

Table 12A.1: Description of Variables

<i>Variables</i>	<i>Description</i>
Female	Respondent's gender. The reference group is men.
Age	Respondent's age at a particular wave, standardized in analysis.
Metropolitan Region	Whether respondent lives in a metropolitan region with a population of 2+ million or not (reference group).
Race	Racial group identification, including African American, Hispanic, Native American, Asian Pacific Islander, and White as the reference group.
GPA	Law school grade point average.
Law School Rank	Grouped law school rankings, with tier 4 schools (138-178) as a reference group.
Firm Size and Sector	This variable represents the main work settings for lawyers: public, business, and private. The private setting is divided into several categories by the number of employees (from solo practice to more than 250 employees). The reference category are private firms with 21-100 employees.
Ever Unemployed	Whether the respondent has ever worked been without paid employment or not (reference group). This was created based on self-reported employment history and current employment reports.
Ever Worked Part-Time	Whether the respondent has ever worked part-time or not (reference group). This was created based on self-reported employment history and current employment reports.
Ever Worked in a Big Firm	Indicates whether the respondent had ever worked in a large private firm with 100 or more employees (with not working in a large firm as the reference group). This was created from self-reports of current employment and employment history.
Ever Took Parental Leave	Whether the respondent has ever taken a parental leave or not (reference group).
Hours Billed	For those in the private sector, the number of hours billed by respondent during past year. The distribution of this variable was normalized. Not available in wave 1.
Overwork	A dichotomous variable indicating whether the respondent had worked 40+ hours in the past week or not (reference group).
Work-Life Conflict	A self-reported work-life conflict, ranging from 1 (never) to 4 (often) – this is the reference group. Not available in wave 1.
Full-time	Whether the respondent works full-time or not in a particular wave.
Seniority	The number of years the respondent has been with this particular employer. Calculated by subtracting the year respondent began working with current employer from year of the survey +1. The distribution of this variable was standardized.
Supervisory Index	Supervisory index, calculated by compiling responses for whether the respondent is a supervisor, can give direction to supervisees, can reward them, and whether they supervise others. Values range from 0-4, with 0-3 being the reference category in our analysis. Not available in wave 1.
Equity Partner	A dichotomous variable indicating whether the respondent is an equity partner or not (reference group). Not available in wave 1.
Organizational Ties - Meals with Senior	A dichotomous variable, indicating whether the respondent has had breakfast or lunch with senior attorneys or not (reference group). Not available in wave 1. Only for respondents in the private
Organizational Ties - Committee Member	A dichotomous variable, indicating whether the respondent is a part of a key organizational committee at their firm or not (reference group). Only for respondents in the private setting.
Ever Experienced Discrimination	Whether the respondent has reported discrimination at work: this includes self-reports of missed assignments, demeaning comments, or requests to be replaced by another attorney from the client or colleagues.
Importance of Wealth	A Likert scale of how important it is for the respondent to accumulate wealth, with responses divided into two main categories (0) not at all important to neutral and (1) somewhat to very important. Not available in wave 1.
Importance of Career	A Likert scale of how important it is for the respondent to have a satisfying career, with responses divided into two main categories (0) not at all important to neutral and (1) somewhat to very important. Not available in wave 1.
Plan Children	Whether the respondent plans to have more children or not (the reference group). This is only available in wave 3.
Partnered	Dichotomous variable describing respondent's marital status: (0) single, not married, or divorced and (1) married or common-law relationships.
Spouse Full-time	Whether the respondents' spouse or partner works full-time. In wave 1, this only includes whether the spouse works or not.
Log Spouse Income	The logged income of respondent's spouse. Not available in wave 1.
One Child	Dichotomous variable indicating whether the respondent has one child or none (the reference).
Two Children or More	Dichotomous variable indicating whether the respondents have two kids or more. By including this variable and the one above, the reference group become those with no children.
Years a Parent	Number of years the respondents were parents, with those without children marked as 0 and being the reference category.
Proportion of Chores	The proportion of household chores done solely by respondent, including cooking, grocery shopping, cleaning, repairs, finances, laundry, childcare, providing childcare in daytime and evenings, and leaving work to pick up children. Not available in wave 1.

