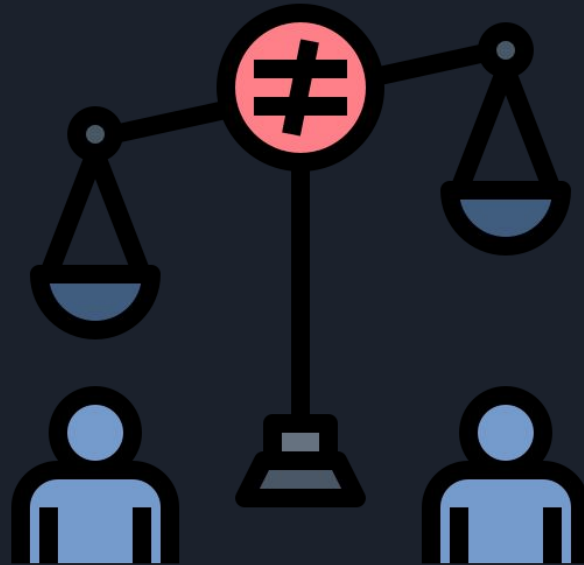
A decorative graphic on the left side of the slide consisting of two overlapping parallelograms. The front one is blue and the back one is a light green color. They are positioned diagonally, with the blue one in front of the green one.

Salary and Identity Analysis for Atlanta City Employees

By: Konnor Clark

Overview and Business Understanding

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



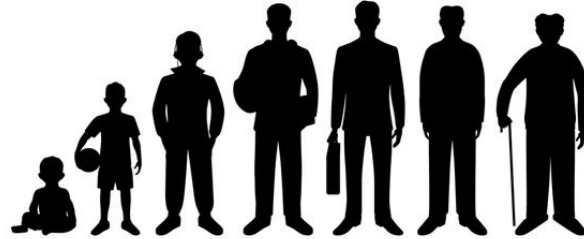
Business Questions



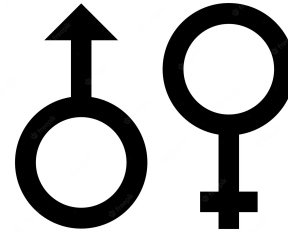
- **Implicit bias** in city employees' salaries?
- How can we **mitigate implicit bias**?

