

Online Supplemental Appendices

Gender, Sexual Orientation, and Behavioral Norms in the Labor Market

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Appendix A. Employment Differences Based on Sexual Orientation

Table A.1 and Table A.2 show that men in same-sex couples have lower estimated incomes than do similar men in different-sex couples, whereas the reverse holds true for women. Similarly, Table A.3 shows that men in same-sex couples have lower estimated labor force participation than do men in different-sex couples, whereas women in same-sex couples have higher estimated labor force participation than do similar women in different-sex couples.

Table A.1. Result of Regressing the Natural log of Income on an Indicator for Being in a Same-Sex Couple

	(1)	(2)	(3)	(4)
	<i>Men</i>		<i>Women</i>	
	<i>Natural log of income from wages and salary</i>		<i>Natural log of income from wages and salary</i>	
Same-sex couple	-0.0614*** (0.0105)	-0.0517*** (0.0115)	0.0357*** (0.00926)	0.0328*** (0.0109)
Observations	209,353	86,068	177,703	83,052
R-squared	0.309	0.274	0.332	0.306
Sample	Men in couples	Men in couples without kids	Women in couples	Women in couples without kids

Source: Integrated Public Use Microdata Series (IPUMS) 2016 American Community Survey (ACS).

Notes: Standard errors in parentheses. Control variables include education, age, age squared, hours worked, state by metro size fixed effects, usual hours worked, usual hours worked squared, usual hours worked cubed, and number of children fixed effects (for columns (1) and (3)). Included observations are for full time, year-round workers, ages 25 to 65, with non-zero income, who are the householder, spouse or partner and whose value for relationship to householder and sex has not been edited.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table A.2. Result of Regressing Income on an Indicator for Being in a Same-Sex Couple

	(1)	(2)	(3)	(4)
	<i>Men</i>		<i>Women</i>	
	<i>Income from wages and salary</i>		<i>Income from wages and salary</i>	
Same-sex couple	-3,529*** (1,029)	-2,356** (1,104)	2,048*** (653.2)	1,893*** (733.5)
Observations	219,756	90,829	182,622	85,517
R-squared	0.205	0.179	0.217	0.201
Sample	Men in couples	Men in couples without kids	Women in couples	Women in couples without kids

Source: Integrated Public Use Microdata Series (IPUMS) 2016 American Community Survey (ACS).

Notes: Standard errors in parentheses. Control variables include education, age, age squared, hours worked, state by metro size fixed effects, usual hours worked, usual hours worked squared, usual hours worked cubed, and number of children fixed effects (for columns (1) and (3)). Included observations are for full time, year-round workers, ages 25 to 65, who are the householder, spouse or partner and whose value for relationship to householder and sex has not been edited.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table A.3. Result of Regressing Indicator for Being in the Labor Force on an Indicator for Being in a Same-Sex Couple

	(1)	(2)	(3)	(4)
	<i>Men</i>		<i>Women</i>	
	<i>In the labor force</i>		<i>In the labor force</i>	
Same-sex couple	-0.0516*** (0.00353)	-0.0539*** (0.00447)	0.0692*** (0.00495)	0.0442*** (0.00584)
Observations	513,622	215,441	541,452	237,667
R-squared	0.148	0.154	0.110	0.158
Sample	Men in couples	Men in couples without kids	Women in couples	Women in couples without kids

Source: Integrated Public Use Microdata Series (IPUMS) 2016 American Community Survey (ACS).

Notes: Standard errors in parentheses. Control variables include education, age, age squared, state by metro fixed effects. Columns (1) and (3) include number of children fixed effects. Included observations are the householder, spouse or partner, ages 25 to 65, and whose value for relationship to householder and sex has not been edited.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Appendix B. Example Résumé and Evaluation Questions from Laboratory Experiment

Figure B.1. Example of a Compilation Résumé used in MTurk Study

John Long
 Greenville, NC
 JohnLong@

The name and email address fields are used to manipulate the sex of the applicant.

The two adjective fields are used for adjectives that are perceived as more masculine or more feminine.

