

Reference on Discrimination

1. On “self-fulfilling prophecy” regardless of the accuracy of the initial perception and the “patronizing equilibrium” outcome of an window-dressing outcome:
Will Affirmative-Action Policies Eliminate Negative Stereotypes? By STEPHEN COATE AND GLENN C. LOURY.

<https://www.jstor.org/stable/pdf/2117558.pdf?refreqid=excelsior%3Ab450adddd5f60fd503ae4d7b9e56c370>

2. For those who are interested in hockey, there are quite a few studies looking into whether and how French Canadian players are discriminated in the market.

For example, Lavole, Grenier and Coulome found that “when uncertainty is high, as in the position of defenseman, there is considerable discrimination and French Canadians have a much higher performance than English Canadians.” But “when uncertainty is low, as in the position of goalie, discrimination is of little importance and the performance differential is small.” You can read more in:

Discrimination and Performance Differentials in the National Hockey League, by MARC LAVOIE, GIIJ IFS GRENIER and SERGE COULOMBE
<https://www.jstor.org/stable/pdf/3550883.pdf?refreqid=excelsior%3A4ab50141fcf77940cb6616312cff3a37>

Another example is found in Longley (2003) which purports that the under-representation of French Canadian players on National Hockey League teams based in English Canada, compared to their representation on teams based in US, can reasonably be explained by customer-based discrimination, not employer-based discrimination. See

Measuring Employer-Based Discrimination Versus Customer-Based Discrimination - The Case of French Canadians in the National Hockey League, By NEIL LONGLEY.

<https://onlinelibrary.wiley.com/doi/pdf/10.1111/1536-7150.00217>

3. Becker’s idea of using economic theories to assist empirical identification of discrimination, in this case, the equilibrium marginal outcome rate for any subgroup such as default rate, search success rate etc should be equal all across, has helped recent boom in this area. One of the seminal papers is:

Racial Bias in Motor Vehicle Searches: Theory and Evidence, by John Knowles, Nicola Persico and Petra Todd, Journal of Political Economy, February, 2001, pp. 203-229.

<https://www.jstor.org/stable/pdf/10.1086/318603.pdf?refreqid=excelsior%3A2b6d3fd01f2e335d4e33748d430b091e>