

Supplement to:

Cerda-Jara, Michael, David J. Harding, and The Underground Scholars Research Cohort. 2024. "Criminal Record Stigma in the Labor Market for College Graduates: A Mixed Methods Study." Sociological Science 11: 42-66.

## Appendix A: Supplemental Tables

**Table A1: 3 by 3 factorial design for audit experiment.**

	<b>No Record and College Degree</b>	<b>Record before College Degree</b>	<b>Record After College Degree</b>
<b>white</b>	195	199	206
<b>black</b>	186	221	186
<b>Latino</b>	200	183	222

**Table A2: Descriptive statistics for audit study jobs.**

<b>Job Title</b>	<b>Applications</b>	<b>Percent of Jobs</b>	<b>Callback Rate</b>
Administration/Coordinator	381	21%	4%
Analyst	224	12%	3%
Human Resources	153	9%	5%
Management/Director	410	23%	5%
Marketing	288	16%	4%
Sales/Business Development	342	19%	10%
Total	1,798	100%	5%

<b>Metro Area</b>	<b>Applications</b>	<b>Percent of Jobs</b>	<b>Callback Rate</b>
Los Angeles	340	19%	7%
Oakland	340	19%	6%
Sacramento	100	6%	1%
San Bernardino	340	19%	6%
San Diego	340	19%	4%
San Jose	338	19%	5%
Total	1,798	100%	5%

<b>Degree Required vs. Preferred</b>	<b>Applications</b>	<b>Percent of Jobs</b>	<b>Callback Rate</b>
Preferred	827	46%	6%
Required	971	54%	5%
Total	1,798	100%	5%

**Table A3: Covariate balance in the audit experiment (covariate means by treatment arm).**

Covariate	No Record- Black	No Record- white	No Record- Latino	Record (Pre BA)- Black	Record (Pre BA)- white	Record (Pre BA)- Latino	Record (Post BA)- Black	Record (Post BA)- white	Record (Post BA)- Latino
<b>BA Required vs. Preferred</b>	.57	.55	.53	.52	.57	.51	.54	.54	.53
<b>Job Type</b>									
Administration/Coordinator	.20	.21	.21	.19	.22	.16	.19	.27	.25
Analyst	.10	.11	.17	.14	.13	.14	.11	.12	.10
Human Resources	.10	.08	.08	.10	.08	.09	.07	.11	.08
Management/Director	.24	.25	.21	.24	.23	.22	.26	.18	.23
Marketing	.17	.15	.20	.15	.15	.16	.15	.16	.15
Sales/Business	.19	.19	.14	.19	.19	.20	.23	.16	.19
Development									
<b>Metro Area</b>									
Los Angeles	.15	.18	.23	.17	.15	.2	.19	.21	.22
Oakland	.20	.18	.20	.21	.18	.19	.21	.17	.16
Sacramento	.05	.05	.07	.06	.06	.04	.05	.05	.06
San Bernardino	.19	.20	.18	.23	.19	.18	.19	.17	.18
San Diego	.22	.17	.17	.17	.23	.17	.19	.22	.17
San Jose	.19	.22	.17	.16	.20	.21	.17	.18	.20

**Table A4: Full regression results: Linear probability model predicting callback with controls (n = 1,798).**

	<i>Coefficient</i>	<i>p value</i>
Record Type (vs. no record)		
record first	-0.060 (0.023)	0.008
BA first	-0.066 (0.022)	0.003
Race (vs. White)		
Black	-0.063 (0.023)	0.006
Latino	-0.013 (0.023)	0.561
Record by Race Interactions		
Record First by Black	0.068 (0.032)	0.033
Record First by Latino	0.018 (0.032)	0.572
BA First by Black	0.057 (0.032)	0.077
BA First by Latino	0.036 (0.031)	0.255
BA Required (vs. Preferred)		
Required	-0.005 (0.011)	0.657
Metro Area (v. Los Angeles)		
Oakland	-0.013 (0.017)	0.466

Sacramento	-0.063 (0.026)	0.014
San Bernardino	-0.022 (0.018)	0.207
San Diego	-0.030 (0.017)	0.088
San Jose	-0.022 (0.018)	0.223
Analyst	-0.011 (0.019)	0.578
Human Resources	0.012 (0.022)	0.571
Management/Director	0.012 (0.016)	0.473
Marketing	-0.002 (0.018)	0.900
Sales/Business Development	0.056 (0.017)	0.001
Constant	0.111 (0.023)	<0.001

Note: Standard errors in parentheses

## **Appendix B: Sample Cover Letters and Resumes**

# DeShawn Washington

2618 East 16th Street Apt. 36, Oakland, CA 94601 • (510) 473-7180 • d.wshngtn625@gmail.com

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[DATE]

[COMPANY NAME]

[COMPANY ADDRESS]

To whom it may concern:

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My experience in sales and customer service, combined with my courses in economics, has convinced me that [COMPANY NAME] is a career option that would suit me well. During my time at Laney College, I learned how to be an effective organizer, which complements my character as a leader. I learned how to multi-task and balance my extracurricular activities alongside work and academics. These learning opportunities have played a pivotal role in my ability to lead.

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*Shelter Manager*

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*November 2015 – December 2018*

- Ensured compliance with funding objectives
- Accurately maintained records in correspondence with program spending
- Served as an information resource by coordinating and delivering training to new and continuing staff
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**Chase Bank**  
*Teller*

**Oakland, CA**  
*January 2012 – March 2013*

- Collaborated with store manager and bankers to develop sales strategies and achieved recognition for a total of 110 sales referrals in the first quarter on the job
- Provided customers financial solutions and attained “five-star top box” recognition for exceptional service
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**San Francisco, CA**  
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- Advised customers with home improvement projects, both large and small, with the best solutions based on the customers’ needs and budget
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*Volunteer*

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*December 2017-Present*

- Advocated for policy changes on issues affecting people in underserved communities
- Led job training workshops focused around the development of professional skills and attitudes suitable for sustainable employment
- Delivered wrap-around services including: transitional housing, behavioral health treatment and financial literacy to help our community members reach self-sufficiency

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Sincerely,

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## EDUCATION

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**California State University, East Bay**  
*Bachelor of Arts in Economics (GPA 3.53)*

**Hayward, CA**  
*December 2018*

**Laney College**  
*Associate of Arts Transfer in Economics*

**Oakland, CA**  
*May 2016*

## WORK EXPERIENCE

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**Community Cabin**  
*Shelter Manager*

**Oakland, CA**  
*November 2015 – December 2018*

- Ensured compliance with funding objectives
- Accurately maintained records in correspondence with program spending
- Served as an information resource by coordinating and delivering training to new and continuing staff
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*Teller*

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*January 2012 – March 2013*

- Collaborated with store manager and bankers to develop sales strategies and achieved recognition for a total of 110 sales referrals in the first quarter on the job
- Provided customers financial solutions and attained “five-star top box” recognition for exceptional service
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**Lowe’s Home Improvement**  
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## LEADERSHIP & COMMUNITY INVOLVEMENT

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**Prisoner Reentry Network**  
*Volunteer*

**Oakland, CA**  
*December 2017-Present*

- Advocated for policy changes on issues affecting people leaving prison
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# DeShawn Washington

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# Irvin McGrath

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