A Supplementary Information (Online Only)

A.1 Emails

For each of the four names, we created two different emails accounts to reduce the risk of being classified as spam when sending the emails. The email addresses only differ in the order of the three digits that make up the middle part of the address. The inclusion of the three-digit number was necessary to make sure that the email address was not already in use. In Table A3, we list the eight emails that we use to run the experiment. In our estimation of race effects, we pool results across email and name. Individual names and emails did not exhibit measurable effects on our outcomes, conditional on race. This is shown in Table B2.

Table A3: List of Emails

darnell.banks143@gmail.com
darnell.banks134@gmail.com
tyrone.booker143@gmail.com
tyrone.booker134@gmail.com
kevin.schmidt143@gmail.com
kevin.schmidt134@gmail.com
bob.krueger143gmail.com
bob.krueger134@gmail.com

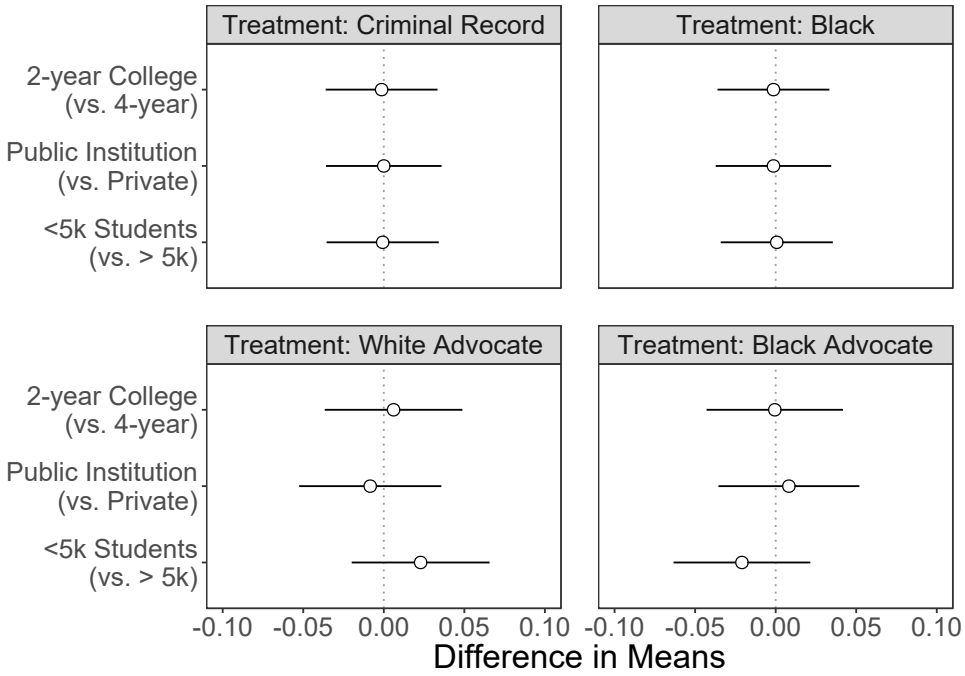
Note: This table shows the list of emails we have created for the experiment. For each applicant name, we create two emails that vary only in the order of the last three digits. We sent an equal proportion of emails from each account.

A.2 CEM & Treatment Assignment

In Section 1, we give a brief overview of the randomization procedure that we employ to guarantee balance across contextual variables. CEM uses pre-treatment variables, coarsens them, and then creates strata based on the coarsened covariate. Since two of the three variables are already binary, CEM can only coarsen the student body size variable. We then use these strata to form pairs of observations that are members of the same stratum. Within pairs, the criminal record, race, and

advocate treatment conditions are randomized so that one unit in the pair receives treatment and one unit receives control for each treatment category. Since the advocate race treatment depends on the presence of an advocate, we do not use pair matching to assign treatment status. Rather, we use simple randomization to determine whether an advocate has a putatively Black or White. We also randomize the name of the email sender or the advocate and the email account from which the message is sent. Conditional on the vector of treatments for each observations, the choice of name and email account is always only between two options. Therefore, we use a simple random draw to determine which email account and which name will be used.

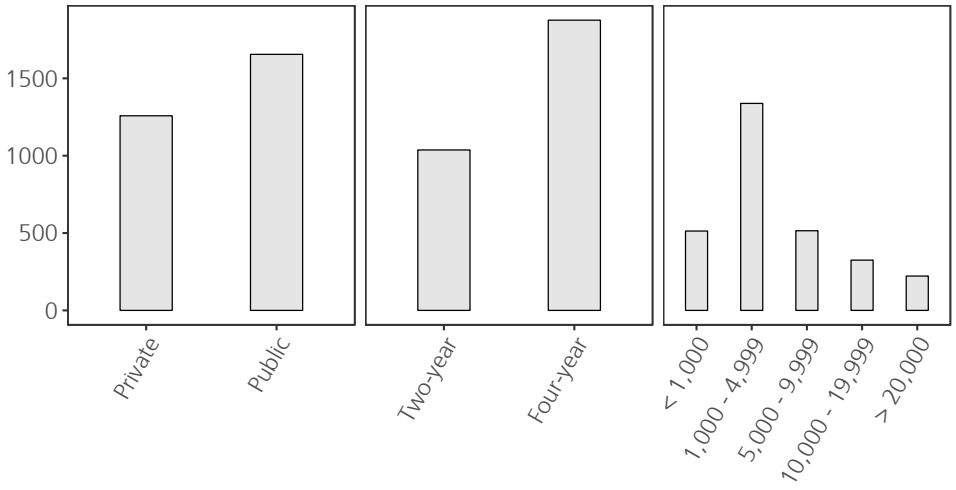
Figure A3: Covariate Balance after CEM



The panels represents the differences in means between treated and untreated units, separately for each covariate. All variables shown in the plot are binary.

B Tables and Figures (Online Only)

Figure B1: School Characteristics



Note: This figure shows the absolute frequencies of different categories of institutions in our sample. The categories in the last panel correspond to the number of students at each institution.

Table B1: Racial Connotation Pre-Test Results

Applicant name	**Correctly classified**	**CI**
Tyrone Booker	0.95	[0.924, 0.981]
Darnell Banks	0.90	[0.862, 0.941]
Jamal Gaines	0.91	[0.866, 0.944]
Kevin Schmidt	0.95	[0.918, 0.978]
Bob Krueger	0.96	[0.936, 0.987]
Todd Novak	0.95	[0.923, 0.980]

Note: The table shows how many times each name was correctly classified, i.e. how frequently the names was assigned to the race that we intended it to be perceived as. In total, the names were classified by 200 respondents on MTurk.

Figure B2: Email Instruments

Criminal Record/Advocate Treatment

From: **[EMAIL ADDRESS]**
To: **[ADMISSIONS EMAIL ADDRESS]**
Subject: Admissions Info

Hello,

A past student of mine, **[APPLICANT NAME]**, is interested in applying to **[SCHOOL]**, but is worried he is not eligible. He has his GED, which he got at **[PENITENTIARY]**. Does this affect his eligibility? What else does he need to apply? Are you currently accepting applications?

Thank You,

[INSTRUCTOR NAME]

Criminal Record/ No Advocate

From: **[EMAIL ADDRESS]**
To: **[ADMISSIONS EMAIL ADDRESS]**
Subject: Admissions Info

Hello,

I am interested in applying to **[SCHOOL]**, but I am worried I am not eligible. I have my GED, which I got at **[PENITENTIARY]**. Does this affect my eligibility? What else do I need to apply? Are you currently accepting applications?

