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Yannik K Pitcan* (pitcany@gmail.com), 1624 Milvia St., Apt. 1, Berkeley, CA 94709. *Analysis of Racial Disparities in Hiring Practices.*

Racial disparities in hiring practices continue to be an issue despite decades of legislative efforts to decrease discrimination, as evidenced by decreased rates of callbacks and increases in discrimination complaints by Muslim-Americans (Bursell, 2007; US Equal Employment Opportunity Commission, 2012). Internal or external motivation to respond without prejudice has been linked to hiring discrimination (Ziegert & Hanges, 2005)]. The use of automated hiring decision-making aids has been proposed as a method of combating the influence of prejudice in hiring discrimination. Supporters of automated hiring decision-making aids cite enhanced decision-making efficiency in comparison to humans, increased objectivity, and lower operator workload (Christin, Rosenblat, & Boyd, 2015; Parasuraman & Manzey, 2010). However, little is known about the influence of automated decision-making aids on the hiring process, nor their impact on discrimination in decisions to invite candidates for interviews. We examine the moderating effect of the awareness that a candidate with an Arabic name has been deemed suitable by an automated hiring decision-making aid on the relationship between internal motivation to respond without prejudice (IMS) and hiring decisions. (Received August 29, 2018)