

Audit & Correspondence Tests

Sociology

The design that isolates discrimination from every other explanation.

The strongest field evidence sociology has on hiring discrimination.

1

Build matched profiles

Identical CVs differing only in the signal being tested.

2

Randomise the signal

Assign the name or marker at random so nothing else tracks it.

3

Send at scale

Thousands of applications; callback rates are low and noisy.

4

Measure callbacks

Compare the rate at which each profile is invited to interview.

5

Report the gap

The difference is unexplained by anything the employer could see.

Educational reference. Tests measure callbacks, not hiring or pay, and cannot show the employer's reasoning.