

PROGRAM

Monday, 20 June 2022

| UK Time | | EUR CET | US PDT | US EDT |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|---------------|
| 12:15 - 12:30 | OPENING OF WORKSHOP Emiliya Lazarova , Head of School, Economics Stefan Penczynski , Director, Centre for Behavioural and Experimental Social Science | 13:15 - 13:30 | 04:15 - 04:30 | 07:15 - 07:30 |
| 12:30 - 14:15 | Paper Session 1: Urban Diversity Chair: Eric Chyn, Dartmouth College Luca Perdoni , Yale University The Effects of Federal “Redlining” Maps: A Novel Estimation Strategy Yujung Hwang , Johns Hopkins University Bounding Omitted Variable Bias Using Auxiliary Data with an Application to Estimate Neighborhood Effects Kritarth Jha , Development Data Lab Residential Segregation and Unequal Access to Local Public Services in India: Evidence from 1.5m Neighborhoods Eric Chyn , Dartmouth College The Long-Run Effects of School Racial Diversity on Political Identity | 13:30 - 15:15 | 04:30 - 06:15 | 07:30 - 09:15 |
| 14:15 - 14:30 | BREAK | | | |
| 14:30 - 15:15 | Special Session 1 Ana Maria Ibáñez , Universidad de los Andes and Interamerican Development Bank Impact of a Massive Migrant Regularization Program on Labor and Other Outcomes for Migrants and Locals Chair: Sheheryar Banuri, University of East Anglia | 15:30 - 16:15 | 06:30 - 07:15 | 09:30 - 10:15 |
| 15:15 - 15:30 | BREAK | | | |
| 15:30 - 17:45 | Paper Session 2: LGBTQ+ Individuals Chair: Patrick Button, Tulane University Dario Sansone , University of Exeter Understanding Discrimination Against LGBT People in the US: Evidence from a Double List Experiment and a Survey Ylva Moberg , The Swedish Institute for Social Research, Stockholm University The child penalty in same-sex and different-sex couples in Denmark, Finland, Norway and Sweden Santiago Deambrosi , Princeton University The Intergenerational Mobility of LGBTQ Individuals Travis Campbell , University of Massachusetts Amherst Gender Affirming Care and Transgender Health: Evidence from Medicaid Coverage Ben Harrell , Vanderbilt University Race, Ethnicity, and Gender Identity Discrimination in Access to Mental Health Care: Preliminary Evidence from a Multi-Wave Study | 16:30 - 18:45 | 07:30 - 09:45 | 10:30 - 12:45 |
| 17:45 - 18:00 | BREAK | | | |

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PROGRAM

Monday, 20 June 2022

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| 18:00 - 20:15 | Paper Session 3: Race and Ethnicity Chair: Conrad Miller, University of California, Berkeley Markus Eyting , JGU Mainz, Heidelberg University, and Stanford University Why do we Discriminate? The Role of Motivated Reasoning Alex Chan , Stanford University Discrimination and Quality Signals: A Field Experiment with Healthcare Shoppers Deborah Rho , University of St. Thomas The Impact of Limiting Applicant Information on Rental Housing Discrimination Louis-Pierre Lepage , Stockholm University Learning to Discriminate on the Job Conrad Miller , University of California, Berkeley Racial Inequality and the Dynamic Role of In-Group Bias in Hiring: Evidence from Brazil | 19:00 - 21:15 | 10:00 - 12:15 | 13:00 - 15:15 |

