HOW TO CONDUCT YOUR OWN

BIAS ASSESSMENT

A vendor's guide to NYC Local Law on automated hiring tools

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01 ASSEMBLE a cross functional team

Involve a multidisciplinary team including, legal, technical, ethical, and product specialists.

02 PERFORM a basic risk assessment

Identify and prioritize the key risks of using the AEDT, digging into potential root causes of bias.

03 DEFINE what disparate impact means for your AEDT

Choose an appropriate metric that corresponds to an adverse outcome for your AEDT which you can use as a proxy for "selection rate" as defined by the EEOC.

04 COLLECT testing data labeled for all protected categories

Collect data on protected categories including gender and race/ethnicity.

05 MEASURE disparate impact for each category separately

Measure your selected metric and construct impact ratios to determine if the AEDT is likely to cause disparate impact.

06 DOCUMENT the results of your assessment

Produce a detailed accounting of the process and results for submitting to external stakeholders, auditors, or NYC DCWP.

To learn more about our audit offering, contact us at sheabrown@bablai.com