MAY 6-7, 2022 · UCHICAGO RUBENSTEIN FORUM, 1201 E 60TH STREET, CHICAGO, IL

Discrimination in the 21st Century: Fostering Conversations Across Fields

Bringing together researchers from economics, artificial intelligence, behavioral sciences, healthcare, sociology, and more to discuss crucial themes around discrimination.

BF Becker Friedman Institute
FOR ECONOMICS AT UCHICAGO

CHICAGO BOOTH
Stigler Center
for the Study of the Economy and the State

Agenda · Friday, May 6, 2022

All times are listed in CST

7:45 a.m.   CONTINENTAL BREAKFAST - 8TH FLOOR LOUNGE

8:15 a.m.   **Welcome and Opening Remarks**

> **Session 1: The State of Discrimination in Economics and Business**
> **Chair: Heather Tookes, Yale University**
> *Paper Presentations and Discussions*

8:30 a.m.   **What We Teach About Race and Gender: Representation in Images and Text of Children's Books**

> **Anjali Adukia,** University of Chicago (**Presenter**)
> **Alex Eble,** Columbia University (Co-author)
> **Emileigh Harrison,** University of Chicago (Co-author)
> **Hakizumwami Birali Runesha,** University of Chicago (Co-author)
> **Teodora Szasz,** University of Chicago (Co-author)
>
> **Angelino Viceisza,** Spelman College (**Discussant**)

9:10 a.m.   **Informed Choices: Gender Gaps in Career Advice**

> **Melanie Wasserman,** University of California, Los Angeles (**Presenter**)
> **Yana Gallen,** University of Chicago (Co-author)
>
> **Ben Posmanick,** St. Bonaventure University (**Discussant**)

9:50 a.m.   BREAK

10:10 a.m.   **Automation and Racial Disparities in Small Business Lending: Evidence from the Paycheck Protection Program**

> **Sabrina T. Howell,** New York University (**Presenter**)
> **Theresa Kuchler,** New York University (Co-author)
> **David Snitkof,** Ocrolus (Co-author)
> **Johannes Stroebel,** New York University (Co-author)
> **Jun Wong,** University of Chicago (Co-author)
>
> **Tetyana Balyuk,** Emory University (**Discussant**)

10:50 a.m.   BREAK

11:00 a.m.   **Panel Discussion: The State of Discrimination in Economics and Business**

> **Amanda Bayer,** Swarthmore College
> **Marionette Holmes,** Spelman College
> **Trevon Logan,** Ohio State University
> **Luigi Zingales,** University of Chicago
> **Jane Risen,** University of Chicago (Moderator)

12:00 p.m.   LUNCH - ROOM 701

Session 2: Systemic and Structural Sources of Discrimination
Chair: Heather Sarsons, University of Chicago

Paper Presentations and Discussions

2:00 p.m.   Systemic Discrimination: Theory and Measurement

Peter Hull, Brown University (**Presenter**)
J. Aislinn Bohren, University of Pennsylvania (Co-author)
Alex Imas, University of Chicago (Co-author)

Ashesh Rambachan, Harvard University (**Discussant**)

2:40 p.m.   Race, Policy, and Individual Labor Productivity: The 1964 Civil Rights Act and Pitcher Batter Confrontations in Major League Baseball

Andrew W. Nutting, Bryn Mawr College (**Presenter**)
Andrew E. Sfekas, Cornerstone Research (Co-author)

Sitian Liu, Queen's University (**Discussant**)

3:20 p.m.   BREAK

3:40 p.m.   Systemic Discrimination Among Largest U.S. Employers

Evan K. Rose, University of Chicago (**Presenter**)
Patrick M. Kline, University of California, Berkeley (Co-author)
Christopher R. Walters, University of California, Berkeley (Co-author)

Peter Blair, Harvard University (**Discussant**)

4:20 p.m.   BREAK

4:30 p.m.   **Panel Discussion: Systemic and Structural Sources of Discrimination**
Marianne Bertrand, University of Chicago
Walter Katz, Arnold Ventures
Shannell Thomas, Bowie State University
Talitha Washington, Atlanta University Center and Data Science Initiative
Ray Reagans, Massachusetts Institute of Technology (Moderator)

