Table 1
Expected Wage Impact when Black Workers in Group 2 Believe they Face Statistical Discrimination

	Intra-Group Wages	**Inter-Group Wages**	
Strategy for Attaining Psychological Equilibrium	$(w)_b^1$ *vs* $(w)_b^2$	$(w)_b^1$ *vs* $(w)_w$	$(w)_b^2$ *vs* $(w)_w$
Waiting	$(w)_b^1 = (w)_b^2$	$(w)_b^1 = (w)_w$	$(w)_b^2 = (w)_w$
Shirking	$(w)_b^1 = (w)_b^2$	$(w)_b^1 < (w)_w$	$(w)_b^2 < (w)_w$
Notification	$(w)_b^1 < (w)_b^2$	$(w)_b^1 < (w)_w$	$(w)_b^2 > (w)_w$
Reference Group	**Rows in Regression Tables Corresponding to Test of the Intra-Group and Intra Group Wage Differences**		
Whites who believe they do not face Discrimination	Row 8	Row 1	Row 6
Whites who believe they do not face Discrimination	Row 8	Row 9	Row 7

Table 2
Summary Statistics for Variables used in the Econometric Analysis: Males, *MCSUI* Data*

Variables	White (n=513)	Black (n=435)	Variables	White (n=513)	Black (n=435)
Panel A: Wages and Perceived Discrimination					
Hourly Wage	15.94 (7.73)	12.61*** (6.17)	Promotion Discrimination	0.06 (0.24)	0.25*** (0.44)
Workplace Discrimination	0.06 (0.24)	0.21*** (0.41)	Hiring Discrimination	0.10 (0.30)	0.30*** (0.46)
Panel B: Human Capital					
Schooling	14.64 (1.99)	13.84*** (2.16)	Tenure	6.53 (7.68)	5.57 (6.57)
H.S. Drop Out	0.03 (0.16)	0.07*** (0.26)	Disability	0.12 (0.33)	0.14 (0.35)
High School	0.36 (0.48)	0.53*** (0.50)	Did not complete H.S. by age 19	0.46 (0.50)	0.34 (0.48)
Community College	0.15 (0.35)	0.13 (0.34)	*< 35 & Ave H.S. grade* $\leq C$	0.07 (0.26)	0.06 (0.24)
Attend College	0.31 (0.46)	0.17*** (0.38)	Self-Esteem	3.34 (1.36)	3.32 (1.25)
College	0.16 (0.37)	0.09*** (0.29)			
Panel C: Demographic Characteristics					
Age	37.64 (10.58)	35.71 (9.92)	Number of Dependents	0.60 (0.95)	0.86*** (1.25)
Younger than 35 years of age	0.57 (0.49)	0.49 (0.50)	Foreign Resident at age 16	0.05 (0.22)	0.25** (0.44)
Married	0.61 (0.49)	0.52** (0.50)			
Panel D: Work Place Features and Location					
Union	0.23 (0.42)	0.30** (0.46)	Boston	0.38 (0.49)	0.13** (0.34)
Work Part-Time	0.09 (0.28)	0.18 (0.39)	Los Angeles	0.48 (0.50)	0.57 (0.50)
FirmSize/100	0.58 (1.54)	0.52 (1.23)	1994	0.46 (0.50)	0.45 (0.50)
Atlanta	0.14 (0.35)	0.29*** (0.46)			
Panel E: PreMarket Factors					
Mother High School Graduate	0.77 (.42)	0.63*** (.48)	Religious Attendance	0.28 (0.45)	0.57*** (0.50)
Father High School Graduate	0.72 (.45)	0.50*** (.50)	Jail as a Youth	0.14 (0.35)	0.12 (0.33)
Welfare as a Youth	0.06 (0.24)	0.17*** (0.38)	Both Parents Raised	0.82 (0.38)	0.67*** (0.47)
Public Housing as a Youth	0.00 (.06)	0.04*** (.20)	Mother Raised	0.13 (0.34)	0.23*** (0.42)

Table 2 (continued)
Summary Statistics for Variables used in the Econometric Analysis: Males

