

Figure A1:
 Employment-to-Population Ratio by Race/Ethnicity and Education, (Ages 25-64)

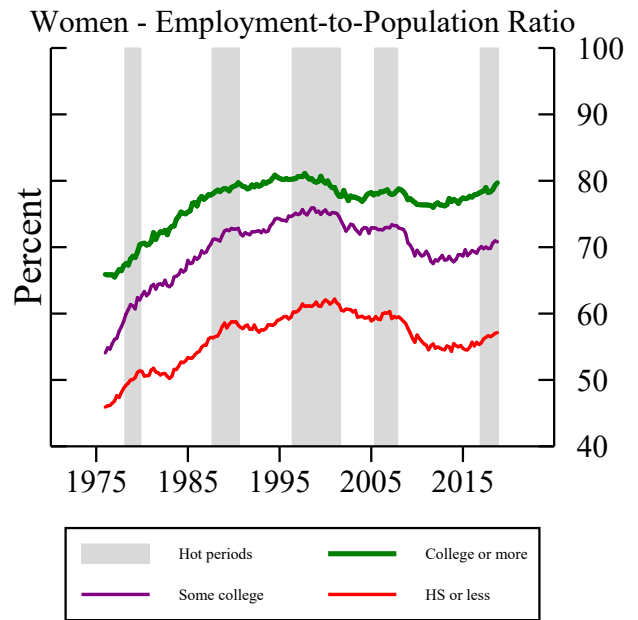
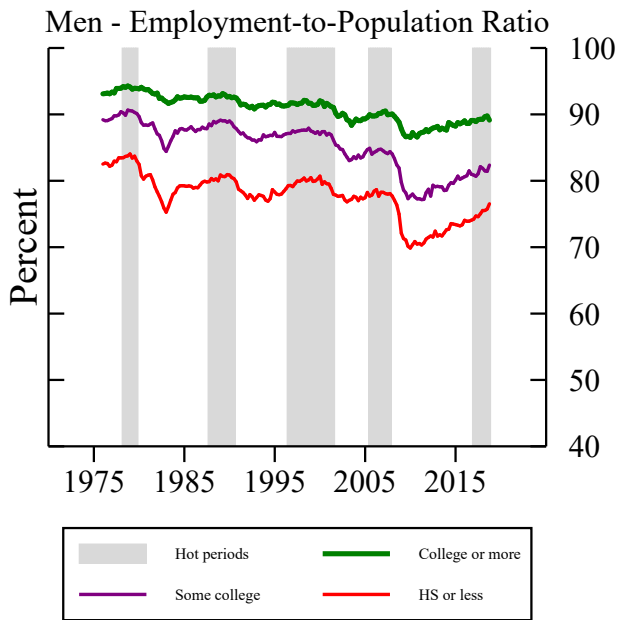
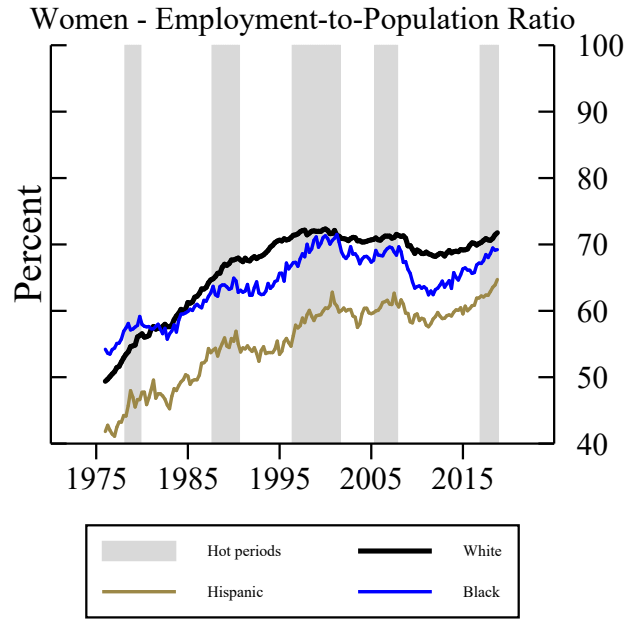
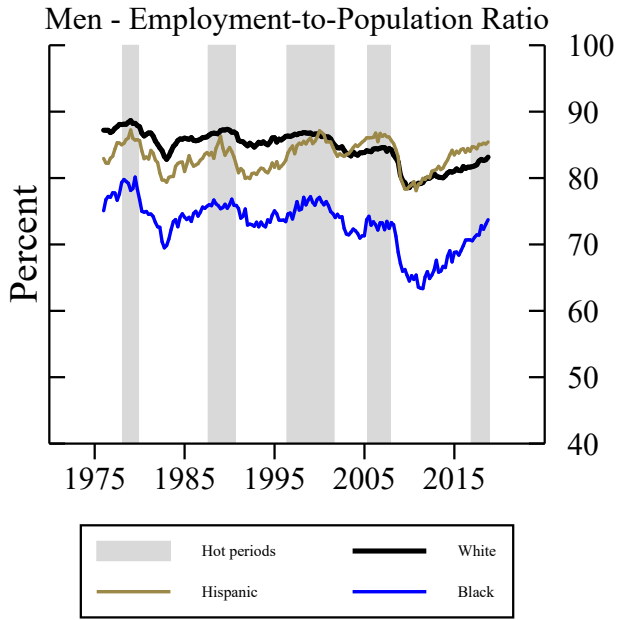
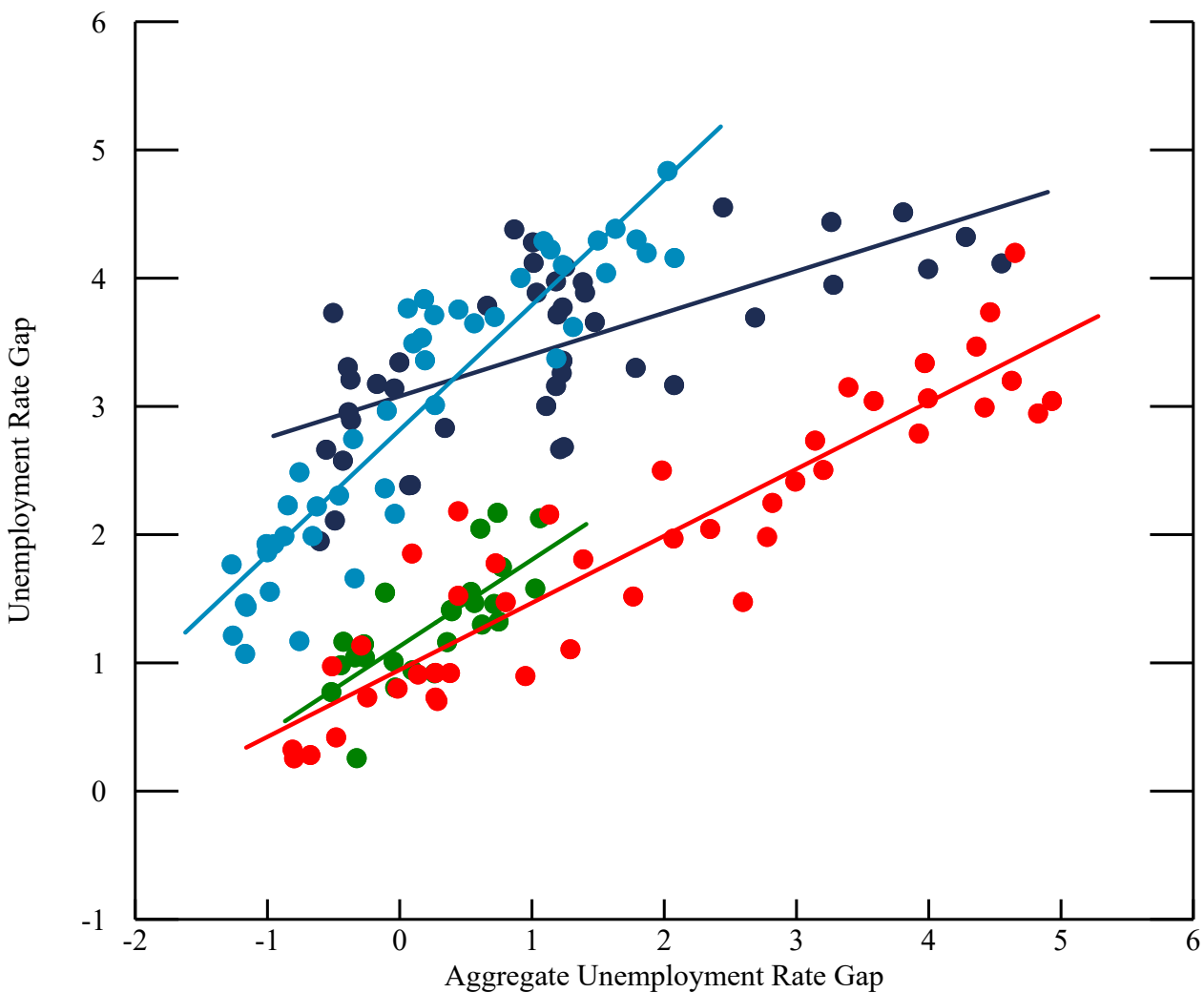


