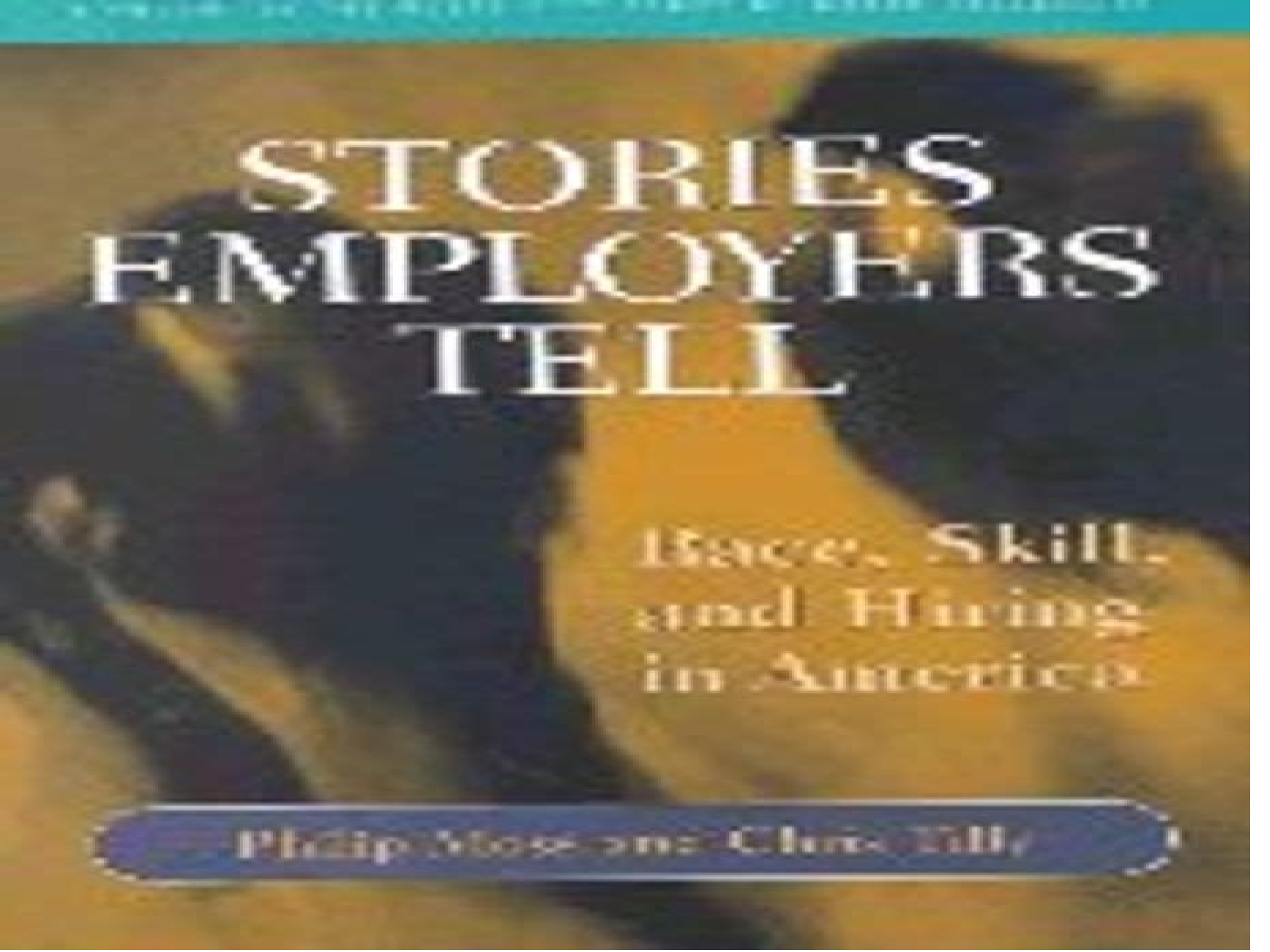




STORIES EMPLOYERS TELL

Race, Skill,
and Hiring
in America

Philip Moen and Christine Wilk

Stories Employers Tell Race Skill And Hiring In America

A Gutmann



Stories Employers Tell Race Skill And Hiring In America:

