

Disclosure statement.

I declare that I have no relevant or material financial interests that relate to the research described in this paper. Harvard University; the Harvard Project on Race, Class, and Cumulative Adversity; and the Negotiations, Organizations, and Markets unit of the Harvard Business School provided financial or office support that made this manuscript possible. I am a member of the boards of directors of the Russell Sage Foundation and of the Spencer Foundation.

Mario L. Small
Harvard University