Thank You,

[APPLICANT NAME]

No Criminal Record/Advocate Treatment

From: **[EMAIL ADDRESS]**
To: **[ADMISSIONS EMAIL ADDRESS]**
Subject: Admissions Info

Hello,

A past student of mine, **[APPLICANT NAME]**, is interested in applying to **[SCHOOL]**, but is worried he is not eligible. He has his GED, which he got online. Does this affect his eligibility? What else does he need to apply? Are you currently accepting applications?

Thank You,

[INSTRUCTOR NAME]

No Criminal Record/ No Advocate

From: **[EMAIL ADDRESS]**
To: **[ADMISSIONS EMAIL ADDRESS]**
Subject: Admissions Info

Hello,

I am interested in applying to **[SCHOOL]**, but I am worried I am not eligible. I have my GED, which I got online. Does this affect my eligibility? What else do I need to apply? Are you currently accepting applications?

Thank You,

[APPLICANT NAME]

Note: The figure shows that exact wording of the emails that we sent to the colleges in the sample. In total, there are 2*2*3=16 different treatment conditions. In this figure, we only show that differences in email wording for the *Criminal Record* and *Advocate* treatments. Applicant and advocate race are signaled using putatively Black or White names, while the email text stays the same.

Table B2: Response Rates and Treatment Distribution by Name

Name	Response rate	Total emails	% Criminal Record	% Black	% White Advocate	% Black Advocate
Bob Krueger	0.758	756	50.1	0	26	24.9
Darnell Banks	0.771	721	50.2	100	25.9	22.5
Kevin Schmidt	0.775	711	51.2	0	25.3	27.6
Tyrone Booker	0.786	746	48.5	100	21.5	26.4

Note: This tables contains response rates, conditional on the name of the applicant. The last four columns are the relative frequencies of each treatment. For the two advocate treatments, the shares shown in the table signify the probability that an applicant with each respective name was assigned a Black or White advocate. To give an example, 26% of all applicants named 'Bob Krueger' had a White advocate, and 24.9% had a Black advocate.

Table B3: Mean Response Rates for the Treatment and Control Groups

	Response Rate						
	Treatment Mean	Control Mean	Diff. in Means	SE	P-value	$N_{\text{Treatment}}$	N_{Control}
Criminal Record	0.749	0.797	−0.047	0.015	0.002	1467	1467
Black	0.779	0.767	0.012	0.015	0.437	1467	1467
White Advocate	0.791	0.763	0.030	0.019	0.105	724	1467
Black Adovcate	0.776	0.763	0.012	0.019	0.522	743	1467
Advocate (Pooled)	0.783	0.763	0.021	0.015	0.176	1467	1467

Note: This table contains mean response rates conditional on treatment status. The first column indicates the treatment variable. For the advocate treatment, the control mean always refers to the mean response rate that were not sent by an advocate. We also show the standard error of the difference in means between response rates, and the corresponding p-values for the null hypothesis that the true difference is zero.

Table B4: Response Rates for All Possible Treatment Combinations

Criminal Record Treatment	Race Treatment	Advocate Treatment	Response Rate	N
No Criminal Record	White	No Advocate	0.751	360
No Criminal Record	White	White Advocate	0.856	174
No Criminal Record	White	Black Advocate	0.783	190
No Criminal Record	Black	No Advocate	0.810	397
No Criminal Record	Black	White Advocate	0.808	172
No Criminal Record	Black	Black Advocate	0.803	174
Criminal Record	White	No Advocate	0.748	346
Criminal Record	White	White Advocate	0.756	203
Criminal Record	White	Black Advocate	0.746	194
Criminal Record	Black	No Advocate	0.737	364
Criminal Record	Black	White Advocate	0.747	175
Criminal Record	Black	Black Advocate	0.776	185

Note: This table reports mean response rates and number of observations for all 12 possible treatment combinations.

Table B5: Main Results – Response Outcome

	Dependent variable: Response (0/1)					
	Full Sample				Advocate Only	
Criminal Record	−0.048***	−0.052***	−0.048***	−0.051***	−0.056***	−0.064***
	(0.015)	(0.015)	(0.015)	(0.015)	(0.022)	(0.022)
Black	0.012	0.012	0.012	0.012	−0.001	−0.003
	(0.016)	(0.015)	(0.016)	(0.015)	(0.022)	(0.022)
White Advocate	0.030	0.034*				
	(0.019)	(0.019)				
Black Advocate	0.015	0.011			−0.015	−0.021
	(0.019)	(0.019)			(0.022)	(0.022)
Advocate (Pooled)			0.023	0.022		
			(0.016)	(0.015)		
Intercept	0.779***	0.769***	0.779***	0.768***	0.820***	0.856***
	(0.016)	(0.111)	(0.016)	(0.111)	(0.022)	(0.143)
Covariates	No	Yes	No	Yes	No	Yes
State FE	No	Yes	No	Yes	No	Yes
N	2917	2917	2917	2917	1459	1459
R-squared	0.004	0.041	0.004	0.040	0.005	0.062

Note: The outcome is a binary response indicator. The treatments are all binary. The covariates are public/private, two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. ***p $<$ .01; **p $<$ .05; *p $<$ .1

Table B6: Treatment Effects for Public and Private Schools

	Dependent variable: Response (0/1)		
Criminal Record	-0.052^{***}	-0.099^{***}	-0.053^{***}
	(0.015)	(0.024)	(0.015)
Black	0.012	0.009	-0.021
	(0.015)	(0.015)	(0.024)
Advocate	0.034^{*}	0.032^{*}	0.033^{*}
	(0.019)	(0.019)	(0.019)
Black Advocate	-0.022	-0.019	-0.022
	(0.022)	(0.022)	(0.022)
Public Institution (vs. Private)	0.081^{***}	0.024	0.038
	(0.021)	(0.027)	(0.027)
Criminal Record $\times$ Public Institution		0.083^{***}	
		(0.031)	
Black $\times$ Public Institution			0.057^{*}
			(0.031)
Intercept	0.769^{***}	0.723^{***}	0.705^{***}
	(0.111)	(0.110)	(0.110)
Covariates	Yes	Yes	Yes
State FE	Yes	Yes	Yes
N	2917	2917	2917
R-squared	0.041	0.045	0.044

Note: The outcome is a binary response indicator. The treatments are all binary. The covariates are two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

Table B7: Main results with interactions

	Dependent variable: Response (0/1)			
Criminal Record	-0.052^{***}	-0.034	-0.043^{*}	-0.052^{***}
	(0.015)	(0.022)	(0.022)	(0.015)
Black	0.012	0.029	0.012	0.027
	(0.015)	(0.022)	(0.015)	(0.022)
White Advocate	0.034^{*}	0.033^{*}	0.055^{**}	0.061^{**}
	(0.019)	(0.019)	(0.027)	(0.027)
Black Advocate	0.011	0.012	0.009	0.013
	(0.019)	(0.019)	(0.027)	(0.027)
Criminal Record × Black		-0.034		
		(0.031)		
Criminal Record × White Advocate			-0.042	
			(0.038)	
Criminal Record × Black Advocate			0.005	
			(0.038)	
Black × White Advocate				-0.057
				(0.038)
Black × Black Advocate				-0.003
				(0.038)
Intercept	0.769^{***}	0.761^{***}	0.760^{***}	0.757^{***}
	(0.111)	(0.112)	(0.112)	(0.112)
Covariates	Yes	Yes	Yes	Yes
State FE	Yes	Yes	Yes	Yes
N	2917	2917	2917	2917
R-squared	0.041	0.041	0.041	0.041

Note: The outcome is a binary response indicator. The average response rate is 74.4%. The covariates are public/private, two-year/four-year, institution size and state fixed effects. $^{***}p < 0.01$; $^{**}p < 0.05$; $^{*}p < 0.1$

Table B8: Selected School Characteristics for Private and Public Colleges

	Mean	
	Private	Public
Rejection Rate (2013)	0.378	0.336
Avg. SAT (2013)	1077.414	1049.878
Sticker Price in $ (2013)	30312.230	5780.843
Net Price in $ (2013)	17590.030	7955.190
Pct. of Students with Parents in Q1	0.075	0.139
Pct. Black (2000)	0.109	0.132
Parent Median Income in $	96279.550	70383.510

Note: This tables shows averages for seven school characteristics, separately for public and private colleges. The data is based on Chetty et al. (2017).

