Gender Parity Report

Analysis of fairness in hring, wages and promotion

Report prepared for Black Saber Software by White Shield Analytics

2021-04-21

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General comments (you can delete this section) Test Test

You can delete this section, and if you want to check what it said, just open a template from the package again. You don't have to use this particular template, but you DO need to write you report in RMarkdown and include a cover page.

The cover page must have:

- *A title and subtitle*
- *"Report prepared for Black Saber Software by" your company name*
- *Date (assessment submission date is fine)*

You can change the colour of this cover to any colour you would like by replacing 6C3082 in the YAML above (line 11) to another hex code. You could use this tool to help you: https://htmlcolorcodes.com/color-picker/

Executive summary

Guidelines for the executive summary:

- *No more than two pages*
- *Language is appropriate for a non-technical audience*
- *Bullet points are used where appropriate*
- *A small number of key visualizations and/or tables are included*
- *All three research questions are addressed*

(add more)This study assesses ethnicity/race fairness in hiring, promotion, and salary processes based on the existing employees and hiring data from Black Saber Software.

We estimate that,

The results of the study are summarized below.

- *1*
- *1*
- *1*
- *1*
- *1*

The key results of the study are summarized in the following tables.

Technical report

This part of the report is much more comprehensive than the executive summary. The audience is statistics/data-minded people, but you should NOT include code or unformatted R output here.

Introduction

Provide a brief introduction to your report and outline what the report will cover. This section is valuable for setting scope and expectations.

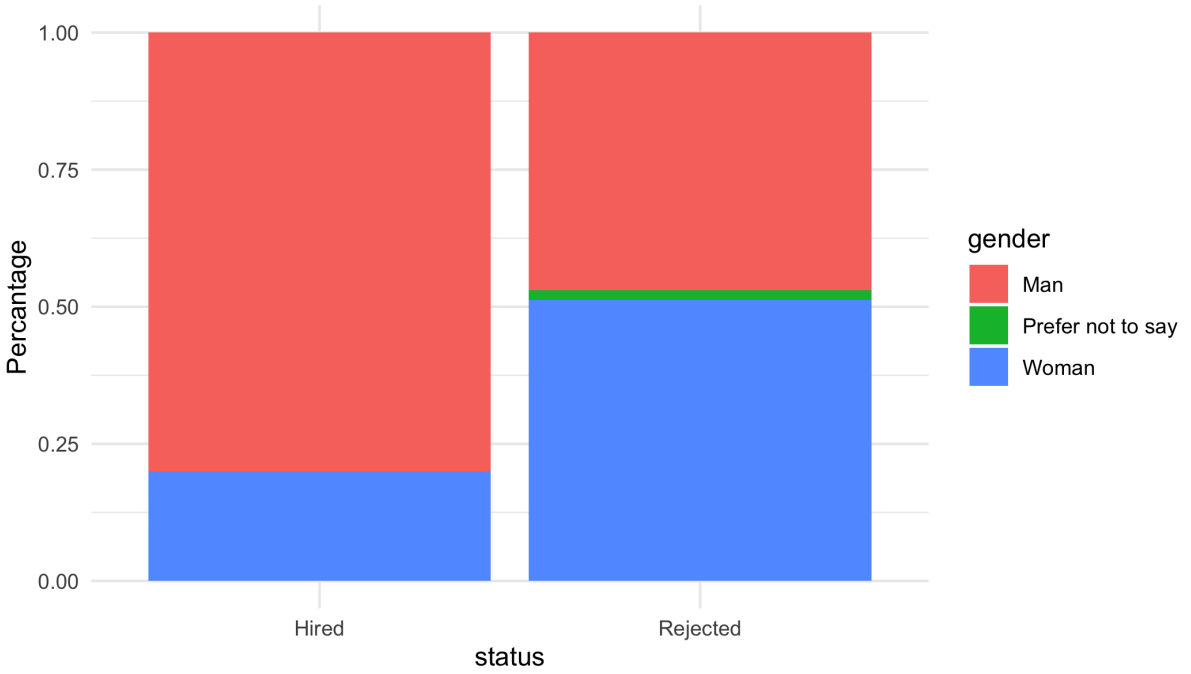
Research questions:

