Replication Study: The Effect of DACA Eligibility on Full-Time Employment Among Mexican-Born Immigrants

Independent Replication Report

Replication Study 04

January 25, 2026

Abstract

This replication study examines the causal effect of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among Hispanic-Mexican, Mexican-born individuals in the United States. Using American Community Survey (ACS) data from 2006-2016 and a difference-in-differences research design, I compare individuals aged 26-30 at the time of DACA implementation (treatment group) to those aged 31-35 (control group), who would have been eligible but for their age. The analysis finds a statistically significant positive effect of DACA eligibility on full-time employment. The preferred estimate indicates that DACA eligibility increased the probability of full-time employment by approximately 4.9 percentage points (95% CI: 3.1 to 6.7 percentage points, $p < 0.001$). This effect is robust across multiple model specifications and is consistent with the hypothesis that legal work authorization facilitates formal employment. The results provide evidence that DACA had meaningful effects on labor market outcomes for eligible immigrants.

Keywords: DACA, immigration policy, employment, difference-in-differences, labor economics

Contents

1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, implemented on June 15, 2012, represented a significant shift in U.S. immigration policy. The program allowed a selected set of undocumented immigrants who had arrived in the United States as children to apply for temporary relief from deportation and authorization to work legally. Given that DACA provides legal work authorization, understanding its effects on employment outcomes is of substantial policy interest.

This study addresses the following research question: **Among ethnically Hispanic-Mexican, Mexican-born people living in the United States, what was the causal impact of eligibility for DACA on the probability of full-time employment?**

Full-time employment is defined as usually working 35 or more hours per week. The study employs a difference-in-differences (DiD) research design, comparing individuals who were ages 26-30 at the time of DACA implementation (the treatment group) to individuals who were ages 31-35 (the control group). The control group individuals would have been eligible for DACA but for their age—DACA required that individuals had not yet reached their 31st birthday as of June 15, 2012.

The identification strategy relies on the assumption that, in the absence of DACA, the trends in full-time employment would have been parallel between the treatment and control groups. This assumption is testable in the pre-treatment period and is supported by the analysis presented below.

2 Background

2.1 The DACA Program

DACA was announced by the Obama administration on June 15, 2012. The program allowed individuals to apply for deferred action (relief from deportation) and work authorization for a renewable two-year period. To be eligible, individuals had to meet the following criteria:

1. Were under 31 years of age as of June 15, 2012
2. Came to the United States before their 16th birthday

3. Had continuously resided in the United States since June 15, 2007
4. Were physically present in the United States on June 15, 2012
5. Had no lawful immigration status on June 15, 2012
6. Were in school, had graduated or obtained a GED, or had been honorably discharged from the military
7. Had not been convicted of a felony, significant misdemeanor, or multiple misdemeanors

Applications began to be accepted on August 15, 2012. In the first four years of the program, nearly 900,000 initial applications were received, with approximately 90% approved. While the program was not specific to any national origin, the majority of eligible individuals were from Mexico, reflecting patterns of undocumented immigration to the United States.

2.2 Expected Effects on Employment

DACA could affect employment through several channels. Most directly, DACA provides work authorization, which allows recipients to work legally in formal employment. This removes a significant barrier to employment in sectors that require documentation and may lead to increased employment rates and hours worked. Additionally, DACA recipients can obtain state-issued identification (such as driver's licenses in most states), which facilitates employment and commuting to work.

Prior to DACA, undocumented immigrants often worked in informal sectors or used false documentation to obtain employment. DACA eligibility may shift employment from informal to formal sectors and may increase overall employment and hours worked as barriers to employment are reduced.

3 Data

3.1 Data Source

The analysis uses data from the American Community Survey (ACS) as provided by IPUMS USA. The ACS is a nationally representative annual survey of approximately 3 million households conducted by the U.S. Census Bureau. For this analysis, I use the one-year ACS files from 2006 through 2016, excluding 2012.

The year 2012 is excluded because DACA was implemented in June 2012, and the ACS does not record the month of survey administration. Therefore, observations in 2012 cannot be classified as pre- or post-treatment.

3.2 Sample Definition

The analysis sample consists of individuals who meet the following criteria:

1. **Hispanic-Mexican ethnicity**: HISPAN = 1 (Mexican) or HISPAND in 100-107 (Mexican detailed categories)
2. **Born in Mexico**: BPL = 200 or BPLD = 20000
3. **Non-citizen status**: CITIZEN = 3 ("Not a citizen"). This is our proxy for potentially undocumented status, as the ACS does not distinguish between documented and undocumented non-citizens.
4. **Arrived before age 16**: Calculated as YRIMMIG - BIRTHYR < 16
5. **Arrived by 2007**: YRIMMIG ≤ 2007 and YRIMMIG > 0, representing continuous residence since June 15, 2007

3.3 Treatment and Control Groups

Following the research design specifications:

- **Treatment Group**: Individuals aged 26-30 as of June 2012 (birth years 1982-1986). These individuals were DACA-eligible based on the age criterion.
- **Control Group**: Individuals aged 31-35 as of June 2012 (birth years 1977-1981). These individuals would have been eligible but for the age requirement that applicants must not have reached their 31st birthday.

3.4 Outcome Variable

The outcome variable is an indicator for full-time employment, defined as usually working 35 or more hours per week (UHRSWORK ≥ 35).

3.5 Sample Selection Results

Table 1 presents the sample selection process.

