

Hello and Welcome

Welcome to our study!

ELIGIBILITY FOR THIS STUDY: To be in this study, you must be at least 18 years of age. There are no other requirements. The study will be completely anonymous. We will not collect your name or any other identifying information.

Please enter your Prolific ID:

Next

Rounds

Our study today consists of **five rounds**. In each round, you will be asked some questions and presented with some information.

All of the information presented to you throughout this study will be **real and accurate**.

Because we will ask you questions about the information, please do **not** use any outside resources (i.e., the internet) to investigate the questions or information until after you have completed this study.

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Experiment A

Throughout this study, we will ask you about the results of the following **real experiment**:

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 **fake 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 "Emily Walsh" and "Greg Baker". The other half of the resumes had typically **Black-sounding names** like "Lakisha Washington" and "Jamal Jones". The resumes were **otherwise identical** in terms of education and other qualifications. The applicant's race was never listed on the resume, but employers could use applicants' names to infer whether they were White or Black.

The researchers measured how often these fake applicants were contacted by employers for an interview, and compared these callback rates between applicants with Black-sounding names and applicants with White-sounding names.

We will refer to the above experiment as "**Experiment A**".

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Your Thoughts

Before we begin, we would like to get your thoughts about Experiment A. Here is a reminder about the experiment:

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use applicants' names to infer whether they were White or Black.

Please indicate how much you **agree or disagree** with the following statements.

If the researchers find a **difference in callback rates** between applicants with Black-sounding names and applicants with White-sounding names in Experiment A, this would reflect that **employers base their callback decisions in part on the race of the applicant**.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

If the researchers find that applicants with **White-sounding names get callbacks more often** than those with Black-sounding names, this would be a **problem** that should be solved.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

If the researchers find that applicants with **Black-sounding names get callbacks more often** than those with White-sounding names, this would be a **problem** that should be solved.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

Next

Your Best Guess

In **every round**, we will ask you for your **best guess** of the **average number of times a resume with a White-sounding name had to be sent out to get one callback for an interview** in Experiment A. We will present this to you as shown below. You will enter your best guess in the entry box below the question. (*Note that for now, the entry box has been disabled.*)

In some rounds, there may be additional information or questions in this box, but the paragraph and question below will always be shown.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use applicants' names to infer whether they were White or Black.

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

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

Note: the entry box above is disabled for now.

Next

Comprehension Check

Let's check your understanding. Suppose we ask the following questions in the box below.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use applicants' names to infer whether they were White or Black.

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

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

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

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

Note: the entry boxes above are disabled for now.

1. Suppose **John** (a hypothetical participant) thinks resumes with **White-sounding names** got **more callbacks** from employers than resumes with Black-sounding names. **What should be true** of John's answers to the questions above?

The number of times a resume with a **White-sounding name** had to be sent out to get one callback is the number of times a resume with a Black-sounding name had to be sent out.

2. Suppose **Amy** (another hypothetical participant) thinks resumes with **White-sounding names** got **fewer callbacks** from employers than resumes with Black-sounding names. **What should be true** of Amy's responses to the questions above?

The number of times a resume with a **White-sounding name** had to be sent out to get one callback is the number of times a resume with a Black-sounding name had to be sent out.

Next

Bonus

In addition to your participation payment, you may be eligible to receive a **bonus** based on your answers in this study.

At the end of the study today, one of your guesses to one of the questions will be randomly selected. **If your guess is correct, you will receive a bonus of \$2.** So, it is in your best interest to treat each of these questions as if it could determine whether you receive the bonus.

If the question selected for a bonus asks for your best guess of the results from Experiment A (the average number of times a resume had to be sent out to get one callback) you will receive the \$2 bonus if your guess is **within 1 unit** of the correct answer. That is, **you will receive the \$2 bonus if you guess one less than the correct answer, the correct answer, or one more than the correct answer.**

For all other questions that are eligible to be selected for the bonus, we will clearly note how close you need to be to the correct answer to earn the \$2 bonus.

