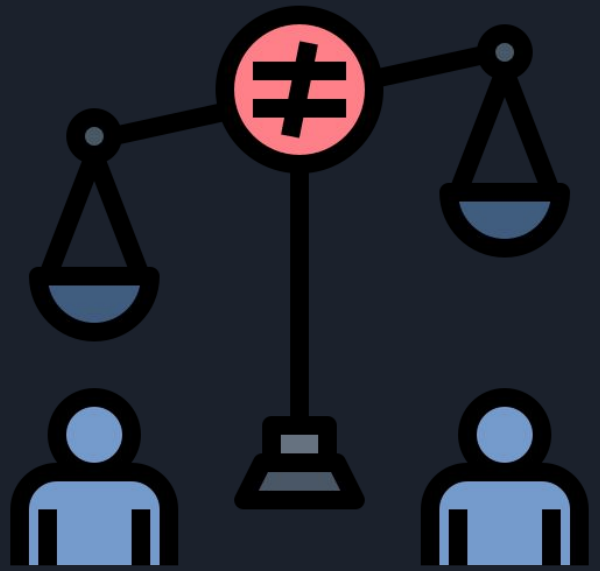
Salary and Identity Analysis for Atlanta City Employees

By: Konnor Clark

Overview and Business Understanding

- **Salary tables and implicit bias**
- **Assessing inequity**



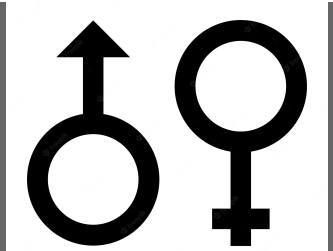
Business Questions

- **Implicit bias in city employees' salaries?**
- **How can we mitigate implicit bias?**

Data Understanding and Analysis: 6 Features

Age

Sex



Ethnic Origin

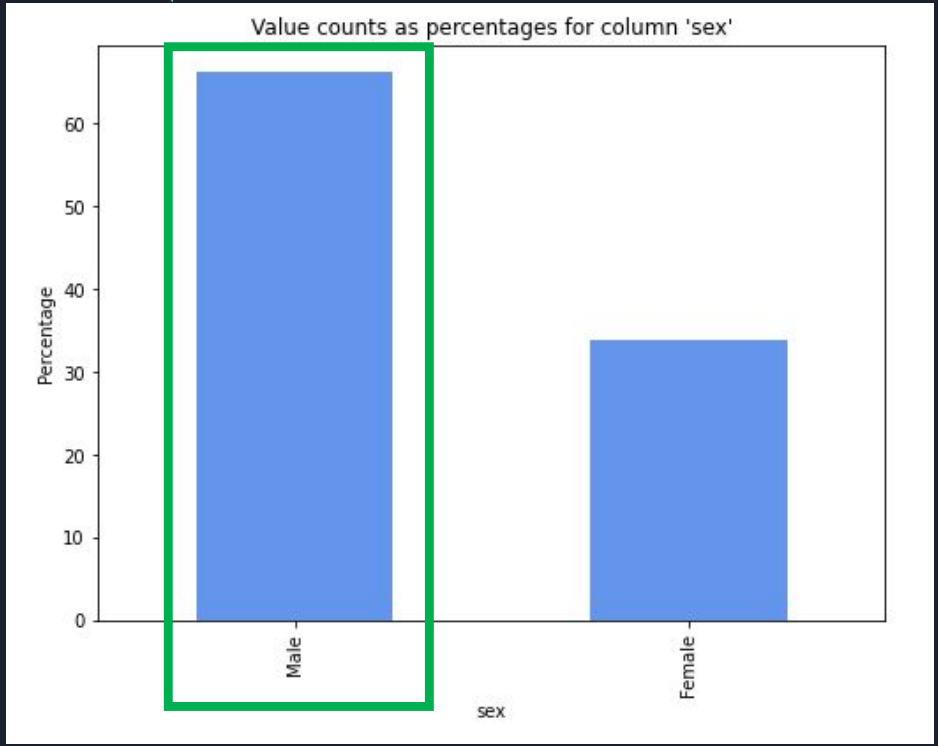
Data Understanding and Analysis: 6 Features