Stories Employers Tell Philip Moss, Chris Tilly, 2001-01-25 Is the United States justified in seeing itself as a meritocracy where stark inequalities in pay and employment reflect differences in skills education and effort Or does racial discrimination still permeate the labor market resulting in the systematic under hiring and underpaying of racial minorities regardless of merit Throughout the 1980s and early 1990s African Americans have lost ground to whites in the labor market but this widening racial inequality is most often attributed to economic restructuring not the racial attitudes of employers It is argued that the educational gap between blacks and whites though narrowing carries greater penalties now that we are living in an era of global trade and technological change that favors highly educated workers and displaces the low skilled **Stories Employers Tell** demonstrates that this conventional wisdom is incomplete Racial discrimination is still a fundamental part of the explanation of labor market disadvantage Drawing upon a wide ranging survey of employers in Atlanta Boston Detroit and Los Angeles Moss and Tilly investigate the types of jobs employers offer the skills required and the recruitment screening and hiring procedures used to fill them The authors then follow up in greater depth on selected employers to explore the attitudes motivations and rationale underlying their hiring decisions as well as decisions about where to locate a business Moss and Tilly show how an employer s perception of the merit or suitability of a candidate is often colored by racial stereotypes and culture bound expectations The rising demand for soft skills such as communication skills and people skills opens the door to discrimination that is rarely overt or even conscious but is nonetheless damaging to the prospects of minority candidates and particularly difficult to police Some employers expressed a concern to race match employees with the customers they are likely to be dealing with As more jobs require direct interaction with the public race has become increasingly important in determining labor market fortunes Frequently employers also take into account the racial make up of neighborhoods when deciding where to locate their businesses Ultimately it is the hiring decisions of employers that determine whether today s labor market reflects merit or prejudice This book the result of years of careful research offers us a rare opportunity to view the issue of discrimination through the employers eyes A Volume in the Multi City Study of Urban Inequality

Stories Employers Tell Philip Moss, Chris Tilly, 2003-10-16 Is the United States justified in seeing itself as a meritocracy where stark inequalities in pay and employment reflect differences in skills education and effort Or does racial discrimination still permeate the labor market resulting in the systematic under hiring and underpaying of racial minorities regardless of merit Throughout the 1980s and early 1990s African Americans have lost ground to whites in the labor market but this widening racial inequality is most often attributed to economic restructuring not the racial attitudes of employers It is argued that the educational gap between blacks and whites though narrowing carries greater penalties now that we are living in an era of global trade and technological change that favors highly educated workers and displaces the low skilled **Stories Employers Tell** demonstrates that this conventional wisdom is incomplete Racial discrimination is still a fundamental

