Description

Are levels of gender and racial discrimination in hiring screening decisions related to job mobility attempts, and if so, to what extent is increased matching on job requirements associated with reduced discrimination toward Black men and women and White women job applicants? Results from a large-scale correspondence audit study demonstrate variation in discrimination rates according to both the job level sought after and skill matching within level. This project furthers our theoretical and applied understanding of how applicant-job matching contexts are related to discrimination outcomes. The talk draws from a collaborative project with Koji Chavez and Tania Cabello-Hutt.

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