

Motivation and Questions

Statistical discrimination and prejudice research focuses on beliefs about members of a group. A less explored question is how beliefs of *others* discrimination, such as anticipating client discrimination, affects a DM's own discrimination. The "Bias Blindspot" effect suggests these beliefs might be upwardly biased, causing "exacerbated" discrimination through this channel

In this research, I investigate:

- Q1: Do Decision Makers' beliefs about others' (eg. clients') discrimination affect their female-male hiring choices?**
- Q2: Are their beliefs about clients' discrimination accurate?**
- Q3: If DMs overestimate others' discrimination, does this exacerbate discrimination, or even create a self-fulfilling prophecy?**

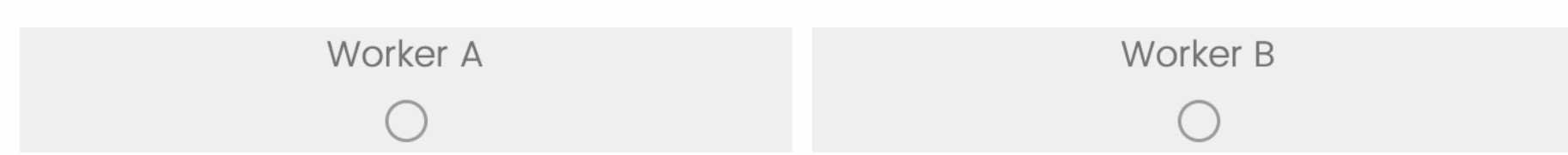
Experiment and Task

I run an online experiment with three groups of participants:

- Workers:** complete two incentivized quizzes on Math and Finance: Quiz A and Quiz B.
- Clients:** select one worker to "contract" from 15 worker pairs; receive a bonus for selecting worker with the highest "Quiz B score".
- Hiring Managers:** select one worker to hire from the same 15 workers; receive a bonus for selecting the worker a yoked Client selected.

Hiring Manager and Client Choice Task

	Worker A	Worker B
Gender	Female	Male
Quiz A Score	2	1
Highest Education	Masters Degree	College Grad



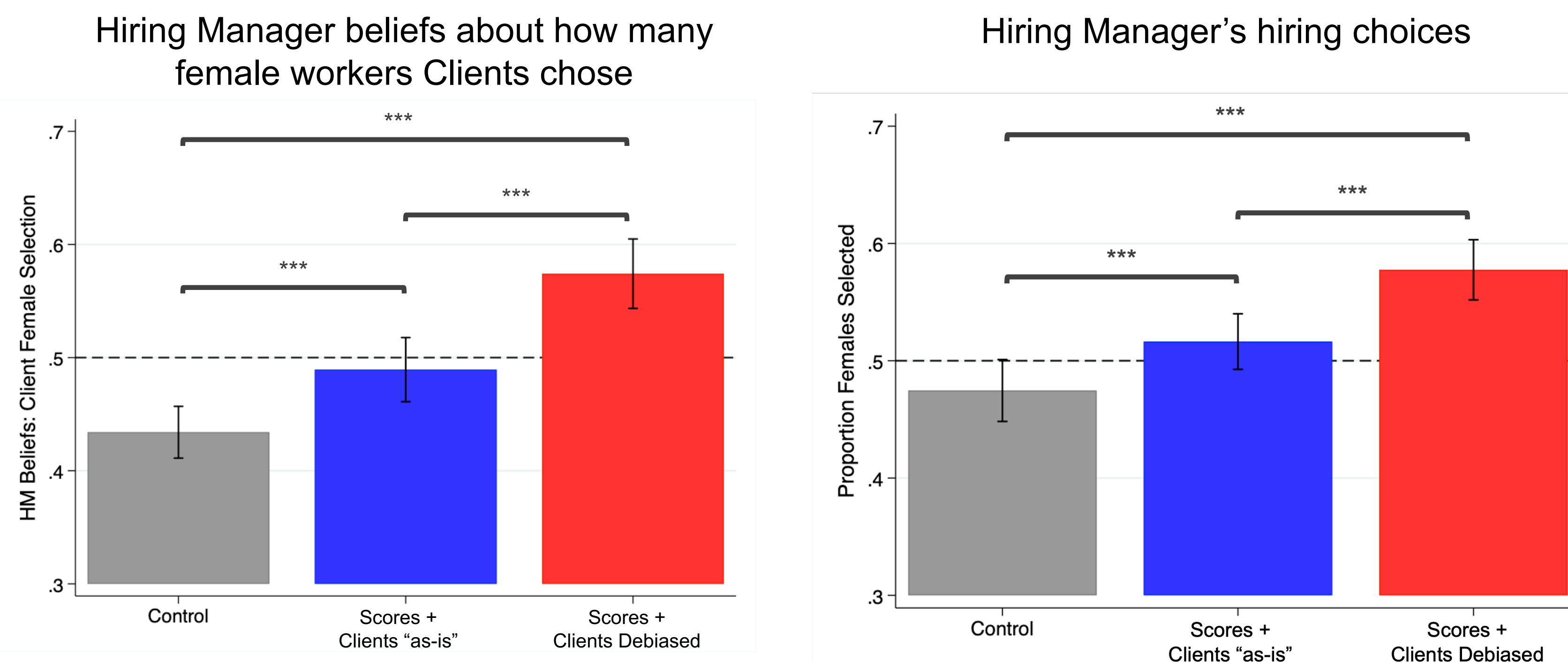
Main DV: Proportion of female workers hired.

