

Supplement to:

Doering, Laura, Doering, Jan, and Tilcsik, András. 2023. “Was It Me or Was It Gender Discrimination? How Women Respond to Ambiguous Incidents at Work” *Sociological Science* 10: 501-533.

APPENDIX A: INTERVIEWS

Table A. Interviewee Demographics

Int. #	Age	Level of educ.	Industry	Position	Region	Family status	Racial identity	Politic. stance
1	27	Master	Healthcare	Researcher	Northeast	S	Asian	Left
2	29	PhD	Science	Postdoc	South	S	White	Left
3	36	Bachelor	Public sector	Team Supervisor	West	S	Latina	Left
4	37	MBA	Higher ed.	Instruct. Designer	West	M	White	Left
5	37	Bachelor	Finance	Loan Processor	Midwest	M	Asian	Left
6	36	Master	Healthcare	Product Manager	West	M(2)	White	Left
7	35	Master	Consulting	Research Associate	Northeast	M(1)	White	Left
8	38	Master	Philanthropy	HR Manager	West	M(2)	Asian	Left
9	38	MBA	Higher ed.	Administrator	West	M(2)	Mid. East.	Center
10	38	Bachelor	Media	Vice President	West	S	White	Left
11	37	Bachelor	Tourism	Sales Manager	West	M(1)	Multiracial	Center
12	37	Bachelor	Healthcare	Quality Control	West	M(1)	Asian	Left
13	25	Master	Consulting	Analyst	Northeast	S	White	Left
14	68	MBA	Food process.	Director of Sales	Northeast	M(2)	White	Left
15	39	PhD	Finance	Director of Research	Northeast	S	Black	Center
16	42	Master	Consulting	Senior Vice President	Northeast	S	White	Right
17	71	Some college	Healthcare	Senior Administrator	Northeast	W(5)	Afr. Am.	Center
18	76	Master	Higher ed.	Career Counselor	Midwest	D(2)	White	Left
19	76	Bachelor	Finance	Senior Analyst	South	W(2)	White	Right
20	26	Master	Science	Graduate Student	Northeast	S	Latina	Left
21	24	Bachelor	Tech	Public Affairs Officer	Midwest	S	Asian	Left
22	28	Bachelor	Tech	Product Manager	West	S	Multiracial	Left
23	27	Bachelor	Tech	Senior Designer	West	S	Asian	Left
24	24	Bachelor	Consulting	Senior Analyst	Midwest	S	Mid. East.	Left
25	25	Bachelor	Science	Researcher	Northeast	S	Asian	Left
26	24	Bachelor	Science	Graduate student	Midwest	S	Black	Left
27	44	Some college	Public sector	Business Analyst	South	M(2)	White	Right
28	34	Bachelor	Healthcare	Health Professional	West	M	White	Center
29	43	MSW	Public sector	Social Worker	South	M(1)	White	Center
30	48	MBA	Healthcare	Senior Vice President	Northeast	M(2)	Latina	Center
31	37	Master	Education	Kindergarten Teacher	South	M(2)	White	Center

Note: Numbers in parentheses in the family status column indicate interviewees' number of children. The letters stand for single (S), married (M), divorced (D), or widowed (W). The racial identity column represents the interviewees' racial self-identification.

APPENDIX B: SURVEY

Our survey aimed to capture experiences from a diverse sample of female professionals residing in the United States. The resulting sample is not nationally representative, but varies across race, income, education, and other factors. Such diversity helps to ensure that our findings are not unique to a particular demographic group. Table B details the key demographic characteristics of survey participants.

