Supplement to:

Abascal, Maria, and Denia Garcia. 2022. "Pathways to Skin Color Stratification: The Role of Inherited (Dis)Advantage and Skin Color Discrimination in Labor Markets." Sociological Science 9: 346-373.

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Table A1. Descriptive statistics for Blacks and Latinos in the pooled sample and Blacks and Latinos with full or half siblings in NLSY97; based on non-imputed values

	Blacks and Latinos		Blacks and Latinos with siblings	
	Mean	SD	Mean	SD
Individual characteristics				
Employment [0,1]	0.644	0.372	0.626	0.376
Yearly earnings [$0,$152K]	22506.046	21636.562	21304.292	20545.786
Occupational prestige [10,89]	40.947	12.821	40.091	12.651
Skin [1,10]	4.692	2.407	4.616	2.394
Latino (vs. Black) [0,1]	0.444	0.497	0.476	0.500
Female [0,1]	0.501	0.500	0.495	0.500
Age (yrs.) [25,31]	27.916	1.433	27.971	1.422
Cohabiting [0,1]	0.188	0.391	0.189	0.392
Married [0,1]	0.265	0.441	0.266	0.442
US-born citizen [0,1]	0.768	0.422	0.729	0.445
Full sibling(s) in NLSY [0,1]	0.404	0.491	0.937	0.244
Half sibling(s) in NLSY [0,1]	0.035	0.185	0.081	0.273
Family background (1997)				
Household income [$0,$246K]	30015.964	27819.958	26582.061	22844.501
Received government aid [0,1]	0.638	0.481	0.676	0.468
Household net worth [$-140K,$600K]	38438.947	75534.066	30370.985	64338.989
Parents own home [0,1]	0.443	0.497	0.407	0.491
Resided with both biological parents [0,1]	0.376	0.484	0.428	0.495
Immigrant parent(s) [0,1]	0.253	0.435	0.280	0.449
Mother's education (yrs) [1,20]	11.466	3.055	10.905	3.096
Father's education (yrs) [1,20]	11.443	3.265	10.885	3.413
Max N	3873		1564	

Table A2. Labor market outcomes by skin tone, covariates: Blacks and Latinos, complete cases only; standard errors adjusted for clustering at the household level

	Employment		Yearly earnings (log)		Occupational prestige	
	Model P1	Model P2	Model E1	Model E2	Model O1	Model O2
Individual characteristics						
Skin tone	-0.010*	-0.005	-0.099*	-0.070	-0.205	0.002
	(0.004)	(0.005)	(0.040)	(0.050)	(0.179)	(0.215)
Latino (vs. Black)	-0.002	-0.007	-0.063	-0.211	0.921	1.651
	(0.022)	(0.027)	(0.201)	(0.253)	(0.958)	(1.178)
Female	-0.058***	-0.068***	-0.565***	-0.572***	3.608***	4.012***
	(0.014)	(0.017)	(0.128)	(0.153)	(0.604)	(0.706)
Age	0.008	0.004	0.059	0.016	0.604**	0.490*
	(0.005)	(0.006)	(0.044)	(0.052)	(0.207)	(0.239)
Cohabiting	0.054**	0.047*	0.315+	0.341+	-1.628*	-0.350
	(0.018)	(0.022)	(0.163)	(0.197)	(0.776)	(0.909)
Married	0.034+	0.011	0.509***	0.476**	1.146	0.898
	(0.017)	(0.021)	(0.151)	(0.180)	(0.711)	(0.817)
US-born citizen	-0.055**	-0.097**	-0.407*	-0.540+	-1.729*	-3.663**
	(0.019)	(0.036)	(0.169)	(0.320)	(0.825)	(1.387)
Full sibling(s) in NLSY	-0.027+	-0.032+	-0.216	-0.090	-1.383*	-0.985
	(0.015)	(0.018)	(0.137)	(0.158)	(0.632)	(0.724)
Half sibling(s) in NLSY	-0.136**	-0.139*	-0.708+	-0.512	-1.792	0.415
	(0.045)	(0.055)	(0.427)	(0.520)	(2.032)	(2.338)
Family background (1997)						
Household income [$10K]		0.008+		0.102**		0.593**
		(0.005)		(0.035)		(0.191)
Received government aid		-0.017		-0.036		-0.458
		(0.021)		(0.187)		(0.836)
Household net worth [$10K]		0.000		0.005		0.100+
		(0.001)		(0.009)		(0.054)
Parents own home		0.097***		0.659***		1.101
		(0.021)		(0.176)		(0.817)
Resided with both biological parents		0.014		-0.034		0.876
		(0.022)		(0.189)		(0.867)
Immigrant parent(s)		-0.035		0.096		0.768
		(0.035)		(0.298)		(1.305)
Mother's education		0.003		0.027		0.633***
		(0.004)		(0.033)		(0.153)
Mother's education missing		-0.034		-0.350		4.626+
		(0.060)		(0.577)		(2.408)
Father's education		0.004		0.079*		0.425**
		(0.004)		(0.033)		(0.147)
Mother's education missing		0.030		0.739+		3.651*
		(0.048)		(0.432)		(1.848)
Constant	0.567***	0.564**	8.074***	7.485***	24.692***	12.121+
	(0.139)	(0.172)	(1.212)	(1.505)	(5.866)	(7.018)
N	2639	1762	2454	1651	1842	1225
R-squared	0.027	0.073	0.027	0.072	0.045	0.172