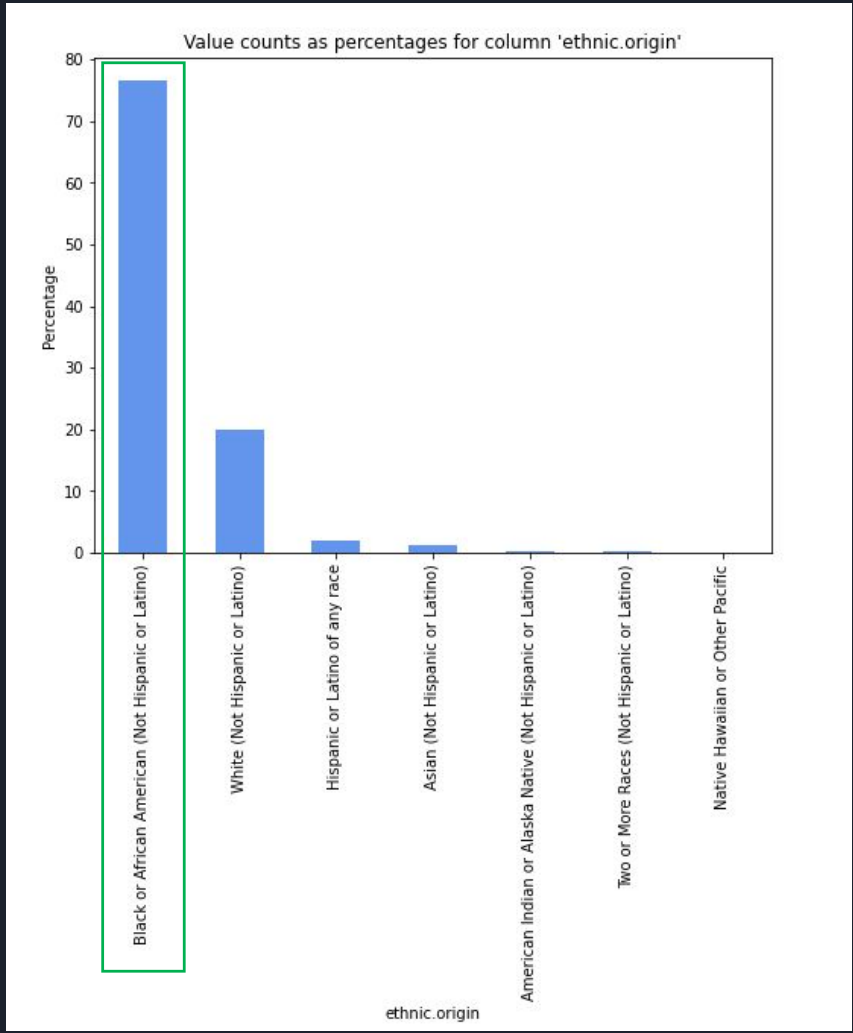
Job Title

Organization

Annual Salary

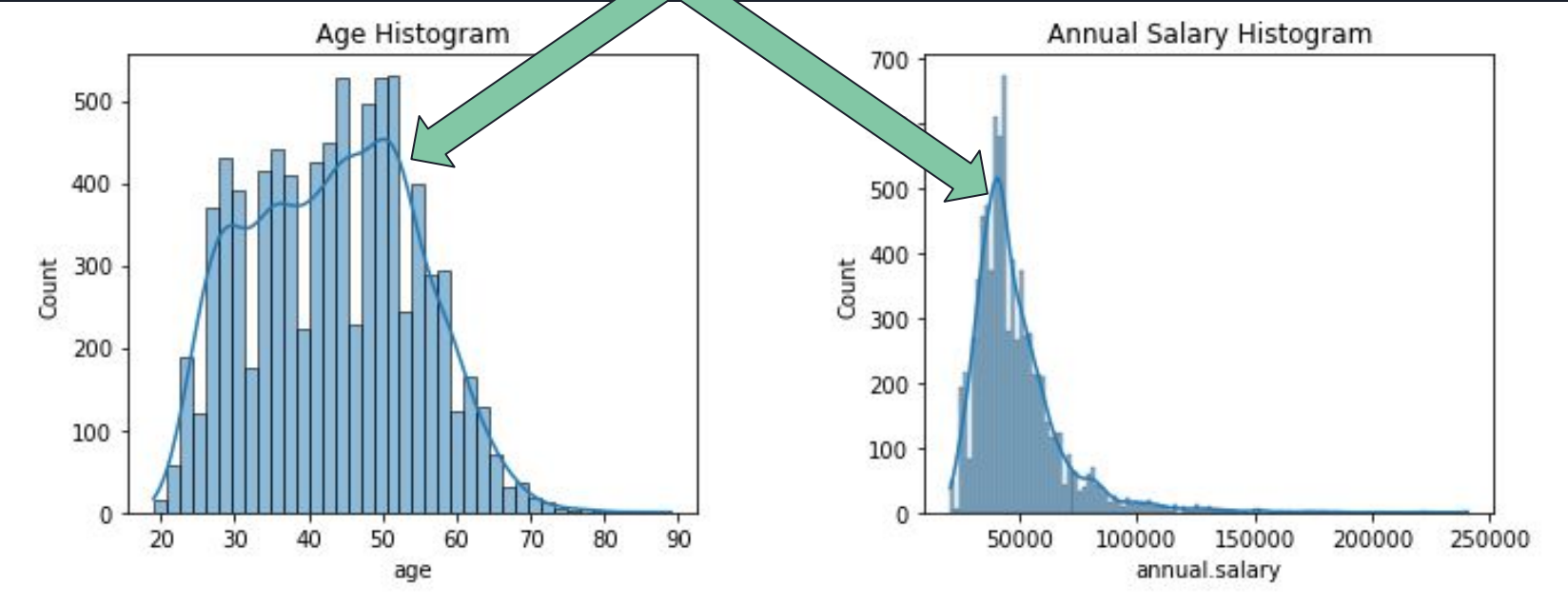
Data Understanding and Analysis: Sex and Ethnic Origin