Table B9: Effect of a criminal record, conditional on school characteristics

	Dependent variable: Response (0/1)						
Criminal Record	−0.079***	−0.085***	−0.065***	−0.063***	−0.061***	−0.067***	−0.060***
	(0.024)	(0.027)	(0.018)	(0.018)	(0.019)	(0.018)	(0.019)
Rejection Rate	−0.007						
	(0.016)						
Rejection Rate * Criminal Record	−0.020						
	(0.024)						
Avg. SAT		0.032*					
		(0.019)					
Avg. SAT * Criminal Record		0.022					
		(0.027)					
Sticker Price			0.006				
			(0.015)				
Sticker Price * Criminal Record			−0.019				
			(0.018)				
Net Price				0.005			
				(0.015)			
Net Price * Criminal Record				−0.021			
				(0.018)			
Pct. with Parents in Q1					−0.054***		
					(0.014)		
Pct. with Parents in Q1 * Criminal Record					0.035*		
					(0.019)		
Pct. Black						−0.040***	
						(0.012)	
Pct. Black * Criminal Record						−0.016	
						(0.018)	
Parent Median Income							0.023*
							(0.013)
Parent Median Income * Criminal Record							−0.011
							(0.019)
Covariates	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Remaining Treatments	Yes	Yes	Yes	Yes	Yes	Yes	Yes
N	1,262	1,012	2,003	2,006	1,900	1,992	1,900
R-squared	0.020	0.031	0.015	0.015	0.019	0.028	0.012

Note: The outcome is a binary response indicator. All college characteristics are standardized, such that the coefficients measure one-standard deviation increases. The covariates are two-year/four-year and a five-category scale of institution size. In all models, we also include the remaining two treatments, i.e. the advocate treatment and the applicant race treatment. Standard errors are shown in parentheses. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

Table B10: Effect of a criminal record, conditional on school characteristics (**Public Schools**)

	Dependent variable: Response (0/1)						
Criminal Record	−0.011	−0.022	−0.032	−0.031	−0.025	−0.035	−0.024
	(0.037)	(0.041)	(0.023)	(0.023)	(0.023)	(0.023)	(0.023)
Rejection Rate	−0.021						
	(0.026)						
Rejection Rate * Criminal Record	−0.024						
	(0.037)						
Avg. SAT		0.044					
		(0.029)					
Avg. SAT * Criminal Record		0.007					
		(0.041)					
Sticker Price			0.022				
			(0.018)				
Sticker Price * Criminal Record			−0.0002				
			(0.023)				
Net Price				0.005			
				(0.018)			
Net Price * Criminal Record				0.008			
				(0.023)			
Pct. with Parents in Q1					−0.059***		
					(0.017)		
Pct. with Parents in Q1 * Criminal Record					0.038		
					(0.023)		
Pct. Black						−0.036**	
						(0.015)	
Pct. Black * Criminal Record						−0.010	
						(0.023)	
Parent Median Income							0.045**
							(0.018)
Parent Median Income * Criminal Record							−0.015
							(0.023)
Covariates	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Remaining Treatments	Yes	Yes	Yes	Yes	Yes	Yes	Yes
N	452	393	1,149	1,151	1,096	1,138	1,096
R-squared	0.020	0.026	0.006	0.004	0.015	0.014	0.010

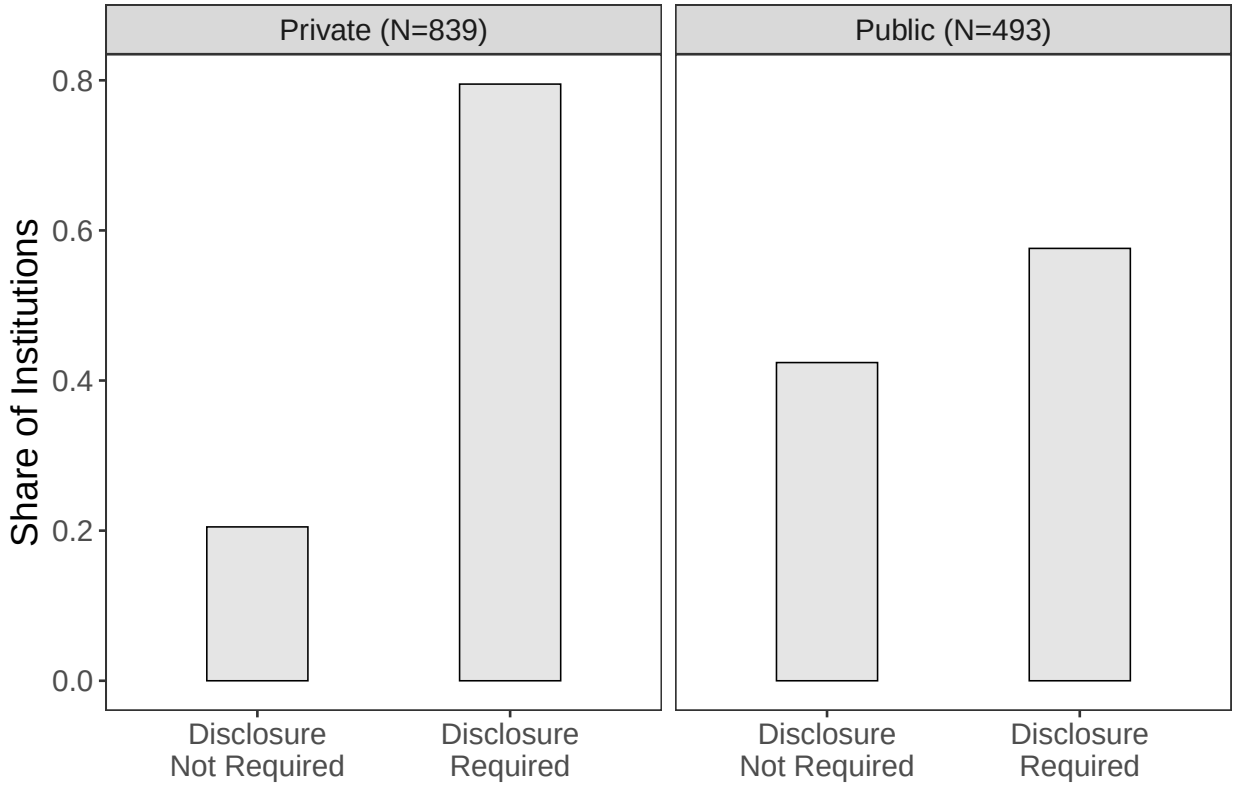
Note: The outcome is a binary response indicator. All college characteristics are standardized, such that the coefficients measure one-standard deviation increases. We limit the sample to public colleges. The covariates are two-year/four-year and a five-category scale of institution size. In all models, we also include the remaining two treatments, i.e. the advocate treatment and the applicant race treatment. Standard errors are shown in parentheses. ***p $<$ .01; **p $<$ .05; *p $<$ .1