Figure A2:
Unemployment Rate Gap for Hispanic and White Men, Ages 25-64



● 1980:Q1-1990:Q3	— $y = 3.08 + 0.32x$
● 1990:Q4-2001:Q3	— $y = 2.82 + 0.97x$
● 2001:Q4-2007:Q4	— $y = 1.13 + 0.67x$
● 2008:Q1-2018:Q4	— $y = 0.95 + 0.52x$

Figure A3:
Non-participation Gap by Race/Ethnicity and Sex (Ages 25-64)

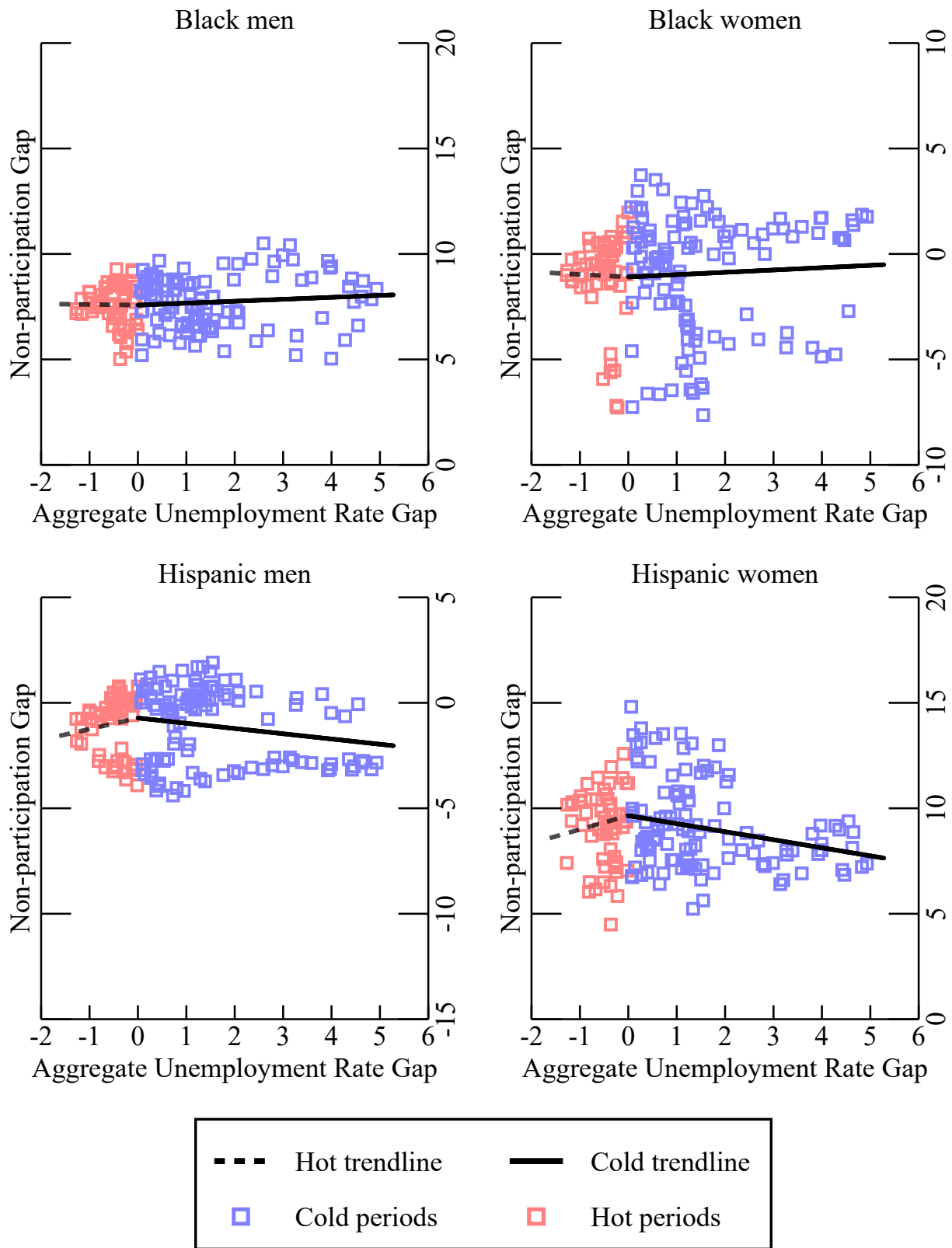


Table A1:
Non-participation Gaps by Race/Ethnicity, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	Black			Hispanic			Black			Hispanic		
	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0
All business cycles	0.032 (0.163)	0.040 (0.428)	0.073	-0.213 (0.203)	0.597 (0.780)	0.384	-0.093 (0.301)	0.556 (0.876)	0.463	-0.491*** (0.169)	1.426 (0.966)	0.935
1980:Q1-1990:Q3	-0.140 (0.117)	-0.701 (0.680)	-0.841	-0.093* (0.054)	0.486 (0.569)	0.393	-0.502** (0.228)	-4.058** (1.574)	-4.560	-0.194 (0.156)	-1.497 (1.309)	-1.692
1990:Q4-2001:Q3	-0.719*** (0.152)	1.520*** (0.338)	0.801	0.148 (0.159)	1.339*** (0.347)	1.486	-0.134 (0.330)	2.923*** (0.735)	2.789	-0.422 (0.265)	3.348*** (0.680)	2.926
2001:Q4-2007:Q4	0.630 (0.501)	-2.659* (1.355)	-2.029	1.472* (0.730)	-1.051 (1.580)	0.421	-0.610 (0.493)	0.863 (1.240)	0.253	0.879 (0.726)	-0.576 (1.803)	0.302
2008:Q1-2018:Q4	0.053 (0.106)	1.073** (0.480)	1.125	0.213*** (0.044)	-1.490*** (0.270)	-1.277	0.191** (0.077)	0.141 (0.544)	0.332	-0.028 (0.089)	1.976*** (0.543)	1.947

