

Online Appendix for
“The Black-White Recognition Gap in
Award Nominations”

A Additional Tables and Figures

Table A1: Department Awards

1	<i>Superintendent's Award of Valor</i> for an act of outstanding bravery or heroism by which the member has demonstrated in great degree the characteristics of selflessness, personal courage, and devotion to duty.
2	<i>Superintendent's Award of Merit</i> for an outstanding accomplishment that has resulted in improved administration, improved operations, or substantial savings in manpower or operational costs, wherein the member has gone far beyond the requirements of their normal assignment.
3	<i>Police Blue Star Award</i> is granted to any sworn member who has been seriously, critically, or fatally injured while in the performance of police duty.
4	<i>Police Blue Shield Award</i> is granted to any sworn member who, as a result of accidental causes, has been seriously, critically, or fatally injured while in the performance of police duty.
5	<i>Superintendent's Award of Tactical Excellence</i> for exceptional tactical skills or verbal approaches and techniques to mitigate any deadly force situation resulting in the saving or sustaining of a human life.
6	<i>Arnold Mireles Special Partnership Award</i> for making a significant impact upon the quality of life within their community by identifying and resolving problems.
7	<i>Special Commendation</i> for making a significant impact on public safety or crime prevention.
8	<i>Lifesaving Award</i> for a successful effort in saving a human life that involved exceptional courage or performance.
9	<i>Police Officer of the Month</i> for performance of duty during a specific month was characterized by such exceptional professional skill that it merits recognition by the entire Department.
10	<i>Chicago Police Leadership Award</i> for exemplary service, dedication, and leadership.
11	<i>Department Commendation</i> for an outstanding act or achievement that brings great credit to the Department and involves performance above and beyond that required by the member's basic assignment.
12	<i>Problem Solving Award</i> for an exemplary effort to identify, analyze, and successfully respond to causes, conditions, and problems that may lead to crime and neighborhood disorder.
13	<i>Joint Operations Award</i> for efforts and participation in a broad multi-agency joint operation/event, spanning several days or more, significantly contributing to the overall successes of the operation.
14	<i>Unit Meritorious Performance Award</i> for exhibiting exceptional professional skill and conduct during a coordinated action.
15	<i>Traffic Stop of the Month Award</i> for excellence in conducting professional traffic stops that result in quality arrests.
16	<i>Top Gun Arrest Award</i> for exceptional commitment to the recovery of illegal firearms.
17	<i>Special Service Award</i> for contributing to any event that has a significant impact upon the historical direction and operations of the Department.
18	<i>Honorable Mention Certificate</i> for demonstrating outstanding performance above and beyond that required by the member's assignment.

Source: Chicago Police Department Special Order S01-01-01 "Description and Eligibility for Department Awards", retrieved from <http://directives.chicagopolice.org/directives/>

Table A2: CPD Use of Force Options and Member Response

Use of Force Options	Our Classification
<i>Force Mitigation Efforts</i> Member Presence Zone of Safety Verbal Direction/Control Techniques Movement to Avoid Attack Specialized Units Tactical Positioning Additional Unit Members None Other	Mitigation
<i>Control Tactics</i> Escort Holds Wristlock Armbar Control Instrument Pressure Sensitive Areas Emergency Handcuffing Other	Control tactics
<i>Response without Weapons</i> Open Hand Strike Take down Elbow strike Close hand strike/Punch Knee strike Kicks Other	No Weapon
<i>Response with Weapons</i> OC/Chemical Weapon OC/Chemical Weapon w/Authorization LRAD w/Authorization	Non-Lethal Weapon
Taser	Taser
Canine	Canine
Baton/Expandable baton Impact munitions	Baton
Revolver Rifle Semi-auto pistol Shotgun	Firearm
Other	Other Use of Force

Source: Chicago Police Department TRR Form

Table A3: Evaluation Quarter and Due Dates by Start Month

Quarter	Anniversary Date Month of the Member	The Quarter the Member Will Be Evaluated	Due Date of the Evaluation
1st	January, February, March	4th	30 January
2nd	April, May, June	1st	30 April
3rd	July, August, September	2nd	30 July
4th	October, November, December	3rd	30 October

Source: Chicago Police Department, Career Development Directive, Employee Resource E05-01, Section IX, B. Retrieved from <http://directives.chicagopolice.org/directives/data/a7a56e3d-12887ea9-ce512-887e-c3dce7cd73e28d57.html?ownapi=1>

Table A4: Racial Difference in Nomination Likelihood by Quarter, With Officer Fixed-Effects