Other DV: [HM Only] Beliefs about Client female choices.

- IV:** i) "Surprising" information about female worker performance.
ii) [HM only] Learning Clients see this surprising information.

Results

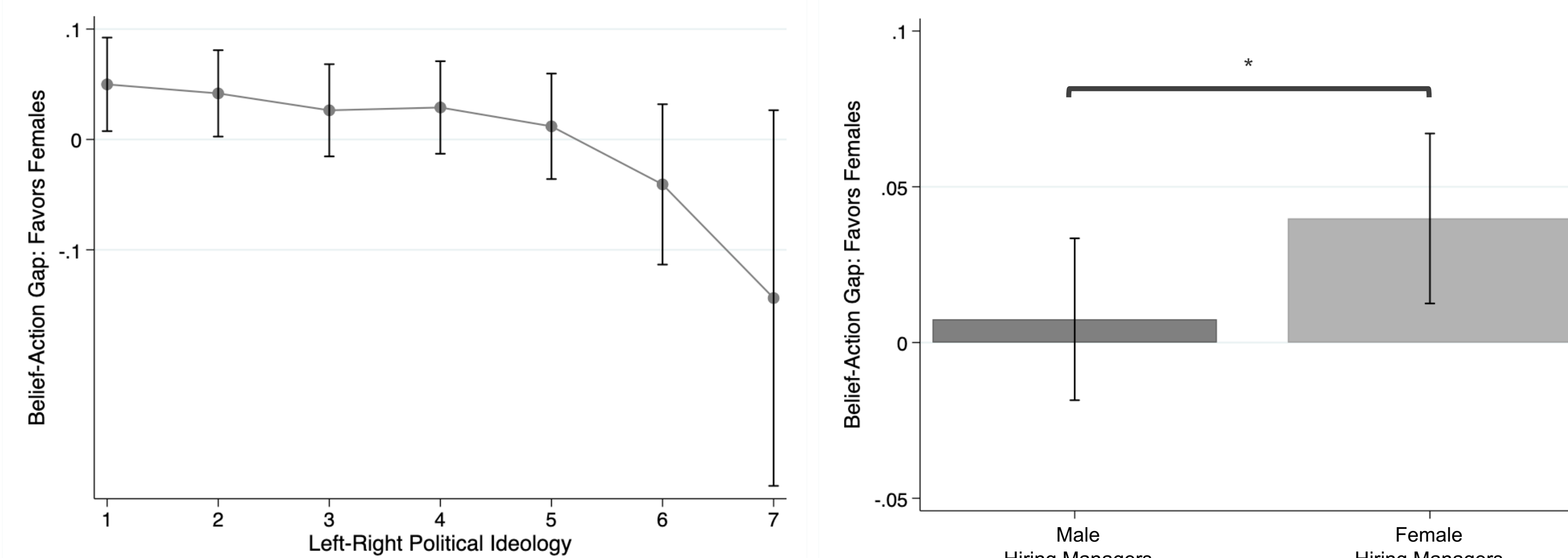
Hiring Managers who learn that Clients receive favorable information about female workers 1) believe that clients discriminate less, 2) themselves hire more female workers as a result. *Their belief about others' discrimination causally affects their own discrimination.*



Hiring Managers overestimate Client discrimination. As such, they hire less female workers, exacerbating discrimination. But! They hire more than their beliefs suggest: a "belief-action gap". Even Hiring Managers with real life Hiring Experience show this "exacerbated discrimination".



