Discrimination and Diversity Workshop 2024
2 and 3 July 2024, Online
PROGRAM

University of East Anglia — SCHOOL OF ECONOMICS
University of Exeter
Loughborough University

Tuesday, 2nd July 2024						
UK Time		**US PDT**	**US EDT**	**EUR CET**	**SG SST**	**AU AEST**
10:15 - 10:30	**OPENING OF WORKSHOP**	02:15 - 02:30	05:15 - 05:30	11:15 - 11:30	17:15 - 17:30	19:15 - 19:30
10:30 - 12:00	**Paper Session 1: Healthcare** **Chair: Giulia Greco, LSHTM**	02:30 - 04:00	05:30 - 07:00	11:30 - 13:00	17:30 - 19:00	19:30 - 21:00
	Gaia Dossi, London School of Economics Race and Science **Pia Heckl**, ifo Institute Workplace Breastfeeding and Maternal Employment **Giulia Greco**, London School of Hygiene and Tropical Medicine Integrating Mental Health Services into Routine HIV Care in a low-resource setting: an economic perspective					
12:00 - 12:30	**BREAK**					
12:30 - 14:30	**Paper Session 2: Stereotypes** **Chair: Katie Coffman, Harvard University**	04:30 - 06:30	07:30 - 09:30	13:30 - 15:30	19:30 - 21:30	21:30 - 23:30
	Ieda Matavelli, University of New South Wales Masculinity Norms: International Evidence and Implications for Economics, Health, and Politics **Raphael Moritz,** University of Tuebingen The Visual Narrative: Social Media, Stereotypes, and Ethnic Discrimination **Laura Gee,** Tufts University Salary History and Employer Demand: Evidence from a Two-Sided Audit **Katie Coffman,** Harvard University Choosing and Using Information in Evaluation Decisions					
14:30 - 15:00	**BREAK**					
15:00 - 17:00	**Paper Session 3: Social Integration and Migrant Children** **Chair: Christina Felfe, University of Konstanz**	07:00 - 09:00	10:00 - 12:00	16:00 - 18:00	22:00 - 00:00	00:00 - 02:00
	Luca Fumarco, Masaryk University (un)Effectiveness of the Temporary Protection EU Act: A Study with Ukrainian Refugees Job Applicants **Paolo Santini**, Copenhagen Business School Non-profit Organizations and Refugee Integration: Steppingstones or Roadblocks? **Michael Vlassopoulos**, University of Southampton Leveraging Edutainment and Social Networks to Foster Interethnic Harmony **Christina Felfe**, University of Konstanz Diversity and Discrimination in the Classroom					

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Wednesday 3rd July 2024						
UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
08:30 - 09:30	**Special Session 1**	12:30 - 01:30	03:30 - 04:30	09:30 - 10:30	15:30 - 16:30	17:30 - 16:30
	Jessica Pan, National University of Singapore The Evolution of Gender in the Labor Market					
09:30 - 10:00	**BREAK**					
10:00 - 12:00	**Paper Session 4: Inequalities in Education** **Chair: Simon Burgess, University of Bristol**	02:00 - 04:00	05:00 - 07:00	11:00 - 13:00	17:00 - 19:00	19:00 - 21:00
	Xiaoyue Shan, National University of Singapore Gender Diversity Improves Academic Performance **Manuel Muñoz**, Luxembourg Institute of Socio-Economic Research (LISER) Publicly targeting disadvantaged groups triggers stigma and limits take-up of educational opportunities **Federica Meluzzi**, CREST Institut Polytechnique de Paris The College Melting Pot: Peers, Culture and Women's Job Search **Simon Burgess,** University of Bristol Understanding the role of school admissions priorities in educational inequality					
12:00 - 12:30	**BREAK**					
12:30 - 13:30	**Special Session 2**	04:30 - 05:30	07:30 - 08:30	13:30 - 14:30	19:30 - 20:30	21:30 - 22:30
	Sigrid Suetens, Tilburg University A taste for discrimination					
13:30 - 14:00	**BREAK**					
14:00 - 16:00	**Paper Session 5: LGBTQ+ individuals** **Chair: Ian Burn, University of Liverpool**	06:00 - 08:00	09:00 - 11:00	15:00 - 17:00	21:00 - 23:00	23:00 - 01:00
	David Smerdon, The University of Queensland Proximity and Prejudice: Gig worker discrimination against gay profiles **Müge Süer,** Humboldt-Universität zu Berlin Predictive Power of Biological Sex and Gender Identity on Economic Behavior: A Validated Instrument for Measuring Gender Identity **Maxine Lee**, San Francisco State University Transgender Earnings Gaps in the United States: Evidence from Administrative Data **Ian Burn,** University of Liverpool The Economic Effects of Gender-Affirming Care					
16:00 - 16:15	**ANNOUNCEMENT OF OUTSTANDING PAPER AWARDS** **Oana Borcan**, **Laura Harvey**, and **Boon Han Koh**, Workshop Organizers	08:00 - 08:15	11:00 - 11:15	17:00 - 17:15	23:00 - 23:15	01:00 - 01:15