6:00 p.m.   **Conference Reception and Dinner**
Study Hotel — Winter Garden
1227 E 60th Street

Keynote Speaker
Kerwin Charles, Yale University

9:00 p.m.   CONFERENCE ADJOURNS

Saturday, May 7, 2022

Session 3: Discrimination in Healthcare and Law
Chair: Alex Imas, University of Chicago

Paper Presentations and Discussions

8:00 a.m.   **Capacity Strain and Racial Disparities in Hospital Mortality**

Manasvini Singh, University of Massachusetts (**Presenter**)
Atheendar Venkataraman, University of Pennsylvania (Co-author)

Hannes Schwandt, Northwestern University (Discussant)

8:35 a.m.   **Discrimination and Quality Signals: A Field Experiment with Healthcare Shoppers**

Alex Chan, Stanford University (**Presenter**)
Luke Stein, Babson College (**Discussant**)

9:10 a.m.   **BREAK**

9:25 a.m.   **Brokers of Bias in the Criminal System: Do Prosecutors Compound or Attenuate Earlier Racial Disparities**

Emma Harrington, Princeton University (**Presenter**)
Hannah Shaffer, Harvard University (Co-author)

Sasha Indarte, University of Pennsylvania (**Discussant**)

10:00 a.m.   **Panel Discussion: Discrimination in Healthcare and Law**
Marcella Alsan, Harvard Kennedy School
Kate Baicker, University of Chicago
David K.A. Mordecai, Risk Economics, Inc.
Ziad Obermeyer, University of California Berkeley
Sendhil Mullainathan, University of Chicago (Moderator)

11:00 a.m.   **LUNCH - ROOM 701**

Session 4: The Impact of Discrimination on Economic Growth
Chair: Pietro Veronesi, University of Chicago

Paper Presentations and Discussions

12:00 p.m.   **Designing Gender Equity: Evidence from Hiring Practices and Committees**

> **Tatiana Mocanu,** University of Illinois, Urbana-Champaign (**Presenter**)
> **Nicola Persico,** Northwestern University (**Discussant**)

12:35 p.m.   **Talent Allocation in the Indian Economy: Measurement and Policy Implications**

> **Kopal Mathur,** University of Queensland (**Presenter**)
> **Soumitra Shukla,** Federal Reserve (**Discussant**)

1:10 p.m.   **BREAK**

1:25 p.m.   **Race and Redistribution in the United States: An Experimental Analysis**

> **Robert D. Metcalfe,** University of Southern California (**Presenter**)
> **Jesper Akesson,** University of Oxford (Co-author)
> **Robert W. Hahn,** Georgetown University (Co-author)
> **Itzhak Rasooly,** Oxford University (Co-author)
>
> **Chang-Tai Hsieh,** University of Chicago (**Discussant**)

2:00 p.m.   **Panel Discussion: The Impact of Discrimination on Economic Growth**

> **Roseanna Ander,** University of Chicago
> **Erik Hurst,** University of Chicago
> **Felicia Joy,** Edelman
> **Nancy Qian,** Northwestern University
> **Pietro Veronesi,** University of Chicago (Moderator)

3:00 p.m.   **CLOSING REMARKS**

Conference Organizers

Alex Imas
University of Chicago

Alex Imas is an Assistant Professor of Behavioral Science and Economics at the University of Chicago. He is also a Vasilous Faculty Scholar. His research studies behavioral economics with a focus on dynamic decision-making. Imas explores questions related to how prior outcomes affect risk-taking, learning and social interactions, how behavioral economics can be applied to incentive design and how visceral states impact decision-making. He is the Associate Editor at the *Journal of the European Economic Association*.

Sendhil Mullainathan
University of Chicago

Sendhil Mullainathan is the Roman Family University Professor of Computation and Behavioral Science at Chicago Booth. His current research uses machine learning to understand complex problems in human behavior, social policy, and especially medicine, where computational techniques have the potential to uncover biomedical insights from large-scale health data. Sendhil is the co-founder of the computational medicine initiative Nightingale. He is also a co-founder of Pique, a an app that changes how people read books and learn; and Dandelion, a company that catalyzes AI in healthcare.

