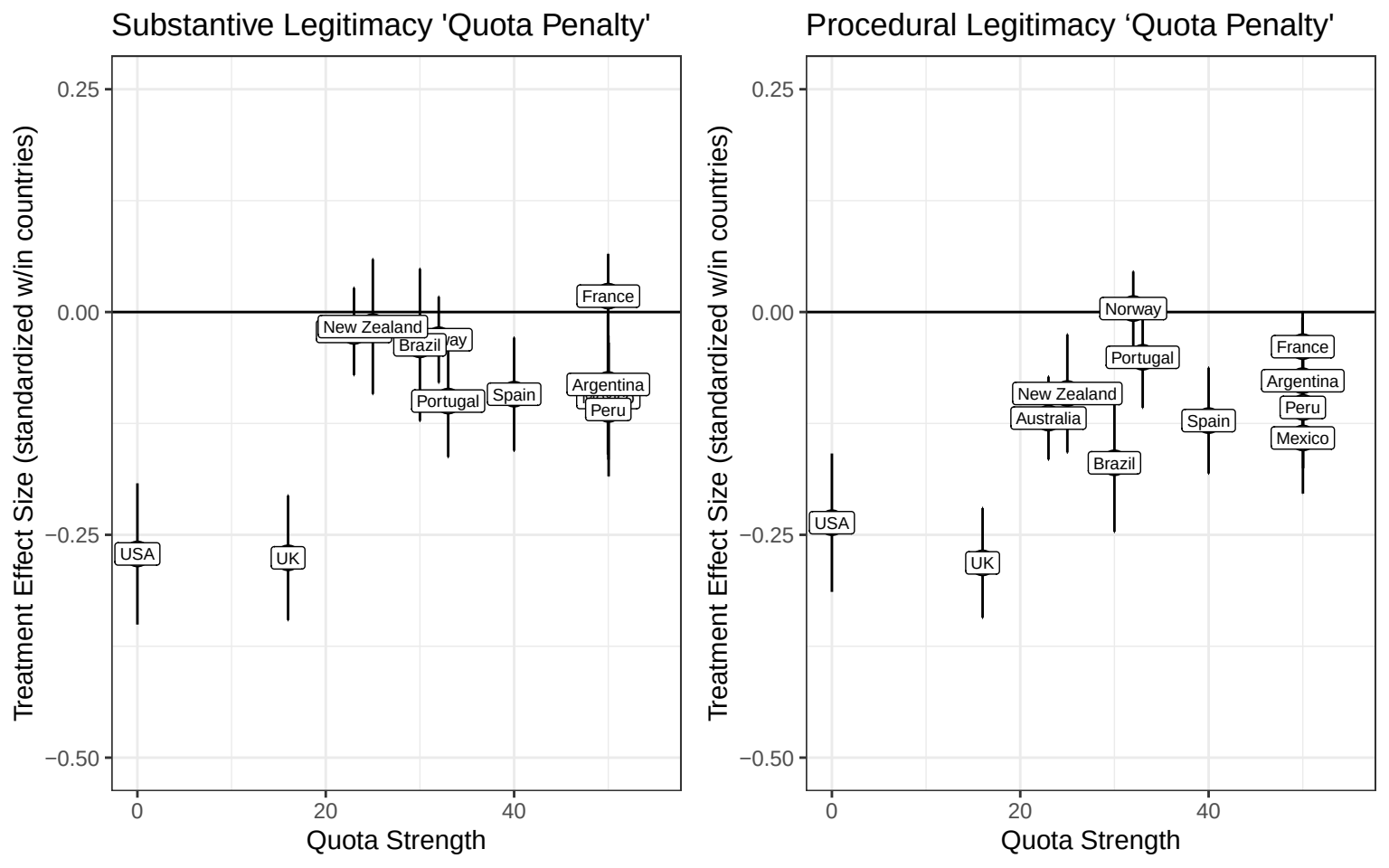
Substantive Legitimacy 'Quota Penalty'
Procedural Legitimacy ‘Quota Penalty'
Treatment Effect Size (standardized w/in countries)
0.25
0.00
−0.25
−0.50
0
20
40
Quota Strength
USA
UK
New Zealand
Brazil
Portugal
Spain
France
Argentina
Peru
Norway
Australia
Mexico