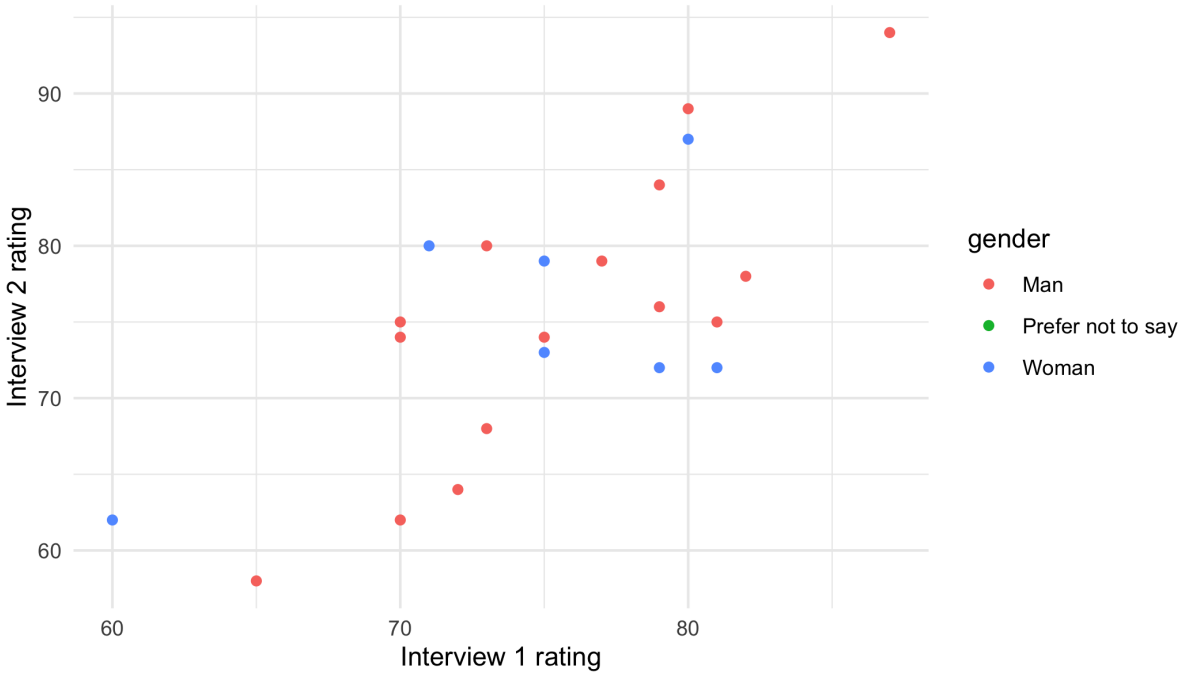
Use bullet points to to describe the research questions you are going to address. Write in full sentences.

