

Beliefs about Racial Discrimination

Pre-Analysis Plan V

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In a fifth round of data collection, we compare three different ways of eliciting prior beliefs about racial discrimination.

1. Introduction

We collect data on whether beliefs about racial discrimination are sensitive to the way in which the beliefs are elicited. This data collection supplements previous data collections described in Pre-Analysis Plan I–IV. The pre-analysis plans for all five data collections are uploaded to the same AEA RCT Registry trial.

2. Setting and sample size

We plan to collect around 2000 respondents in collaboration with Lucid. The sample we collect is broadly representative of the US population in terms of income, region, gender, education, and age.

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3. Experimental design

We randomize the subjects into three conditions. In the first condition, we replicate the belief elicitation from the first two rounds of data collection (the only difference being that the belief elicitation will be non-incentivized). In the second, we elicit beliefs by anchoring subjects on the number of times a black resume had to be sent out to get one callback, and then asking for the number of times CVs with white-sounding names had to be sent out. In the third condition, we directly measure the perceived percent difference in callback rates between CVs with black-sounding names and CVs with white-sounding names.

After having elicited prior beliefs, we cross-randomize respondents into a treatment or control group. Respondents in the control group do not receive any information. Respondents in the treatment group receive the following information treatment: “For your information, the study found that white-sounding names received 50 percent more callbacks for interviews than black-sounding names.”

We also collect post-treatment data on support for pro-black policies (preference for hiring qualified black candidates over equally qualified white candidates; assistance programs for blacks in getting a job; and name-blind recruitment), beliefs about whether correspondence studies are a reliable method to assess racial discrimination in hiring, and belief updating (people’s probabilistic beliefs about racial discrimination in hiring). The exact instructions are shown in Appendix section A.

4. Analysis

We estimate for each belief elicitation the fraction of respondents who: 1) think there is discrimination against whites, 2) think there is no discrimination, 3) think there is discrimination against blacks, 4) overestimate discrimination against blacks.

For the analysis of treatment effects (of the information treatment), we will analyze the data analogously to the way as described in Pre-Analysis Plan I and Pre-Analysis II.

A. Instructions

A.1. Prior: anchor white

Researchers from Harvard University and the University of Chicago conducted an experiment to study racial discrimination in the labor market. They did so by sending out over 4800 fictitious resumes to help-wanted ads in Boston and Chicago newspapers.

The resumes were exactly the same except for one thing: the name of the job applicant. Half of the resumes had typically white-sounding names like "Carrie" and "Todd". The other half of the resumes had typically black-sounding names like "Tanisha" and "Kareem".

The idea was to make sure that the applicants were seen as having identical qualifications, but that the employers would use the applicants' names to infer whether they were white or black.

Resumes with **white-sounding** names had to be sent out on average **10 times** to get one callback for an interview.

What do you think?

How many times do you think resumes with **black-sounding** names on average had to be sent out to get one callback for an interview?

I think that a resume with a black-sounding name on average had to be sent out times to get one callback for an interview.

A.2. Prior: anchor black

Researchers from Harvard University and the University of Chicago conducted an experiment to study racial discrimination in the labor market. They did so by sending out over 4800 fictitious resumes to help-wanted ads in Boston and Chicago newspapers.

The resumes were exactly the same except for one thing: the name of the job applicant. Half of the resumes had typically white-sounding names like "Carrie" and "Todd". The other half of the resumes had typically black-sounding names like "Tanisha" and "Kareem".

The idea was to make sure that the applicants were seen as having identical qualifications, but that the employers would use the applicants' names to infer whether they were white or black.

Resumes with **black-sounding** names had to be sent out on average **15 times** to get one callback for an interview.

What do you think?

How many times do you think resumes with **white-sounding** names on average had to be sent out to get one callback for an interview?

I think that a resume with a white-sounding name on average had to be sent out times to get one callback for an interview.

A.3. Prior: percent difference

Researchers from Harvard University and the University of Chicago conducted an experiment to study racial discrimination in the labor market. They did so by sending out over 4800 fictitious resumes to help-wanted ads in Boston and Chicago newspapers.

The resumes were exactly the same except for one thing: the name of the job applicant. Half of the resumes had typically white-sounding names like "Carrie" and "Todd". The other half of the resumes had typically black-sounding names like "Tanisha" and "Kareem".

The idea was to make sure that the applicants were seen as having identical qualifications, but that the employers would use the applicants' names to infer whether they were white or black.

What do you think that the study found?

I think that white-sounding names and black-sounding names received the same amount of callbacks for interviews.

I think that black-sounding names received more callbacks for interviews than white-sounding names.

I think that white-sounding names received more callbacks for interviews than black-sounding names.

You said that you think that white-sounding names received more callbacks for interviews than black-sounding names. How many percent more callbacks for interviews do you think white-sounding names received?

I think that white-sounding names received percent more callbacks.

You said that you think that black-sounding names received more callbacks for interviews than white-sounding names. How many percent more callbacks for interviews do you think black-sounding names received?

I think that black-sounding names received percent more callbacks.

A.4. Information treatment

For your information, the study found that white-sounding names received 50 percent more callbacks for interviews than black-sounding names.



A.5. Policy preferences

Do you support or oppose government and private programs that give qualified black candidates preference over equally qualified white candidates in getting a job?

Strongly support

Support

Neither support nor oppose

Oppose

Strongly oppose

Do you support or oppose government and private programs that give qualified black candidates assistance in getting a job?

Strongly support

Support

Neither support nor oppose

Oppose

Strongly oppose

Name-blind recruitment has been suggested as a way to reduce racial discrimination in the labor market by hiding the names of the job applicants from their resumes.

Do you support or oppose mandatory name-blind recruitment for hiring in public and private jobs?

Strongly support

Support

Neither support nor oppose

Oppose

Strongly oppose



A.6. Trust in audit studies

To what extent do you agree with the following statement: "Sending out fictitious resumes to assess whether white-sounding names or black-sounding names receive more callbacks for interviews is a reliable method to detect racial discrimination in hiring."

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree



A.7. Post-treatment beliefs

What would you say is the likelihood that...

(Please note: The numbers need to add up to 100%)

there is discrimination against blacks in hiring.

%

there is discrimination against whites in hiring.

%

there is no racial discrimination in hiring.

%

Total

%

