

# Essays in Microeconomics

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4/13/2023

- 1 The Impact of Hispanic Last Names and Identity on Labor Market Outcomes
- 2 The Effect of Racial and Ethnic Attitudes on Hispanic Identity in the U.S.
- 3 Appendix

# Topics Covered

- I investigate two topics:
  - 1 Discrimination against Hispanics
    - Do people with Hispanic lastnames face discrimination in the labor market?
    - What is the effect of identifying as Hispanic on labor market outcomes?
  - 2 The determinants of Hispanic identity
    - How do individual characteristics and social attitudes toward racial and ethnic minorities affect the self-reported identity of Hispanics in the United States?

# Importance of the Topics

- Hispanics constitute a large and growing portion of the population in the US
- Discrimination could hinder assimilation and mobility
- Identity matters in many economic contexts (Akerlof and Kranton 2000)
- Thus, it is important to understand if person's ethnicity affects their labor market outcomes and how ethnic identities are chosen and shaped by society

## Section 1

# The Impact of Hispanic Last Names and Identity on Labor Market Outcomes

## Subsection 1

### Introduction

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# Research Questions

- ① Do Hispanics face discrimination in the labor market?
  - Does having a Hispanic last name affect a person's labor market outcomes?
  - Audit-studies studied the effect of an ethnic-sounding name on employer discrimination (Bertrand and Mullainathan 2004; Fryer and Levitt 2004)
- ② What is the effect of identifying as Hispanic on labor market outcomes?
  - This is another approach I will use to study discrimination using how a person identifies similar to Akerlof and Kranton (2000) model of identity

# Motivation

- Native-born White Hispanic men earn 21% less than White men (Duncan and Trejo 2018)
- A substantial portion of the gap is due to educational differences between Hispanics and Whites (Duncan, Hotz, and Trejo 2006; Duncan and Trejo 2018)
- In this chapter, I examine the role of having a Hispanic last name and identifying as Hispanic on labor market outcomes



# Contribution

- Audit-studies investigated the role of ethnic and racial names on employer discrimination (Bertrand and Mullainathan 2004; Fryer and Levitt 2004)
- A drawback to these studies is that they only observe callbacks, but not wages
- I use a method developed by Rubinstein and Brenner (2014) and compare the children of inter-ethnic couples.
- I compare the outcomes of children with a White father-Hispanic mother, and Hispanic father-White mother
- The labor market outcome I am focusing on is log annual earnings

## Subsection 2

### Data

# I use two data sets for this paper

- 1 The Current Population Survey (CPS) Annual Social and Economic (ASEC) Supplement from 1994 to 2019.
- 2 The 1970 to 1990 censuses

# Studying the Effect of Hispanic Ancestry

- I use the CPS for my main analysis.
- The sample includes:
  - ① 1970 to 1990 birth cohorts
  - ② Aged 25 to 40
  - ③ Native born White citizens
- I divide the sample into four groups, depending on the place of birth of parents.
  - ① A parent is Hispanic if they were born in a Spanish-speaking country.
  - ② White if they are native-born
- I do not observe parents' characteristics directly but impute from "synthetic" parents

# Constructing synthetic parents

Following Rubinstein and Brenner (2014), I construct synthetic parents from the 1970-1990 censuses. The sample includes:

- 1 Married couples
- 2 Whites
- 3 I assume that parents give birth between the ages of 25 and 40

## Constructing synthetic parents (cont.)

Synthetic Parents: Observed in 1970 to 1990.  $25 \leq \text{age} \leq 40$

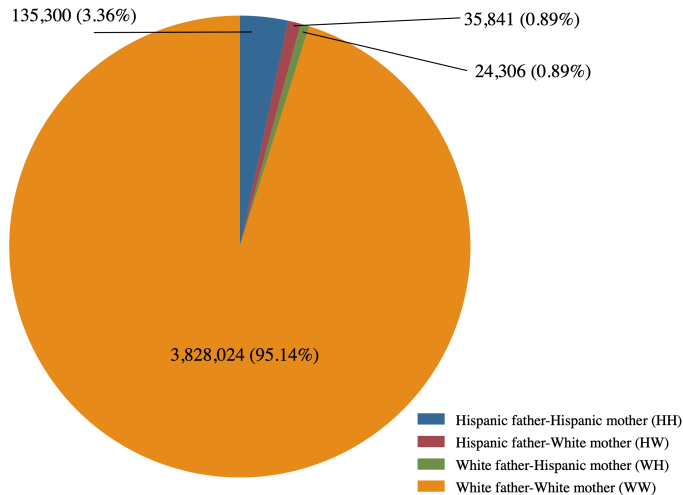


Children: Observed between  
1994 and 2019. Born  
between 1970 to 1990  
and  $25 \leq \text{age} \leq 40$