Variables	White (n=513)	Black (n=435)	Variables	White (n=513)	Black (n=435)
	Panel E: PreMarket Factors (Continued)				
Father Raised	**0.03 (0.17)**	**0.05 (0.21)**	**Other Raised**	**0.01 (0.06)**	**0.03** (0.18)**
Grand Parent Raised	**0.03 (0.16)**	**0.04*** (0.19)**			
	Panel F: Current Neighborhood Characteristics				
Good Schools	**0.56 (0.50)**	**0.41** (0.49)**	**Low Crime**	**0.08 (0.28)**	**0.16*** (0.37)**
Good Police	**0.77 (.42)**	**0.49*** (.50)**			

* Data Source: *Multi City Survey of Urban Inequality* (*MCSUI*). Weighted means are reported, with their standard errors in parentheses, for the sub-sample used to estimate Model 3 and Model 4. t-tests for differences in the means were conducted with *** Statistically significant at the 99% level, 95% level, and 90% level identified by ***, **, and * respectively.

Table 3A
The Impact of Race and Perceived Workplace Discrimination on Wages for Males: Summary Table*

	Data Source: *Multi City Survey of Urban Inequality* Dependent Variable: ln wage rate				
Variables	**Model 1 (n=968)**	**Model 2 (n=960)**	**Model 3 (n=948)**	**Model 4 (n=948)**	**Model 5 (n=921)**
Black (β) (1) $w_b^{nodis} - w_w^{nodis}$	-0.287*** (0.036)	-0.154*** (0.031)	-0.164*** (0.030)	-0.109*** (0.032)	-0.134*** (0.031)
PerDisc (γ) (2) $w_w^{dis} - w_w^{nodis}$	-0.187* (0.103)	-0.154* (0.084)	-0.169** (0.082)	-0.142* (0.082)	-0.168** (0.081)
*Black*PerDisc* (ψ) (3)	0.262** (0.119)	0.158 (0.097)	0.167* (0.095)	0.143 (0.094)	0.178* (0.094)
F Statistic for impact on Wages					
(4) $\overline{w}_b - w_w$ $(\beta + \psi[\overline{P}erDisc])$					
(5) $w^{dis} - w^{nodis}$ $(\gamma + \psi[\overline{B}lack])$					
(6) $w_b^{dis} - w_w^{nodis}$ $(\beta + \gamma + \psi)$	-13.66*** [0.000]	-10.11*** [0.002]	-12.60*** [0.000]	-5.04** [0.025]	-6.86*** [0.009]
(7) $w_b^{dis} - w_w^{dis}$ $(\beta + \psi)$	-0.05 [0.827]	0.00 [0.968]	0.00 [0.978]	0.14 [0.706]	0.24 [0.621]
(8) $w_b^{dis} - w_b^{nodis}$ $(\gamma + \psi)$	1.64 [0.201]	0.01 [0.932]	-0.00 [0.961]	0.00 [0.987]	0.04 [0.835]
(9) $w_w^{dis} - w_b^{nodis}$ $(\beta - \gamma)$	-0.93 [0.335]	0.00 [0.996]	0.00 [0.954]	0.16 [0.690]	0.17 [0.677]
F Statistic for the Equation	-22.69*** [0.000]	31.41*** [0.000]	29.41*** [0.000]	20.75*** [0.000]	25.78*** [0.000]
Adjusted R Squared	.06	.39	.41	.43	.43
Controls for:					
Human Capital		yes	yes	yes	yes
Demographics		yes	yes	yes	yes
Work Place Characteristics			yes	yes	yes
Family and Neighborhood				yes	
Occupation					yes

*Notes: Estimating equation is $\ln w_i = \alpha + \beta(Black_i) + \gamma(PerDisc_i) + \psi(Black * PerDisc_i) + \lambda(X_i) + \mu_i$

Coefficient estimates using OLS are reported and standard errors are shown in parentheses. Variables for each set of controls are described in Appendix Table 3. F-statistics, and their associated p-values shown in square brackets, are reported for tests of differences in the wage return for dark skinned and light skinned blacks. *** Statistically significant at the 99% level, 95% level, and 90% level identified by ***, **, and * respectively. Reference group is white and do not perceive discrimination. Per Disc =1 if answer yes to "During the past year were you discriminated against at your work because of your race?"

