

Online Appendix for  
**The Effect of Gender Quotas on Legislative Diversity**

Table A1: Components used to calculate the Professional and Personal Diversity Measures

| Chamber             | Year | Professional Diversity |       |         | Personal Diversity |        |          |         |
|---------------------|------|------------------------|-------|---------|--------------------|--------|----------|---------|
|                     |      | Public                 | Party | Private | Married            | Female | Children | College |
| Buenos Aires House  | 2006 | --                     | --    | --      | 71.83              | 30.77  | 97.8     | 36.26   |
| Buenos Aires House  | 2008 | 81.32                  | 52.75 | 46.15   | 69.01              | 27.47  | 93.41    | 28.57   |
| Buenos Aires House  | 2010 | 83.52                  | 63.74 | 49.45   | 70.42              | 26.37  | 95.6     | 39.56   |
| Buenos Aires House  | 2012 | 62.64                  | 47.25 | 50.55   | 64.71              | 28.57  | 85.71    | 39.56   |
| Buenos Aires House  | 2014 | 63.16                  | 27.37 | 31.58   | 70.83              | 26.32  | 75.79    | 34.74   |
| Buenos Aires Senate | 2006 | --                     | --    | --      | 64.1               | 28.26  | 91.3     | 56.52   |
| Buenos Aires Senate | 2008 | 82.61                  | 65.22 | 54.35   | 60                 | 21.74  | 91.3     | 28.26   |
| Buenos Aires Senate | 2010 | 86.96                  | 60.87 | 52.17   | 66.67              | 19.57  | 91.3     | 36.96   |
| Buenos Aires Senate | 2012 | 78.26                  | 50    | 60.87   | 58.33              | 32.61  | 84.78    | 43.48   |
| Buenos Aires Senate | 2014 | 62.5                   | 32.5  | 37.5    | 61.11              | 22.5   | 85       | 40      |
| Corrientes House    | 2010 | --                     | --    | --      | 64.81              | 36.07  | 93.44    | 75.41   |
| Corrientes House    | 2012 | 69.23                  | 53.85 | 57.69   | 55.93              | 36.07  | 83.61    | 73.77   |
| Corrientes House    | 2014 | 33.33                  | 10.26 | 20.51   | 45.61              | 34.48  | 84.48    | 43.1    |
| Corrientes Senate   | 2010 | 84.62                  | 92.31 | 38.46   | 42                 | 37.29  | 86.67    | 45      |
| Corrientes Senate   | 2012 | 60                     | 73.33 | 53.33   | 42.5               | 40     | 80       | 38.46   |
| Corrientes Senate   | 2014 | 35                     | 35    | 25      | 72.22              | 38.46  | 96.15    | 61.54   |
| Federal District    | 2006 | --                     | --    | --      | 62.5               | 30.77  | 100      | 34.62   |
| Federal District    | 2008 | 91.8                   | 59.02 | 54.1    | 78.57              | 30.77  | 89.74    | 15.38   |
| Federal District    | 2010 | 91.38                  | 74.14 | 55.17   | 54.55              | 38.46  | 100      | 61.54   |
| Federal District    | 2012 | 68.33                  | 53.33 | 71.67   | 63.64              | 40     | 86.67    | 53.33   |
| Federal District    | 2014 | 50.77                  | 40    | 43.08   | 71.43              | 45     | 95       | 25      |
| Mendoza House       | 2006 | --                     | --    | --      | 70.45              | 23.4   | 93.62    | 48.94   |
| Mendoza House       | 2008 | 97.87                  | 70.21 | 72.34   | 63.83              | 19.15  | 93.62    | 44.68   |
| Mendoza House       | 2010 | 95.74                  | 89.36 | 65.96   | 60.87              | 29.79  | 93.62    | 57.45   |
| Mendoza House       | 2012 | 62.75                  | 60.78 | 45.1    | 56.76              | 27.45  | 92.16    | 41.18   |
| Mendoza Senate      | 2006 | --                     | --    | --      | 73.68              | 23.68  | 89.47    | 63.16   |
| Mendoza Senate      | 2008 | 84.21                  | 84.21 | 81.58   | 81.58              | 21.05  | 86.84    | 44.74   |
| Mendoza Senate      | 2010 | 92.11                  | 92.11 | 81.58   | 65.79              | 23.68  | 86.84    | 63.16   |
| Mendoza Senate      | 2012 | 82.05                  | 74.36 | 74.36   | 60                 | 25.64  | 76.92    | 61.54   |
| Misiones            | 2010 | 97.37                  | 65.79 | 63.16   | 75                 | 28.95  | 94.74    | 50      |
| Misiones            | 2012 | 92.31                  | 82.05 | 61.54   | 78.79              | 20.51  | 97.44    | 53.85   |
| Misiones            | 2014 | 53.85                  | 51.28 | 48.72   | 80.95              | 30.77  | 71.79    | 30.77   |
| Santa Fe House      | 2008 | 95.92                  | 77.55 | 73.47   | 48.98              | 30.61  | 87.76    | 55.1    |
| Santa Fe House      | 2012 | 52.94                  | 47.06 | 45.1    | 43.33              | 33.33  | 78.43    | 33.33   |
| Santa Fe House      | 2014 | 41.18                  | 35.29 | 35.29   | 47.83              | 33.33  | 94.12    | 29.41   |
| Santa Fe Senate     | 2008 | 100                    | 88.89 | 77.78   | 94.12              | 5.56   | 100      | 55.56   |
| Santa Fe Senate     | 2012 | 89.47                  | 84.21 | 68.42   | 62.5               | 5.26   | 94.74    | 47.37   |
| Santa Fe Senate     | 2014 | 65                     | 55    | 60      | 75                 | 5      | 100      | 30      |