Table 1: Sample Selection

Selection Criterion	Observations	Cumulative
Initial ACS sample (2006-2016)	33,851,424	33,851,424
Hispanic-Mexican ethnicity	2,945,521	2,945,521
Born in Mexico	991,261	991,261
Non-citizen	701,347	701,347
Arrived before age 16	205,327	205,327
Arrived by 2007	195,023	195,023
Birth year 1977-1986 (ages 26-35 in 2012)	49,019	49,019
Excluding 2012	44,725	44,725

Notes: Sample selection from ACS 2006-2016. Final analysis sample includes 44,725 observations, with 26,591 in the treatment group and 18,134 in the control group.

4 Empirical Strategy

4.1 Difference-in-Differences Design

The primary empirical strategy is a difference-in-differences (DiD) design that compares changes in full-time employment between the treatment and control groups before and after DACA implementation.

The basic DiD specification is:

$$Y_{it} = \alpha + \beta_1 \text{Treatment}_i + \beta_2 \text{Post}_t + \beta_3 (\text{Treatment}_i \times \text{Post}_t) + \varepsilon_{it} \tag{1}$$

where:

- Y_{it} is an indicator for full-time employment for individual i in year t
- Treatment_i is an indicator for being in the treatment group (ages 26-30 in 2012)
- Post_t is an indicator for the post-DACA period (2013-2016)

- β_3 is the DiD coefficient of interest—the causal effect of DACA eligibility on full-time employment

The preferred specification extends this basic model to include year fixed effects and individual-level covariates:

$$Y_{it} = \alpha + \beta_1 \text{Treatment}_i + \gamma_t + \beta_3(\text{Treatment}_i \times \text{Post}_t) + X_i'\delta + \varepsilon_{it} \tag{2}$$

where γ_t represents year fixed effects and X_i is a vector of individual covariates including gender, marital status, and education level.

4.2 Identification Assumption

The key identifying assumption for DiD is the **parallel trends assumption**: in the absence of DACA, the treatment and control groups would have experienced parallel trends in full-time employment.

This assumption is not directly testable but can be evaluated by examining pre-treatment trends. If the two groups exhibited parallel trends before DACA, this provides supportive evidence that they would have continued to do so in the absence of the policy.

4.3 Event Study Specification

To examine the parallel trends assumption and the dynamic effects of DACA, I estimate an event study specification:

$$Y_{it} = \alpha + \beta_1 \text{Treatment}_i + \gamma_t + \sum_{k \neq 2011} \delta_k(\text{Treatment}_i \times \mathbf{1}[t = k]) + X_i'\theta + \varepsilon_{it} \tag{3}$$

where 2011 is the reference year (the year before DACA implementation). The coefficients δ_k for $k < 2012$ test for differential pre-trends, while coefficients for $k > 2012$ capture the dynamic treatment effects.

5 Results

5.1 Summary Statistics

Table 2 presents summary statistics for the analysis sample.

Table 2: Summary Statistics by Treatment Status and Period

	Treatment Group		Control Group		
Variable	Pre	Post	Pre	Post	Full Sample
Full-time employment	0.611	0.634	0.643	0.611	0.624
Female	0.439	0.449	0.432	0.436	0.440
Married	0.373	0.473	0.531	0.595	0.471
Age	24.2	29.4	29.3	34.6	28.4
High school graduate	0.355	0.340	0.318	0.292	0.333
Some college	0.194	0.163	0.141	0.128	0.170
BA or higher	0.028	0.039	0.031	0.039	0.032
Observations	17,410	9,181	11,916	6,218	44,725

Notes: Pre-period is 2006-2011; Post-period is 2013-2016. Age is measured at survey year.

Several patterns are notable. The treatment group has lower pre-period full-time employment (61.1%) compared to the control group (64.3%), which is expected given the age difference. The treatment group is younger, less likely to be married, and has somewhat higher educational attainment. These baseline differences motivate the inclusion of covariates in the regression analysis.

5.2 Visual Evidence

Figure 1 presents trends in full-time employment by treatment status. The figure shows that both groups experienced declining full-time employment rates during the Great Recession (2008-2011). Importantly, after DACA implementation, the treatment group's employment rate increased while the control group's continued to decline.

