

# Do EEO statements backfire?

## Evidence from a NFE on job-entry decisions

★ Administrative Assistant (West Loop) 🇺🇸

employer blinded

Epstein is an established and well-respected 97 year old Architecture, Engineering and Construction firm. The firm is headquartered in Chicago, with an office in New York, and international locations in Poland and Romania. Our beautiful corporate office is located in Chicago's West Loop, convenient to transportation. We offer all employees excellent wages and a competitive benefits package. Epstein is proud to be 100% employee owned. Epstein focuses on our community through our emphasis on community service, green initiatives and sustainable design.

Epstein is seeking a motivated team player with excellent organization skills for an Administrative Assistant position. The ideal candidate will have 1-3 years administrative experience and is responsible for a variety of recurring tasks as well as project-based activities. Administrative experience in the Construction industry is a plus. Responsibilities include general administrative duties, scheduling travel arrangements, supporting the Construction Specialist and the project management team and project specific administrative tasks.

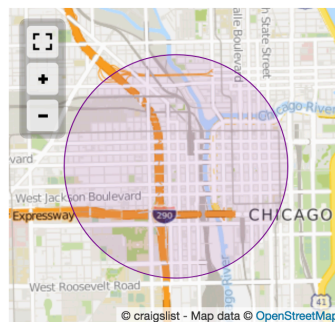
Requirements:

- Bachelor's Degree
- 1-3 years' experience, preferably in the Construction industry but will be trained
- Excellent verbal and written communication skills, multi-tasking, and interpersonal skills, desire to be part of a team
- Strong proficiency in Microsoft Office products

This is a great opportunity for an individual who wants to join a strong, successful and highly respected team. Our environment thrives on quality driven, multi-task oriented employees with excellent organizational, communication and problem solving skills.

Epstein is an Equal Opportunity Employer. It is our policy to provide a fair and equal employment opportunity to all persons, regardless of age, race, color, religion, gender, sexual orientation, physical or mental disability, national origin, citizenship, veteran status, marital status, genetics, gender identity, transgender status, or on the basis of personal favoritism or other non-merit factors. Epstein hires and promotes individuals solely on the basis of a person's qualifications. Epstein is a VEVRAA Federal Contractor.

For more information on our company, please visit us on the internet at [www.epsteinglobal.com](http://www.epsteinglobal.com), and send your resume to: <https://chm.tbe.taleo.net/chm/04/ats/careers/requisition.jsp?org=EPSTEIN&cws=1&rid=535>.



(google map)

compensation: **Commensurate with Experience**

employment type: **full-time**



Ανδρεας Λειββρανδτ & Θοην Λιστ  
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SODI

Science of Diversity & Inclusion Initiative

September 11-12th, University of Chicago

# MOTIVATION

- racial gaps in labor market outcomes
- EEOs common & considered good practice
- voluntary, recommended, or required
- impact unclear (discrimination, stereotype threat, tokenism)

# METHODOLOGY

- 2-step natural field experimental method to investigate sorting in labor markets (Leibbrandt & List, 2014; Flory, Leibbrandt, List; 2015; Flory, Leibbrandt, Rott, Stoddard; 2018 a, b)
- job ads in 10 U.S. cities → signaling of interest → **work description w/ or w/o EEO** → job application
- “[...] IS AN EQUAL OPPORTUNITY EMPLOYER. ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION FOR EMPLOYMENT WITHOUT REGARD TO SEX, COLOR, AGE, OR ANY OTHER PROTECTED CHARACTERISTICS.”