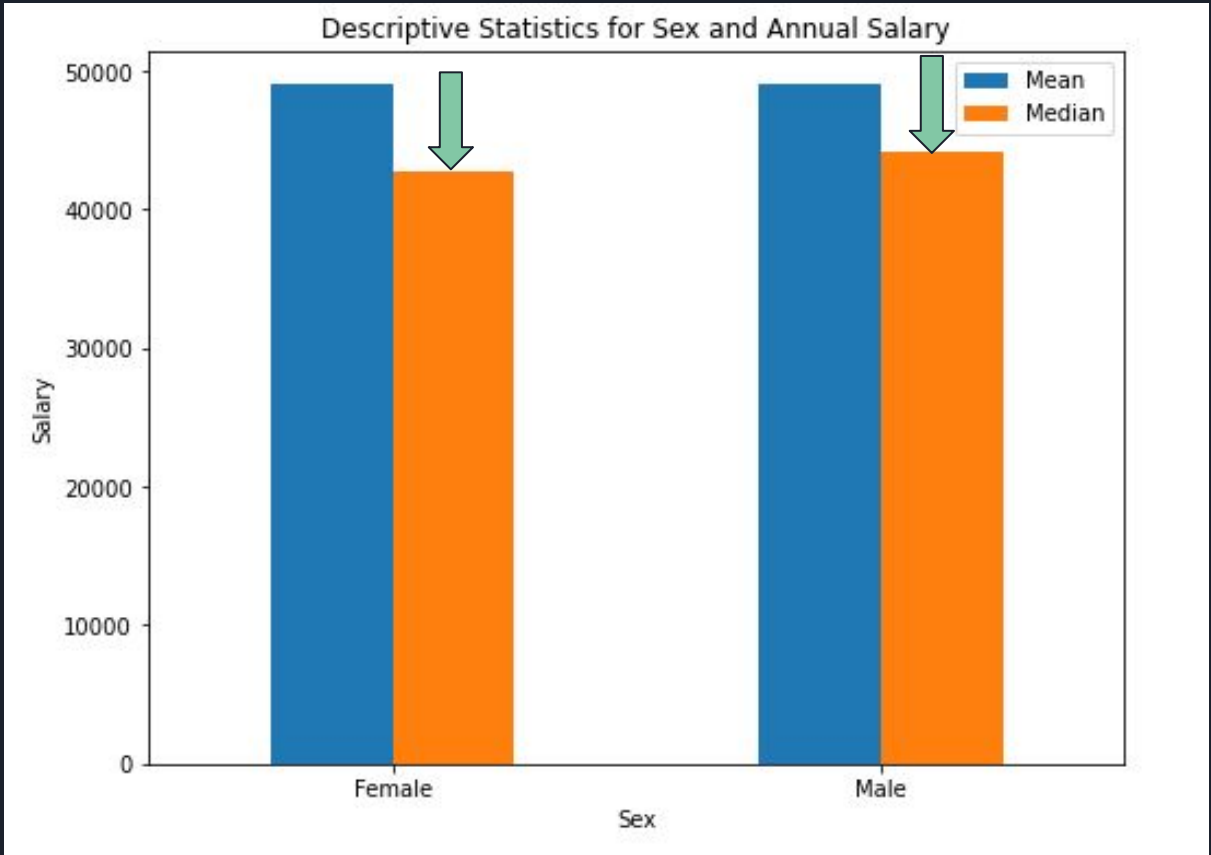
Data Understanding and Analysis: Age and Salary

