

**Electronic Supplementary Material (ESM):** *Intersected groups and discriminatory everyday behavior: Evidence from a lost email experiment*

Gender patterns

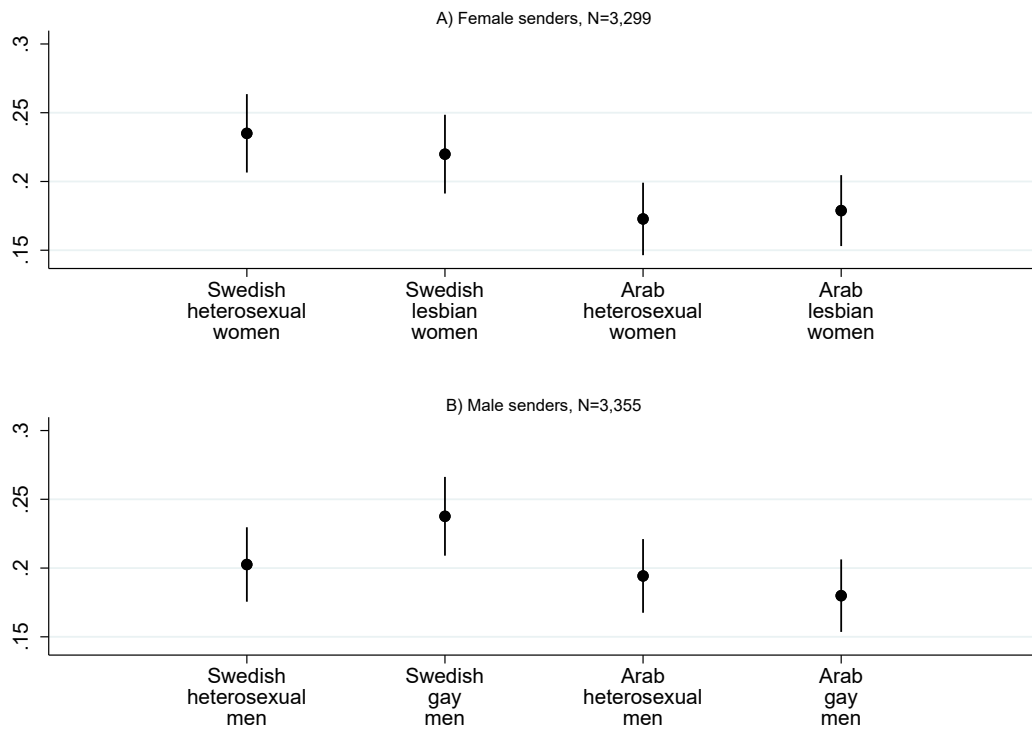
The following document contains exploratory analyses pertaining to possible gender effects (sender and receiver), and the rationale for conducting these analyses.

*Female and male senders*

How and if gender interacts with other group belongings when it comes to discrimination is a topic that has received little attention in the discrimination literature (Petsko & Bodenhausen, 2019; Zschrin & Ruedin, 2016). Interestingly, the scarce evidence that does exist indicate that there could be gender differences in the discrimination of ethnic minorities and gay individuals. Ahmed and Hammarstedt (2009) find evidence of discrimination against gay couples in the Swedish rental market, while Ahmed et al. (2008) do not find any difference for lesbians. Arai et al. (2016) find evidence of stronger ethnic discrimination against men than women in the Swedish labor market. Relatedly, Carlsson and Eriksson (2019) find a gender difference in the degree of age discrimination in the Swedish labor market.

Consequently, following the preregistered research plan, we explored whether our results revealed different patterns for female and male senders. The results are presented graphically in Figure 2, which mimics Figure 1 but contains two panels that show the reply rates separately for female (panel A) and male (panel B) senders. Interestingly, compared to male senders, we see an indication that for female senders i) the reply rate for Swedish heterosexuals is higher, ii) the reply rate for Swedish lesbians is lower, and iii) the reply rate for Arab heterosexuals is lower (while there is no clear difference for Arab lesbians).

Figure 2. Reply rate by group for female and male senders.



These results are also presented in Table 2, which, again, presents the point estimates from the regressions together with their standard errors. For comparison, the first column repeats the main regression for the full sample (i.e., column 1 in Table 1). The next two columns show the same regression for the two subsamples only consisting of female and male senders, respectively. The constant terms in these columns show the reply rate for Swedish heterosexuals in these subsamples for which the reply rate is higher for female senders. The Gay parameter reveals that there is no difference compared to the Swedish heterosexual category for female senders ( $p=.463$ ), while for male senders there is a marginally higher reply rate ( $p=.081$ ). The parameter for Arabs shows that for female senders the Arab heterosexual category has a lower reply rate compared to the Swedish heterosexual category ( $p=.002$ ), but there is no significant difference for male senders ( $p=.669$ ). Finally, for female senders there is no significant Gay  $\times$  Arab interaction effect ( $p=.447$ ), whereas for male senders there is a marginally significant negative effect ( $p=.075$ ).

Table 2. The probability of receiving a reply by gender of the sender.