Objective: Confident and enterprising recent college graduate pursuing a career as a biologist

Experience

Research Technician - Miller Lab, UNC School of Medicine, Chapel Hill, NC
 May 2012 to September 2012

- Conducting research under a post doctorate fellow on Klebsiella Pneumoniae

Customer Specialist - Best Buy, Raleigh, NC
 April 2011- April 2012

- Provided excellent customer service to people of all backgrounds
- Managed transactions accurately and ethically
- Met sales goals in a fast -paced environment

Hollister & Aeropostale Sales Associates/Customer Service
 2006 - 2010 (College breaks)

- Demonstrated a high level of selling and customer service skills
- Achieved sales goals and used company tools to develop strong selling skills and reinforce the brand vision

Related Activities

LGBTQ Alliance, Initiatives Chair, East Carolina University - Greenville, NC
 April 2012 to December 2012

- Planned and organized events that promoted diversity and raised awareness on various topics
- Filed proper paperwork to hold events; pre approvals and post event evaluations
- Managed a committee of 10 - 12 members
- Attended weekly executive board meetings
- Collaborated with other groups and organizations on campus
- Developed leadership, time management, team player, and event planning skills

Education

B.S. in Biology, 2012
 East Carolina University - Greenville, NC

The "Related Activities" field is used to signal an LGBT affiliation. If this were a non-LGBT resume, the student group name would be a similar non-LGBT group.

Notes: The entries in the résumé are compiled from randomly selected publicly listed résumés. Three fields are used for the experimental manipulation (sex, masculine language, and LGBT affiliation); these fields are noted and described.

Appendix C. Other Examples of Résumés

<p>██████████ Chapel Hill, NC</p>	<p>Alexandra Cox</p>	<p>Alexandra.A.Cox@██████████ ██████████</p>
<p>Objective: Aggressive self-starter and college graduate pursuing a career as a biologist</p>		
<p>EXPERIENCE</p>		
<p>Logistics Coordinator -Strategic Pharma Solutions LLC, Raleigh, NC December 2012 to present</p>		
<ul style="list-style-type: none"> ▪ Coordinates speaker programs that promotes clients medical device ▪ Maintains budget ▪ Stays current on advancements in allergy, asthma, and immunology ▪ Works as part of a team to meet client needs ▪ Communicates effectively with team ▪ Actively works on other projects with outside vendors ▪ Keeps speaker files and database updated ▪ Demonstrates team player, attention to detail, organization and interpersonal skills 		
<p>Sales Associate- Lynnwood Grill, Raleigh, NC October 2012 to December 2012</p>		
<ul style="list-style-type: none"> ▪ Greeted customers and identified what each customer wanted or needed ▪ Ticketed, arranged and displayed merchandise to promote sales ▪ Handled cash and credit transactions accurately ▪ Opened and closed cash registers 		
<p>IT and Data Management – We Love Colors Inc, Miami, FL May 2011 to August 2011</p>		
<ul style="list-style-type: none"> ▪ Optimized company website for search engine placement ▪ Gained a strong proficiency using Microsoft Excel, Access and other database software ▪ Worked with HTML, Java/Javascript, and ASPX 		
<p>RELATED ACTIVITIES</p>		
<p>UNC Marching Tar Heels August 2009 to 2012</p>		
<ul style="list-style-type: none"> ▪ A member of the tenor saxophone section in UNC's marching band 		
<p>EDUCATION</p>		
<p>B.S. in Biology, 2012 University of North Carolina at Chapel Hill - Chapel Hill, NC</p>		

JULIA LONG

[REDACTED]
Raleigh, NC

Julia_Long@[REDACTED]
[REDACTED]

Objective: I am a sympathetic and supportive college graduate pursuing a career as a biologist.

Experience

Program Assistant - North Carolina Cooperative Extension, North Carolina Agricultural and Technical State University, Greensboro, NC

Jan 2012 to present

- Designed, built, and maintained database for the Mushroom Biology and Fungal Biotechnology Laboratory
- Created data-capture forms for gathering field data from mushroom farmers. Authored and co-authored five federal grants
- Coordinated outreach to mushroom farmers in North Carolina through meetings, workshops, and education materials
- Handled incoming emails and phone call as well as visiting clients to resolve inquiries
- Acted as liaison between the Cooperative Extension and Mushroom Biology Laboratory

Recruiting Intern – Kenexa, Cary, NC

May 2011 to January 2012

- Managed and maintain candidate database using computer proficiency
- Assisted a diverse team to interview 4-5 candidates a week
- Wrote reports about candidates' qualifications and made hiring recommendations
- Participated on conference calls

Volunteer Experience

Volunteer - Spectrum (LGBT campus group)

