



Mass fake resume study reveals scale of systematic racial discrimination in the U.S. labor market

Resumes penned by very White-sounding names like Jake or Molly were called for interviews more often than otherwise identical resumes signed by very Black-sounding names like Malick and Aaliyah.

by **Tibi Puiu** — March 8, 2022 in **Science** AA

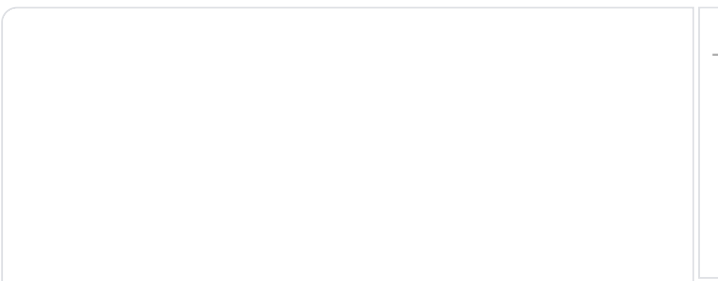




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market by sending identical applications that had either White or Black names to job ads.

These [job application forms](#) were sent in pairs with almost identical qualifications, just their names differed. After performing statistical analysis, scientists found evidence for systematic racial discrimination, with Black applications receiving significantly fewer callbacks from prospective employers than White applications.



The economists at the University of California, Berkeley, and the University of Chicago[ⓧ] conducted the largest discrimination applications for entry-level positions companies were in the top 100 of the nation's biggest employers, who by no procedures.

While the applicants' characteristics, skills and education were randomized, the applications came in pairs. One application had a distinctively white name — like Connor or Amy — while the other, very similar application sent to the same job listing had a distinctively Black name — like DeShawn or Aaliyah. Here's a [resume example](#):



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The findings were perhaps not all that surprising. On average, applicants with distinctively Black names were about 10% less likely to be contacted than job seekers with White names.



However, the discrimination was not u
fictitious resumes. For many, there w
beyond random noise, which suggests they've done a good job at laying the groundwork
for a fair employment process.





Mass fake resume study reveals scale of systematic racial discrimination against Black in the U.S. labor market. These companies were not explicitly called out in the researchers' report, but their identities may have been shared with the U.S. Labor Department, which was briefed on the general findings.

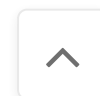
The top 20% of firms from the study accounted for roughly 50% of the total discrimination. For every 1,000 applications, White candidates received around 250 callbacks, compared to 230 for Black job seekers. But among one-fifth of companies, this gap grew to 50 callbacks on average. In many instances, it seems, the most impact when [writing your resume](#) may be in what name it's penned under rather than the actual background.



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Researchers also found a slight pattern of gender discrimination, but it wasn't what you probably thought of. Overall, male and female resumes were equally likely to be contacted on average. But when they broke it down, the researchers found that some firms strongly prefer male names, while others strongly prefer female names, revealing a pattern of discrimination in both directions.



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There was no sign of geographical discrimination, in that job applications in the South, for instance, fare no worse than anywhere else. Instead, race discrimination seems to cluster in certain industries, particularly auto, retail, and food. Discrimination against Black applications was also more prevalent in companies that are less profitable, are FED contractors, and have a decentralized hiring system.

These latter findings suggest that a more uniform and robust human resources policy may be important in controlling bias and reducing discrimination in the labor market, according to [Evan Rose](#), an economist at the University of Chicago's Becker Friedman Institute and one of the authors of the new study.





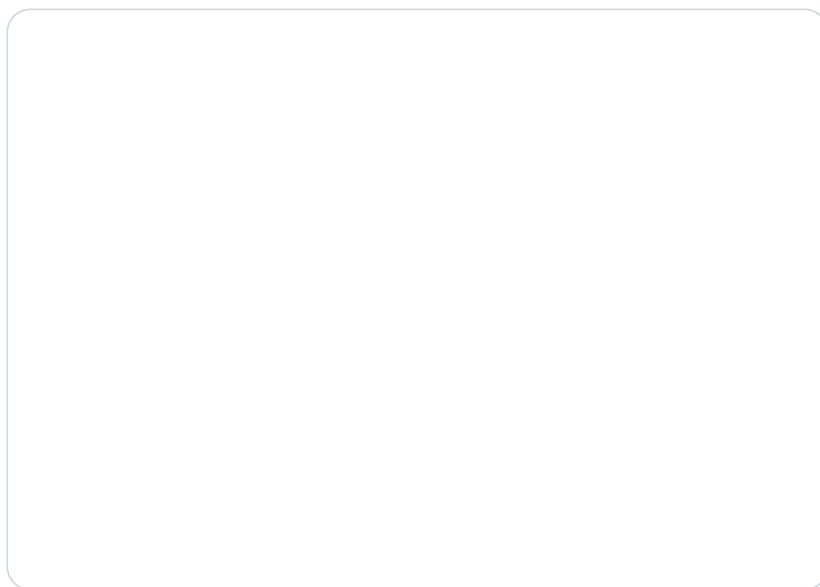
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Replying to @evankrose

