

Both arms

Please read through the following consent form and select "Yes" below if you agree to the terms and are ready to start the survey.

This survey typically takes **10 minutes**. Participation is voluntary and strictly confidential. Participants may withdraw from the survey at any time.

If you are accessing this site from a country that is a member of the European Union or the European Economic Area, the processing of your Personal Data is subject to the General Data Protection Regulation (GDPR). For information regarding your rights under GDPR, refer to the UC Berkeley Privacy Office's GDPR site.

Do you consent to the above terms?

☐ Yes

☐ No

0% Survey Completion 100%



Both arms

Before we begin this survey, we would like to elicit some demographic information for statistical purposes.

What is your current age

Are you...

☐ Male

☐ Female

What is your zip code

This question is about Hispanic ethnicity. Are you of Spanish, Hispanic, or Latino descent?

☐ No, I am not

☐ Yes, Mexican, Mexican-American, Chicano

☐ Yes, Puerto Rican

☐ Yes, Cuban

☐ Yes, Central American

☐ Yes, South American

☐ Yes, Caribbean

☐ Yes, Other Spanish/Hispanic/Latino

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Please indicate what you consider your racial background to be. We greatly appreciate your help. The categories we use may not fully describe you, but they do match those used by the Census Bureau.

Please check one or more categories below to indicate what race or races you consider yourself to be.

☐ White

☐ Black or African American

☐ American Indian or Alaska Native – *Type in name of enrolled or principal tribe.*

☐ Asian Indian

☐ Chinese

☐ Filipino

☐ Japanese

☐ Korean

☐ Vietnamese

☐ Other Asian – *Type in race*

☐ Native Hawaiian

☐ Guamanian or Chamorro

☐ Samoan

☐ Other Pacific Islander – *Type in race*

☐ Some other race – *Type in race*

Both arms

This question is about the total income of YOUR HOUSEHOLD for 2022. Please include your own income PLUS the income of all members living in your household (including cohabiting partners and armed forces members living at home). Please count income BEFORE TAXES and from all sources (such as wages, salaries, tips, net income from a business, interest, dividends, child support, alimony, and Social Security, public assistance, pensions, or retirement benefits).

Was your total HOUSEHOLD income in 2022...

☐ Less than \$5,000
☐ \$5,000 to \$9,999
☐ \$10,000 to \$14,999
☐ \$15,000 to \$19,999
☐ \$20,000 to \$24,999
☐ \$25,000 to \$29,999
☐ \$30,000 to \$34,999
☐ \$35,000 to \$39,999
☐ \$40,000 to \$49,999
☐ \$50,000 to \$59,999
☐ \$60,000 to \$74,999
☐ \$75,000 to \$84,999
☐ \$85,000 to \$99,999
☐ \$100,000 to \$124,999
☐ \$125,000 to \$149,999
☐ \$150,000 to \$174,999
☐ \$175,000 to \$199,999
☐ \$200,000 or more

Are you ...

☐ Married
☐ Widowed
☐ Divorced
☐ Separated
☐ Never married

Both arms

What is the highest level of school you have completed?

- ☐ No formal education
- ☐ 1st, 2nd, 3rd, or 4th grade
- ☐ 5th or 6th grade
- ☐ 7th or 8th grade
- ☐ 9th grade
- ☐ 10th grade
- ☐ 11th grade
- ☐ 12th grade no diploma
- ☐ High school graduate – high school diploma or the equivalent (GED)
- ☐ Some college, no degree
- ☐ Associate degree
- ☐ Bachelor's degree
- ☐ Master's degree
- ☐ Professional or Doctorate degree

Which statement best describes your current employment status?

- ☐ Working – as a paid employee
- ☐ Working – self-employed
- ☐ Not working – on temporary layoff from a job
- ☐ Not working – looking for work
- ☐ Not working – retired
- ☐ Not working – disabled
- ☐ Not working – other

Are you looking for a new or different job? (Please answer this question regardless of whether or not you are currently working.)