March 2010 to May 2010

- Gathered signatures for several petitions
- Participated in numerous fund-raising events

Educational Background

Bachelor of Science in Biology and Psychology

University of North Carolina - Chapel Hill, NC

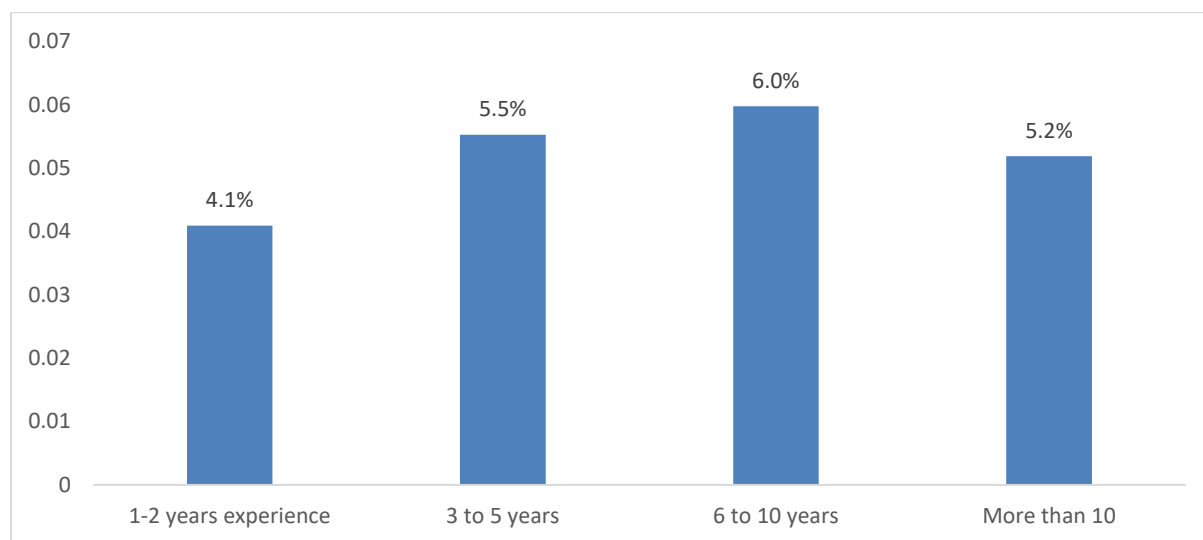
December 2013

Appendix D. Feminine Adjectives on Publicly Listed Résumés

To examine how often job seekers use the feminine adjectives on their résumés, I examined all résumés with a degree in biology listed on Indeed.com from Durham, North Carolina, during May 2018. Of the 6,923 résumés with at least one year of work experience, 5.4% used one or more of the words from the feminine manipulation (nurturing, caring, sympathetic, kind, supportive, encouraging, helpful, or cooperative).

As shown in Figure D.1, the percentage of résumés with one or more feminine words is consistent across all experience-level groups, indicating that the use of feminine adjectives is neither uncommon nor naïve in this labor market.

Figure D.1. Proportion of Publicly Listed Résumés using Feminine Adjective



Notes: Proportion of publicly listed résumés from Durham, NC, with a degree in biology that use one or more of the words from the feminine manipulation (nurturing, caring, sympathetic, kind, supportive, encouraging, helpful, or cooperative). $N = 6,923$.

Some résumés listed more than one of the feminine adjectives from the experiment. For example, a résumé included a bullet list of skills that contained both “**Cooperative** working with others” and “Respectful and **kind**.” In Figure D.1, résumés with multiple feminine adjective are counted only once.

Appendix E. Regression Results “Successful,” “Recommend,” and “Willing to work with”

Table E.1. Results of an OLS Regression of “Successful”