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A4:
Non-participation Gap by Education and Sex (Ages 25-64)

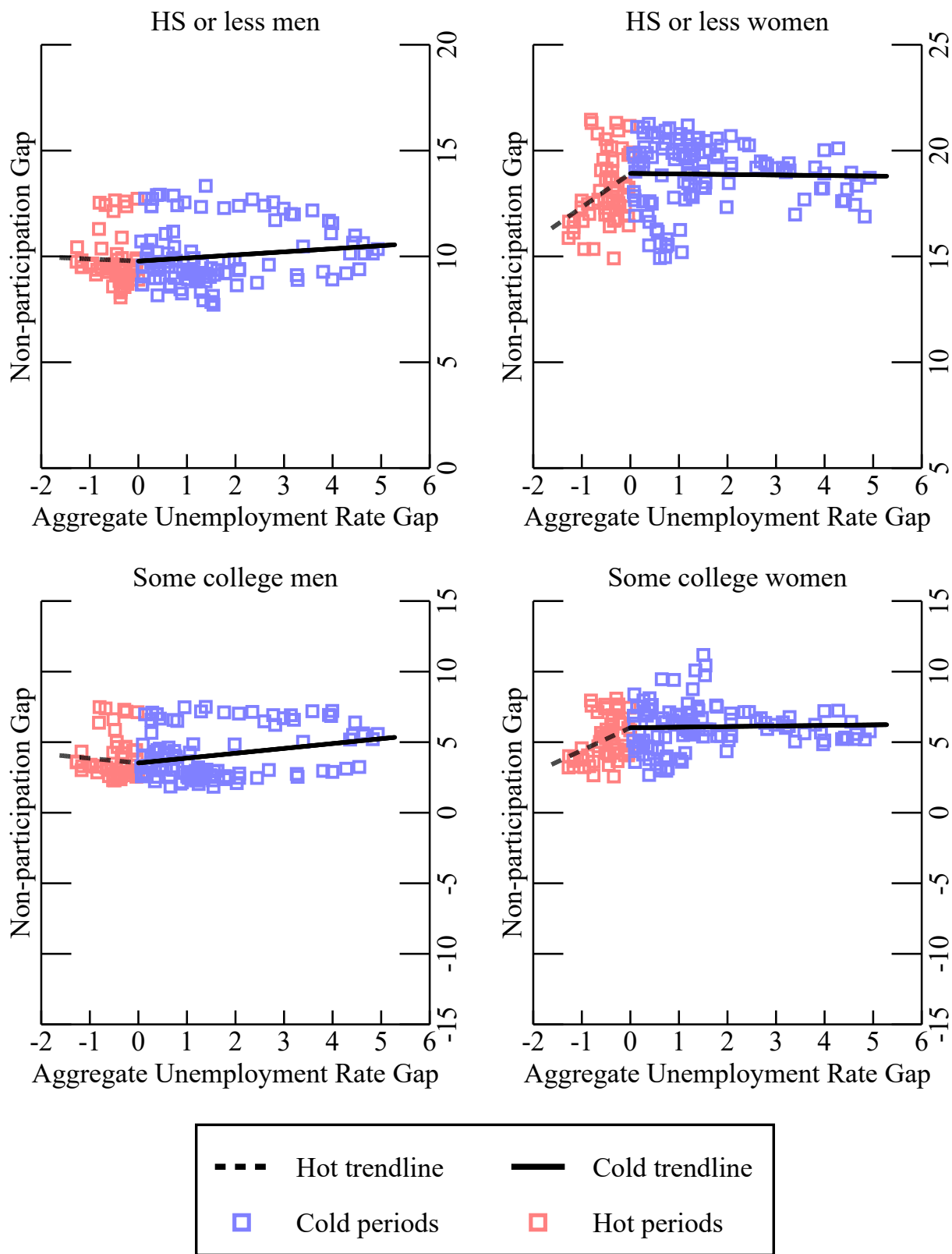


Table A2:
Non-participation Gaps by Education, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	HS or less			Some college			HS or less			Some college		
	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when
	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0
All business cycles	0.098	-0.060	0.038	0.309	-0.532	-0.223	-0.055	1.690*	1.635	0.114	1.115	1.229
	(0.149)	(0.591)		(0.206)	(0.772)		(0.161)	(0.866)		(0.135)	(0.696)	
1980:Q1-1990:Q3	0.048	-0.861***	-0.813	0.117***	-0.371	-0.254	-0.047	1.221	1.175	0.059	1.999***	2.057
	(0.037)	(0.251)		(0.029)	(0.266)		(0.104)	(0.967)		(0.053)	(0.439)	
1990:Q4-2001:Q3	-0.431**	0.913*	0.482	-0.347***	0.140	-0.207	0.398	2.021***	2.420	0.449**	0.763**	1.212
	(0.177)	(0.462)		(0.098)	(0.214)		(0.276)	(0.544)		(0.180)	(0.340)	
2001:Q4-2007:Q4	-0.089	0.234	0.144	-0.110	-0.921	-1.031	-1.750***	2.117*	0.366	-0.619*	0.492	-0.127
	(0.397)	(0.887)		(0.169)	(0.640)		(0.440)	(1.081)		(0.302)	(0.821)	
2008:Q1-2018:Q4	-0.307*	0.545	0.238	-0.106	-0.334	-0.440	-0.567***	-0.167	-0.734	-0.357***	-0.626	-0.983
	(0.155)	(1.058)		(0.126)	(0.740)		(0.143)	(1.052)		(0.126)	(0.915)	

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A5:
Non-employment Gap by Race/Ethnicity and Sex (Ages 25-64)

