

e3c-LoyolaECON SEMINAR

Wednesday 12th of April 2023

12:30 p.m. – 13:30 p.m.

**“Anticipated Discrimination and Wage Negotiation: A Field
Experiment”**

By

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Seminar Room: A2.11, Building A, Universidad Loyola Andalucía, Sevilla Campus

Link to the seminar: <https://loyola.webex.com/meet/rede3c>

Abstract: We report evidence on discriminatory behavior from the largest correspondence study conducted to date in the rental housing market. Using more than 25,000 interactions with rental property managers across the 50 largest U.S. cities, the study reveals that African American and Hispanic/LatinX renters continue to face discriminatory constraints in the majority of U.S. cities although there are important regional differences. Stronger discriminatory constraints on renters of color (particularly African Americans) are also associated with higher levels of residential segregation and larger gaps in intergenerational income mobility. Using matched evidence on the actual rental outcomes at the properties in our experiment, we show that correspondence study measurements of discrimination do indeed predict actual outcomes.

Keywords: discrimination, Gender stereotypes, hiring patterns