Bezyak, J., Moser, E., Chan, F., & Iwanaga, K. (2020). Predictors of automatic preference for people without disabilities over people with disabilities: A chi-squared automatic interaction detector analysis. *Rehabilitation Research, Policy, and Education*, 34(3), 159-175. <https://doi.org/10.1891/RE-20-15>

There is a gap between employers' expressed attitudes and actual practice related to recruiting, hiring, retaining, and promoting of people with disabilities in the workplace. Employers shy away from providing people with disabilities opportunities to secure employment. This research utilized a data mining approach. Data mining represents an array of pattern recognition techniques that can be used to extract hidden predictive information from large databases. A data mining/market segmentation approach was used to find subgroups based on demographic characteristics to determine the attitude relationship and characteristics of people who express extremely high or extremely low implicit and explicit attitudes toward people with disabilities.

Results indicate that men over 55 without a disability, who scored neutral or high on explicit preference for people without disabilities, who are religious and conservative, are likely to have higher automatic and explicit preference for people without disabilities. A negative attitude regarding people with disabilities is often the result of lack of education of employers.

Results from the current study point to a specific recommendation for employers in order to reduce stigma experienced by individuals with disabilities in the workplace. Specifically, trainings provided to executive, management and staff can introduce the concept of implicit bias and its impact on individuals with disabilities. It will also lay the foundation to address the role of this bias in hiring decisions and workplace support for people with disabilities. Disability employment and inclusion training can then be made available to all employees, as implicit bias is something that impacts individuals from various demographic groups.

I appreciated that this study presented more information on which people are more likely to discriminate against individuals with disabilities in a job interview situation. I also hope that more studies such as this will contribute to the collective knowledge of the stigma of disabilities and the causes behind it such as lack of education of employers. This study offers specific recommendations which will be included in my research project.