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DETAILED PROGRAM WITH ABSTRACTS

DAY 1 – 2 JULY

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UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
10:30 - 12:00	**Paper Session 1: Healthcare**	02:30 - 04:00	05:30 - 07:00	11:30 - 13:00	17:30 - 19:00	19:30 - 21:00

Gaia Dossi, London School of Economics
Race and Science

What are the consequences of the racial gap in science and innovation? I study this question by combining data on US patents, medical research articles, clinical trials, and research grants with the racial distribution of last names in the US population. Using last names as a proxy for race, I find that the racial composition of scientists affects the direction, as well as the rate, of medical research and innovation. First, I show that Black scientists are more likely to research diseases frequent in the Black population, while White scientists are more likely to research diseases frequent in the White population. Second, across all diseases, Black scientists are three times as likely to design clinical trials with Black participants and twice as likely to publish articles focused on Black individuals. Third, I draw a causal link between race and the direction of research by focusing on diseases more common among Black individuals (e.g., sickle cell anemia) or White individuals (e.g., melanoma) due to evolutionary advantages in their ancestors' countries of origin. Fourth, I document the causal impact of relative disease incidence on the direction of research by studying an exogenous change in HIV-related mortality among Black compared to White Americans. I estimate a general equilibrium Roy model with racial frictions and endogenous choice of occupation. Using the data, I quantify the parameters and estimate that removing barriers would increase the overall number of inventors by 1 p.p., a 10% increase from the baseline.

Pia Heckl, ifo Institute
Workplace Breastfeeding and Maternal Employment
(With Elisabeth Wurm)

This paper investigates the impact of workplace breastfeeding laws on the labor supply of mothers. We exploit a unique setting, when throughout 1998-2009 states in the US introduced laws requiring employers to provide break time and a private room for women to express milk or breastfeed. Our results show an increase in breastfeeding initiation and the probability that a child was breastfed at three and six months after birth. We find that workplace breastfeeding significantly increase maternal employment by 4% when children are in breastfeeding age.

Giulia Greco, London School of Hygiene and Tropical Medicine
Integrating Mental Health Services into Routine HIV Care in a low-resource setting: an economic perspective

Discrimination and Diversity Workshop 2024
Abstracts – DAY 1

University of East Anglia
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12:30 - 14:30	**Paper Session 2: Stereotypes**	04:30 - 06:30	07:30 - 09:30	13:30 - 15:30	19:30 - 21:30	21:30 - 23:30

Ieda Matavelli, University of New South Wales
Masculinity Norms: International Evidence and Implications for Economics, Health, and Politics
(With Victoria Baranov, Ralph De Haas and Pauline Grosjean)