+ p < 0.10; * p < 0.05; ** p < 0.01; *** p < 0.001 (two-sided)

Table A3. Labor market outcomes by skin tone, covariates, sibling fixed-effects: Blacks and Latinos with full or half siblings in NLSY97, complete cases only; standard errors adjusted for clustering at the household level

	Employment	Yearly earnings (log)	Occupational prestige
	Model P3	Model E3	Model O3
Skin tone	-0.011	-0.141	-0.180
	(0.011)	(0.108)	(0.573)
Female	-0.071*	-0.792**	2.499+
	(0.028)	(0.266)	(1.335)
Age	0.018*	0.158+	0.524
	(0.009)	(0.081)	(0.394)
Cohabiting	0.094*	0.329	1.145
	(0.036)	(0.346)	(1.773)
Married	-0.009	0.278	0.241
	(0.036)	(0.341)	(1.595)
Sibling fixed-effects	✓	✓	✓
N	1256	1159	843
R-squared	0.033	0.029	0.021

$+ p < 0.10$; $* p < 0.05$; $** p < 0.01$; $*** p < 0.001$ (two-sided)

Table A4. Earnings (logged) by skin tone, employment, covariates: Blacks and Latinos; standard errors adjusted for clustering at the household level

	Yearly earnings (log)	
	Model E1	Model E2
Individual characteristics		
Skin tone	-0.022	-0.017
	(0.025)	(0.025)
Employment (prop. ≥20 hrs)	5.885***	5.778***
	(0.157)	(0.158)
Latino (vs. Black)	0.113	0.122
	(0.116)	(0.122)
Female	-0.182*	-0.178*
	(0.080)	(0.080)
Age	-0.009	-0.012
	(0.028)	(0.028)
Cohabiting	-0.070	-0.038
	(0.100)	(0.100)
Married	0.408***	0.397***
	(0.094)	(0.093)
US-born citizen	-0.040	0.008
	(0.103)	(0.176)
Full sibling(s) in NLSY	-0.062	-0.019
	(0.082)	(0.082)
Half sibling(s) in NLSY	0.215	0.282
	(0.258)	(0.255)
Family background (1997)		
Household income [$10K]		0.055**
		(0.023)
Received government aid		0.030
		(0.096)
Household net worth [$10K]		0.002
		(0.006)
Parents own home		0.048
		(0.096)
Resided with both biological parents		0.019
		(0.093)
Immigrant parent(s)		0.211
		(0.164)
Mother's education		0.017
		(0.017)
Mother's education missing		0.181
		(0.250)
Father's education		0.031+
		(0.017)
Father's education missing		0.254
		(0.213)
Constant	5.192***	4.454***
	(0.786)	(0.826)
N	3873	3873
R-squared	0.492	0.498

+ $p < 0.10$; * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$ (two-sided)

Table A5. Employment by skin tone, covariates: separately for Blacks and Latinos; standard errors adjusted for clustering at the household level