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PROGRAM

Tuesday, 21 June 2022

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| 13:00 - 13:45 | Special Session 2 | 14:00 - 14:45 | 05:00 - 05:45 | 08:00 - 08:45 |
| | Nagore Iriberry , University of the Basque Country Gender Gaps at the Academies Chair: Ben D'Exelle, University of East Anglia | | | |
| 13:45 - 14:00 | BREAK | | | |
| 14:00 - 16:15 | Paper Session 4: Gender | 15:00 - 17:15 | 06:00 - 08:15 | 09:00 - 11:15 |
| | Chair: Almudena Sevilla , Department of Social Sciences, University College London (UCL) | | | |
| | Diogo Geraldes , Utrecht University An Experiment on Gender Representation in Majoritarian Bargaining | | | |
| | Fabrizio Core , Erasmus University Female innovative entrepreneurship and maternity risk | | | |
| | Ozge Demirci , University of Warwick Can Gender-Blind Algorithmic Pricing Eliminate Gender Gap? | | | |
| | Hanna Hoover , University of Michigan Bias in Beliefs: Identifying Social Norms Surrounding Sexual Consent | | | |
| | Almudena Sevilla , University College London Gender Stereotyping in Sports: How Parents Affect Children's Choices | | | |
| 16:15 - 16:30 | BREAK | | | |
| 16:30 - 17:15 | Special Session 3 | 17:30 - 18:15 | 08:30 - 09:15 | 11:30 - 12:15 |
| | Astrid Kunze , NHH Norwegian School of Economics Gender diversity and discriminatory behaviour in labour markets Chair: Oana Borcan, University of East Anglia | | | |
| 17:15 - 17:30 | BREAK | | | |

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| 17:30 - 19:45 | <p>Paper Session 5: Gender</p> <p>Chair: Olga Stoddard, Brigham Young University</p> <p>David Klinowski, Stanford University Voicing disagreement in science: Missing women</p> <p>Yuki Takahashi, University of Bologna Gender Differences in the Cost of Corrections in Group Work</p> <p>Menaka Hampole, Northwestern University Peer Effects and the Gender Gap in Corporate Leadership: Evidence from MBA Students</p> <p>Bhargav Gopal, Columbia University How Do Firms Respond to Gender Quotas?: Evidence From California's SB826</p> <p>Olga Stoddard, Brigham Young University Who you gonna call: Gender differences in demand for parental involvement</p> | 18:30 - 20:45 | 09:30 - 11:45 | 12:30 - 14:45 |
| 19:45 - 20:00 | <p>CLOSING & ANNOUNCEMENT OF OUTSTANDING PAPER AWARDS</p> <p>Laura Harvey and Boon Han Koh, Workshop Organizers</p> | 20:45 - 21:00 | 11:45 - 12:00 | 14:45 - 15:00 |

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DETAILED PROGRAM WITH ABSTRACTS

DAY 1 – 20 JUNE

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ABSTRACTS – DAY 1
(Monday, 20 JUNE)

| UK Time | | EUR CET | US PDT | US EDT |
|---------------|-----------------------------------------|---------------|---------------|---------------|
| 12:30 - 14:15 | Paper Session 1: Urban Diversity | 13:30 - 15:15 | 04:30 - 06:15 | 07:30 - 09:15 |

Luca Perdoni, Yale University

The Effects of Federal “Redlining” Maps: A Novel Estimation Strategy
(with Disa M. Hynsjö)

This paper proposes a new empirical strategy to estimate the causal effects of 1930s federal "redlining" — the mapping and grading of US neighborhoods by the Home Owners' Loan Corporation (HOLC). Our analysis exploits an exogenous city size cutoff: only cities above 40,000 residents were mapped. We employ a difference-in-differences design, comparing areas that received a particular grade with neighborhoods that would have received the same grade if their city had been mapped. The control neighborhoods are defined using a machine learning algorithm trained to draw HOLC-like maps using newly geocoded full-count census records. For the year 1940, we find a substantial reduction in property values and homeownership rates in areas with the lowest grade, along with an increase in the share of African American residents. We also find sizable house value reductions in the second-to-lowest grade areas. Such negative effects on property values persisted until the early 1980s. Our results illustrate that institutional practices can coordinate individual discriminatory choices and amplify their consequences.

Yujung Hwang, Johns Hopkins University

Bounding Omitted Variable Bias Using Auxiliary Data with an Application to Estimate Neighborhood Effects

This paper proposes a new estimator that bounds omitted variable bias using proxies for omitted variables with an asymptotically valid bootstrap procedure. The proxies do not need to appear in the same dataset as the outcome variable and the estimator is robust to measurement errors in proxies. I provide the open-source software to implement the estimator and its confidence interval. Next, I illustrate the application in the context of estimating neighborhood effect on intergenerational cultural transmission and find that growing up in an ethnic enclave could change some adulthood outcomes for second-generation immigrants that reflect their extent of cultural assimilation.