Table B11: Effect of criminal record conditional on school characteristics (**Private Schools**)

	Dependent variable: Response (0/1)						
Criminal Record	−0.119***	−0.127***	−0.114***	−0.111***	−0.112***	−0.112***	−0.113***
	(0.030)	(0.035)	(0.030)	(0.030)	(0.030)	(0.029)	(0.030)
Rejection Rate	−0.005						
	(0.021)						
Rejection Rate * Criminal Record	−0.011						
	(0.031)						
Avg. SAT		0.031					
		(0.026)					
Avg. SAT * Criminal Record		0.036					
		(0.035)					
Sticker Price			−0.005				
			(0.021)				
Sticker Price * Criminal Record			0.054*				
			(0.030)				
Net Price				0.002			
				(0.020)			
Net Price * Criminal Record				0.012			
				(0.030)			
Pct. with Parents in Q1					−0.040*		
					(0.023)		
Pct. with Parents in Q1 * Criminal Record					−0.008		
					(0.030)		
Pct. Black						−0.051**	
						(0.021)	
Pct. Black * Criminal Record						−0.022	
						(0.029)	
Parent Median Income							0.002
							(0.021)
Parent Median Income * Criminal Record							0.033
							(0.031)
Covariates	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Remaining Treatments	Yes	Yes	Yes	Yes	Yes	Yes	Yes
N	810	619	854	855	804	854	804
R^2	0.025	0.043	0.032	0.025	0.033	0.047	0.026

Note: The outcome is a binary response indicator. All college characteristics are standardized, such that the coefficients measure one-standard deviation increases. We limit the sample to **private** colleges. The covariates are two-year/four-year and a five-category scale of institution size. In all models, we also include the remaining two treatments, i.e. the advocate treatment and the applicant race treatment. Standard errors are shown in parentheses. ***p < .01; **p < .05; *p < .1

Figure B3: Probability of requiring criminal record disclosure, private and public schools



Note: The figure shows the relative frequency of institutions that have or do not have criminal record disclosure requirements. We only consider schools for which we have data on disclosure requirements, which is about 70% of all four-year colleges.

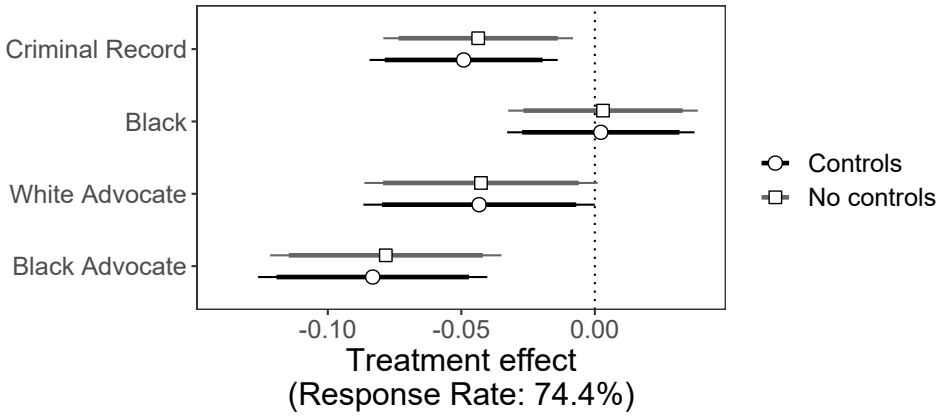
Table B12: Interacting Criminal Record and Disclosure Requirements

	Dependent Variable: Response (0/1)		
Criminal Record	−0.022	−0.026	−0.034
	(0.043)	(0.043)	(0.044)
Disclosure Required	0.071*	0.069*	0.088**
	(0.037)	(0.037)	(0.039)
Criminal Record * Disclosure Required	−0.088*	−0.084	−0.080
	(0.051)	(0.051)	(0.052)
Intercept	0.757***	0.731***	0.679***
	(0.032)	(0.035)	(0.213)
Covariates	No	No	Yes
State FE	No	No	Yes
Remaining Treatments	No	Yes	Yes
N	1330	1330	1330
R^2	0.013	0.016	0.081

Note: The outcome is a binary response indicator. The average response rate is 74.4%. The covariates are two-year/four-year and institution size. We only consider schools for which we have data on disclosure requirements, which is about 70% of all four-year colleges. $^{***}p < 0.01$; $^{**}p < 0.05$; $^{*}p < 0.1$

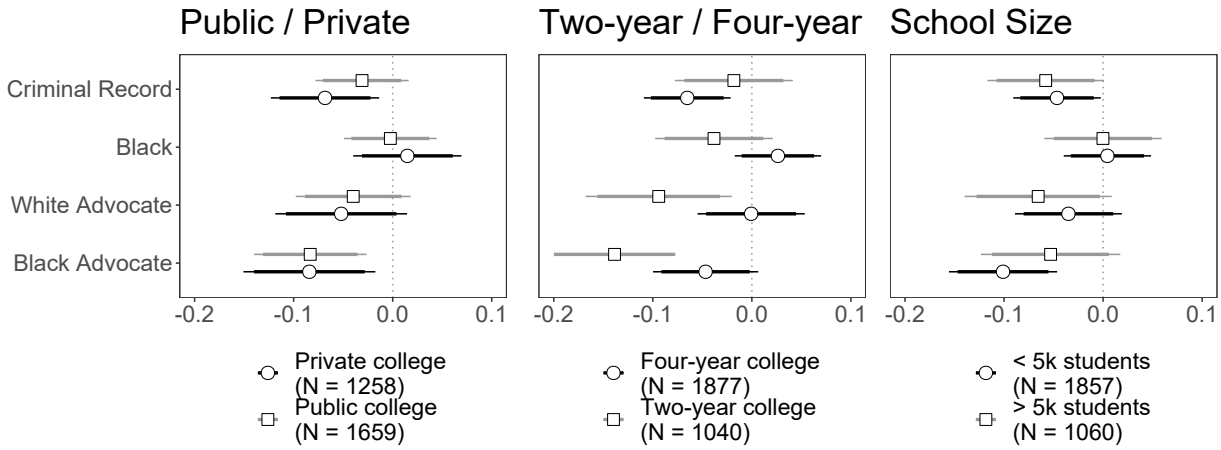
B.1 Friendliness outcome

Figure B4: Main Results – Friendliness



Note: The figure show coefficient estimates from the main specifications. Each pair of coefficients refers to a treatment, which is shown on the y-axis. The outcome is a binary friendliness indicator. Positive effect sizes indicate that the treatment condition increases friendliness. The covariates are public/private, two-year/four-year, institution size and state fixed effects. The solid horizontal lines indicate 90% (thick lines) and 95% (thin lines) confidence intervals.

Figure B5: Results Conditional on School Characteristics – Friendliness



Note: The figures show coefficient estimates by school characteristics. Each pair of coefficients refers to a treatment, which is shown on the y-axis. The outcome is a binary friendliness indicator. Positive effect sizes indicate that the treatment condition increases friendliness. Each panel splits the sample into two groups defined by a school characteristic. We then estimate coefficients separately for the resulting sub-samples. All specifications include covariates and state fixed effects. The covariates are public/private, two-year/four-year and institution size. The solid horizontal lines indicate 90% (thick lines) and 95% (thin lines) confidence intervals.

