

Amy Braverman “Kristen v. Aisha; Brad v. Rasheed: What’s in a Name and How It Affects Getting a Job”

Main Point:

Job applicants who had “white” sounding names were called back 50% more often than “black” applicants

Central Issues and Concepts:

Research shows that individuals who have a “black” sounding name are more likely to be turned down for jobs despite their qualifications.

Race discrimination in employment could now also include denying someone employment opportunities based on an individual having a “black sounding name”

Two Key Quotes

“Overall, “white” applicants were called back 50% more often than “black” applicants” (pg. 250)

“Brad and Kristen were the top performing white sounding names, while Jermaine and Ebony got the most callbacks among black sounding names”. (Pg. 250)

Two Questions:

Although there are no qualifications listed for what constitutes a “black” name. “What qualifications do you believe designates a name as a “black” name?”

“How does the idea of “black” sounding names perpetuate racism within the workplace?”

Why do you think that Jermaine and Ebony got the most callbacks out of the “black names?”