This "belief-action gap" is predictable. The political left prefer hiring female workers, in spite of their beliefs, and the political right (might) prefer male workers. Female hiring managers also hire more women than their beliefs suggest they "should"

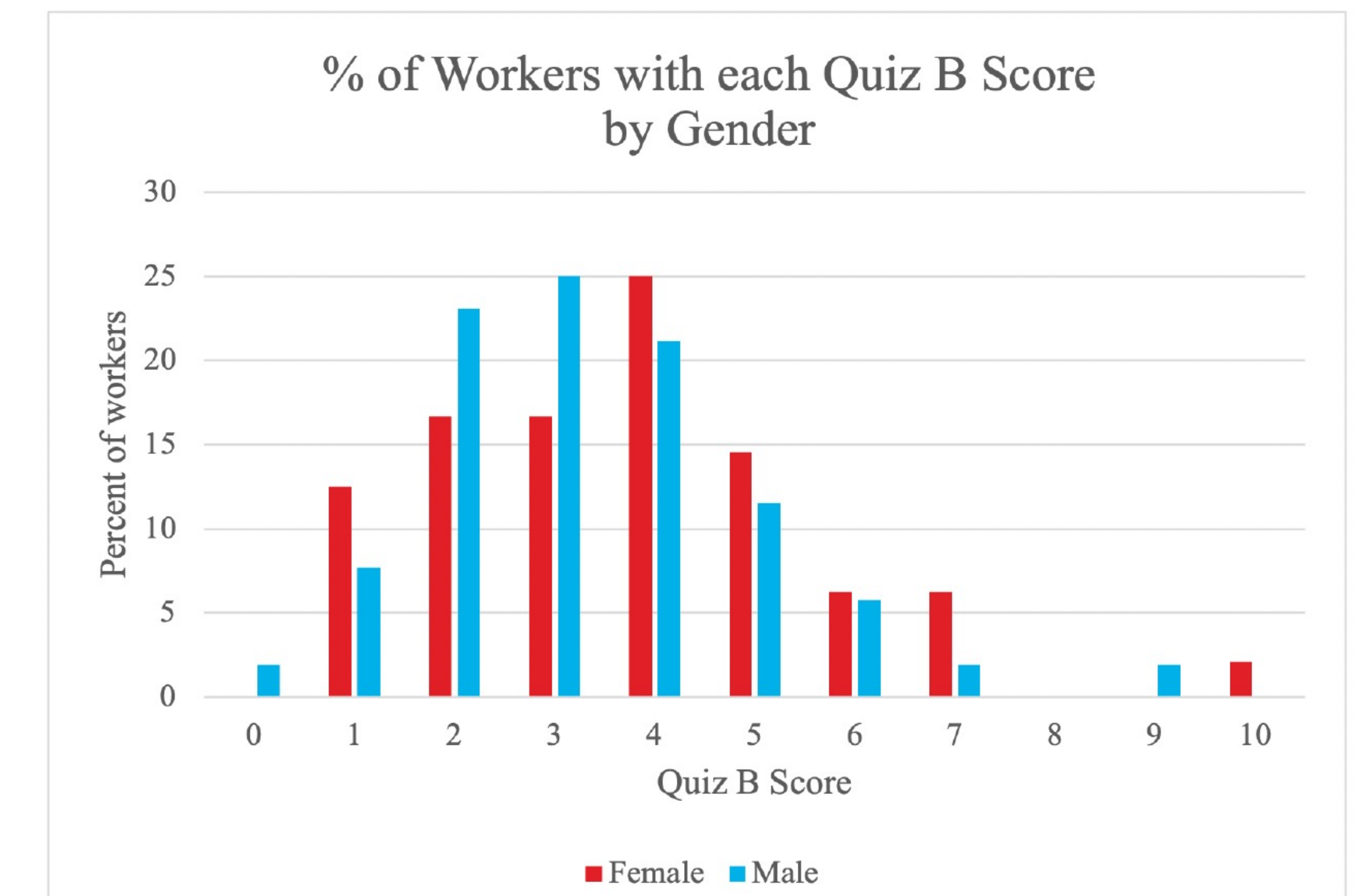


Manipulations

Before making hiring choices, some clients and hiring managers receive "surprising information": female workers perform better than male workers on a stereotyped (math and finance) task.

