

Does Racial and Ethnic Discrimination Vary Across Minority Groups?
Evidence From Three Experiments
Summary of Findings from the Job-Finding Experiment

What is the callback rate across the five name categories?

Anglo-Saxon	35%
Indigenous	26%
Chinese	21%
Italian	32%
Middle Eastern	22%

See Table 4 for more details.

How many more applications does a candidate with a racially or ethnically sounding name need to submit to get the same number of interviews as someone with an Anglo-Saxon-sounding name?

Indigenous	35% more
Chinese	68% more
Italian	12% more
Middle Eastern	64% more

See Table 4 for more details.

How does this differ by gender?

	Female	Male
Indigenous	23% more	51% more
Chinese	82% more	54% more
Italian	3% more	21% more
Middle Eastern	52% more	76% more

See Table 4 for more details.

How does this differ by city?

	Brisbane	Melbourne	Sydney
Indigenous	41% more	48% more	25% more
Chinese	57% more	61% more	92% more
Italian	28% more	7% less	14% more
Middle Eastern	51% more	64% more	80% more

See Table 5 for more details.

How does this differ by job type?

	Waitstaff	Data Entry	Customer Service	Sales
Indigenous	70% more	60% more	9% less	16% more
Chinese	99% more	82% more	12% more	71% more
Italian	27% more	18% more	21% less	19% more
Middle Eastern	127% more	71% more	2% more	59% more

Waitstaff jobs included positions at bistros, cafés, bars, restaurants, and hotels. Data entry positions – also known as document processing officers or technical records officers – included jobs working for an airline, a radio station, a bank, and a charity. Customer service jobs were a mix of telephone support and face-to-face positions, and included staffing the front desk at a bowling alley, answering customer support calls at a private health insurance company, and staffing the front desk at a parking garage. Sales positions almost entirely involved in-person sales, and included jobs at a tiling store, a supermarket, an electrical goods store, and a pizzeria. See Table 6 for more details.

How does this differ by CV quality?

	Low-quality CVs	High-quality CVs
Indigenous	34% more	28% more
Chinese	54% more	73% more
Italian	17% more	10% more
Middle Eastern	30% more	93% more

Note: For each job, we used 4 different CV templates, which varied according to the applicant's previous experience and education. We randomised these CVs across the applicant names. Low-quality CVs were the 2 templates that received the fewest callbacks, and high-quality CVs were the 2 templates that received the most callbacks. See Table 7 for more details.