

## Speaker Counts by Race/Ethnicity

2025-06-24

Speaker Category	Control Count	Treatment Count	Difference
Total Speakers	11,981	11,221	-760
White Speakers	7,538	6,913	-625
Asian Speakers	3,650	3,453	-197
Black Speakers	227	294	+ 67
Hispanic Speakers	563	558	-5
Native American Speakers	3	3	0

## Speaker Counts by Field/Discipline

### Baseline Demographic Percentages by Field (Control Condition)

Table 1: Baseline Speaker Demographics by Field (Control Condition)

Field	Total	White	Asian	Black	Hispanic
Chemistry	1,978	1,269 (64.16%)	535 (27.05%)	80 (4.04%)	93 (4.7%)
Computer Science	1,072	549 (51.21%)	481 (44.87%)	18 (1.68%)	24 (2.24%)
Mathematics	5,791	3,657 (63.15%)	1,767 (30.51%)	90 (1.55%)	275 (4.75%)
Mechanical Engineering	481	289 (60.08%)	158 (32.85%)	5 (1.04%)	29 (6.03%)
Physics	2,659	1,774 (66.72%)	709 (26.66%)	34 (1.28%)	142 (5.34%)
Total	11,981	7,538 (62.9%)	3,650 (30.5%)	227 (1.9%)	563 (4.7%)

### Black Speaker Treatment Effects by Field

Table 2: Black Speaker Counts by Field (sorted by absolute change). Fields with baseline representation below 1.89% are underrepresented.

Field	Control	Treatment	Change	% Point Change
Physics	34 (1.28%)	63 (2.17%)	+29	+0.89
Mechanical Engineering	5 (1.04%)	29 (5.08%)	+24	+4.04
Mathematics	90 (1.55%)	109 (2.17%)	+19	+0.62
Chemistry	80 (4.04%)	83 (4.28%)	+3	+0.24
Computer Science	18 (1.68%)	10 (1.26%)	-8	-0.42
Total	227 (1.89%)	294 (2.62%)	+67	+0.73

### Full Treatment Effects by Field

#### Chemistry

Table 3: Treatment Effects for Chemistry

Category	Control	Control %	Treatment	Treatment %	Difference
White	1,269	64.16	1,276	65.84	+ 7
Asian	535	27.05	494	25.49	-41
Black	80	4.04	83	4.28	+ 3
Hispanic	93	4.70	82	4.23	-11
Native American	1	0.05	3	0.15	+ 2
Total	1,978	100.00	1,938	100.00	-40

#### Computer Science

Table 4: Treatment Effects for Computer Science

Category	Control	Control %	Treatment	Treatment %	Difference
White	549	51.21	373	47.04	-176
Asian	481	44.87	386	48.68	-95
Black	18	1.68	10	1.26	-8
Hispanic	24	2.24	24	3.03	+ 0
Native American	0	0.00	0	0.00	+ 0
Total	1,072	100.00	793	100.00	-279

## Mathematics

Table 5: Treatment Effects for Mathematics

Category	Control	Control %	Treatment	Treatment %	Difference
White	3,657	63.15	3,142	62.56	-515
Asian	1,767	30.51	1,497	29.81	-270
Black	90	1.55	109	2.17	+ 19
Hispanic	275	4.75	274	5.46	-1
Native American	2	0.03	0	0.00	-2
Total	5,791	100.00	5,022	100.00	-769

## Mechanical Engineering

Table 6: Treatment Effects for Mechanical Engineering

Category	Control	Control %	Treatment	Treatment %	Difference
White	289	60.08	317	55.52	+28
Asian	158	32.85	197	34.50	+39
Black	5	1.04	29	5.08	+24
Hispanic	29	6.03	28	4.90	-1
Native American	0	0.00	0	0.00	+ 0
Total	481	100.00	571	100.00	+90

## Physics

Table 7: Treatment Effects for Physics

Category	Control	Control %	Treatment	Treatment %	Difference
White	1,774	66.72	1,805	62.31	+ 31
Asian	709	26.66	879	30.34	+170
Black	34	1.28	63	2.17	+ 29
Hispanic	142	5.34	150	5.18	+ 8
Native American	0	0.00	0	0.00	+ 0
Total	2,659	100.00	2,897	100.00	+238

## Treatment-on-the-Treated Analysis: Email Click Effects

### Seminar-Level Click Rates

Control: 55.6% of seminars clicked

Treatment: 53% of seminars clicked

Table 8: Black Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Black Speakers	Change vs Baseline
Control (No Click)	376	5,194	85 (1.64%)	—
Control (Clicked)	471	6,787	142 (2.09%)	+57 (+0.45 pp)
Treatment (No Click)	379	5,241	138 (2.63%)	+53 (+0.99 pp)
Treatment (Clicked)	428	5,980	156 (2.61%)	+71 (+0.97 pp)

Table 9: Hispanic Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Hispanic Speakers	Change vs Baseline
Control (No Click)	376	5,194	239 (4.6%)	—
Control (Clicked)	471	6,787	324 (4.77%)	+85 (+0.17 pp)
Treatment (No Click)	379	5,241	256 (4.88%)	+17 (+0.28 pp)
Treatment (Clicked)	428	5,980	302 (5.05%)	+63 (+0.45 pp)

Table 10: White Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	White Speakers	Change vs Baseline
Control (No Click)	376	5,194	3,357 (64.63%)	—
Control (Clicked)	471	6,787	4,181 (61.6%)	+824 (-3.03 pp)
Treatment (No Click)	379	5,241	3,144 (59.99%)	-213 (-4.64 pp)
Treatment (Clicked)	428	5,980	3,769 (63.03%)	+412 (-1.6 pp)

Table 11: Asian Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Asian Speakers	Change vs Baseline
Control (No Click)	376	5,194	1,512 (29.11%)	—
Control (Clicked)	471	6,787	2,138 (31.5%)	+626 (+2.39 pp)
Treatment (No Click)	379	5,241	1,700 (32.44%)	+188 (+3.33 pp)
Treatment (Clicked)	428	5,980	1,753 (29.31%)	+241 (+0.2 pp)