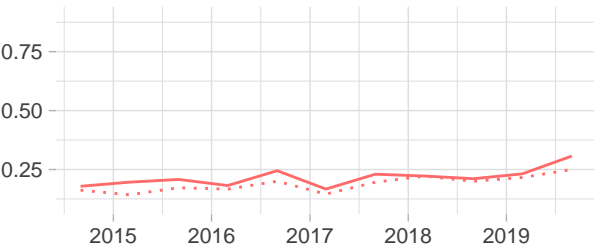
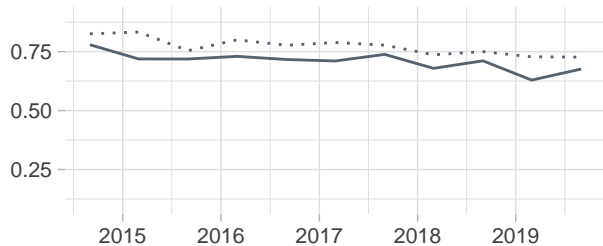


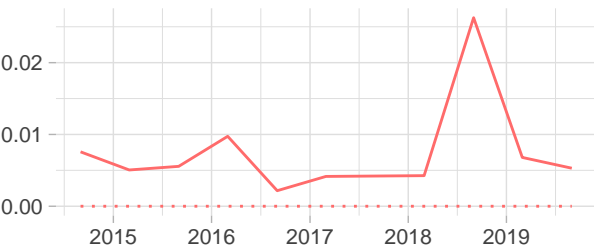
Non-URM women



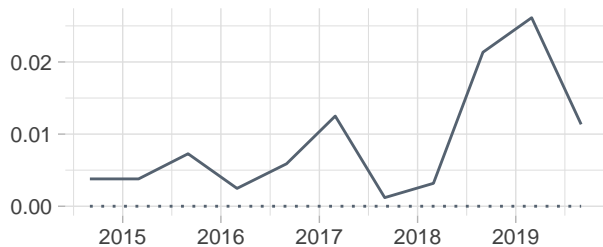
Non-URM men



URM women



URM men



— Department mean    ··· Department median