- ☐ Yes
- ☐ No

Generally speaking, do you usually think of yourself as a Republican, a Democrat, an independent, or something else?

- ☐ Republican
- ☐ Independent
- ☐ Democrat
- ☐ Other
-
- ☐ No preference

Survey Completion
0% 100%



Both arms

In this survey, we're interested in understanding people's perceptions of entry-level jobs. Some examples of entry-level jobs include cashier, sales associate, delivery driver, and customer service representative.

Have you held an entry-level job in the last 2 years?

Your response will not impact your eligibility for this survey.

☐ Yes

☐ No

☐ Prefer not to answer

0%  100%

Survey Completion



Both arms

In this section of the survey, we'd like to understand your beliefs about the hiring practices of five U.S. companies.

We will ask you a series of questions about the likelihood that individuals are contacted for a job interview, hired for a job, and accept a job at these companies.

0%  100%

Survey Completion



Both arms

Consider a **high-school graduate** with 1-2 years of relevant experience who has applied to an **entry-level job**.

Please indicate the likelihood that an applicant would be able to successfully **pass an interview** with each of the following companies.

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Icahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

Please indicate the likelihood that this applicant would **accept an entry-level job** at each of these companies, if offered one.

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Icahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

Survey Completion
0%  100%



Arm 1

Consider the following five job applicants with equivalent credentials. The applicants are distinguishable only on the basis of their first and last names.

Please **rank** each individual by the likelihood that a company would **contact them for a job interview** for an entry-level job.

To indicate that multiple individuals are equally likely to be contacted, assign them the same rank.

	1 Most likely	2	3	4	5 Least likely	Don't know/ prefer not to answer
Melany Mast	☐	☐	☐	☐	☐	☐
Amy Schultz	☐	☐	☐	☐	☐	☐
Bria Bethea	☐	☐	☐	☐	☐	☐
Lakisha Felder	☐	☐	☐	☐	☐	☐
Lori Roush	☐	☐	☐	☐	☐	☐

0%  100%

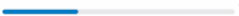


Arm 1

For each of the following names, please indicate how much more likely it is that a hiring manager would **perceive this name as belonging** to a **black** person than to a white person.

	Much more likely	Somewhat more likely	Equally likely	Somewhat less likely	Much less likely	Don't know/ prefer not to answer
Melany Mast	☐	☐	☐	☐	☐	☐
Amy Schultz	☐	☐	☐	☐	☐	☐
Bria Bethea	☐	☐	☐	☐	☐	☐
Lakisha Felder	☐	☐	☐	☐	☐	☐
Lori Roush	☐	☐	☐	☐	☐	☐



Survey Completion
0%  100%



Arm 1

Now suppose two equally qualified applicants apply to these same five companies.

As before, the applicants are both **high-school graduates with 1-2 years of relevant experience**, but the **applications use different names**. Each name is either distinctively white or black and either distinctively male or female.

Here are some examples of such names:
Distinctively **black** names: Lawanda and Reginald
Distinctively **white** names: Allison and Edgar
Distinctively **female** names: Charlotte and Ebony
Distinctively **male** names: Matthew and Tremayne

For each company, please indicate how much more likely you believe the company is to **contact a job applicant** with a distinctively **female** name than an applicant with a distinctively male name.

	Much more likely	Somewhat more likely	Equally likely to contact both	Somewhat less likely	Much less likely	Don't know/prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Icahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

For each company, please indicate how much more likely you believe the company is to **hire a job applicant** with a distinctively **female** name than an applicant with a distinctively male name.

	Much more likely	Somewhat more likely	Equally likely to hire both	Somewhat less likely	Much less likely	Don't know/prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Icahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

How confident are you in your responses to the two questions above?

☐ Not at all confident

☐ Slightly confident

☐ Somewhat confident

☐ Very confident

☐ Extremely confident

Survey Completion
0% 100%



Arm 1

Now suppose two equally qualified applicants apply to these same five companies.