	(1)	(2)	(3)	(4)	(5)	(6)
	<i>Successful</i>			<i>Successful</i>		
	<i>Male participants</i>			<i>Female participants</i>		
LGBT activity on résumé	-2.825*** (0.602)	-2.915*** (0.806)	-2.940** (1.154)	-1.256** (0.613)	-0.802 (0.790)	-1.122 (1.022)
Female résumé	1.935*** (0.629)	1.846** (0.808)	4.020*** (1.136)	0.704 (0.582)	1.159 (0.788)	1.708 (1.071)
LGBT and Female		0.179 (1.020)	-1.424 (1.402)		-0.910 (1.008)	-0.913 (1.426)
Masculine adjective on résumé			1.370 (1.152)			0.614 (1.113)
LGBT and Masculine adjective			0.0458 (1.564)			0.640 (1.446)
Masculine adjective and Female résumé			-4.351*** (1.566)			-1.098 (1.426)
LGBT and Female résumé and Masculine adjective			3.212 (2.150)			0.00813 (2.002)
Constant	61.30*** (0.944)	61.34*** (0.969)	60.62*** (1.141)	63.43*** (1.010)	63.20*** (1.053)	62.88*** (1.169)
Observations	3,328	3,328	3,328	3,688	3,688	3,688
R-squared	0.540	0.540	0.542	0.541	0.541	0.542

Notes: Robust standard errors in parentheses. OLS, ordinary least squares.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table E.2. Results of an OLS Regression of “Recommend”

	(1)	(2)	(3)	(4)	(5)	(6)
	<i>Recommend</i>			<i>Recommend</i>		
	<i>Male participants</i>			<i>Female participants</i>		
LGBT activity on résumé	-3.218*** (0.753)	-3.469*** (0.952)	-3.962*** (1.334)	-1.436** (0.678)	-1.333 (0.923)	-0.942 (1.258)
Female résumé	1.925*** (0.688)	1.675* (0.913)	3.491*** (1.282)	1.097 (0.676)	1.200 (0.926)	1.715 (1.252)
LGBT and Female		0.501 (1.172)	-0.617 (1.672)		-0.206 (1.221)	-1.292 (1.767)
Masculine adjective on résumé			0.153 (1.302)			-0.260 (1.259)
LGBT and Masculine adjective			0.984 (1.749)			-0.783 (1.847)
Masculine adjective and Female résumé			-3.636** (1.849)			-1.030 (1.749)
LGBT and Female résumé and Masculine adjective			2.241 (2.435)			2.173 (2.535)
Constant	54.37*** (1.092)	54.49*** (1.128)	54.39*** (1.292)	54.70*** (1.110)	54.65*** (1.153)	54.80*** (1.334)
Observations	3,328	3,328	3,328	3,688	3,688	3,688
R-squared	0.530	0.530	0.531	0.560	0.560	0.561

Notes: Robust standard errors in parentheses.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table E.3. Results of an OLS Regression of “Willing to work with”

	(1)	(2)	(3)	(4)	(5)	(6)
	<i>Willing to work with</i>			<i>Willing to work with</i>		
	<i>Male participants</i>			<i>Female participants</i>		
LGBT activity on résumé	-4.031*** (0.730)	-4.201*** (0.916)	-4.347*** (1.203)	-1.942*** (0.635)	-0.613 (0.826)	-0.809 (1.051)
Female résumé	2.890*** (0.607)	2.720*** (0.776)	3.885*** (1.054)	1.877*** (0.620)	3.206*** (0.812)	3.008*** (0.994)
LGBT and Female		0.341 (1.033)	-0.383 (1.402)		-2.658*** (1.008)	-2.445* (1.470)
Masculine adjective on résumé			-2.526** (1.176)			-6.259*** (1.170)
LGBT and Masculine adjective			0.297 (1.578)			0.398 (1.579)
Masculine adjective and Female résumé			-2.333 (1.598)			0.396 (1.477)
LGBT and Female résumé and Masculine adjective			1.451 (2.139)			-0.426 (2.230)
Constant	61.34*** (0.954)	61.42*** (0.954)	62.69*** (1.125)	62.80*** (0.944)	62.12*** (0.964)	65.25*** (1.103)
Observations	3,328	3,328	3,328	3,688	3,688	3,688
R-squared	0.501	0.501	0.507	0.502	0.503	0.521

Notes: Robust standard errors in parentheses. OLS, ordinary least squares.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Appendix F: Results of FMM Model for “Successful,” “Recommend,” and “Willing to work with”

Table F.1. Results of FMM Model Regression of the “Successful” Measure

	<i>Successful</i>		<i>Successful</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT résumés	-1.646** (0.727)	-2.804** (1.257)	-0.354 (0.672)	-1.394 (1.070)
Female résumé	0.526 (0.699)	2.593** (1.245)	1.227* (0.688)	1.167 (1.071)
LGBT female résumé	1.369 (0.989)	-0.414 (1.759)	-1.131 (0.895)	-1.240 (1.505)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.40	.60	.30	.70

