Programs and Data for
"DOES TEMPORARY AFFIRMATIVE ACTION PRODUCE PERSISTENT EFFECTS? A STUDY OF BLACK AND FEMALE EMPLOYMENT IN LAW ENFORCEMENT"
by Amalia R. Miller and Carmit Segal

Programs

The program file "program.do" is in Stata format and was run using Stata version 12. The file contains the descriptive statistics, point estimates, and standard errors reported in the paper's figures and tables.

Data

The legal data file "legal_data.csv" is in text (comma-delimited) format. It contains the affirmative action status of all departments in the sample, and when applicable, the litigation year and start and years for externally-imposed affirmative action plans.

The data file "public_data.dta" is in Stata 12 format. It contains all of the publicly available data used for the analysis including the litigation and affirmative action years.

The analysis in the paper uses data in the file "public_data.dta" combined with confidential police employment data from the U.S. Equal Employment Opportunity Commission (EEOC). These datasets are merged using the police department control number (variable "cn" in "public_data.dta").

Researchers interested in obtaining access to the employment data (in EEO-4 files) should contact Ronald Edwards at the Program Research and Surveys Division in the Office of Research, Information and Planning at the EEOC. The file "eeo4_cog.xls" (created by Justin McCrary and housed at the EEOC) contains a list of the control numbers used for each department over time, and matches these values to the department's name, government id code, and Federal Information Processing Standard (FIPS) state, county and place codes.