Table 3B
The Impact of Race and Perceived Promotion Discrimination on Wages for Males: Summary Table*

	Data Source: *Multi City Survey of Urban Inequality* Dependent Variable: ln wage rate				
Variables	**Model 1 (n=968)**	**Model 2 (n=960)**	**Model 3 (n=948)**	**Model 4 (n=948)**	**Model 5 (n=921)**
Black (β) (1) $w_b^{nodis} - w_w^{nodis}$	-0.289*** (0.036)	-0.162*** (0.031)	-0.170*** (0.031)	-0.116*** (0.033)	-0.137*** (0.031)
PerDisc (γ) (2) $w_w^{dis} - w_w^{nodis}$	0.028 (0.089)	-0.104 (0.073)	-0.112 (0.072)	-0.093 (0.071)	-0.114 (0.070)
*Black*PerDisc* (ψ) (3)	0.087 (0.105)	0.143* (0.086)	0.139 (0.085)	0.128 (0.084)	0.141* (0.083)
F Statistic for impact on Wages					
(4) $\overline{w}_b - w_w$ $(\beta + \psi[\overline{P}erDisc])$					
(5) $w^{dis} - w^{nodis}$ $(\gamma + \psi[\overline{B}lack])$					
(6) $w_b^{dis} - w_w^{nodis}$ $(\beta + \gamma + \psi)$	-10.46*** [0.001]	-7.55*** [0.006]	-10.56*** [0.001]	-3.16* [0.076]	-6.24** [0.013]
(7) $w_b^{dis} - w_w^{dis}$ $(\beta + \psi)$	-4.13** [0.042]	-0.05 [0.821]	-0.15 [0.703]	0.02 [0.882]	0.00 [0.956]
(8) $w_b^{dis} - w_b^{nodis}$ $(\gamma + \psi)$	4.28** [0.039]	0.74 [0.388]	0.35 [0.557]	0.59 [0.443]	0.35 [0.557]
(9) $w_w^{dis} - w_b^{nodis}$ **$(\beta - \gamma)$**	-12.16*** [0.001]	-0.60 [0.439]	-0.60 [0.439]	-0.10 [0.755]	-0.09 [0.759]
F Statistic for the Equation	22.50*** [0.000]	31.36*** [0.000]	29.30*** [0.000]	20.72*** [0.000]	25.70*** [0.000]
Adjusted R Squared	.06	.39	.41	.43	.43
Controls for:					
Human Capital		yes	yes	yes	yes
Demographics		yes	yes	yes	yes
Work Place Characteristics			yes	yes	yes
Family and Neighborhood				yes	
Occupation					yes

* Notes: Estimating equation is $\ln w_i = \alpha + \beta(Black_i) + \gamma(PerDisc_i) + \psi(Black * PerDisc_i) + \lambda(X_i) + \mu_i$
Coefficient estimates using OLS are reported and standard errors are shown in parentheses. Variables for each set of controls are described in Appendix Table 3. F-statistics, and their associated p-values shown in square brackets, are reported for tests of differences in the wage return for dark skinned and light skinned blacks. *** Statistically significant at the 99% level, 95% level, and 90% level identified by ***, **, and * respectively. Reference group is white and do not perceive discrimination. Per Disc =1 if answer yes to "Have you ever felt at any time in the past that others at your place of employment got promotions or pay raises faster than you did because of your race?"

Table 3C
The Impact of Race and Perceived Hiring Discrimination on Wages for Males: Summary Table*

