



Ambrose Consulting, LLC



Bias Audit

Nov. 2019 – Dec. 2024

AGENDA

- Overview
- Results From All Assessments
- Results From Assessment 1, 2, 3 and 4
- Summary and Conclusion

OVERVIEW

- Obtained 5 years of talent and demographic data from NYU Langone
- Removed duplicate applications to determine unique applicant demographic data
- Used 4/5ths rule to evaluate subgroup differences for subgroups that represent at least 2% of the data provided

FINDINGS

- Talent Plus assessments do not demonstrate adverse impact or bias across gender categories
- Talent Plus assessments do not demonstrate adverse impact or bias across ethnic categories
- Talent Plus assessments do not demonstrate adverse impact or bias among intersectional categories



2019-2024 in Review (Across Assessments)

All Talent Plus Assessments | Gender

	Male	Female
Recommended	89,103	168,126
Not Recommended	51,121	87,517
Total	140,224	255,643
Selection Rate	64%	66%
Impact Ratio*	.97	1.0

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.
Indicates Reference Group.

Talent Plus assessments *do not* demonstrate adverse impact across gender

All Talent Plus Assessments | Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Recommended	71,651	52,922	65,259	1,041	42,015	662	11,851
Not Recommended	36,381	27,925	32,319	467	29,154	274	5,081
Total	102,112	80,847	97,578	1,508	71,169	936	16,932
Selection Rate	66%	65%	67%	69%	59%	71%	70%
Impact Ratio*	.94	.93	.96	**	.84	**	1.0

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Indicates Reference Group.

Regardless of race, Talent Plus assessments *do not* demonstrate adverse impact

Talent Plus Assessments | Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		53,339	35,169	66%	.93
	Male		27,221	17,582	65%	.92
Not Hispanic or Latino	Female	Black or African American	70,961	47,458	67%	.94
		White	61,486	41,926	68%	.96
		American Indian or Alaska Native	1,007	703	70%	**
		Asian	42,962	25,687	60%	.85
		Native Hawaiian or Pacific Islander	654	461	70%	**
		Two or More Races	11,286	8,018	71%	1.0
Not Hispanic or Latino	Male	Black or African American	36,852	24,060	65%	.92
		White	35,516	23,008	65%	.92
		American Indian or Alaska Native	494	333	67%	**
		Asian	27,951	16,188	58%	.82
		Native Hawaiian or Pacific Islander	277	197	71%	**
		Two or More Races	5,484	3,738	68%	.96



Assessment 1

Assessment 1| Gender

	Male	Female
Recommended	3,761	16,375
Not Recommended	1,166	6,084
Total	4,927	22,459
Selection Rate	76%	73%
Impact Ratio*	1.0	.96
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Assessment 1| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Recommended	4,297	3,008	7,867	53	3,287	28	728
Not Recommended	1,593	1,125	2,535	24	1,368	10	235
Total	5,890	4,133	10,402	77	4,655	38	963
Selection Rate	73%	73%	76%	69%	71%	74%	76%
Impact Ratio*	.96	.96	1.0	xx	.93	xx	1.0

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Assessment 1| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		3,364	2,440	73%	.94
	Male		761	566	74%	.95
Not Hispanic or Latino	Female	Black or African American	4,912	3,552	72%	.92
		White	8,707	6,549	75%	.96
		American Indian or Alaska Native	62	42	68%	**
		Asian	3,548	2,461	69%	.88
		Native Hawaiian or Pacific Islander	22	14	64%	**
		Two or More Races	780	589	76%	.97
Not Hispanic or Latino	Male	Black or African American	972	741	76%	.97
		White	1,676	1,307	78%	1.0
		American Indian or Alaska Native	15	11	73%	**
		Asian	1,094	820	75%	.96
		Native Hawaiian or Pacific Islander	16	14	88%	**
		Two or More Races	177	134	76%	**



Assessment 2

Assessment 2| Gender

	Male	Female
Recommended	49,498	104,015
Not Recommended	26,472	50,492
Total	75,970	154,507
Selection Rate	65%	67%
Impact Ratio*	.97	1.0
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Assessment 2| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Recommended	54,171	38,538	27,955	804	16,480	513	7,688
Not Recommended	26,642	19,565	12,704	332	10,350	191	2,976
Total	80,813	58,103	40,659	1,136	26,830	704	10,664
Selection Rate	67%	66%	69%	71%	61%	73%	72%
Impact Ratio*	.93	.92	.96	**	.85	**	1.0

