# Supplementary material

Table A1: Logistic regression models (see table 4 in manuscript).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | |
|  | *Dependent variable: Positive callback* | | | | | |
|  | Model 1 | | Model 2 | Model 3 | Model 4 | Model 5 |
| Asian Minority | -0.346\*\*\*  (-0.487, -0.204) | | -0.287\*\*\*  (-0.489, -0.085) | -0.342\*\*\*  (-0.484, -0.200) | -0.292\*\*  (-0.579, -0.005) | -0.282  (-0.697, 0.133) |
|  |
| Black Minority | -0.650\*\*\*  (-0.783, -0.517) | | -0.730\*\*\*  (-0.923, -0.538) | -0.655\*\*\*  (-0.788, -0.521) | -0.744\*\*\*  (-1.013, -0.476) | -1.030\*\*\*  (-1.407, -0.653) |
|  |
| MENA+P Minority | -0.650\*\*\*  (-0.763, -0.536) | | -0.589\*\*\*  (-0.752, -0.426) | -0.650\*\*\*  (-0.764, -0.537) | -0.787\*\*\*  (-1.008, -0.566) | -0.912\*\*\*  (-1.229, -0.595) |
|  |
| White Minority | -0.187\*\*\*  (-0.285, -0.089) | | -0.113  (-0.253, 0.027) | -0.191\*\*\*  (-0.289, -0.092) | -0.289\*\*\*  (-0.489, -0.088) | -0.206  (-0.490, 0.077) |
|  |
| Female | 0.157\*\*\*  (0.080, 0.234) | | 0.212\*\*\*  (0.080, 0.344) | -0.152\*  (-0.306, 0.001) | 0.156\*\*\*  (0.079, 0.233) | -0.222  (-0.499, 0.056) |
|  |
| % Female | -1.462\*\*\*  (-1.611, -1.313) | | -1.464\*\*\*  (-1.613, -1.315) | -1.800\*\*\*  (-2.010, -1.590) | -1.589\*\*\*  (-1.843, -1.335) | -2.041\*\*\*  (-2.402, -1.679) |
|  |
| Asian Minority \* Female |  | | -0.115  (-0.399, 0.168) |  |  | 0.00004  (-0.575, 0.575) |
| Black Minority \* Female |  | | 0.153  (-0.112, 0.417) |  |  | 0.585\*\*  (0.048, 1.122) |
| MENA+P Minority \* Female |  | | -0.118  (-0.344, 0.107) |  |  | 0.257  (-0.186, 0.699) |
| White Minority \* Female |  | | -0.146  (-0.342, 0.050) |  |  | -0.165  (-0.566, 0.236) |
| Female \* % Female |  | |  | 0.658\*\*\*  (0.375, 0.942) |  | 0.891\*\*\*  (0.391, 1.392) |
| Asian Minority \* Female \* % Female |  | |  |  |  | -0.226  (-1.281, 0.830) |
| Black Minority \* Female \* % Female |  | |  |  |  | -0.892\*  (-1.879, 0.095) |
| MENA+P Minority \* Female \* % Female |  | |  |  |  | -0.760\*  (-1.585, 0.065) |
| White Minority \* Female \* % Female |  | |  |  |  | 0.072  (-0.661, 0.805) |
| Asian Minority \* % Female |  | |  |  | -0.119  (-0.646, 0.408) | -0.014  (-0.771, 0.744) |
| Black Minority \* % Female |  | |  |  | 0.198  (-0.294, 0.690) | 0.627\*  (-0.080, 1.334) |
|  |  | |  |  |
| MENA+P Minority \* % Female |  | |  |  | 0.298  (-0.114, 0.710) | 0.680\*\*  (0.084, 1.276) |
| White Minority \* % Female |  | |  |  | 0.212  (-0.153, 0.577) | 0.171  (-0.358, 0.699) |
|  |  | |  |  |
| Constant | 1.002\*\*\*  (0.862, 1.143) | | 0.975\*\*\*  (0.824, 1.126) | 1.160\*\*\*  (1.004, 1.317) | 1.067\*\*\*  (0.893, 1.241) | 1.257\*\*\*  (1.037, 1.477) |
|  |
| Observations | | 14,307 | 14,307 | 14,307 | 14,307 | 14,307 |
| *Note \** | | \*p\*\*p\*\*\*p<0.01 | | | | |

