

# Study 3

January 26, 2025

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## Read Data

```
## Pull directly from Qualtrics API
qual_data <- fetch_survey(surveyID='SV_8uMcrtMJwiIR6EC',
  label = T,
  convert = F,
  start_date = "2023-08-11",
  force_request = T)

men <- c("Larry Page (Co-founder of Google)", "Mark Zuckerberg (Co-founder of Facebook)",
  ↪ "Daymond John (Founder of FUBU)", "Marvin Ellison (CEO of Lowe's)", "Tim Cook (CEO of
  ↪ Apple)", "Sean Combs (Founder of Bad Boy Entertainment)", "Bill Gates (Co-founder of
  ↪ Microsoft)", "Garrett Camp (Co-founder of Uber)", "Charles Koch (CEO of Koch
  ↪ Industries)", "James Gorman (CEO of Morgan Stanley)", "Jeff Bezos (Founder of
  ↪ Amazon)", "Jeff Weiner (CEO of LinkedIn)", "Michael Bloomberg (Co-founder of
  ↪ Bloomberg LP)", "Phil Knight (Co-founder of Nike)", "Sergey Brin (Co-founder of
  ↪ Google)", "Stewart Butterfield (CEO of Slack)", "Warren Buffet (CEO of Berkshire
  ↪ Hathaway)", "Sundar Pichai (CEO of Alphabet Inc.)", "James Dimon (CEO of JP Morgan)")

women <- c("Jane Fraser (CEO of Citigroup)", "Oprah Winfrey (CEO of Oprah Winfrey
  ↪ Network)", "Delphine Arnault (CEO of Christian Dior)", "Michelle Buck (CEO of The
  ↪ Hershey Company)", "Mary Barra (CEO of General Motors)", "Rosalind Brewer (CEO of
  ↪ Walgreens)", "Anne Wojcicki (CEO of 23andMe)", "Arianna Huffington (Co-founder of
  ↪ Huffington Post)", "Karen Lynch (CEO of CVS Health)", "Tricia Griffith (CEO of
  ↪ Progressive)", "Tory Burch (Founder of Tory Burch)", "Carol Tome (CEO of UPS)", "Leah
  ↪ Busque (Founder of TaskRabbit)", "Whitney Wolfe Herd (Founder of Bumble)", "Corie
  ↪ Barry (CEO of Best Buy)", "Melanie Perkins (Founder of Canva)", "Kathy Warden (CEO of
  ↪ Northrup Grumman)", "Julia Hartz (Founder of EventBrite)", "Safr Katz (CEO of
  ↪ Oracle)")

technologists <- c('Stewart Butterfield (CEO of Slack)', 'Bill Gates (Co-founder of
  ↪ Microsoft)', 'Jeff Bezos (Founder of Amazon)', 'Jeff Weiner (CEO of LinkedIn)',
  ↪ 'Larry Page (Co-founder of Google)', 'Mark Zuckerberg (Co-founder of Facebook)',
  ↪ 'Sergey Brin (Co-founder of Google)', 'Tim Cook (CEO of Apple)', 'Garrett Camp
  ↪ (Co-founder of Uber)', 'Anne Wojcicki (CEO of 23andMe)', 'Leah Busque (Founder of
  ↪ TaskRabbit)', 'Whitney Wolfe Herd (Founder of Bumble)', 'Corie Barry (CEO of Best
  ↪ Buy)', 'Melanie Perkins (Founder of Canva)', 'Kathy Warden (CEO of Northrup
  ↪ Grumman)', 'Safr Katz (CEO of Oracle)', 'Sundar Pichai (CEO of Alphabet Inc.)')

founders <- c('Sergey Brin (Co-founder of Google)', "Arianna Huffington (Co-founder of
  ↪ Huffington Post)", 'Jeff Bezos (Founder of Amazon)', 'Bill Gates (Co-founder of
  ↪ Microsoft)', 'Larry Page (Co-founder of Google)', 'Daymond John (Founder of FUBU)',
  ↪ 'Mark Zuckerberg (Co-founder of Facebook)', 'Michael Bloomberg (Co-founder of
  ↪ Bloomberg LP)', 'Phil Knight (Co-founder of Nike)', 'Sean Combs (Founder of Bad Boy
  ↪ Entertainment)', 'Garrett Camp (Co-founder of Uber)', 'Tory Burch (Founder of Tory
  ↪ Burch)', 'Leah Busque (Founder of TaskRabbit)', 'Melanie Perkins (Founder of Canva)',
  ↪ 'Julia Hartz (Founder of EventBrite)', "Whitney Wolfe Herd (Founder of Bumble)")

women_set <- set_names(set_names(women, women), "1")
men_set <- set_names(set_names(men, men), "0")
```

```

d0 <- qual_data |>
  filter(!is.na(`choice-7`), !is.na(workerId), Finished==1) |>
  mutate(
    female_pick = case_when(`choice-7` %in% women ~ 1,
                           TRUE ~ 0),
    tech_pick = case_when(`choice-7` %in% technologists ~ 1,
                          TRUE ~ 0),
    founder_pick = case_when(`choice-7` %in% founders ~ 1,
                             TRUE ~ 0),
    gender_feedback = ifelse(str_detect(feedback_categories, fixed("Women")), 1, 0),
    sample_list = str_split(sample, pattern = "\\|\\|\\|"),
    founder_comp = map_dbl(sample_list, ~ mean(. %in% founders)),
    tech_comp = map_dbl(sample_list, ~ mean(. %in% technologists)),
    male_pool = case_when(pool == 'men' ~ 1,
                          TRUE ~ 0),
    gender_code = case_when(gender=="Man" ~ 1, TRUE ~ 0),
    race_code = case_when(race=="White / Caucasian" ~ 1, TRUE ~ 0)
  ) |>
  mutate(across(starts_with("choice") & !ends_with("7"),
                 ~ifelse(.x %in% women_set, 1, 0))) |>
  dplyr::select(female_pick:gender_feedback, founder_comp:male_pool,
    ↪ `choice-1`:`choice-7`, race, gender, age, gender_code, race_code) |>
  slice(1:1000) # pre-registered sample size

d0_male_pool <- d0 |>
  filter(male_pool==1)

d0_female_pool <- d0 |>
  filter(male_pool==0)

# Write the API-pulled data into a CSV file

write.csv(d0, 'Study3.csv', row.names = FALSE, quote = TRUE)

#####
# when reading the csv, use the following command: read.csv('Study3.csv', check.names =
↪ F)
#####