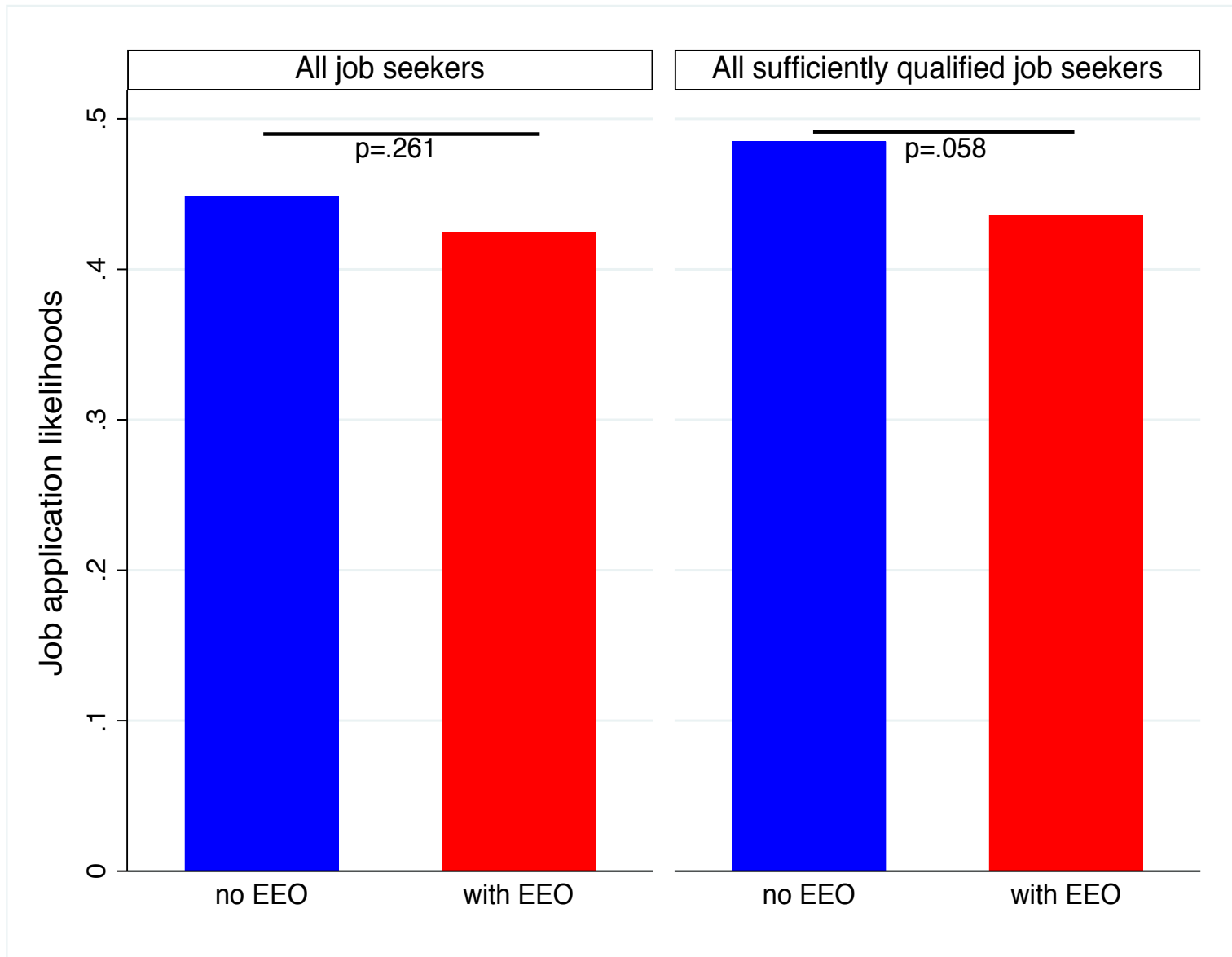
# SAMPLE

- 2,175 job-seekers, 43.7% applied
- 70% finished high-school

<i>City</i>	<i>Job-seekers</i>	<i>Racial distribution in sample</i>				<i>Racial distribution (2010 Census data)</i>	
		<i>Whites</i>	<i>Blacks</i>	<i>Hispanics</i>	<i>Others</i>	<i>Whites</i>	<i>Blacks</i>
<i>Denver</i>	<i>N=153</i>	<i>111</i>	<i>15</i>	<i>23</i>	<i>4</i>	<i>68.9%</i>	<i>10.2%</i>
<i>Dallas</i>	<i>145</i>	<i>80</i>	<i>39</i>	<i>22</i>	<i>4</i>	<i>50.7%</i>	<i>25.0%</i>
<i>Houston</i>	<i>156</i>	<i>59</i>	<i>59</i>	<i>35</i>	<i>3</i>	<i>50.5%</i>	<i>15.0%</i>
<i>Los Angeles</i>	<i>207</i>	<i>87</i>	<i>31</i>	<i>79</i>	<i>10</i>	<i>49.8%</i>	<i>9.6%</i>
<i>San Francisco</i>	<i>176</i>	<i>87</i>	<i>31</i>	<i>34</i>	<i>24</i>	<i>48.5%</i>	<i>6.1%</i>
<i>Chicago</i>	<i>217</i>	<i>101</i>	<i>72</i>	<i>31</i>	<i>13</i>	<i>45.0%</i>	<i>32.9%</i>
<i>New York City</i>	<i>230</i>	<i>99</i>	<i>76</i>	<i>48</i>	<i>7</i>	<i>43.4%</i>	<i>32.3%</i>
<i>Philadelphia</i>	<i>288</i>	<i>155</i>	<i>105</i>	<i>18</i>	<i>10</i>	<i>41.0%</i>	<i>43.4%</i>
<i>Washington DC</i>	<i>298</i>	<i>65</i>	<i>207</i>	<i>12</i>	<i>14</i>	<i>38.5%</i>	<i>50.7%</i>
<i>Atlanta</i>	<i>305</i>	<i>80</i>	<i>213</i>	<i>8</i>	<i>4</i>	<i>38.4%</i>	<i>54.0%</i>
	<i>N=2175</i>	<i>N=924</i>	<i>N=848</i>	<i>N=310</i>	<i>N=93</i>		