Table A2: Linear probability models, strict callback definition (table 4 in manuscript).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | |
|  | *Dependent variable: Interview invitation* | | | | | | |
|  | Model 1 | Model 2 | Model 3 | | Model 4 | | Model 5 |
| Asian Minority | -0.043\*\*\*  (-0.068, -0.019) | -0.040\*\*  (-0.075, -0.006) | | -0.043\*\*\*  (-0.068, -0.018) | | -0.070\*\*  (-0.132, -0.007) | -0.082\*  (-0.171, 0.007) |
|  |
| Black Minority | -0.084\*\*\*  (-0.105, -0.064) | -0.091\*\*\*  (-0.118, -0.063) | | -0.085\*\*\*  (-0.105, -0.064) | | -0.148\*\*\*  (-0.200, -0.096) | -0.190\*\*\*  (-0.260, -0.120) |
|  |
| MENA+P Minority | -0.098\*\*\*  (-0.117, -0.080) | -0.092\*\*\*  (-0.118, -0.066) | | -0.098\*\*\*  (-0.117, -0.080) | | -0.169\*\*\*  (-0.214, -0.124) | -0.199\*\*\*  (-0.263, -0.135) |
|  |
| White Minority | -0.024\*\*\*  (-0.042, -0.006) | -0.016  (-0.041, 0.009) | | -0.025\*\*\*  (-0.043, -0.007) | | -0.057\*\*  (-0.101, -0.012) | -0.040  (-0.102, 0.022) |
|  |
| Female | 0.018\*\*\*  (0.005, 0.031) | 0.024\*  (-0.001, 0.049) | | -0.015  (-0.048, 0.017) | | 0.018\*\*\*  (0.005, 0.031) | -0.032  (-0.093, 0.030) |
|  |
| % Female | -0.222\*\*\*  (-0.250, -0.194) | -0.222\*\*\*  (-0.250, -0.194) | | -0.255\*\*\*  (-0.293, -0.216) | | -0.288\*\*\*  (-0.341, -0.236) | -0.340\*\*\*  (-0.412, -0.268) |
|  |
| Asian Minority \* Female |  | -0.006  (-0.056, 0.043) | |  | |  | 0.026  (-0.100, 0.151) |
| Black Minority \* Female |  | 0.013  (-0.027, 0.053) | |  | |  | 0.088\*  (-0.016, 0.192) |
| MENA+P Minority \* Female |  | -0.012  (-0.049, 0.024) | |  | |  | 0.062  (-0.029, 0.152) |
| White Minority \* Female |  | -0.016  (-0.052, 0.020) | |  | |  | -0.033  (-0.121, 0.056) |
| Female \* % Female |  |  | | 0.065\*\*  (0.011, 0.119) | |  | 0.107\*\*  (0.003, 0.210) |
| Asian Minority \* Female \* % Female |  |  | |  | |  | -0.062  (-0.269, 0.145) |
| Black Minority \* Female \* % Female |  |  | |  | |  | -0.145\*  (-0.314, 0.024) |
| MENA+P Minority \* Female \* % Female |  |  | |  | |  | -0.142\*  (-0.292, 0.007) |
| White Minority \* Female \* % Female |  |  | |  | |  | 0.036  (-0.113, 0.184) |
| Asian Minority \* % Female |  |  | |  | | 0.051  (-0.052, 0.155) | 0.080  (-0.064, 0.225) |
| Black Minority \* % Female |  |  | |  | | 0.123\*\*\*  (0.039, 0.207) | 0.192\*\*\*  (0.078, 0.305) |
| MENA+P Minority \* % Female |  |  | |  | | 0.139\*\*\*  (0.064, 0.213) | 0.209\*\*\*  (0.103, 0.314) |
| White Minority \* % Female |  |  | |  | | 0.062  (-0.012, 0.137) | 0.043  (-0.061, 0.147) |
| Constant | 0.505\*\*\*  (0.476, 0.534) | 0.502\*\*\*  (0.471, 0.533) | | 0.522\*\*\*  (0.489, 0.554) | | 0.540\*\*\*  (0.502, 0.578) | 0.564\*\*\*  (0.516, 0.612) |
|  |
| Observations | 14,307 | 14,307 | | 14,307 | | 14,307 | 14,307 |
| *Note \** | \*p\*\*p\*\*\*p<0.01 | | | | | | |

Figures A1-A5: Country specific versions of figure 2 in the main text, for robustness. Note that sample sizes are too low to detect significant interactions per country, and that occupations used differ between countries.