Data Understanding and Analysis: 6 Features

Age



Sex



Ethnic Origin



Data Understanding and Analysis: 6 Features

Job Title



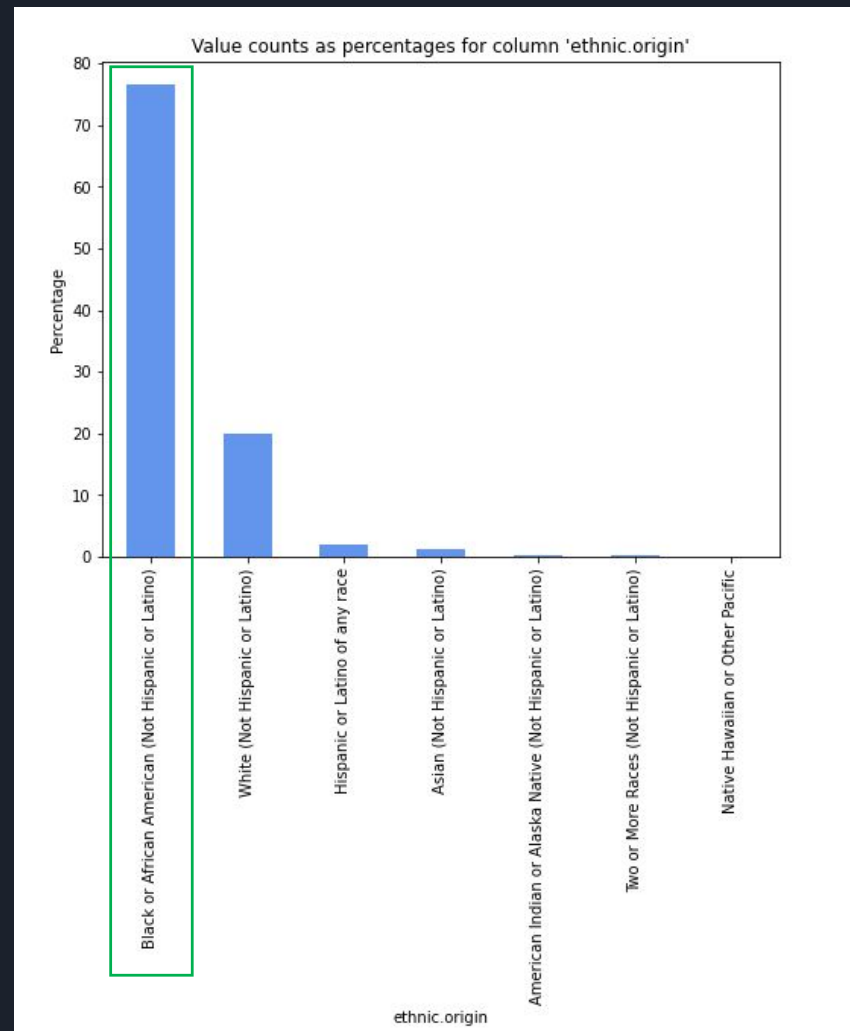
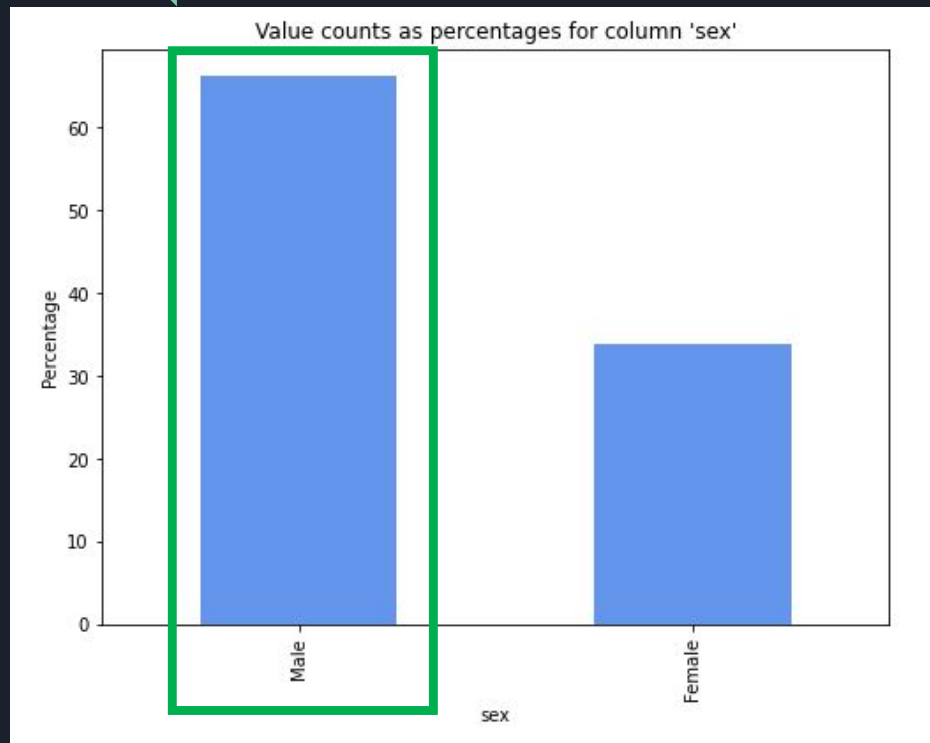
Organization