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Assessment 2| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		39,219	26,184	67%	.91
	Male		18,690	12,235	65%	.88
Not Hispanic or Latino	Female	Black or African American	53,063	36,042	68%	.92
		White	27,324	19,105	70%	.95
		American Indian or Alaska Native	761	550	72%	**
		Asian	17,421	10,728	62%	.84
		Native Hawaiian or Pacific Islander	761	550	72%	.99
		Two or More Races	7,363	5,417	74%	1.0
Not Hispanic or Latino	Male	Black or African American	27,580	18,025	65%	.88
		White	13,016	8,667	67%	.91
		American Indian or Alaska Native	373	253	68%	**
		Asian	9,306	5,695	61%	.82
		Native Hawaiian or Pacific Islander	185	136	74%	**
		Two or More Races	3,210	2,219	69%	.93



Assessment 3

Assessment 3| Gender

	Male	Female
Recommended	27,500	37,828
Not Recommended	16,402	20,927
Total	43,902	58,755
Selection Rate	63%	64%
Impact Ratio*	.97	1.0
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Assessment 3| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Recommended	9,737	8,841	21,829	140	19,483	85	2,554
Not Recommended	4,848	4,548	10,592	67	14,448	30	1,230
Total	14,585	13,389	32,421	207	33,931	115	3,784
Selection Rate	67%	66%	67%	68%	57%	74%	67%
Impact Ratio*	1.0	.99	1.0	**	.85	**	1.0

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Assessment 3| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		7,748	5,156	67%	.97
	Male		5,570	3,642	65%	.94
Not Hispanic or Latino	Female	Black or African American	8,740	5,778	66%	.96
		White	18,024	12,384	69%	1.0
		American Indian or Alaska Native	119	79	66%	**
		Asian	18,979	11,092	58%	.84
		Native Hawaiian or Pacific Islander	76	54	71%	**
		Two or More Races	2,197	1,494	68%	.99
Not Hispanic or Latino	Male	Black or African American	5,812	3,938	68%	.99
		White	14,205	9,338	66%	.96
		American Indian or Alaska Native	85	59	69%	**
		Asian	14,835	8,323	56%	.81
		Native Hawaiian or Pacific Islander	37	30	81%	**
		Two or More Races	1,538	1,030	67%	.97



Assessment 4

Assessment 4| Gender

	Male	Female
Recommended	9,249	11,911
Not Recommended	7,348	10,637
Total	16,597	22,548
Selection Rate	56%	53%
Impact Ratio*	1.0	.95
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Talent Plus assessments *do not* demonstrate adverse impact across gender

Assessment 4| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Recommended	4,274	3,201	8,277	57	3,151	48	1,042
Not Recommended	3,553	2,877	6,692	46	3,132	44	676
Total	7,827	6,078	14,969	103	6,283	92	1,718
Selection Rate	55%	53%	55%	55%	50%	52%	61%
Impact Ratio*	.90	.87	.90	**	.82	**	1.0

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Assessment 4| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		3,581	1,836	51%	.88
	Male		2,483	1,358	55%	.96
Not Hispanic or Latino	Female	Black or African American	5,012	2,666	53%	.91
		White	8,016	4,337	54%	.93
		American Indian or Alaska Native	75	40	53%	**
		Asian	3,388	1,676	49%	.84
		Native Hawaiian or Pacific Islander	47	25	53%	**
		Two or More Races	1,078	628	58%	1.0
Not Hispanic or Latino	Male	Black or African American	2,803	1,602	57%	.98
		White	6,903	3,914	57%	.98
		American Indian or Alaska Native	26	15	58%	**
		Asian	2,871	1,466	51%	.88
		Native Hawaiian or Pacific Islander	44	22	50%	**
		Two or More Races	623	405	65%	**

Summary and Conclusion

- + Talent assessments recommend NYU Langone applicants at similar rates within EEOC-protected categories:
 - + Gender (male, female)
 - + Race (Black or African American, Hispanic or Latino, White or Caucasian, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander)
 - + Ethnicity (Hispanic or Latino, not Hispanic or Latino)