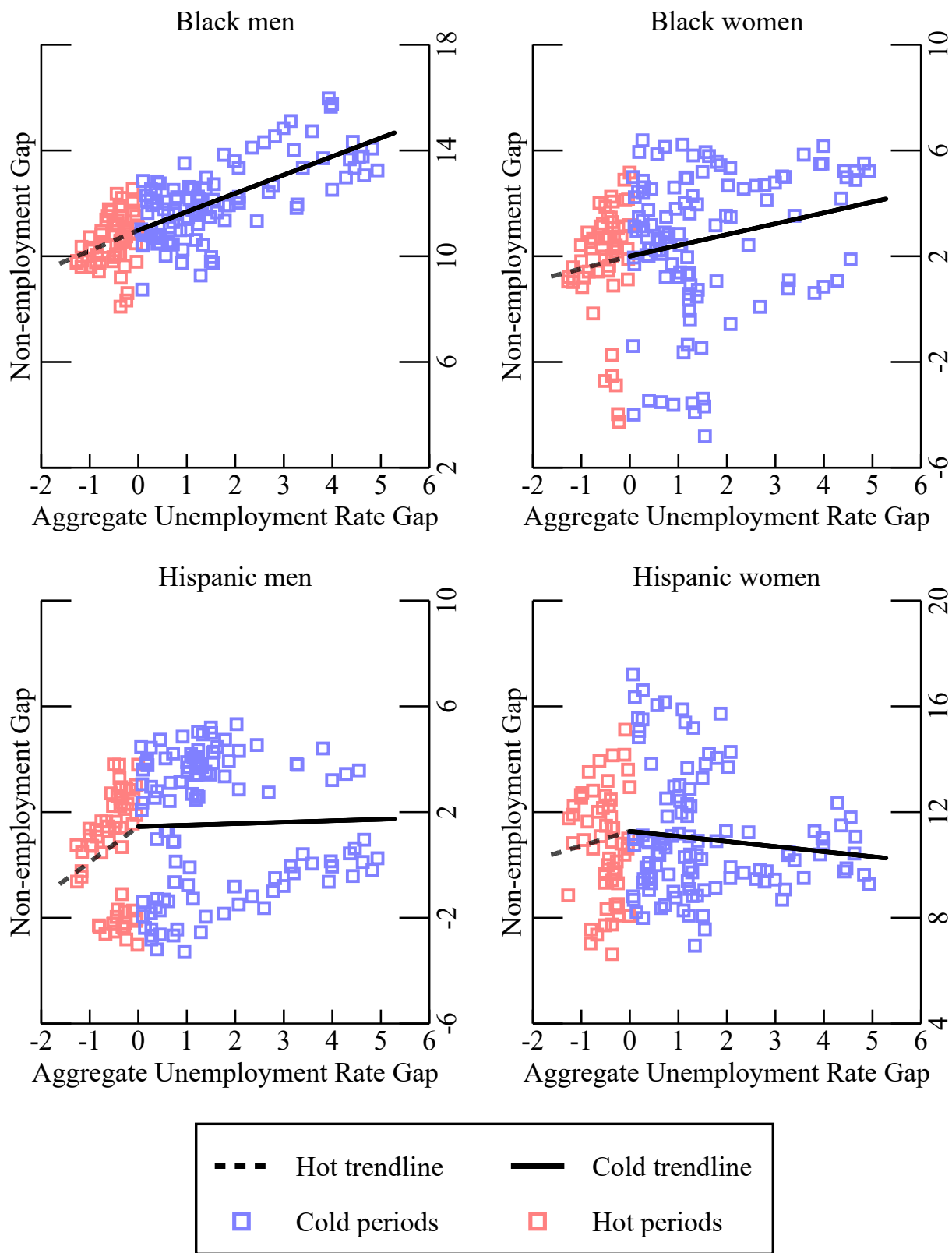


Table A3:
Non-employment Gaps by Race/Ethnicity, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	Black			Hispanic			Black			Hispanic		
	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0
All business cycles	0.637*** (0.114)	0.310 (0.312)	0.947	0.101 (0.289)	1.054 (1.160)	1.155	0.209 (0.229)	0.906 (0.716)	1.114	-0.291 (0.208)	1.119 (1.193)	0.828
1980:Q1-1990:Q3	0.538*** (0.087)	-1.037 (0.675)	-0.498	0.153** (0.075)	1.120 (0.908)	1.273	-0.120 (0.226)	-4.330** (1.670)	-4.450	0.121 (0.165)	-2.763* (1.377)	-2.643
1990:Q4-2001:Q3	-0.004 (0.199)	1.547*** (0.400)	1.543	0.755*** (0.241)	1.953*** (0.550)	2.708	0.272 (0.282)	2.916*** (0.543)	3.188	-0.596* (0.309)	4.122*** (0.791)	3.526
2001:Q4-2007:Q4	0.667 (0.613)	-1.856 (1.822)	-1.188	2.172** (0.817)	-1.570 (1.784)	0.602	-0.324 (0.382)	2.108* (1.069)	1.784	1.481* (0.751)	-0.277 (1.722)	1.204
2008:Q1-2018:Q4	0.672*** (0.164)	1.667** (0.640)	2.339	0.676*** (0.067)	-1.194*** (0.429)	-0.518	0.497*** (0.092)	0.800 (0.527)	1.297	0.264*** (0.089)	1.838*** (0.541)	2.102

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A6:
Non-employment Gap by Education and Sex (Ages 25-64)

