

Estimates of firm heterogeneity in race and gender discrimination

	Mean contact gap (1)	Bias-corrected std. dev. of contact gaps (2)
Race (White - Black)	0.021 (0.002)	0.0185 (0.0031)
Gender (Male - Female)	-0.001 (0.003)	0.0267 (0.0038)

Estimates from Kline, Rose, and Walters (2022).