FDM Group NA - Automated Employment Decision Tool

Summary of the results of bias audit for Business Stream vacancies:

As per the NY 144 requirements the data below includes the number of applicants, selection rates and impact ratios for each category and intersectionality at the cut off / bench-mark set for the Business Stream.

Source of data and explanation:

The data comes from 2023 live campaign FDM Group applicant data from the business stream vacancy in the UK. This data is the most representative for FDM Group as they do not yet have live applicant data from the US and this data includes applicants who have completed the assessment for the same vacancies / jobs but in other locations.

Audit conducted: 10th October 2023

Distribution date / date FDM Group started using tool: Monday 6th May 2024

Gender Categories				
	# of Applicants	# Selected	Selection Rate	Impact Ratio
Male	2795	2012	72.0%	1.000
Female	1953	1269	65.0%	.903

Race/Ethnicity Categories				
	# of Applicants	# Selected	Selection Rate	Impact Ratio
White	1732	1298	74.9%	.999
Black/African/Caribbean	507	318	62.7%	.836
Mixed	464	348	75.0%	1.000
Unknown / Did not provide answer	291	182	62.5%	.834

Intersectional Categories					
		# of Applicants	# Selected	Selection Rate	Impact Ratio
Male	**White**	955	744	77.9%	.998
	Black/African/Caribbean	316	199	63.0%	.807
	Mixed	278	217	78.1%	1.000
	Unknown / did not provide answer	192	126	65.6%	.841
Female	**White**	777	554	71.3%	.913
	Black/African/Caribbean	190	120	63.2%	.809
	Mixed	186	131	70.4%	.902
	Unknown / did not provide answer	99	62	62.6%	.802

Summary of the results of bias audit for Technical Stream vacancies:

Gender Categories				
	# of Applicants	**# Selected**	**Selection Rate**	**Impact Ratio**
Male	2794	1812	64.9%	1.000
Female	1952	1153	59.1%	.911

Race/Ethnicity Categories				
	# of Applicants	**# Selected**	**Selection Rate**	**Impact Ratio**
White	1732	1145	66.1%	.974
Black/African/Caribbean	505	302	59.8%	.881
Mixed	464	315	67.9%	1.000
Unknown / Did not provide answer	291	167	57.4%	.845

Intersectional Categories					
		# of Applicants	**# Selected**	**Selection Rate**	**Impact Ratio**
Male	**White**	955	656	68.7%	.984
	Black/African/Caribbean	315	181	57.5%	.823
	Mixed	278	194	69.8%	1.000
	Unknown / Did not provide answer	192	114	59.4%	.851
Female	**White**	777	489	62.9%	.902
	Black/African/Caribbean	190	121	63.7%	.913
	Mixed	186	121	65.1%	.932
	Unknown / Did not provide an answer	99	57	57.6%	.825