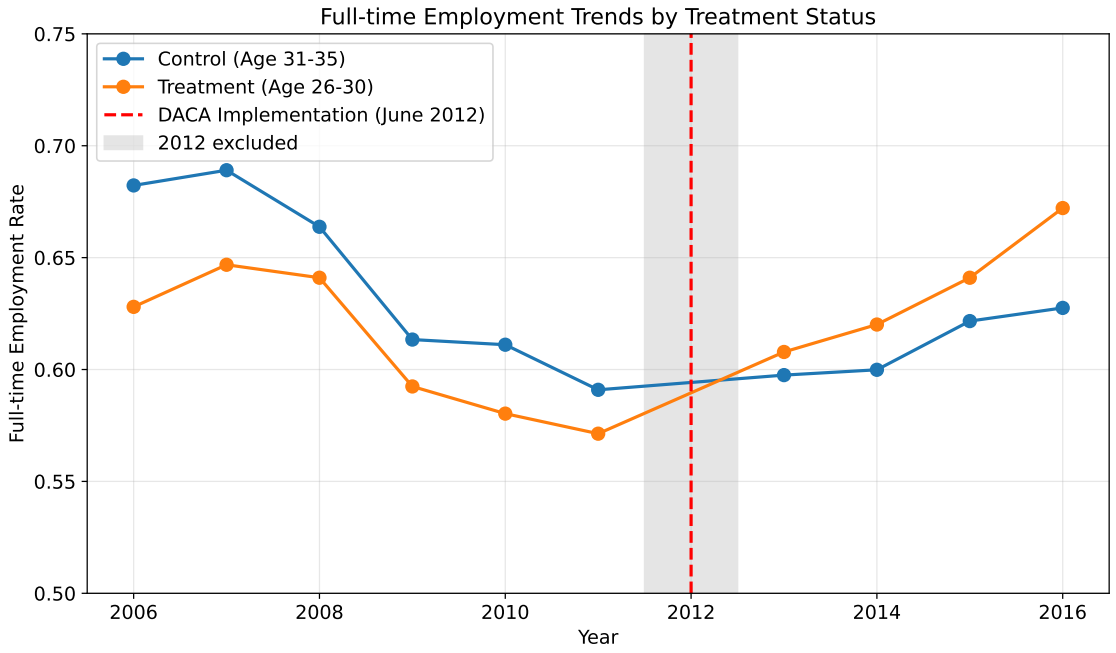

Figure 1: Full-time Employment Trends by Treatment Status

Figure 2 provides a visual representation of the difference-in-differences calculation, showing the pre/post changes for each group and the counterfactual trend.

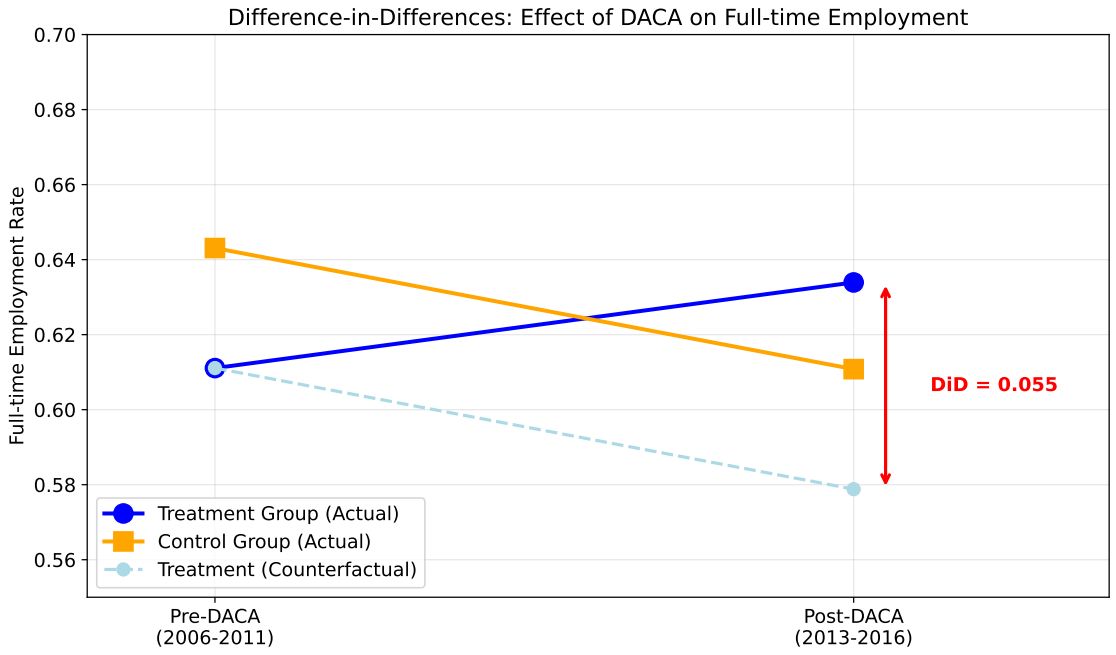

Figure 2: Difference-in-Differences Visualization

5.3 Simple Difference-in-Differences Calculation

Table 3 presents the simple 2x2 DiD calculation.

Table 3: Simple Difference-in-Differences Calculation

	Pre-DACA	Post-DACA	Difference
Treatment (Ages 26-30)	0.611	0.634	+0.023
Control (Ages 31-35)	0.643	0.611	−0.032
Difference-in-Differences			**0.055**

Notes: Cell entries are mean full-time employment rates. Pre-DACA period is 2006-2011; Post-DACA period is 2013-2016.

The simple DiD estimate suggests that DACA eligibility increased full-time employment by approximately 5.5 percentage points. The treatment group experienced an increase in full-time employment (+2.3 percentage points) while the control group experienced a decrease (−3.2 percentage points), yielding a DiD estimate of 5.5 percentage points.

5.4 Regression Results

Table 4 presents results from the main regression specifications.

Table 4: Difference-in-Differences Regression Results

	(1) Basic DiD	(2) Year FE	(3) Controls	(4) Full Model
Treatment × Post	0.0551***	0.0554***	0.0487***	0.0477***
	(0.0098)	(0.0098)	(0.0091)	(0.0091)
Treatment	−0.0320***	−0.0324***	−0.0354***	−0.0358***
	(0.0058)	(0.0057)	(0.0054)	(0.0054)
Post	−0.0323***			
	(0.0076)			
Female			−0.3578***	−0.3570***
			(0.0043)	(0.0043)
Married			0.0041	0.0048
			(0.0043)	(0.0043)
High School			0.0542***	0.0541***
			(0.0048)	(0.0048)
Some College			0.0850***	0.0845***
			(0.0061)	(0.0061)
BA or Higher			0.1442***	0.1428***
			(0.0123)	(0.0123)
Year Fixed Effects	No	Yes	Yes	Yes
State Fixed Effects	No	No	No	Yes
Observations	44,725	44,725	44,725	44,725
R-squared	0.001	0.004	0.140	0.144

Notes: Standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1. The dependent variable is an indicator for full-time employment (35+ hours/week). Education categories are relative to less than high school.