Heather Sarsons
University of Chicago

Heather Sarsons is the Neubauer Assistant Professor of Economics and Diane Swonk Faculty Fellow at Chicago Booth. She has research interests in labor, personnel, and behavioral economics. Much of her work focuses on understanding how norms, stereotypes, and biases influence labor market outcomes and inequality. Sarsons received a PhD in economics from Harvard, and a BA in economics from the University of British Columbia. While pursuing her PhD, she was also a visiting student at the London School of Economics.

Heather Tookes
Yale University

Heather Tookes is a Professor of Finance at Yale University. Her research lies at the intersection of capital markets and corporate finance. Much of her work focuses on understanding the ways in which credit market frictions interact with firms' financing decisions. She has a particular interest in credit default swap and convertible bond markets. She has also studied trader borrowing and has linked margin trading to the sharp declines in stock market liquidity that occur during crises. She has served on a variety of nonprofit, private and public boards.

Pietro Veronesi
University of Chicago

Pietro Veronesi is the Chicago Board of Trade Professor of Finance at Chicago Booth. He is a research associate of the National Bureau of Economic Research and a research fellow of the Center for Economic and Policy Research. He conducts research on financial economics and politics, inequality, populism, and the source of systematic group biases. He is the recipient of several awards, including the 2015 AQR Insight award, the 2012 and 2003 Smith Breeden prizes from the Journal of Finance; the 2008 WFA award; the 2006 Barclays Global Investors Prize from the EFA; the 2006 Fama/DFA prizes from the Journal of Financial Economics; and the 1999 Barclays Global Investors/Michael Brennan First Prize from the Review of Financial Studies.

Presenters

Anjali Adukia
University of Chicago

Anjali Adukia is an Assistant Professor at the University of Chicago Harris School of Public Policy and the College. Her research is focused on understanding factors that motivate and shape behavior, preferences, attitudes, and educational decision-making, with a particular focus on early-life influences. Her graduate training focused on international education and quantitative policy analysis at the Harvard Graduate School of Education and development and labor economics in the Harvard Department of Economics.

Roseanna Ander
University of Chicago

Roseanna Ander serves as the founding Executive Director of the University of Chicago Crime Lab and the University of Chicago Education Lab, which work to design, test, and scale data-driven programs and practices that improve the public sector's approach to public safety and education. She has led the Crime Lab and Education Lab's efforts on violence prevention, criminal justice reform, and improved educational outcomes around the nation. She also helped launch the University of Chicago Urban Labs network, focused on poverty, health, and the environment.

Marcella Alsan
Harvard University

Marcella Alsan is a Professor of Public Policy at Harvard Kennedy School. She received a PhD in Economics from Harvard University. Alsan trained at Brigham and Women's Hospital Hiatt Global Health Equity Residency Fellowship, then combined the PhD with an Infectious Disease Fellowship at Massachusetts General Hospital. Prior to returning to Harvard she was on faculty at Stanford. She is an applied microeconomist studying health inequality.

Katherine Baicker
University of Chicago

Katherine Baicker is Dean and the Emmett Dedmon Professor at the University of Chicago Harris School of Public Policy. Her research focuses on the effectiveness of public and private health insurance, including the effect of reforms on the distribution and quality of care. Baicker is an elected member of the National Academy of Medicine (IOM), the National Academy of Social Insurance, the Council on Foreign Relations, and the American Academy of Arts and Sciences. She holds appointments as a research associate at the National Bureau of Economic Research and as an affiliate of the Abdul Latif Poverty Action Lab.

Tetyana Balyuk
Emory University

Tetyana Balyuk is an Assistant Professor of Finance at Emory University's Goizueta School of Business. Tetyana Balyuk completed her PhD in finance at the University of Toronto's Joseph L. Rotman School of Management in 2017. Balyuk has held positions at the University of Toronto, Taras Shevchenko National University of Kyiv, and Telenor Group Ukraine. Balyuk's primary research interests are corporate finance, lending, fintech, banking, and household finance.