	Data Source: *Multi City Survey of Urban Inequality* Dependent Variable: ln wage rate				
Variables	**Model 1 (n=968)**	**Model 2 (n=960)**	**Model 3 (n=948)**	**Model 4 (n=948)**	**Model 5 (n=921)**
Black (β) (1) $w_b^{nodis} - w_w^{nodis}$	-0.304*** (0.037)	-0.180*** (0.032)	-0.189*** (0.032)	-0.136*** (0.034)	-0.151*** (0.032)
PerDisc (γ) (2) $w_w^{dis} - w_w^{nodis}$	-0.088 (0.077)	-0.087 (0.063)	-0.093 (0.062)	-0.090 (0.061)	-0.066 (0.062)
*Black*PerDisc* (ψ) (3)	0.202** (0.093)	0.171** (0.076)	0.172** (0.075)	0.176** (0.074)	0.134* (0.075)
F Statistic for impact on Wage of					
(4) $\overline{w}_b - w_w$ $(\beta + \psi[\overline{P}erDisc])$					
(5) $w^{dis} - w^{nodis}$ $(\gamma + \psi[\overline{B}lack])$					
(6) $w_b^{dis} - w_w^{nodis}$ $(\beta + \gamma + \psi)$	-14.30*** [0.000]	-5.01** [0.025]	-6.80*** [0.009]	-1.32 [0.251]	-3.81* [0.051]
(7) $w_b^{dis} - w_w^{dis}$ $(\beta + \psi)$	-1.42 [0.234]	-0.02 [0.898]	-0.07 [0.797]	0.32 [0.570]	-0.06 [0.805]
(8) $w_b^{dis} - w_b^{nodis}$ $(\gamma + \psi)$	4.69** [0.031]	3.27* [0.071]	2.90* [0.089]	3.54* [0.060]	2.20 [0.138]
(9) $w_w^{dis} - w_b^{nodis}$ $(\beta - \gamma)$	-7.58*** [0.006]	-1.96 [0.162]	-2.17 [0.141]	-0.51 [0.476]	-1.70 [0.192]
F Statistic for the Equation	23.07*** [0.000]	31.58*** [0.000]	29.50*** [0.000]	20.91*** [0.000]	25.73*** [0.000]
Adjusted R Squared	.06	.39	.41	.43	.43
Controls for:					
Human Capital		yes	yes	yes	yes
Demographics		yes	yes	yes	yes
Work Place Characteristics			yes	yes	yes
Family and Neighborhood				yes	
Occupation					yes

* Notes: Estimating equation is $\ln w_i = \alpha + \beta(Black_i) + \gamma(PerDisc_i) + \psi(Black * PerDisc_i) + \lambda(X_i) + \mu_i$

Coefficient estimates using OLS are reported and standard errors are shown in parentheses. Variables for each set of controls are described in Appendix Table 3. F-statistics, and their associated p-values shown in square brackets, are reported for tests of differences in the wage return for dark skinned and light skinned blacks. *** Statistically significant at the 99% level, 95% level, and 90% level identified by ***, **, and * respectively. Reference group is white and do not perceive discrimination. Per Disc =1 if answer yes to "Have you ever felt at any time in the past that you were refused a job because of your race?"

Appendix Table 1
Definition of Variables: Data Source, *Multi City Survey of Urban Inequality* (*MCSUI*)