# Defining Hispanics

- I introduce two alternative definitions of Hispanic:
  - 1 Based on parent's country of birth (ancestry)
  - 2 Based on the self-reported Hispanic identification
- Trejo (2017, 2019) has shown that those who self-identify as Hispanic have worse labor market outcomes

## Distribution of the four groups





# Tabulation

**Table 1:** Couples' Type

	Couples' Type			
	White Husband White Wife	White Husband Hispanic Wife	Hispanic Husband White Wife	Hispanic Husband Hispanic Wife
<b>Observations</b>	1,286,731 (0.97)	7,178 (0.01)	7,606 (0.01)	20,911 (0.02)

# Educational outcomes of synthetic “parents” and children

Variables	Father's and Mother's Ethnicities				Differences	
	White Father White Mother	White Father Hispanic Mother	Hispanic Father White Mother	Hispanic Father Hispanic Mother	HH - WW	HW - WH
	(WW) (i)	(WH) (ii)	(HW) (iii)	(HH) (iv)	(v)	(vi)
<b>Panel A: Parent's</b>						
Husband's education (Total Years)	13.05 (2.44)	12.32 (3.33)	10.65 (4.39)	8.93 (4.41)	<b>-4.11**</b> (0.02)	<b>-1.67**</b> (0.04)
Wife's education (Total Years)	12.74 (2.12)	11.03 (3.92)	11.54 (3.12)	8.6 (4.13)	<b>-4.13**</b> (0.02)	<b>0.51**</b> (0.04)
Total Household education (Total Years)	25.78 (4.08)	23.35 (6.51)	22.19 (6.69)	17.54 (7.83)	<b>-8.25**</b> (0.03)	<b>-1.16*</b> (0.07)
<b>Panel B: Education</b>						
Men's education (Total Years)	13.91 (2.39)	13.58 (2.35)	13.21 (2.32)	12.91 (2.26)	<b>-1.00***</b> (0.01)	<b>-0.36**</b> (0.03)
Women's education (Total Years)	14.29 (2.41)	13.87 (2.47)	13.42 (2.35)	13.27 (2.37)	<b>-1.01***</b> (0.01)	<b>-0.46**</b> (0.03)

# Summary statistics of labor market outcomes and self-reported Hispanic identity

Variables	Father's and Mother's Ethnicities				Differences	
	White Father White Mother (WW) (i)	White Father Hispanic Mother (WH) (ii)	Hispanic Father White Mother (HW) (iii)	Hispanic Father Hispanic Mother (HH) (iv)	HH - WW (v)	HW - WH (vi)
<b>Panel C: Employment and Earnings</b>						
Men's Employment Rate	0.95 (0.22)	0.94 (0.23)	0.92 (0.26)	0.93 (0.26)	-0.02*** (0.00)	-0.02*** (0.00)
Women's Employment Rate	0.96 (0.2)	0.95 (0.22)	0.93 (0.25)	0.94 (0.24)	-0.02*** (0.00)	-0.02*** (0.00)
Men's Log Hourly Earnings	2.48 (0.45)	2.41 (0.45)	2.4 (0.44)	2.41 (0.43)	-0.07*** (0.01)	-0.00** (0.02)
Women's Hourly Earnings	2.33 (0.49)	2.33 (0.46)	2.27 (0.45)	2.3 (0.41)	-0.02*** (0.01)	-0.06** (0.02)
Men's Log Annual Earnings	10.25 (1.01)	10.08 (1.05)	10.04 (1.06)	10.01 (1.04)	-0.25** (0.01)	-0.04** (0.03)
Women's Hourly Earnings	9.46 (1.78)	9.54 (1.64)	9.47 (1.57)	9.53 (1.52)	0.07** (0.02)	-0.07* (0.06)
<b>Panel D: Hispanic Identity</b>						
Men	0.05	0.81	0.88	0.97		
Women	0.06	0.85	0.87	0.97		