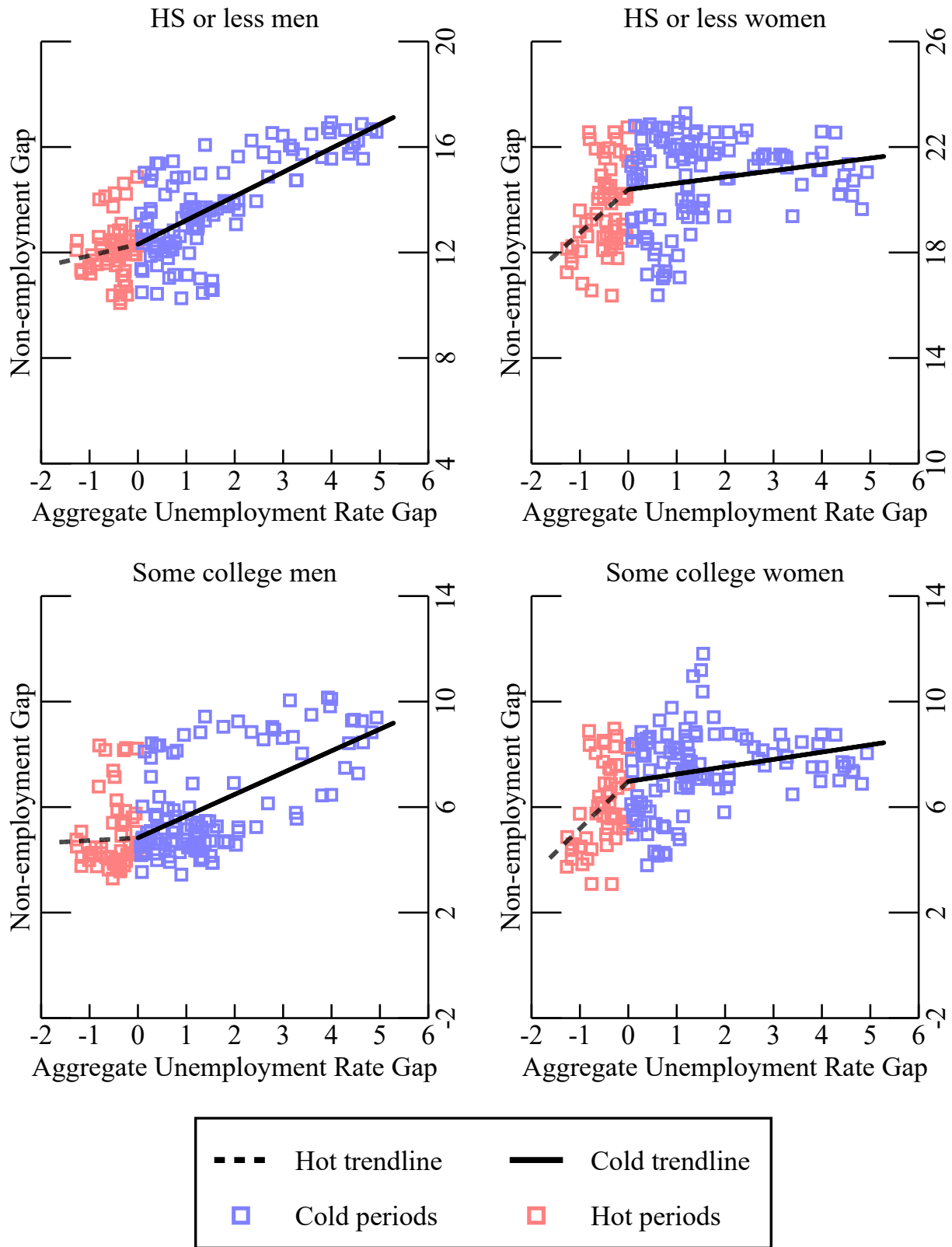


Table A4:
Non-employment Gaps by Education, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	HS or less			Some college			HS or less			Some college		
	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when
	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0
All business cycles	0.843*** (0.099)	-0.175 (0.489)	0.669	0.784*** (0.174)	-0.545 (0.697)	0.239	0.174 (0.157)	1.605* (0.837)	1.779	0.326** (0.126)	1.170* (0.700)	1.497
1980:Q1-1990:Q3	0.887*** (0.058)	-1.071** (0.414)	-0.184	0.603*** (0.056)	0.025 (0.295)	0.627	0.115 (0.139)	1.461 (1.293)	1.577	0.120 (0.079)	2.393*** (0.663)	2.513
1990:Q4-2001:Q3	0.412** (0.166)	0.887* (0.444)	1.299	0.204** (0.091)	-0.022 (0.203)	0.181	0.615** (0.242)	1.877*** (0.473)	2.492	0.765*** (0.198)	0.654* (0.379)	1.418
2001:Q4-2007:Q4	0.056 (0.404)	-0.200 (0.811)	-0.144	0.309 (0.252)	-1.611** (0.776)	-1.302	-1.890*** (0.441)	2.884** (1.025)	0.994	-0.573* (0.313)	0.149 (0.939)	-0.424
2008:Q1-2018:Q4	0.462*** (0.116)	0.509 (0.831)	0.971	0.352*** (0.108)	-0.200 (0.672)	0.152	-0.295** (0.141)	0.100 (1.010)	-0.195	-0.101 (0.119)	-0.574 (0.865)	-0.675

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A7:
Hourly Wage Gap by Race/Ethnicity and Sex (Ages 25-64)

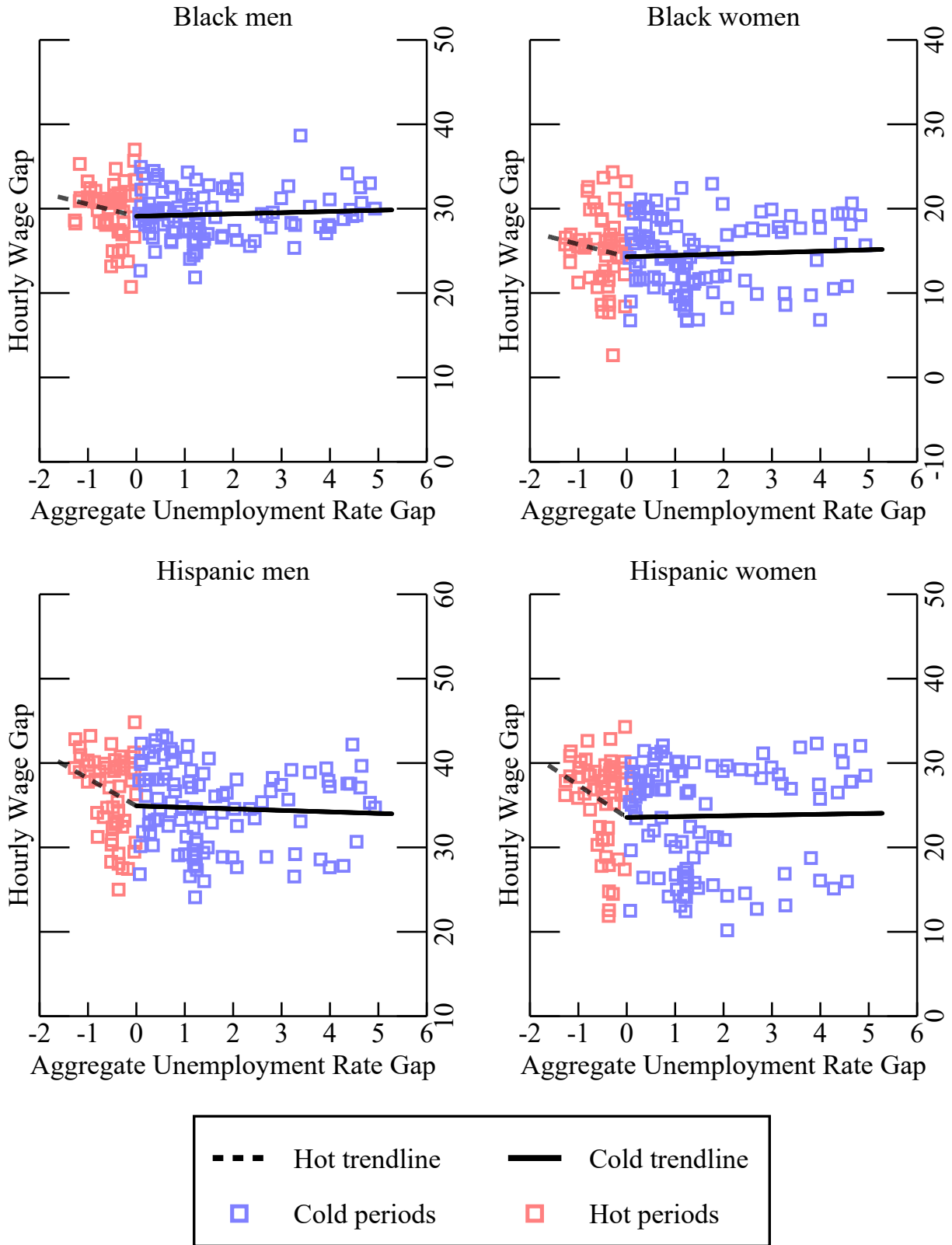


Table A5:
Hourly Wage Gaps by Race/Ethnicity, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	Black			Hispanic			Black			Hispanic		
	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when
	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0
All business cycles	0.099	-1.687*	-1.588	-0.291	-3.190	-3.482	0.073	-1.821	-1.748	-0.030	-4.085*	-4.115
	(0.268)	(0.883)		(0.582)	(2.086)		(0.507)	(1.747)		(0.796)	(2.300)	
1980:Q1-1990:Q3	0.280	-4.253	-3.973	-0.258	-7.919***	-8.177	-0.354	-1.754	-2.108	-0.435	-6.250*	-6.686
	(0.353)	(2.877)		(0.309)	(1.850)		(0.274)	(2.068)		(0.407)	(3.474)	
1990:Q4-2001:Q3	0.246	-1.439	-1.193	-1.662***	-0.796	-2.458	-1.209**	0.408	-0.801	-3.671***	1.672	-2.000
	(0.555)	(1.246)		(0.503)	(1.206)		(0.503)	(1.255)		(0.630)	(1.179)	
2001:Q4-2007:Q4	1.014	-2.762	-1.748	-0.741	3.689	2.948	0.250	1.596	1.846	-0.948	5.861	4.914
	(4.086)	(11.081)		(1.095)	(3.007)		(1.958)	(5.327)		(1.527)	(4.052)	
2008:Q1-2018:Q4	0.042	-0.220	-0.178	0.762**	1.693	2.455	-0.332*	-3.530***	-3.862	0.305*	-1.553	-1.248
	(0.277)	(1.429)		(0.338)	(1.933)		(0.195)	(1.049)		(0.154)	(1.544)	

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A8:
Hourly Wage Gap by Education and Sex (Ages 25-64)