part of the explanation of labor market disadvantage Drawing upon a wide ranging survey of employers in Atlanta Boston Detroit and Los Angeles Moss and Tilly investigate the types of jobs employers offer the skills required and the recruitment screening and hiring procedures used to fill them The authors then follow up in greater depth on selected employers to explore the attitudes motivations and rationale underlying their hiring decisions as well as decisions about where to locate a business Moss and Tilly show how an employer s perception of the merit or suitability of a candidate is often colored by racial stereotypes and culture bound expectations The rising demand for soft skills such as communication skills and people skills opens the door to discrimination that is rarely overt or even conscious but is nonetheless damaging to the prospects of minority candidates and particularly difficult to police Some employers expressed a concern to race match employees with the customers they are likely to be dealing with As more jobs require direct interaction with the public race has become increasingly important in determining labor market fortunes Frequently employers also take into account the racial make up of neighborhoods when deciding where to locate their businesses Ultimately it is the hiring decisions of employers that determine whether today s labor market reflects merit or prejudice This book the result of years of careful research offers us a rare opportunity to view the issue of discrimination through the employers eyes A Volume in the Multi City Study of Urban Inequality Handbook of Research on Race, Gender, and the Fight for Equality Prescott, Julie, 2016-03-31 Diversity in the workforce can be attributed to both a popular cultural shift and legislative intervention Despite these forces discrimination endures in all aspects of Western society from education to employment Unequal pay and opportunities for promotion are symptoms of a systematic discrimination of individuals based on race and gender The Handbook of Research on Race Gender and the Fight for Equality provides a critical look at race gender and modern day discrimination Focusing on workplace and educational dynamics the research found within this book addresses equal opportunity and diversity requirements from a myriad of perspectives This book is an essential reference source for professionals and researchers working in equality as well as managers and those in leadership roles Sharing the Dream Dominic Pulera, 2004-10-20 White males 100 million strong constitute approximately 35 percent of the U S population a percentage that declines slightly each year They matter very much to discussions of race ethnicity and gender in the US due to their numbers and the enormous influence they have wielded and continue to wield In this highly original and readable work Dominic Pulera offers the broadest and most balanced treatment of the white male experience in America to date He contends that virtually all white males are sharing the American dream with women and people of color in response to the nation s changing demographics and the multicultural mindset that informs policies and attitudes in our nation Some white males are sharing the dream voluntarily others are doing so involuntarily The author also explores the heterogeneity of white male America taking into account such factors as age ethnicity ideology social class regional background occupational status and sexual orientation This timely work relies on a broad range of sources including extensive field research and hundreds of interviews along with the best primary

and secondary sources available It includes original historical treatments discussion of contemporary dynamics and comparative material that takes into account the experiences of peoples in other countries In doing so Pulera places white males in the context of America s ongoing transition from a predominantly white country to one where people of color are increasingly numerous and consequently becoming more visible Dominic J Pulera is an independent scholar who lectures and writes about issues related to race ethnicity and gender In the wake of his first book Visible Differences Why Race Will Matter to Americans in the Twenty First Century he spoke at 13 universities on 4 continents and appeared on a one hour segment of Book TV C Span He has been a frequent guest on radio and television programs in Atlanta Baltimore Chicago Detroit Los Angeles Philadelphia and Washington D C

Gender Segregation Lena Gonäs, Jan Ch Karlsson, 2016-12-05 This insightful volume asks if and to what extent gender divisions in working life are changing The contributors discuss the implications from a labour market perspective and a family work level perspective which are combined to examine if and where patterns of gender integration can be found Research from several European countries is presented as well as from the US to provide comparative and international perspectives A wide range of related issues are tackled including questions of methodology and measurement as well as segregation patterns welfare state provisions and the use of parental leave The volume provides suggestions for integration at different levels of society and by applying a multidisciplinary approach and illustrating developments on different analytical levels the authors further the discussion on how integration can be pursued

Making the Cut David Pedulla, 2022-08-09 An in depth look at how employers today perceive and evaluate job applicants with nonstandard or precarious employment histories Millions of workers today labor in nontraditional situations involving part time work temporary agency employment and skills underutilization or face the precariousness of long term unemployment To date research has largely focused on how these experiences shape workers well being rather than how hiring agents perceive and treat job applicants who have moved through these positions Shifting the focus from workers to hiring agents Making the Cut explores how key gatekeepers HR managers recruiters and talent acquisition specialists evaluate workers with nonstandard mismatched or precarious employment experience Factoring in the social groups to which workers belong such as their race and gender David Pedulla shows how workers get jobs how the hiring process unfolds who makes the cut and who does not Drawing on a field experiment examining hiring decisions in four occupational groups and in depth interviews with hiring agents in the United States Pedulla documents and unpacks three important discoveries Hiring professionals extract distinct meanings from different types of employment experiences the effects of nonstandard mismatched and precarious employment histories for workers job outcomes are not all the same and the race and gender of workers intersect with their employment histories to shape which workers get called back for jobs Indeed hiring professionals use group based stereotypes to weave divergent narratives or stratified stories about workers with similar employment experiences The result is a complex set of inequalities in the labor market Looking at bias and

discrimination social exclusion in the workplace and the changing nature of work Making the Cut probes the hiring process and offers a clearer picture of the underpinnings of getting a job in the new economy