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.2. Results of FMM Model Regression of the “Recommend” Measure

	<i>Recommend</i>		<i>Recommend</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT résumés	-2.864*** (1.080)	-2.417 (1.480)	-1.211 (1.196)	-2.014 (1.274)
Female résumé	1.395 (1.077)	1.644 (1.477)	1.443 (1.202)	1.138 (1.276)
LGBT female résumé	1.162 (1.493)	0.335 (2.082)	-1.247 (1.557)	-0.370 (1.789)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.37	.63	.25	.75

Notes: Standard errors in parentheses. All variables are demeaned by participants. Outcome variables can take on values from 0 to 100. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.3. Results of FMM Model Regression of the “Willing to work with” Measure

	<i>Willing to work with</i>		<i>Willing to work with</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT résumés	-1.175** (0.564)	-5.309*** (1.165)	0.455 (0.517)	-1.051 (0.967)
Female résumé	0.789 (0.543)	3.623*** (1.159)	2.033*** (0.515)	3.570*** (0.968)
LGBT female résumé	0.750 (0.780)	0.356 (1.638)	-1.591** (0.715)	-3.240** (1.368)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.35	.65	.22	.78

Notes: Standard errors in parentheses. All variables are demeaned by participant. Outcome variables can take on values from 0 to 100. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.4. Results of FMM Model Regression of “Recommend” Measure

	<i>Recommend</i>		<i>Recommend</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT activity on résumé	-4.710*** (1.488)	-1.372 (2.049)	-1.405 (1.690)	-1.775 (1.794)
Female résumé	0.0941 (1.513)	5.364*** (2.035)	0.613 (1.670)	2.025 (1.798)
LGBT and Female	2.242 (2.054)	-2.710 (2.871)	0.146 (2.178)	-2.174 (2.525)
Masculine adjective on résumé	-4.030*** (1.555)	2.645 (2.056)	-1.147 (1.544)	0.0495 (1.782)
LGBT and Masculine adjective	4.246* (2.212)	-2.417 (2.909)	0.519 (2.289)	-0.512 (2.530)
Female and Masculine adjective	2.102 (2.080)	-7.173** (2.895)	1.834 (2.159)	-1.828 (2.523)
LGBT résumé and Female and Masculine adjectives	-2.187 (2.946)	6.139 (4.074)	-3.017 (1.405)	3.674 (1.775)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.36	.64	.25	.75

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.5. Results of FMM Model Regression of “Successful” Measure

	<i>Successful</i>		<i>Successful</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT activity on résumé	-1.694 (1.038)	-2.232 (1.759)	-0.923 (0.942)	-1.833 (1.503)
Female résumé	0.613 (0.966)	6.251*** (1.738)	-0.114 (0.975)	2.484 (1.513)
LGBT and Female	0.0294 (1.394)	-2.723 (2.458)	-0.645 (1.257)	-1.448 (2.118)
Masculine adjective on résumé	-0.906 (0.996)	3.014* (1.738)	-1.646* (0.939)	1.553 (1.502)
LGBT and Masculine adjective	0.00620 (1.415)	-1.062 (2.469)	0.750 (1.288)	1.054 (2.121)
Female and Masculine adjective	-0.263 (1.331)	-7.299*** (2.457)	2.505* (1.323)	-2.558 (2.133)
LGBT résumé and Female and Masculine adjectives	2.794 (1.942)	4.578 (3.479)	-0.563 (1.809)	0.243 (2.999)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.40	.60	.30	.70

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.6. Results of FMM Model Regression of “Willing to work with” Measure

	<i>Willing to work with</i>		<i>Willing to work with</i>	
	<i>Male participants</i>		<i>Female participants</i>	
	<i>Class 1</i>	<i>Class 2</i>	<i>Class 1</i>	<i>Class 2</i>
LGBT activity on résumé	-1.844** (0.822)	-4.828*** (1.629)	0.276 (0.709)	-1.382 (1.345)
Female résumé	0.413 (0.776)	5.657*** (1.624)	1.605** (0.732)	3.452** (1.345)
LGBT and Female	0.991 (1.121)	-1.246 (2.295)	-1.069 (0.999)	-3.120 (1.902)
Masculine adjective on résumé	-2.10*** (0.799)	-2.695* (1.624)	-1.715** (0.741)	-7.517*** (1.350)
LGBT and Masculine adjective	1.360 (1.158)	-0.942 (2.300)	0.192 (0.999)	0.701 (1.902)
Female and Masculine adjective	0.694 (1.118)	-4.059* (2.296)	0.757 (1.061)	0.272 (1.904)
LGBT résumé and Female and Masculine adjectives	-0.389 (1.577)	3.158 (3.244)	-0.831 (1.432)	-0.309 (2.690)
Observations	3,328	3,328	3,688	3,688
Estimated proportion	.35	.65	.22	.78