	Blacks		Latinos	
	Model P1	Model P2	Model P1	Model P2
Individual characteristics				
Skin tone	-0.004	-0.002	-0.012*	-0.010+
	(0.005)	(0.004)	(0.006)	(0.006)
Female	0.026	0.031+	-0.115***	-0.109***
	(0.017)	(0.017)	(0.018)	(0.018)
Age	0.001	0.002	0.014*	0.014*
	(0.006)	(0.006)	(0.006)	(0.006)
Cohabiting	0.047*	0.056**	0.046*	0.054*
	(0.022)	(0.022)	(0.023)	(0.023)
Married	0.079***	0.063**	0.002	0.001
	(0.023)	(0.023)	(0.020)	(0.020)
US-born citizen	-0.119**	-0.045	-0.038*	-0.063+
	(0.037)	(0.062)	(0.018)	(0.032)
Full sibling(s) in NLSY	-0.022	-0.010	-0.024	-0.026
	(0.019)	(0.018)	(0.018)	(0.018)
Half sibling(s) in NLSY	-0.153**	-0.112*	-0.040	-0.004
	(0.047)	(0.046)	(0.051)	(0.054)
Family background (1997)				
Household income [$10K]		0.001		0.001
		(0.005)		(0.005)
Received government aid		-0.031		-0.014
		(0.021)		(0.020)
Household net worth [$10K]		0.000		0.000
		(0.002)		(0.001)
Parents own home		0.083***		0.071**
		(0.022)		(0.023)
Resided with both biological parents		0.051*		0.025
		(0.022)		(0.021)
Immigrant parent(s)		0.038		-0.008
		(0.052)		(0.030)
Mother's education		0.014**		0.001
		(0.005)		(0.003)
Mother's education missing		0.086		0.018
		(0.068)		(0.047)
Father's education		0.010*		0.004
		(0.005)		(0.003)
Mother's education missing		0.112+		-0.008
		(0.063)		(0.040)
Constant	0.693***	0.259	0.411*	0.331+
	(0.171)	(0.194)	(0.170)	(0.174)
N	2155	2155	1718	1718
R-squared	0.020	0.075	0.038	0.061

+ $p < 0.10$; * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$ (two-sided)

Table A6. Yearly earnings (log) by skin tone, covariates: separately for Blacks and Latinos; standard errors adjusted for clustering at the household level

	Blacks		Latinos	
	Model E1	Model E2	Model E1	Model E2
Individual characteristics				
Skin tone	-0.043	-0.024	-0.094+	-0.069
	(0.042)	(0.041)	(0.049)	(0.048)
Female	0.077	0.133	-0.950***	-0.920***
	(0.152)	(0.149)	(0.146)	(0.145)
Age	-0.056	-0.057	0.139**	0.139**
	(0.053)	(0.053)	(0.050)	(0.050)
Cohabiting	0.417*	0.483*	-0.045	0.045
	(0.194)	(0.189)	(0.198)	(0.198)
Married	1.053***	0.912***	0.258	0.269+
	(0.187)	(0.183)	(0.160)	(0.158)
US-born citizen	-1.423***	-0.455	-0.129	-0.291
	(0.265)	(0.462)	(0.150)	(0.238)
Full sibling(s) in NLSY	-0.288+	-0.149	-0.077	-0.063
	(0.169)	(0.163)	(0.150)	(0.149)
Half sibling(s) in NLSY	-0.667	-0.315	-0.315	0.305
	(0.449)	(0.442)	(0.442)	(0.397)
Family background (1997)				
Household income [$10K]		0.084*		0.029
		(0.039)		(0.037)
Received government aid		-0.247		0.077
		(0.190)		(0.168)
Household net worth [$10K]		0.000		0.004
		(0.012)		(0.010)
Parents own home		0.578**		0.356*
		(0.177)		(0.179)
Resided with both biological parents		0.154		0.322+
		(0.191)		(0.173)
Immigrant parent(s)		0.585		0.100
		(0.407)		(0.224)
Mother's education		0.137**		-0.004
		(0.044)		(0.026)
Mother's education missing		1.266*		-0.097
		(0.638)		(0.407)
Father's education		0.053		0.082**
		(0.045)		(0.026)
Mother's education missing		0.585		0.342
		(0.571)		(0.344)
Constant	11.332***	7.533***	5.952***	4.701**
	(1.525)	(1.698)	(1.399)	(1.427)
N	2155	2155	1718	1718
R-squared	0.026	0.077	0.036	0.069

+ $p < 0.10$; * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$ (two-sided)

Table A7. Occupational prestige by skin tone, covariates: separately for Blacks and Latinos; standard errors adjusted for clustering at the household level