Annual Salary

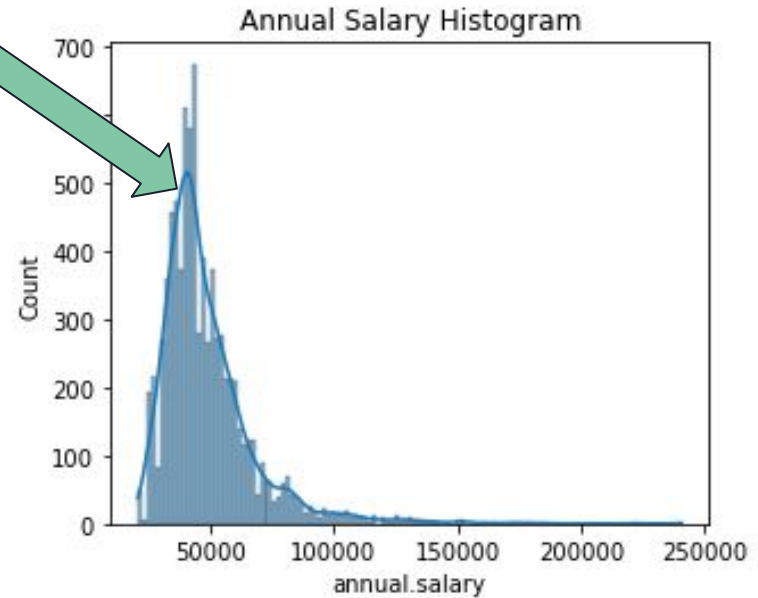
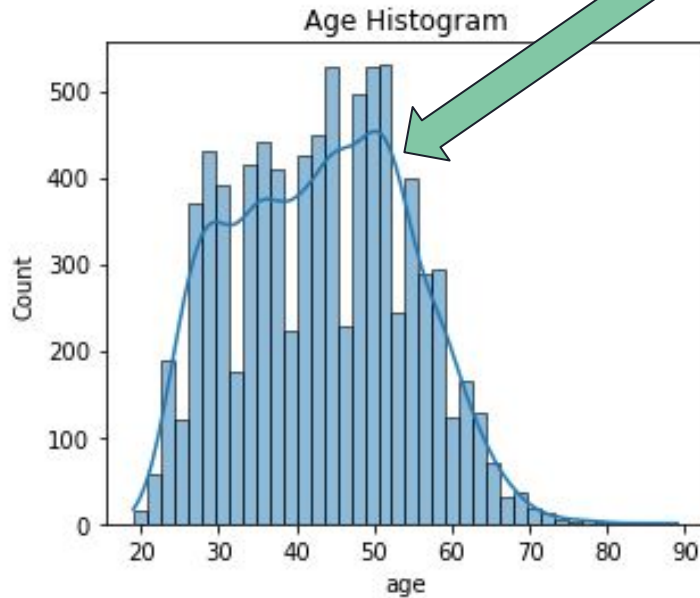


