

Study 5

2x2 Pool (Women vs Men) \times Feedback (Control vs Treatment)

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Variable Names

Variable	Description
treatment	Binary indicator of whether a participant was randomly assigned to treatment condition (1 = treat, 0 = control).
men_pool	Binary indicator of pool condition where women are underrepresented (1 = men pool/25% women, 0 = women pool/75% women).
female_pick	Binary indicator of whether the 7th (final) selection is a woman (PRIMARY DV).
base_gender	Count of women selected in the initial 6 choices (0-6).
tech_pick	Binary indicator of whether the 7th selection is a technologist.
choice-1 to choice-7	The selected CEOs/Founders (choices 1-6 are initial, choice-7 is final DV)
gender	Self-selected gender.
race	Self-selected race.
age	Self-entered age.

Demographics

Excluded Participants: 68

Total N: 496

	Percentage	gender
## 1	Another gender not listed here:	0.60
## 2	Man	43.15
## 3	Non-binary	1.21
## 4	Woman	55.04

	Percentage	Race
## 1	American Indian or Alaskan Native	1.41
## 2	Asian / Pacific Islander	9.88
## 3	Black or African American	8.47
## 4	Hispanic / Latinx	6.45
## 5	White / Caucasian	73.79

A tibble: 1 x 2

	mean_age	sd_age
## 1	41.4	12.8

##

##

Cell Sizes by Condition:

A tibble: 4 x 3

	pool	cond	n
## 1	men	control	126
## 2	men	treat	124
## 3	women	control	123
## 4	women	treat	123

##

##

Mean number of women in initial 6 selections: 2.39

SD of women in initial 6 selections: 1.69

A tibble: 4 x 5

	cond	pool	mean	sd	n
## 1	control	men	1.26	1.27	126
## 2	control	women	3.70	1.11	123
## 3	treat	men	1.13	1.10	124
## 4	treat	women	3.51	1.22	123

##

##

Proportion who selected a woman for final choice: 0.587

```
## SD: 0.493
```

```
## # A tibble: 4 x 5
```

```
##   cond   pool  mean    sd    n  
##   <chr> <chr> <dbl> <dbl> <int>  
## 1 control men  0.294 0.457  126  
## 2 control women 0.756 0.431  123  
## 3 treat  men   0.621 0.487  124  
## 4 treat  women 0.683 0.467  123
```

Primary Analysis: 2x2 Interaction

```
## === 2x2 Interaction: Treatment × Women Underrepresented Pool ===
```

```
## Model: female_pick ~ treatment * men_pool
```

```
## (men_pool: 1 = women underrepresented, 0 = women overrepresented)
```

```
##
```

```
## Call:
```

```
## lm(formula = female_pick ~ treatment * men_pool, data = d0)
```

```
##
```

```
## Residuals:
```

```
##      Min       1Q   Median       3Q      Max  
## -0.7561 -0.2937  0.2439   0.3171  0.7064
```

```
##
```

```
## Coefficients:
```

```
##              Estimate Std. Error t value Pr(>|t|)  
## (Intercept)    0.75610    0.03904  19.368 < 2e-16 ***  
## treatment      -0.07317    0.05756  -1.271   0.204  
## men_pool       -0.46245    0.05654  -8.179 2.45e-15 ***  
## treatment:men_pool 0.40049    0.08316   4.816 1.95e-06 ***
```

```
## ---
```

```
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
##
```

```
## Residual standard error: 0.4612 on 492 degrees of freedom
```

```
## Multiple R-squared:  0.13, Adjusted R-squared:  0.1247
```

```
## F-statistic: 24.5 on 3 and 492 DF, p-value: 8.585e-15
```

```
##              2.5 %      97.5 %
```

```
## (Intercept)    0.6793954  0.8327997
```

```
## treatment      -0.1862692  0.0399277
```

```
## men_pool       -0.5735337 -0.3513598
```

```
## treatment:men_pool 0.2371000  0.5638753
```

```
##
```

```
##
```

```
## Cell Means:
```

```
## # A tibble: 4 x 5
```

```
##   cond   pool    n mean_female_pick    se  
##   <chr> <chr> <int>          <dbl> <dbl>  
## 1 control men   126           29.4  4.07  
## 2 control women 123           75.6  3.89  
## 3 treat  men   124           62.1  4.37  
## 4 treat  women 123           68.3  4.21
```