```

## Variable Names

Variable	Description
gender_feedback	Binary indicator of whether a participant was randomly assigned to gender feedback condition.
female_pick	Binary indicator of whether a participant selected a female panelist for their seventh selection.
tech_pick	Binary indicator of whether a participant selected a technologist for their seventh selection.
founder_pick	Binary indicator of whether a participant selected a founder for their seventh selection.
founder_comp	Percentage of Founders in the base rate.
tech_comp	Percentage of Technologists in the base rate.
male_pool	Binary indicator of whether a participant was randomly assigned to male-dominated pool.
choice-1 to choice-7	The selected panelists
gender	Self-selected gender.
race	Self-selected race.
age	Self-entered age.
gender_code	Dummy code for gender (male = 1).
race_code	Dummy code for race (white = 1).

## Demographics

## Excluded Participants: 126

##		Percentage	gender
## 1	Another gender not listed here:	0.2	
## 2		Man	50.9
## 3		Non-binary	0.6
## 4		Woman	48.3

##		Percentage	Race
## 1	American Indian or Alaskan Native	1.1	
## 2	Asian / Pacific Islander	7.9	
## 3	Black or African American	9.1	
## 4	Hispanic / Latinx	2.9	
## 5	White / Caucasian	79.0	

##	#	A tibble:	1	x	2
##		mean_age	sd_age		
##		<dbl>	<dbl>		
## 1		43.3	12.6		

## Primary Analysis

### Women underrepresented Pool

```
# primary model, no encouragement
r_man <- lm(female_pick ~ gender_feedback, data=d0_male_pool)

# Display the summary with robust standard errors
robust_summary(r_man)

##
## Call:
## lm(formula = female_pick ~ gender_feedback, data = d0_male_pool)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.5375 -0.3360 -0.3360  0.4625  0.6640
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    0.33603    0.03018  11.135 < 2e-16 ***
## gender_feedback 0.20152    0.04360   4.622 4.85e-06 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4868 on 498 degrees of freedom
## Multiple R-squared:  0.04124,    Adjusted R-squared:  0.03931
## F-statistic: 21.42 on 1 and 498 DF,  p-value: 4.713e-06
```

```
robust_confint(r_man)
```

```
##              2.5 %    97.5 %
## (Intercept)    0.2767423 0.3953225
## gender_feedback 0.1158526 0.2871814
```