Highest Frequency



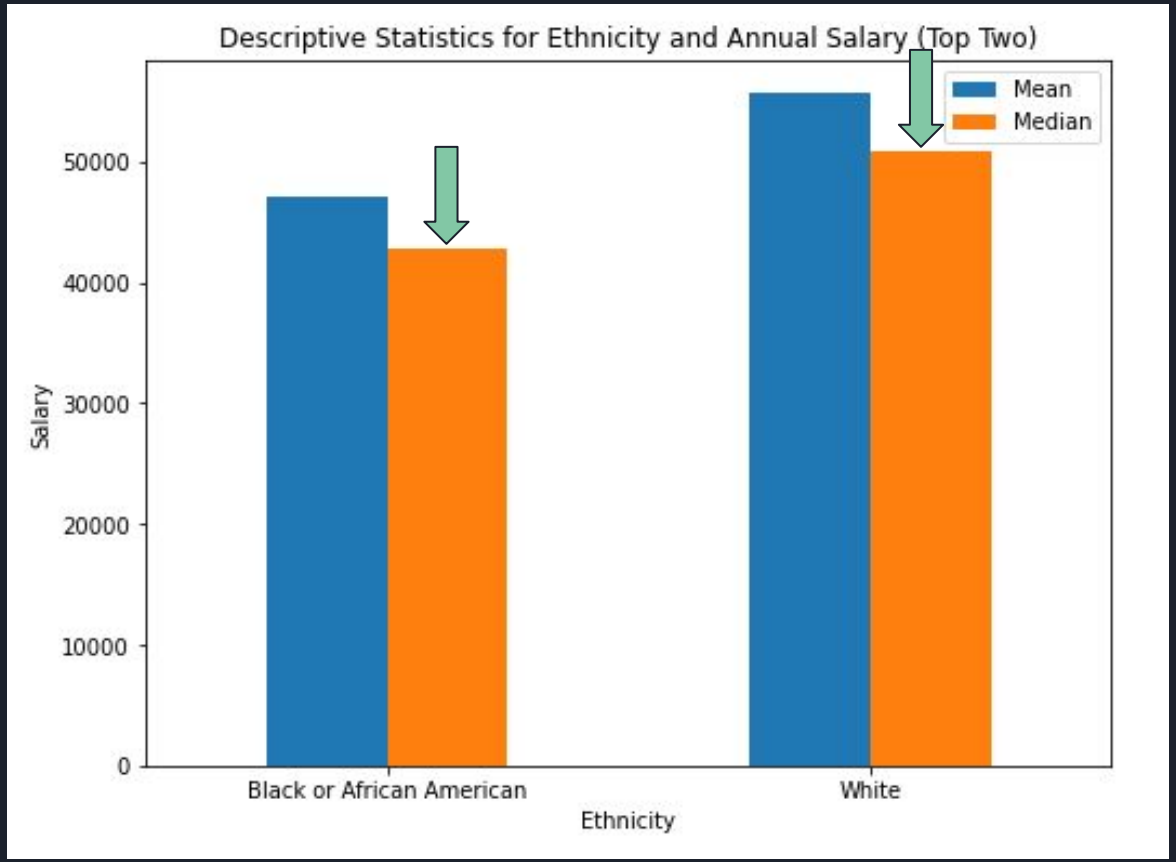
Data Understanding and Analysis: Sex and Salary