This paper explores the socioeconomic implications of masculinity norms: gender norms that prescribe and constrain the behavior of men. To do so, we conduct the first nationally representative face-to-face survey on masculinity norms across 37 countries in Europe, Asia, the Middle East, and Africa. The resulting unique dataset unveils substantial variation in men's adherence to masculinity norms within and across countries. Our analysis reveals three socioeconomic domains where these norms exert significant influence. First, masculinity norms play an ambivalent economic role, correlating positively with behaviors supporting economic growth (labor supply at the intensive margin and competitiveness), yet also generating frictions by constraining occupational choice to traditionally masculine sectors. Second, we show that masculinity norms encourage risk-taking, including in health behaviors, and are associated with depressive symptoms among men and shorter male life expectancy across countries. Third, we document how masculinity norms correlate with both the demand for and the supply of strongman populism. Crucially, in all three domains—economics, health, and politics—the role of masculinity norms is decidedly distinct from that of social norms about women.

Raphael Moritz, University of Tuebingen
The Visual Narrative: Social Media, Stereotypes, and Ethnic Discrimination
(With Christian Manger)

This paper investigates how visual narratives on social media influence ethnic discrimination in a two-sided market with asymmetric information. Using a randomized controlled trial, we analyze the impact of social media profiles that either reinforce or contradict ethnic minority stereotypes. We created four fictitious profiles with either minority or majority names and posted stereotypical images on some profiles. Each application, sent to 5,246 vacant room ads, either included a link to these profiles or not. Our results show that visual narratives matter significantly: Compared to applicants who do not include a personal social media profile in their application, ethnic minority applicants benefit significantly from contradicting to stereotypes on their social media profile and conforming to the ethnic majority. Ethnic majority applicants, on the other hand, have significantly lower callback rates when they conform to ethnic minority stereotypes. We also investigate the effect of a platform design change introducing paid premium subscriptions that increase the visibility of applications. While premium users generally have higher callback rates, ethnic minority applicants benefit less from increased visibility than majority applicants. Thus, platform design and monetization strategies can influence discriminatory behavior.

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Laura Gee, Tufts University
Salary History and Employer Demand: Evidence from a Two-Sided Audit
(With Amanda Agan and Bo Cowgill)

We study how salary disclosures affect employer demand using a field experiment featuring hundreds of recruiters evaluating over 2,000 job applications. We randomize the presence of salary questions and the candidates' disclosures for male and female applicants. Our findings suggest that extra dollars disclosed yield higher salary offers, willingness to pay, and perceptions of outside options by recruiters (all similarly for men and women). Recruiters make negative inferences about the quality and bargaining positions of non-disclosing candidates, though they penalize silent women less.

Katie Coffman, Harvard University
Choosing and Using Information in Evaluation Decisions
(with Scott Kostyshak and Perihan Saygin)

We use a controlled experiment to study how information acquisition impacts candidate evaluations. We provide evaluators with group-level information on performance and the opportunity to acquire additional, individual-level performance information before making a final evaluation. We find that, on average, evaluators under-acquire individual-level information, leading to more stereotypical evaluations of candidates. Consistent with stereotyping, we find that (irrelevant) group-level comparisons have a significant impact on how candidates are evaluated; group-level comparisons bias initial assessments, responses to information, and final evaluations. This leads to under-recognition of talented candidates from comparatively weaker groups and over-selection of untalented candidates from comparatively stronger groups.

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UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
15:00 - 17:00	**Paper Session 3: Social Integration and Migrant Children**	07:00 - 09:00	10:00 - 12:00	16:00 - 18:00	22:00 - 00:00	00:00 - 02:00

Luca Fumarco, Masaryk University
(un)Effectiveness of the Temporary Protection EU Act: A Study with Ukrainian Refugees Job Applicants
(With Stepan Mikula)