## Men underrepresented Pool

```
# primary model, no encouragement
r_woman <- lm(female_pick ~ gender_feedback, data=d0_female_pool)

# Display the summary with robust standard errors
robust_summary(r_woman)

##
## Call:
## lm(formula = female_pick ~ gender_feedback, data = d0_female_pool)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7291 -0.6185  0.2709  0.3815  0.3815
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    0.72908    0.02816  25.887 < 2e-16 ***
## gender_feedback -0.11061    0.04182  -2.645  0.00842 **
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4664 on 498 degrees of freedom
## Multiple R-squared:  0.01392,    Adjusted R-squared:  0.01194
## F-statistic:  7.03 on 1 and 498 DF,  p-value: 0.008271

robust_confint(r_woman)

##              2.5 %      97.5 %
## (Intercept)  0.6737476  0.78441969
## gender_feedback -0.1927666 -0.02845297
```

## Interaction by Pool

```
# primary model, no encouragement
r3 <- lm(female_pick ~ gender_feedback*male_pool, data=d0)

# Display the summary with robust standard errors
robust_summary(r3)

##
## Call:
## lm(formula = female_pick ~ gender_feedback * male_pool, data = d0)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7291 -0.5375  0.2709  0.3815  0.6640
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      0.72908    0.02816  25.887 < 2e-16 ***
## gender_feedback  -0.11061    0.04182  -2.645  0.00829 **
## male_pool        -0.39305    0.04128  -9.522 < 2e-16 ***
## gender_feedback:male_pool  0.31213    0.06041   5.167 2.88e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4767 on 996 degrees of freedom
## Multiple R-squared:  0.08316,    Adjusted R-squared:  0.0804
## F-statistic: 30.11 on 3 and 996 DF,  p-value: < 2.2e-16

robust_confint(r3)

##              2.5 %      97.5 %
## (Intercept)    0.6738150  0.78435237
## gender_feedback -0.1926666 -0.02855292
## male_pool      -0.4740537 -0.31204882
## gender_feedback:male_pool  0.1935778  0.43067582
```



