

# The State of Hiring Bias in 2025

In 2003, economists Marianne Bertrand and Sendhil Mullainathan showed that bias heavily influences hiring. But after 20+ years of trying to fix it—has anything really changed?

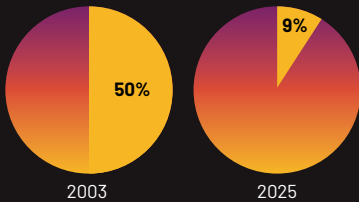
## What the data says

Here's a look at where things have improved, where things have stayed the same, and where they've gotten worse.

### Racial bias

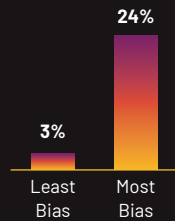
Racial bias has improved significantly in the last two decades. But People of color still have a more difficult time getting job interviews, and certain industries and companies are still incredibly biased.

**Bias against applicants with "ethnic" names:**



Sources: Bertrand, M., Mullainathan, S., 2003 (<http://www.nber.org/papers/w9873>), Kline, P., Rose, E.K., Waters, C.R., 2024 (<https://bfi.uchicago.edu/insight/research-summary/a-discrimination-report-card/>) Kline, P., Rose, E.K., Waters, C.R., 2024 (<https://bfi.uchicago.edu/insight/research-summary/a-discrimination-report-card/>)

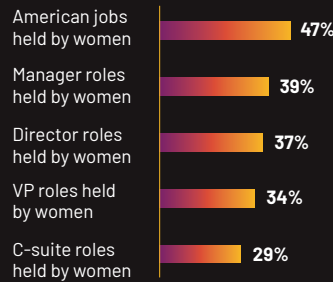
**Racial bias varies from company to company:**



### Gender bias

Gender bias doesn't play a part in getting a job interview, but women face significant challenges in the interview process. Women in some areas of the country face far more discrimination than women in other parts of the country.

**Women are still struggling to see parity in leadership roles:**



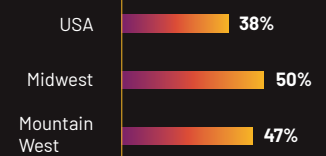
Sources: McKinsey & Company, 2024 (<https://leanin.org/women-in-the-workplace>) The Muse, 2024 (<https://www.themuse.com/advice/womens-workplace-experience-report>)

**Gender bias varies regionally**

Women who were asked gender biased questions in interview:



Women who did not apply to jobs based on perceived bias:



### Disability and neurodiversity bias

More people with disabilities are employed than ever before, but people with disabilities still struggle to find work that can accommodate their disability. The neurodiverse struggle to navigate a hiring process designed for and by the neurotypical.

**People with disabilities have a harder time finding work. The percentage of people with disabilities who:**



**Nearly half (48%) of neurodiverse job seekers feel the recruiting process is biased against them**

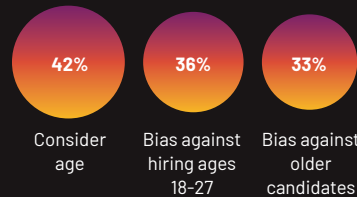


Sources: Indeed, 2024 (<https://www.hr-brew.com/stories/2024/03/05/exclusive-25-of-disabled-workers-have-experienced-discrimination-during-the-job-interview-process-new-survey-finds>) Pearn Kandola, 2024 (<https://pearnkandola.com/research/neurodiversity-at-work-report-2024/>)

### Age bias

Age bias has remained a pervasive issue across all industries. Many hiring professionals speak openly about hiring biases against older candidates, and many more are now actively discriminating against younger candidates.

**Hiring managers consider age when evaluating resumes:**



Sources: Resume Builder, 2024 (<https://www.resumebuilder.com/1-in-3-hiring-managers-say-its-beneficial-to-avoid-hiring-gen-z-senior-candidates/>) The Muse, 2024 (<https://www.themuse.com/advice/womens-workplace-experience-report>)

**Nearly 1 in 5 hiring managers (18%) think hiring Gen Z candidates is bad idea.**



Hiring bias isn't a simple problem with a single solution; it's a complex and evolving issue that requires continuous effort from policy makers, researchers, and hiring managers. It takes ongoing effort—and the right tools—to reduce it, not just recognize it.



Scan the QR code to learn more about how CLARA can help your team mitigate hiring bias.