We may also ask you some hypothetical questions that will **not** be eligible for a bonus. **We will clearly note when a question is not eligible** to be selected for a bonus. While these questions will not affect your final payment, we still encourage you to think carefully and state your best guess.

Next

Let's begin!

This study consists of **five rounds**. In **every round**, you will be asked to state **your best guess** for the results of Experiment A. You may also receive some other information and answer some additional questions.

Remember, one of your answers will be randomly selected. If your guess is correct, you earn a **\$2 bonus**.

Please do not use any resources (i.e., the internet) other than your mind to investigate the questions in this study.

☐ *I will not use any resources other than my mind during this study.*

On the next page, we begin with the first of five rounds.

Next

Round 1 (of 5)

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use applicants' names to infer whether they were White or Black.

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

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

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

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

Next

Round 2 (of 5)

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use 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.

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

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

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Round 3 (of 5)

According to the US Bureau of Labor Statistics, **Black Americans working full-time earn on average \$844** per week.

How much do you think **White Americans** working full-time earn on average per week?

\$

*Note: If this question is selected for a bonus, you will receive the \$2 bonus if your best guess is **within \$100** of the correct answer.*

Next

Round 3 (of 5)

According to the US Bureau of Labor Statistics, among full-time workers, **White Americans earn on average \$1085** per week, while **Black Americans earn on average \$844** per week. That is, Black full-time workers in the US earn on average **\$241 less** per week than White full-time workers.

In other words, among full-time workers, **for every dollar that a White American earns, a Black American earns on average 78 cents.**

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use applicants' names to infer whether they were White or Black.

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

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

Next

Round 3 (of 5)

As a reminder: Among full-time workers, **Black Americans earn on average \$844** per week, while **White Americans earn on average \$1085** per week. That is, Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week.

We recently asked participants to think about some reasons **why** this difference between Black and White workers exists.

Educational Attainment

One common reason they listed was **educational attainment**. That is, participants thought that **Black Americans having less education on average than White Americans** leads to Black workers receiving lower pay than White workers.

Statisticians have developed methods to estimate how much of the earnings difference between Black and White workers is explained by educational attainment. **What percent (%) of the difference in earnings between Black and White workers do you think statisticians estimate educational attainment explains** (i.e., is responsible for)?

*Note: If this question is selected for a bonus, you will receive the \$2 bonus if your best guess is **within 5 percentage points** of the correct answer.*

Employer Discrimination

Another common reason that participants listed was **employer discrimination**. That is, participants thought that **employers' biases against Black workers** directly result in Black workers receiving lower pay than White workers.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by employer discrimination. *Note that these methods do not currently exist, so this is a hypothetical scenario.* **What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains** (i.e., is responsible for)?

Note: This question is hypothetical, so it will not count towards your bonus.

Round 3 (of 5)

As a reminder: Among full-time workers, **Black Americans earn on average \$844** per week, while **White Americans earn on average \$1085** per week. That is, Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week.

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*Note: If this question is selected for a bonus, you will receive the \$2 bonus if your best guess is **within 5 percentage points** of the correct answer.*

Employer Discrimination

Another common reason that participants listed was **employer discrimination**. That is, participants thought that **employers' biases against Black workers** directly result in Black workers receiving lower pay than White workers.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by employer discrimination. *Note that these methods do not currently exist, so this is a hypothetical scenario.* **What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains** (i.e., is responsible for)?

Note: This question is hypothetical, so it will not count towards your bonus.

If educational attainment explains 20%, and employer discrimination explains 20%, that means **all other reasons explain 60%** of the earnings difference.



If this feels right to you, click 'Next'. If not, adjust your answers in the textboxes above, and click 'Check' again.

Round 4 (of 5)

As a reminder: According to the US Bureau of Labor Statistics, Black full-time workers earn on average **\$241 less** per week than White full-time workers in the US.

As mentioned, statisticians have developed methods to **estimate how much** of the earnings difference between Black and White workers is **explained by differences in educational attainment**.

