StatParity values wrt train set bias level: (student, unbiased test set) 0.0 Statistical Parity Diff. -0.1-0.2-0.4label bias label+reweighing -0.5label+massaging label+FTU -0.6selection bias select+reweighing select+massaging select+FTU -0.80.4 0.0 0.2 0.6 8.0 Bias intensity (β_l for label, p_{ij} for selection)