Kritarth Jha, Development Data Lab

Residential Segregation and Unequal Access to Local Public Services in India: Evidence from 1.5m Neighborhoods
(with Anjali Adukia, Sam Asher, Paul Novosad, and Brandon Tan)

A large body of evidence has demonstrated the importance of residential neighborhood in determining access to opportunity in rich countries. In rapidly urbanizing lower-income countries, neighborhood settlement patterns and disparities in economic outcomes have been less studied. This paper helps to close this gap by analyzing settlement patterns, access to public services, and economic outcomes across 1.5 million neighborhoods for two of India's marginalized communities: Scheduled Castes (SCs) and Muslims. We show that patterns of segregation and unequal access to public services in India's cities largely replicate the striking inequalities in its villages. SCs living in cities are about as segregated as U.S. Black people, and Muslims slightly less so. However, Muslim neighborhoods are more disadvantaged in access to government education and health facilities than SC neighborhoods. Children growing up in segregated neighborhoods attain less schooling, even after controlling for parent education and household consumption. Unequal access to public facilities in India's highly segregated neighborhoods may be a significant contributor to disadvantages faced by marginalized groups in the modern economy.

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Eric Chyn, Dartmouth College

The Long-Run Effects of School Racial Diversity on Political Identity

(with Stephen B. Billings and Kareem Haggag)

How do early-life experiences shape political identity? We examine the end of race-based busing in Charlotte-Mecklenburg Schools, an event that led to large changes in school racial composition. Using administrative data, we compare party affiliation in adulthood for students who had lived on opposite sides of newly drawn school boundaries. Consistent with the contact hypothesis, we find that a 10 percentage point increase in the share of minorities in a White student's assigned school decreased their likelihood of registering as a Republican by 2 percentage points (12 percent). Our results suggest that schools in childhood play an important role in shaping partisanship.

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| 14:30 - 15:15 | Special Session 1 | 15:30 - 16:15 | 06:30 - 07:15 | 09:30 - 10:15 |

Ana Maria Ibáñez, Universidad de los Andes and Interamerican Development Bank

Impact of a Massive Migrant Regularization Program on Labor and Other Outcomes for Migrants and Locals

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| 15:30 - 17:45 | Paper Session 2: LGBTQ+ Individuals | 16:30 - 18:45 | 07:30 - 09:45 | 10:30 - 12:45 |

Dario Sansone, University of Exeter

Understanding Discrimination Against LGBT People in the US: Evidence from a Double List Experiment and a Survey

(with Billur Aksoy and Christopher S. Carpenter)

In this paper, we report new statistics on views and beliefs regarding sexual and gender minorities in the United States using a nationally representative online sample. Studying views toward LGBTQ+ people in the labor market is particularly timely and important given a 2020 Supreme Court ruling in *Bostock v. Clayton County* that extended federal employment nondiscrimination protection to LGBTQ+ people. Using a double list experiment method designed to elicit true views free from social desirability bias, we find that anti-transgender sentiment in the labor market is significantly underreported. Despite this, we find that after correcting for social desirability bias, over 73 percent of people would be comfortable with a transgender manager at work and support nondiscrimination protection in employment for transgender people, although the level of support is lower among men, older people, heterosexual individuals, republicans, and Christians. Interestingly, respondents underestimate the overall level of support for transgender people in the general population. On the other hand, our survey reveals that general views towards lesbian, gay, and bisexual individuals are significantly more positive than towards transgender individuals. At the same time, almost 40 percent of Americans are in favor of allowing businesses to refuse service to sexual and gender minorities for religious reasons, and more than 30 percent of sexual minority are unaware that sexual minorities are legally protected from employment discrimination. Taken together, our results provide new and timely evidence on sentiment toward LGBT people in the United States and indicate that although anti-transgender sentiment is underreported and less positive than views towards sexual minorities, a sizable majority of adults in the US do support transgender people in the labor market, including in positions of workplace authority.