# KEY FINDINGS

# OVERALL IMPACT

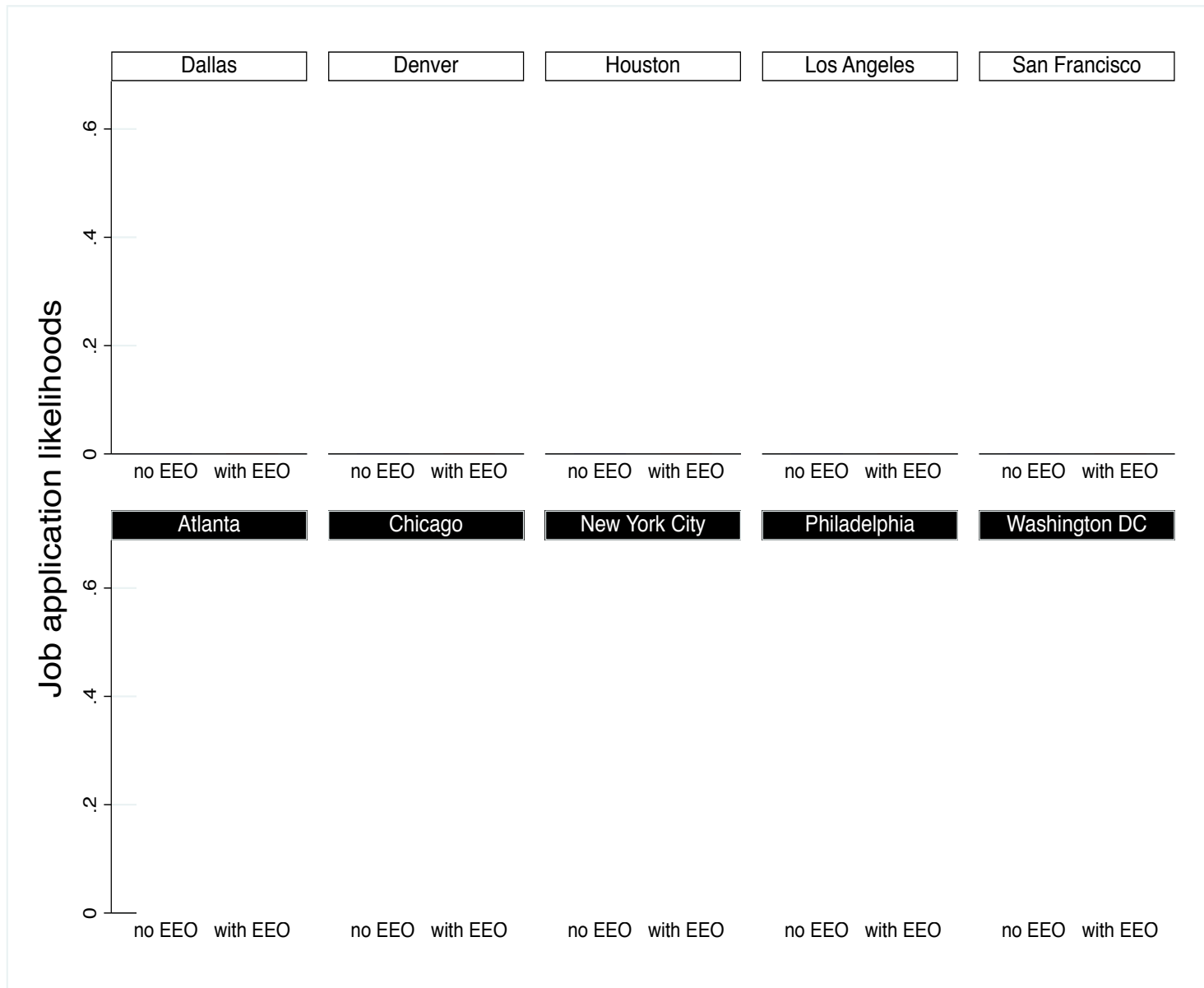


# OVERALL IMPACT II

Model	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Race/ethnicity	all	all	all	non-white	non-white	non-white	white	white	white
Satisfy min. education criteria?		yes	no		yes	no		yes	no
EEO statement	-0.0282 (0.0211)	-0.0516** (0.0253)	0.0191 (0.0389)	-0.0286 (0.0277)	-0.0644** (0.0329)	0.0566 (0.0513)	-0.0293 (0.0327)	-0.0346 (0.0394)	-0.0088 (0.0622)
Minimal education criteria	0.0293 (0.0293)			0.0163 (0.0374)			0.0765 (0.0477)		
Highly educated	0.0947*** (0.0269)	0.0957*** (0.0273)		0.0814** (0.0345)	0.0795** (0.0349)		0.0679 (0.0441)	0.0680 (0.0450)	
Job advertisement type	0.0482** (0.0216)	0.0503* (0.0258)	0.0482 (0.0417)	0.0478* (0.0285)	0.0454 (0.0341)	0.0856 (0.0561)	0.0359 (0.0331)	0.0439 (0.0393)	0.0333 (0.0668)
Response delay	0.0009 (0.0008)	0.0005 (0.0009)	0.0021 (0.0016)	0.0011 (0.0011)	0.0011 (0.0013)	0.0009 (0.0022)	0.0008 (0.0011)	0.0001 (0.0012)	0.0039 (0.0025)
Hispanic				-0.0305 (0.0370)	-0.0399 (0.0437)	-0.0274 (0.0698)			
<u>Other</u> race/ethnicity				0.1313** (0.0564)	0.1483** (0.0671)	0.0553 (0.1122)			
Constant	0.3446*** (0.0368)	0.4050*** (0.0453)	0.2778*** (0.0612)	0.3569*** (0.0454)	0.4117*** (0.0551)	0.2563*** (0.0765)	0.3349*** (0.0663)	0.4433*** (0.0826)	0.2320** (0.1095)
N	2174	1536	638	1250	887	363	924	649	275