Using these methods, statisticians estimate that **12% of the earnings difference between Black and White workers is explained by differences in educational attainment**.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use 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.

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

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

Next

Round 4 (of 5)

As a reminder: Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week. Statisticians estimate that **12% of this difference is explained by differences in educational attainment**.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by **employer discrimination**. *Note that these methods do not currently exist, so this is a hypothetical scenario.*

What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains (i.e., is responsible for)?

Note: This question is hypothetical, so it will not count towards your bonus at the end of the study.

Round 4 (of 5)

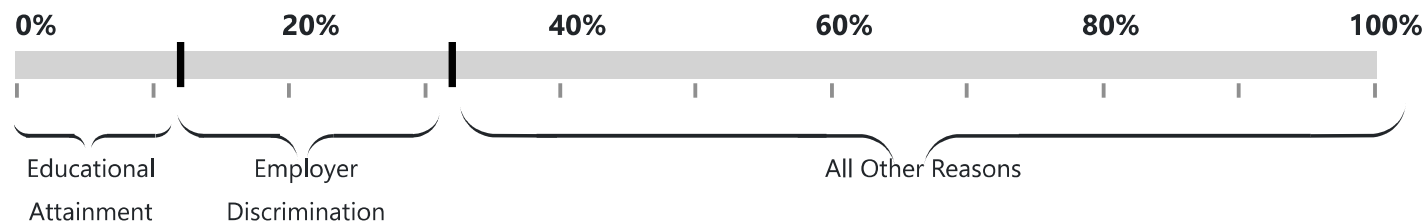
As a reminder: Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week. Statisticians estimate that **12% of this difference is explained by differences in educational attainment**.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by **employer discrimination**. *Note that these methods do not currently exist, so this is a hypothetical scenario.*

What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains (i.e., is responsible for)?

Note: This question is hypothetical, so it will not count towards your bonus at the end of the study.

If educational attainment explains 12%, and employer discrimination explains 20%, that means **all other reasons explain 68%** of the earnings difference.



If this feels right to you, click 'Next'. If not, adjust your answer in the textbox above, and click 'Check' again.

Round 5 (of 5)

Researchers from Stanford University and Paris School of Economics conducted **another experiment to study racial discrimination in the labor market**. They did so by sending out **fake resumes** to job postings in newspapers in Chicago and surrounding suburbs. We will call this "**Experiment B**."

The resumes in Experiment B were exactly the same except for one thing: the name of the job applicant. Half of the resumes had typically **White-sounding names**, and the other half of the resumes had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications.

While the procedure in Experiment B is similar to the procedure in Experiment A, the experiments also had some differences. For example, the employers contacted in Experiments A and B were different. Also, employers in Experiment B contacted the fake applicants more often overall than employers in Experiment A.

The researchers in **Experiment B** found that resumes with **Black-sounding names** had to be sent out on average **6 times** to get one callback for an interview, and resumes with **White-sounding names** had to be sent out on average **4 times** to get one callback for an interview.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use 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.

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

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

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Results of Experiment A

We will now give you the results from Experiment A.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use 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.

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

That is, **employers were 50 percent more likely to call back applicants with White-sounding names** compared to applicants with Black-sounding names.

As a reminder: Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week. Statisticians estimate that **12% of this difference is explained by differences in educational attainment**.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by **employer discrimination**. *Note that these methods do not currently exist, so this is a hypothetical scenario.*

What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains (i.e., is responsible for)?

Note: This question is hypothetical, so it will not count towards your bonus at the end of the study.

Results of Experiment A

We will now give you the results from Experiment A.

Experiment A: Your Best Guess

Researchers conducted an experiment to study **racial discrimination in the labor market**. They did so by sending out **fake resumes** to help-wanted ads. 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**, and the other half had typically **Black-sounding names**. The resumes were **otherwise identical** in terms of education and other qualifications. But, employers could use 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.

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That is, **employers were 50 percent more likely to call back applicants with White-sounding names** compared to applicants with Black-sounding names.