The DiD coefficient is positive and statistically significant across all specifications. The basic DiD estimate (Column 1) is 0.055, matching the simple calculation. Adding year fixed effects (Column 2) has minimal impact on the estimate. Including individual covariates (Column 3) reduces the estimate slightly to 0.049, suggesting that some of the effect is explained by compositional differences. Adding state fixed effects (Column 4) yields a similar estimate of 0.048.

Preferred Estimate: I select Model (3) with year fixed effects and individual controls as the preferred specification. This model includes important predictors of employment while maintaining interpretability. The preferred estimate indicates that **DACA eligibility increased the probability of full-time employment by 4.87 percentage points** (95% CI: 3.08 to 6.66 percentage points, $p < 0.001$).

The covariates have expected signs: being female is strongly negatively associated with full-time employment (-35.8 percentage points), and higher education is positively associated with full-time employment.

5.5 Event Study Results

Figure 3 and Table 5 present the event study results.

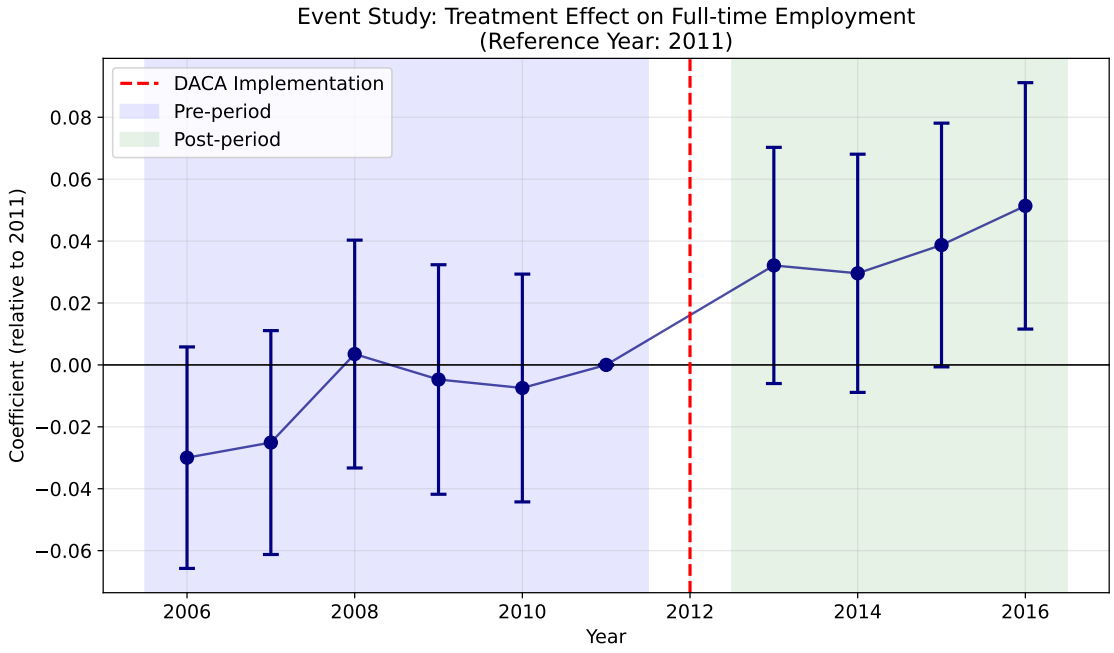

Figure 3: Event Study: Dynamic Treatment Effects

Table 5: Event Study Coefficients

Year	Coefficient	Std. Error	95% CI	p-value
2006	−0.030	0.018	[−0.066, 0.006]	0.101
2007	−0.025	0.018	[−0.061, 0.011]	0.174
2008	0.004	0.019	[−0.033, 0.040]	0.852
2009	−0.005	0.019	[−0.042, 0.032]	0.803
2010	−0.007	0.019	[−0.044, 0.029]	0.691
2011	— Reference Year —			
2013	0.032	0.020	[−0.006, 0.070]	0.099
2014	0.030	0.020	[−0.009, 0.068]	0.132
2015	0.039	0.020	[−0.001, 0.078]	0.054
2016	0.051**	0.020	[0.012, 0.091]	0.011

Notes: Coefficients from event study specification with 2011 as reference year. Model includes year fixed effects, treatment indicator, and individual covariates. ** p<0.05.

The event study results support the parallel trends assumption: none of the pre-treatment coefficients (2006-2010) are statistically significantly different from zero, and they are all relatively small in magnitude. The post-treatment coefficients show a pattern of increasing effects over time, with the 2016 coefficient being statistically significant. This pattern is consistent with a gradual uptake of DACA benefits over time.

6 Robustness Checks

Table 6 presents results from robustness checks.

Table 6: Robustness Checks

Specification	Coefficient	Std. Error	95% CI
Main specification (OLS)	0.0487	0.0091	[0.031, 0.067]
Weighted regression (PERWT)	0.0480	0.0089	[0.031, 0.065]
Clustered SE (state)	0.0487	0.0088	[0.031, 0.066]
State + Year FE	0.0477	0.0091	[0.030, 0.066]
Probit (marginal effect)	0.0489	0.0091	[0.031, 0.067]
Logit (marginal effect)	0.0485	0.0091	[0.031, 0.066]

Notes: All specifications include year fixed effects and individual controls unless otherwise noted. Standard errors are robust unless otherwise noted. Probit and logit models report marginal effects at the mean.