Table B13: Main Results – Friendliness

	Dependent variable: Friendliness (0/1)					
	Full sample				**Advocate emails only**	
Criminal Record	−0.044**	−0.049***	−0.043**	−0.049***	−0.067***	−0.077***
	(0.018)	(0.018)	(0.018)	(0.018)	(0.026)	(0.026)
Black	0.003	0.002	0.003	0.002	−0.005	−0.002
	(0.018)	(0.018)	(0.018)	(0.018)	(0.026)	(0.026)
White Advocate	−0.043*	−0.043*				
	(0.022)	(0.022)				
Black Advocate	−0.078***	−0.083***			−0.036	−0.037
	(0.022)	(0.022)			(0.026)	(0.026)
Advocate (Pooled)			−0.061***	−0.064***		
			(0.018)	(0.018)		
Intercept	0.649***	0.695***	0.649***	0.694***	0.622***	0.743***
	(0.018)	(0.129)	(0.018)	(0.129)	(0.026)	(0.170)
Covariates	No	Yes	No	Yes	No	Yes
State FE	No	Yes	No	Yes	No	Yes
N	2917	2917	2917	2917	1459	1459
R-squared	0.007	0.057	0.006	0.057	0.006	0.084

Note: The outcome is a binary friendliness indicator. The covariates are public/private, two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. ***p < .01; **p < .05; *p < .1

Table B14: Main Results with Interactions – Friendliness

	Dependent variable: Friendliness (0/1)			
Criminal Record	-0.049^{***}	-0.058^{**}	-0.025	-0.049^{***}
	(0.018)	(0.025)	(0.025)	(0.018)
Black	0.002	-0.007	0.002	0.006
	(0.018)	(0.025)	(0.018)	(0.025)
White Advocate	-0.043^{*}	-0.043^{*}	-0.019	-0.032
	(0.022)	(0.022)	(0.032)	(0.031)
Black Advocate	-0.083^{***}	-0.083^{***}	-0.059^{*}	-0.087^{***}
	(0.022)	(0.022)	(0.031)	(0.031)
Criminal Record * Black		0.019		
		(0.036)		
Criminal Record * White Advocate			-0.048	
			(0.044)	
Criminal Record * Black Advocate			-0.048	
			(0.044)	
Black * White Advocate				-0.024
				(0.044)
Black * Black Advocate				0.009
				(0.044)
Intercept	0.695^{***}	0.699^{***}	0.678^{***}	0.690^{***}
	(0.129)	(0.129)	(0.130)	(0.130)
Covariates	Yes	Yes	Yes	Yes
State FE	Yes	Yes	Yes	Yes
N	2917	2917	2917	2917
R-squared	0.057	0.058	0.058	0.058

Note: The outcome is a binary friendliness indicator. All regressions include covariates and state fixed effects. The covariates are public/private, two-year/four-year and a five-category scale of institution size. The last model only considers cases where an advocate sent the email. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

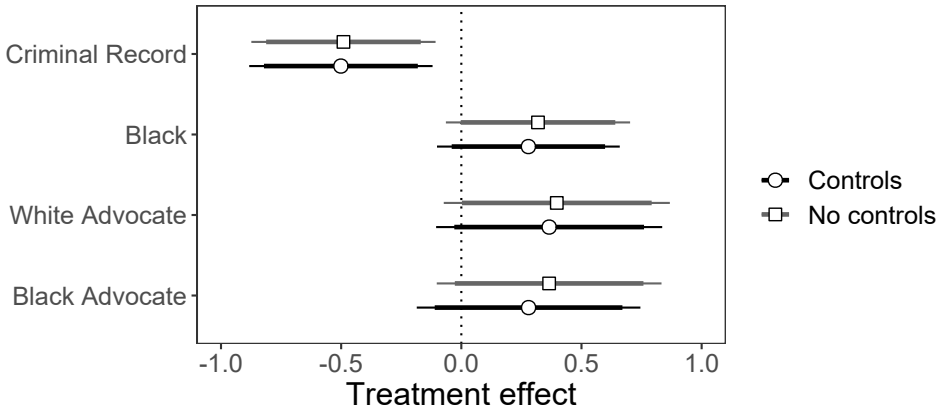
Table B15: Results for Public and Private Schools – Friendliness

	Dependent variable: Friendliness (0/1)		
Criminal Record	-0.049^{***}	-0.071^{***}	-0.049^{***}
	(0.018)	(0.027)	(0.018)
Black	-0.043^{*}	-0.045^{**}	-0.044^{**}
	(0.022)	(0.022)	(0.022)
White Advocate	-0.083^{***}	-0.082^{***}	-0.082^{***}
	(0.022)	(0.022)	(0.022)
Black Advocate	0.002	0.001	0.009
	(0.018)	(0.018)	(0.027)
Public Institution (vs. Private)	0.035	0.005	0.030
	(0.025)	(0.032)	(0.031)
Criminal Record $\times$ Public Istitution		0.039	
		(0.036)	
Black $\times$ Public Institution			-0.012
			(0.036)
Intercept	0.695^{***}	0.666^{***}	0.646^{***}
	(0.129)	(0.128)	(0.128)
Covariates	Yes	Yes	Yes
State FE	Yes	Yes	Yes
N	2917	2917	2917
R-squared	0.057	0.060	0.059

Note: The outcome is a binary friendliness indicator. The treatments are all binary. The covariates are public/private, two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

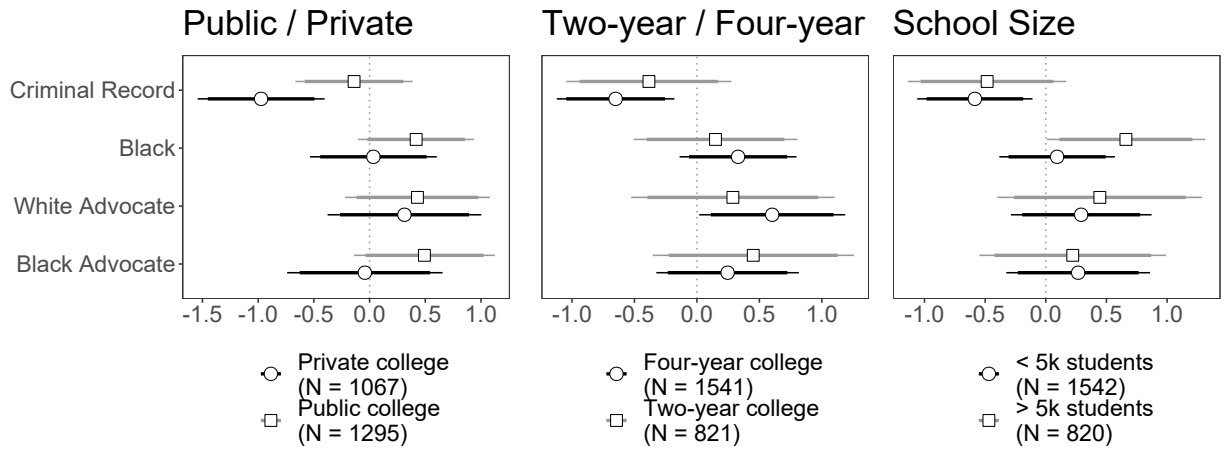
B.2 Thoroughness outcome

Figure B6: Main Results – Thoroughness



Note: The figures show coefficient estimates from the main regressions for the thoroughness outcome. The outcome ranges from 0–3. The covariates are public/private, two-year/four-year and a five-category scale of institution size. The solid horizontal lines indicate 90% (thick lines) and 95% (thin lines) confidence intervals.