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Ylva Moberg, The Swedish Institute for Social Research, Stockholm University

The child penalty in same-sex and different-sex couples in Denmark, Finland, Norway and Sweden
(with Marie Evertsson and Maaïke van der Vleuten)

The transition to parenthood typically leads to a drastic and long term reduction in women’s, but not men’s, incomes, i.e. the “child penalty”. This paper studies whether gender norms, financial motives, and giving birth, can explain this phenomenon, by comparing same-sex and different-sex couples’ transition to parenthood, in Denmark, Finland, Norway and Sweden. Estimating child penalties on population wide register data, our results show that the partner that gave birth experience the largest initial reduction in earnings after having children in both couple types. Parents’ earnings then converge in same-sex, but not in different-sex, couples. Five years after the first child’s birth, men’s earnings are unaffected, women in different-sex couples have not yet recovered, and both partners in same-sex couples suffer a small but equivalent long-term child penalty. Choice of birth mother for a second child also does not have a long term impact on same-sex partners’ earnings. The results support gender theory, rather than specialization theory, as an explanation for the gendered economic impact of parenthood.

Santiago Deambrosi, Princeton University

The Intergenerational Mobility of LGBTQ Individuals

I study the intergenerational mobility of LGBTQ+ individuals in their 20's through 40's by utilizing data from five nationally representative surveys in the US. By comparing the incomes of parents and their offspring, I report the existence of a queer intergenerational mobility gap. This gap is driven primarily by the individuals born to parents in the lower end of the income distribution, and diminishes for those born to parents at the top. While this gap is in part caused by discrimination in wage differentials, I explore the roles that childhood neighborhoods and their attitudes play in shaping these outcomes. I construct an index that quantifies LGBTQ social attitudes at fine geographic levels and exploit the longitudinal nature of my data to study how, as queer and non-queer siblings move across geographic areas, and as attitudes change over time, neighborhood LGBTQ attitudes during childhood impact later-life outcomes. Finally, I plan to extrapolate my findings to generate an "Opportunity Atlas" for LGBTQ individuals--and discuss the policy implications of this work along with future avenues of research.

Travis Campbell, University of Massachusetts Amherst

Gender Affirming Care and Transgender Health: Evidence from Medicaid Coverage
(with Samuel Mann and Duc Hien Nguyen)

Public Health research indicates that gender affirming hormone therapy and gender affirming surgery provide health benefits for transgender patients who are experiencing gender dysphoria. However, existing studies mostly draw data from non-representative, non-random samples, have small sample sizes, and are plagued with endogeneity issues. The present study is the first to use large-scale, representative data and causal econometric methodological approaches to investigate the health benefits of gender affirming care within a reduced form model and subsequently overcome many of the issues in the current literature. We use data from the 2014-2020 Behavioral Risk Factors Surveillance Systems and follow a quadruple-difference design that leverages state-level differences in timing and availability of Medicaid coverage for gender affirming care, transgender status, and income-based Medicaid eligibility thresholds. Results demonstrate that when Medicaid programs provide coverage for gender affirming care for transgender people, the mental health of the low-income transgender population meaningfully improves. In contrast, we do not detect any changes in the health of the cisgender population, nor do we document any changes in the insurance rates of the low-income transgender population. This suggests that Medicaid coverage for gender affirming care is an effective social policy to improve the health and wellbeing of poor transgender people - one of the most marginalized and economically vulnerable groups in the US.

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Ben Harrell, Vanderbilt University

Race, Ethnicity, and Gender Identity Discrimination in Access to Mental Health Care: Preliminary Evidence from a Multi-Wave Study

(with Patrick Button, David Schwegman, Luca Fumarco, and Kyla Denwood)

A broad body of interdisciplinary research establishes that transgender and non-binary individuals face discrimination across many contexts, including healthcare. Simultaneously, transgender individuals face various mental health disparities, including higher rates of depression and anxiety, suicidality, and PTSD. Given an increase need for mental health services and higher rates of discrimination, understanding the role of discrimination in access to mental health care is essential. However, no previous research quantifies the extent to which transgender and non-binary people face discrimination in mental healthcare markets. We provide the first experimental evidence, using an audit study, of the extent to which cisgender women, transgender women, transgender men, non-binary people, and racial and ethnic minorities (African American and Hispanic individuals) face discrimination in access to mental health services. Additionally, given the overlap in timing of our pilot experiment and the COVID-19 pandemic, we examine how COVID-19 intensity affected access and discrimination in access to mental healthcare.