What can we say about WHICH employers discriminate?

We use multiple-testing methods developed in biostats to identify 23 firms highly likely to be racially discriminating.

These firms account for 40% of total discrim in the expt, and have widespread discrim across their jobs.



Evan Rose

@evankrose · [Follow](#)

All of this shows that discrimination is not an inescapable feature of the labor market.

Firms matter, so potentially their structures and policies do too. Future research can show what firms can do better. Diagnosis is the road to prevention.

6:42 AM · Jul 26, 2021



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What's more, concerning the gender discrimination that was also analyzed in the study, men are favored in auto/repair services, building materials, and communications while women are favored in apparel and furnishing stores, health services, and food products.

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 responded with fictitious resumes signalled by “very African American sounding name or a
 very White sounding name” to help-wanted ads in Boston and Chicago newspapers. They
 found White names received 50% more callbacks for interviews, on average. A more recent
 similar study from 2017 employed 9,000 resumes from fictitious, recently-graduated job
 seekers, finding that Black applications receive approximately 14% fewer interview
 requests than their otherwise identical White counterparts.

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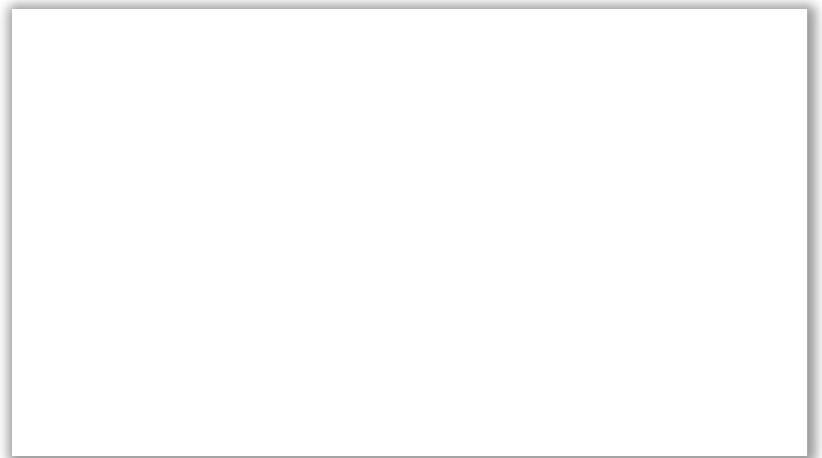
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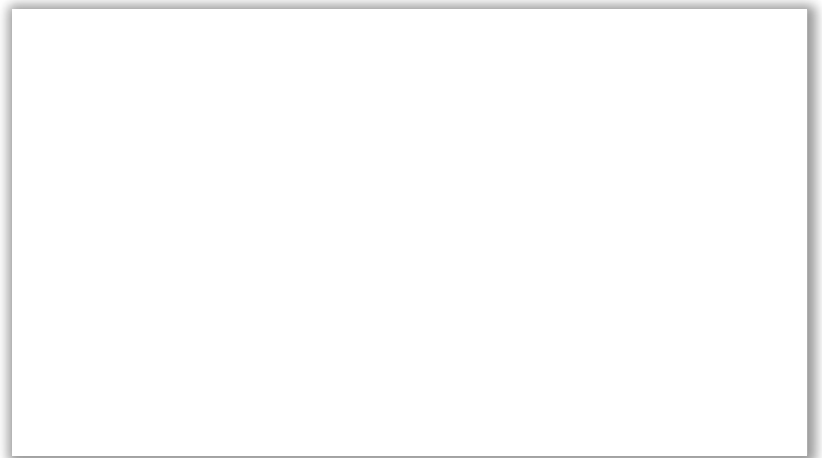
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Keep it squeaky clean, everybody

by **Alexandru Micu** — August 31, 2021 in **Health & Medicine, Mind & Brain, News, Science**

AA



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Image via Pixabay.