## Robustness

```
## robust to demographic controls
### when women are underrepresented

r3 <- lm(female_pick ~ gender_feedback + gender_code + race_code + age,
  ↪ data=d0_male_pool)

# Display the robust_summary with robust standard errors
robust_summary(r3)

##
## Call:
## lm(formula = female_pick ~ gender_feedback + gender_code + race_code +
##     age, data = d0_male_pool)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.5860 -0.3784 -0.3163  0.4792  0.6926
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    0.3889032   0.0913795   4.256 2.49e-05 ***
## gender_feedback 0.2029675   0.0440425   4.608 5.17e-06 ***
## gender_code    -0.0264340   0.0442683  -0.597   0.551
## race_code     -0.0344376   0.0554936  -0.621   0.535
## age           -0.0002793   0.0018123  -0.154   0.878
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4878 on 495 degrees of freedom
## Multiple R-squared:  0.04291,    Adjusted R-squared:  0.03517
## F-statistic: 5.548 on 4 and 495 DF,  p-value: 0.0002245

robust_confint(r3)

##              2.5 %      97.5 %
## (Intercept)    0.209363720 0.568442608
## gender_feedback 0.116434155 0.289500837
## gender_code    -0.113410941 0.060542978
## race_code     -0.143469672 0.074594446
## age           -0.003840005 0.003281428

## logistic regression
# Fit the logistic regression model
r4 <- glm(female_pick ~ gender_feedback, family = binomial, data=d0_male_pool)

# Odds ratio
tidy_r4 <- tidy(r4, exponentiate = TRUE, conf.int = T)
print(tidy_r4)
```

```
## # A tibble: 2 x 7
##   term          estimate std.error statistic    p.value conf.low conf.high
##   <chr>          <dbl>    <dbl>    <dbl>    <dbl>    <dbl>    <dbl>
## 1 (Intercept)    0.506     0.135    -5.06 0.000000429  0.387    0.657
## 2 gender_feedback 2.30      0.185     4.51 0.00000659    1.60     3.31
```

```
summary(r4)
```

```
##
## Call:
## glm(formula = female_pick ~ gender_feedback, family = binomial,
##      data = d0_male_pool)
##
## Coefficients:
##              Estimate Std. Error z value Pr(>|z|)
## (Intercept)   -0.6810     0.1347  -5.056 4.29e-07 ***
## gender_feedback  0.8315     0.1845   4.506 6.59e-06 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## (Dispersion parameter for binomial family taken to be 1)
##
##      Null deviance: 685.44  on 499  degrees of freedom
## Residual deviance: 664.66  on 498  degrees of freedom
## AIC: 668.66
##
## Number of Fisher Scoring iterations: 4
```

```
## robust to demographic controls
### when women are overrepresented

r5 <- lm(female_pick ~ gender_feedback + gender_code + race_code + age,
  ↪ data=d0_female_pool)

# Display the robust_summary with robust standard errors
robust_summary(r5)
```

```
##
## Call:
## lm(formula = female_pick ~ gender_feedback + gender_code + race_code +
##     age, data = d0_female_pool)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7877 -0.6141  0.2575  0.3510  0.4890
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)    0.722981   0.091418   7.908 1.71e-14 ***
## gender_feedback -0.111257   0.041987  -2.650  0.00831 **
## gender_code     -0.029459   0.042758  -0.689  0.49117
## race_code       0.100341   0.053700   1.869  0.06228 .
```

```
## age                -0.001370   0.001715  -0.799   0.42480
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4657 on 495 degrees of freedom
## Multiple R-squared:  0.02275,    Adjusted R-squared:  0.01485
## F-statistic:  2.88 on 4 and 495 DF,  p-value: 0.0223
```

```
robust_confint(r5)
```

```
##                2.5 %      97.5 %
## (Intercept)    0.543365403  0.902597014
## gender_feedback -0.193751731 -0.028761432
## gender_code    -0.113467244  0.054550010
## race_code      -0.005166878  0.205849478
## age            -0.004740774  0.002000215
```

```
## logistic regression
# Fit the logistic regression model
r6 <- glm(female_pick ~ gender_feedback, family = binomial, data=d0_female_pool)

# Odds ratio
tidy_r6 <- tidy(r6, exponentiate = TRUE, conf.int = T)
print(tidy_r6)
```

```