Figure A1: Germany.

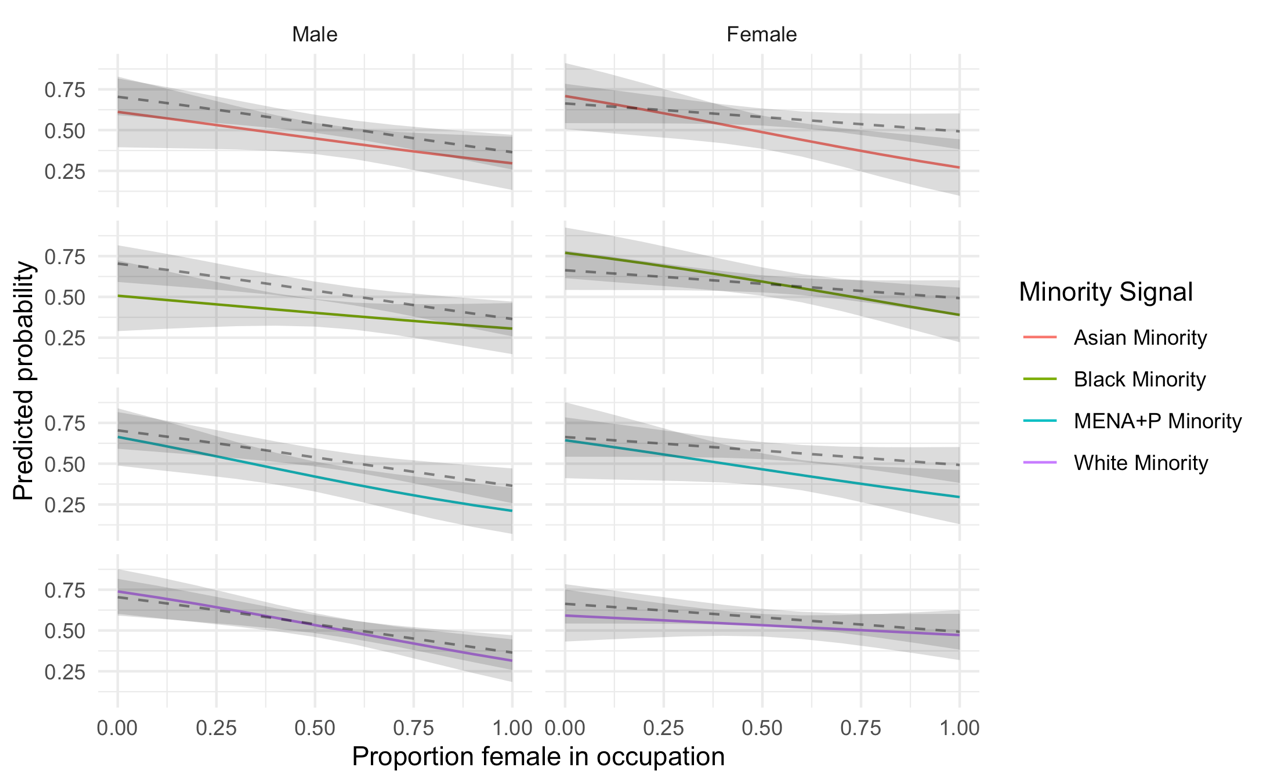


Figure A2: Netherlands.