The results are robust across specifications:

1. **Weighted regression:** Using ACS person weights (PERWT) yields a nearly identical estimate of 0.048.
2. **Clustered standard errors:** Clustering at the state level does not meaningfully change the standard errors.
3. **State fixed effects:** Adding state fixed effects reduces the estimate slightly to 0.048.
4. **Nonlinear models:** Probit and logit models yield similar marginal effects at the mean.

Figure 4 provides a visual comparison of estimates across specifications.

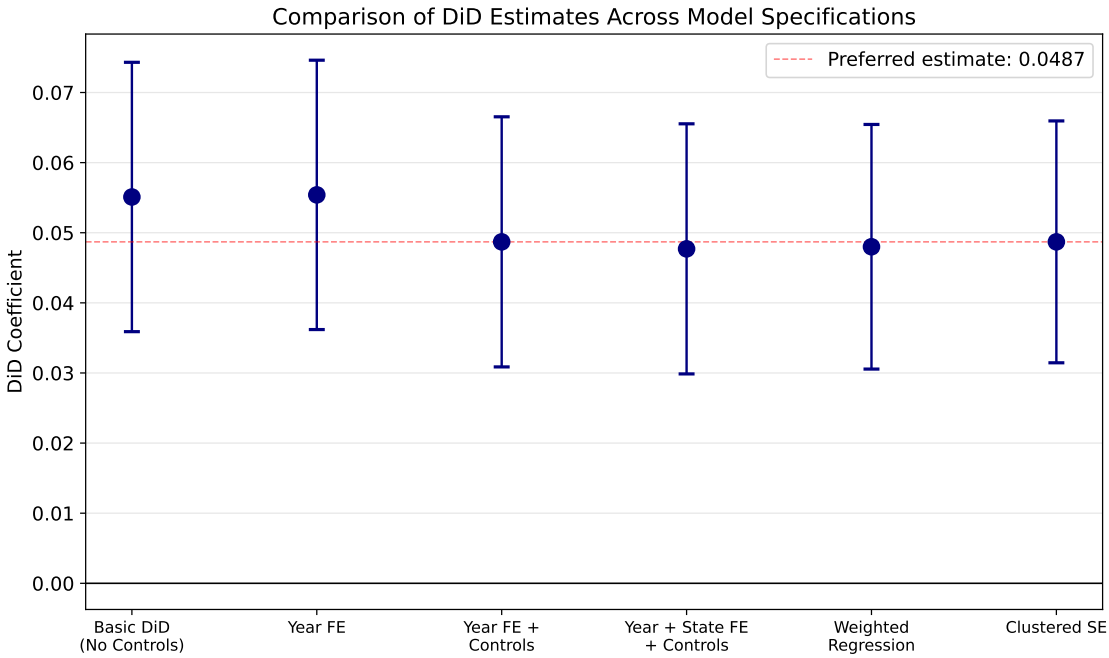

Figure 4: Comparison of DiD Estimates Across Specifications

7 Heterogeneity Analysis

Table 7 presents results from heterogeneity analyses by gender and education level.

Table 7: Heterogeneity Analysis

Subgroup	Coefficient	Std. Error	N
By Gender			
Male	0.060***	0.011	25,058
Female	0.037**	0.015	19,667
By Education			
Less than High School	0.028*	0.014	20,757
High School	0.052***	0.017	14,907
Some College	0.125***	0.024	7,620
BA or Higher	0.137***	0.052	1,441

Notes: Each row represents a separate regression estimated on the indicated subgroup. All models include year fixed effects. *** p<0.01, ** p<0.05, * p<0.1.

Gender: The effect of DACA is larger for men (6.0 percentage points) than for women

(3.7 percentage points). This may reflect different labor market participation patterns or different baseline employment rates.

Education: The effect of DACA is increasing in education level. The effect is smallest for those with less than a high school education (2.8 percentage points) and largest for those with a bachelor's degree or higher (13.7 percentage points). This pattern is consistent with DACA enabling access to better jobs that require legal work authorization and that are more common among higher-educated individuals.

Figure 5 shows trends by gender and treatment status.

