptance rates are widespread, both geographically and across individuals, they are particularly high among women, younger individuals and people from more Republican areas. The second stage evaluates the gap in informational benefits of the resulting networks by asking connected users for advice. It further separates differences originating at the first and second stage. Overall, black profiles receive substantially fewer answers. This is primarily driven by fewer contacts obtained during the first stage and to a much lower degree, by lower response rates during the second stage. Overall, our result provides new perspectives on the gap in employment and labor market outcomes between black and white individuals.

Bryan Stuart, Federal Reserve Bank of Philadelphia

The Effects of Racial Segregation on Intergenerational Mobility: Evidence from Historical Railroad Placement

(With Eric Chyn and Kareem Haggag)

This paper provides new evidence on the causal impacts of city-wide racial segregation on intergenerational mobility. We use an instrumental variable approach that relies on plausibly exogenous variation in segregation due to the arrangement of railroad tracks in the nineteenth century. Our analysis finds that higher segregation reduces upward mobility for Black children from households across the income distribution and White children from low-income households. Moreover, segregation lowers academic achievement while increasing incarceration and teenage birth rates. An analysis of mechanisms shows that segregation reduces government spending, weakens support for anti-poverty policies and increases racially conservative attitudes for White residents.

REGISTER HERE

<https://forms.office.com/r/cWcKq0GjWc>