## Subsection 3

### Empirical Model & Results

# Effect of Hispanic Last Name

$$Y_{ist} = \beta_1 HW_{ist} + \beta_2 WH_{ist} + \beta_3 HH_{ist} + X'_{ist}\pi + \gamma_t + \lambda_s + \phi_{ist}$$

- $Y_{ist}$  is the log annual earnings for person  $i$  at time  $t$
- $HW_{ist}$ ,  $WH_{ist}$  and  $HH_{ist}$  are dummy variables for parents' ethnicities.
- $X_{ist}$  is a vector of controls
- $\gamma_t$  is time fixed effects
- $\phi_{ist}$  is the error term
- $\beta_1, \beta_2$  and  $\beta_3$  are the parameters of interest
- They estimate the gaps between the groups and WW
- I restrict the analysis to full-time full year and waged and salaried males

# Last name effect on log annual earnings

	(1) Log annual earnings	(2) Log annual earnings
$WH_i$	-0.14*** (0.03)	-0.09*** (0.02)
$HW_i$	-0.20*** (0.02)	-0.11*** (0.01)
$HH_i$	-0.24*** (0.02)	-0.12*** (0.01)
$HW_i - WH_i$	-0.06** (0.03)	-0.02 (0.02)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

# Last name effect on log annual earnings

	(1) Log annual earnings	(2) Log annual earnings
$WH_i$	-0.14*** (0.03)	-0.09*** (0.02)
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$HW_i - WH_i$	-0.06** (0.03)	-0.02 (0.02)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

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$HW_i - WH_i$	-0.06** (0.03)	-0.02 (0.02)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$



# Effect of identifying as Hispanic

$$Y_{ist} = \beta_1 HW_{ist} + \beta_2 WH_{ist} + \beta_3 HH_{ist} + \\ \beta_4 WH_{ist} \cdot Hispanic_{ist} + \beta_5 HW_{ist} \cdot Hispanic_{ist} + \beta_6 HH_{ist} \cdot Hispanic_{ist} + \\ X'_{ist}\pi + \gamma_t + \lambda_s + \phi_{ist}$$

Restrict the sample to HW and WH Where:

- $Y_{ist}$  is the log hourly earnings for person  $i$  at time  $t$
- $HW_{ist}$ ,  $WH_{ist}$  and  $HH_{ist}$  are dummy variables for parents' ethnicities
- $Hispanic_{ist} = \begin{cases} 1 & \text{if individual identifies as Hispanic} \\ 0 & \text{otherwise} \end{cases}$

## Effect of identifying as Hispanic (cont.)

$$Y_{ist} = \beta_0 + \beta_1 HW_{ist} + \beta_2 WH_{ist} + \beta_3 HH_{ist} + \\ \beta_4 WH_{ist} \cdot Hispanic_{ist} + \beta_5 HW_{ist} \cdot Hispanic_{ist} + \beta_6 HH_{ist} \cdot Hispanic_{ist} + \\ X'_{ist} + \gamma_t + \phi_{ist}$$

- $X_{ist}$  is a vector of controls
- $\gamma_t$  is time fixed effects
- $\phi_{ist}$  is the error term
- $\beta_4, \beta_5$  and  $\beta_6$  estimates the earnings gap of identifying as Hispanic
- I restrict the analysis to full-time full year and waged and salaried males

# Hispanic Last Names and Self-Reported Identity

	(1) Log annual earnings	(2) Log annual earnings
$WH_i \times Hispanic_i$	-0.14*** (0.05)	-0.08 (0.05)
$HW_i \times Hispanic_i$	-0.18*** (0.07)	-0.12* (0.06)
$HH_i \times Hispanic_i$	-0.10* (0.06)	-0.06 (0.05)
$HW_i \times Hispanic_i - WH_i \times Hispanic_i$	-0.03 (0.07)	-0.04 (0.06)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

# Hispanic Last Names and Self-Reported Identity

	(1) Log annual earnings	(2) Log annual earnings
$WH_i \times Hispanic_i$	-0.14*** (0.05)	-0.08 (0.05)
$HW_i \times Hispanic_i$	-0.18*** (0.07)	-0.12* (0.06)
$HH_i \times Hispanic_i$	-0.10* (0.06)	-0.06 (0.05)
$HW_i \times Hispanic_i - WH_i \times Hispanic_i$	-0.03 (0.07)	-0.04 (0.06)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education	X	X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

