

# SHL.

## SHL Automata Assessment

### Fairness Report



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## Overview

This Fairness Report has been developed solely for the purpose of compliance with New York City's Automated Decision Tool Law (Local Law 144) to help guide your understanding about the use of the SHL Automata employment tool ("Automata") as part of your applicant process. Employers often rely on the use of employment assessment tools as part of a robust talent acquisition, development, and management approach. You have been asked to complete Automata as part of an applicant process. Your results will be used as one of many other factors to help your employer or prospective employer in the decision process to better understand your suitability for a particular role and for the employer's organization.

We are committed to ensuring that the use of our Automata as part of an employer's robust hiring process is both fair and equitable, and promotes fair treatment of all applicants<sup>‡</sup>.

## Summary

In compliance with regulatory requirements, we have conducted an audit of the Automata Assessment to measure fairness. The fairness audit was conducted by comparing the percentage of candidates scoring above the average score on the Automata Assessment for candidates from each of the following demographic groups: (i) sex, (ii) race/ethnicity, & (iii) all combinations of sex and race/ethnicity. The analysis was conducted on a sample size of 274 applicants who completed the Automata Assessment as part of a hiring process during the period of March 2020 through May 2024.

This report is based on a review by an independent third party to evaluate the fairness of the Automata Assessment. This report summarizes the methods used by the auditor and results of this audit.

## Reporting Statistics

The data tables in the Results section below summarize the results of the bias audit conducted by an independent third party auditor, pursuant to the requirements of Local Law 144.

The impact ratio is a calculation derived by dividing the scoring rate of specified demographic category by the scoring rate of the highest scoring demographic category. The scoring rate is the proportion of a group who score higher than the sample average. The highest scoring demographic category is the group with the highest scoring rate. SHL reviews all category and classification results with an Impact Ratio below 0.6. In many cases, an Impact Ratio below 0.6 indicates relatively small participation by the specified category classification, as represented within the column titled '# of Applicants', and therefore does not represent a true Impact for said category classification.

## Results

Sex Categories			
	# of Applicants	Scoring Rate	Impact Ratio
Male	226	54.0	1.00
Female	48	29.2	0.54

<sup>‡</sup> Demographic groups are recorded and reported as defined by the United States Equal Employment Opportunity Commission (EEOC). Sex as categorized by Male or Female, race/ethnicity as categorized by White, Black/African American, American Indian/Alaska Native, Hispanic, or Latino, Asian, Native Hawaiian/ Pacific Islander. We recognize that this does not include all genders, races/ethnicities, and age groups.

\* Demographic groups that make up less than 2% of the audit sample are reported in the data table but excluded from the analysis summary to ensure the results are scientifically robust.

Race/Ethnicity Categories			
	# of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	57	43.9	0.76
White (Not Hispanic or Latino)	54	40.7	0.70
Black (Not Hispanic or Latino)	12	25.0	0.43
Asian (Not Hispanic or Latino)	147	57.8	1.00
Native American or Alaska Native (Not Hispanic or Latino)	1	0	(0.00*)
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0	0	(0.00*)
Two or More Races (Not Hispanic or Latino)	3	33.3	(0.58*)

Intersectional Categories					
		# of Applicants	Scoring Rate	Impact Ratio	
Hispanic or Latino	Male	51	47.1	0.76	
	Female	6	16.7	0.27	
Non/Hispanic or Latino	Male	White	41	46.3	0.74
		Black	9	22.2	0.36
		Asian	122	62.3	1.00
		Native American or Alaska Native	1	0.0	(0.00*)
		Native Hawaiian or Pacific Islander	0	0	(0.00*)
		Two or More Races	2	50.0	(0.80*)
		Female	13	23.1	0.37
	Female	Black	3	33.3	(0.54*)
		Asian	25	36.0	0.58
		Native American or Alaska Native	0	0	0.00*
Native Hawaiian or Pacific Islander		0	0	0.00*	
	Two or More Races	1	0	(0.00*)	

Note: The Assessment was used to assess 284 individuals with an unknown sex or race ethnicity category. Data on these individuals was not included in the calculations above.

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