Figure B7: Results Conditional on School Characteristics – Thoroughness



Note: The figures show coefficient estimates by school characteristics. Each pair of coefficients refers to a treatment, which is shown on the y-axis. The outcome is thoroughness, which ranges from 0–3. Each panel splits the sample into two groups defined by a school characteristic. We then estimate coefficients separately for the resulting sub-samples. All specifications include covariates and state fixed effects. The covariates are public/private, two-year/four-year and institution size. The solid horizontal lines indicate 90% (thick lines) and 95% (thin lines) confidence intervals.

Table B16: Main Results – Thoroughness

	Dependent variable: Thoroughness (0–3)					
	Full sample				Applicant emails only	
Criminal Record	−0.490**	−0.501**	−0.490**	−0.500**	−0.578**	−0.674**
	(0.196)	(0.195)	(0.195)	(0.195)	(0.277)	(0.277)
Black	0.319	0.279	0.319	0.278	0.081	−0.008
	(0.196)	(0.194)	(0.195)	(0.194)	(0.278)	(0.275)
White Advocate	0.397*	0.366				
	(0.240)	(0.240)				
Black Advocate	0.365	0.280			−0.031	−0.102
	(0.239)	(0.237)			(0.277)	(0.279)
Advocate (Pooled)			0.381*	0.322*		
			(0.196)	(0.195)		
Intercept	6.141***	6.803***	6.141***	6.803***	6.697***	7.662***
	(0.196)	(1.360)	(0.196)	(1.360)	(0.279)	(1.760)
Covariates	No	Yes	No	Yes	No	Yes
State FE	No	Yes	No	Yes	No	Yes
N	2362	2362	2362	2362	1187	1187
R-squared	0.005	0.055	0.005	0.055	0.004	0.088

Note: The outcome is a 0–3 thoroughness scale. The covariates are public/private, two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. ***p $<$ .01; **p $<$ .05; *p $<$ .1

Table B17: Main Results with Interactions – Thoroughness

	Dependent variable: Thoroughness (0–3)			
Criminal Record	-0.501^{**}	-0.369	-0.395	-0.508^{***}
	(0.195)	(0.276)	(0.276)	(0.195)
Black	0.279	0.409	0.276	0.523^{*}
	(0.194)	(0.273)	(0.194)	(0.276)
White Advocate	0.366	0.363	0.544	0.756^{**}
	(0.240)	(0.240)	(0.341)	(0.335)
Black Advocate	0.280	0.283	0.312	0.369
	(0.237)	(0.237)	(0.332)	(0.335)
Criminal Record × Black		-0.264		
		(0.391)		
Criminal Record × White Advocate			-0.354	
			(0.479)	
Criminal Record × Black Advocate			-0.070	
			(0.475)	
Black × White Advocate				-0.805^{*}
				(0.478)
Black × Black Advocate				-0.168
				(0.475)
Intercept	6.803^{***}	6.733^{***}	6.714^{***}	6.618^{***}
	(1.360)	(1.365)	(1.368)	(1.365)
Covariates	Yes	Yes	Yes	Yes
State FE	Yes	Yes	Yes	Yes
N	2362	2362	2362	2362
R-squared	0.055	0.055	0.055	0.056

Note: The outcome is a 0–3 thoroughness scale. All regressions include covariates and state fixed effects. The covariates are public/private, two-year/four-year and a five-category scale of institution size. The last model only considers cases where an advocate sent the email. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

Table B18: Results for Public and Private Schools – Thoroughness

	Dependent variable: Thoroughness (0–3)		
Criminal Record	-0.501^{**}	-0.936^{***}	-0.505^{***}
	(0.195)	(0.290)	(0.195)
Black	0.279	0.253	0.087
	(0.194)	(0.194)	(0.290)
White Advocate	0.366	0.338	0.357
	(0.240)	(0.240)	(0.240)
Black Advocate	0.280	0.283	0.278
	(0.237)	(0.237)	(0.237)
Public institution (vs. Private)	1.175^{***}	0.649^{*}	0.873^{**}
	(0.270)	(0.339)	(0.340)
Criminal Record * Public Institution		0.807^{**}	
		(0.393)	
Black * Public Institution			0.348
			(0.392)
Intercept	6.803^{***}	6.396^{***}	6.162^{***}
	(1.360)	(1.346)	(1.341)
Covariates	Yes	Yes	
State FE	Yes	Yes	
N	2362	2362	2362
R-squared	0.055	0.060	0.058

Note: The outcome is a 0–3 thoroughness scale. The covariates are public/private, two-year/four-year and a five-category scale of institution size. Standard errors are shown in parentheses. $^{***}p < .01$; $^{**}p < .05$; $^{*}p < .1$

B.3 Adjusting for Multiple Comparisons

Given the large number of tests that we conduct, we additionally adjust p-values using the widely-applied method proposed by (Benjamini and Hochberg, 1995). The goal of the method is to control the expected number of incorrectly rejected null hypotheses. To calculate the adjusted p-values, we first collect all hypothesis tests conducted in this paper. This includes all main effects of the three treatments on each of the three outcomes (see e.g. Figure 1), as well interactions between treatments, interactions between school characteristics (see e.g. Tables B7 and B6) as well as treatment effects within sub-samples defined by school characteristics (see e.g. Figure 2). We do not include the estimated coefficients for the school characteristics, since we never directly discuss their effects. In cases where we estimate the same coefficients either using no school controls or conditional on controls, we use both estimates and corresponding p-values. We end up with a total of 142 hypothesis and corresponding p-values. We then adjust p-values using the (Benjamini and Hochberg, 1995) procedure.

We first present adjusted p-values for the two central claims of this paper, i.e. (1) that response rates are lower for formerly incarcerated applicants and (2) that this effect is stronger for private than for public colleges. We present the unadjusted and adjusted p-values in Table B19. We find that the negative effect of criminal records on response rates remains significant at conventional levels after adjusting for multiple comparisons. This is also the case for the effect of criminal records, estimated separately for the subset of private schools. Finally, we find that the adjusted p-value for the interaction between criminal records and public institutions increases to 0.063, slightly greater than the commonly used threshold of $\alpha = 0.05$. In addition, we present adjusted p-values for all remaining hypothesis tests, interactions and subsamples in Table B20.

Table B19: Estimates, P-values and Adjusted P-values for the Main Results

Term	Sample	Outcome	Controls	Shown in	Estimate	SE	P-val	Adjusted P-val
Black	All Colleges	Response	Controls Included	Figure 1	0.012	0.015	0.441	0.615
Black * Public Institution	All Colleges	Response	Controls Included	Table B6	0.057	0.031	0.069	0.344
Criminal Record	All Colleges	Response	Controls Included	Figure 1	-0.052	0.015	0.001	0.021
Criminal Record * Public Institution	All Colleges	Response	Controls Included	Table B6	0.083	0.031	0.008	0.063
Black	Private Institutions	Response	Controls Included	Figure 2	-0.020	0.025	0.420	0.615
Criminal Record	Private Institutions	Response	Controls Included	Figure 2	-0.099	0.025	0.000	0.005
Black	Public Institutions	Response	Controls Included	Figure 2	0.034	0.019	0.079	0.344
Criminal Record	Public Institutions	Response	Controls Included	Figure 2	-0.016	0.019	0.414	0.615