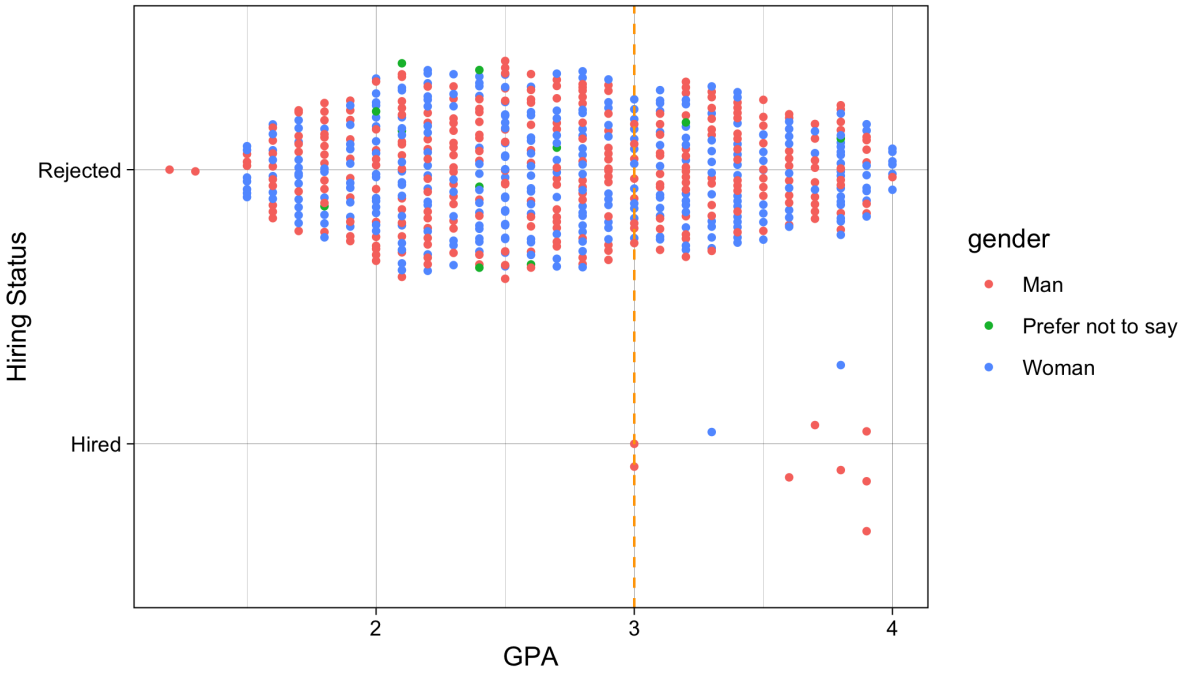
- *Q1*
- *Q2*
- *Q3*

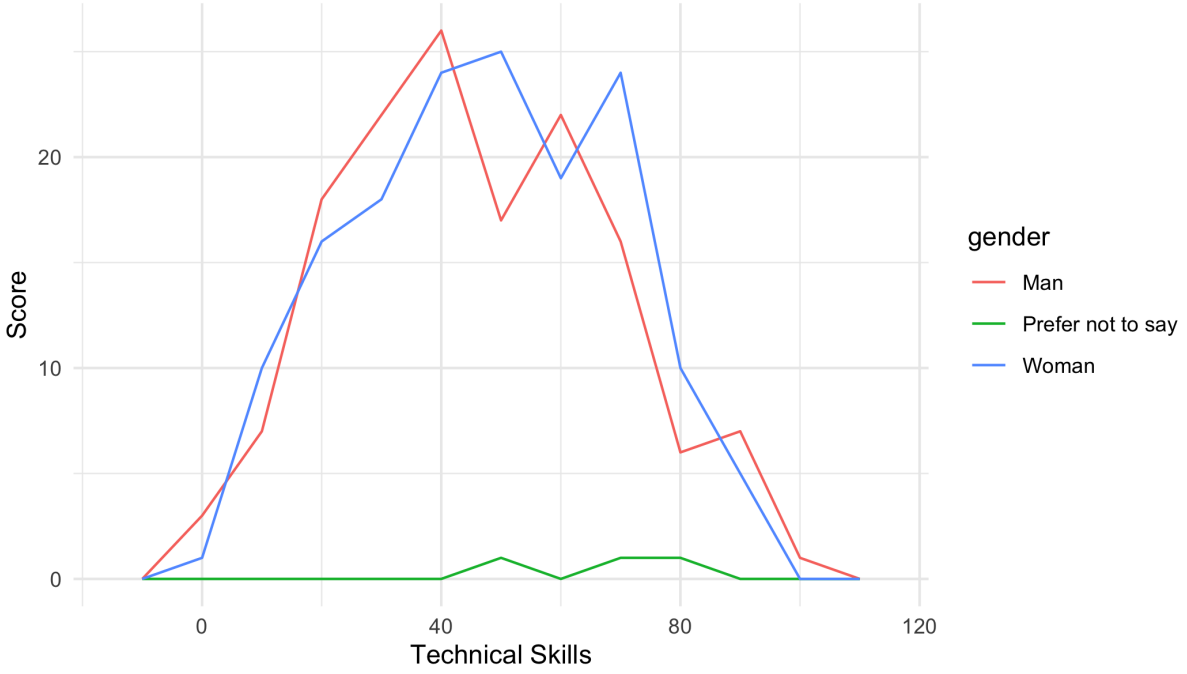
Informative title for section addressing a research question (question 1 Hiring)

For each research question, you will want to briefly describe any data manipulation, show some exploratory plots/summary tables, report on any methods you use (i.e. models you fit) and the conclusions you draw from these