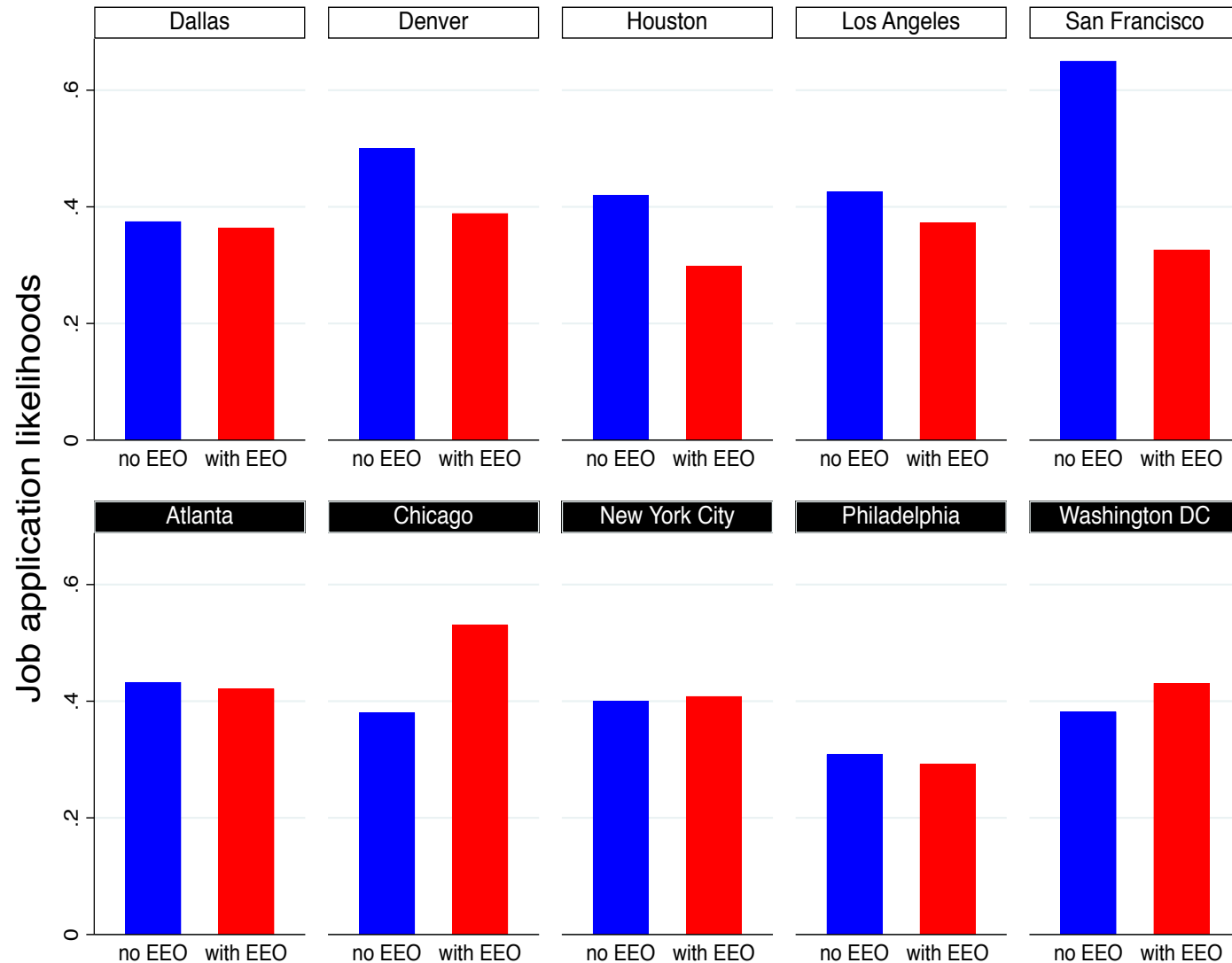
Notes: \*p<.1, \*\*p<.05, \*\*\*p<.01. Minimal education criteria equals 1 if job-seeker has obtained the equivalent of a high-school degree, 0 otherwise. Highly educated equals 1 if job-seeker has obtained at least the equivalent of a B.A. degree, 0 otherwise. Job advertisement type equals 1 if the focus is on sports, 0 if the focus is more general. In models (4) - (6) the baseline race is African American. Other race/ethnicity includes Asians. All models include city fixed effects.

# IMPACT ON NON-WHITES (CITY LEVEL)





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# WHY? GETTING CLOSER TO THE DRIVERS

Do EEO statements increase

- concerns of discrimination?
- perceptions about employer 'whiteness'?
- stereotype threat?
- tokenism concerns?

# JOB-SEEKER SURVEY

	Expected discrimination in application stage	Expected discrimination during employment	Perceived employer diversity	Perceived stereotype threat	Perceived tokenism