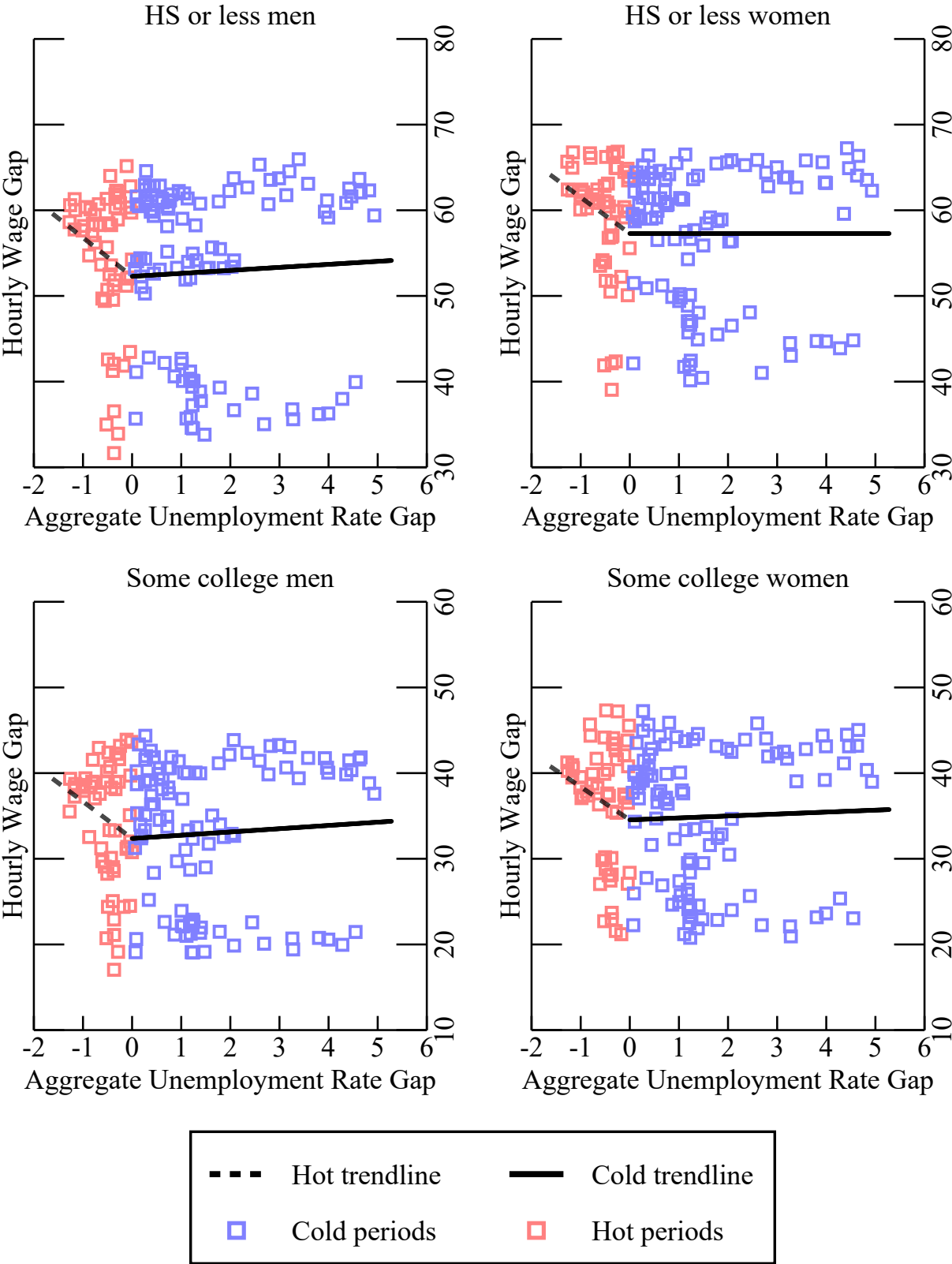


Table A6:
Hourly Wage Gaps by Education, Sex, and Business Cycle, Ages 25-64

	Men						Women					
	HS or less			Some college			HS or less			Some college		
	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when	Slope when	Increment	Slope when
	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0	Ugap>0	when Ugap≤0	Ugap≤0
All business cycles	0.115	-5.255	-5.140	0.212	-5.009	-4.798	-0.205	-4.617	-4.822	0.076	-4.406	-4.330
	(1.376)	(3.773)		(1.144)	(3.245)		(1.102)	(2.955)		(1.099)	(3.167)	
1980:Q1-1990:Q3	-1.267*	-13.473***	-14.740	-0.712**	-9.443***	-10.155	-1.437**	-9.864**	-11.301	-0.598*	-6.197***	-6.795
	(0.660)	(4.975)		(0.338)	(2.499)		(0.548)	(4.455)		(0.308)	(2.085)	
1990:Q4-2001:Q3	0.870*	-6.815***	-5.945	-0.127	-4.759***	-4.886	-1.388***	-1.425	-2.813	-3.086***	1.310	-1.776
	(0.480)	(0.887)		(0.509)	(1.084)		(0.457)	(0.972)		(0.691)	(1.446)	
2001:Q4-2007:Q4	-2.229*	4.718	2.489	-0.833	-1.273	-2.106	-3.468***	5.802*	2.334	-3.689***	6.015*	2.326
	(1.086)	(2.801)		(1.781)	(4.482)		(0.801)	(2.899)		(1.249)	(3.462)	
2008:Q1-2018:Q4	0.205	4.359***	4.564	-0.304	1.287	0.983	-0.166	-0.051	-0.217	-0.441**	-0.310	-0.752
	(0.153)	(0.922)		(0.208)	(1.399)		(0.129)	(1.047)		(0.194)	(1.355)	

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Figure A9:
Annual Own Earnings Gap by Race/Ethnicity and Sex (Ages 25-64)

