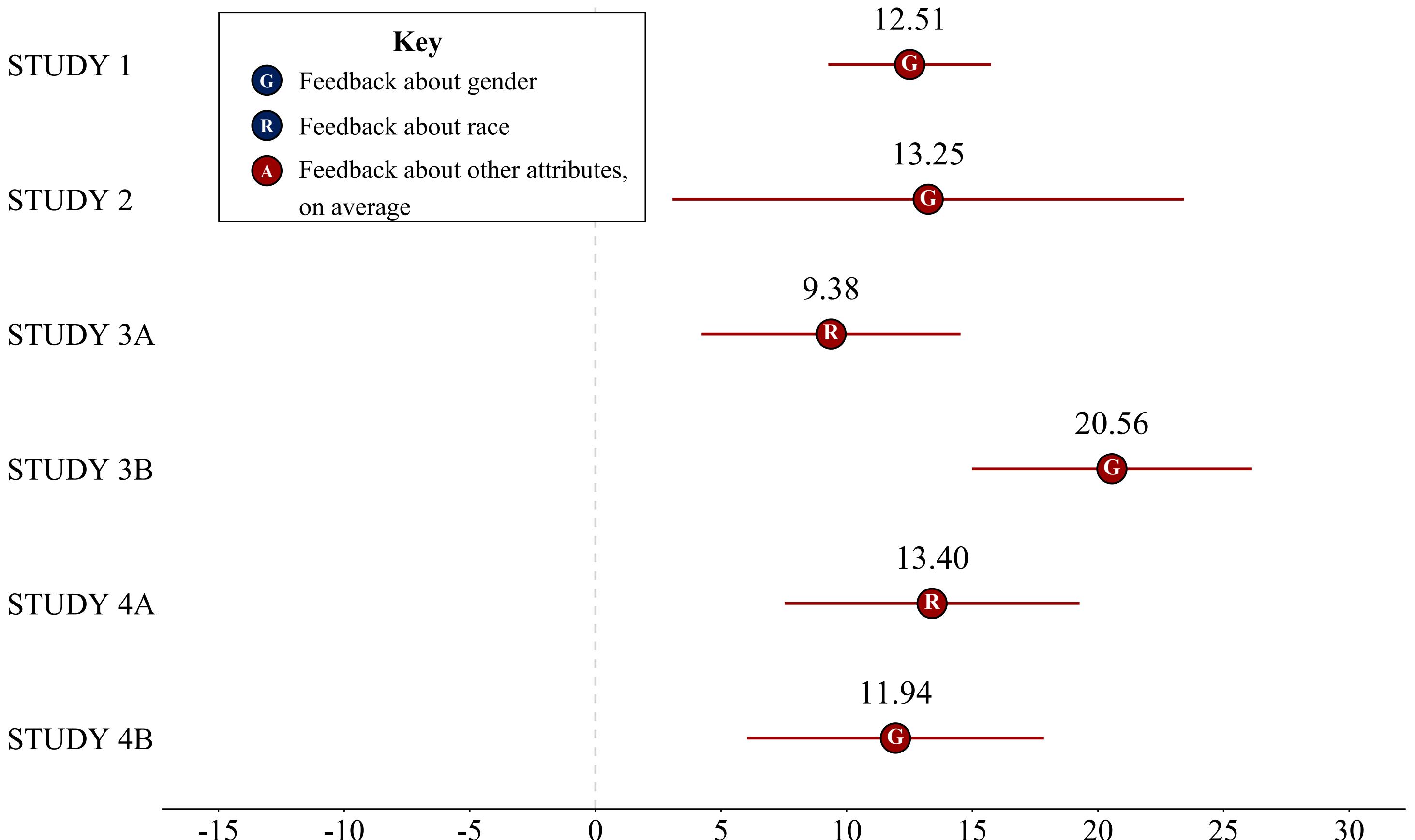
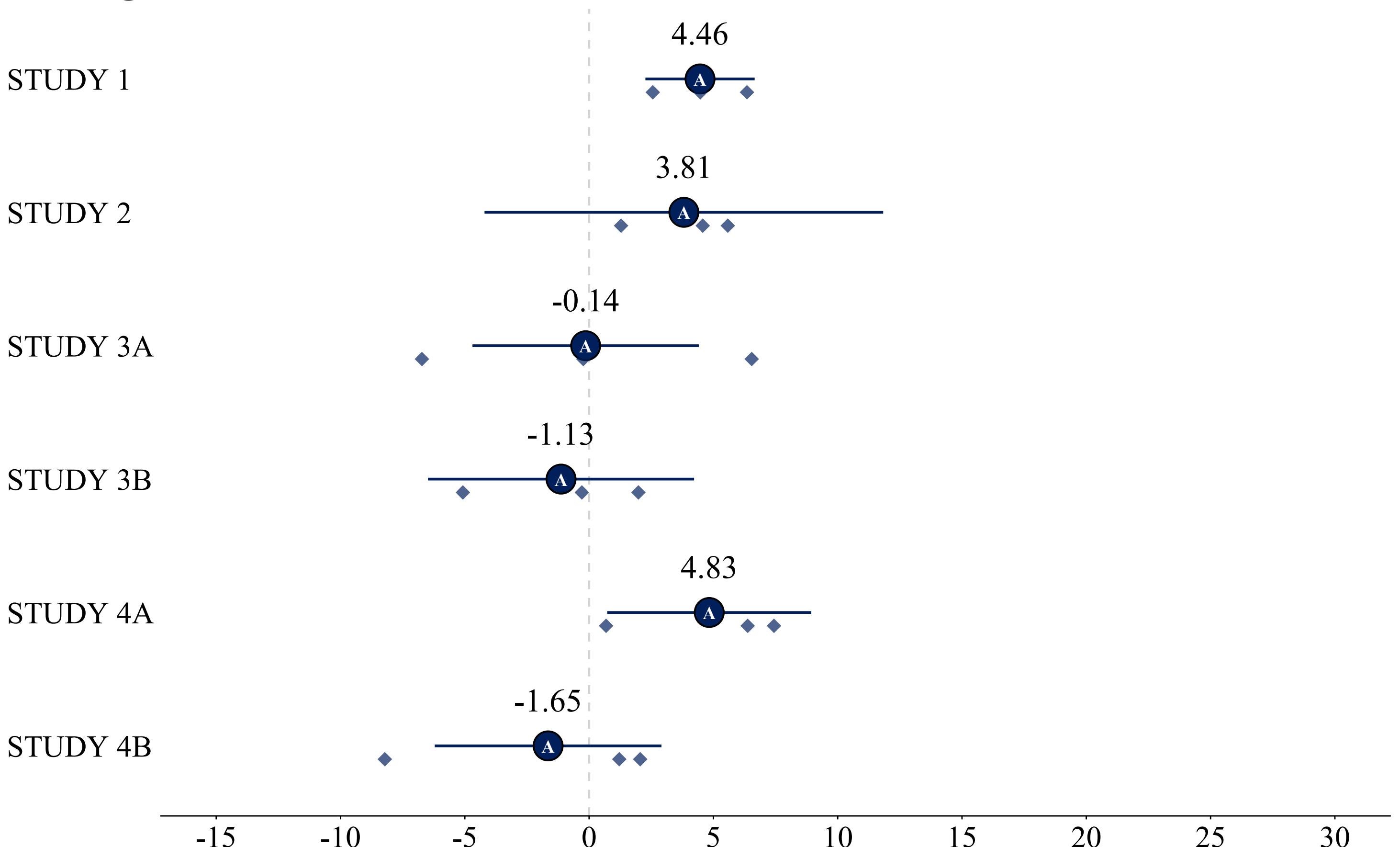


(A) Responses to feedback targeting past selectees' gender (e.g., % Women) or race (e.g., % Racial Minorities)



Percentage point increase in selections of candidates from target group (e.g., women) in response to descriptive feedback about target attribute (e.g., % of initial selectees who were women)

(B) Responses to feedback targeting past selectees' attributes besides gender/race (e.g., % Political Leaders)



Percentage point increase in selections of candidates from target group (e.g., poets) in response to descriptive feedback about target attribute (e.g., % of initial selectees who were poets)