As a reminder: Black full-time workers in the US earn on average **\$241 less** than White full-time workers per week. Statisticians estimate that **12% of this difference is explained by differences in educational attainment**.

Suppose statisticians had developed methods to estimate how much of the earnings difference between Black and White workers is explained by **employer discrimination**. *Note that these methods do not currently exist, so this is a hypothetical scenario.*

What percent (%) of this difference in earnings do you think statisticians would estimate employer discrimination explains (i.e., is responsible for)?

20%

Note: This question is hypothetical, so it will not count towards your bonus at the end of the study.

Check

If educational attainment explains 12%, and employer discrimination explains 20%, that means **all other reasons explain 68%** of the earnings difference.



If this feels right to you, click 'Next'. If not, adjust your answer in the textbox above, and click 'Check' again.

Next

Final Earnings

Thank you for completing this study! You have earned \$3 for your participation. We will now determine whether you earn the \$2 bonus.

The randomly selected question to determine your bonus is from **Round 3**. In the selected question, you were asked your best guess of **the percent of the earnings difference between Black and White Americans that is explained by educational attainment**. As a reminder, you earn the bonus if you are within 5 percentage points of the correct answer.

Your best guess was **20.0%**. The correct answer was **12%**.

Your guess was not close enough to the correct answer to receive a \$2 bonus. **You will receive a total of \$3 for this study.**

Next

Post-Study Survey (1/3)

Thank you for completing our study!

Please indicate how much you **agree or disagree** with the following statements:

1. The **difference in callback rates** between applicants with Black-sounding names and applicants with White-sounding names in Experiment A reflects that **employers base their callback decisions in part on the race of the applicant**.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

2. The difference in callback rates is a **problem** that should be solved.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

3. Black people are often discriminated against in the US.

☐ Strongly Agree ☐ Somewhat Agree ☐ Neither Agree nor Disagree ☐ Somewhat Disagree ☐ Strongly Disagree

Next

Post-Study Survey (2/3)

If it takes 5 machines 5 minutes to make 5 widgets, how long would it take 100 machines to make 100 widgets? (in minutes)

In a lake, there is a patch of lily pads. Every day, the patch doubles in size. If it takes 48 days for the patch to cover the entire lake, how long would it take for the patch to cover half of the lake? (in days)

Next

Post-Study Survey (3/3)

How often do you vote?

- ☐ Always ☐ Almost always ☐ Part of the time ☐ Seldom ☐ Never

Regardless of your political registration or affiliation, where would you place yourself on the political spectrum from extremely liberal to extremely conservative?

- ☐ Extremely Liberal
☐ Liberal
☐ Slightly Liberal
☐ Moderate; middle of the road
☐ Slightly Conservative
☐ Conservative
☐ Extremely Conservative

If you do vote in the next general election in the US, what is the **percent chance** that you will vote for a **presidential candidate** from the following political parties?

A **Democratic** candidate: %

A **Republican** candidate: %

Check

Post-Study Survey (3/3)

How often do you vote?

- ☐ Always ☐ Almost always ☐ Part of the time ☐ Seldom ☐ Never

Regardless of your political registration or affiliation, where would you place yourself on the political spectrum from extremely liberal to extremely conservative?

- ☐ Extremely Liberal
☐ Liberal
☐ Slightly Liberal
☐ Moderate; middle of the road
☐ Slightly Conservative
☐ Conservative
☐ Extremely Conservative

If you do vote in the next general election in the US, what is the **percent chance** that you will vote for a **presidential candidate** from the following political parties?

A **Democratic** candidate:

A **Republican** candidate:

Given a 90% chance of voting for a Democratic candidate and a 5% chance of voting for a Republican candidate, this means you will vote for a candidate of another party with a 5% chance.

If this sounds right to you, click 'Next'. If not, adjust your answers in the textboxes above, and click 'Check' again.

Feedback

Please feel free to give us any feedback or impression regarding this survey.

Next