Amanda Bayer
Swarthmore College

Amanda Bayer is the Franklin and Betty Barr Professor of Economics at Swarthmore College, where she teaches advanced microeconomic theory, game theory, introduction to microeconomics and macroeconomics, and race, ethnicity and gender in economics. Bayer's scholarship explores diversity, inclusion, and innovation in economic education and research. She holds positions at the Federal Reserve Board and the American Economic Association (AEA).

Marianne Bertrand
University of Chicago

Marianne Bertrand is the Chris P. Dialynas Professor of Economics at Chicago Booth. She is a Research Fellow at the National Bureau of Economic Research, the Center for Economic Policy Research, and the Institute for the Study of Labor. She's an applied micro-economist whose research covers the fields of labor economics, corporate finance, and development economics. Her research has been published widely, including in the Quarterly Journal of Economics, the Journal of Political Economy, the American Economic Review, and the Journal of Finance.

Peter Q. Blair
Harvard University

Peter Q. Blair is an Assistant Professor of Education at the Harvard Graduate School of Education where he co-directs the Project on Workforce. He serves as a faculty research fellow of the National Bureau of Economic Research (NBER) and the principal investigator of the BE-Lab, a research group with partners from Harvard University, Clemson University, and University of Illinois Urbana-Champaign. His group's research focuses on the link between the future of work and the future of education, labor market discrimination, occupational licensing, and residential segregation.

Alex Chan
Stanford University

Alex Chan is a PhD candidate in Health Economics at Stanford University. His research interests include health economics, market design, experimental and behavioral economics, and the economics of discrimination and diversity. Before Stanford, he gained extensive experience in the healthcare industry starting as a McKinsey consultant, and most recently as Senior Vice President of Market Strategy with Optum/UnitedHealth before joining academia. He received his MPH in Health Policy from Harvard University.

Kerwin K. Charles
Yale University

Kerwin K. Charles is the Indra K. Nooyi Dean and Frederic D. Wolfe Professor of Economics, Policy, and Management at the Yale School of Management. He has studied and published on topics including earnings and wealth inequality, conspicuous consumption, race and gender labor market discrimination, the intergenerational transmission of economic status, worker and family adjustment to job loss and health shocks, non-work among prime-aged persons, and the labor market consequences of housing bubbles and sectoral change. He is the Vice President of the American Economics Association, the Vice Chair of NORC at the University of Chicago, a Research Associate at the National Bureau of Economic Research, and an elected Fellow of the Society of Labor Economics.

Emma Harrington
Princeton University

Emma Harrington is a postdoc at Princeton University in the Industrial Relations Section. Her research focuses on labor and personnel economics. In 2022, she will be an assistant professor at the University of Iowa Tippie College of Business. She received her PhD in economics at Harvard in 2021, where she was also a Stone Scholar in the Inequality and Social Policy Program.

Marionette Holmes
Spelman College

Marionette Holmes is an Associate Professor of Economics at Spelman College. She is also the economics department chair. Holmes' research focuses on the economic impact of public health interventions on communities of color, nationally and internationally. Holmes currently serves on the advisory board for the Journal of Economic Perspectives and the Board of Directors for the Sadie Collective. She is also an Executive Committee member for PREDOC.

Sabrina T. Howell
New York University

Sabrina Howell is an Assistant Professor of Finance at NYU's Stern School of Business and a Faculty Research Fellow at the National Bureau of Economic Research (NBER). Her research and teaching focus on entrepreneurial finance, innovation, fintech, private equity, and China.

Chang-Tai Hsieh
University of Chicago

Chang-Tai Hsieh is the Phyllis and Irwin Winkelried Professor of Economics and PCL Faculty Scholar at Chicago Booth. He is a macroeconomist interested in conducting research on growth and development. His published papers include "The Life-Cycle of Plants in India and Mexico," in the Quarterly Journal of Economics; "Misallocation and Manufacturing TFP in China and India," in the Quarterly Journal of Economics; "Relative Prices and Relative Prosperity," in the American Economic Review; "The Allocation of Talent and US Economic Growth," in Econometrica; and "How Destructive is Innovation?" in Econometrica.