As before, the applicants are both **high-school graduates with 1-2 years of relevant experience**, but the **applications use different names**. Each name is either distinctively white or black and either distinctively male or female.

Here are some examples of such names:
Distinctively **black** names: Lawanda and Reginald
Distinctively **white** names: Allison and Edgar
Distinctively **female** names: Charlotte and Ebony
Distinctively **male** names: Matthew and Tremayne

For each company, please indicate how much more likely you believe the company is to **contact a job applicant** with a distinctively **black** name than an applicant with a distinctively white name.

	Much more likely	Somewhat more likely	Equally likely to contact both	Somewhat less likely	Much less likely	Don't know / prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
ICahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

For each company, please indicate how much more likely you believe the company is to **hire a job applicant** with a distinctively **black** name than an applicant with a distinctively white name.

	Much more likely	Somewhat more likely	Equally likely to hire both	Somewhat less likely	Much less likely	Don't know / prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
ICahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

How confident are you in your responses to the two questions above?

☐ Not at all confident

☐ Slightly confident

☐ Somewhat confident

☐ Very confident

☐ Extremely confident

0% Survey Completion 100%



Arm 2

Please indicate how likely you think it is that each company below would **discriminate against older** job seekers (e.g., above the age of 40).

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
AutoNation	☐	☐	☐	☐	☐	☐
Pfizer	☐	☐	☐	☐	☐	☐

How confident are you in your responses to the question above?

☐ Not at all confident

☐ Slightly confident

☐ Somewhat confident

☐ Very confident

☐ Extremely confident

0%  100%



Arm 2

Please indicate how likely you think it is that each company below would **discriminate against female** job-seekers.

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
AutoNation	☐	☐	☐	☐	☐	☐
Pfizer	☐	☐	☐	☐	☐	☐

How confident are you in your responses to the question above?

☐ Not at all confident

☐ Slightly confident

☐ Somewhat confident

☐ Very confident

☐ Extremely confident



Survey Completion
0%  100%



Arm 2

Please indicate how likely you think it is that each company below would **discriminate against white** job-seekers.

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
AutoNation	☐	☐	☐	☐	☐	☐
Pfizer	☐	☐	☐	☐	☐	☐

How confident are you in your responses to the question above?

☐ Not at all confident

☐ Slightly confident

☐ Somewhat confident

☐ Very confident

☐ Extremely confident

0% Survey Completion 100%



Both arms

In the previous section you answered questions on the hiring practices of five U.S. companies. Which of the following companies were you asked about? (select all that apply)

☐ Jabil

☐ J.B. Hunt Transport Services

☐ U.S. Bancorp (US Bank)

0%  100%

Survey Completion



Both arms

At most companies, hiring decisions are made by individual managers. However, companies differ in the amount of oversight placed on these hiring decisions.

For each company, please indicate how likely you think it is that managers can **hire their preferred candidate without input** from colleagues or superiors.

	Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely	Don't know/ prefer not to answer
UPS	☐	☐	☐	☐	☐	☐
Icahn Enterprises (Pep Boys)	☐	☐	☐	☐	☐	☐
U.S. Bancorp (US Bank)	☐	☐	☐	☐	☐	☐
Dillard's	☐	☐	☐	☐	☐	☐
Coca-Cola	☐	☐	☐	☐	☐	☐

0%

Survey Completion

100%

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Both arms

Have you ever put off applying for a job out of fear of discrimination?

☐ Yes

☐ No

0% Survey Completion 100%



Both arms

Your responses indicated that you think Dillard's and Coca-Cola are likely to discriminate against Black applicants. What sources of information did you use to arrive at this conclusion?

Select all that apply.

☐ Personal experience

☐ Current or former coworkers

☐ Friends or family

☐ Internet or social media

☐ Other

0% Survey Completion 100%



Both arms

If you have any feedback about this survey, please write it below.
We would especially like to know if there were any questions that
were difficult to answer or to understand.



0% Survey Completion 100%