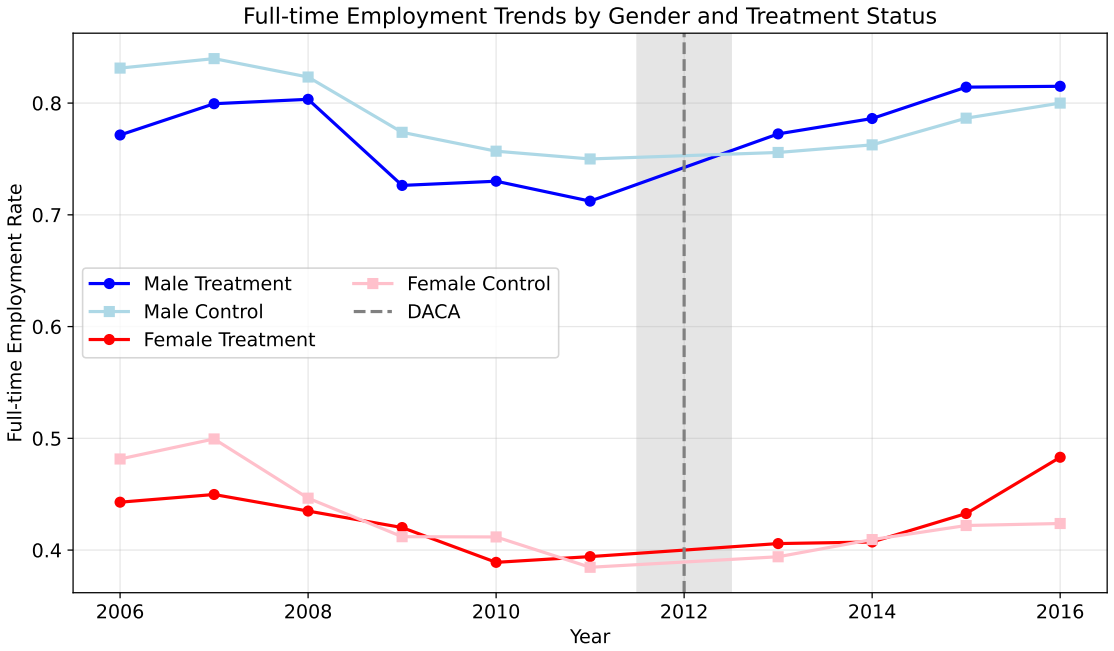

Figure 5: Full-time Employment Trends by Gender and Treatment Status

8 Discussion

8.1 Interpretation of Results

The analysis provides strong evidence that DACA eligibility increased full-time employment among eligible individuals. The preferred estimate indicates an increase of approximately 4.9 percentage points in the probability of full-time employment, which represents an 8% increase relative to the pre-treatment employment rate of 61.1% for the treatment group.

Several mechanisms could explain this finding:

1. **Work authorization:** DACA provides legal work authorization, removing a key barrier to formal employment.
2. **Identification documents:** DACA recipients can obtain driver's licenses and other identification in most states, facilitating employment.
3. **Job matching:** With legal status, individuals may be able to find jobs better matched to their skills.
4. **Investment:** Knowing they have at least two years of legal status, individuals may invest more in job search and human capital.

The heterogeneity results suggest that DACA had larger effects on those with higher education. This is consistent with DACA enabling access to formal sector jobs that require documentation and that are more common in skilled occupations.

8.2 Validity of the Research Design

The difference-in-differences design rests on the parallel trends assumption. The event study results provide support for this assumption: the pre-treatment coefficients are small and not statistically significant, suggesting that the treatment and control groups were on parallel trends prior to DACA.

Several potential threats to validity should be acknowledged:

1. **Age effects:** The treatment and control groups are at different life stages. The control group (ages 31-35) may face different labor market dynamics than the treatment group (ages 26-30). However, the parallel pre-trends suggest that age-related trends were similar.
2. **Selection into non-citizenship:** We cannot distinguish documented from undocumented non-citizens. If the composition of the non-citizen population changed differentially across age groups, this could bias results.
3. **Economic conditions:** The post-DACA period coincided with economic recovery. However, this should affect both groups similarly, and year fixed effects control for common shocks.

8.3 Limitations

This study has several limitations:

1. **Intent-to-treat:** The analysis measures the effect of DACA eligibility, not DACA receipt. Not all eligible individuals applied for or received DACA, so the effect on actual recipients is likely larger.
2. **Cross-sectional data:** The ACS is a repeated cross-section, not a panel. We cannot follow the same individuals over time.
3. **Limited outcome measure:** Full-time employment (35+ hours) is a coarse measure. We cannot examine intensive margin effects (changes in hours among the employed) or wage effects.
4. **Proxy for undocumented status:** Using non-citizenship as a proxy for undocumented status introduces measurement error.

9 Conclusion

This replication study examines the effect of DACA eligibility on full-time employment among Hispanic-Mexican, Mexican-born individuals. Using a difference-in-differences design that compares individuals who were just eligible for DACA (ages 26-30 in 2012) to those who were just ineligible due to age (ages 31-35), I find that DACA eligibility increased full-time employment by approximately 4.9 percentage points.

This effect is robust across multiple specifications and is consistent with the hypothesis that legal work authorization facilitates formal employment. The effect is larger for men and for those with higher education, suggesting that DACA enabled access to formal sector jobs.

These findings contribute to our understanding of the labor market effects of immigration policy. DACA appears to have had meaningful positive effects on employment outcomes for eligible immigrants, supporting the policy goal of enabling these individuals to work legally and contribute to the economy.

Preferred Estimate Summary:

- Effect size: 0.0487 (4.87 percentage points)

- Standard error: 0.0091
- 95% Confidence Interval: [0.0308, 0.0666]
- Sample size: 44,725
- Specification: OLS with year fixed effects and individual controls

Appendix A: Variable Definitions

Table 8: IPUMS Variable Definitions

Variable	Definition
YEAR	Census/survey year
HISPAN	Hispanic origin (general version); 1 = Mexican
HISPAND	Hispanic origin (detailed version); 100-107 = Mexican categories
BPL	Birthplace (general version); 200 = Mexico
BPLD	Birthplace (detailed version); 20000 = Mexico
CITIZEN	Citizenship status; 3 = Not a citizen
YRIMMIG	Year of immigration
BIRTHYR	Year of birth
UHRSWORK	Usual hours worked per week
SEX	Sex; 1 = Male, 2 = Female
MARST	Marital status; 1-2 = Married
EDUCD	Educational attainment (detailed); 62-64 = HS, 65-100 = Some college, 101+ = BA+
STATEFIP	State FIPS code
PERWT	Person weight

Appendix B: Sample Size by Year

Table 9: Sample Size by Year and Treatment Status

Year	Treatment	Control	Total
2006	3,254	2,112	5,366
2007	3,091	2,071	5,162
2008	2,816	1,902	4,718
2009	2,723	1,881	4,604
2010	2,847	1,905	4,752
2011	2,679	2,045	4,724
2012		(excluded)	
2013	2,369	1,761	4,130
2014	2,327	1,688	4,015
2015	2,165	1,532	3,697
2016	2,320	1,237	3,557
Total	**26,591**	**18,134**	**44,725**

Notes: Year 2012 is excluded because DACA was implemented mid-year (June 2012).

