**Analysis plan:**

The main variable of interest from the hiring decision is the probability that a candidate of the target group is hired. We want to identify how this is impacted by the predicted employment performance scores of the best candidate from the target group and the best candidate from the non-target group. The predicted employment scores will be estimated by regressing actual employment performance scores on the observable characteristics of the candidates which include interview performance scores, age, and other treatment dependent observables.

We will use the estimated employment performance scores from the data in the Performance Estimation Task to identify any belief biases between the two groups employment performance. Combining this with the hiring data, we identify the impact these biases have on the probability of hiring a candidate from the target group vs. the non-target group. Here the predicted employment performance scores are replaced by the actual estimations of the employment performance scores from the Performance Estimation Task.

Running these analyses on Baseline-Minor (**Treatment 2**) and Baseline\_Colour (**Treatment 1**) this analysis will be used to understand the **Stereotype Effect** and **Taste-base Discrimination Effect**. The effects of the difference in actual estimation data on hiring probability will identify the **Taste-base Discrimination Effect** and the residual effects from differences in predicted estimation data and actual estimation data will identify theimpact of the **Stereotype Effect** on the rate of hiring**.**

Doing the same Analysis on SAA\_Minor (**Treatment 4**) and SAA\_Colour (**Treatment 3**) and comparing them to Baseline-Minor (**Treatment 2**) and Baseline\_Colour (**Treatment 1**) respectively will be used to understand the **Backfire Effect** and **Perception Effect.** The effects of the difference in actual estimation data on hiring probability will identify the **Backfire Effect** from the affirmative action policyand the residual effects from differences in predicted estimation data and actual estimation data will identify the impact of the **Perception Effect** of theaffirmative action policyon the rate of hiring.

1 Tokenism is the practice of doing something purely symbolic to appear inclusive. A (numerically) positive Token Effect is a reduction in the probability that a targeted candidate is hired in the presence of an SAA policy conditional on them being in the candidate pool. In this case, additional representation in the candidate pool does not translate fully into improved hiring outcomes of the targeted candidates.