# Hispanic Last Names and Self-Reported Identity

	(1) Log annual earnings	(2) Log annual earnings
$WH_i \times Hispanic_i$	-0.14*** (0.05)	-0.08 (0.05)
$HW_i \times Hispanic_i$	-0.18*** (0.07)	-0.12* (0.06)
$HH_i \times Hispanic_i$	-0.10* (0.06)	-0.06 (0.05)
$HW_i \times Hispanic_i - WH_i \times Hispanic_i$	-0.03 (0.07)	-0.04 (0.06)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

# Taste Based Discrimination?

	(1) Log annual earnings	(2) Log annual earnings
$WH_i$	-0.14*** (0.03)	-0.09*** (0.02)
$HW_i$	-0.20*** (0.02)	-0.11*** (0.01)
$HH_i$	-0.24*** (0.02)	-0.12*** (0.01)
$HW_i - WH_i$	-0.06** (0.03)	-0.02 (0.02)
Observations	129 359	129 359
State FE	X	X
Year FE	X	X
Controlling for:		
Hours Worked	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

	(1) Log annual earnings	(2) Log annual earnings
$Hispanic_i$	-0.22*** (0.02)	-0.11*** (0.01)
Observations	137 977	137 977
Controlling for:		
Hours Worked	X	X
Year FE	X	X
State FE	X	X
Age	X	X
Education		X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

- Comparing Hispanics to Whites might inflate ethnic gaps
- Comparing WH to HW people could provide an estimate of how much of the Hispanic-White gap due to taste based discrimination

# Conclusion

- I compare the children of inter-ethnic marriages to study the labor market impact of Hispanic last names
- While males born to White father-Hispanic mother earn less than males born to Hispanic father-White mother, this gap is entirely due to the education gap
- I do not find a significant effect of having a Hispanic last name
- I do find that men that identify as Hispanic earn significantly less than those that do not even when controlling for ancestry and education

## Section 2

# The Effect of Racial and Ethnic Attitudes on Hispanic Identity in the U.S.



# The Role of Identity

- Identity matters in many economic contexts (Akerlof and Kranton 2000)
  - A person's identity contributes to utility and affects decision-making (Akerlof and Kranton 2000)
- Identity could shift public opinions toward trade (Grossman and Helpman 2021)
- Racial and gender attitudes affect the racial and gender earnings gaps (Charles and Guryan 2008; Charles, Guryan, and Pan 2018)
- Thus, it is important to understand if and how ethnic identities are chosen and shaped by society

## Research Question

- How do individual characteristics and social attitudes toward racial and ethnic minorities affect the self-reported identity of Hispanics in the United States?

# Measuring Hispanic Identity

- In most datasets, ethnicity is self-reported, i.e. *subjective*
- A more *objective* measure would be based on ancestry, name, etc.
- Data on objective measures of Hispanic identity is not commonly available
- I use the *Current Population Surveys*, which report the country of birth of parents
- Three generations can be identified as young people still living with parents

## Subsection 1

### Data

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## Current Population Survey (CPS)

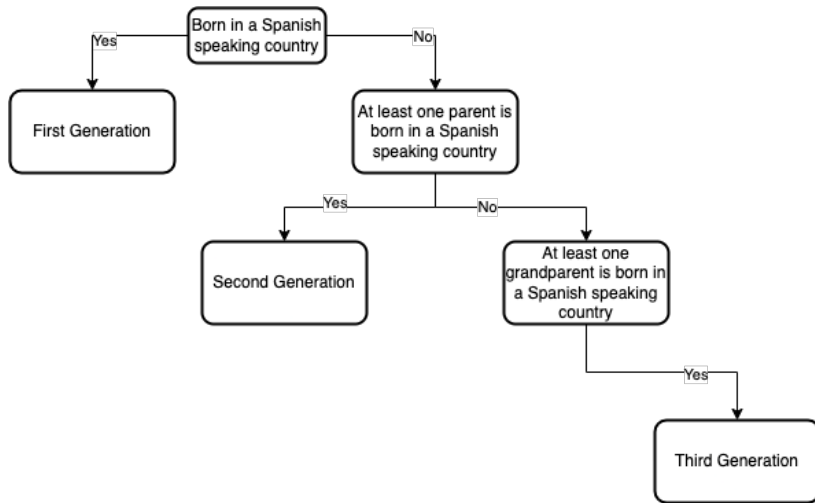
- Monthly survey of more than 65,000 households
- I link household members to each other
- Starting in 1994, CPS asked about the place of birth of parents
- This allows me to construct an objective measure of the Hispanic identity of minors under the age of 17 that live with their parents
- The sample is children 17-year-old and younger living with their parents between 2004 to 2021