Simple Effects by Pool

Women Underrepresented Pool (Men Pool, 25% Women)

```
## === WOMEN UNDERREPRESENTED POOL (MEN POOL, 25% WOMEN) ===

## Model: female_pick ~ treatment

##
## Call:
## lm(formula = female_pick ~ treatment, data = d0 %>% filter(men_pool ==
##    1))
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.6210 -0.2937 -0.2937  0.3790  0.7064
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  0.29365     0.04090   7.180 8.08e-12 ***
## treatment    0.32732     0.06001   5.454 1.19e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4723 on 248 degrees of freedom
## Multiple R-squared:  0.108, Adjusted R-squared:  0.1044
## F-statistic: 30.02 on 1 and 248 DF, p-value: 1.051e-07

##              2.5 %    97.5 %
## (Intercept) 0.2130994 0.3742022
## treatment   0.2091138 0.4455201

##
##
## Cell Means - Women Underrepresented Pool:

## # A tibble: 2 x 4
##   cond      n mean_female_pick    se
##   <chr> <int>          <dbl> <dbl>
## 1 control  126          29.4  4.07
## 2 treat   124          62.1  4.37
```

Women Overrepresented Pool (Women Pool, 75% Women)

```
## === WOMEN OVERREPRESENTED POOL (WOMEN POOL, 75% WOMEN) ===

## --- MAIN EFFECT MODEL ---

## Model: female_pick ~ treatment

##
## Call:
## lm(formula = female_pick ~ treatment, data = d0 %>% filter(men_pool ==
##    0))
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7561 -0.6829  0.2439  0.3171  0.3171
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  0.75610    0.03904  19.368  <2e-16 ***
## treatment   -0.07317    0.05756  -1.271   0.205
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4496 on 244 degrees of freedom
## Multiple R-squared:  0.006632,    Adjusted R-squared:  0.002561
## F-statistic: 1.629 on 1 and 244 DF,  p-value: 0.203

##              2.5 %      97.5 %
## (Intercept)  0.6792027 0.83299242
## treatment   -0.1865533 0.04021186

##
##
## Cell Means by Treatment:

## # A tibble: 2 x 4
##   cond      n mean_female_pick    se
##   <chr> <int>          <dbl> <dbl>
## 1 control  123            75.6  3.89
## 2 treat   123            68.3  4.21
```

Wald Test: Comparing Treatment Effects Across Pools

=== WALD TEST: DIFFERENCE IN TREATMENT EFFECTS BETWEEN POOLS ===

Treatment Effect (Men Pool 25%): 0.3273 (SE = 0.0600)

Treatment Effect (Women Pool 75%): -0.0732 (SE = 0.0576)

Difference in Treatment Effects: 0.4005

Standard Error of Difference: 0.0832

Wald Statistic (z): 4.8160

P-value (two-tailed): 0.0000

95% CI for Difference: [0.2375, 0.5635]