Table B20: Estimates, P-values and Adjusted P-values for all results

Term	Sample	Outcome	Controls	Estimate	SE	P-val	Adjusted P-val
Black	All Colleges	Response	Controls Included	0.012	0.015	0.441	0.615
Black	All Colleges	Response	No Controls	0.024	0.022	0.271	0.573
Black	All Colleges	Response	No Controls	0.012	0.016	0.425	0.615
Black * Black Advocate	All Colleges	Response	Controls Included	-0.003	0.038	0.938	0.958
Black * Black Advocate	All Colleges	Response	No Controls	0.000	0.038	0.996	0.996
Black * Public Institution	All Colleges	Response	Controls Included	0.057	0.031	0.069	0.344
Black * White Advocate	All Colleges	Response	Controls Included	-0.057	0.038	0.133	0.364
Black * White Advocate	All Colleges	Response	No Controls	-0.052	0.038	0.173	0.437
Black Advocate	All Colleges	Response	Controls Included	0.011	0.019	0.547	0.681
Black Advocate	All Colleges	Response	No Controls	0.016	0.019	0.412	0.615
Black Advocate	All Colleges	Response	No Controls	0.015	0.019	0.416	0.615
Criminal Record	All Colleges	Response	Controls Included	-0.052	0.015	0.001	0.021
Criminal Record	All Colleges	Response	No Controls	-0.048	0.015	0.002	0.024
Criminal Record	All Colleges	Response	No Controls	-0.036	0.022	0.101	0.364
Criminal Record * Black	All Colleges	Response	Controls Included	-0.034	0.031	0.269	0.573
Criminal Record * Black	All Colleges	Response	No Controls	-0.023	0.031	0.449	0.615

(continued)

Term	Sample	Outcome	Controls	Estimate	SE	P-val	Adjusted P-val
Criminal Record * Black Advocate	All Colleges	Response	Controls Included	0.005	0.038	0.887	0.947
Criminal Record * Black Advocate	All Colleges	Response	No Controls	0.007	0.038	0.848	0.947
Criminal Record * Public Institution	All Colleges	Response	Controls Included	0.083	0.031	0.008	0.063
Criminal Record * White Advocate	All Colleges	Response	Controls Included	-0.042	0.038	0.275	0.573
Criminal Record * White Advocate	All Colleges	Response	No Controls	-0.040	0.038	0.289	0.578
White Advocate	All Colleges	Response	Controls Included	0.034	0.019	0.079	0.344
White Advocate	All Colleges	Response	No Controls	0.030	0.019	0.115	0.364
White Advocate	All Colleges	Response	No Controls	0.030	0.019	0.116	0.364
Black	Private Institutions	Response	Controls Included	-0.020	0.025	0.420	0.615
Black Advocate	Private Institutions	Response	Controls Included	0.006	0.031	0.844	0.947
Criminal Record	Private Institutions	Response	Controls Included	-0.099	0.025	0.000	0.005
White Advocate	Private Institutions	Response	Controls Included	0.025	0.031	0.412	0.615
Black	Public Institutions	Response	Controls Included	0.034	0.019	0.079	0.344
Black Advocate	Public Institutions	Response	Controls Included	0.012	0.024	0.602	0.722
Criminal Record	Public Institutions	Response	Controls Included	-0.016	0.019	0.414	0.615
White Advocate	Public Institutions	Response	Controls Included	0.043	0.024	0.071	0.344
Black	Two-year Colleges	Response	Controls Included	0.017	0.025	0.488	0.650
Black Advocate	Two-year Colleges	Response	Controls Included	0.004	0.031	0.885	0.947
Criminal Record	Two-year Colleges	Response	Controls Included	-0.039	0.025	0.124	0.364
White Advocate	Two-year Colleges	Response	Controls Included	0.027	0.031	0.383	0.615
Black	Four-year Colleges	Response	Controls Included	0.012	0.020	0.554	0.681
Black Advocate	Four-year Colleges	Response	Controls Included	0.015	0.024	0.543	0.681
Criminal Record	Four-year Colleges	Response	Controls Included	-0.062	0.020	0.002	0.024
White Advocate	Four-year Colleges	Response	Controls Included	0.047	0.024	0.053	0.344
Black	$>$ 5k Students	Response	Controls Included	0.028	0.024	0.250	0.573
Black Advocate	$>$ 5k Students	Response	Controls Included	-0.003	0.029	0.924	0.958
Criminal Record	$>$ 5k Students	Response	Controls Included	-0.038	0.024	0.122	0.364
White Advocate	$>$ 5k Students	Response	Controls Included	0.030	0.031	0.333	0.615
Black	$<$ 5k Students	Response	Controls Included	0.005	0.020	0.822	0.947
Black Advocate	$<$ 5k Students	Response	Controls Included	0.019	0.025	0.440	0.615
Criminal Record	$<$ 5k Students	Response	Controls Included	-0.061	0.020	0.002	0.024
White Advocate	$<$ 5k Students	Response	Controls Included	0.037	0.025	0.137	0.364

(continued)

Term	Sample	Outcome	Controls	Estimate	SE	P-val	Adjusted P-val
Black	All Colleges	Thoroughness	Controls Included	0.279	0.194	0.150	0.344
Black	All Colleges	Thoroughness	No Controls	0.319	0.196	0.103	0.323
Black	All Colleges	Thoroughness	No Controls	0.364	0.274	0.184	0.385
Black * Black Advocate	All Colleges	Thoroughness	Controls Included	-0.168	0.475	0.724	0.821
Black * Black Advocate	All Colleges	Thoroughness	No Controls	-0.161	0.477	0.735	0.821
Black * Public Institution	All Colleges	Thoroughness	Controls Included	0.348	0.392	0.375	0.567
Black * White Advocate	All Colleges	Thoroughness	Controls Included	-0.805	0.478	0.093	0.323
Black * White Advocate	All Colleges	Thoroughness	No Controls	-0.793	0.480	0.098	0.323
Black Advocate	All Colleges	Thoroughness	Controls Included	0.280	0.237	0.239	0.458
Black Advocate	All Colleges	Thoroughness	No Controls	0.366	0.239	0.125	0.323
Black Advocate	All Colleges	Thoroughness	No Controls	0.365	0.239	0.126	0.323
Criminal Record	All Colleges	Thoroughness	Controls Included	-0.501	0.195	0.010	0.146
Criminal Record	All Colleges	Thoroughness	No Controls	-0.490	0.196	0.012	0.146
Criminal Record	All Colleges	Thoroughness	No Controls	-0.445	0.277	0.108	0.323
Criminal Record * Black	All Colleges	Thoroughness	Controls Included	-0.264	0.391	0.500	0.667
Criminal Record * Black	All Colleges	Thoroughness	No Controls	-0.091	0.391	0.816	0.890
Criminal Record * Black Advocate	All Colleges	Thoroughness	Controls Included	-0.070	0.475	0.883	0.925
Criminal Record * Black Advocate	All Colleges	Thoroughness	No Controls	-0.037	0.477	0.939	0.939
Criminal Record * Public Institution	All Colleges	Thoroughness	Controls Included	0.807	0.393	0.040	0.287
Criminal Record * White Advocate	All Colleges	Thoroughness	Controls Included	-0.354	0.479	0.460	0.650
Criminal Record * White Advocate	All Colleges	Thoroughness	No Controls	-0.298	0.480	0.535	0.694
White Advocate	All Colleges	Thoroughness	Controls Included	0.366	0.240	0.128	0.323
White Advocate	All Colleges	Thoroughness	No Controls	0.397	0.240	0.098	0.323
White Advocate	All Colleges	Thoroughness	No Controls	0.396	0.240	0.099	0.323
Black	Private Institutions	Thoroughness	Controls Included	0.034	0.290	0.906	0.925
Black Advocate	Private Institutions	Thoroughness	Controls Included	-0.042	0.356	0.905	0.925
Criminal Record	Private Institutions	Thoroughness	Controls Included	-0.974	0.291	0.001	0.040
White Advocate	Private Institutions	Thoroughness	Controls Included	0.313	0.352	0.374	0.567
Black	Public Institutions	Thoroughness	Controls Included	0.418	0.266	0.116	0.323
Black Advocate	Public Institutions	Thoroughness	Controls Included	0.492	0.322	0.127	0.323
Criminal Record	Public Institutions	Thoroughness	Controls Included	-0.139	0.268	0.604	0.744
White Advocate	Public Institutions	Thoroughness	Controls Included	0.430	0.332	0.196	0.391

