



# **Volvo Walks The Talk: For Men Only - Should Eucorp Walk Along**

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## Abstract:

Considers the relationship between employers' attitudes toward hiring ex-offenders and their actual hiring behavior. Authors compare employers' willingness to hire black and white ex-offenders

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## Richard LaPiere Study

- Audit and Survey Study
- In the Audit Study only 1 out of 251 refused service based on the Chinese race (1930)
- "Will you accept members of the Chinese race as guests in your establishment?"
- In the Survey Study more than 90% refused service to Chinese patrons

## Present Study

- Draws off the conclusion of the LaPiere study
- The variables are different

# Racial Attitudes, Discrimination, and Contemporary Labor Market Inequality

- Black men in particular continue to lag far behind their white counterparts (356)
- 1 in 3 Black men will spend some time in prison over his lifetime, as compared with 1 in 17 white men (356)
- African American about double the rate of unemployment
- The high school dropout for African Americans have risen to 60%

- Continuing black disadvantage could be explained by a reasonable lag between changing attitudes and outcomes (356)
- Among the African American race there is discrimination in routine of jobs, income, and housing (356)
- No way to evaluate the extent of which direct discrimination plays a role in shaping opportunities available to blacks in contemporary society (356)

## Attitudes and Behaviors

- No simple formula for describing attitudes and behaviors
- Social surveys have long been plagued by the problem of social desirability, or the phenomenon that respondents seek to give socially appropriate answers to questions  
(358)
  - Vignette Questions
    - elicits reactions from respondents about fairly detailed hypothetical questions



## Vignette Question Example

ASSumption is that respondents who say they would feel diScomfort or would move is highly related to the behavior of moving out (or not moving in) that would actually occur if the reSpondent actually lived in the hypothetical neighborhood