Visualization

Interaction Plot: Treatment \times Pool

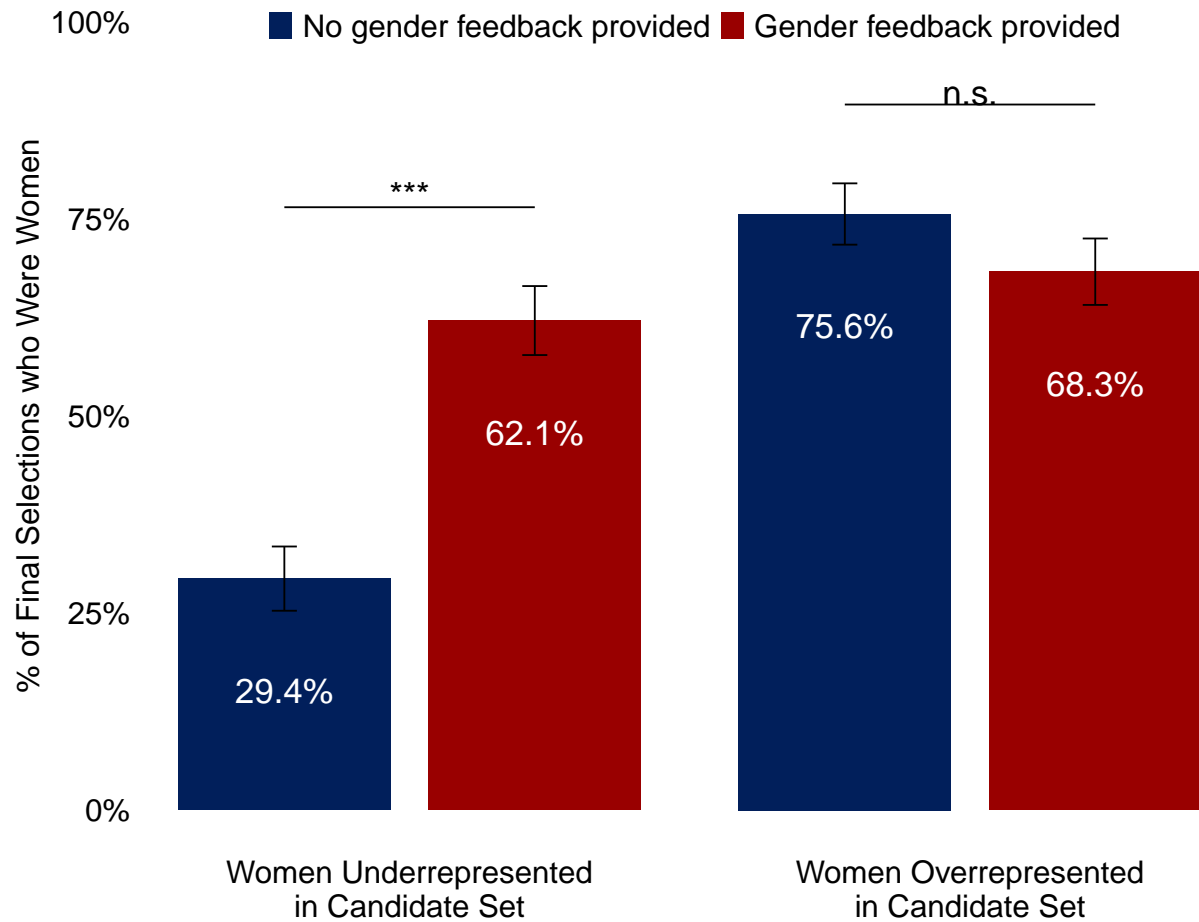


Figure 1: Effect of Gender Feedback by Pool Condition

Mechanism Analysis

Scale Descriptives

```
## =====

## MECHANISM SCALE DESCRIPTIVES

## =====

## === OVERALL SCALE DESCRIPTIVES ===
##
## Fairness Scale (fair1, fair2, fair3):
##   Mean: 3.322
##   SD: 1.824
##   N (non-missing): 496
##   Alpha: 0.935
##
## Internal Motivation Scale (I1, I2, I3, I4):
##   Mean: 3.537
##   SD: 1.777
##   N (non-missing): 496
##   Alpha: 0.923
##
## External Motivation Scale (E1, E2, E3):
##   Mean: 2.931
##   SD: 1.644
##   N (non-missing): 496
##   Alpha: 0.908
##
## === SCALE MEANS BY CONDITION ===
##
## # A tibble: 4 x 9
##   pool  cond      n fairness_m fairness_sd internal_m internal_sd external_m
##   <chr> <chr>  <int>      <dbl>      <dbl>      <dbl>      <dbl>      <dbl>
## 1 men   control  126      3.25      1.82      3.39      1.79      2.76
## 2 men   treat   124      3.97      1.88      4.21      1.74      3.59
## 3 women control  123      2.82      1.61      3.14      1.73      2.46
## 4 women treat   123      3.24      1.8      3.41      1.69      2.91
## # i 1 more variable: external_sd <dbl>
```

