What's in a Name?

Can Name-Blind Evaluation Reduce Bias in AP Course Recommendation?

By Dania V. Francis, Angela C. M. de Oliveira, and Carey Dimmitt

Online Appendix

Table A1. Names by Race, Gender and SES Connotation

Name	Race	Gender	SES
Janae Banks	Black	Female	High
Jada Mosely	Black	Female	High
Ashanti Booker	Black	Female	Med
Tamika Banks	Black	Female	Low
Jabari Booker	Black	Male	High
Darius Jackson	Black	Male	High
Kevon Jefferson	Black	Male	Med
DeShawn Washington	Black	Male	Low
Madeline Hartman	White	Female	High
Carrie Decker	White	Female	Med
Cassie Walsh	White	Female	Med
Melany McGrath	White	Female	Low
Spencer Larsen	White	Male	High
Scott Anderson	White	Male	Med
Cody Nielson	White	Male	Med
Edwin Becker	White	Male	Low

Table A2. Participant Demographics

	Number of Counselors	Percent of Sample
Race		
American Indian/Alaska Native	--	<1
Black or African American	57	8
East Asian	18	2
Multiracial	24	3
Native Hawaiian or other Pacific Islander	7	1
Other	18	2
South Asian	--	<1
White	491	69
Missing	93	13
Ethnicity		
Hispanic or Latino	29	4
Not Hispanic or Latino	589	82
Missing	97	14
Gender		
Female	503	70
Male	123	17
Genderqueer/ Gender nonconforming	--	<1
Prefer not to say	--	<1
Missing	85	12
All Counselors	715	--

Notes: When a subsample represents less than one percent of the sample population, we opt not to disclose the number of counselors in that subsample for data privacy concerns.

Table A3. Main Estimation Results

	(1) Preparedness Rating	(2) Recommend for AP Calc?
Preparedness Rating		0.102***
		(0.00516)
Black Female Name	0.186	0.0545*
	(0.144)	(0.0303)
Black Male Name	0.130	0.0371
	(0.144)	(0.0304)
White Female Name	0.0420	0.0427
	(0.149)	(0.0313)
White Male Name	0.0827	0.0745**
	(0.150)	(0.0310)
Constant	5.109***	-0.161***
	(0.234)	(0.0529)
Observations	2,551	2,551
R-squared	0.480	0.404
Robust standard errors in parentheses		
*** p<0.01, ** p<0.05, * p<0.1		

Notes: Column (1) presents the coefficient estimates from estimating equation (1). Column (2) presents the coefficient estimates from estimating equation (2). Both equations include controls for the two baseline transcript ratings (column 1) or recommendations (column 2), the socioeconomic connotation of the name shown, and which of our sample transcripts were paired with the name. Standard errors are clustered at the school counselor level.