Peter Hull
Brown University

Peter Hull is the Groos Family Assistant Professor of Economics at Brown University. He researches topics in discrimination, applied econometrics, education, and healthcare. He received his PhD in economics from MIT in 2017.

Erik Hurst
University of Chicago

Erik Hurst is the Frank P. and Marianne R. Diassi Distinguished Service Professor of Economics and John E. Jeuck Faculty Fellow at Chicago Booth, and the Deputy Director of the Becker Friedman Institute. Hurst is an economist whose work lies at the intersection of macroeconomics, labor economics and urban economics. His research has addressed topics such as declining male participation rates, the determinants of U.S. wage growth, the welfare losses to society stemming from gender and racial discrimination, the causes and consequences of urban gentrification, the economics of time use, small business dynamics, life-cycle consumption profiles, the role of housing and mortgage markets in driving macroeconomic conditions, and the choice to invest in human capital. Hurst is a member of the Economic Fluctuations Group, Aging Group, and Public Economics Group at the National Bureau of Economic Research. He is currently serving as the co-editor of the NBER Macro-Annual.

Sasha Indarte
University of Pennsylvania

Sasha Indarte is an Assistant Professor of Finance at the Wharton School, University of Pennsylvania. Her research interests are in household finance, financial intermediation, and macroeconomics. She completed her PhD in Economics at Northwestern.

Felicia Joy
Edelman

Felicia Joy is an Executive Vice President of Business Transformation in Edelman's Corporate Advisory practice and the company's U.S. Head of Behavioral Science. Joy is also an Adjunct Assitant Professor of Strategy at Chicago Booth. Her 15 years of professional experience include qualitative and quantitative research, behavior change strategy, transformation communications for all audiences, crisis and reputation management, multichannel marketing, as well as brand development, expansion and repositioning for M&A. At Chicago Booth, she is co-teaching Culture as a Competitive Business Advantage. She also founded Edelman's Behavioral Science practice, which helps companies design and scale behavior change programs that drive measurable culture, revenue, and brand transformations.

Walter Katz
Arnold Ventures

Walter is the Vice President of Criminal Justice at Arnold Ventures. He has an extensive background in law enforcement accountability and oversight. He has written about independent investigations of police lethal use of force in the Harvard Law Review Forum and his work has also appeared in The New York Times and other publications. He is a past board member of the National Association for the Civilian Oversight of Law Enforcement (NACOLE) and currently serves on the board of trustees of Children's Home and Aid in Chicago.

Sitian Liu
Queen's University

Sitian Liu is an Assistant Professor at Queen's University. She works in labor economics, family and gender economics, and the economics of crime and criminal justice. She received her PhD in Economics from Stanford University in 2019 and BS from the University of Wisconsin-Madison.

Trevon Logan
Ohio State University

Trevon Logan is the Hazel C. Youngberg Distinguished Professor of Economics at Ohio State University. He is an affiliate of the Initiative in Population Research, the Center for Human Resource Research, the Food Innovation Center, and the Criminal Justice Research Center at Ohio State. He currently serves on the editorial boards of Explorations in Economic History, Historical Methods and Demographic Research. He specializes in economic history, economic demography and applied microeconomics.

Kopal Mathur
University of Queensland

Kopal Mathur is a PhD candidate in Economics at the University of Queensland. Her interests are in labour economics and evaluating welfare policies, developed while working on her master's thesis in Development Economics from South Asian University where she researched the prevalence of skills mismatch in the Indian labour market. While undertaking her PhD studies, Mathur is primarily interested in studying the macroeconomic impact of talent misallocation in the labour market and its policy implications.

Robert D. Metcalfe
University of Southern California

Robert D. Metcalfe is an Associate Professor of Economics at the University of Southern California. He is an applied microeconomist, his research focuses on using field experimental methods to understand human behavior in consumer markets and within organizations. A running theme in his research is to understand such behavior and the measurement of welfare in the presence of behavioral imperfections and externalities, such as pollution, climate change, congestion, and market power.