Data Understanding and Analysis: Sex and Ethnic Origin



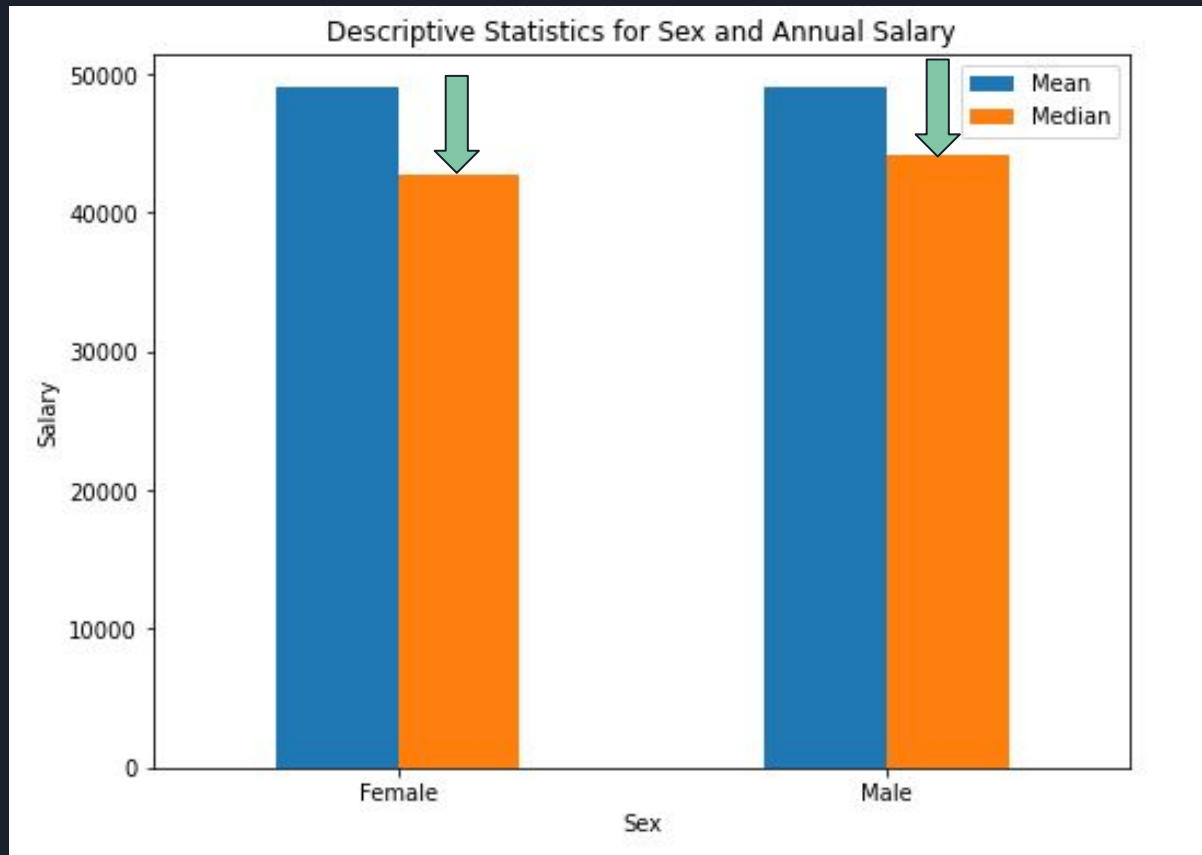
Data Understanding and Analysis: Age and Salary

Highest Frequency



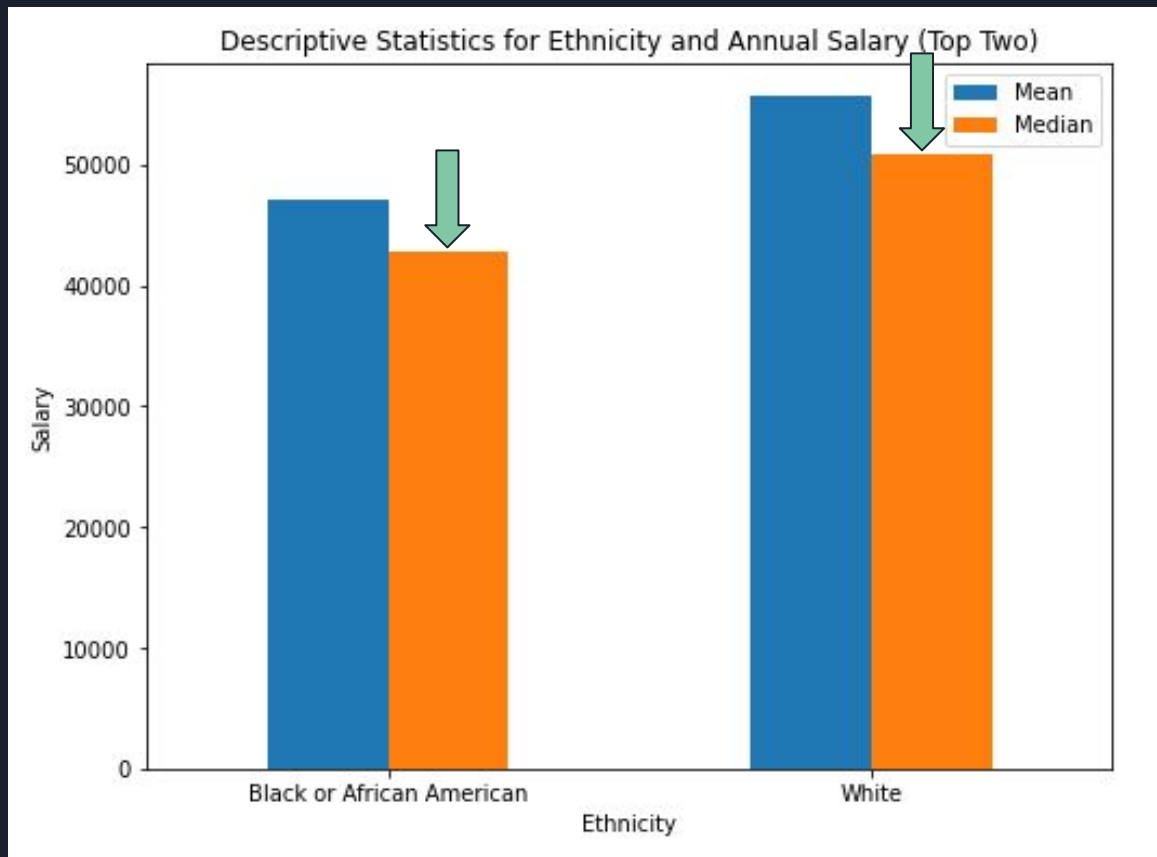
Data Understanding and Analysis: Sex and Salary