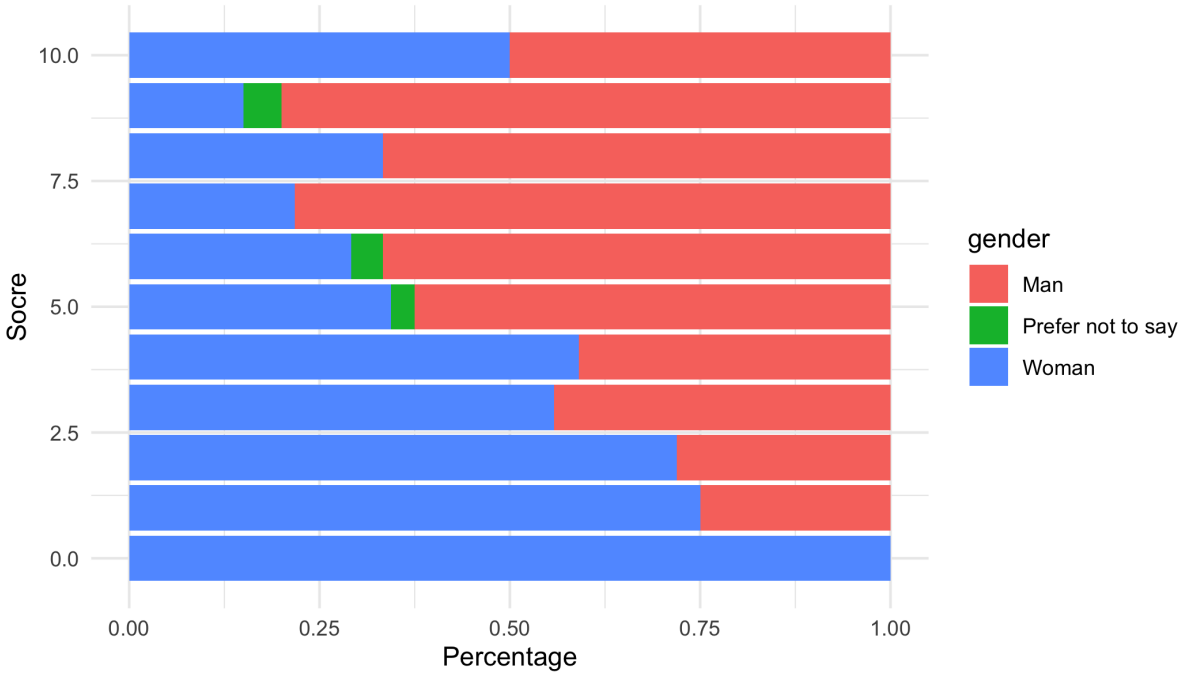

1.00
0.75
0.50
0.25
0.00
Percantage
Hired
Rejected
status
gender
Man
Prefer not to say
Woman

