Speaker Counts by Race/Ethnicity

2025-06-23

Speaker Category	Control Count	Treatment Count	Difference
Total Speakers	11,977	11,242	-735
White Speakers	7,525	6,929	-596
Asian Speakers	3,659	3,452	-207
Black Speakers	228	296	+ 68
Hispanic Speakers	562	562	0
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	1,267 (64.05%)	537 (27.15%)	81 (4.1%)	92 (4.65%)
Computer Science	1,075	549 (51.07%)	483 (44.93%)	18 (1.67%)	25 (2.33%)
Mathematics	5,782	3,647 (63.08%)	1,770 (30.61%)	90 (1.56%)	273 (4.72%)
Mechanical Engineering	481	291 (60.5%)	156 (32.43%)	5 (1.04%)	29 (6.03%)
Physics	2,661	1,771 (66.55%)	713 (26.79%)	34 (1.28%)	143 (5.37%)
Total	11,977	7,525 (62.8%)	3,659 (30.6%)	228 (1.9%)	562 (4.7%)

Black Speaker Treatment Effects by Field

Table 2: Black Speaker Counts by Field (sorted by absolute change). Fields with baseline representation below 1.9% are underrepresented.

Field	Control	Treatment	Change	% Point Change
Physics	34 (1.28%)	63 (2.18%)	+29	+0.9
Mechanical Engineering	5 (1.04%)	29 (5.08%)	+24	+4.04
Mathematics	90 (1.56%)	111 (2.2%)	+21	+0.64
Chemistry	81 (4.1%)	83 (4.28%)	+2	+0.18
Computer Science	18 (1.67%)	10 (1.26%)	-8	-0.41
Total	228 (1.9%)	296 (2.63%)	+68	+0.73

Full Treatment Effects by Field

Chemistry

Table 3: Treatment Effects for Chemistry

Category	Control	Control %	Treatment	Treatment %	Difference
White	1,267	64.05	1,275	65.82	+ 8
Asian	537	27.15	494	25.50	-43
Black	81	4.10	83	4.28	+ 2
Hispanic	92	4.65	82	4.23	-10
Native American	1	0.05	3	0.15	+ 2
Total	1,978	100.00	1,937	100.00	-41

Computer Science

Table 4: Treatment Effects for Computer Science

Category	Control	Control %	Treatment	Treatment %	Difference
White	549	51.07	373	47.04	-176
Asian	483	44.93	386	48.68	-97
Black	18	1.67	10	1.26	-8
Hispanic	25	2.33	24	3.03	-1
Native American	0	0.00	0	0.00	+ 0
Total	1,075	100.00	793	100.00	-282

Mathematics

Table 5: Treatment Effects for Mathematics

Category	Control	Control %	Treatment	Treatment %	Difference
White	3,647	63.08	3,161	62.66	-486
Asian	1,770	30.61	1,495	29.63	-275
Black	90	1.56	111	2.20	+ 21
Hispanic	273	4.72	278	5.51	+ 5
Native American	2	0.03	0	0.00	-2
Total	5,782	100.00	5,045	100.00	-737

Mechanical Engineering

Table 6: Treatment Effects for Mechanical Engineering

Category	Control	Control %	Treatment	Treatment %	Difference
White	291	60.50	317	55.52	+26
Asian	156	32.43	197	34.50	+41
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	1,771	66.55	1,803	62.26	+ 32
Asian	713	26.79	880	30.39	+167
Black	34	1.28	63	2.18	+ 29
Hispanic	143	5.37	150	5.18	+ 7
Native American	0	0.00	0	0.00	+ 0
Total	2,661	100.00	2,896	100.00	+235

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

Email Click Rates

Control: 19%
Treatment: 27%

Table 8: Black Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Black Speakers	Change vs Baseline
Control (No Click)	685	9,841	182 (1.85%)	—
Control (Clicked)	161	2,136	46 (2.15%)	-136 (+0.3 pp)
Treatment (No Click)	590	8,174	220 (2.69%)	+38 (+0.84 pp)
Treatment (Clicked)	218	3,068	76 (2.48%)	-106 (+0.63 pp)

Table 9: Hispanic Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Hispanic Speakers	Change vs Baseline
Control (No Click)	685	9,841	468 (4.76%)	—
Control (Clicked)	161	2,136	94 (4.4%)	-374 (-0.36 pp)
Treatment (No Click)	590	8,174	405 (4.95%)	-63 (+0.19 pp)
Treatment (Clicked)	218	3,068	157 (5.12%)	-311 (+0.36 pp)

Table 10: White Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	White Speakers	Change vs Baseline
Control (No Click)	685	9,841	6,194 (62.94%)	—
Control (Clicked)	161	2,136	1,331 (62.31%)	-4863 (-0.63 pp)
Treatment (No Click)	590	8,174	5,007 (61.26%)	-1187 (-1.68 pp)
Treatment (Clicked)	218	3,068	1,922 (62.65%)	-4272 (-0.29 pp)

Table 11: Asian Speaker Outcomes by Treatment and Click Status

Group	Seminars	Total Speakers	Asian Speakers	Change vs Baseline
Control (No Click)	685	9,841	2,996 (30.44%)	—
Control (Clicked)	161	2,136	663 (31.04%)	-2333 (+0.6 pp)
Treatment (No Click)	590	8,174	2,539 (31.06%)	-457 (+0.62 pp)
Treatment (Clicked)	218	3,068	913 (29.76%)	-2083 (-0.68 pp)