Table B. Characteristics of Survey Participants ($N = 600$)

Race	Black or African American $N = 50$	8.33%	Income	Low Income ($< \$30,000$) $N = 101$	16.83%
	Hispanic or Latino $N = 37$	6.17%		Moderate Income ($\$30-70,000$) $N = 303$	50.50%
	Asian $N = 76$	12.67%		High Income ($> \$70,000$) $N = 196$	32.67%
	White/Caucasian $N = 422$	70.33%	Education	Bachelor's Degree $N = 374$	62.33%
	Other $N = 15$	2.50%		Master's Degree $N = 151$	25.17%
Political Affiliation	Extremely Liberal $N = 116$	19.33%		Professional Degree $N = 41$	6.83%
	Liberal $N = 181$	30.17%		Doctorate $N = 34$	5.67%
	Slightly Liberal $N = 59$	9.83%	Sexual Orientation	Heterosexual or Straight $N = 500$	83.33%
	Moderate $N = 116$	19.33%		Lesbian or Gay $N = 18$	3.00%
	Slightly Conservative $N = 40$	6.67%		Bisexual $N = 48$	8.00%
	Conservative $N = 75$	12.50%		Asexual, Pansexual, or Queer $N = 34$	5.67%
	Extremely Conservative $N = 13$	2.17%			

APPENDIX C: VIGNETTE EXPERIMENT

Vignette 1: Overlooked Contribution

You participate in a meeting to discuss the future directions and goals of your organization. You speak up to contribute an idea. [*More ambiguous*: As you share your idea, a phone rings in the room, creating noise and distraction while you are speaking. So it is not clear if everyone heard what you said.] Later, your colleague James expresses essentially the same idea that you shared earlier.

Soon after the meeting, everyone in the organization receives an email from your supervisor with the following message:

Thanks to everyone for your ideas and suggestions at our meeting today.

I feel we have made a lot of progress. I am especially grateful to James for his excellent idea, which we will put into practice soon.

Thank you again for participating in this important meeting.

[*Less ambiguous*: In other words, you and a male colleague expressed the same idea, but your supervisor only acknowledged his contribution. / *More ambiguous*: In other words, you and a male colleague expressed the same idea, but your supervisor only acknowledged his contribution. But it is possible that your supervisor was distracted by the phone ringing while you spoke and didn't hear your comment.]

Vignette 2: Less Valued Task

You and your colleagues, James and Robert, have been working hard to prepare a report. The task is to assess how a new policy may affect your organization. You, James, and Robert have similar positions in the organization and have worked there for the same amount of time. [*More ambiguous*: None of you has ever presented a report at this organization, but James and Robert have experience giving formal presentations from prior jobs.] As you conclude the report, you receive an email from your supervisor with the following message:

I appreciate the work all three of you have invested in this report. Next week, the senior leaders will visit to hear about the report. Today, I am contacting you about your assignments for the report presentation.

Robert will deliver the presentation, and James will lead the question-and-answer session. You will be responsible for taking notes during the presentation.

Thank you for your hard work.

[*Less ambiguous*: In other words, your supervisor assigned a minor, administrative task to you and gave the more substantive and valued tasks to your male colleagues, even though your supervisor knows the three of you contributed equally. / *More ambiguous*: In other words, your supervisor assigned a minor, administrative task to you and gave the more substantive and valued tasks to your male colleagues, even though your supervisor knows the three of you contributed equally. But it is possible that your supervisor assigned James and Robert to these tasks because they have experience presenting from prior jobs.]

Vignette 3: Denied Promotion

A position more rewarding than your current one has opened up in your organization. This would be a promotion for you. An experienced mentor encourages you to apply and tells you that you are highly qualified. You review the job description and agree that you clearly meet all the requirements for the position.

You carefully prepare your materials and submit an application. Your colleague James does the same. [*Less ambiguous*: As compared to James, you have more experience and possess more of the skills required for the position. / *More ambiguous*: As compared to James, you have more experience and, as far as you know, you possess more of the skills required for the position. Still, it is possible James has additional skills relevant to the position.]

The applications are evaluated by your supervisor in the organization. After two weeks, you receive an email from your supervisor with the following message:

I am writing to follow up on your recent application. I wanted to let you know that I have decided to promote your colleague James.

While your work and dedication are appreciated, I felt James was the best candidate.

Thank you again for your interest in this position.

[*Less ambiguous*: In other words, you were passed up for this promotion, even though you have more experience and required skills than your male colleague who was promoted. / *More ambiguous*: In other words, you were passed up for this promotion, even though you have more experience and required skills than your male colleague who was promoted. But it is possible that James got the promotion because he has additional skills relevant to the position that you do not know about.]