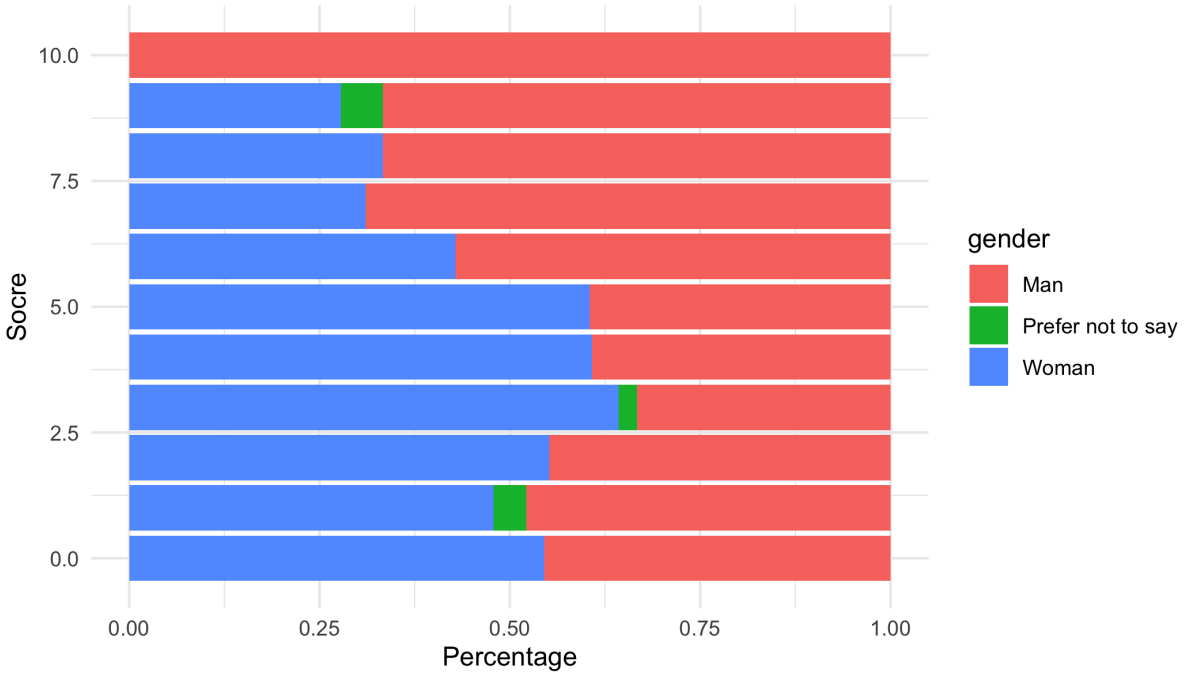

90
80
70
60
Interview 2 rating
60
70
80
Interview 1 rating
gender
Man
Prefer not to say
Woman


Rejected
Hired
Hiring Status
2
3
4
GPA
gender
Man
Prefer not to say
Woman


20
10
0
Score
0
40
80
120
Technical Skills
gender
Man
Prefer not to say
Woman

20
15
10
5
0
count
0
25
50
75
100
Writing Skills Score
gender
Man
Prefer not to say
Woman


10.0
7.5
5.0
2.5
0.0
Socre
0.00
0.25
0.50
0.75
1.00
Percentage
gender
Man
Prefer not to say
Woman



Informative title for section addressing a research question (question 2 Salary)

Informative title for section addressing a research question (question 3 Promotion)

Discussion

In this section you will summarize your findings across all the research questions and discuss the strengths and limitations of your work. It doesn't have to be long, but keep in mind that often people will just skim the intro and the discussion of a document like this, so make sure it is useful as a semi-standalone section (doesn't have to be completely standalone like the executive summary).

Strengths and limitations

Consultant information

Consultant profiles

Complete this section with a brief bio for each member of your group. If you are completing the project individually, you only need to complete one for yourself. In that case, change the title of this section to "Consultant profile" instead. Examples below. This section is only marked for completeness, clarity and professionalism, not "truth" so you can write it as if we're a few years in the future. Put your current degree in as completed and/or add your first choice grad school program, whatever you like. What skills related skills would you most like to highlight? What job title do you want?

Statsy McStatsstats. Statsy is a senior consultant with Eminence Analytics. She specializes in data visualization. Statsy earned her Bachelor of Science, Specialist in Statistics Methods and Practice, from the University of Toronto in 2023.

Datana Scatterplot. Datana is a junior consultant with Eminence Analytics. They specialize in reproducible analysis and statistical communication. Datana earned their Bachelor of Science, Majoring in Computer Science and Statistics from the University of Toronto in 2024.

Gancheng Luo.

Ziqi Gao.

Zhaowei Huang. Zhaowei is a senior consultant with White Shield Analytics. He specializes in data visualization. Zhaowei earned his Bachelor of Science, Majoring in Statistics and Economics, Minoring in Computer Science, from the University of Toronto in 2021.

Lingjing Zou.

Code of ethical conduct

This section should be fairly short, no more than half a page. Assume a general audience, much like your executive summary.

- *Make at least three relevant statements about your company's approach to ethical statistical consulting. These should be appropriately in line with professional conduct advice like the (Statistical Society of Canada Code of Conduct)[https://ssc.ca/sites/default/files/data/Members/public/Accreditation/ethics_e.pdf] or the (Ethical Guidelines for Statistical Practice from the American Statistical Society)[https://www.amstat.org/ASA/Your-Career/Ethical-Guidelines-for-Statistical-Practice.aspx]. For example, "the customer is always right" ISN'T the type of thing an ethical statistical consultant would include.*

- *Be very careful not to just copy and paste from these other documents! Put things in your own words.*