

Benchmarking Study: Descriptive Feedback vs. Quotas
Supplementary Analysis for Online Appendix

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Data Loading

```
s2 <- read.csv("Study2.csv", check.names = FALSE)
s3A <- read.csv("Study3A.csv", check.names = FALSE)
s3B <- read.csv("Study3B.csv", check.names = FALSE)
s4A <- read.csv("Study4A.csv", check.names = FALSE)
s4B <- read.csv("Study4B.csv", check.names = FALSE)
```

Table S12: Summary Comparison of Feedback vs. Quota Effects

This table compares the relative effects of our descriptive feedback intervention with those of a simulated quota condition requiring participants to select at least one woman (Studies 2, 3B, 4B) or one racial minority (Studies 3A, 4A).

Table 1: Table S12: Comparison of Descriptive Feedback vs. Simulated Quota Effects

Study	Outcome of Interest	Feedback Effect	Quota Effect	% of Quota
Study 2	Selection of Final Biography with Female Protagonist	13.2%*	18.5%***	71.4%
Study 3A	Selection of Final Film with Racial Minority Protagonist	9.4%***	17.1%***	54.7%
Study 3B	Selection of Final Film with Female Protagonist	20.6%***	25.7%***	80.0%
Study 4A	Selection of Final Book by Racial Minority Author	13.4%***	29.6%***	45.3%
Study 4B	Selection of Final Book by Female Author	11.9%***	15.6%***	76.7%

Note: * p < .05; ** p < .01; *** p < .001. Effects represent the percentage point increase in likelihood of selecting a woman or racial minority as the final selectee compared to the control condition.

Table S14: Full Regression Results

OLS regressions predicting whether the final selectee was a woman (Studies 2, 3B, 4B) or racial minority (Studies 3A, 4A) as a function of assignment to the simulated quota condition or the descriptive feedback treatment condition (with control as the reference category).

Table 2: Table S14: OLS Regressions Comparing Feedback and Quota Effects

	<i>Dependent variable:</i>				
	Study 2	Study 3A	Final Selection: Woman/Minority		
			Study 3B	Study 4A	Study 4B
Quota Condition	0.185*** (0.053)	0.171*** (0.027)	0.257*** (0.029)	0.296*** (0.030)	0.156*** (0.030)
Feedback Condition	0.132** (0.052)	0.094*** (0.026)	0.206*** (0.028)	0.134*** (0.030)	0.119*** (0.030)
Constant	0.219*** (0.034)	0.177*** (0.017)	0.201*** (0.018)	0.282*** (0.020)	0.295*** (0.020)
Observations	453	1,502	1,498	1,500	1,501
R ²	0.028	0.025	0.054	0.060	0.019

Note:

Robust standard errors in parentheses.

Studies 2, 3B, 4B: DV = Selected woman. Studies 3A, 4A: DV = Selected racial minority.

+p<0.1; *p<0.05; **p<0.01; ***p<0.001