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| 18:00 - 20:15 | Paper Session 3: Race and Ethnicity | 19:00 - 21:15 | 10:00 - 12:15 | 13:00 - 15:15 |

Markus Eytng, JGU Mainz, Heidelberg University, and Stanford University

Why do we Discriminate? The Role of Motivated Reasoning

This study contributes to our understanding of the underlying causes of discrimination by providing a link between taste and belief-based discrimination through the mechanism of motivated reasoning. It provides first evidence on how this insight can be utilized to design policy interventions that effectively alleviates this form of discrimination. In a series of online experiments, experimental employers engage in repeated hiring decisions for which they are provided with various forms of individual-level information. It can be shown, that the employers systematically search for information that supports their motive while they disregard information that contradicts their motive. Finally, I show that reducing employers' wiggle room to interpret information signals alleviates this form of discrimination by reducing systematic information processing behavior.

Alex Chan, Stanford University

Discrimination and Quality Signals: A Field Experiment with Healthcare Shoppers

This paper provides evidence that customer discrimination in the market for doctors can be accounted for by biased beliefs and deniable prejudice. I evaluate customer preferences in the field with an online platform where cash-paying consumers can shop and book a provider for medical procedures based on a novel experimental paradigm called validated incentivized conjoint analysis (VIC). Actual paying customers evaluate doctor options they know to be hypothetical to be matched with a customized menu of real doctors, preserving incentives. Racial discrimination reduces patient willingness-to-pay for Black and Asian doctors by 12.7% and 8.7% of the average colonoscopy price respectively; customers are willing to travel 100–250 miles to see a white doctor instead of a Black doctor, and somewhere between 50–100 to 100–250 miles to see a white doctor instead of an Asian doctor. Providing signals of doctor quality reduces this willingness-to-pay racial gap by about 90%, which suggests that statistical discrimination could be an important cause of the gap. The willingness-to-pay penalties on minority doctors are multiples of actual average quality differences, which suggest that more than accurate statistical discrimination is at play. Actual booking behavior allows cross-validation of incentive compatibility of stated preference elicitation via VIC.

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Deborah Rho, University of St. Thomas

The Impact of Limiting Applicant Information on Rental Housing Discrimination
 (with Marina Gorzig)

Policies that reduce information on applicants, like “ban the box” or those that limit the use of an applicant’s credit history, have shown mixed results in the labor market. Numerous cities are considering expanding this style of policy to the rental housing market, so it is important to understand how policies that limit background information on applicants impact discrimination in rental housing. To investigate this question, we submitted fictitious email inquiries to publicly advertised rental units using names that are manipulated on perceived race and ethnicity (Somali American, African American, and White American) in Minnesota before and after the adoption of a set of renter protections that restricted the use of background checks, eviction history, strict income minimums, and credit history in rental housing applications in Minneapolis. We find clear evidence of discrimination against Somali American and African American rental applicants; landlords in Minneapolis contacted Somali American and African American applicants less often than White American applicants. These findings were particularly strong among condos and units with higher rents. After the policy was implemented, the racial disparity in positive contact in Minneapolis increased among larger landlords. We use St. Paul and the contiguous suburbs as a counterfactual; the triple difference analysis shows that discrimination increased in Minneapolis relative to St. Paul and the suburbs after the new policy was implemented. The increased discrimination predominantly occurred in rental units that were 2 bedrooms or larger.

