Systemic Discrimination: Theory and Measurement

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Replication README

The code in this replication package creates all figures and tables in the paper and online appendix. It is divided into three subfolders, resume_audit_study, rec_letter_study, and screening_study, corresponding to the two main applications (in Sections V and VI, respectively) and appendix application. The specific programs producing each exhibit are:

- Table I: *resume_audit_study/systemic.do*
- Table II: *rec_letter_study/systemic.do*
- Figure V: *resume_audit_study/systemic.do* then *resume_audit_study/figure.py*
- Figure VI: *resume_audit_study/systemic.do*
- Figure VII: *rec_letter_study/figureVI.py*
- Figure VII: *rec_letter_study/curlyBrace.py*
- Table A1: *screening_study/lab2.do*
- Table A2: *resume_audit_study/systemic.do*
- Figure A1: *screening_study/lab2.do*

The replication package also includes the following items in the corresponding folders:

Resume_audit_study:

- Code for preparing CVs: *resume_audit_study/CV preparation.R*
- Code for job scraping: *resume_audit_study/job scraping.py*
- Notes for callback analysis: *resume_audit_study/Notes on callback analysis.pdf*
- Data files on names in *Data* folder (all_name_combinations.csv, names.csv, surnames.csv).
- Data file on call backs in *Data* folder (callback.csv, callback_time.csv)
- Data file on job availability in *Data* folder (jobsavail.csv)
- Data on hiring manager survey in *Data* folder (hiringmanagersurvey.csv)

Rec_letter_study:

- Notes for text analysis: *rec_letter_study/Notes on Eperimental IA.pdf*
- Data file on ratings: *rec_letter_study/recletteroutcomes.csv*

All programs can be run from *main.do* in the root folder. Questions about programs or data can be directed to Alex Imas (alex.imas@chicagobooth.edu).