# Summary Statistics of CPS Sample

Characteristic	Overall	By Generation		
	All Sample N = 1,131,828	First N=119,778	Second N=761,450	Third N=254,699
Female	0.49	0.48	0.49	0.49
Hispanic	0.91	0.96	0.94	0.82
Age	8.6 (5.1)	11.5 (4.3)	8.3 (5.0)	7.9 (5.0)
College Graduate: Father	0.14	0.15	0.11	0.23
College Graduate: Mother	0.14	0.15	0.11	0.22
Total Family Income (1999 dollars)	39,882 (48,692)	31,927 (38,804)	36,726 (45,353)	53,000 (58,984)

\* Mean (SD)

# Identifying Three Generations of Hispanics



# Implicit Association Test (IAT) as a Measure of Bias

- An implicit association test measures how people associate:
  - Concepts as in dark-skinned people [Example](#) [IAT](#)
  - Evaluations as in good, bad, or stereotypes
- The innovation of such the test that it could measure the attitudes and beliefs of people that they would be unwilling to report on a survey
- IAT was shown to be correlated with economic outcomes, voting behavior, and health (Chetty et al. 2020; Glover, Pallais, and Pariente 2017; Frieze, Bluemke, and Wänke 2007; Leitner et al. 2016; Alsan, Garrick, and Graziani 2019)
- I use data from 2004 to 2021 [Summary Statistics](#)



## Subsection 2

### Empirical Strategy

# Estimating the Effect of Bias on Subjective Hispanic Identity

I am going to estimate the following effects separately for generation  $g \in \{1, 2, 3\}$

$$H_{ist}^g = \beta_1^g Bias_{st} + \beta_2^g DadCollegeGrad_{ist} + \beta_3^g MomCollegeGrad_{ist} + \beta_4^g Woman_{ist} \\ + X_{ist}^g \pi + \gamma_{rt} + \varepsilon_{ist}; \text{ where } g \in \{1, 2, 3\}$$

Where for person  $i$  in state  $s$  interviewed at year  $t$ :

- $H_{ist}^g$  is the subjective Hispanic identity of person from generation  $g \in \{1, 2, 3\}$
- $Bias_{st}$  is the average bias in state  $s$  at year  $t$
- $X_{ist}^p, X_{ist}^s$  are vectors of parental characteristics and controls that include education, parental types, age, and sex
- $\gamma_{rt}$  is region  $\times$  time fixed effects

# Estimating the Effect of Bias on Subjective Hispanic Identity

$$H_{ist}^g = \beta_1^g Bias_{st} + \beta_2^g DadCollegeGrad_{ist} + \beta_3^g MomCollegeGrad_{ist} + \beta_4^g Woman_{ist} \\ + X_{ist}^g \pi + \gamma_{rt} + \varepsilon_{ist}; \text{ where } g \in \{1, 2, 3\}$$

The coefficient of interest is

- $\beta_1^g$  that estimates the effect of bias on the subjective Hispanic identity

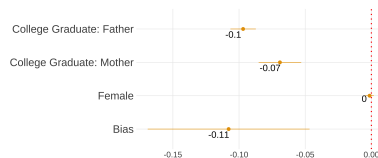
## Subsection 3

### Results

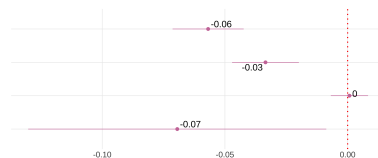
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# Relationship Between Self-Reported Hispanic Identity And Bias: By Generation

