

New York City Local Law 144

A cheat sheet on NYC's bias law
for automated hiring tools

FIVE key facts about the New York's bias audit

1. The audit must be evaluated by an independent auditor.
2. The audit must be conducted for all automated tools used in hiring or promotion no more than one year prior to their respective use.
3. The audit must, at the least, assess the tool's disparate impact based on EEO component 1 categories – i.e., gender, and race/ethnicity.
4. The audit's summary of results must be made publicly available on the employer's and vendor's website.
5. Failure to complete a bias audit or have available its results is unlawful starting January 01, 2023.

About us

BABL AI is a leading research consultancy with extensive experience assessing algorithms for bias, ethical risk, good governance, and disparate impact. We have distilled a streamlined set of criteria to provide independent verification of vendors' and employers' own bias testing effort for compliance with NYC bias law.

BABL AI PROCESS AUDIT

Employers and vendors can conduct bias testing of their own automated tools. BABL AI's criteria-based process audit allows us as trained auditors to independently verify and impartially evaluate their effort. These audit criteria cover:

01

Disparate Impact Quantification

We verify that the AEDT's disparate impact has been sufficiently assessed.

02

Internal Oversight

We verify that effective internal governance exists to own, manage, and monitor risks related to bias and fairness of the AEDTs.

03

Risk Assessment

We verify that bias risks have been carefully identified and rigorously assessed.