Mediation Analysis: Women Overrepresented Pool

```
# Set seed for reproducibility
set.seed(123)

# Filter to women overrepresented pool only
d_women_pool <- d0 |> filter(men_pool == 0, !is.na(fairness))

cat("=====\n")

## =====

cat("MEDIATION ANALYSIS: WOMEN OVERREPRESENTED POOL\n")

## MEDIATION ANALYSIS: WOMEN OVERREPRESENTED POOL

cat("=====\n\n")

## =====

cat("Sample size for mediation analysis:", nrow(d_women_pool), "\n\n")

## Sample size for mediation analysis: 246

# Define function for Sobel Test
sobel_test <- function(med.fit, out.fit, mediator) {
  med.se <- sqrt(diag(vcovHC(med.fit)))[mediator]
  out.se <- sqrt(diag(vcovHC(out.fit)))[mediator]
  sobel_test_statistic <- coef(out.fit)[mediator] / sqrt(vcovHC(out.fit)[mediator,
↵ mediator])
  sobel_p_value <- 2 * (1 - pnorm(abs(sobel_test_statistic)))
  list(statistic = sobel_test_statistic, p_value = sobel_p_value, se = out.se)
}

# -----
# Fairness Analysis
# -----

# Direct effect model
dir.fit.fairness <- lm(female_pick ~ treatment, data = d_women_pool)

# Mediator model (a path)
med.fit.fairness <- lm(fairness ~ treatment, data = d_women_pool)

# Outcome model including mediator (b path)
out.fit.fairness <- lm(female_pick ~ treatment + fairness, data = d_women_pool)

# Mediation analysis using Imai's mediation package
med.out.fairness <- mediate(med.fit.fairness, out.fit.fairness, boot = TRUE,
```

```

        treat = "treatment", boot.ci.type = "perc", mediator =
        ↪ "fairness", sims = 10000)

# Sensitivity analysis
sens.out.fairness <- medsens(med.out.fairness, rho.by = 0.01, eps = .01, effect.type =
  ↪ "indirect", sims = 10000)

# Sobel test for fairness
sobel.fairness <- sobel_test(med.fit.fairness, out.fit.fairness, "fairness")

# Print and visualize results for fairness
cat("\n--- FAIRNESS MEDIATION ---\n\n")

```

```

##
## --- FAIRNESS MEDIATION ---

```

```
cat("Sobel test for Fairness\n")
```

```
## Sobel test for Fairness
```

```
print(sobel.fairness)
```

```

## $statistic
## fairness
## -2.19311
##
## $p_value
## fairness
## 0.02829948
##
## $se
## fairness
## 0.01722242

```

```
summary(med.out.fairness)
```

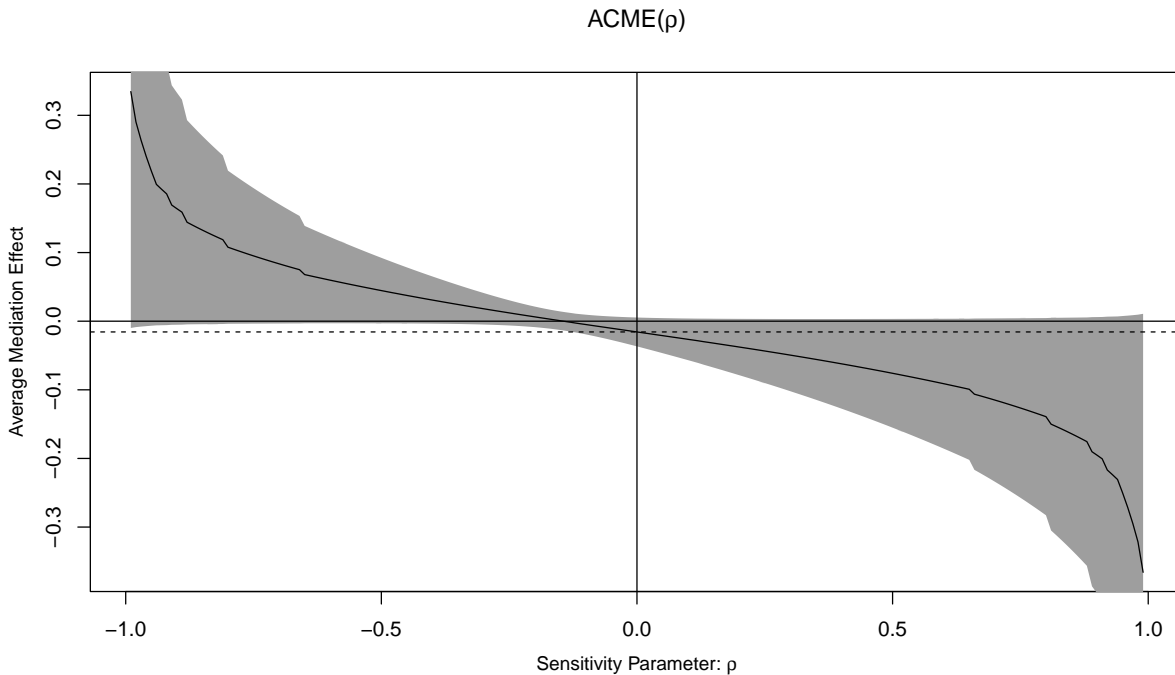
```

##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME          -0.0156610  -0.0432790   0.0012443  0.0792 .
## ADE            -0.0575097  -0.1692750   0.0567120  0.3252
## Total Effect  -0.0731707  -0.1849237   0.0386413  0.2022
## Prop. Mediated 0.2140337  -1.6419808   2.2349895  0.2590
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Sample Size Used: 246

