

# Rupa Banerjee:

## **DO LARGE EMPLOYERS TREAT RACIAL MINORITIES MORE FAIRLY?**

### **A NEW ANALYSIS OF CANADIAN FIELD EXPERIMENT DATA**

Analysis of amended data from a large-scale Canadian employment audit study (Oreopoulos 2011) shows substantial organization-size differences in discrimination against skilled applicants with Asian (Chinese, Indian or Pakistani) names, in the decision to call for an interview. In organizations with over 500 employees, Asian-named applicants are 20 percent less likely to receive a callback; for smaller organizations the disadvantage is nearly 40 percent. Large organizations may discriminate less frequently because of more resources in recruitment and training, more human resources development, and greater experience with diversity. Anonymized resume review may allow organizations to test hiring procedures for discrimination fairly inexpensively.

Rupa Banerjee is an Associate Professor in the Department of Human Resource Management and Organizational Behaviour at the Ted Rogers School of Management. Dr. Banerjee is interested in exploring the employment experiences of immigrants and racialized Canadians. She examines this issue both from the perspective of highly skilled and educated immigrants, as well as low skilled temporary foreign workers. Dr. Banerjee is motivated to understand the factors that pose barriers for immigrants and the potential avenues for immigrants to overcome their disadvantage. To that end, she has undertaken a number of recent studies examining the labour market experiences of immigrants. From 2012 to 2015, she was the principal investigator of a SSHRC-funded project which investigated the occupational trajectories of live-in caregivers in Canada as they transitioned from temporary foreign workers to permanent residents. In another recent project, funded by the CIHR, Dr. Banerjee is collaborating with community partners to develop a digital tool to help new immigrants with labour market integration. Most recently, Dr. Banerjee was awarded a 5 year SSHRC grant to examine recent changes in skilled immigrant selection policy and how these changes affect employers and newly arrived immigrants, and their ability to integrate into Canadian society.