

Beliefs about Racial Discrimination

Pre-Analysis Plan VI

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In a sixth round of data collection, we collect new data on beliefs about the sources of discrimination.

1. Introduction

We collect data on beliefs about the sources of differences in callback rates between CVs with white-sounding names and black-sounding names. This data collection supplements previous data collections described in Pre-Analysis Plan I–V. The pre-analysis plans for all data collections are uploaded to the same AEA RCT Registry trial.

2. Setting and sample size

We plan to collect around 1000 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. Survey question

On top of standard demographic information, we only collect a few survey questions:

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.

The researchers found that white-sounding names received 50 percent more callbacks for interviews than black-sounding names.

What do you think is the main reason that employers are more likely to call back applicants with white-sounding names?

The answer options are given as follows:

They don’t want to hire black candidates because they don’t like to interact with blacks

They think the resume credentials are more informative about the skills of white job applicants than about the skills of black job applicants

They correctly think that blacks on average tend to be less productive than whites

They incorrectly think that blacks on average tend to be less productive than whites

They subconsciously rely on negative stereotypes about blacks

I don’t think it’s generally true that employers are more likely to call back applicants with white-sounding names

Then, we ask our respondents whether the lower callback rate for black-sounding names hurts blacks in the labor market. Subsequently, we ask them to what extent they 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” and finally, we measure their support for programs giving preference to blacks.

4. Analysis

We plan to display the fraction of respondents for each of the different answer options in a figure.

When analyzing responses to the question on whether “the lower callback rate for black-sounding names hurts blacks in the labor market”, we will exclude respondents who said that they did not think it is “true that employers are more likely to call back applicants with with-sounding names” on the question about the source of discrimination.

A. Instructions

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.

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The researchers found that white-sounding names received 50 percent more callbacks for interviews than black-sounding names.

What do you think is the main reason that employers are more likely to call back applicants with white-sounding names?

- They think the resume credentials are more informative about the skills of white job applicants than about the skills of black job applicants
- I don't think it's generally true that employers are more likely to call back applicants with white-sounding names
- They don't want to hire black candidates because they don't like to interact with blacks
- They correctly think that blacks on average tend to be less productive than whites
- They subconsciously rely on negative stereotypes about blacks
- They incorrectly think that blacks on average tend to be less productive than whites

Next >>

Employers are on average 50 percent more likely to call back applicants with white-sounding names than applicants with black-sounding names. Do you think the lower callback rate for black-sounding names hurts blacks in the labor market?

- Strongly hurts
- Hurts
- Somewhat hurts
- Does not hurt
- Does not hurt at all

Next >>

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

Next >>

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

Next >>