```

```
##
##
## Simulations: 10000
```

```
plot(sens.out.fairness)
```



```
# -----
# Internal Motivation Analysis
# -----

# Mediator model (a path)
med.fit.internal <- lm(internal_motivation ~ treatment, data = d_women_pool)

# Outcome model including mediator (b path)
out.fit.internal <- lm(female_pick ~ treatment + internal_motivation, data =
  ↪ d_women_pool)

# Mediation analysis
med.out.internal <- mediate(med.fit.internal, out.fit.internal, boot = TRUE,
  treat = "treatment", boot.ci.type = "perc", mediator =
  ↪ "internal_motivation", sims = 10000)

# Sensitivity analysis
sens.out.internal <- medsens(med.out.internal, rho.by = 0.01, eps = .01, effect.type =
  ↪ "indirect", sims = 10000)

# Sobel test for internal motivation
sobel.internal <- sobel_test(med.fit.internal, out.fit.internal, "internal_motivation")
```

```
# Print and visualize results for internal motivation
cat("\n--- INTERNAL MOTIVATION MEDIATION ---\n\n")
```

```
##
## --- INTERNAL MOTIVATION MEDIATION ---
```

```
cat("Sobel test for Internal Motivation\n")
```

```
## Sobel test for Internal Motivation
```

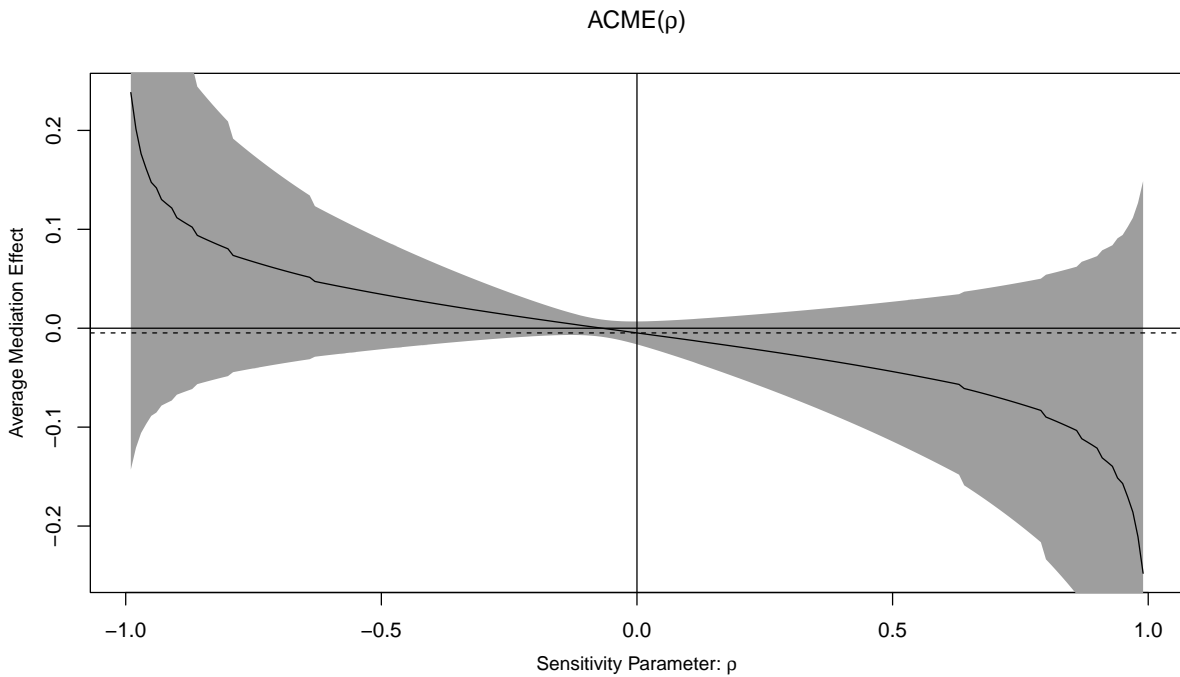
```
print(sobel.internal)
```

```
## $statistic
## internal_motivation
##           -1.04561
##
## $p_value
## internal_motivation
##           0.2957412
##
## $se
## internal_motivation
##           0.01704564
```

```
summary(med.out.internal)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME           -0.0047456  -0.0228841   0.0051184  0.4360
## ADE            -0.0684252  -0.1810500   0.0438078  0.2274
## Total Effect   -0.0731707  -0.1848670   0.0385953  0.1950
## Prop. Mediated  0.0648562  -0.5083185   0.8035046  0.5390
##
## Sample Size Used: 246
##
##
## Simulations: 10000
```

```
plot(sens.out.internal)
```



```
# -----
# External Motivation Analysis
# -----

# Mediator model (a path)
med.fit.external <- lm(external_motivation ~ treatment, data = d_women_pool)

# Outcome model including mediator (b path)
out.fit.external <- lm(female_pick ~ treatment + external_motivation, data =
  ↪ d_women_pool)

# Mediation analysis
med.out.external <- mediate(med.fit.external, out.fit.external, boot = TRUE,
  treat = "treatment", boot.ci.type = "perc", mediator =
  ↪ "external_motivation", sims = 10000)

# Sensitivity analysis
sens.out.external <- medsens(med.out.external, rho.by = 0.01, eps = .01, effect.type =
  ↪ "indirect", sims = 10000)

# Sobel test for external motivation
sobel.external <- sobel_test(med.fit.external, out.fit.external, "external_motivation")

# Print and visualize results for external motivation
cat("\n--- EXTERNAL MOTIVATION MEDIATION ---\n\n")
```

```
##
## --- EXTERNAL MOTIVATION MEDIATION ---
```

```
cat("Sobel test for External Motivation\n")
```

```
## Sobel test for External Motivation
```

