Data and code README for the paper: "Lowering the Playing Field: Discrimination through Sequential Spillover Effects"

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0. Description

This readme file lists the data and code associated with the paper "Lowering the Playing Field: Discrimination through Sequential Spillover Effects." The main dataset is the acquired from the experiment conducted by Kessler et al. (2019).

This readme file is organized as follow:

- Section 1 describes the computational environment
- Section 2 presents the replication instructions
- Section 3 describes the raw datafiles
- Section 4 describes the Stata codes used to clean the raw data and prepare for the results

Should you have any questions regarding the data or the codes, please contact Judd Kessler at judd.kessler@wharton.upenn.edu, Corinne Low at corlow@wharton.upenn.edu, or Xiaoyue Shan at x.shan@nus.edu.sg.

1. Computational environment

All STATA outputs in the paper were computed on a MacBook. The following software was used:

- Stata/MP 18.0 for Mac with additional packages

2. Replication instructions

- Define your own working path in the first do file "1_cleaning.do"
- Organize your folders:
  - You can put the do-files and data-files in the path folder
  - Create a folder named "output" within the path folder to save generated table or figure files
- Run the two do-files in order: "1_cleaning.do" and "2_analysis.do"

3. Data files (raw)

- "IRR_raw_data.dta" [publicly available]
  Source: Kessler et al. 2019

4. Stata codes

- "1_cleaning.do"

This file cleans the raw IRR data for analysis conducted in the paper. It mainly creates variables to be used in analysis and uses LASSO to predict resume quality.
Input: "IRR_raw_data.dta"
Main Outputs: "IRR_cleaned_data.dta" "FigA2_Bias_by_Quality.pdf"

- "2_analysis.do"
  This file conducts all the empirical analyses and tests for the paper. The do-file is structured by the tables and figures presented in the paper.
  Input: "IRR_cleaned_data.dta"
  Main Outputs: "Tab1_Overall_Effect.tex" "Fig1_by_quality.pdf" "Fig2_by_industry.pdf" "Tab2_Dynamic_Effect.tex" "FigA3_Dynamics.pdf" "TabA2_Heterogeneity_raw.tex" "TabA4_Heterogeneity_raw.tex" "TabA3_Quality_Spillover.tex" "TabA5_Placebo_Test.tex"