

Job applicants sometimes alter their name and experience to appear more "white." In a 2016 study^[1] sociologists counted callbacks for fictitious resumes sent to randomly-selected job advertisements that differed only in the whitening of name and experience, like those shown here. Some of their data follow.

Lamar J. Smith Aspiring African-American Business Leaders University Black Students' Association	L. James Smith Aspiring Business Leaders University Students' Association
Lei Zhang Aspiring Asian-American Business Leaders University Asian Students' Association	Luke Zhang Aspiring Business Leaders University Students' Association

Race of Applicant's Name	Original Version Unwhitened		Whitened Version Name & Experience		Total	
	Resumes Sent	Call-backs	Resumes Sent	Call-backs	Resumes Sent	Call-backs
Black	200	20	200	51	400	71
Asian	200	23	200	42	400	65
Total	400	43	400	93	800	136

- What parameter and populations did the sociologists investigate?
- Construct and interpret 95% confidence intervals for
 - > the proportion of all whitened resumes that get a callback
 - > the proportion of all unwhitened resumes that get a callback
 - > the difference in proportions of whitened and unwhitened resumes that get a callback.
- What conclusions can you draw?

^[1] Kang SK, DeCelles KA, Tilcik A, Jun S; Whitened Resumes: Race and Self-Presentation in the Labor Market, *Administrative Science Quarterly* 1-34 (2016)