	Blacks		Latinos	
	Model P1	Model P2	Model E1	Model E2
Individual characteristics				
Skin tone	-0.299+	-0.168	-0.160	-0.034
	(0.156)	(0.149)	(0.198)	(0.191)
Female	3.947***	4.144***	2.164**	2.252***
	(0.586)	(0.564)	(0.664)	(0.645)
Age	0.291	0.310	0.573*	0.552*
	(0.204)	(0.197)	(0.227)	(0.224)
Cohabiting	-0.450	-0.074	-1.361	-0.689
	(0.775)	(0.742)	(0.847)	(0.822)
Married	3.467***	2.787***	0.330	0.511
	(0.774)	(0.737)	(0.767)	(0.728)
US-born citizen	-5.843***	1.560	-0.951	-1.603
	(1.688)	(2.611)	(0.697)	(1.152)
Full sibling(s) in NLSY	-1.692**	-0.926	-0.408	0.087
	(0.633)	(0.596)	(0.682)	(0.673)
Half sibling(s) in NLSY	-2.873+	-1.470	-1.893	-0.538
	(1.604)	(1.427)	(1.886)	(1.796)
Family background (1997)				
Household income [$10K]		0.435*		0.264
		(0.194)		(0.171)
Received government aid		-1.004		-0.911
		(0.781)		(0.787)
Household net worth [$10K]		0.067		0.042
		(0.061)		(0.058)
Parents own home		1.248+		0.896
		(0.742)		(0.814)
Resided with both biological parents		0.549		2.008**
		(0.780)		(0.748)
Immigrant parent(s)		5.081*		1.490
		(2.225)		(1.073)
Mother's education		0.874***		0.365**
		(0.175)		(0.124)
Mother's education missing		8.540***		1.537
		(2.317)		(1.670)
Father's education		0.534**		0.408***
		(0.189)		(0.118)
Mother's education missing		6.066**		3.442*
		(2.290)		(1.409)
Constant	35.200***	7.512	24.890***	14.636*
	(5.910)	(6.729)	(6.358)	(6.439)
N	2155	2155	1718	1718
R-squared	0.058	0.167	0.019	0.101

+ $p < 0.10$; * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$ (two-sided)

Table A8. Earnings (logged) by skin tone, employment, covariates, sibling fixed-effects: Blacks and Latinos with full or half siblings in NLSY97; standard errors adjusted for clustering at the household level

	Yearly earnings (log)
	Model E3
Skin tone	-0.030
	(0.057)
Employment (prop. ≥20 hrs)	5.651***
	(0.313)
Female	-0.181
	(0.158)
Age	0.039
	(0.053)
Cohabiting	-0.098
	(0.222)
Married	0.351+
	(0.201)
Sibling fixed-effects	✓
N	1564
R-squared	0.429

+ p < 0.10; * p < 0.05; ** p < 0.01; *** p < 0.001 (two-sided)

Table A9. Labor market outcomes by skin tone, covariates, sibling fixed-effects: separately for Blacks and Latinos with full or half siblings in NLSY97; standard errors adjusted for clustering at the household level

	Blacks			Latinos		
	Employment	Yearly earnings (log)	Occupational prestige	Employment	Yearly earnings (log)	Occupational prestige
	Model P3	Model E3	Model O3	Model P3	Model E3	Model O3
Skin tone	-0.005	-0.074	-0.006	-0.008	-0.063	-0.165
	(0.012)	(0.106)	(0.348)	(0.014)	(0.104)	(0.413)
Female	0.009	-0.101	2.944**	-0.101**	-0.765**	1.298
	(0.033)	(0.290)	(1.104)	(0.036)	(0.272)	(1.180)
Age	0.015	0.058	0.220	0.009	0.163+	0.375
	(0.011)	(0.099)	(0.347)	(0.011)	(0.085)	(0.375)
Cohabiting	0.105*	0.646	0.613	0.055	0.062	3.051*
	(0.045)	(0.430)	(1.372)	(0.049)	(0.421)	(1.483)
Married	0.100*	0.934*	0.816	-0.075+	-0.093	0.872
	(0.051)	(0.385)	(1.481)	(0.038)	(0.329)	(1.421)
Sibling fixed-effects	✓	✓	✓	✓	✓	✓
N	819	819	819	745	745	745
R-squared	0.029	0.019	0.025	0.050	0.036	0.021

+ p < 0.10; * p < 0.05; ** p < 0.01; *** p < 0.001 (two-sided)