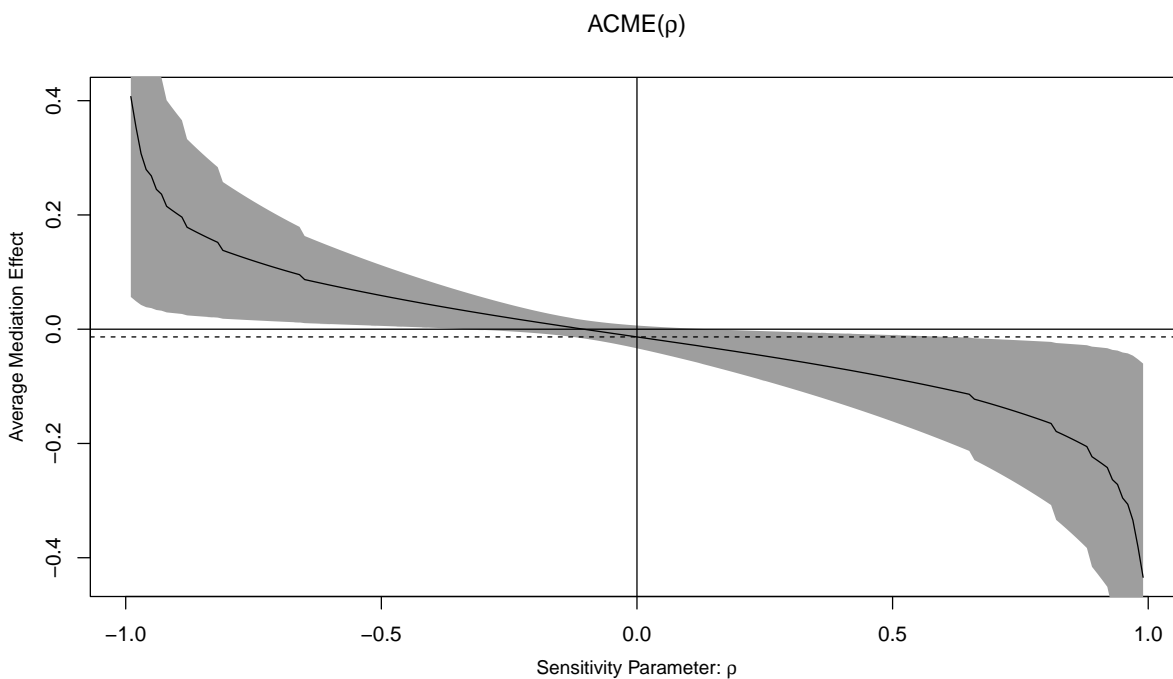
```
print(sobel.external)
```

```
## $statistic
## external_motivation
##          -1.562245
##
## $p_value
## external_motivation
##          0.1182303
##
## $se
## external_motivation
##          0.01920608
```

```
summary(med.out.external)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##          Estimate 95% CI Lower 95% CI Upper p-value
## ACME          -0.0134980 -0.0394099  0.0031389 0.1318
## ADE           -0.0596727 -0.1740215  0.0518315 0.2966
## Total Effect  -0.0731707 -0.1860789  0.0373695 0.1944
## Prop. Mediated 0.1844727 -1.3080030  1.8050025 0.2950
##
## Sample Size Used: 246
##
##
## Simulations: 10000
```

```
plot(sens.out.external)
```

```
# -----
# Combined Multiple Mediation Model
# -----

# Compute the correlation coefficient and p-value between mediators
cat("\n--- MEDIATOR CORRELATIONS ---\n\n")
```

```
##
## --- MEDIATOR CORRELATIONS ---
```

```
cor_fair_int <- cor.test(d_women_pool$fairness, d_women_pool$internal_motivation)
cor_fair_ext <- cor.test(d_women_pool$fairness, d_women_pool$external_motivation)
cor_int_ext <- cor.test(d_women_pool$internal_motivation,
  ↪ d_women_pool$external_motivation)

cat("Correlation (Fairness, Internal):", round(cor_fair_int$estimate, 3), "p =",
  ↪ round(cor_fair_int$p.value, 4), "\n")
```

```
## Correlation (Fairness, Internal): 0.89 p = 0
```

```
cat("Correlation (Fairness, External):", round(cor_fair_ext$estimate, 3), "p =",
  ↪ round(cor_fair_ext$p.value, 4), "\n")
```

```
## Correlation (Fairness, External): 0.823 p = 0
```

```
cat("Correlation (Internal, External):", round(cor_int_ext$estimate, 3), "p =",
    ↪ round(cor_int_ext$p.value, 4), "\n\n")
```

```
## Correlation (Internal, External): 0.792 p = 0
```

```
# Building combined outcome model with all mediators
out.fit.combined <- lm(female_pick ~ treatment + fairness + internal_motivation +
    ↪ external_motivation, data = d_women_pool)

# Run combined mediation analyses
med.out.combined.fairness <- mediate(med.fit.fairness, out.fit.combined, boot = TRUE,
    treat = "treatment", boot.ci.type = "perc", mediator
    ↪ = "fairness", sims = 10000)
med.out.combined.internal <- mediate(med.fit.internal, out.fit.combined, boot = TRUE,
    treat = "treatment", boot.ci.type = "perc", mediator
    ↪ = "internal_motivation", sims = 10000)