Table 1 shows the percentage of legislators in each chamber-year in our data with the background characteristics used to calculate the professional and personal diversity measures.

Table A2: Personal Diversity: Robustness Test Including Age in the Personal Diversity Index

|                      | (1)                        | (2)    | (3)    | (4)                      | (5)    | (6)    | (7)                             | (8)    | (9)    |
|----------------------|----------------------------|--------|--------|--------------------------|--------|--------|---------------------------------|--------|--------|
|                      | Women's Personal Diversity |        |        | Men's Personal Diversity |        |        | Chamber-Wide Personal Diversity |        |        |
| % Women              | 1.09*                      | --     | 1.02*  | -0.57*                   | --     | -0.59* | 0.23*                           | --     | 0.20*  |
|                      | (0.13)                     |        | (0.12) | (0.21)                   |        | (0.22) | (0.08)                          |        | (0.08) |
| Quota Years          | --                         | 0.02*  | 0.01*  | --                       | 0.00   | 0.00^  | --                              | 0.01*  | 0.00*  |
|                      |                            | (0.01) | (0.01) |                          | (0.01) | (0.00) |                                 | (0.00) | (0.00) |
| Senate               | 0.03                       | 0.02   | -0.00  | 0.05                     | 0.02   | 0.04   | 0.05*                           | 0.04^  | 0.03^  |
|                      | (0.04)                     | (0.07) | (0.04) | (0.04)                   | (0.05) | (0.04) | (0.02)                          | (0.02) | (0.02) |
| Log (DM)             | 0.06*                      | 0.06   | 0.01   | 0.08*                    | 0.03   | 0.06*  | 0.03*                           | 0.02   | 0.01   |
|                      | (0.02)                     | (0.04) | (0.03) | (0.03)                   | (0.03) | (0.03) | (0.01)                          | (0.01) | (0.01) |
| Unemployment         | 0.00                       | 0.00   | 0.00   | 0.01                     | 0.01*  | 0.01*  | 0.01*                           | 0.01*  | 0.01*  |
|                      | (0.01)                     | (0.01) | (0.01) | (0.01)                   | (0.01) | (0.01) | (0.00)                          | (0.00) | (0.00) |
| GDI                  | -0.71                      | -0.11  | -0.43  | 2.05*                    | 1.98*  | 2.16*  | 1.19*                           | 1.37*  | 1.31*  |
|                      | (0.51)                     | (0.96) | (0.51) | (0.41)                   | (0.26) | (0.53) | (0.20)                          | (0.32) | (0.21) |
| Constant             | 0.55                       | 0.14   | 0.30   | -1.39*                   | -1.40* | -1.49* | -0.73*                          | -0.87* | -0.84* |
|                      | (0.46)                     | (0.80) | (0.47) | (0.32)                   | (0.20) | (0.42) | (0.18)                          | (0.27) | (0.19) |
| <i>N Legislators</i> | 307                        | 307    | 307    | 735                      | 735    | 735    | 1048                            | 1048   | 1048   |
| <i>N Chambers</i>    | 23                         | 23     | 23     | 23                       | 23     | 23     | 23                              | 23     | 23     |