## # A tibble: 2 x 7
##   term                estimate std.error statistic  p.value conf.low conf.high
##   <chr>                <dbl>     <dbl>     <dbl>    <dbl>   <dbl>   <dbl>
## 1 (Intercept)         2.69       0.142      6.97 3.16e-12    2.05    3.58
## 2 gender_feedback     0.602      0.193     -2.63 8.58e- 3    0.412    0.878
```

```
summary(r6)
```

```
##
## Call:
## glm(formula = female_pick ~ gender_feedback, family = binomial,
##      data = d0_female_pool)
##
## Coefficients:
##              Estimate Std. Error z value Pr(>|z|)
## (Intercept)    0.9900    0.1420   6.971 3.16e-12 ***
## gender_feedback -0.5069    0.1928  -2.629  0.00858 **
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## (Dispersion parameter for binomial family taken to be 1)
##
##    Null deviance: 631.31  on 499  degrees of freedom
## Residual deviance: 624.33  on 498  degrees of freedom
## AIC: 628.33
##
## Number of Fisher Scoring iterations: 4
```

```
### interaction model

r7 <- lm(female_pick ~ gender_feedback*male_pool + gender_code + race_code + age,
  ↪ data=d0)

# Display the robust_summary with robust standard errors
robust_summary(r7)
```

```
##
## Call:
## lm(formula = female_pick ~ gender_feedback * male_pool + gender_code +
##     race_code + age, data = d0)
##
## Residuals:
##      Min       1Q   Median       3Q      Max
## -0.7663 -0.5255  0.2635  0.3988  0.7126
##
## Coefficients:
##              Estimate Std. Error t value Pr(>|t|)
## (Intercept)      0.7562307   0.0668830   11.307 < 2e-16 ***
## gender_feedback    -0.1118210   0.0418681   -2.671  0.00769 **
## male_pool         -0.3920465   0.0413892   -9.472 < 2e-16 ***
## gender_code       -0.0293015   0.0306656   -0.956  0.33955
## race_code         0.0337741   0.0386178    0.875  0.38202
## age              -0.0009134   0.0012402   -0.736  0.46160
## gender_feedback:male_pool  0.3149640  0.0605210    5.204 2.37e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4769 on 993 degrees of freedom
## Multiple R-squared:  0.08499,    Adjusted R-squared:  0.07947
## F-statistic: 15.37 on 6 and 993 DF,  p-value: < 2.2e-16
```

```
robust_confint(r7)
```

```
##              2.5 %      97.5 %
## (Intercept)      0.624982457  0.887478988
## gender_feedback    -0.193981069 -0.029660966
## male_pool         -0.473266843 -0.310826154
## gender_code       -0.089478191  0.030875276
## race_code         -0.042007889  0.109556020
## age              -0.003347248  0.001520373
## gender_feedback:male_pool  0.196200295  0.433727691
```

```
## logistic regression
# Fit the logistic regression model
r8 <- glm(female_pick ~ gender_feedback*male_pool, family = binomial, data=d0)

# Odds ratio
tidy_r8 <- tidy(r8, exponentiate = TRUE, conf.int = T)
print(tidy_r8)
```

```
## # A tibble: 4 x 7
##   term                estimate std.error statistic  p.value conf.low conf.high
##   <chr>              <dbl>    <dbl>    <dbl>    <dbl>    <dbl>    <dbl>
## 1 (Intercept)        2.69      0.142      6.97 3.16e-12    2.05      3.58
## 2 gender_feedback     0.602     0.193     -2.63 8.58e- 3    0.412     0.878
## 3 male_pool           0.188     0.196     -8.54 1.38e-17    0.127     0.275
## 4 gender_feedback:male~ 3.81      0.267      5.01 5.31e- 7    2.26      6.45
```

```
summary(r8)
```

```
##
## Call:
## glm(formula = female_pick ~ gender_feedback * male_pool, family = binomial,
##      data = d0)
##
## Coefficients:
##              Estimate Std. Error z value Pr(>|z|)
## (Intercept)      0.9900     0.1420   6.971 3.16e-12 ***
## gender_feedback   -0.5069     0.1928  -2.629  0.00858 **
## male_pool        -1.6710     0.1957  -8.537 < 2e-16 ***
## gender_feedback:male_pool  1.3384     0.2669   5.015 5.31e-07 ***
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## (Dispersion parameter for binomial family taken to be 1)
##
##    Null deviance: 1373.7  on 999  degrees of freedom
## Residual deviance: 1289.0  on 996  degrees of freedom
## AIC: 1297
##
## Number of Fisher Scoring iterations: 4
```