med.out.combined.external <- mediate(med.fit.external, out.fit.combined, boot = TRUE,
    treat = "treatment", boot.ci.type = "perc", mediator
    ↪ = "external_motivation", sims = 10000)

# Summarize and print the results for combined analysis
cat("\n--- COMBINED MULTIPLE MEDIATION MODEL RESULTS ---\n\n")
```

```
##
## --- COMBINED MULTIPLE MEDIATION MODEL RESULTS ---
```

```
cat("Fairness (controlling for other mediators):\n")
```

```
## Fairness (controlling for other mediators):
```

```
summary(med.out.combined.fairness)
```

```
##
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME          -0.0429475  -0.1077438   0.0023967  0.0710 .
## ADE            -0.0492344  -0.1590227   0.0633270  0.3894
## Total Effect  -0.0921819  -0.2185249   0.0338343  0.1506
## Prop. Mediated 0.4658994  -2.1289231   2.9253879  0.1892
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Sample Size Used: 246
##
##
## Simulations: 10000
```

```
cat("\nInternal Motivation (controlling for other mediators):\n")
```

```
##  
## Internal Motivation (controlling for other mediators):
```

```
summary(med.out.combined.internal)
```

```
##  
## Causal Mediation Analysis  
##  
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method  
##  
##           Estimate 95% CI Lower 95% CI Upper p-value  
## ACME           0.020440   -0.012570    0.070480  0.2460  
## ADE            -0.049234   -0.165662    0.062718  0.3842  
## Total Effect   -0.028795   -0.150277    0.090458  0.6272  
## Prop. Mediated -0.709836   -5.425276    5.534802  0.7868  
##  
## Sample Size Used: 246  
##  
##  
## Simulations: 10000
```

```
cat("\nExternal Motivation (controlling for other mediators):\n")
```

```
##  
## External Motivation (controlling for other mediators):
```

```
summary(med.out.combined.external)
```

```
##  
## Causal Mediation Analysis  
##  
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method  
##  
##           Estimate 95% CI Lower 95% CI Upper p-value  
## ACME          -0.0014284   -0.0339603    0.0301143  0.9042  
## ADE            -0.0492344   -0.1602937    0.0619437  0.3720  
## Total Effect   -0.0506628   -0.1634816    0.0609770  0.3602  
## Prop. Mediated  0.0281944   -2.2512346    1.9777060  0.8820  
##  
## Sample Size Used: 246  
##  
##  
## Simulations: 10000
```

