

Bertrand, Marianne; Mullainathan, Sendhil. 2004. "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination." *The American Economic Review* 94: 991-1013.

PRIMARY ARGUMENT: The authors argue that African-Americans face notable racial disparities in the US labor market as a result of the discriminatory heuristic that stem from "Black" and "White" names in resumes.

IMPORTANT DEFINED CONCEPTS:

- Audit Studies: Type of study in which many people who vary on one trait are matched to a certain category to test for unfair treatment
- Reverse Discrimination: An ironic trend where Black job seekers are overlooked for average quality jobs because employers claim qualified Black people are so highly demanded that they wouldn't take such jobs if offered them
- Equal Opportunity Employers: Employers who claim to give equal employment to people of any racial or ethnic background
- Callback: In this context it refers to an employer taking interest in an application to work at their establishment with the potential of hiring and therefore notifying the applicant and potential future employee.

PRIMARY FINDINGS:

1. There was a statistically significant difference in callback rates between White people and Black people when it came to employment; There was found to be a 50% gap in favor of White employment. A White name yielded about as many more callbacks as an additional eight years of experience would on a resume.
2. White applicants with more higher quality resumes than other White applicants had a higher callback rate but Black applicants with higher quality resumes than other Black applicants had little difference in callback rate; the gap between White and Black Americans widens when considering the resume quality as well
3. While neighborhood quality affects callbacks, African-Americans do not benefit more than Whites from living in better neighborhoods. If bad neighborhoods are particularly stigmatizing for African- Americans, one might have expected African- Americans to be helped more by having a "better" address. There were no results supporting this.

KEY QUOTE: "A White name yields as many more callbacks as an additional eight years of experience on a resume" (992).

QUESTION: Knowing that racial information or potential racial indicators on applications may impact opportunities for employment, would (should?) that impact the way people choose to name their children?