Generalized Linear Model. Standard errors in parentheses. \*  $p < .05$  Table A2 shows that our results are robust when we take into account legislators age to calculate the personal diversity measure. Age is not included in the results presented in the manuscript because the biographies for 15 chamber-years did not report legislators' ages. Thus, this analysis only includes a subsample of the chambers represented in our full analysis.

Table A3: Women's and Men's Professional Diversity: OLS

|                       | (1)                            | (2)    | (3)    | (4)                          | (5)    | (6)    |
|-----------------------|--------------------------------|--------|--------|------------------------------|--------|--------|
|                       | Women's Professional Diversity |        |        | Men's Professional Diversity |        |        |
| % Women               | 1.78*                          | --     | 1.27*  | 1.28*                        | --     | 0.93*  |
|                       | (0.47)                         |        | (0.36) | (0.20)                       |        | (0.20) |
| Quota Years           | --                             | 0.06*  | 0.05*  | --                           | 0.04*  | 0.04*  |
|                       |                                | (0.01) | (0.01) |                              | (0.01) | (0.01) |
| Senate                | 0.00                           | -0.11  | -0.13  | -0.14*                       | -0.22  | -0.23* |
|                       | (0.13)                         | (0.13) | (0.11) | (0.06)                       | (0.12) | (0.09) |
| Log (DM)              | 0.04                           | -0.14  | -0.17* | -0.07                        | -0.20* | -0.22* |
|                       | (0.07)                         | (0.09) | (0.07) | (0.03)                       | (0.08) | (0.07) |
| Unemployment          | 0.02                           | 0.04*  | 0.04*  | 0.04*                        | 0.06*  | 0.06*  |
|                       | (0.02)                         | (0.02) | (0.01) | (0.01)                       | (0.01) | (0.01) |
| GDI                   | -1.32                          | 1.07   | 0.45   | 1.23                         | 2.91*  | 2.46*  |
|                       | (1.86)                         | (1.36) | (1.05) | (1.14)                       | (1.01) | (0.98) |
| Constant              | 0.90                           | -1.10  | -0.72  | -0.94                        | -2.36* | -2.07* |
|                       | (1.48)                         | (1.16) | (0.91) | (0.97)                       | (0.90) | (0.89) |
| <i>N Legislators</i>  | 418                            | 418    | 418    | 1063                         | 1063   | 1063   |
| <i>N Chambers</i>     | 32                             | 32     | 32     | 32                           | 32     | 32     |
| <i>R</i> <sup>2</sup> | 0.50                           | 0.63   | 0.75   | 0.39                         | 0.47   | 0.56   |

Standard errors in parentheses; \* p<.05; This table shows that Models 1-6 in Table 2 in the body of the manuscript are robust to OLS.

Table A4: Women's and Men's Personal Diversity: OLS

|                       | (1)                        | (2)             | (3)             | (4)                      | (5)              | (6)              |
|-----------------------|----------------------------|-----------------|-----------------|--------------------------|------------------|------------------|
|                       | Women's Personal Diversity |                 |                 | Men's Personal Diversity |                  |                  |
| % Women               | 0.52*<br>(0.19)            | --              | 0.40*<br>(0.15) | -0.07<br>(0.11)          | --               | -0.20*<br>(0.07) |
| Quota Years           | --                         | 0.02*<br>(0.00) | 0.01*<br>(0.00) | --                       | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| Senate                | 0.14<br>(0.07)             | 0.12<br>(0.07)  | 0.11<br>(0.07)  | 0.00<br>(0.04)           | -0.04<br>(0.03)  | -0.03<br>(0.03)  |
| Log (DM)              | 0.13*<br>(0.03)            | 0.09*<br>(0.03) | 0.08<br>(0.04)  | 0.03<br>(0.02)           | -0.03<br>(0.02)  | -0.03<br>(0.02)  |
| Unemployment          | 0.00<br>(0.01)             | 0.01<br>(0.01)  | 0.01<br>(0.01)  | 0.01<br>(0.00)           | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| GDI                   | -0.44<br>(0.58)            | 0.16<br>(0.62)  | -0.03<br>(0.48) | 1.58*<br>(0.36)          | 1.95*<br>(0.27)  | 2.05*<br>(0.23)  |
| Constant              | 0.23<br>(0.50)             | -0.26<br>(0.53) | -0.13<br>(0.42) | -1.03*<br>(0.27)         | -1.40*<br>(0.22) | -1.46*<br>(0.19) |
| <i>N Legislators</i>  | 418                        | 418             | 418             | 1063                     | 1063             | 1063             |
| <i>N Chambers</i>     | 32                         | 32              | 32              | 32                       | 32               | 32               |
| <i>R</i> <sup>2</sup> | 0.71                       | 0.71            | 0.75            | 0.45                     | 0.64             | 0.68             |