This is the first study to investigate the effectiveness of the EU temporary protection act (Implementing Decision, 2022/382). We conducted a matched pair correspondence test from March 24 to September 9, 2022, in the Czech labour market, where the so-called "Lex Ukraine" allows refugees an immediate free access to the domestic labour market. We sent unsolicited job inquiries for unskilled positions where language, skills, experience are irrelevant, and the ability to interact with native coworkers or customers is not expected. We compare five groups of applicants: Czech natives (reference group), Ukraine refugees with either Ukraine or Russian ethnicity, Ukraine and Russian permanent residents. We find a series of relevant results. First, Ukrainian refugees (regardless of their ethnicity) face a lower response rate than Czech applicants, despite the Lex Ukraine, and despite the irrelevance of language barriers and skills. Second, Ukraine refugees with Russian ethnicity are treated worse than compatriots with Ukrainian ethnicity, and are treated the same as Russian permanent residents, suggesting there is ethnic misidentification. Third, the response rate of all refugees and permanent residents groups decreases over time. Fourth, the response rate of refugees with Ukrainian ethnicity increases with the increase in the war victims, but at a decreasing rate, suggesting there is collectivist psychic numbing. Fifth, the response rate of refugees with Russian ethnicity is orthogonal to the quantity of war victims, which suggests a lower empathy toward them. The end of the paper discusses the next steps of this ongoing study.

Paolo Santini, Copenhagen Business School
Non-profit Organizations and Refugee Integration: Steppingstones or Roadblocks?
(With Vera Rocha)

The long-lasting refugee crisis has become a grand challenge for policymakers, organizations, communities, and economies at large. Providing access to employment or skill-upgrading opportunities is deemed essential for the effective integration of refugees in host countries. However, our understanding of the local conditions that may inhibit or accelerate refugee integration via those channels remains limited. In this study, we investigate how the density of non-profit organizations in the local community hosting newly arrived refugees as a proxy of local civic capacity for social transformation may influence their integration pathways. We focus on two main integration channels that are often considered effective for refugee long-term integration obtaining employment or enrolling in an educational institution. We use Danish register data and leverage the spatial dispersal policy in place in Denmark between 1999 and 2016 to investigate these questions. Refugees assigned to communities with a greater presence of non-profit organizations are less likely to obtain employment and exhibit lower income levels over time. We do not find any significant association between non-profit organizations and refugees enrolment in education. Overall, our findings lend limited support to non-profit organizations being a steppingstone for refugees socio-economic integration.

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Michael Vlassopoulos, University of Southampton
Leveraging Edutainment and Social Networks to Foster Interethnic Harmony
(with Abu Siddique)

Interethnic tensions pose a significant barrier to the socioeconomic advancement of minority groups. This paper investigates the effectiveness of educational entertainment in promoting interethnic harmony. We carried out a cluster-randomized field experiment involving over 3,300 households across 120 polyethnic villages in Bangladesh. We find that disseminating information through a documentary film designed to educate the ethnically dominant Bengalis about the ethnic minority Santals in polyethnic villages increased the ethnic majority altruism, trust, and solidarity toward minorities. Using emotion-detecting software to analyze facial expressions during the film viewing reveals that empathy played a significant role in this process. Additionally, we find that targeting network-central households with the intervention generated large positive spillovers on other households within villages, including those of the Santals. We further corroborate these findings through a separate casual work field experiment and through administrative data on police complaints and arbitration complaints to village counselors. Our findings highlight the power of edutainment and social networks in promoting interethnic harmony.

Christina Felfe, University of Konstanz
Diversity and Discrimination in the Classroom

What makes diversity unifying in some settings but divisive in others? We examine how the mixing of ethnic groups in German schools affects intergroup cooperation and trust. We leverage the quasi-random assignment of students to classrooms within schools to obtain variation in the type of diversity that prevails in a peer group. We combine this with a large-scale, incentivized lab-in-field-experiment based on the investment game, allowing us to assess the in-group bias of native German students in their interactions with fellow natives (in-group) versus immigrants (out-group). We find in-group bias peaks in culturally polarized classrooms, where the native and immigrant groups are both large, but have different religious or language backgrounds. In contrast, in classrooms characterized by non-cultural polarization, fractionalization, or a native supermajority, there are significantly lower levels of own-group favoritism. In terms of mechanisms, we find empirical evidence that culturally polarized classrooms foster negative stereotypes about immigrants' trustworthiness and amplify taste-based discrimination, both of which are costly and lead to lower payouts. In contrast, accurate statistical discrimination is ruled out by design in our experiment. These findings suggest that extra efforts are needed to counteract low levels of inclusivity and trust in culturally polarized environments.

