

ONLINE SUPPLEMENT  
to article in

AMERICAN SOCIOLOGICAL REVIEW, 2009, VOL. 74 (APRIL:245–271)

**The Strength of Weak Enforcement: The Impact of Discrimination Charges,  
Legal Environments, and Organizational Conditions on Workplace  
Segregation**

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**Table S1.** The Effect of Legal and Organizational Conditions on the Log Odds of Blacks, Whites, Hispanics, and Asians in Management

	Black		White		Hispanic		Asian	
	B	SE	B	SE	B	SE	B	SE
<b>Direct EEO Enforcement</b>								
Charges	-.004	.008	.001	.010	.005	.008	-.006	.008
Monetary settlements	.000	.001	.000	.001	-.001	.001	.000	.001
Policy change mandate	-.030	.138	-.006	.172	.186	.133	-.052	.130
Class action charges	.171	.105	.064	.131	.006	.101	.151	.099
<b>Legal Environment</b>								
Charges in industry	-.001**	.000	.001**	.000	-.001***	.000	-.001	.000
Monetary settlements in industry	.000	.000	.000	.000	.000	.000	.000	.000
Policy change in industry	.005***	.001	-.004**	.001	.005***	.001	.004***	.001
Class actions in industry	.000	.006	-.010	.008	-.001	.006	-.002	.006
Federal contract * time	-.002	.001	.004*	.002	-.004**	.001	-.002	.001
Liberal court * time	.010**	.003	.005	.004	.002	.003	.014***	.003
Media coverage	-.003*	.001	.001	.002	-.003*	.001	-.002	.001
<b>Organizational Conditions</b>								
Establishment size (log)	-.338***	.014	.085***	.017	-.420***	.014	-.439***	.013
Proportion managers	-3.557***	.087	1.377***	.107	-4.118***	.084	-4.121***	.082
Proportion focal group nonmanagers	.267***	.078	-1.128***	.076	1.218***	.084	2.486***	.134
Occupational distance, focal group	-.010***	.002			.002	.002	-.001	.002
Industry size (log)	.005	.008	-.011	.010	.005	.008	.004	.008
Proportion white female in industry	-1.284	1.905	5.673*	2.382	-5.221**	1.844	-.893	1.794
Proportion white male in industry	-.286	1.945	4.348	2.432	-4.601*	1.882	-.225	1.831
Proportion black female in industry	-1.584	2.065	2.889	2.583	-6.120**	1.999	-2.439	1.945
Proportion black male in industry	-.320	2.053	5.065*	2.567	-2.956	1.987	1.631	1.933
Proportion Hispanic female in industry	-1.125	2.024	6.196*	2.531	-4.415*	1.960	.037	1.906
Proportion Hispanic male in industry	-.864	1.986	3.937*	2.483	-5.755**	1.922	-1.232	1.870
Proportion Asian female in industry	-4.294	2.401	8.318**	3.004	-3.081	2.325	.841	2.262
Proportion Asian male in industry	-1.194	2.340	6.555*	2.925	-7.145**	2.263	-2.504	2.203
Time	.009***	.002	-.019***	.003	.012***	.002	.004	.002
R <sup>2</sup>	.862		.827		.888		.872	

Note: N = 17,639. Models also include a binary control for no managers in the racial focal group.

\*  $p < .05$ ; \*\*  $p < .01$ ; \*\*\*  $p < .001$ .

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**Table S2.** Correlation Matrix of Independent Variables

