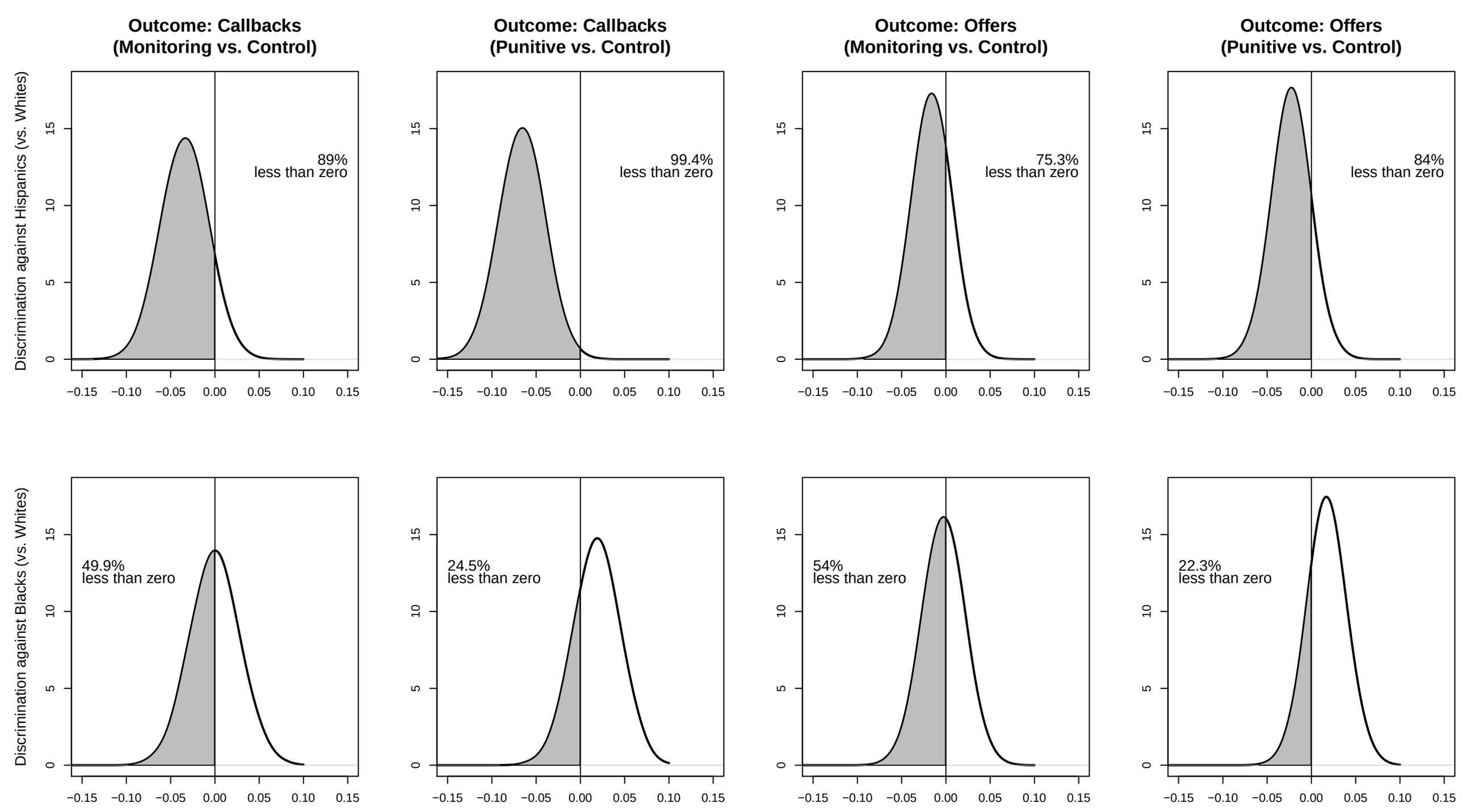
Outcome: Callbacks
(Monitoring vs. Control)
Outcome: Callbacks
(Punitive vs. Control)
Outcome: Offers
(Monitoring vs. Control)
Outcome: Offers
(Punitive vs. Control)
Discrimination against Hispanics (vs. Whites)
Discrimination against Blacks (vs. Whites)
89%
less than zero
99.4%
less than zero
75.3%
less than zero
84%
less than zero
49.9%
less than zero
24.5%
less than zero
54%
less than zero
22.3%
less than zero
0
5
10
15
−0.15
−0.10
−0.05
0.00
0.05
0.10
0.15