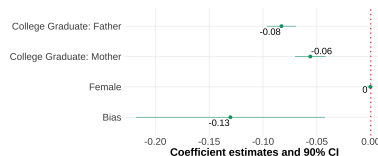
(a) All Generations



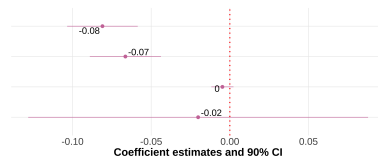
(b) First-Generation



(c) Second-Generation

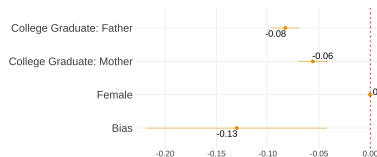


(d) Third-Generation

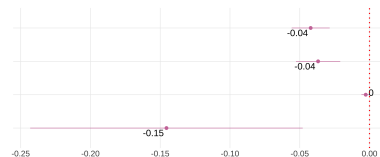


# Relationship Between Self-Reported Hispanic Identity and Bias: By Parental Types

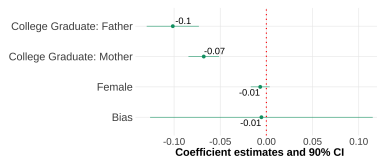
(a) Second-Generation (All Parental Types)



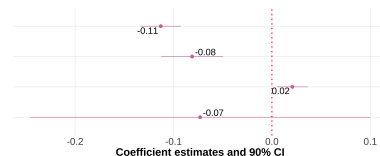
(b) Hispanic Fathers-Hispanic Mothers



(c) Hispanic Fathers-White Mothers



(d) White Fathers-Hispanic Mothers



# Relationship Between Bias And Self-Reported Hispanic Identity Among Third-Generation Hispanic Immigrants: By Grandparental Type

	Number of Hispanic Grandparents			
	(1) One	(2) Two	(3) Three	(4) Four
Bias	-0.04 (0.11)	0.03 (0.09)	0.19 (0.26)	-0.14* (0.07)
Female	-0.01 (0.01)	0.00 (0.01)	-0.01 (0.01)	0.00 (0.01)
College Graduate: Mother	-0.11*** (0.03)	-0.07*** (0.02)	0.02 (0.02)	-0.02 (0.01)
College Graduate: Father	-0.11*** (0.03)	-0.08*** (0.01)	0.02 (0.01)	-0.03* (0.01)
N	55 051	74 100	12 194	57 646
Year $\times$ Region FE	X	X	X	X

\*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

## Bias Negatively Affects Identity

- Attitudes toward ethnic minorities have a significant negative effect on the subjective identity of Hispanics
- A one-unit increase in bias is associated with a:
  - Seven p.p. decrease in the subjective Hispanic identity of first-generation Hispanic immigrants
  - 13 p.p. decrease in the subjective Hispanic identity of second-generation Hispanic immigrants
  - 15 p.p. decrease in the subjective Hispanic identity of the second-generation Hispanic immigrants of Hispanic fathers-Hispanic Mothers
  - 14 p.p. decrease in the subjective Hispanic identity of the third-generation Hispanic immigrants of Hispanic grandparents



## Section 3

# Appendix

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# Summary Statistics of IAT Sample

Summary Statistics

[Back](#)

Characteristic	IAT	CPS
	N = 1,519,309	N = 29,981,618
<b>Age</b>	28 (11)	38 (23)
<b>Female</b>	0.68	0.51
<b>White</b>	0.62	0.81
<b>Non-Hispanic White</b>	0.56	0.68
<b>Hispanic</b>	0.14	0.13
<b>Education Levels</b>		
Bachelor's degree	0.17	0.14
High school dropout	0.10	0.33
High school graduate	0.09	0.23
Master's degree	0.12	0.06
Other	0.48	0.21
Professional degree	0.05	0.02
<b>Bias</b>	0.30 (0.42)	

# Implicit Association Test (IAT): Example

Example

Back

### Implicit Association Test


Next, you will use the "E" and "I" computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Good	Smile, Peace, Laughing, Happiness, Tender, Love, Pleasure, Love
Bad	Horrible, Angry, Stupid, Mean, Disgust, Ugly, Regret, Sad


There are seven parts. The instructions change for each part. Pay attention!



[Continue](#)

Press "E" Esc



Press "I" Esc



If you make a mistake, a red X will appear. Press the other key to continue.

Part 1 of 7

Put a left finger on the E key for items that belong to the category Light Skinned People.  
Put a right finger on the I key for items that belong to the category Dark Skinned People.  
Items will appear one at a time.

If you make a mistake, a red X will appear. Press the other key to continue.  
Go as fast as you can while being accurate.

Press the **space bar** when you are ready to start.

Press "E" Esc

Bad

Press "I" Esc

Good

Enjoy

If you make a mistake, a red X will appear. Press the other key to continue.



Press "E" Esc

Bad

Press "I" Esc

Good

or

Tragic

If you make a mistake, a red X will appear. Press the other key to continue.

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