Louis-Pierre Lepage, Stockholm University

Learning to Discriminate on the Job
 (with Alan Benson)

Using administrative records from a large national US retailer, we find managers learn to discriminate "on the job" as they gain experience hiring workers of different races. First, we find that positive and negative experiences with black hires seed the race of future hires, consistent with managers updating their beliefs about the productivity of worker groups. Second, experiences with black workers have a larger impact on future hiring than those with white workers, consistent with greater updating about their productivity. Third, negative experiences have more persistent impacts on future hiring, consistent with negatively-biased beliefs being slower to self-correct than positively-biased ones, because hiring begets learning. Fourth, these dynamics, combined with the minority status of black workers, yield larger, particularly persistent declines in black hiring following managers' negative hiring experiences. Our results suggest that managers develop biased beliefs from endogenous learning about racial groups, which systematically disadvantages minority workers.

Conrad Miller, University of California, Berkeley

Racial Inequality and the Dynamic Role of In-Group Bias in Hiring: Evidence from Brazil
 (with Ian Schmutte)

In Brazil, firms' later hires are more likely to be nonwhite than their early hires, holding the job fixed. We argue that this pattern is driven by racial disparities in entrepreneurship and the dynamic effects of in-group bias: firms are more likely to hire from groups already well-represented at the firm, though with some decay. Consistent with in-group bias, at entry, firms with white founders are 30-40% less likely to hire nonwhite employees than comparable firms with nonwhite founders. These firms converge in their composition of hires after about 500 hires. We find analogous evidence of in-group bias in dismissals

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ABSTRACTS – DAY 2
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| 13:00 - 13:45 | Special Session 2 | 14:00 - 14:45 | 05:00 - 05:45 | 08:00 - 08:45 |

Nagore Iriberry, University of the Basque Country

Gender Gaps at the Academies

(with David Card, Stefano DellaVigna, and Patricia Funk)

Women have long been under-represented among the Fellows of both the National Academy of Science and the American Academy of Arts and Science, though the share of women has risen recently. Given that selection as a fellow typically takes place some 20+ years into an academic career, it is possible to study implicit gender preference in selection rates, relative to the pipeline, taking into account the publications and citations of potential fellows. Building on the econometric framework in Card et al. (forthcoming, *Econometrica*), we compare gender gaps from 1960 to 2020 in the election of fellows for psychology (a field with a relatively high share of female scholars), mathematics (a field with a relatively low share of females) and economics { which falls in between. In the early 1960s women were under-represented as fellows of the NAS and AAAS in all three fields. In fact the first female NAS Fellows in mathematics and economics were only elected in the 1980s. By 2000 this under-representation was largely addressed. Around 2010, the Fellow selection processes at both academies began exhibiting a strong positive preference for females in the three fields, a trend that has continued and grown.

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| 14:00 - 16:15 | Paper Session 4: Gender | 15:00 - 17:15 | 06:00 - 08:15 | 09:00 - 11:15 |

Diogo Geraldés, Utrecht University

An Experiment on Gender Representation in Majoritarian Bargaining

(with Andrzej Baranski, Ada Kovaliukaite, and James Tremewan)

Women are underrepresented in political and business decision-making bodies across the world. To investigate the causal effect of gender representation on multilateral negotiations, we experimentally manipulate the composition of triads in a majoritarian, divide-the-dollar game. First, we find that inclusive splits and unanimous agreement rates are highest in all-female groups and lowest in all-male groups suggesting that female representation increases fairness. Second, we document a robust gender gap in earnings, driven largely by the exclusion of women from coalitions rather than differential shares within coalitions. Interestingly, we find that distinct bargaining dynamics can underlie the same inequitable outcomes: While gender-biased outcomes are sometimes caused by outright discrimination, they can also be driven by more complex dynamics related to gender differences in bargaining strategies. These different dynamics manifest in mixed-gender coalitions being less stable when the excluded party is male rather than female.

Fabrizio Core, Erasmus University

Female innovative entrepreneurship and maternity risk

This paper documents the existence of an intensive margin of the gender gap in innovative entrepreneurship: not only there are fewer women than men who become entrepreneurs, but female founders have smaller equity holdings, make smaller investments, and are less likely to be the executive of the firm compared to male founders. Exploiting the deregulation of emergency contraception in Italy, combined with variation in access to abortion services, I find that reducing maternity risk helps to close these gaps and makes female-held firms more likely to attract venture capital and enter liquidation in their early stages.

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Ozge Demirci, University of Warwick

Can Gender-Blind Algorithmic Pricing Eliminate Gender Gap?