**Annual Salary
of Female
Employees is
Less**

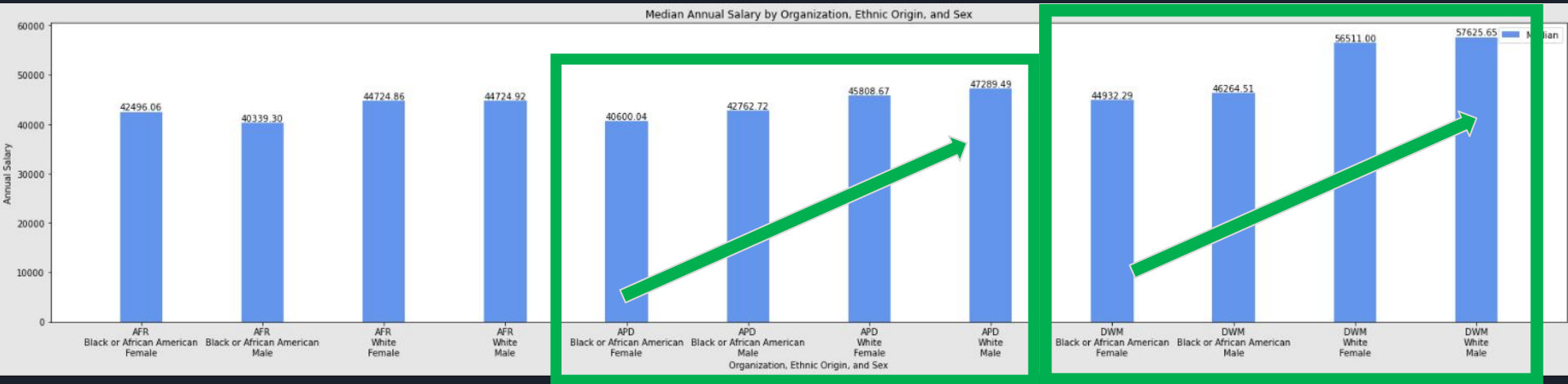


Data Understanding and Analysis: Ethnic Origin and Salary

**Annual Salary
of Black
Employees is
Less**



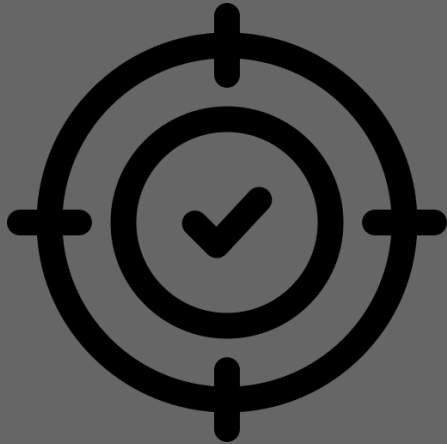
Data Understanding and Analysis: Organization, Ethnic Origin, and Sex