DETAILED PROGRAM WITH ABSTRACTS

DAY 2 – 3 JULY

UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
08:30 - 09:30	**Special Session 1**	12:30 - 01:30	03:30 - 04:30	09:30 - 10:30	15:30 - 16:30	17:30 - 16:30

Jessica Pan, National University of Singapore
The Evolution of Gender in the Labor Market

UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
10:00 - 12:00	**Paper Session 4: Inequalities in Education**	02:00 - 04:00	05:00 - 07:00	11:00 - 13:00	17:00 - 19:00	19:00 - 21:00

Xiaoyue Shan, National University of Singapore
Gender Diversity Improves Academic Performance

This paper uses a field experiment in a first-semester course at a Swiss public university to examine the impact of gender diversity on academic performance. 2,580 students across six cohorts are randomly assigned into 645 study groups with varying gender composition. Results show that group gender diversity significantly raises students' course performance, especially for men. Moving from homogeneous to gender-balanced groups increases course grade by about 15% standard deviations. Analyses of mechanisms reveal that diversity enhances within-group social interaction and students' group satisfaction, self-esteem, self-confidence, mental health, and study effort. Although these effects generally apply to both genders, diversity appears to lower women's effort and leads them to hold significantly more traditional gender attitudes, which may explain the greater impact of diversity on men's performance. The findings of this paper highlight the value of gender diversity in improving academic performance and fostering social integration in higher education.

Manuel Muñoz, Luxembourg Institute of Socio-Economic Research (LISER)
Publicly targeting disadvantaged groups triggers stigma and limits take-up of educational opportunities

I investigate the unintended consequences of publicly informing individuals from disadvantaged groups that their selection for a beneficial opportunity, such as an educational program, is based on their group identity. In a field experiment in collaboration with a Colombian university, I target 4831 disadvantaged students and only disclose to some that they were invited to the program because of their demographics. I find a 27% decrease in program take-up and a 20% decrease in completion rates when this information is disclosed. These findings hold direct policy implications for effectively targeting disadvantaged groups without discouraging their take-up of beneficial opportunities.

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10:00 - 12:00	**Paper Session 4: Inequalities in Education**	02:00 - 04:00	05:00 - 07:00	11:00 - 13:00	17:00 - 19:00	19:00 - 21:00

Federica Meluzzi, CREST Institut Polytechnique de Paris
The College Melting Pot: Peers, Culture and Women's Job Search

Differences in labor market outcomes between men and women have been extensively documented. Yet, little is known about the role of peers in shaping these gaps, especially at the beginning of the career. This paper provides novel large-scale evidence on the effects of the social environment, as represented by college classmates, as a driver of womens early-career labor market decisions. I exploit unique administrative and survey data covering the universe of college students in Italy and cross-cohort idiosyncratic variation in peers' geographical origins within Master's programs. My findings indicate that exposure to female peers born in areas with egalitarian gender culture significantly increases women's labor supply, primarily through increased uptake of full-time jobs. A one standard deviation increase in peers' culture increases female earnings by 3.7%. The estimated peer effects are economically significant, comparing to more than a third of the gender earnings gap. Leveraging information on elicited job-search preferences, I present evidence that peers shape women's valuation of non-pecuniary job attributes. Moreover, analysis of original survey data on students' beliefs supports social learning explanations. I first show that the gender culture in a woman's province of origin shapes her beliefs on the relative arrival rates of part-time vs. fulltime jobs and her perceptions on employers' discrimination. Second, consistent with the predictions of a standard job search model, I provide evidence that these beliefs matter for women's acceptances of part-time jobs. Finally, I provide evidence of beliefs updating.