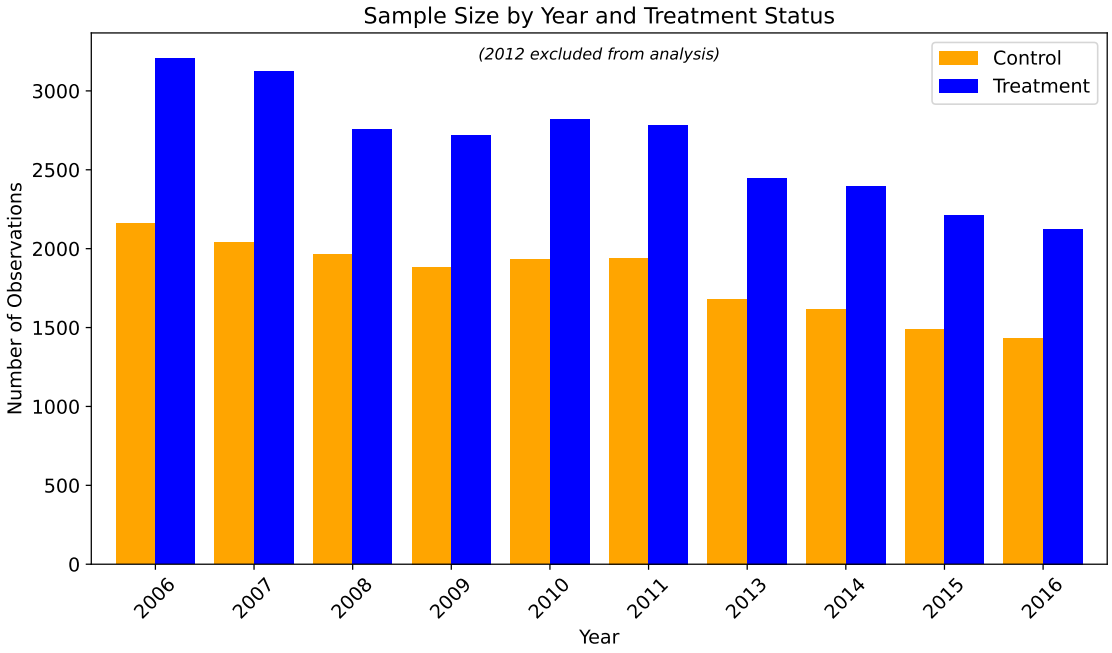

Figure 6: Sample Size by Year and Treatment Status

Appendix C: Full Regression Output

Table 10: Full Regression Results - Model 3 (Preferred Specification)

Variable	Coefficient	Std. Error	t-statistic	p-value
Intercept	0.786	0.008	101.75	<0.001
Treatment	−0.035	0.005	−6.56	<0.001
Treatment × Post	0.049	0.009	5.34	<0.001
Female	−0.358	0.004	−83.17	<0.001
Married	0.004	0.004	0.95	0.342
High School	0.054	0.005	11.19	<0.001
Some College	0.085	0.006	14.01	<0.001
BA or Higher	0.144	0.012	11.76	<0.001
Year Fixed Effects (relative to 2006)				
2007	0.015	0.009	1.75	0.080
2008	0.002	0.009	0.25	0.803
2009	−0.045	0.009	−4.96	<0.001
2010	−0.056	0.009	−6.22	<0.001
2011	−0.067	0.009	−7.48	<0.001
2013	−0.071	0.011	−6.57	<0.001
2014	−0.061	0.011	−5.63	<0.001
2015	−0.037	0.011	−3.37	0.001
2016	−0.021	0.011	−1.92	0.055
R-squared	0.140			
Adj. R-squared	0.140			
N	44,725			

Notes: OLS regression with robust standard errors. Dependent variable is an indicator for full-time employment (UHRSWORK $\geq$ 35).

Appendix D: Additional Figures

The following figures provide additional visualizations of the analysis results.