Tatiana Mocanu
University of Illinois

Tatiana Mocanu is a PhD candidate in Economics at the University of Illinois at Urbana-Champaign. Her work focuses on topics in labor and public economics. She studies the impact of firm practices and policy design on gender and racial inequalities in labor markets. Mocanu will join the Department of Economics at Columbia University as an Assistant Professor in 2023, after spending the 2022-2023 academic year as a Postdoctoral Research Fellow at the Stone Centre at UCL.

David Mordecai
Risk Economics

David K.A. Mordecai, PhD is President and Co-Founder of Risk Economics®, a New York City based advisory firm. His expertise includes forensic financial and economic analysis, financial engineering, the valuation of fixed income securities and structured products, including over-the-counter derivatives complex insurance and reinsurance liabilities, M&A and successor liability analysis, as well as asset liability and risk management models and practices.

Andrew W. Nutting
Bryn Mawr University

Andrew W. Nutting is an Associate Professor of Economics at Bryn Mawr University. His research is in applied microeconomics, and he has published peer-reviewed articles concerning the economics of education, law and economics, and sports economics. Current research topics include migration within the United States and criminal sentencing. Nutting received a PhD in economics from Cornell University.

Ziad Obermeyer
University of California, Berkeley

Ziad Obermeyer is an Associate Professor and Blue Cross of California Distinguished Professor at the Berkeley School of Public Health. His research and teaching focus on the intersection of machine learning and health. He is a co-PI of a lab, joint between Berkeley and University of Chicago, that builds algorithmic tools to improve decision-making and deepen understanding in health. Obermeyer co-founded Nightingale Open Science, a non-profit that makes massive new medical imaging datasets available for research and Dandelion, a company that creates a platform for AI innovation in health.

Nicola Persico
Northwestern University

Nicola Persico is the John L. and Helen Kellogg Professor of Managerial Economics and Decision Sciences at Northwestern University's Kellogg School of Management. Persico has published in the areas of political economy, law and economics, and labor economics. His current research interests include contract theory, economics of organizations, political economy/design, labor economics, microeconomics, and game theory.

Benjamin Posmanick
St. Bonaventure University

Benjamin Posmanick is an Assistant Professor of Finance at St. Bonaventure University. His current research interests are related to corporate board composition and firm performance, gender wage gaps, and sports economics. He received his PhD in economics from Clemson University in 2020.

Nancy Qian
Northwestern University

Nancy Qian is the James J. O'Connor Professor at Kellogg MEDS and a Professor of the Department of Economics at Northwestern University. Qian's research uses data to understand the determinants of economic development, especially in relation to political economy and long-run growth. Her work examines the economic determinants and consequences of formal institutions, such as elections, and cultural norms, such as gender preference and racial identity. Her research has been published in top academic journals and featured in media outlets such as the Wall Street Journal and National Public Radio.

Ashesh Rambachan
Harvard University

Ashesh Rambachan is a PhD candidate in Economics at Harvard University. His research interests are primarily in theoretical and applied econometrics with a focus on algorithmic fairness and causal inference. In particular, he develops methods for robust causal inference in cross-sectional and dynamic settings. He studies algorithmic fairness and transparency in data-driven decision-making with a particular focus on the use of algorithmic tools in the criminal justice system and consumer lending markets.

Ray Reagans
Massachusetts Institute of Technology

Ray Reagans is the Alfred P. Sloan Professor of Management, a Professor of Organization Studies, and the Associate Dean for Diversity, Equity, and Inclusion at the MIT Sloan School of Management. Reagans studies the origin and influence of social capital on knowledge transfer, learning rates, and overall team performance. More specifically, he examines how demographic characteristics such as race, age, and gender affect the development of network relations. He also considers how particular network structures affect performance outcomes, including the transfer of knowledge among individuals and the productivity of research and development teams.

