

## Disclosure Statement

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I, Helen Ho, am currently a research and evaluation manager at Chinese for Affirmative Action, a non-profit that advocates for affirmative action and diversity, equity, and inclusion policies. I am involved in this article in my personal capacity as a follow on to my pre-doctoral involvement in the article and not in my professional capacity.

The Host Institution (HI) had a right to review this article prior to circulation to ensure that no individual's identifiable information was disclosed and the HI exercised that right.

The authors obtained Institutional Review Board (IRB) approvals for this project from NBER, Harvard University, Teachers College Columbia University, University of Michigan, and the Host Institution.

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