In many countries, insurance companies tend to charge young male drivers more than female ones, presumably because they are expected to be riskier. To eliminate this form of statistical discrimination, in 2019, California banned insurance companies from using the information on gender in their pricing algorithms. Using a difference-in-differences strategy, I study how this ban on gender-based pricing affects the gender gap in prices, with other states and older individuals as control groups. The ban reduced the gender gap in the insurance premiums paid by young drivers by around 70 percent, but it failed to eliminate it completely. My analysis of the pricing algorithms of a large insurance company indicates that the persistence of the gap is partly due to the readjustment of the algorithm, with gender proxies receiving larger weights than before. For instance, drivers using specific car models associated with young males, the riskiest group, pay up to 22 percent more. My findings illustrate the limitations of gender-blind anti-discrimination policies, with implications for designing fairer algorithmic regulations.

Hanna Hoover, University of Michigan

Bias in Beliefs: Identifying Social Norms Surrounding Sexual Consent

(with Erin Krupka)

Using identity theory and a factorial vignette survey experiment, we test for the presence of implicit contextual, gender, race and sexual orientation bias in social norms that govern college students' sexual interactions. The theoretical framework characterizes how differences in the appropriateness of behaviors may arise due to an actor's identity. We model this type of bias as a form of statistical discrimination, in which the bias or discrimination arises from imperfect information rather than racial, gender, or sexual-orientation animus. We use an experiment to test our predictions. The experiment uses an incentive compatible survey protocol to identify the impact of implicit race, gender and sexual orientation bias on second order beliefs. Our results show that context significantly alters perceptions of appropriate behavior and that white heterosexual male actions are viewed more negatively than other reference identities.

Almudena Sevilla, University College London

Gender Stereotyping in Sports: How Parents Affect Children's Choices

(with Miriam Marcén and Marina Morales)

Social norms concerning the appropriate behavior of men and women are important determinants of the persistency in gender gaps in educational and labor market outcomes. Yet, where gender roles come from, the way they are transmitted, and how to change them remains elusive. We answer these questions by uncovering paternal time investments as an important cultural-transmission mechanism through which gender stereotypical patterns are passed on and maintained. Linking over 15 years of data on the number of players by sport and by gender in US schools, we construct a state-level Gender Stereotype Defier (GSD) sports index and show that children are more likely to break stereotypical gender sport choices in US states where more people hold egalitarian views on the position of women in society. Using 24-hour diary information from a large representative survey we find that fathers spend 16 per cent more time per day with sons compared with daughters, but this gender gap is significantly reduced in states where children make less stereotypical choices in sports. Taken together, our results suggest that gender sorting in sports is socially constructed rather than biologically rooted. To the extent that paternal time determines gender stereotypical choices of children beyond sport choice, our results have wider implications for understanding the inter-personal mechanisms involved in the intergenerational transmission of social norms and can inform on the design of policies aimed at reducing gender inequalities.

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Astrid Kunze, NHH Norwegian School of Economics
Gender diversity and discriminatory behaviour in labour markets

In this talk, I am going to present new data on the trend in gender wage gap within firms and the gender gap in top positions. These demonstrate remaining gender gaps. I give an overview of existing evidence on discriminatory behaviour and firm's diversity and inclusive work-life policies that include a menu of policies, but so far little evidence exists on their effectiveness to impact diversity, and firm performance. I then present novel evidence on the effect of expansionary parental leave policies to increase women's representation in top positions, and the effects of board gender quotas and labour power on gender diversity in the board room.

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| 17:30 - 19:45 | Paper Session 5: Gender | 18:30 - 20:45 | 09:30 - 11:45 | 12:30 - 14:45 |

David Klinowski, Stanford University
Voicing disagreement in science: Missing women

Scientists advance knowledge by criticizing and debating ideas. Women have historically made up a minority of participants in academic science, but, have they been missing even more in the debate component of science? I shed light on this question by studying male and female rates of authorship of post-publication comments, a type of paper that directly criticizes someone else's published work. Across a range of disciplines in the natural and social sciences, the share of female authors is 20-40 percent lower for post-publication comments relative to regular papers. This imbalance in the literature is not explained by gender disparities in sorting across fields, seniority, coauthorship propensity, or strategies that prioritize impactful papers. I then conduct an experiment that suggests a role of gender differences in preferences for pointing out a mistake in someone's work and taking away credit earned from that mistake.