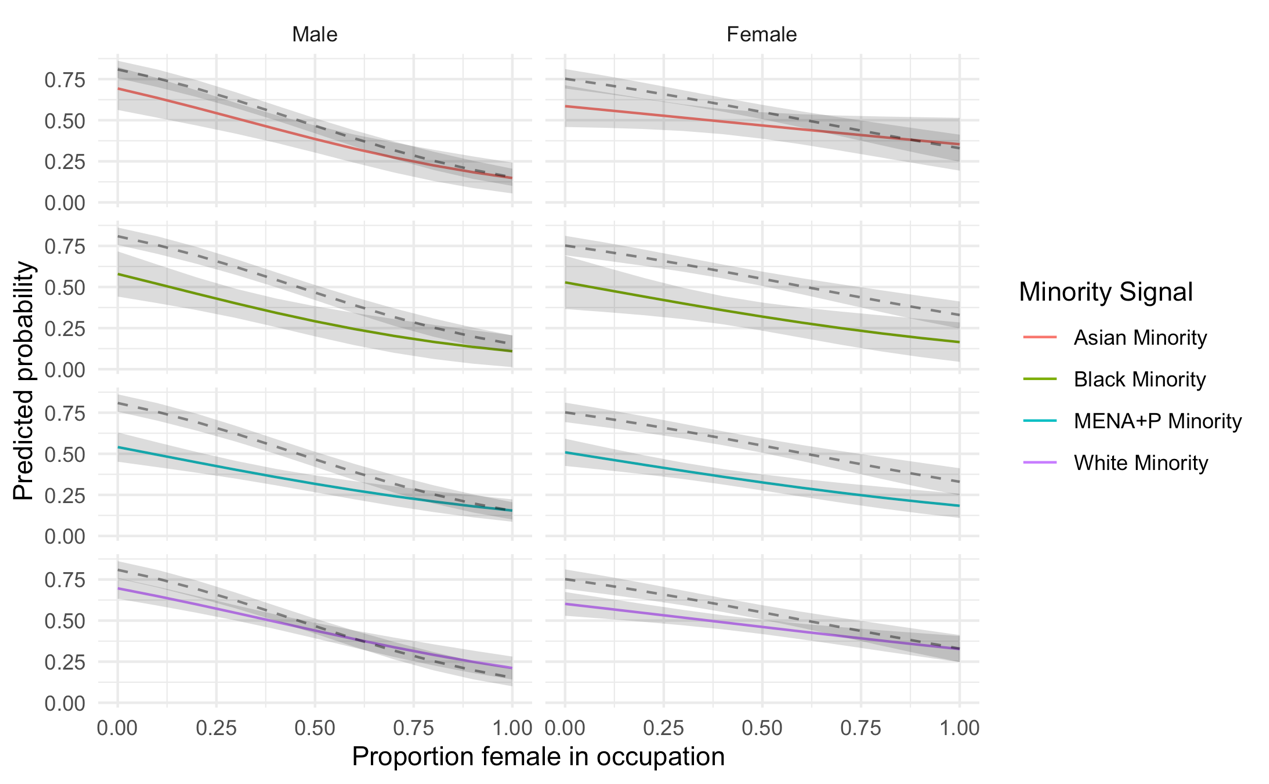


Figure A3: Spain.