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.7. Results of FMM Model Regression of “Willing to work with” Measure (non-LGBT resumes)

	<i>Willing to work with</i>	
	<i>Male participants</i>	
	<i>Class 1</i>	<i>Class 2</i>
Female résumé	0.797 (0.734)	5.466*** (1.657)
Masculine adjective on résumé	-1.088 (0.773)	-3.249** (1.656)
Female résumé and a masculine adjective	-0.524 (1.078)	-3.412 (2.344)
Observations	1,664	1,664

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.8. Results of FMM Model Regression of “Recommend” Measure (non-LGBT resumes)

	<i>Recommend</i>	
	<i>Male participants</i>	
	<i>Class 1</i>	<i>Class 2</i>
Female résumé	0.398 (1.672)	4.691** (1.900)
Masculine adjective on résumé	-1.807 (1.658)	1.071 (1.909)
Female résumé and a masculine adjective	1.237 (2.197)	-5.859** (2.690)
Observations	1,664	1,664

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Table F.9: Results of FMM Model Regression of “Successful” Measure (non-LGBT resumes)

	<i>Successful</i>	
	<i>Male participants</i>	
	<i>Class 1</i>	<i>Class 2</i>
Female résumé	-0.354 (0.672)	-1.394 (1.070)
Masculine adjective on résumé	1.227* (0.688)	1.167 (1.071)
Female résumé and a masculine adjective	-1.131 (0.895)	-1.240 (1.505)
Observations	1,664	1,664

Notes: Standard errors in parentheses. FMM, finite mixture model.

*** $p < 0.01$; ** $p < 0.05$; * $p < 0.1$.

Appendix G: Balance of Laboratory Experiment

The following table shows the distribution of résumés (identical work history, education, font, and style) by the experimental manipulations. The value in each cell shows the cell proportion.

Manipulation	<i>Résumé number</i>					
	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	
Female, no LGBT activity, and feminine adjective	1.3	1.22	1.27	1.24	1.21	
Female, no LGBT activity, and masculine adjective	1.25	1.25	1.3	1.22	1.27	
Male, no LGBT activity, and feminine adjective	1.22	1.27	1.24	1.21	1.21	
Male, no LGBT activity, and masculine adjective	1.25	1.3	1.22	1.27	1.24	
Male, LGBT activity, and feminine adjective	1.21	1.28	1.27	1.25	1.25	
Male, LGBT activity, and masculine adjective	1.24	1.21	1.21	1.28	1.27	
Female, LGBT activity, and feminine adjective	1.21	1.21	1.28	1.27	1.25	
Female, LGBT activity, and masculine adjective	1.27	1.24	1.21	1.21	1.28	
<i>Total</i>	9.95	9.98	9.99	9.95	9.98	
	<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>	<i>Total</i>
Female, no LGBT activity, and feminine adjective	1.21	1.28	1.27	1.25	1.25	12.5
Female, no LGBT activity, and masculine adjective	1.24	1.21	1.21	1.28	1.27	12.5
Male, no LGBT activity, and feminine adjective	1.28	1.27	1.25	1.25	1.3	12.5
Male, no LGBT activity, and masculine adjective	1.21	1.21	1.28	1.27	1.25	12.5
Male, LGBT activity, and feminine adjective	1.3	1.22	1.27	1.24	1.21	12.5
Male, LGBT activity, and masculine adjective	1.25	1.25	1.3	1.22	1.27	12.5
Female, LGBT activity, and feminine adjective	1.25	1.3	1.22	1.27	1.24	12.5
Female, LGBT activity, and masculine adjective	1.27	1.25	1.25	1.3	1.22	12.5
<i>Total</i>	10.01	9.99	10.05	10.08	10.01	100
<i>Pearson chi2(63) = 3.3240; Pr = 1.000</i>						