Simon Burgess, University of Bristol
Understanding the role of school admissions priorities in educational inequality
(With Estelle Cantillon, Mariagrazia Cavallo and Ellen Greaves)

Educational inequalities are an important component of inequality in income and in life chances. Educational inequalities in turn derive in part from which school students attend. Schools matter and schools differ, so the effectiveness of the school attended is important. This brings the school admissions process in a country to the foreground of attention. In England, the process of school admissions is based on school choice. Parents submit a rank-ordered list of schools they prefer to the local authority. This is combined in the assignment algorithm with information on schools' published priorities among applicants: for example, most schools give priority to the siblings of older children already in the school. While the nature of admissions priorities are tightly regulated, the decisions on priorities are very decentralised – most secondary (high) schools determine their own priorities, subject to the statutory Code. In this research programme, we have collected data on the full and detailed list of all schools in England. In this presentation, we provide some preliminary analysis of this and sketch out our current next steps.

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Sigrid Suetens, Tilburg University
A taste for discrimination

UK Time		US PDT	US EDT	EUR CET	SG SST	AU AEST
14:00 - 16:00	**Paper Session 5: LGBTQ+ individuals**	06:00 - 08:00	09:00 - 11:00	15:00 - 17:00	21:00 - 23:00	23:00 - 01:00

David Smerdon, The University of Queensland
Proximity and Prejudice: Gig worker discrimination against gay profiles
(With Samuel Pearson)

Recent correspondence studies suggest a decline in sexual orientation discrimination in traditional labor markets. Two criticisms of these results are that correspondence studies often rely on call-backs for measurement, and that they rarely shed light on the mechanisms. We address these limitations by examining the role of physical proximity in sexual-orientation discrimination within the gig economy. In our pre-registered, 'flipped' correspondence study, we disseminated 1,128 job postings across six Australian cities via a popular gig-economy platform. Each posting signaled the sexual orientation of the poster (gay or straight male) and the job's proximity to the poster (inside or outside the home). Gay profiles received fewer bids, less engagement, and lower-quality offers than straight profiles, but only if the task required close proximity (inside jobs). Our study sheds light on physical proximity as a factor of taste-based discrimination, and shows how this affects worker behavior in the gig economy, a sector of increasing importance due to its rapid growth and comparatively lax regulatory frameworks.

Müge Süer, Humboldt-Universität zu Berlin
Predictive Power of Biological Sex and Gender Identity on Economic Behavior: A Validated Instrument for Measuring Gender Identity
(With Stefano Piasenti)

Studying gender differences in behavioral traits through the lenses of continuous identity opens a broad and promising field because observed behavioral differences by biological sex are not yet fully understood. Using a large U.S. online sample (N=2017) and machine learning, we developed and validated a new continuous gender identity measure consisting of separate femininity and masculinity scores through two studies. First, we identified ninety attributes from prior research and conducted an experiment to classify them as feminine and masculine. Second, a different group of participants completed tasks designed to elicit behavioral traits with documented binary gender differences. They also assessed themselves on each of the attributes. Data for the second study was collected in two waves; the first served as a training sample to identify key attributes that predict behavioral traits through lasso analyses, creating candidate measures. We selected the most effective one, comprising sixteen attributes, based on its predictive power. Finally, we used the second wave (test sample) to validate our gender identity measure, which outperformed existing ones in explaining gender differences in economic decision-making. Exploiting its two-dimensional nature, we show that confidence, competition and risk are associated with masculinity, while altruism, equality, and efficiency are with femininity.

UK Time	Paper Session 5: LGBTQ+ individuals	US PDT	US EDT	EUR CET	SG SST	AU AEST
14:00 - 16:00	**Paper Session 5: LGBTQ+ individuals**	06:00 - 08:00	09:00 - 11:00	15:00 - 17:00	21:00 - 23:00	23:00 - 01:00

Maxine Lee, San Francisco State University
Transgender Earnings Gaps in the United States: Evidence from Administrative Data

We provide the first evidence on transgender earnings effects in the US using administrative data on over 55,000 individuals who changed their gender marker with the Social Security Administration and had gender-consistent first name changes on tax records. The transgender sample has increased in size over time and has younger female-to-male than male-to-female transitions, both consistent with true gender affirmations. A within-person panel design and a siblings design both return evidence of a transgender earnings penalty of 6 to 12 log points.

Ian Burn, University of Liverpool
The Economic Effects of Gender-Affirming Care