

In the Eye of the Interviewer

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Literature Review

2019 overall unemployment rate: 3.3%

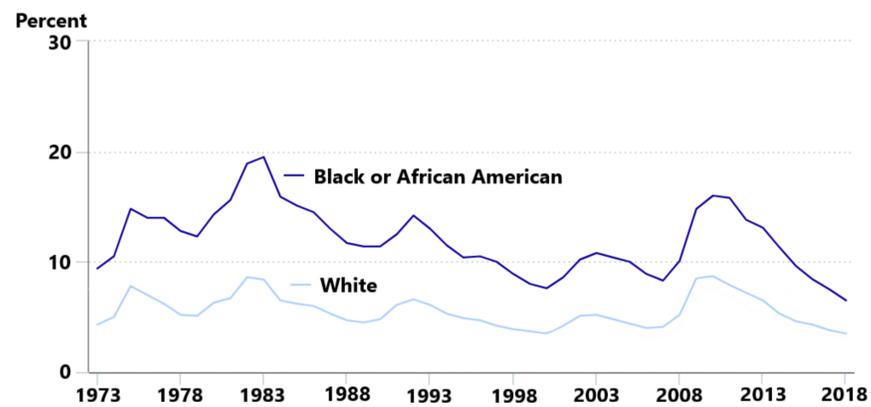
White men: 3.1%

White women: 2.9%

Black men: 5.6%

Black women: 5.2%

Figure 1 : Unemployment rates by race, 1973 - 2018 annual averages

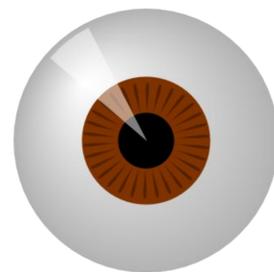


Factors related to hiring decisions that could account for the disparities:

In-group favoritism

Subtle prejudice

Blatant prejudice



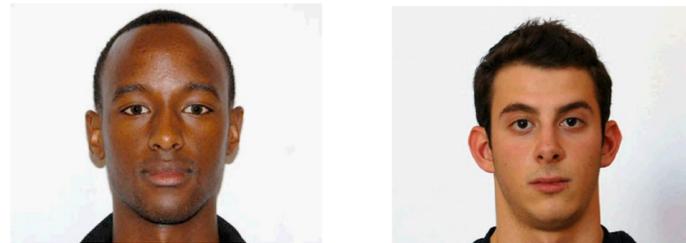
Differences in eye contact



Gazeport Eyetracker

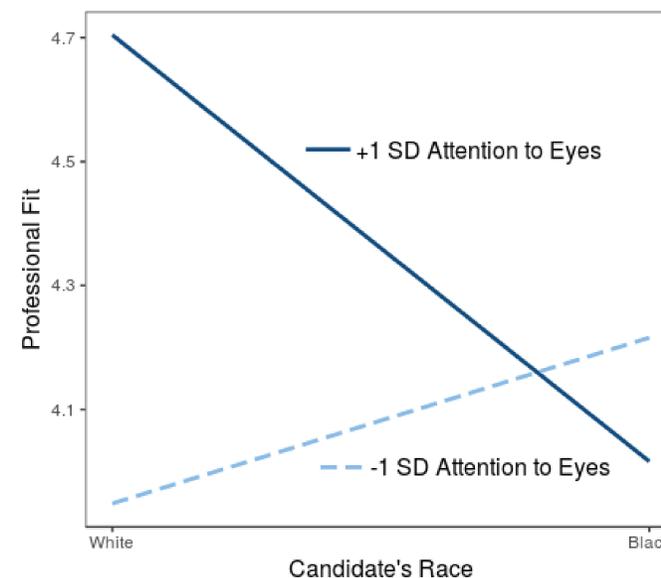
Study 1 – Methods and Results

Investigated how attention to the candidate's eyes moderates race disparities in hiring decisions.



Participants looked at either a White man's face or a Black man's face while listening to a recording of a job interview.

Figure 2: Candidates Professional Fit as a function of Race and Eye Contact



For White men, high attention to the candidate's eyes led to high interview scores.

For Black men, no matter the attention to the eyes, they received low interview scores.

Study 2 – Hypotheses

How does how attention to the eyes moderate race and gender disparities in hiring decisions?

There will be a positive correlation with attention to the eyes and interview scores for the White male candidate.

For the White female candidate, less attention to the eyes than the White male, as well as lower interview scores from the participants.

For the Black male and female candidates, we expect low interview scores for both, but no difference in the interview scores based on attention to the eyes.

Discussion

Attention to the eyes is one of the 1st interactions in the interview process.

Interracial interviews can be affected in that initial interaction.

Attention to the eyes is a piece toward solving the puzzle of equal employment opportunities.

References

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