Standard errors in parentheses; \* p<.05; This table shows that Models 7-12 in Table 2 in the body of the manuscript are robust to OLS.

Table A5: Chamber Wide Diversity: Generalized Liner Model

|                      | (1)                    | (2)              | (3)              | (4)                | (5)              | (6)              |
|----------------------|------------------------|------------------|------------------|--------------------|------------------|------------------|
|                      | Professional Diversity |                  |                  | Personal Diversity |                  |                  |
| % Women              | 1.39*<br>(0.19)        | --               | 1.02*<br>(0.16)  | 0.28*<br>(0.06)    | --               | 0.20*<br>(0.03)  |
| Quota Years          | --                     | 0.05*<br>(0.01)  | 0.04*<br>(0.01)  | --                 | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| Senate               | -0.12*<br>(0.06)       | -0.20<br>(0.11)  | -0.22*<br>(0.08) | 0.03<br>(0.02)     | 0.01<br>(0.02)   | 0.01<br>(0.02)   |
| Log (DM)             | -0.07*<br>(0.03)       | -0.20*<br>(0.07) | -0.23*<br>(0.06) | 0.04*<br>(0.01)    | 0.01<br>(0.01)   | 0.00<br>(0.01)   |
| Unemployment         | 0.04*<br>(0.01)        | 0.05*<br>(0.01)  | 0.05*<br>(0.01)  | 0.01<br>(0.00)     | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| GDI                  | 0.99<br>(1.08)         | 2.79*<br>(0.80)  | 2.29*<br>(0.70)  | 0.85*<br>(0.22)    | 1.22*<br>(0.19)  | 1.13*<br>(0.10)  |
| Constant             | -0.71<br>(0.90)        | -2.22*<br>(0.71) | -1.91*<br>(0.64) | -0.52*<br>(0.18)   | -0.84*<br>(0.17) | -0.77*<br>(0.09) |
| <i>N Legislators</i> | 1481                   | 1481             | 1481             | 1481               | 1481             | 1481             |
| <i>N Chambers</i>    | 32                     | 32               | 32               | 32                 | 32               | 32               |

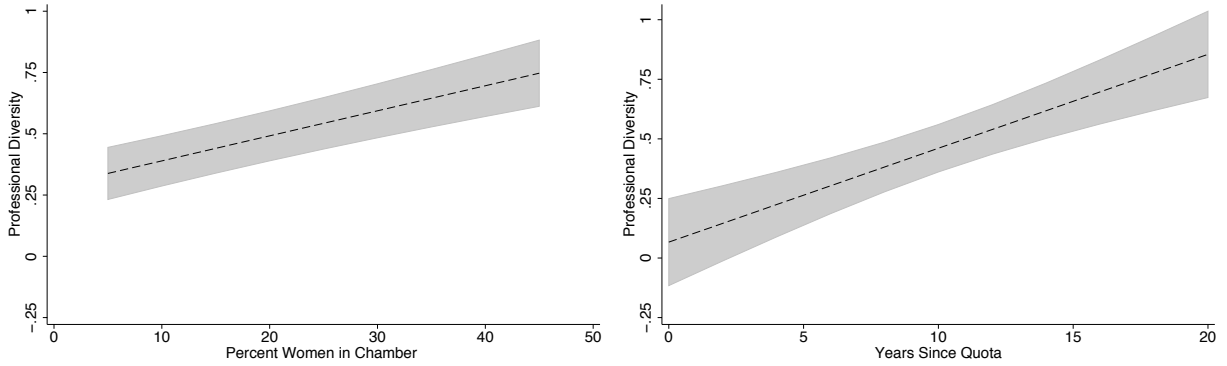
Standard errors in parentheses; \* p<.05

