

Discrimination in the 21st Century: Examining Biased Behaviors

S. Michael Gaddis

UCLA

Assistant Professor of Sociology

Faculty Fellow, California Center for Population Research

mgaddis@soc.ucla.edu

Monday, March 22, 2021

Biased Behavior is Discrimination

- How do we define discrimination?
- “differential treatment on the basis of race that disadvantages a racial group...[or] treatment on the basis of inadequately justified factors other than race that disadvantages a racial group” (Blank et al. 2004; from the National Academies Panel on Methods for Assessing Discrimination)

Anti-Discrimination Legislation

- Civil Rights Act of 1964
 - outlawed discrimination on the basis of race, color, religion, sex, or national origins (in public, government, medium to large employers)
- Consider how the Civil Rights Act itself might change the *act* of discrimination, if not the levels of discrimination, intentions behind discrimination, and desire to discriminate.

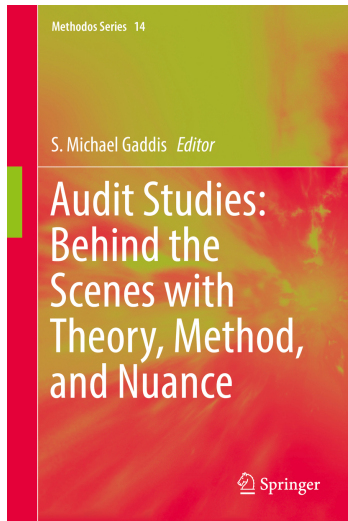
The Old Face of Discrimination



Detroit, MI
1942

Birmingham, AL
1951

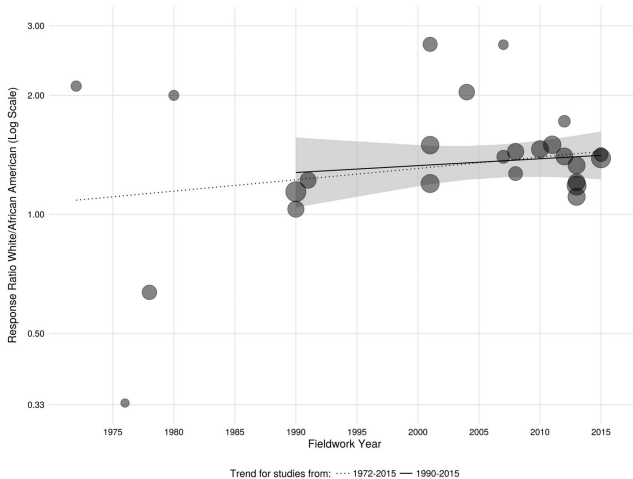




Source: Gaddis 2018

Racial Discrimination in the U.S.

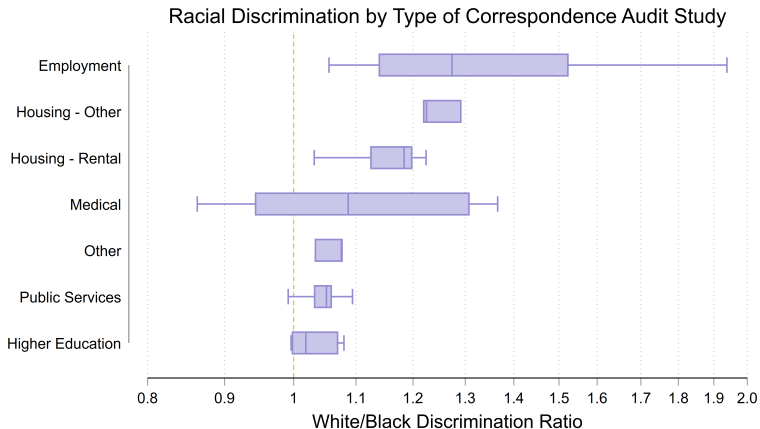
No Change Over Time in Discrimination Against Black Job Applicants



Note: Size of plotting symbols proportional to meta-regression weights. Shaded region gives 95% confidence interval.

Figure from Quillian, Pager, Hexel, and Midtbøen 2017

Racial Discrimination in the U.S.



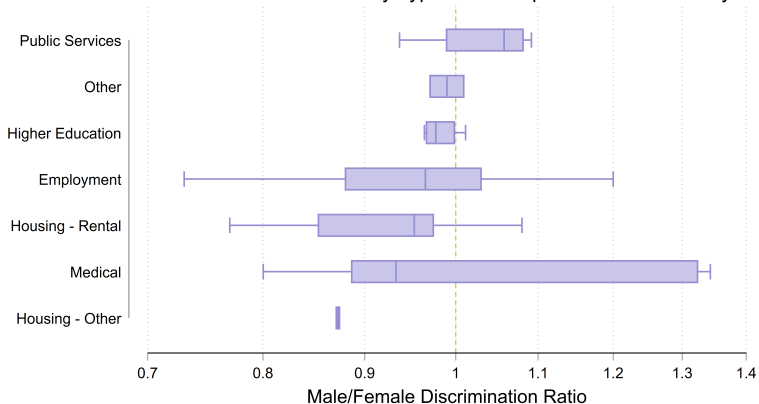
Gaddis and Larsen 2021

Auditing Audit Studies Project: <http://stevenmichaelgaddis.com/auditing-audit-studies-project/>

Note: Each data point represents a gender-specific study-level discrimination ratio (white response rate / black response rate)
N=60 studies / N=90 data points

Gender Discrimination in the U.S.

Gender Discrimination by Type of Correspondence Audit Study



Gaddis, Quadlin, and Larsen 2021
Auditing Audit Studies Project: <http://stevenmichaelgaddis.com/auditing-audit-studies-project/>

Note: Each data point represents a race-specific study-level discrimination ratio (male response rate / female response rate)
N=30 studies / N=60 data points

Examining Racial Discrimination Using Audits

- The Auditing Audit Studies Project - www.stevenmichaelgaddis.com/auditing-audit-studies-project/
- Gaddis, S. Michael. 2018. *Audit Studies: Behind the Scenes with Theory, Method, and Nuance*. Cham, Switzerland: Springer International Publishing.
- Quillian, Lincoln, Devah Pager, Ole Hexel, and Arnfinn H. Midtbøen. 2017. "Meta-Analysis of Field Experiments Shows No Change in Racial Discrimination in Hiring Over Time." *Proceedings of the National Academy of Sciences*, 114(41): 10870-10875.