DISCUSSION

The NYC Department of Consumer and Worker Protection recently released additional rules and clarification around the NYC hiring law.

New York City Department of Consumer and Worker Protection

Notice of Public Hearing and Opportunity to Comment on Proposed Rules

What are we proposing? The Department of Consumer and Worker Protection ("DCWP" or "Department") is proposing to add rules to implement new legislation related to the use of automated employment decision tools. The proposed rules would clarify the requirements for the use of automated employment decision tools within New York City, the notices to employees and candidates for employment regarding the use of the tool, the bias audit for the tool, and the required published results of the bias audit.

Follow the link provided in chat and discuss these **three** questions in your breakout rooms:

- **What metric of fairness is the Department proposing**? (ctrl+f 'impact ratio', 'selection rate', and 'bias audit')

- **What are the strengths and weaknesses of this approach**? Does this go far enough?
- Unlike familiar financial audits, which have been refined over decades of accounting experience, the AI audit process is new and without clearly established guidelines:
  - ○ … the Surveillance Technology Oversight Project, New York Civil Liberties Union and other organizations has noted the lack of standards for bias audits
  - ○ …. businesses and their service providers are grappling with how to comply with New York City's mandate for AI audits used in hiring

  What does challenges could this pose for different stakeholders (think through the different stakeholders we discussed in previous lectures!)**?**

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Make sure to nominate someone to represent your group and share your thoughts with the room when we reconvene!