Estimates for:	Outcome Variable: Nominated		
	White Officer (1)	Black-White Gap (2)	Hispanic-White Gap (3)
<i>Quarter relative to two quarters before evaluation</i>			
Panel A: White Supervisors			
One quarter pre-evaluation	0.00661*** (0.00239)	-0.00393 (0.00285)	0.00372 (0.00372)
Evaluation quarter	0.00908*** (0.00299)	-0.00434 (0.00285)	0.00525 (0.00370)
One quarter post-evaluation	0.00177 (0.00383)	-0.00350 (0.00297)	0.00216 (0.00393)
Two quarters post-evaluation	-0.00130 (0.00482)	-0.00241 (0.00367)	0.00575 (0.00468)
Observations		154,964	
Panel B: Black Supervisors			
One quarter pre-evaluation	-0.00131 (0.00660)	0.00696 (0.00672)	0.0169* (0.00961)
Evaluation quarter	0.000675 (0.00759)	0.00481 (0.00673)	0.0207** (0.00932)
One quarter post-evaluation	-0.0138 (0.00900)	0.0168** (0.00691)	0.0233** (0.00960)
Two quarters post-evaluation	-0.00577 (0.0110)	0.00720 (0.00810)	0.0166 (0.0128)
Observations		26,556	
Baseline B-W Nomination Gap		-0.0045	

Source: CPD data.

Notes: This table depicts how the probability of nomination changes by quarter relative to two quarters before the officer's evaluation. Estimates are reported for white supervisors in Panel A and for black supervisors in Panel B. Each panel is a single OLS regression with estimates for white officers in column 1, the black-white difference in column 2, and the Hispanic-white difference in column 3. All estimates include officer, month, and year fixed effects, and control for officer tenure, district, lagged arrests, lagged complaints, lagged overall crime rate, lagged violent crime rate, and the share of black supervisees. Robust standard errors are in parentheses. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$

Table A5: Impact of Arrest Record on Nomination Likelihood by Officer Race, With Officer Fixed-Effects

Estimates for:	Outcome Variable: Nominated		
	White Officer (1)	Black-White Gap (2)	Hispanic-White Gap (3)
Panel A: White Supervisors			
One arrest	0.00626*** (0.00143)	-0.00494** (0.00206)	-0.00118 (0.00254)
Two arrests	0.00922*** (0.00202)	-0.00540* (0.00296)	0.00138 (0.00350)
Three arrests	0.0127*** (0.00274)	-0.00725* (0.00418)	0.00241 (0.00474)
Four arrests	0.0153*** (0.00342)	-0.00412 (0.00588)	-0.00157 (0.00591)
Five or more arrests	0.0325*** (0.00308)	-0.0152** (0.00531)	-0.00828 (0.00509)
Observations		171,094	
Mean Pr(Nom) for White Officers		0.031	
Panel B: Black Supervisors			
One arrest	-0.000327 (0.00367)	0.00271 (0.00414)	0.00206 (0.00759)
Two arrests	0.00551 (0.00527)	-0.00377 (0.00593)	-6.91e-05 (0.0108)
Three arrests	0.00576 (0.00721)	0.00416 (0.00848)	0.00721 (0.0149)
Four arrests	0.00253 (0.0104)	-0.00872 (0.0119)	0.00859 (0.0189)
Five or more arrests	0.00948 (0.00897)	0.0272* (0.0127)	-0.00134 (0.0155)
Observations		29,413	
Mean Pr(Nom) for White Officers		0.022	

Source: CPD data.

Notes: This table reports estimates for the impact of an officer's arrest record on the probability of nomination by white supervisors (Panel A) and by black supervisors (Panel B). Each panel is a single OLS regression with estimates for white officers in column 1, the black-white difference in column 2, and the Hispanic-white difference in column 3. All estimates include officer, month, and year fixed effects, and control for officer tenure, district, lagged complaints, lagged overall crime rate, lagged violent crime rate, and the share of black supervisees. Robust standard errors are in parentheses. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$

B Online Experiment

The experiment was conducted on Amazon Mechanical Turk (MTurk) in July 2020. It was pre-registered in the AEA RCT Registry, AEARCTR-0005929. We recruited 411 MTurk workers (hereafter “workers”) who were compensated \$1.20 for completing a survey experiment. Table B1 reports summary statistics on all 411 workers. Figure B1 plots the distribution of workers’ states of residence.

We included three data quality checks to identify bots and to ensure workers paid attention during the survey. For the analysis, we decided to include workers who passed at least two of the three data quality checks. This restriction reduces our final analysis sample to 407 workers.