Variables	Variable Definitions	Variables	Variable Definitions
W	Respondents hourly wage at survey date	**Disability**	1 if respondent has a work limiting health condition, 0 otherwise
White	1 if respondent is White, 0 otherwise	**Foreign Resident at 16 years of age**	1 if respondent was primarily a foreign resident before 16 years of age, 0 otherwise
Workplace Discrimination	1 if respondent believes they faced workplace discrimination, 0 otherwise	**Los Angeles**	1 if respondent resides in Los Angeles, 0 otherwise
Promotion Discrimination	1 if respondent believes they faced promotion discrimination, 0 otherwise	**Atlanta**	1 if respondent resides in Atlanta, 0 otherwise
Hiring Discrimination	1 if respondent believes they faced hiring discrimination, 0 otherwise	**Boston**	1 if respondent resides in Boston, 0 otherwise
Age	Respondents age at survey date	**Union**	1 if respondent is a union member, 0 otherwise
Younger than 35	1 if respondent is younger than 35 years old, 0 otherwise	**Work Part-Time**	1 if respondent works part-time, 0 otherwise
Schooling	Years of schooling completed at survey date	**Firm Size**	Number of workers at respondents firm per 1,000 workers
Tenure	Number of years employed by current employer at survey date	**Mother Education**	1 if respondent's mother completed at least 12 years of formal schooling, 0 otherwise
H.S. Drop Out	1 if respondent failed to complete High School, 0 otherwise	**Father Education**	1 if respondent's father completed at least 12 years of formal schooling, 0 otherwise
High School	1 if respondents highest level of schooling is completion of High School, 0 otherwise	**Both Parents Raised**	1 if lived with mother and father to age 16, 0 otherwise
Community College	1 if respondents highest level of schooling is completion of Community College, 0 otherwise	**Mother Raised**	1 if lived with mother to age 16, 0 otherwise
Attend College	1 if respondents highest level of schooling was attending College, 0 otherwise	**Father Raised**	1 if lived with father to age 16, 0 otherwise
College	1 if respondent completed College School, 0 otherwise	**Grand Parent Raised**	1 if lived with grand parent(s), not parents, to age 16, 0 otherwise
<35 & Ave H.S. grade ≤ C	1 if respondent is <35 & average High School grade is C or poorer or never attended H.S., 0 otherwise	**Other Raised**	1 if lived with someone other than parent(s) or grand parent(s), to age 16, 0 otherwise
No H.S. by 19 years of age	1 if respondent completed High School by 19, 0 otherwise	**Religion Attendance**	1 if respondent attended church at least once a month growing up, 0 otherwise
Self-Esteem	Rosenberg Self-esteem Score. Scores range in ascending order from 0 to 4,	**Welfare as a Youth**	1 if respondent's family was on welfare at some point up to age 16, 0 otherwise
Married	1 if respondent is married or living with a partner, 0 otherwise	**Jail as a Youth**	1 if respondent has ever been incarcerated or attended reform school, 0 otherwise
Number of Dependents	Number of dependents in the household	**Public Housing**	1 if respondent currently lives in public housing, 0 otherwise

Appendix Table 1 (continued)
Definition of Variables: Data Source, *Multi City Survey of Urban Inequality* (*MCSUI*)

Variables	Variable Definitions	Variables	Variable Definitions
Good Police	1 if respondent believes police services in current neighborhood are good, 0 otherwise	**Services**	1 if respondent is in a service occupation, 0 otherwise
Good Schools	1 if respondent believes public schools in current neighborhood are good, 0 otherwise	**Craft**	1 if respondent is in a craft occupation, 0 otherwise
Low Crime	1 if respondent believes level of crime is low in the current neighborhood, 0 otherwise	**Laborers**	1 if respondent is in a laborer occupation, 0 otherwise
Supervise Others	1 if respondent supervises other employees, 0 otherwise	**Government**	1 if respondent is in a public employee, 0 otherwise
Manager or Professional	1 if respondent is in a managerial or professional occupation, 0 otherwise	**1994**	1 if respondent was interviewed in 1994, 0 otherwise
Production	1 if respondent is in a precision production, craft or repair occupation, 0 otherwise		

Appendix Table 3
Summary of Findings: Expected Wage Impact when Black Workers in Group 2 Believe they Face Statistical Discrimination

	Intra-Group Wages	**Inter-Group Wages**	
Strategy for Attaining Psychological Equilibrium	$(w)_b^1$ *vs* $(w)_b^2$	$(w)_b^1$ *vs* $(w)_w$	$(w)_b^2$ *vs* $(w)_w$
Waiting	$(w)_b^1 = (w)_b^2$	$(w)_b^1 = (w)_w$	$(w)_b^2 = (w)_w$
Shirking	$(w)_b^1 = (w)_b^2$	$(w)_b^1 < (w)_w$	$(w)_b^2 < (w)_w$
Notification	$(w)_b^1 < (w)_b^2$	$(w)_b^1 < (w)_w$	$(w)_b^2 > (w)_w$
	Panel A **Reference Group: Whites who Do Not Believe they Face Discrimination**		
	Row 8	Row 1	Row 6
Workplace Discrimination	= (shirk, wait)	- (shirk, notification)	- (shirk)
Promotion Discrimination	= (shirk, wait)	- (shirk, notification)	- (shirk)
Hiring Discrimination	+ (notification)	- (notification, shirk)	- (shirk)
Hiring Discrimination: Median	+ (notification)	- (notification, shirk)	- (shirk)