Yuki Takahashi, University of Bologna
Gender Differences in the Cost of Corrections in Group Work

Having a good relationship with colleagues is integral in group work, potentially leading to successful collaborations. However, there are occasions when people have to correct their colleagues. I study whether people dislike collaborating with someone who corrects them and whether the dislike is stronger when that person is a woman. Using a quasi-laboratory experiment, I find that people, including those with high productivity, are less willing to collaborate with a person who has corrected them even if the correction improves group performance. In addition, I find suggestive evidence that men respond more negatively to women's corrections, which is not driven by their beliefs about the difference in women's and men's abilities. These findings suggest that there is a behavioral bias in group work that distorts the optimal selection of talents and penalizes those who correct others' mistakes, and the distortion may be stronger when women correct men.

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ABSTRACTS – DAY 2
(Tuesday, 21 JUNE)

| UK Time | | EUR CET | US PDT | US EDT |
|---------------|--------------------------------|---------------|---------------|---------------|
| 17:30 - 19:45 | Paper Session 5: Gender | 18:30 - 20:45 | 09:30 - 11:45 | 12:30 - 14:45 |

Menaka Hampole, Northwestern University

Peer Effects and the Gender Gap in Corporate Leadership: Evidence from MBA Students

(with Francesca Truffa and Ashley Wong)

Women continue to be underrepresented in corporate leadership positions. This paper studies the role of social connections in women's career advancement. We investigate whether access to a larger share of female peers in business school affects the gender gap in senior managerial positions. Merging administrative data from a top-10 US business school with public LinkedIn profiles, we first document that female MBAs are 24 percent less likely than male MBAs to enter senior management within 15 years of graduation. Next, we use the exogenous assignment of students into sections to show that a larger proportion of female MBA section peers increases the likelihood of entering senior management for women but not for men. This effect is driven by female-friendly firms, such as those with more generous maternity leave policies and greater work schedule flexibility. A larger proportion of female MBA peers induces women to transition to these firms where they attain senior management roles. We find suggestive evidence that some of the mechanisms behind these results include job referrals and gender-specific information transmission. These findings highlight the role of social connections in reducing the gender gap in senior management positions.

Bhargav Gopal, Columbia University

How Do Firms Respond to Gender Quotas?: Evidence From California's SB826

Quotas are often discussed as policy levers that can increase organizational diversity, but there is much controversy about whether they can achieve gains in diverse representation without harming organizational outcomes. In 2018, California passed a gender quota requiring the presence of at least one woman on corporate boards by the end of 2019. Exploiting variation in the board's gender composition induced by the quota, I show that gender diverse boards do not adversely affect various measures of board quality. These results challenge the theory that the prevalence of all-male boards is driven by a dearth of qualified female candidates. Instead, I provide evidence that two channels contribute to the lack of gender parity on boards -- negative stereotypes of female directors held by investors and a lack of female connections to corporate leaders. These findings indicate that frictions in the labor market prevent some qualified women from obtaining board positions.

Olga Stoddard, Brigham Young University

Who you gonna call: Gender differences in demand for parental involvement

(with Kristy Buzart and Laura Gee)

Prior studies find significant inequalities in time spent by men and women in heterosexual households on child-related tasks even when both parents work full time. We develop a theoretical model and a field experiment to study if this inequality comes from external demands from decision-makers. We send emails to school principals from a two-parent household asking for a call back about an inquiry. We provide a unique phone number for each parent and track who is contacted first. We randomly vary the informational signals about which parent has more availability. This allows us to investigate whether the motherhood effect can be mitigated by household signaling. Furthermore, we explore if effects vary by gender of the principal. We can then compare household based versus external decision-maker based policies to close the gender gap in parental involvement. A structural random utility model allows us to identify whether the source of any inequality is belief- and/or preference-based.

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