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
(1) Charges, sex	1															
(2) Monetary settlements, sex	.25***	1														
(3) Policy change, sex	.12***	.13***	1													
(4) Class action, sex	.22***	.05***	.01	1												
(5) Charges, race	.54***	.12***	.04***	.14***	1											
(6) Monetary settlements, race	.10***	.08***	.02*	.02**	.34***	1										
(7) Policy change, race	.04***	.02**	.25***	.01	.08***	.06***	1									
(8) Class action, race	.13***	.02**	0	.30***	.28***	.12***	.05***	1								
(9) Charges in industry, sex	.03***	0	-.01	.01	.04***	.01	0	.01	1							
(10) Monetary settlements in industry, sex	.02**	.03***	0	0	.02**	.01	.01	.01	.37***	1						
(11) Policy change in industry, sex	.05*	0	.06***	.01	0	-.000	.01	.01	.15***	.03***	1					
(12) Class actions in industry, sex	.02*	.01	-.01	.04***	.02*	.01	0	.02**	.55***	.31***	.04***	1				
(13) Charges in industry, race	.02**	0	-.01	.01	.04***	.01	0	.01	.94***	.36***	.13***	.46***	1			
(14) Monetary settlements in industry, race	.02**	0	-.01	.01	.03***	.03***	0	.01	.60***	.17***	.10***	.35***	.57***	1		
(15) Policy change in industry, race	.02*	0	0	.01	.01	.02*	0	.01	.45***	.07***	.17***	.35***	.41***	.78***	1	
(16) Class actions in industry, race	.02**	0	0	.02	.03***	.02*	0	.04***	.66***	.27***	.09***	.68***	.63***	.47***	.42***	1
(17) Federal contract	.04***	.02**	.04	.02*	.04***	.01	0	.01	.06***	.09***	-.02**	.12***	.03***	.03***	.02**	.11***
(18) Liberal court	0	-.01	.06	-.01	0	-.0002	-.01	-.01	.03***	.01	.01	-.01	.03***	.02*	.01	.01
(19) Media coverage, sex	.01	0	-.01	0	.01	0	.01	.01	.01	.11***	-.03***	-.04***	.03***	-.10***	-.07***	-.04***
(20) Media coverage, race	0	0	0	0	0	.01	-.01	0	.10***	-.02**	-.01	.08***	.08***	.22***	.20***	.16***
(21) Establishment size (log)	.19***	.03***	.02*	.04***	.22***	.04***	.02*	.06***	.21***	.09***	.03***	.09***	.22***	.09***	.06***	.13***
(22) Female managers	-.01	-.01	0	0	0	-.01	0	0	.14***	-.04***	.05***	-.14***	.23***	0	-.03***	-.07***
(23) Nonwhite managers	.02*	.02*	-.01	0	.03***	0	.01	.01	-.06***	-.05***	.03***	-.05***	-.05***	-.03***	-.01	-.06***
(24) Proportion female	-.03***	-.04***	-.01	-.01	-.03***	-.02*	0	-.02*	.04***	-.09***	.05***	-.24***	.12***	-.06***	-.07***	-.18***
(25) Proportion nonwhite	.03***	.01	0	0	.06***	0	.01	.01	0	-.03***	.04***	-.02*	.01	0	.01	-.01
(26) Occupational heterogeneity (H)	.04***	.02**	0	0	.05***	.01	.01	.01	.22***	.13***	0	.10***	.24***	.12***	.06***	.14***
(27) Occupational distance, females	.01	0	.01	.01	0	0	0	.02	.07***	.03***	-.03***	.01	.07***	.02**	.02**	.01
(28) Occupational distance, blacks	-.01	-.01	0	-.01	-.01	0	0	-.01	.07***	.02**	-.02**	-.03***	.10***	.02**	.01	-.01
(29) Occupational distance, Hispanics	-.02*	-.01	.01	-.01	-.02**	0	-.01	-.01	.02**	0	-.04***	-.05***	.04***	0	0	-.05***
(30) Occupational distance, Asians	-.04***	-.03***	0	-.01	-.06***	-.01	0	-.02*	-.09***	0	-.04***	-.07***	-.10***	-.04***	-.02**	-.09***
(31) Industry size (log)	.02*	.01	0	0	.03***	0	0	.01	.78***	.32***	.12***	.35***	.79***	.35***	.18***	.48***
(32) Proportion female in industry	-.02**	-.03***	-.01	-.01	-.01	-.02*	0	-.02**	.03**	-.12***	.07***	-.37***	.15***	-.09***	-.10***	-.27***
(33) Proportion nonwhite in industry	.01	-.02*	0	.01	.01	-.01	-.01	-.01	-.19***	-.16***	.03***	-.11***	-.16***	-.14***	-.06***	-.14***
(34) Time	.01	.02**	-.01	.01	-.01	.01	0	0	.11***	.11***	-.05***	.13***	.10***	.15***	.13***	.12***

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**Table S2. (continued)**

	17	18	19	20	21	22	23	24	25	26	27	28	29	31	31	32	33	34
(1) Charges, sex																		
(2) Monetary settlements, sex																		
(3) Policy change, sex																		
(4) Class action, sex																		
(5) Charges, race																		
(6) Monetary settlements, race																		
(7) Policy change, race																		
(8) Class action, race																		
(9) Charges in industry, sex																		
(10) Monetary settlements in industry, sex																		
(11) Policy change in industry, sex																		
(12) Class actions in industry, sex																		
(13) Charges in industry, race																		
(14) Monetary settlements in industry, race																		
(15) Policy change in industry, race																		
(16) Class actions in industry, race																		
(17) Federal contract	1																	
(18) Liberal court	.03***	1																
(19) Media coverage, sex	.01*	0	1															
(20) Media coverage, race	-.02*	.01	.01	1														
(21) Establishment size (log)	.08***	.11***	.01	-.02*	1													
(22) Female managers	-.14***	.02*	.01	.02**	.02**	1												
(23) Nonwhite managers	-.03***	-.06***	.01	.05***	-.05***	.09***	1											
(24) Proportion female	-.14***	-.02	0	-.01	-.02**	.52***	.06***	1										
(25) Proportion nonwhite	-.03***	-.06***	.01	.08***	.02*	.06***	.61***	.05***	1									
(26) Occupational heterogeneity (H)	.10***	.04***	-.01*	-.04***	.20***	-.07***	-.13***	-.18***	-.14***	1								
(27) Occupational distance, females	.06***	-.03***	-.02*	0	-.07***	.01	.09***	.20***	.17***	.07***	1							
(28) Occupational distance, blacks	.05***	-.02**	-.02*	-.02*	-.08***	.03***	-.06***	.14***	-.03***	.23***	.64***	1						
(29) Occupational distance, Hispanics	.02**	-.02**	-.01	-.03***	-.12***	0	-.05***	.15***	-.05***	.15***	.57***	.58***	1					
(30) Occupational distance, Asians	.01	-.04***	-.02**	-.02**	-.24***	-.07***	-.07***	.07***	-.06***	.05***	.49***	.49***	.52***	1				
(31) Industry size (log)	.05***	.02**	.03***	-.01***	.20***	.19***	-.03***	.12***	0	.17***	.03***	.04***	-.01	-.10***	1			
(32) Proportion female in industry	-.29***	.04***	0	-.01	.01	.48***	.09***	.69***	.09***	-.10***	.05***	.08***	.10***	0	.12***	1		
(33) Proportion nonwhite in industry	.03***	-.03***	-.01	.17***	-.04***	.11***	.21***	.11***	.28***	-.24***	.02*	-.07***	-.08***	-.07***	-.15***	.13***	1	
(34) Time	-.01	.01	.12***	.57***	-.05***	.04***	.11***	-.01	.14***	-.09***	.01	-.04	-.04***	-.04	.16***	0	.30***	1

\*  $p < .05$ ; \*\*  $p < .01$ ; \*\*\*  $p < .001$ .