(continued)

Term	Sample	Outcome	Controls	Estimate	SE	P-val	Adjusted P-val
Black	Two-year Colleges	Thoroughness	Controls Included	0.149	0.335	0.657	0.789
Black Advocate	Two-year Colleges	Thoroughness	Controls Included	0.451	0.411	0.273	0.485
Criminal Record	Two-year Colleges	Thoroughness	Controls Included	-0.384	0.337	0.255	0.470
White Advocate	Two-year Colleges	Thoroughness	Controls Included	0.288	0.415	0.488	0.667
Black	Four-year Colleges	Thoroughness	Controls Included	0.329	0.239	0.168	0.367
Black Advocate	Four-year Colleges	Thoroughness	Controls Included	0.246	0.291	0.399	0.581
Criminal Record	Four-year Colleges	Thoroughness	Controls Included	-0.651	0.240	0.007	0.146
White Advocate	Four-year Colleges	Thoroughness	Controls Included	0.603	0.298	0.043	0.287
Black	$>$ 5k Students	Thoroughness	Controls Included	0.660	0.333	0.048	0.287
Black Advocate	$>$ 5k Students	Thoroughness	Controls Included	0.222	0.392	0.571	0.722
Criminal Record	$>$ 5k Students	Thoroughness	Controls Included	-0.483	0.333	0.147	0.344
White Advocate	$>$ 5k Students	Thoroughness	Controls Included	0.445	0.430	0.301	0.516
Black	$<$ 5k Students	Thoroughness	Controls Included	0.093	0.243	0.701	0.821
Black Advocate	$<$ 5k Students	Thoroughness	Controls Included	0.267	0.303	0.378	0.567
Criminal Record	$<$ 5k Students	Thoroughness	Controls Included	-0.585	0.242	0.016	0.153
White Advocate	$<$ 5k Students	Thoroughness	Controls Included	0.292	0.296	0.324	0.537
Black	All Colleges	Friendliness	Controls Included	0.002	0.018	0.900	0.975
Black	All Colleges	Friendliness	No Controls	-0.007	0.026	0.775	0.938
Black	All Colleges	Friendliness	No Controls	0.003	0.018	0.866	0.972
Black * Black Advocate	All Colleges	Friendliness	Controls Included	0.009	0.044	0.836	0.972
Black * Black Advocate	All Colleges	Friendliness	No Controls	-0.004	0.044	0.933	0.975
Black * White Advocate	All Colleges	Friendliness	Controls Included	-0.024	0.044	0.584	0.749
Black * White Advocate	All Colleges	Friendliness	No Controls	-0.026	0.045	0.563	0.749
Black Advocate	All Colleges	Friendliness	Controls Included	-0.083	0.022	0.000	0.004
Black Advocate	All Colleges	Friendliness	No Controls	-0.078	0.022	0.000	0.004
Black Advocate	All Colleges	Friendliness	No Controls	-0.078	0.022	0.000	0.004
Criminal Record	All Colleges	Friendliness	Controls Included	-0.049	0.018	0.006	0.036
Criminal Record	All Colleges	Friendliness	No Controls	-0.044	0.018	0.016	0.061
Criminal Record	All Colleges	Friendliness	No Controls	-0.054	0.026	0.035	0.123
Criminal Record * Black	All Colleges	Friendliness	Controls Included	0.019	0.036	0.602	0.749
Criminal Record * Black	All Colleges	Friendliness	No Controls	0.021	0.036	0.566	0.749
Criminal Record * Black Advocate	All Colleges	Friendliness	Controls Included	-0.048	0.044	0.269	0.430

(continued)

Term	Sample	Outcome	Controls	Estimate	SE	P-val	Adjusted P-val
Criminal Record * Black Advocate	All Colleges	Friendliness	No Controls	-0.044	0.044	0.323	0.479
Criminal Record * White Advocate	All Colleges	Friendliness	Controls Included	-0.048	0.044	0.280	0.430
Criminal Record * White Advocate	All Colleges	Friendliness	No Controls	-0.049	0.045	0.275	0.430
White Advocate	All Colleges	Friendliness	Controls Included	-0.043	0.022	0.050	0.144
White Advocate	All Colleges	Friendliness	No Controls	-0.043	0.022	0.056	0.144
White Advocate	All Colleges	Friendliness	No Controls	-0.043	0.022	0.056	0.144
Black	Private Institutions	Friendliness	Controls Included	0.015	0.028	0.595	0.749
Black Advocate	Private Institutions	Friendliness	Controls Included	-0.084	0.034	0.013	0.061
Criminal Record	Private Institutions	Friendliness	Controls Included	-0.068	0.028	0.014	0.061
White Advocate	Private Institutions	Friendliness	Controls Included	-0.052	0.034	0.126	0.276
Black	Public Institutions	Friendliness	Controls Included	-0.002	0.024	0.922	0.975
Black Advocate	Public Institutions	Friendliness	Controls Included	-0.083	0.029	0.004	0.028
Criminal Record	Public Institutions	Friendliness	Controls Included	-0.031	0.024	0.198	0.367
White Advocate	Public Institutions	Friendliness	Controls Included	-0.040	0.030	0.178	0.357
Black	Two-year Colleges	Friendliness	Controls Included	-0.038	0.030	0.208	0.367
Black Advocate	Two-year Colleges	Friendliness	Controls Included	-0.139	0.037	0.000	0.004
Criminal Record	Two-year Colleges	Friendliness	Controls Included	-0.018	0.030	0.550	0.749
White Advocate	Two-year Colleges	Friendliness	Controls Included	-0.094	0.038	0.013	0.061
Black	Four-year Colleges	Friendliness	Controls Included	0.026	0.022	0.237	0.404
Black Advocate	Four-year Colleges	Friendliness	Controls Included	-0.047	0.027	0.085	0.195
Criminal Record	Four-year Colleges	Friendliness	Controls Included	-0.065	0.022	0.004	0.027
White Advocate	Four-year Colleges	Friendliness	Controls Included	-0.001	0.028	0.979	0.996
Black	$>$ 5k Students	Friendliness	Controls Included	0.000	0.030	0.996	0.996
Black Advocate	$>$ 5k Students	Friendliness	Controls Included	-0.053	0.036	0.140	0.292
Criminal Record	$>$ 5k Students	Friendliness	Controls Included	-0.058	0.030	0.054	0.144
White Advocate	$>$ 5k Students	Friendliness	Controls Included	-0.066	0.038	0.084	0.195
Black	$<$ 5k Students	Friendliness	Controls Included	0.004	0.022	0.847	0.972
Black Advocate	$<$ 5k Students	Friendliness	Controls Included	-0.101	0.028	0.000	0.004
Criminal Record	$<$ 5k Students	Friendliness	Controls Included	-0.047	0.023	0.039	0.129
White Advocate	$<$ 5k Students	Friendliness	Controls Included	-0.035	0.028	0.203	0.367