Annual Salary of Female Employees Less



Data Understanding and Analysis: Ethnic Origin and Salary

Annual Salary of Black or African American Employees Less

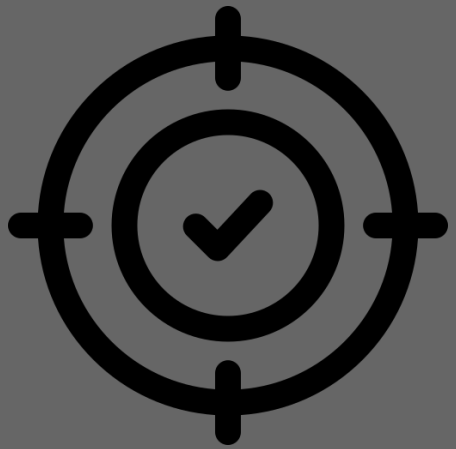


Data Understanding and Analysis: Organization, Ethnic Origin, and Salary

Annual Salary of Female and Black or African American Least, Male and White Most

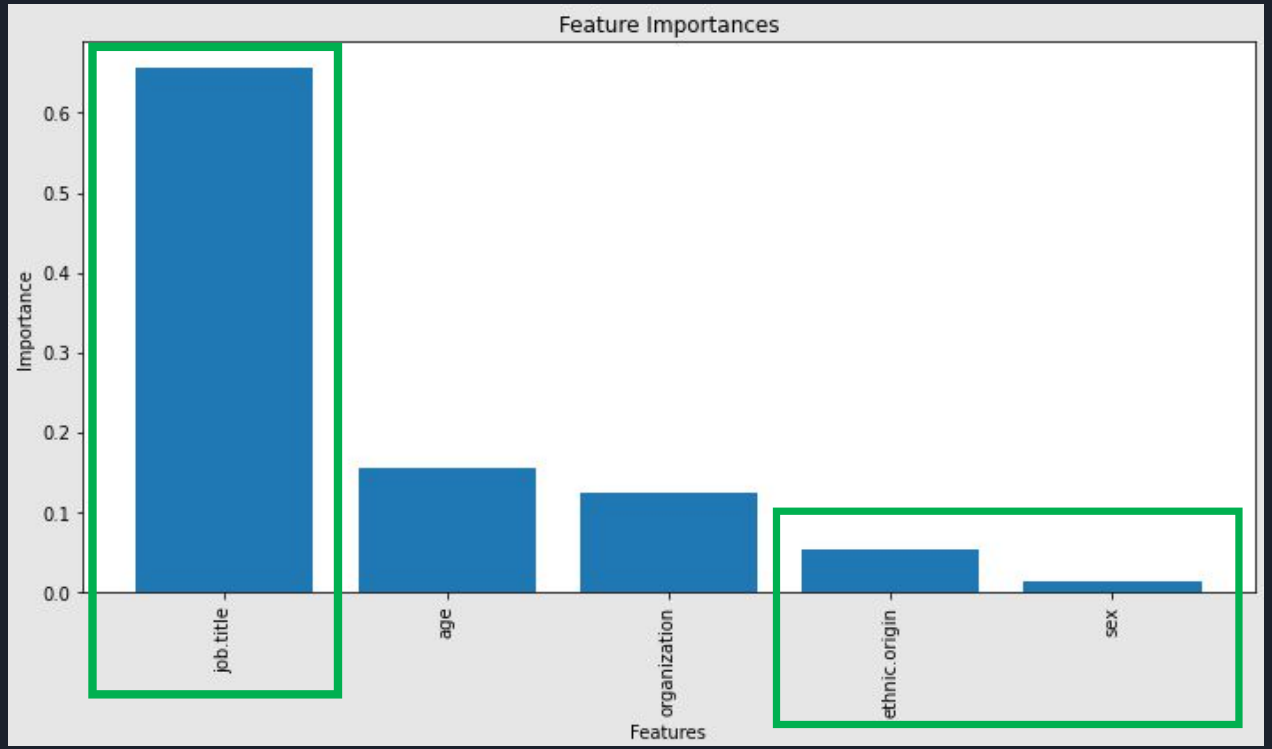
The Model

71.4%



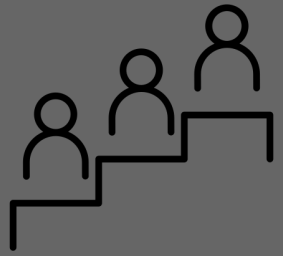
$10,512

Recommendations: Investigate Feature Importances



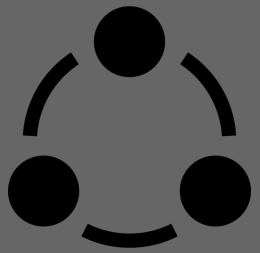
Next Steps

- Collect and label job level for each organization and employee



- Collect and label the experience of each employee.

- Analyze the relationship between job.title, job level, experience and identity information such as sex, ethnic.origin, and age.



Thank you

I would be happy to answer any questions

You may find my contact information below:

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