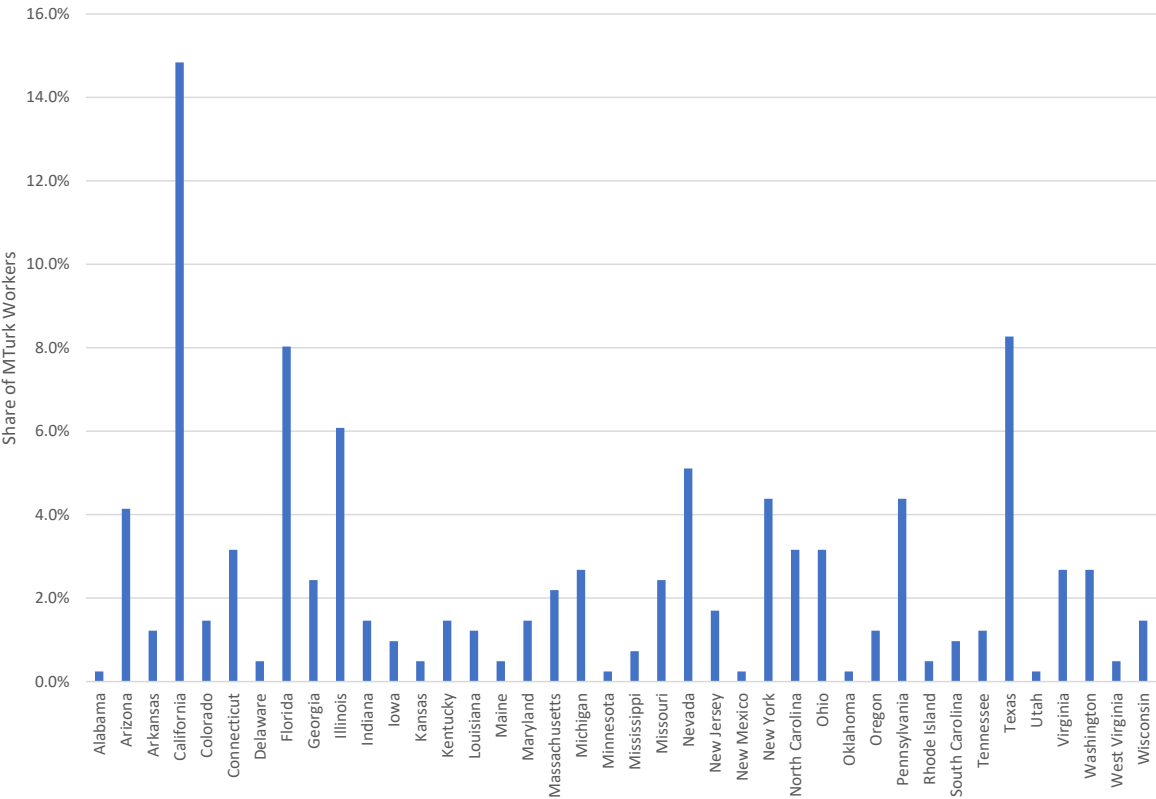
To avoid deception in our survey, we used real officer profiles but used officer initials to preserve officers’ identities. Workers were informed that the profiles belonged to real officers but were not told which agency they were from. Further, we informed workers that their nominations would be relayed to the police department. This was to achieve incentive compatibility. After the experiment ended, the Chicago Police Department was informed of survey results.

Table B1: Summary Statistics

	N	%
Race		
Black	48	11.7%
Hispanic	66	16.1%
White	263	64.0%
Other	21	5.1%
Prefer not to answer	10	2.4%
Missing	3	0.7%
Female	166	40.4%
Age		
18-25	53	12.9%
26-35	189	46.0%
36-45	78	19.0%
46-55	55	13.4%
56+	35	8.5%
Missing	1	0.2%
Is English your first language?		
Yes	401	97.6%
No	5	1.2%
Missing	5	1.2%
Length of Residency in US		
< 1 yr	6	1.5%
More than 1 yr but less than 3 yrs	21	5.1%
More than 3 yrs but less than 6 yrs	16	3.9%
More than 6 yrs	365	88.8%
Missing	3	0.7%
Number of Surveys (MTurk Workers)	411	

Source: MTurk survey data.

Figure B1: Distribution of MTurk Worker State of Residence



Source: MTurk survey data.

Figure B2: Screenshot of Pairwise Comparison Task

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Which of these two officers would you recommend for an award?

☐

Initials	A.L.
Race	White
Sex	Male
Age	51
Experience	9.33
Total arrests	24
Civilian complaints	1

☐

Initials	R.N.
Race	Black
Sex	Male
Age	47
Experience	8.08
Total arrests	35
Civilian complaints	0

Figure B3: Screenshot of Group Comparison Task

Here are four officer profiles. Select the one you would recommend for an award. Once the black boxes appear, you will have 30 seconds to make your decision. The boxes will turn red 5 seconds before your time is up.

☐

Initials	K.B.
Race	White
Sex	Male
Age	28
Experience	
Total arrests	
Civilian complaints	

☐

Initials	D.S.
Race	Black
Sex	Male
Age	38
Experience	
Total arrests	
Civilian complaints	

☐

Initials	S.D.
Race	Hispanic
Sex	Male
Age	32
Experience	
Total arrests	
Civilian complaints	

☐

Initials	S.O.
Race	White
Sex	Male
Age	41
Experience	
Total arrests	
Civilian complaints	