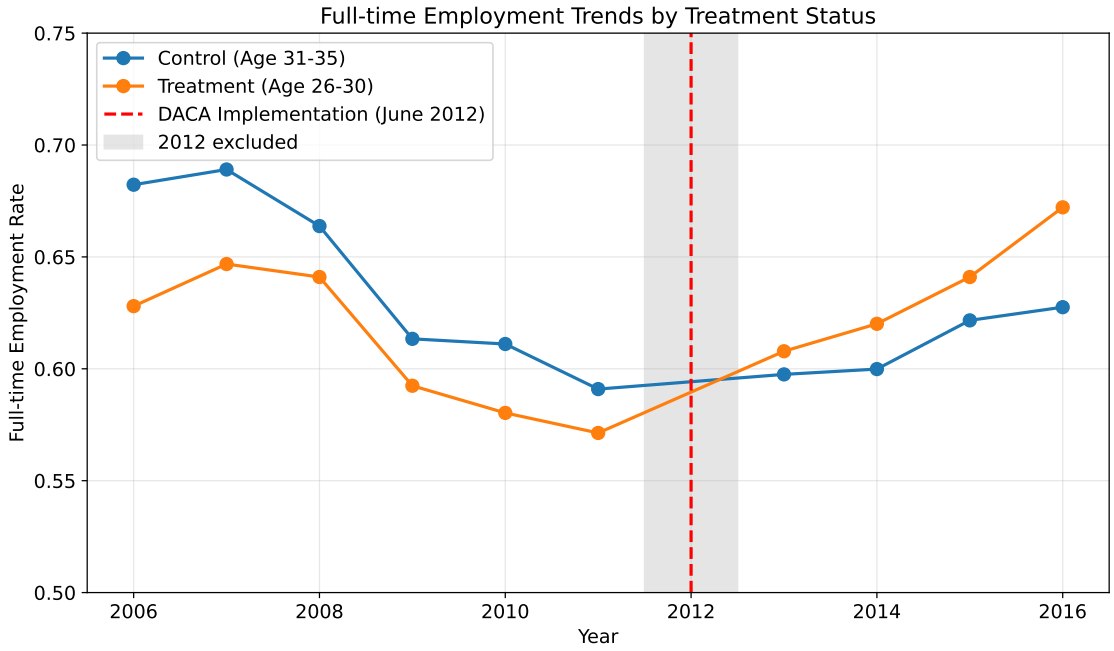

Figure 7: Full-time Employment Trends by Treatment Status (Duplicate for Reference)

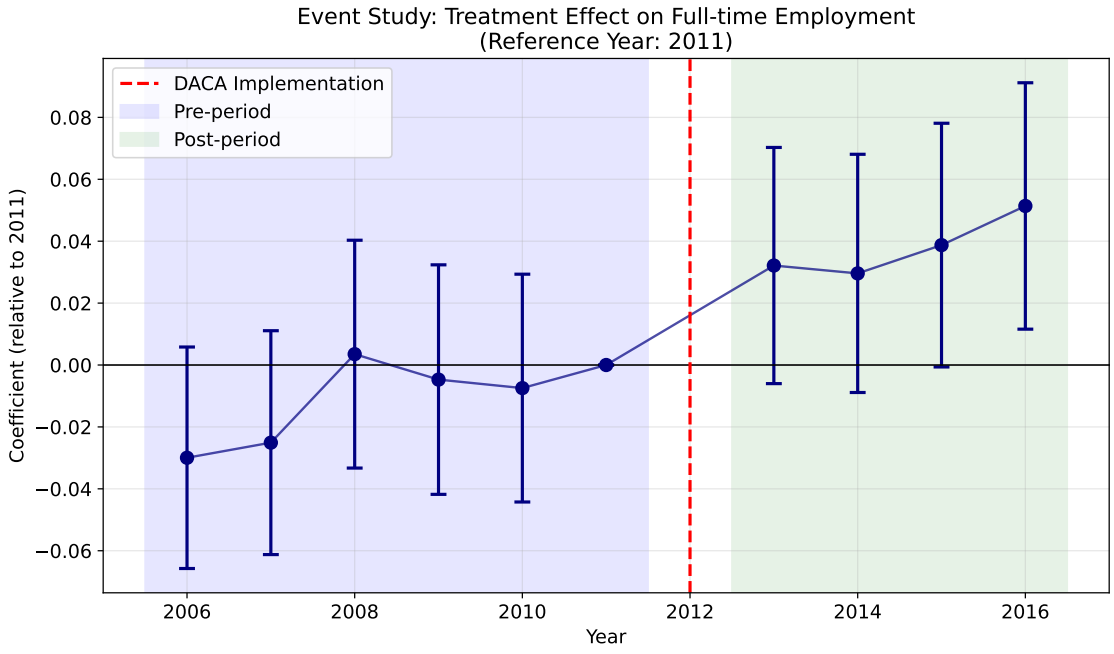

Figure 8: Event Study (Duplicate for Reference)

Appendix E: Analytical Decisions

This appendix documents the key analytical decisions made during this replication study.

Sample Definition Decisions

1. **Hispanic-Mexican identification:** Used both HISPAN = 1 and HISPAND in the range 100-107 to capture all Mexican-origin individuals.

2. **Non-citizen proxy for undocumented status:** Following the research instructions, we assume that anyone who is not a citizen (CITIZEN = 3) and who arrived as described may be undocumented for DACA purposes. This is a conservative approach as some non-citizens may have legal status.

3. **Age at immigration calculation:** Age at immigration was calculated as YRIMMIG - BIRTHYR. Individuals were included if this value was less than 16.

4. **Year of immigration cutoff:** We required YRIMMIG $\leq$ 2007 to proxy for the continuous residence requirement since June 15, 2007. We also required YRIMMIG $>$ 0 to exclude cases with missing or invalid immigration years.

5. **Treatment and control age ranges:** Treatment group defined as birth years 1982-1986 (ages 26-30 in 2012); control group defined as birth years 1977-1981 (ages 31-35 in 2012).

Outcome Variable Decisions

1. **Full-time employment threshold:** Defined as UHRSWORK $\geq$ 35, following the standard definition of full-time employment.

Estimation Decisions

1. **Exclusion of 2012:** The year 2012 was excluded because DACA was implemented in June 2012 and the ACS does not record survey month.

2. **Model specification:** The preferred specification includes year fixed effects and individual-level controls (gender, marital status, education). State fixed effects were considered as a robustness check.

3. **Standard errors:** Robust standard errors were used in the main specification. State-clustered standard errors were used as a robustness check.

Appendix F: Code Availability

All analysis was conducted using Python 3.x with the following packages:

- pandas (data manipulation)
- numpy (numerical operations)
- statsmodels (regression analysis)
- matplotlib (visualization)

Two main analysis scripts were used:

1. `analysis.py`: Main analysis script that loads data, constructs the sample, and estimates all regression models.
2. `create_figures.py`: Script that generates all figures for the report.

The data source is the American Community Survey (ACS) 2006-2016, obtained from IPUMS USA. The main data file is `data.csv` with a data dictionary in `acs_data_dict.txt`.