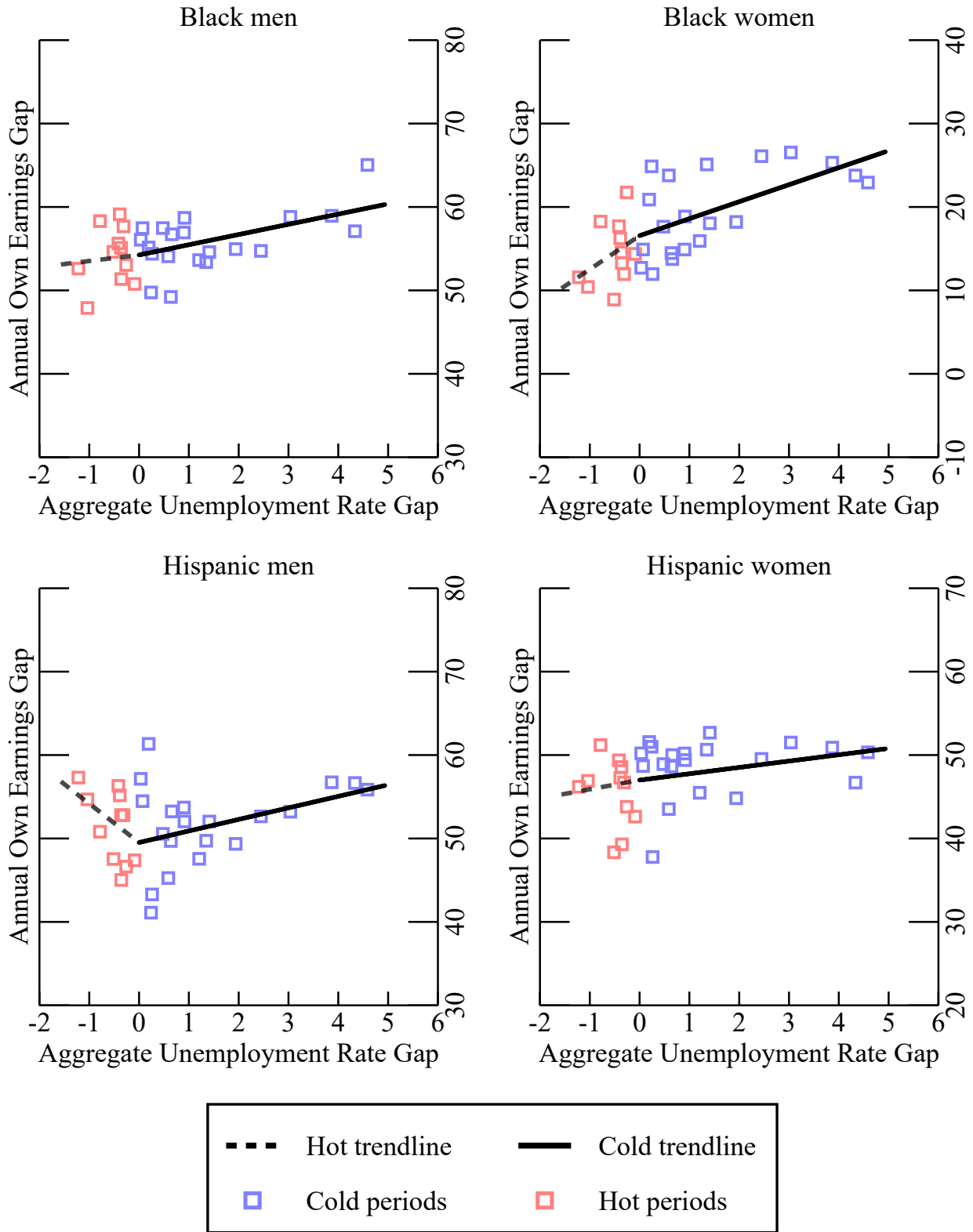


Figure A10:
Annual Own Earnings Gap by Education and Sex (Ages 25-64)

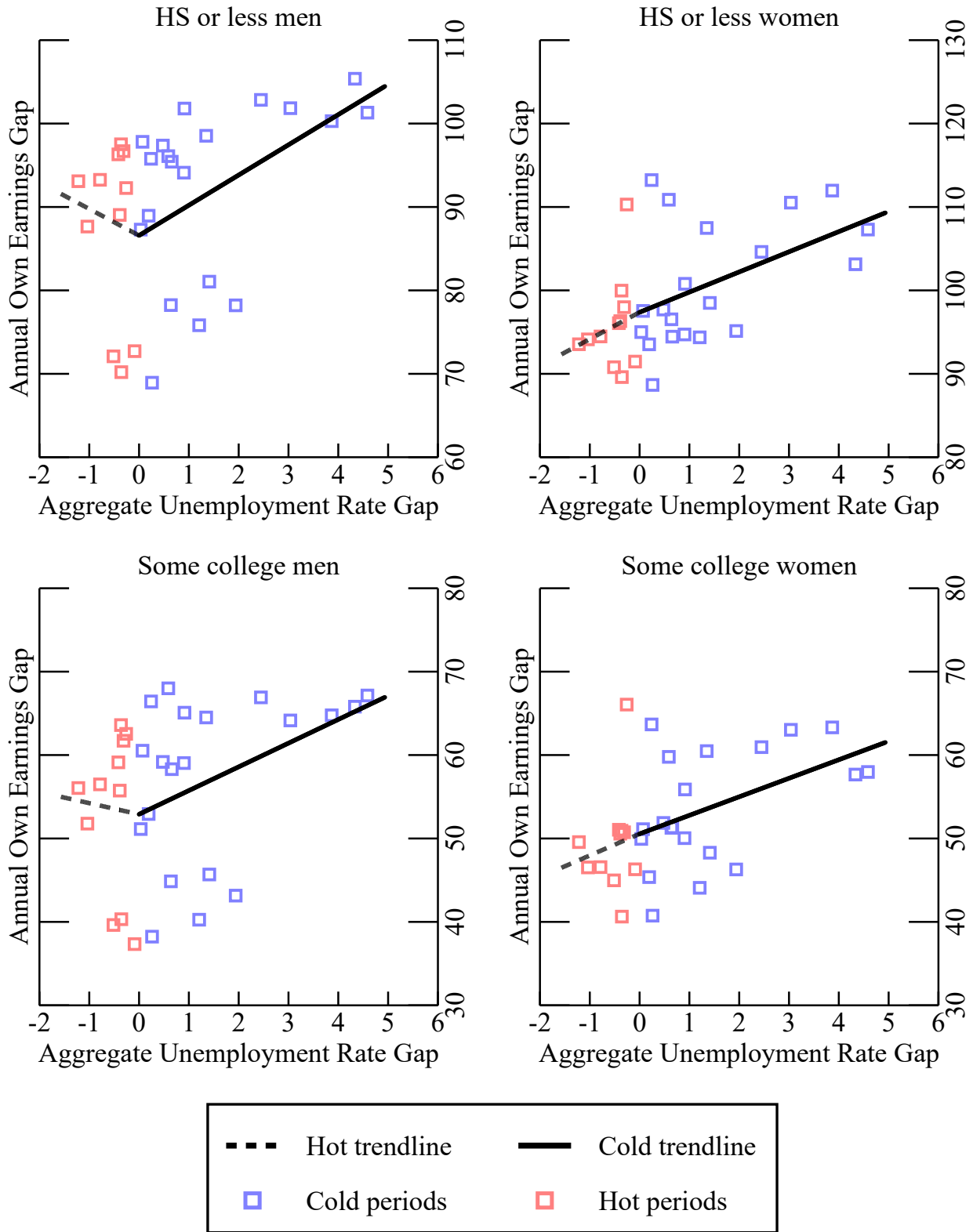


Figure A11:
Household Income Gap by Race/Ethnicity and Sex (Ages 25-64)