**Annual Salary of
Female and Black Employees = Least
Male and White Employees = Most**

The Model

71.4%

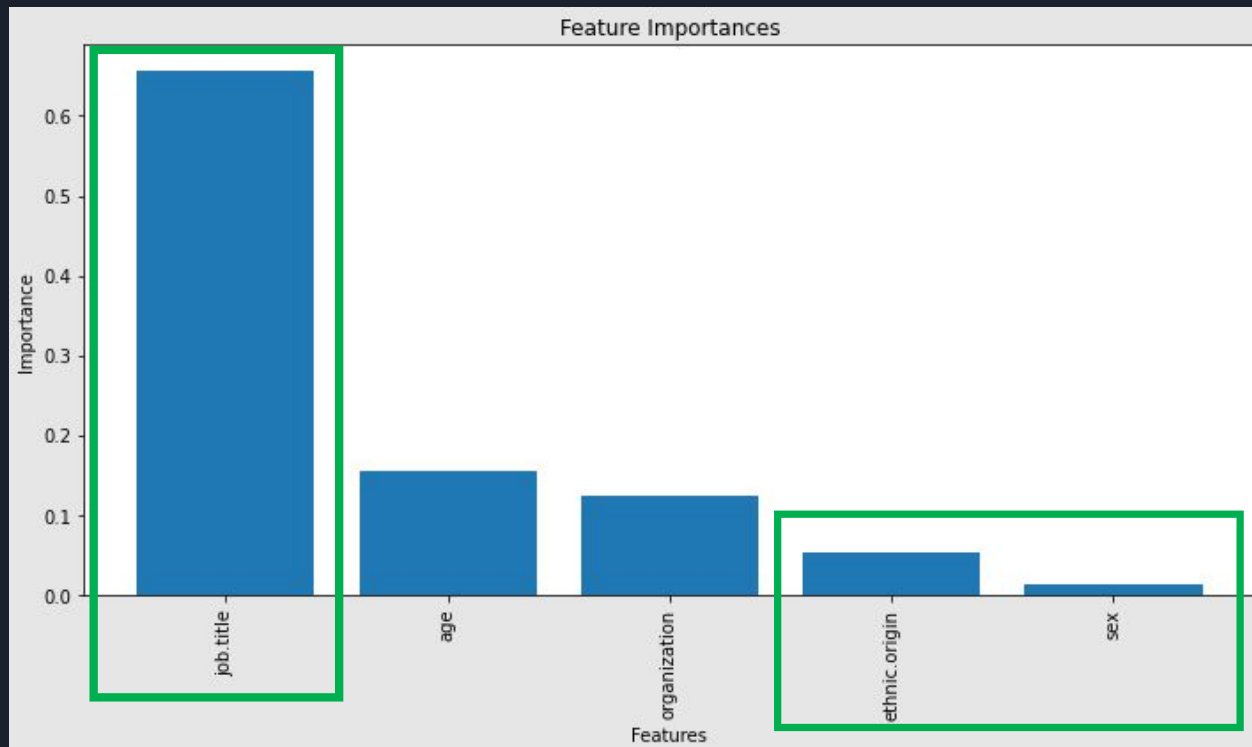


\$10,512



Recommendations: Investigate Feature Importances

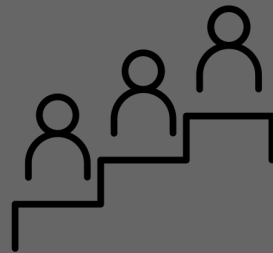
Relationship
between
Job.Title and
Identity
Information





Next Steps

- Collect and label **job level** for each organization and employee
- Collect and label the **experience** of each employee.
- Analyze the **relationship** between **career information** such as 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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