

# Are Emily and Greg more employable than Lakisha and Jamal?



Half of 5000 resumes were submitted with stereotypically:



The other half with stereotypically:



Both were submitted to job openings in Boston and Chicago areas. Researchers had "high" and "low" quality resumes and randomly paired both "African American and White sounding" names. Here is what they found:

Combining Boston and Chicago, African American candidates had a combined 6.4% lower chance of being called back



Combining Boston and Chicago, White applicants had a 9.65% higher chance of being called back.



White sounding names have a 50% greater chance of receiving a callback than African American sounding names.

## African American sounding names with HIGH quality resumes:

Experience an 8% jump in callback rate than African Americans with lower quality resumes



\*\*Can expect 1 callback for every 15 resumes

## White Sounding Names with HIGH Quality Resumes:



Experience a 30% jump in callbacks than whites with lower quality resumes

\*\*Can expect 1 callback for every 10 resumes

## Takeaways:

"Our results must imply employers use race as a factor when reviewing resumes, which matches the legal definition of discrimination"

A white sounding name is equivalent to about EIGHT additional years of service

"Our results indicate for two identical individuals engaging in an identical job search, the one with the African American name would receive fewer interviews"



Bertrand, M., & Mullainathan, S (June, 2003). Are Emily and Greg more employable than Lakisha and Jamal? National Bureau of Economic Research, No. 9873  
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