The team, led by members from the University of Tsukuba explains that a certain phase of sleep (rapid eye movement sleep, or REM) gives our brains the opportunity to perform necessary maintenance. This, in turn, ensures that they're running at peak capacity throughout the rest of the time. The research builds on previous studies that showed that during different phases of [sleep](#) and waking, the researchers used a technique that monitors activity through the brain capillaries of sleeping and waking activity in the brain.



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“We were surprised by the results. There was a massive flow of red blood cells through the brain capillaries during REM sleep, but no difference between non-REM sleep and the awake state, showing that REM sleep is a unique state”

In order to help elucidate the confusing previous findings around this topic, the authors monitored brain flow rates in different areas of the brain alongside electrical activity. The latter was used to distinguish between different states of awareness (non-REM sleep, REM sleep, full wakefulness). Since we know that the development of certain conditions such as Alzheimer's — which involve the buildup of waste products in the brain — is associated with reduced blood flow in the brain, the former was used as a rough estimate for maintenance and cleaning processes taking place in the mice's brains.

The link between the two is that the removal of these waste products involves biochemical processes that eventually culminate in an increased blood flow (as the waste needs to be physically removed) during rest. Disposal of this material doesn't take place, to the best of our knowledge, during wakefulness; or, at least, not to any extent that we've been able to pick up on.

After recording the differences between the three states, the team also disrupted the mice's sleeping. They report that this resulted in their brains engaging in a “rebound” REM sleeping pattern later in the experiment. This state, which resembles a stronger REM sleeping state, was likely used to compensate for the earlier disruption, the team hypothesizes. This, by itself, suggests that REM sleep has an important role to play in brain functionality.



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you have a cup of coffee, and along with it, you feel more awake. In these conditions, they saw a much lower increase in blood flow during both REM and rebound-REM sleep. This is a strong indicator “that adenosine A2a receptors may be responsible for at least some of the changes in blood flow in the brain during REM sleep,” says Professor Hayashi.

Judging from these findings, the team says that there may be merit in investigating whether the heightened blood flow seen in brain capillaries during REM sleep facilitates waste removal from brain tissues. This could, in time, lead us towards treatments or preventive measures against conditions such as Alzheimer’s disease. They also point to adenosine A2a receptors as a prime candidate for such treatments, given the observed role of these neurons in modulating blood flow in the brain during REM sleep.

The paper “Cerebral capillary blood flow upsurge during REM sleep is mediated by A2a receptors” has been [published](#) in the journal *Cell Reports*.



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8 September, 2021

I haven't dreamt in years. Does that make my mind filthy?

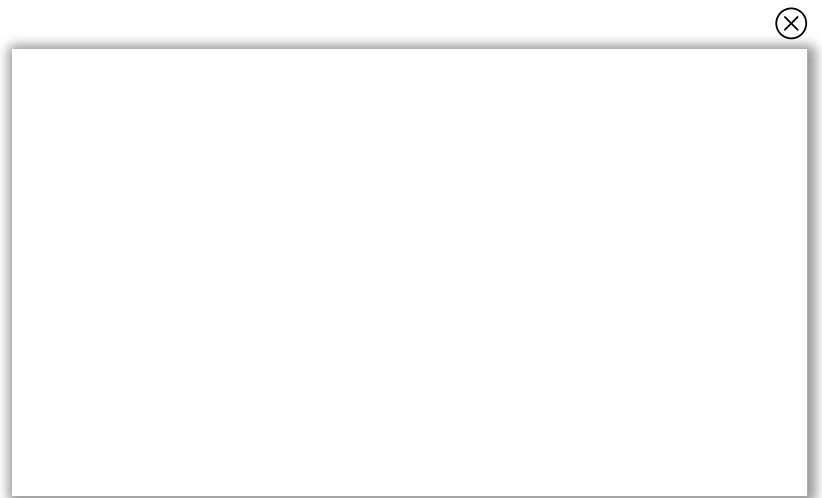
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