



## ADAM MAJEWSKI ('17)

### ECONOMICS

**Project**  
*Employment Discrimination  
against Indigenous People and the  
Labor Market Impact of Indian  
Reservations: Evidence from a  
Field Experiment*

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The history of Indigenous Peoples in the United States is marred by forced removal, racism, illness, and ultimately genocide. Today, indigenous peoples continue to face challenges, specifically in terms of economics as American Indian and Alaskan Native (AIAN) peoples face high levels of unemployment at 9.9% and Native Hawaiians and Other Pacific Islander (NHPI) peoples experience an unemployment rate of 5.7% in comparison to white people's unemployment rate of 4.6%. AIAN also earn strikingly lower incomes with a median income of \$35,060 in 2010, compared to \$50,046 for the entire nation.

These statistics demonstrate a clear racial gap in the economics for Indigenous Peoples in the United States, which may be attributed to discrimination. This experiment is a resume correspondence study designed to test for discrimination in the labor market towards Indigenous Peoples applying for jobs. We designed pairs of realistic resumes for men and women applying for entry-level positions (retail sales, cook, wait-staff, janitor, security) with one resume containing a racial signal indicating that the applicant is Indigenous.

Aside from the signal, the resumes are similar in other aspects, such as age, skills, and experience. In addition, some Native American applicants' resumes will signal that they grew up on an Indian reservation to determine how much employers discriminate Native Americans of a reservation background.