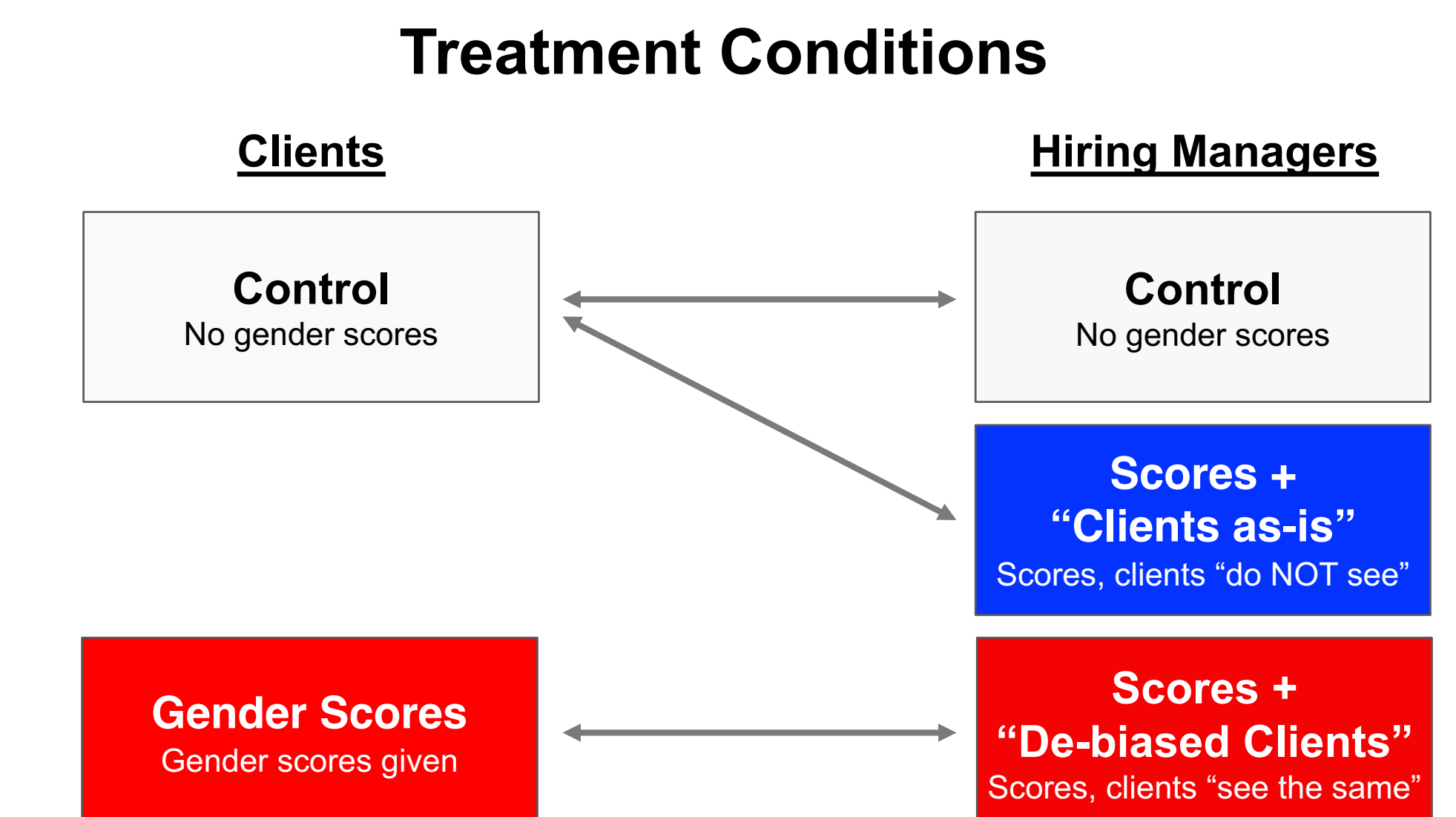
Average **Female** Worker Quiz B Score: **3.71**

Average **Male** Worker Quiz B Score: **3.37**



Then, hiring managers who see this are either told:

- **Scores + Clients As Is:** "Clients do NOT see this information."
- **Scores + Debiased Clients:** "Clients see Exactly the same information."



Summary

- Hiring Managers' beliefs of Clients' discrimination causally affects their own discrimination.
- HMs overestimate Client discrimination, and "exacerbate" discrimination as a result, but don't fully translate their discriminatory beliefs into actions.