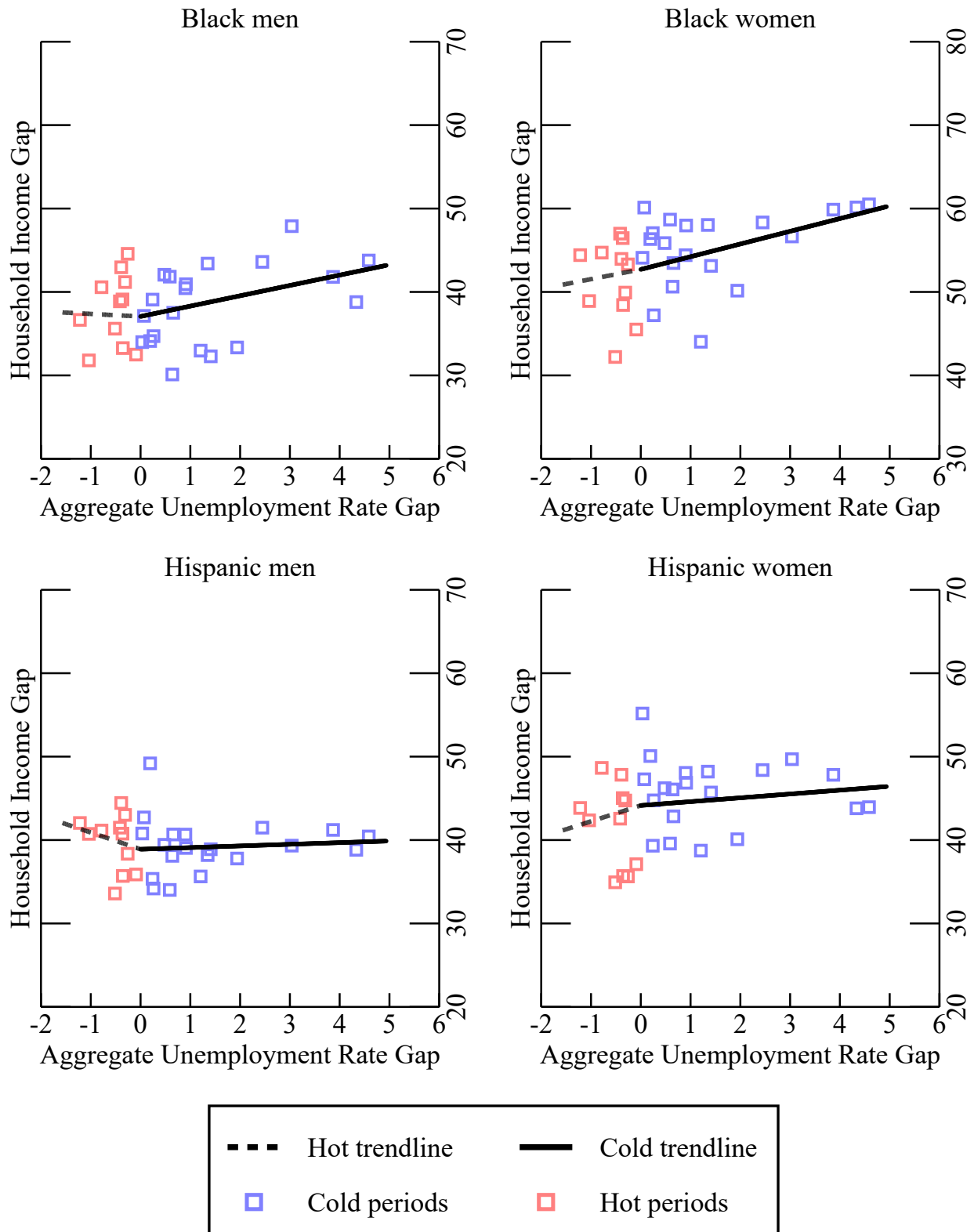


Figure A12:
Household Income Gap by Education and Sex (Ages 25-64)

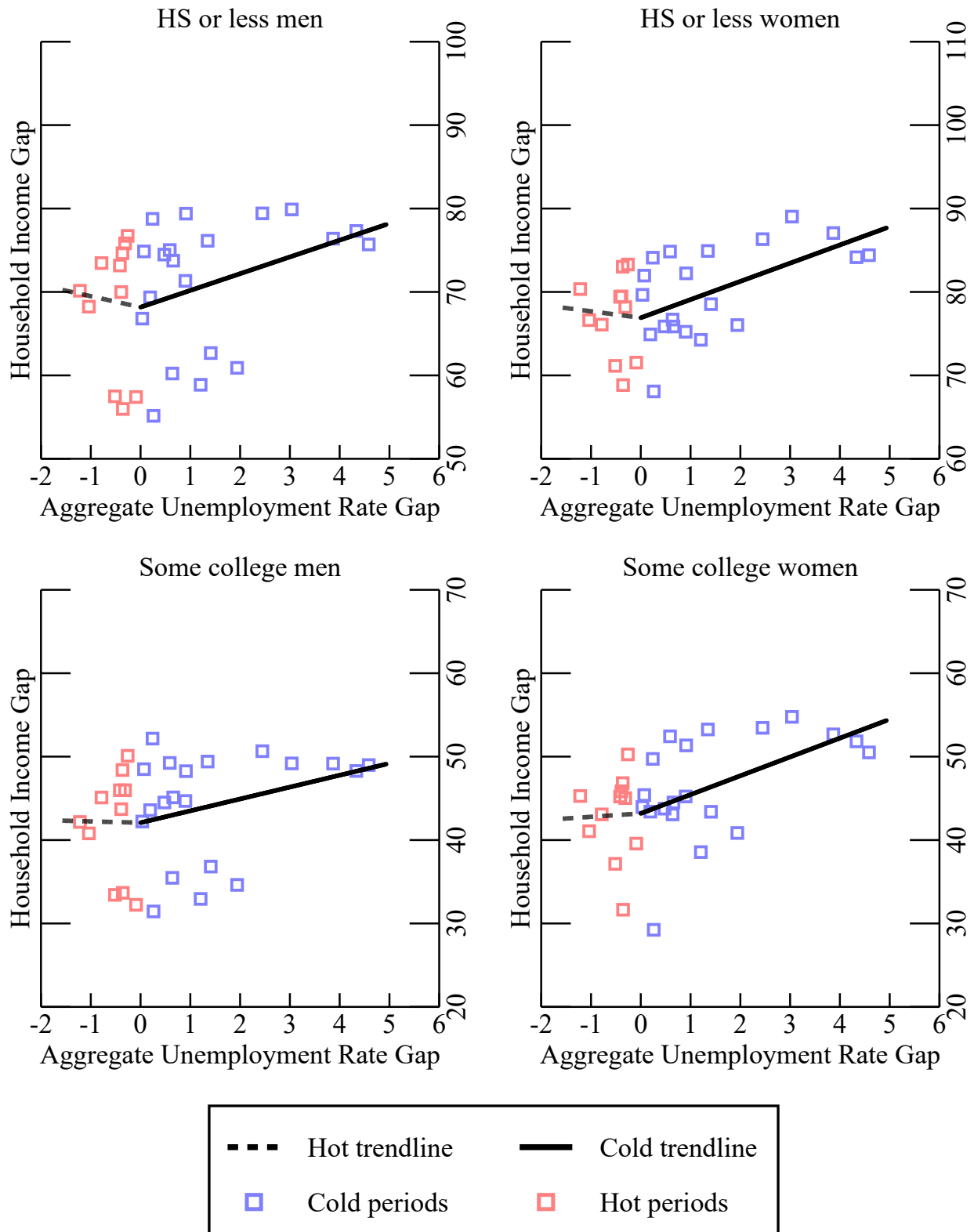


Table A7:
Annual Own Earnings and Household Income Gaps by Race/Ethnicity and Sex, Ages 25-64 - All Business Cycles

	Men						Women					
	Black			Hispanic			Black			Hispanic		
	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0
Annual Own Earnings	1.224** (0.447)	-0.490 (2.100)	0.734	1.382* (0.682)	-6.027* (3.191)	-4.645	2.044*** (0.546)	1.951 (2.339)	3.995	0.758 (0.536)	0.353 (2.182)	1.111
Household Income	1.244** (0.596)	-1.576 (2.791)	-0.333	0.196 (0.477)	-2.192 (1.939)	-1.996	1.528*** (0.497)	-0.379 (2.363)	1.149	0.453 (0.755)	1.486 (3.100)	1.939

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01

Table A8:
Annual Own Earnings and Household Income Gaps by Education and Sex, Ages 25-64 - All Business Cycles

	Men						Women					
	HS or less			Some college			HS or less			Some college		
	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0	Slope when Ugap>0	Increment when Ugap≤0	Slope when Ugap≤0
Annual Own Earnings	3.631*** (1.194)	-6.839 (4.648)	-3.208	2.852** (1.145)	-4.231 (4.797)	-1.378	2.428** (0.987)	0.724 (3.891)	3.151	2.232** (0.924)	0.287 (3.402)	2.520
Household Income	2.015** (0.955)	-3.370 (3.659)	-1.354	1.430* (0.790)	-1.624 (3.130)	-0.194	2.189*** (0.705)	-3.000 (2.506)	-0.811	2.265*** (0.749)	-1.899 (2.769)	0.365

Robust standard errors in parentheses. * p<.10, ** p<.05, *** p<.01