(A) Responses to feedback targeting past selectees' gender (e.g., % Women) or race (e.g., % Racial Minorities)
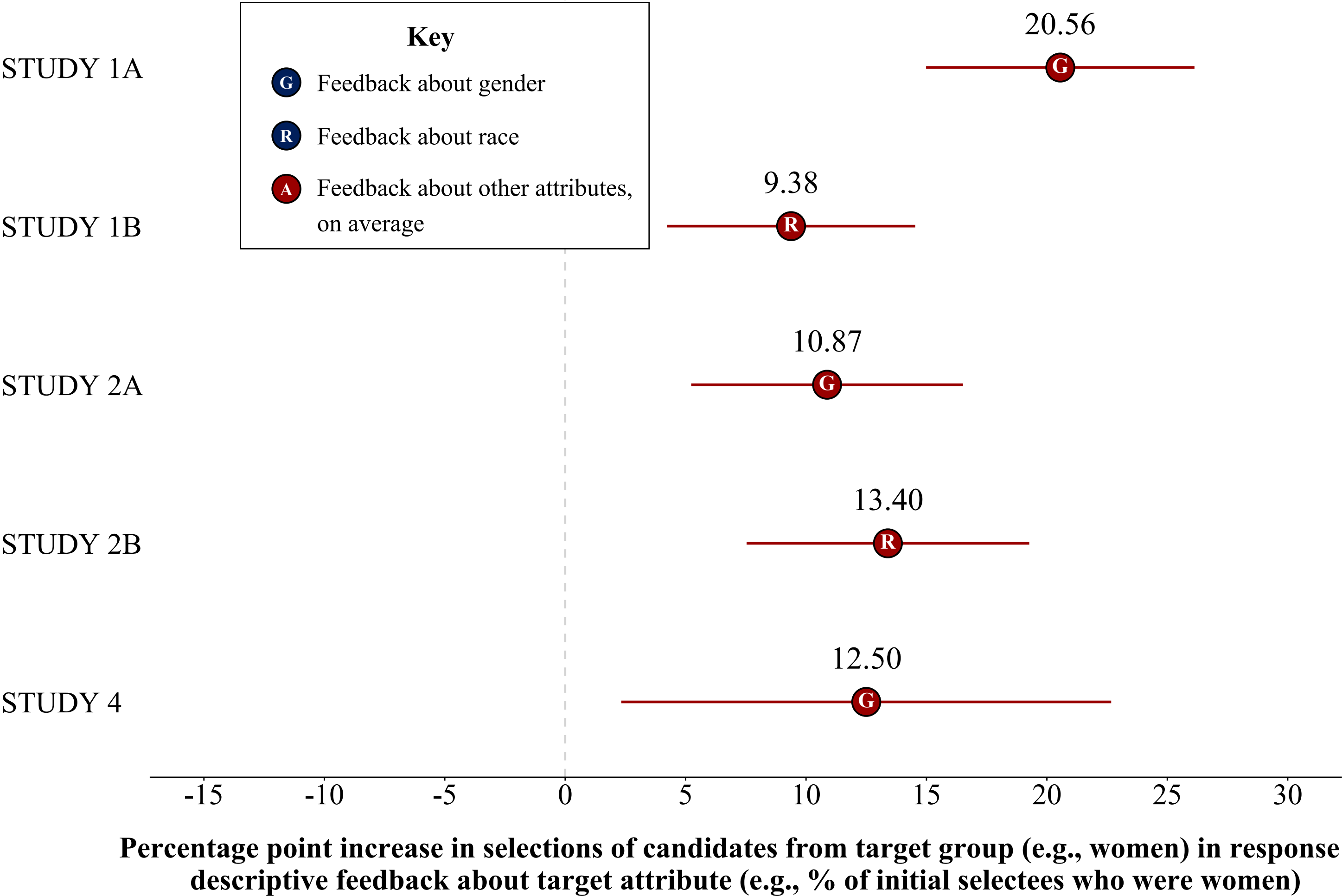
Key
- G: Feedback about gender
- R: Feedback about race
- A: Feedback about other attributes, on average

STUDY 1A — 20.56 (G)
STUDY 1B — 9.38 (R)
STUDY 2A — 10.87 (G)
STUDY 2B — 13.40 (R)
STUDY 4 — 12.50 (G)

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)

STUDY 1A — -1.13 (A)
STUDY 1B — -0.14 (A)
STUDY 2A — 1.27 (A)
STUDY 2B — 4.83 (A)
STUDY 4 — 3.67 (A)

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)