How Global Migration Changes the Workforce Diversity Equation Anthony Forsyth,Hina Sheikh,Francesca Sperotti,2015-06-18 This volume explores some of the ways that a dialogue between diversity researchers and migration researchers can deepen the understanding of both It moves across economics sociology political science labour relations and legal studies demonstrating that the value of this dialogue cuts across disciplines The book particularly underlines the challenges faced in host societies including exclusion to the point of hyper precarity anti migrant attitudes and the widespread organizational

Audit Studies: Behind the Scenes with Theory, Method, and Nuance S. Michael Gaddis,2018-02-20 This book offers practical instruction on the use of audit studies in the social sciences It features essays from sociologists economists and other experts who have employed this powerful and flexible tool Readers will learn how to implement an audit study to examine a variety of questions in their own research The essays first discuss situations where audit studies are the most effective These tools allow researchers to make strong causal claims and explore questions that are often difficult to answer with observational data Audit studies also stand as the single best way to conduct research on discrimination The authors highlight what these studies have uncovered about labor market processes in the past decade The next section gives some guidance on how to design an audit study The essays cover the difficult task of getting a study through an institutional review board the technical setup of matching procedures and statistical power and analysis techniques The last part focuses on more advanced aspects Coverage includes understanding context what variables may signal and the use of technology The book concludes with a discussion of challenges and limitations with an eye towards the future of audit studies Field experiments studying and testing for housing and labor market discrimination have rightly become the dominant mode of discrimination related research in economics and sociology This book brings together a number of interesting and useful perspectives on these field experiments Many different kinds of readers will find it valuable ranging from those interested in getting an overview of the evidence to researchers looking for guidance on the nuts and bolts of conducting these complex experiments David Neumark Chancellor s Professor of Economics at the University of California Irvine For decades researchers have used experimental audit studies to uncover discrimination in a variety of markets Although this approach has become more popular in recent years few publications provide detailed information on the design and implementation of the method This volume provides the first deep examination of the audit method with details on the practical political analytical and theoretical considerations of this research Social scientists interested in consuming or contributing to this literature will find this volume immensely useful Devah Pager Professor of Sociology and Public Policy at Harvard University

Migration and Discrimination Rosita Fibbi,Arnfinn H. Midtbøen,Patrick Simon,2021-04-08 This open access short reader provides a state of the art overview of the discrimination research field with particular focus on discrimination against immigrants and their

descendants It covers the ways in which discrimination is defined and conceptualized how it is measured how it may be theorized and explained and how it might be combated by legal and policy means The book also presents empirical results from studies of discrimination across the world to show the magnitude of the problem and the difficulties of comparison across national borders The concluding chapter engages in a critical discussion of the relationship between discrimination and integration as well as pointing out promising directions for future studies As such this short reader is a valuable read to undergraduate students as well as graduate students scholars policy makers and the general public

Race, Work, and Family in the Lives of African Americans Marlese Durr, Shirley A. Hill, 2006-05-25 Family and work are major integrally related dimensions of social life which affect the well being and success of family members As social institutions family and work are also avenues where social inequality may be understood as a major element in the distribution of social cultural and economic resources and sites where inequality is perpetuated negotiated and contested In this book editors Durr and Hill focus on African Americans navigating the terrain of race work and family and examining persistent barriers to equality and ways in which Blacks have sought to become an integral part of the American economy

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