Mediation Path Summary

```
## =====

## MEDIATION PATH SUMMARY: WOMEN OVERREPRESENTED POOL

## =====

## N = 246

## === TOTAL EFFECT (c path) ===

## Model: female_pick ~ treatment

##
## Call:
## lm(formula = female_pick ~ treatment, data = d_women_pool)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7561 -0.6829  0.2439  0.3171  0.3171
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)  0.75610    0.03904  19.368  <2e-16 ***
## treatment   -0.07317    0.05756  -1.271   0.205
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4496 on 244 degrees of freedom
## Multiple R-squared:  0.006632,    Adjusted R-squared:  0.002561
## F-statistic: 1.629 on 1 and 244 DF,  p-value: 0.203

##              2.5 %    97.5 %
## (Intercept)  0.6792027 0.83299242
## treatment   -0.1865533 0.04021186

##
##
## === a PATHS (Treatment -> Mediators) ===

## --- Fairness ---

## Model: fairness ~ treatment

## a = 0.4146

## SE = 0.2191

## p = 0.0596
```

```

## --- Internal Motivation ---

## Model: internal_motivation ~ treatment

## a = 0.2663

## SE = 0.2187

## p = 0.2246

## --- External Motivation ---

## Model: external_motivation ~ treatment

## a = 0.4499

## SE = 0.1989

## p = 0.0246

##
##
## === b PATHS (Mediator -> DV) & c' PATHS (Direct Effects) ===

## --- Fairness ---

## Model: female_pick ~ treatment + fairness

## b (fairness) = -0.0378

## SE = 0.0172

## p = 0.0292

## c' (direct) = -0.0575

## SE = 0.0578

## p = 0.3208

## --- Internal Motivation ---

## Model: female_pick ~ treatment + internal_motivation

## b (internal) = -0.0178

## SE = 0.017

```

```

## p = 0.2968

## c' (direct) = -0.0684

## SE = 0.058

## p = 0.2392

## --- External Motivation ---

## Model: female_pick ~ treatment + external_motivation

## b (external) = -0.03

## SE = 0.0192

## p = 0.1195

## c' (direct) = -0.0597

## SE = 0.0584

## p = 0.3079

##
##
## === BOOTSTRAP INDIRECT EFFECTS SUMMARY (10,000 simulations) ===

##
##           Mediator a_path b_path    ACME ACME_CI_lower
## fairness           Fairness  0.415 -0.038 -0.0157      -0.0433
## internal_motivation Internal Motivation  0.266 -0.018 -0.0047      -0.0229
## external_motivation External Motivation  0.450 -0.030 -0.0135      -0.0394
##           ACME_CI_upper ACME_p
## fairness           0.0012 0.0792
## internal_motivation 0.0051 0.4360
## external_motivation 0.0031 0.1318

##
## ACME = Average Causal Mediation Effect (indirect effect)

## CI = 95% Percentile Bootstrap Confidence Interval

```