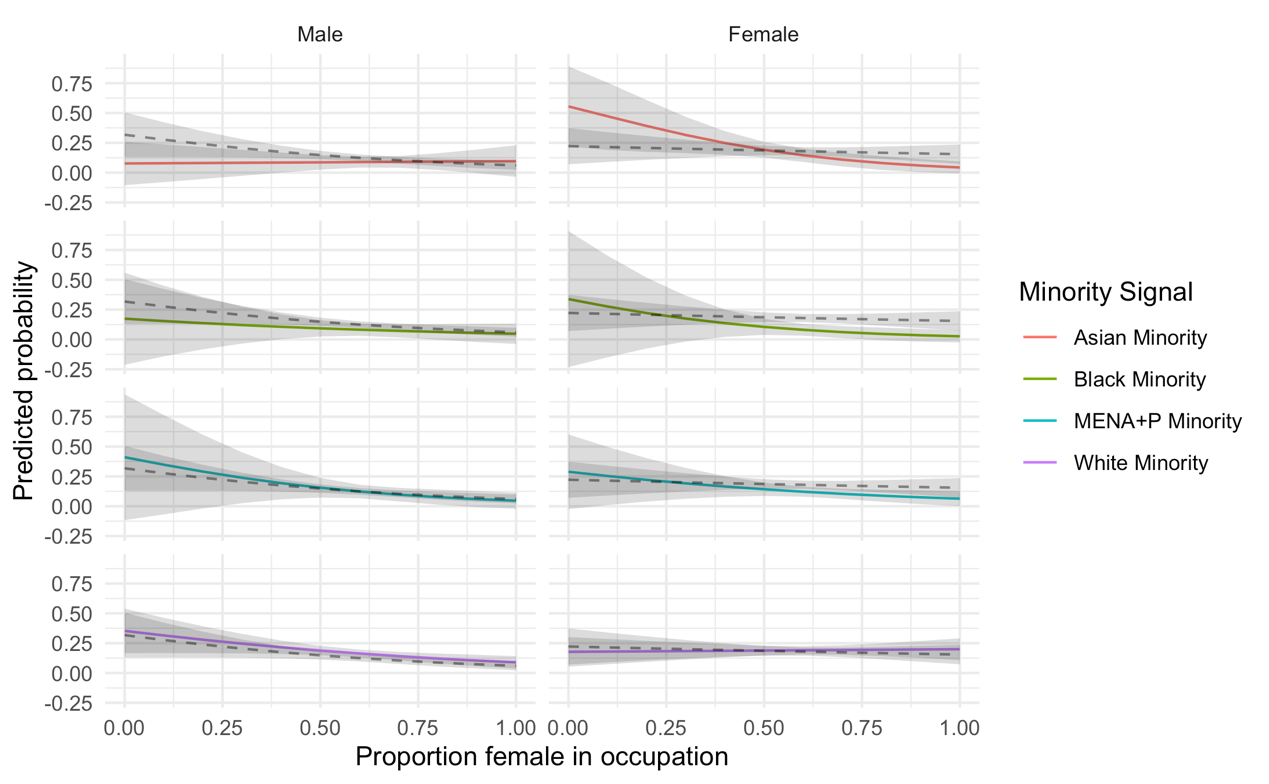


Figure A4: Norway.

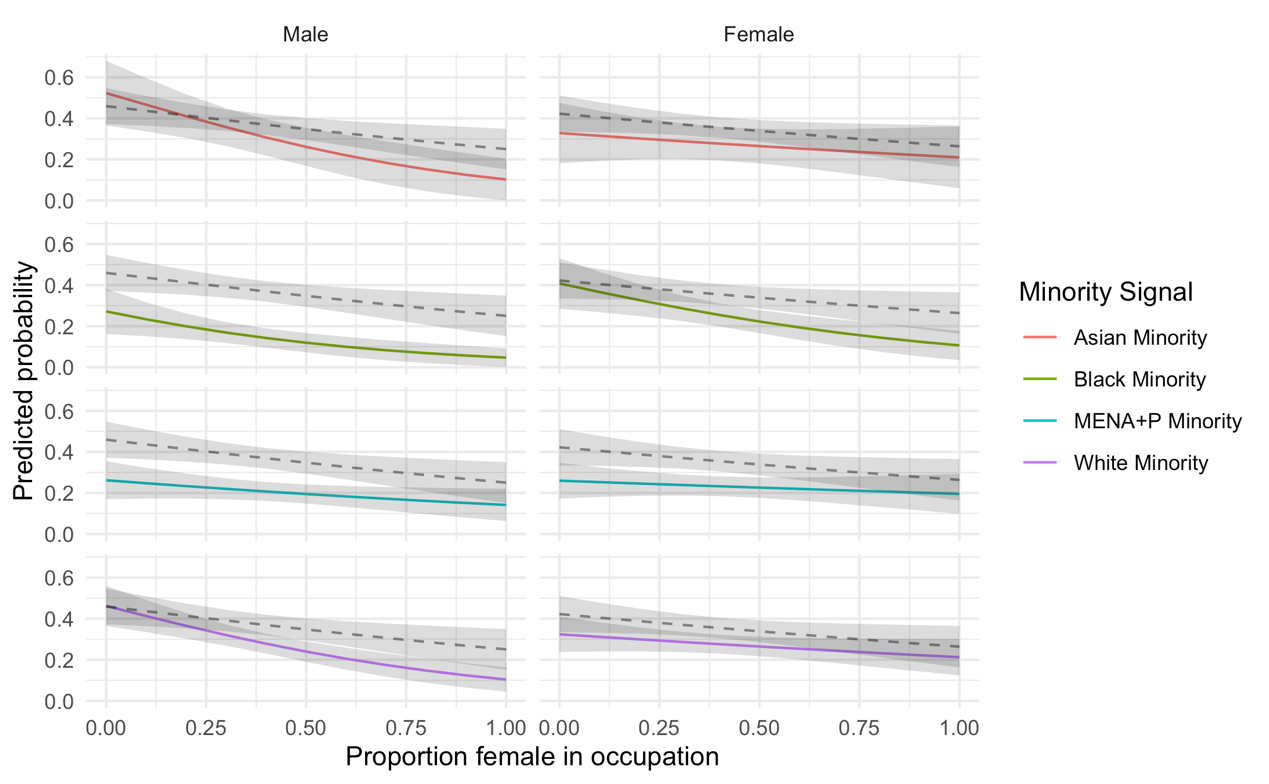


Figure A5: United Kingdom.

