

Independent Audits of Automated Employment Decision Tools

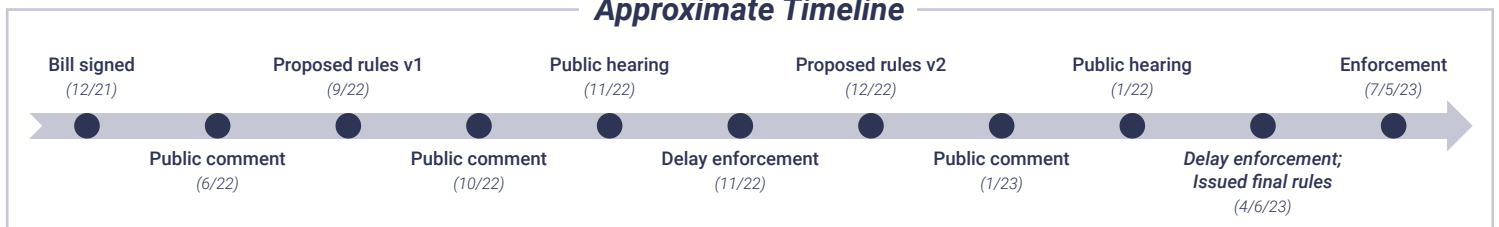
Many employers, employment agencies and vendors are finalizing compliance plans related to New York City Local Law 144. The law focuses on automated employment decision tools (AEDT). This requires employers to publicly publish “bias audit” results and notify applicants and employees of specific AEDT use.

There are other proposed city and state laws similar to Local Law 144 and it is important for AEDT users and vendors to understand this complex and constantly changing landscape. Importantly, there are also long standing federal Equal Employment Opportunity regulations that apply to AEDTs and significant federal agency activity in this space. As such there are a variety of dimensions to consider in evaluating assessments through the lens of federal, state, and city law compliance.

With a complex enforcement landscape and nuanced definitions, “bias audits” can mean different things depending on specific context. DCI Consulting Group experts have been providing related services for decades. The combination of expertise in I/O Psychology, adverse impact measurement methods, standards for evaluating and validating assessments, and Equal Employment Opportunity regulations make DCI experts particularly well suited to perform this type of work.

See below for more information on New York City Local Law 144. If your organization uses an AEDT in employment or is a vendor of such services and is interested in bias audit research specific to New York City or more broadly, please contact Anne Holmes at **(202) 815-5083** or **aholmes@dciconsult.com**.

Approximate Timeline



Learn more about DCI's AEDT bias audit services by visiting our website!

More on AEDTs

Contact Our Team

About DCI

Fundamentally, as of spring 2023 Local Law 144 has two broad dimensions:

- Bias audit research related to each AEDT, including:
 - Adverse impact analyses
 - » Using NYC impact ratios based on selection or scoring rates
 - » Race, gender, intersectional
 - Conducted by an independent auditor
 - Can be done using either historical or test data
 - Can be conducted at the employer, employment agency, or vendor level
 - » Employers may rely on broader audits in some situations
 - Must publish results tables and information on data/methodology
- Provision of notices to applicants that:
 - States that assessment is an AEDT
 - Describes job qualifications and characteristics being evaluated
 - Summarizes type and source of data and data retention policy
 - Provides information on requesting alternative process