Figure 4 Code

```
## Man pool
dman_plot <- d0 |>
  filter(male_pool == 1) |>
  dplyr::select(gender_feedback, female_pick) |>
  group_by(gender_feedback) |>
  dplyr::summarise(
    n = n(),
    freq = mean(female_pick),
    sd = sd(female_pick) * 100,
    se = (sd(female_pick) / sqrt(n())) * 100
  ) |>
  mutate(gender_feedback = case_when(gender_feedback==1 ~ "Treatment",
                                     TRUE ~ "Control")) |>
  rename(Condition = gender_feedback)

## Women Pool
dwoman_plot <- d0 |>
  filter(male_pool == 0) |>
  dplyr::select(gender_feedback, female_pick) |>
  group_by(gender_feedback) |>
  dplyr::summarise(
    n = n(),
    freq = mean(female_pick),
    sd = sd(female_pick) * 100,
    se = (sd(female_pick) / sqrt(n())) * 100
  ) |>
  mutate(gender_feedback = case_when(gender_feedback==1 ~ "Treatment",
                                     TRUE ~ "Control")) |>
  rename(Condition = gender_feedback)

df_combined <- bind_rows(
  dman_plot %>% mutate(Category = "Women Underrepresented\nnin Panelist Candidate Set"),
  dwoman_plot %>% mutate(Category = "Women Overrepresented\nnin Panelist Candidate Set")
, .id = "id") %>%
  mutate(Category = factor(Category, levels = c('Women Underrepresented\nnin Panelist
  ↪ Candidate Set', 'Women Overrepresented\nnin Panelist Candidate Set'))))

df_link <- df_combined %>%
  filter(Condition == "Treatment" & Category == "Women Underrepresented\nnin Panelist
  ↪ Candidate Set" |
         Condition == "Control" & Category == "Women Overrepresented\nnin Panelist
  ↪ Candidate Set")

p_combined <- ggplot(df_combined, aes(x = Condition, y = freq*100, fill = Condition)) +
  geom_bar(stat="identity", width = 0.85, position = position_dodge(width = 0.7)) +
  geom_text(aes(label=paste0(sprintf("%.1f", freq*100),"%")),
            position=position_dodge(width=0.7), vjust=5, size = 7, color = "white",
            ↪ family = "Times New Roman") +
  geom_errorbar(aes(ymin=freq*100-se, ymax=freq*100+se), width = .1, position =
  ↪ position_dodge(width = 0.7)) +
```

```

facet_wrap(~factor(Category, c('Women Underrepresented\nin Panelist Candidate Set',
↪ 'Women Overrepresented\nin Panelist Candidate Set')), nrow = 1, strip.position =
↪ "bottom") +
geom_segment(data = df_combined %>% filter(Category == "Women Underrepresented\nin
↪ Panelist Candidate Set" & Condition == "Treatment"),
aes(x = 1, xend = 2, y = freq*100 + se + 10, yend = freq*100 + se + 10),
inherit.aes = FALSE) +
geom_segment(data = df_combined %>% filter(Category == "Women Overrepresented\nin
↪ Panelist Candidate Set" & Condition == "Control"),
aes(x = 1, xend = 2, y = freq*100 + se + 10, yend = freq*100 + se + 10),
inherit.aes = FALSE) +
geom_text(data = df_combined %>% filter(Category == "Women Underrepresented\nin
↪ Panelist Candidate Set" & Condition == "Treatment"),
aes(x = 1.5, xend = 1.5, y = freq*100 + se + 10, yend = freq*100 + se +
↪ 10, label = "***", size = 7),
inherit.aes = FALSE, vjust = 0, family = "Times New Roman", size = 7) +
geom_text(data = df_combined %>% filter(Category == "Women Overrepresented\nin
↪ Panelist Candidate Set" & Condition == "Control"),
aes(x = 1.5, xend = 1.5, y = freq*100 + se + 10, yend = freq*100 + se +
↪ 10, label = "***"),
inherit.aes = FALSE, vjust = 0, family = "Times New Roman", size = 7) +
theme_bw() +
scale_fill_manual(values = c("#990000", "#011F5B"), labels = c("No gender feedback
↪ provided", "Gender feedback provided"), "") +
scale_y_continuous(labels = function(x) paste0(x,"%"), limits = c(0,100)) +
scale_x_discrete(labels = c("\nControl\n" = "Not\nShown", "\nTreatment\n" = "Shown")) +
labs(x = "", y = "% of Final Panelists Selected who Were Women") +
theme(text = element_text(family = "Times New Roman"),
plot.caption = element_text(face = "italic", family = "Times New Roman"),
legend.position = c(0.5, 0.95),
legend.direction = "horizontal",
legend.text = element_text(size = 18, family = "Times New Roman"),
legend.key.size = unit(5, 'mm'),
legend.background = element_rect(fill = "white"),
panel.grid.minor = element_blank(),
panel.grid = element_blank(),
panel.border = element_rect(fill= NA, color = "white"),
plot.background = element_rect(fill = "white"),
panel.background = element_rect(fill = "white"),
axis.title.x = element_text(size = 18, color = "black", family = "Times New
↪ Roman"),
plot.title = element_text(hjust = 0.5, family = "Times New Roman"),
axis.title.y = element_text(size = 18, color = "black", family = "Times New
↪ Roman"),
axis.text.x = element_blank(),
axis.ticks = element_blank(),
axis.text.y = element_text(size = 18, color = "black", family = "Times New
↪ Roman"),
strip.text = element_text(size = 18, color = "black", family = "Times New
↪ Roman"),
strip.background = element_rect(colour = "white", fill = "white"))

```

```
# Save the plot with Times New Roman font  
# ggsave("../Manuscript_Figures/Figure-4.pdf", plot = p_combined, width = 10, height = 8,  
↪ units = "in", device = cairo_pdf, family = "Times New Roman")
```