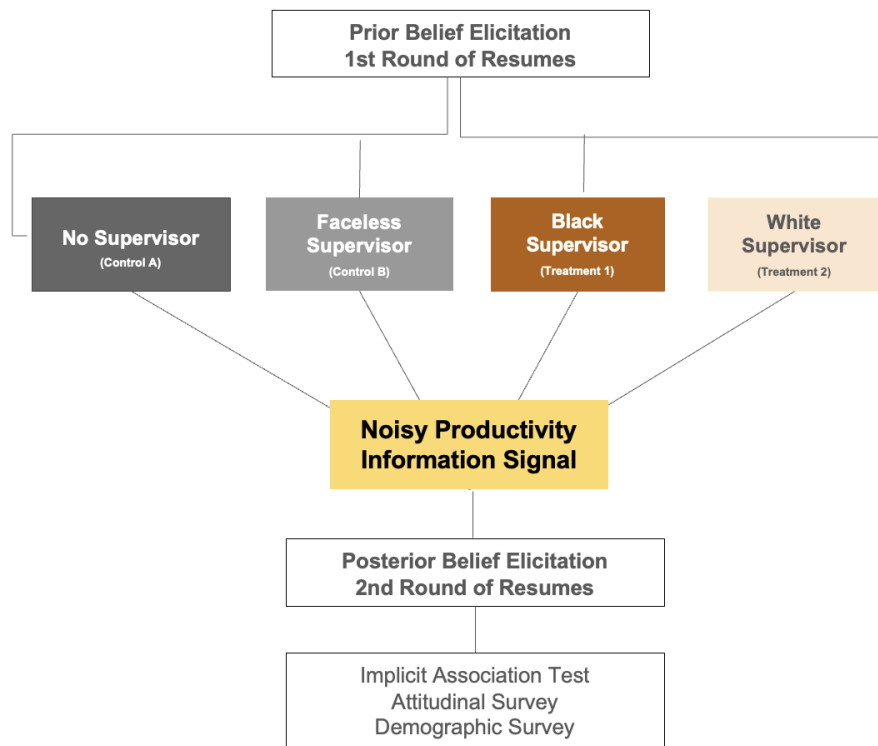


Supplemental Appendix
Belief Updating, Observability, & Race in the Labor Market
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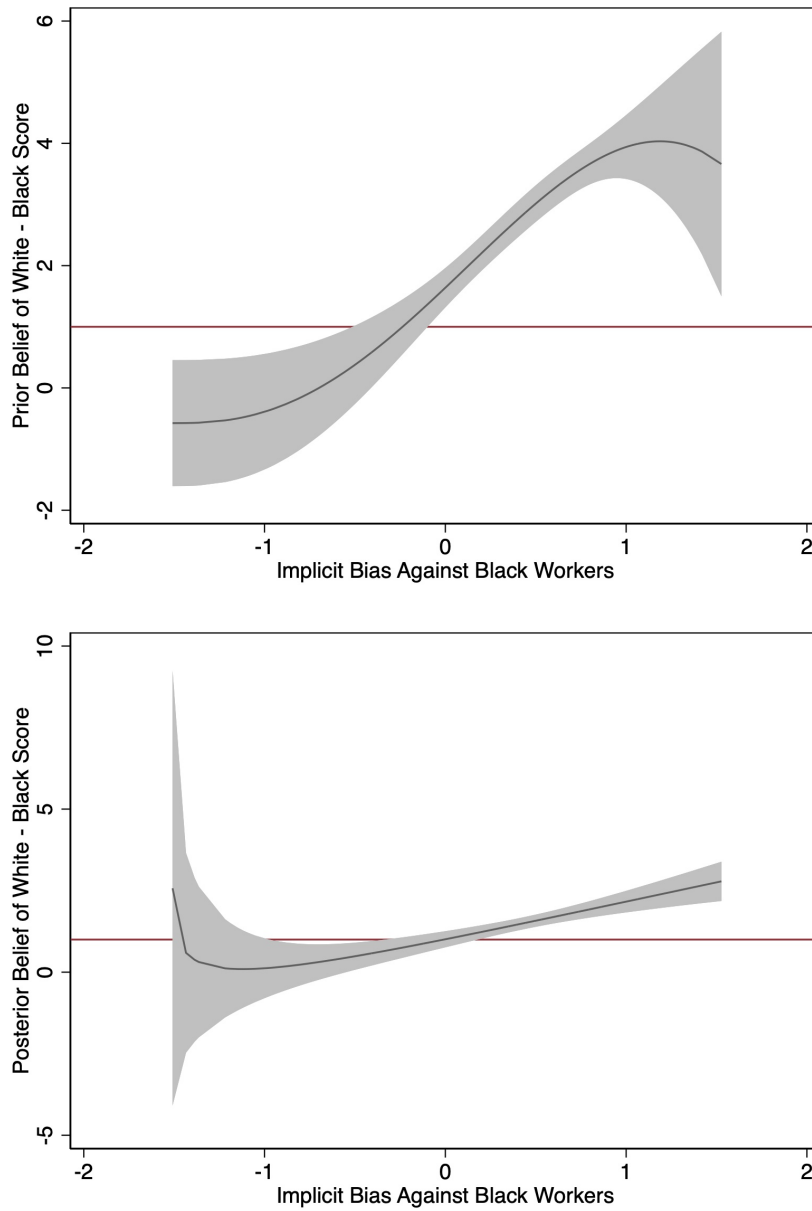
I. Figures