Table A6: Chamber Wide Diversity: General Diversity OLS

|                      | (1)                    | (2)              | (3)              | (4)                | (5)              | (6)              |
|----------------------|------------------------|------------------|------------------|--------------------|------------------|------------------|
|                      | Professional Diversity |                  |                  | Personal Diversity |                  |                  |
| % Women              | 1.39*<br>(0.21)        | --               | 1.02*<br>(0.17)  | 0.28*<br>(0.07)    | --               | 0.20*<br>(0.04)  |
| Quota Years          | --                     | 0.05*<br>(0.01)  | 0.04*<br>(0.01)  | --                 | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| Senate               | -0.12<br>(0.07)        | -0.20<br>(0.12)  | -0.22*<br>(0.09) | 0.03<br>(0.03)     | 0.01<br>(0.02)   | 0.01<br>(0.02)   |
| Log (DM)             | -0.07<br>(0.03)        | -0.20*<br>(0.08) | -0.23*<br>(0.06) | 0.04*<br>(0.01)    | 0.01<br>(0.01)   | 0.00<br>(0.01)   |
| Unemployment         | 0.04*<br>(0.01)        | 0.05*<br>(0.01)  | 0.05*<br>(0.01)  | 0.01<br>(0.00)     | 0.01*<br>(0.00)  | 0.01*<br>(0.00)  |
| GDI                  | 0.99<br>(1.18)         | 2.79*<br>(0.88)  | 2.29*<br>(0.78)  | 0.85*<br>(0.24)    | 1.22*<br>(0.21)  | 1.13*<br>(0.11)  |
| Constant             | -0.71<br>(0.98)        | -2.22*<br>(0.78) | -1.91*<br>(0.71) | -0.52*<br>(0.19)   | -0.84*<br>(0.18) | -0.77*<br>(0.11) |
| <i>N Legislators</i> | 1481                   | 1481             | 1481             | 1481               | 1481             | 1481             |
| <i>N Chambers</i>    | 32                     | 32               | 32               | 32                 | 32               | 32               |

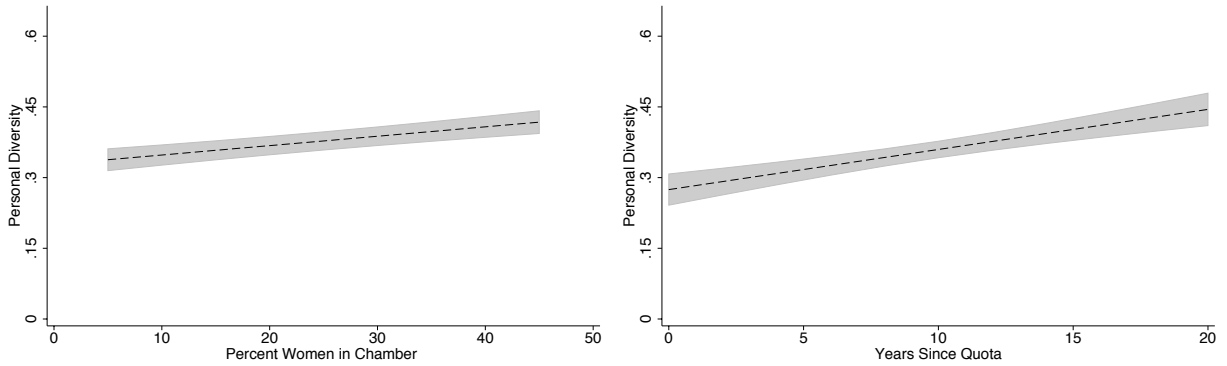
Standard errors in parentheses; \* p<.05

**Figure A1: Chamber Wide Professional Diversity Index**



Note: Expected values calculated based on results in Table 5A, Model 3 in the manuscript, all other values held at their mean.

**Figure A2: Chamber Wide Personal Diversity Index**



Note: Expected values calculated based on results in Table 5A, Model 6 in the manuscript, all other values held at their mean.