Actionability-oriented CFs Dutch Burden (AWB^{s_k}) Sex: Male 0.2 Sex: Female 0.1 0.0 $\alpha = 0.1$ $\alpha = 0.5$ $\alpha = 1.0$ Fair Recourse Burden (AWB^{5k}) Sex: Male Sex: Female 0.4 0.2 0.0 $\alpha = 0.1$ $\alpha = 0.5$ $\alpha = 1.0$ Fair Recourse Athlete Burden (AWB^{Sk}) Sex: Male Sex: Female 0.4 0.2 0.0 $\alpha = 0.1$ $\alpha = 0.5$ $\alpha = 1.0$ Fair Recourse 2 Student Burden (AWB^{sk}) Sex: Male Sex: Female AgeGroup: <18 AgeGroup: >=18 0 $\alpha = 0.1$ $\alpha = 0.5$ $\alpha = 1.0$ Fair Recourse Compas Burden (AWB^{s_k}) Race: African-American 0.10 Race: Caucasian Sex: Male Sex: Female 0.05 0.00 $\alpha = 0.1$ $\alpha = 0.5$ $\alpha = 1.0$ Fair Recourse Sex: Male Adult Burden (AWB^{s_k}) Sex: Female 0.20 Race: White Race: Non-white 0.15 AgeGroup: <25 AgeGroup: 25-60 0.10 AgeGroup: >60 0.05 0.00 $\alpha = 0.5$ $\alpha = 0.1$ $\alpha = 1.0$ Fair Recourse Model