Figure 1. : Experimental Diagram



Note: Participants enter the survey and view instructions. They engage in an initial belief elicitation about performance by various groups on the test. They view an initial set of resumes. Participants are then randomly assigned to a supervisor condition. After seeing their assigned supervisor prompt, they receive a random, noisy signal about group performance on the test. They then view an additional set of resumes. At the end of the survey, they complete a race Implicit Association Test, a survey about explicit racial attitudes, and a demographic survey.

Figure 2. : Prior & Posterior Racial Gap Beliefs by Implicit Bias



Note: These figures show the relationship between recruiters' stated prior beliefs and posterior beliefs, respectively, about the size of the racial gap and implicit bias using a fractional-polynomial prediction plot. The dark red line shows the average believed racial gap.

II. Tables

Table 1—: Randomization Balance

VARIABLES	(1) White vs Black Supervisor	(2) No vs Faceless Supervisor
Share Female	0.00662 (0.0236)	0.0175 (0.0323)
Share with a College Degree or More	0.00300 (0.0244)	0.00925 (0.0336)
Share White	-0.00843 (0.0273)	0.0509 (0.0365)
Share Preferring Tea	-0.0221 (0.0248)	-0.0338 (0.0332)
IAT Score	0.0187 (0.0122)	0.0178 (0.0159)
Prior Belief of Racial Gap	0.00150 (0.00178)	-0.00424 (0.00258)
Any Hiring Experience	0.0352 (0.0262)	0.0297 (0.0352)
Age	-0.00163* (0.000860)	-0.000663 (0.00117)
Constant	0.566*** (0.0424)	0.500*** (0.0600)
Observations	1,846	1,002
R^2	0.004	0.008
F-stat	1.011	0.976
Prob>F	0.425	0.453

Note: Column 1 represents a regression of these demographic traits and characteristics on a binary variable designating assignment to the White Supervisor condition, relative to the Black Supervisor condition. Column 2 represents a regression of these same characteristics on a binary variable designating assignment to the No Supervisor condition, relative to the No-Picture Supervisor condition. Robust standard errors in parentheses.

Table 2—: Recruiter Summary Statistics

	(1) Recruiter Mean
Share Female	0.503 (0.500)
Share with a College Degree or More	0.600 (0.490)
Share White	0.718 (0.450)
Share Preferring Tea	0.351 (0.477)
Any Hiring Experience	0.619 (0.486)
Age	43.191 (14.946)
Number of Recruiters	2,987

Note: This table shows means for collected demographic information among the recruiter population that completed the survey through Prolific. Standard deviations are in parentheses.

Table 3—: Posterior Beliefs Conditional on Treatment Arm

VARIABLES	(1) Posterior Belief of Black Score	(2) Posterior Belief of White Score
Black Supervisor	0.359 (0.224)	0.185 (0.212)
White Supervisor	-0.119 (0.236)	0.0766 (0.227)
Faceless Supervisor	-0.101 (0.267)	0.179 (0.258)
Constant (No Supervisor)	33.55*** (0.181)	34.95*** (0.174)
Observations	2,987	2,987
R^2	0.002	0.000

Note: Column 1 shows a regression testing treatment group and control group effects on the posterior belief of the Black average score, relative to the omitted control group (No Supervisor). Column 2 shows a regression testing the effect of the same independent variables on the posterior belief of the White average score. Robust standard errors in parentheses.