Jane L. Risen
University of Chicago

Jane Risen is a H.G.B Alexander Professor of Behavioral Science and John E. Jeuck Faculty Fellow at Chicago Booth. She conducts research in the areas of judgment and decision making, intuitive belief formation, magical thinking, stereotyping and prejudice, and managing emotion. Her research has been featured in The New York Times, the Washington Post, the APA Monitor, and Psychology Today. She is a member of the American Psychological Society, Midwestern Psychological Association, and Society for Personality and Social Psychology.

Evan Rose
University of Chicago

Evan Rose is a Saieh Family Research Fellow at the University of Chicago's Becker Friedman Institute. He works mainly on topics in labor, human capital, discrimination, and crime. In 2022, he will join the University of Chicago's Economics Department as a Neubauer Family Assistant Professor. He received his PhD in economics from University of California, Berkeley in 2020.

Hannes Schwandt
Northwestern University

Hannes Schwandt is an Assistant Professor at Northwestern University's School of Education and Social Policy. He is a health economist and economic demographer who researches the relationship between economic factors and well-being, studying questions such as whether economic shocks or unemployment affect physical health, mortality, and fertility. He also researches the long-term human capital effects stemming from adverse health exposures during the prenatal period or early childhood.

Soumitra Shukla
Board of Governors of the Federal Reserve System

Soumitra Shukla is an Economist in the Emerging Market Economies Section of the Board of Governors of the Federal Reserve System. He is interested labor economics, development economics, and microeconomics and his current research topics include hiring diversity, socio-emotional skills, and informality in developing countries.

Manasvini Singh
University of Massachusetts Amherst

Manasvini Singh is an Assistant Professor of Health Economics at the University of Massachusetts Amherst, Resource Economics. Her research interests lie at the intersection of applied decision theory and health policy. She is particularly interested in how physicians make decisions, and the effects of organizational and policy environments on such decisions. She received her PhD in Health Economics and Policy from Emory University.

Luke Stein
Babson College

Luke Stein is an Assistant Professor of Finance at Babson College. His main research interests lie at the intersection of corporate finance and labor economics, including work on financial history, entrepreneurial finance, financial uncertainty, and the economics of discrimination. He earned his PhD in Economics from Stanford University, and an AB in Applied Mathematics with a Citation in Japanese Language from Harvard University.

Shannell Thomas
Bowie State University

Shannell Thomas is an Assistant Professor of Criminal Justice at Bowie State University. Her current research interests are centered around the language of the criminal justice system (specifically during the prosecution and sentencing phases) and on the political impacts of criminal (in)justice. She earned her PhD in Sociology - with concentrations in Criminology and Social Inequality - from Howard University.

Angelino Viceisza
Spelman College

Angelino Viceisza is an Associate Professor of Economics at Spelman College, Research Associate of the National Bureau of Economic Research (NBER), and President-Elect of the National Economic Association. Viceisza's primary expertise is in behavioral and experimental economics, with applications in development, household finance, and entrepreneurship.

Talitha Washington
Clark Atlanta University

Talitha Washington is a Professor of Mathematics at Clark Atlanta University. She is the Inaugural Director of the Atlanta University Center Data Science Initiative. This new initiative seeks to provide data-driven solutions to current and emerging societal problems, especially as it pertains to the African American community. She is the President-Elect of the Association for Women in Mathematics.

Melanie Wasserman
University of California, Los Angeles

Melanie Wasserman is an Assistant Professor of Economics at the UCLA Anderson School of Management in the Global Economics and Management area. Her research investigates the mechanisms underlying gender differences in educational, occupational, and labor market outcomes. She received a PhD in economics from MIT in 2016.

Luigi Zingales
University of Chicago

Luigi Zingales is the Robert C. McCormack Distinguished Service Professor of Entrepreneurship and Finance and Charles M. Harper Faculty Fellow at Chicago Booth. He is currently a faculty research fellow for the National Bureau of Economic Research, a research fellow for the Center for Economic Policy Research, and a fellow of the European Governance Institute. He is also the director of the Stigler Center for the Study of the Economy and the State. His research interests span from corporate governance to financial development, from political economy to the economic effects of culture.

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