	<i>"What percentage of all qualified African Americans and Hispanics will be offered a job?"</i>	<i>"Do you believe it will be (...) for African American and Hispanics to advance on the job?"</i>	<i>"What percentage of the current employees do you believe is white?"</i>	<i>"How anxious do you believe will African Americans and Hispanics be to perform at this job?"</i>	<i>"Do you believe that African Americans and Hispanics are token hires for this job?"</i>
<b>Overall impact of EEO statement</b>	7.3 pp (from 44.7% to 52%; p<.001)	45.2% less 30.9% equally 10.9% more difficult (p<.001)	0.3 pp (from 64.1% to 64.4%; n.s.)	32.6% less 51.4% equally 16% more anxious (p<.001)	24.7% less 24.7% equally 50.7% more likely (p<.001)
<b>in white cities</b>	6.1 pp	39.4% less 48.5% equally 12.1% more	-0.9 pp	37.8% less 51.5% equally 10.6% more	12.8% less 18% equally 69.2% more
<b>in mixed cities</b>	8.1 pp	48.6% less 41.3% equally 10.1% more	1.1 pp	29.3% less 51.4% equally 19.3% more	38.2% less 32.4% equally 29.4% more
<b>Does city type matter?</b>	no	no	no	no	Yes (p<.002)
<b>Expected impact of EEO statement on application likelihood from minorities</b>	increase	increase	none	increase	decrease in white cities

# **DISCUSSION & NEXT STEPS**

## **Role of**

- **employer,**
- **job,**
- **statement,**
- **penetration of EEO statement.**