**Table 12A.2: Coefficients for Unconditional Quantile Regression Models Predicting Income
(Full Models + Motherhood Penalty, Law Firms Only)**

<i>Parent and Gender Status</i>	25th Quantile	50th Quantile	75th Quantile	90th Quantile
Mother	0.068	0.108 **	0.152 ***	0.119 *
Father	0.158 ***	0.214 ***	0.276 ***	0.276 ***
Man with No Children	0.051 *	0.093 ***	0.103 ***	0.126 ***
<i>Demographic Factors</i>				
Age	0.248 *	0.550 ***	0.930 ***	1.036 ***
City of 2,000,000+	0.109 ***	0.120 ***	0.140 ***	0.136 ***
African American	0.020	0.036	0.010	0.037
Latinx	0.033	0.047	0.033	-0.013
Asian American	0.072 **	0.100 *	0.054	0.062
Other Race/Ethnicity	-0.022	0.013	-0.063	-0.054
<i>Technical Competence</i>				
Law School GPA	0.157 ***	0.175 ***	0.165 ***	0.145 ***
Top 10 Law School	0.209 ***	0.251 ***	0.325 ***	0.340 ***
Law School Ranked 11-20	0.163 ***	0.187 ***	0.238 ***	0.204 ***
Law School Ranked 21-50	0.108 ***	0.108 ***	0.133 **	0.134 ***
Law School Ranked 51-100	-0.001	-0.005	0.033	0.028
Tier 3 Law School	-0.011	-0.005	0.036	0.032
<i>Firm Size</i>				
Solo Practice	-0.412 ***	-0.244 ***	-0.110 **	0.025
Law Firm 2-20	-0.221 ***	-0.178 ***	-0.111 ***	-0.033
Law Firm 101-250	0.052	-0.024	-0.070	-0.036
Law Firm 251+	0.191 ***	0.116 *	0.095 **	0.104 **
<i>Work Devotion</i>				
Ever Unemployed	-0.241 ***	-0.298 ***	-0.218 ***	-0.182 ***
Ever Worked Part-Time	0.115 ***	0.268 ***	0.421 ***	0.450 ***
Ever Worked in a Large Firm of 100+	0.170 ***	0.240 ***	0.262 ***	0.262 ***
Ever took Parental Leave	0.061	0.110 ***	0.101 **	0.119 ***
Hours Billed	1.377 ***	1.551 ***	1.853 ***	1.857 ***
Overwork	0.039	0.037	0.087 **	0.138 ***
Work-Life Conflict	0.032	0.036	0.034	0.055
<i>Authoritative Leadership</i>				
Full-time	10.814 ***	10.668 ***	1.053 ***	0.875 ***
Seniority	1.572 ***	1.651 ***	1.587 ***	1.493 ***
Supervisory Index Score	0.048 *	0.041	0.062 **	0.084 **
Equity Partner	0.112 ***	0.138 ***	0.203 ***	0.251 ***
Meals with Partners/Senior Attorneys	0.013	0.009	0.004	0.012
Organizational Committee Member	0.025	0.024	0.019	0.042
Has Experienced Discrimination	0.032	0.044 *	0.052 *	0.061 **
<i>Breadwinner Status</i>				
Importance of Wealth	0.048 *	0.045 *	0.067 **	0.051
Importance of Career	-0.003	-0.022	-0.006	0.004
Plans to Have More Children	0.006	0.003	0.006	0.018
Partnered	0.032	0.041	0.023	0.024
Spouse Employed Full-time	-0.075 **	-0.074 *	-0.078 *	-0.073
Spouse's Income (Log)	0.005	0.005	0.006	0.003
<i>Family Characteristics</i>				
Two Children or More	-0.087 ***	-0.111 ***	-0.139 ***	-0.095 ***
Years Parent	0.000	-0.002	-0.005	-0.004
Proportion of Chores	-0.118	-0.102	-0.161 **	-0.100

Note: Reference categories include women with no children, city less than 2 million, white, tier 4 law school, law firm 21 to 100, never unemployed, never worked part-time, never worked in a large firm of 100+, never took parental leave, part-time, not an equity partner, no overwork, does not often experience work-life conflict, has not experienced discrimination, does not share meals with partners/senior attorneys, not an organizational committee member, does not plan more children, not married, spouse not employed full-time, and one child.

*** $p \leq 0.001$, ** $p \leq 0.01$, * $p \leq 0.05$