



CENTER FOR THE STUDY OF LAW AND SOCIETY
BERKELEY LAW

CSLS SPEAKER SERIES

Cosponsored with the Thelton E. Henderson Center for Social Justice

Monday, November 4, 2019

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**“The Organizational Bases of Racial
Discrimination”**

A significant body of social science research provides compelling evidence that hiring discrimination persists against African Americans. Yet, scholarship in this area has left open important questions about the organizational features that may exacerbate or mitigate discrimination at the hiring interface. In this paper, we theoretically develop an argument about how organizational characteristics – for example, accountability structures, symbolic efforts, discretion control, and workforce engagement – shape racial discrimination in hiring. To gain empirical traction on these issues, we draw on an original dataset that matches direct measures of hiring discrimination from a large-scale field experiment with separate detailed survey data about the policies and practices of the organizations that were part of the field experiment. This unique data structure enables us to open up the “black box” of hiring discrimination and probe the organizational-level forces that are involved in shaping racial discrimination.

PLACE
TIME
INFO
EMAIL

Selznick Seminar Room, 2240 Piedmont Avenue
12:45 – 2:00pm. Coffee and water provided. Bag lunches welcome.
<https://www.law.berkeley.edu/centers/center-for-the-study-of-law-society/>
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CATHERINE ALBISTON, CSLS FACULTY DIRECTOR