	All senders (1)	Female senders (2)	Male sender (3)
Gay	.0102 (.0144)	-.0151 (.0206)	.0351 (.0201)
Arab	-.0350* (.0139)	-.0623** (.0198)	-.0083 (.0194)
Gay x Arab	-.0146 (.0197)	.0212 (.0279)	-.0494 (.0278)
Constant	.2188** (.0100)	.2350** (.0145)	.2026** (.0138)
N	6,654	3,299	3,355
R2	.003	.004	.003

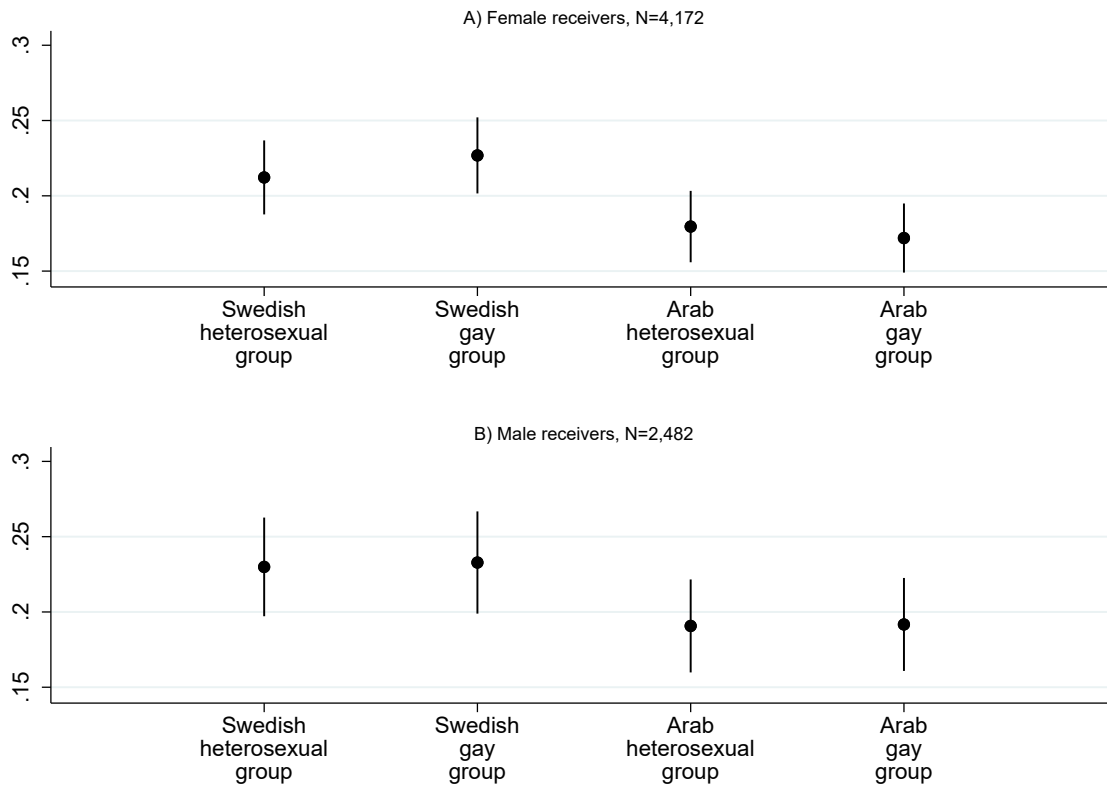
Notes: Each column shows results from a separate regression. The regressions include no other covariates than those listed. \*\* significant at the 1% level, \*significant at the 5% level.

*Female and male receivers*

The discrimination effects presented in the main analysis could also differ by the gender of the receiver, and there is some evidence in the present literature that this could be the case. Everly, Unzueta, and Shih (2016) find that women perceive gay men and women more hireable than heterosexuals, while they find the opposite for men. Bettinsoli, Suppes, and Nappier (2020) investigated how gender and gender norms predict attitudes towards gays and lesbians in 23 countries. They find that men compared to women have more negative attitudes towards gay men in particular. This pattern is consistent with other research from the U.S. and Europe showing that men are more prejudiced towards sexual minorities (Ciocca et al., 2017; Herek, 2002).

Following the preregistered research plan, we explored whether our results revealed different patterns for female and male receivers. The results are presented graphically in Figure 3, which is similar to Figure 2, but now have two panels that separately show the reply rates for female (panel A) and male (panel B) receivers. Note that the share of female receivers is larger than the share of male receivers, which simply reflects that the majority of the university's students are female. The panels reveal no clear differences between female and male receivers.

Figure 3. Reply rate by group for female and male receivers.



In Table 3, in a similar way as before, we present the point estimates from the regressions analyzing the gender of the receiver together with their standard errors. Again, for comparison, the first column repeats the main regression for the full sample (i.e., column 1 in Table 1). The next two columns show the same regression for the two subsamples consisting of female and male receivers, respectively. In both cases, p-values and the effect sizes are very similar. Thus, we do not find any clear evidence for that our main results would differ as a function of the gender of the receiver.

Table 3. The probability of receiving a reply by gender of the receiver.

	All receivers (1)	Female receivers (2)	Male receivers (3)
Gay	.0102 (.0144)	.0146 (.0180)	.0029 (.0241)
Arab	-.0350* (.0139)	-.0326 (.0174)	-.0392 (.0230)
Arab x Gay	-.0146 (.0197)	-.0222 (.0246)	-.0019 (.0328)
Constant	.2188** (.0100)	.2122** (.0125)	.2299** (.0167)
N	6,654	4,172	2,482
R2	.003	.003	.002

Notes: Each column shows results from a separate regression. The regressions include no other covariates than those listed. \*\* significant at the 1% level, \*significant at the 5% level.



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