

SHL SC Graduate & Intern Skills Insight Assessment

Fairness Report



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 SC Graduate & Intern Skills Insight assessment employment tool 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 the SC Graduate & Intern Skills Insight assessment 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 SC Graduate & Intern Skills Insight assessment as part of an employer's robust hiring process is both fair and equitable, and promotes fair treatment of all applicants[‡].

Summary

In compliance with regulatory requirements, an independent third party auditor has conducted an audit of the SC Graduate & Intern Skills Insight assessment to measure fairness. The fairness audit was conducted by comparing the percentage of candidates scoring above the average score on the SC Graduate & Intern Skills Insight assessment for candidates from each of the following demographic groups: (i) sex, (ii) race/ethnicity, & (iii) all combinations of sex and race/ethnicity. The auditor conducted this analysis on a sample size of 1,586 applicants who completed the SC Graduate & Intern Skills Insight assessment as part of a hiring process during the period of December 2021 through April 2026. The auditor was provided access to the underlying assessment data and conducted the analysis, including validating demographic classifications and sample sizes, calculating group-level metrics, and independently computing impact ratios and disparate impact outcomes.

This report reflects the independent testing, analyses, and conclusions of the third-party auditor regarding the fairness of the SC Graduate & Intern Skills Insight assessment and summarizes the methods applied and results obtained through that independent 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 selection rate of specified demographic category by the selection rate of the most selected demographic category. The selection rate is the proportion of a group who meet the specified cut score. The most selected demographic category is the group with the highest selection 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.

[‡] 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.

Results

30th percentile cut score

Sex Categories			
	# of Applicants	Selection Rate	Impact Ratio
Male	888	40.4	1.00
Female	698	38.1	0.94

Race/Ethnicity Categories			
	# of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	987	38.4	0.88
White (Not Hispanic or Latino)	443	42.2	0.96
Black (Not Hispanic or Latino)	57	43.9	1.00
Asian (Not Hispanic or Latino)	65	36.9	0.84
Native American or Alaska Native (Not Hispanic or Latino)	12	25.0	0.57*
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	1	0.0	0.00*
Two or More Races (Not Hispanic or Latino)	21	33.3	0.76*

Intersectional Categories					
			# of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino		Male	517	39.3	0.92
		Female	470	37.4	0.88
Non/Hispanic or Latino	Male	White	281	42.0	0.99
		Black	30	50.0	1.17*
		Asian	41	36.6	0.86
		Native American or Alaska Native	7	28.6	0.67*
		Native Hawaiian or Pacific Islander	0	N/A	N/A
		Two or More Races	12	50.0	1.17*
		Female	White	162	42.6
	Black		27	37.0	0.87*
	Asian		24	37.5	0.88*
	Native American or Alaska Native		5	20.0	0.47*
	Native Hawaiian or Pacific Islander		1	0.0	0.00*
		Two or More Races	9	11.1	0.26*

Note: The Assessment was used to assess 807 individuals with an unknown sex or race ethnicity category. Data on these individuals was not included in the calculations above.

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40th percentile cut score

Sex Categories			
	# of Applicants	Selection Rate	Impact Ratio
Male	888	28.3	1.00
Female	698	26.5	0.94
Race/Ethnicity Categories			
	# of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	987	26.6	0.84
White (Not Hispanic or Latino)	443	29.3	0.93
Black (Not Hispanic or Latino)	57	31.6	1.00
Asian (Not Hispanic or Latino)	65	27.7	0.88
Native American or Alaska Native (Not Hispanic or Latino)	12	16.7	0.53*
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	1	0.0	0.00*
Two or More Races (Not Hispanic or Latino)	21	23.8	0.75*

Intersectional Categories				
		# of Applicants	Selection Rate	Impact Ratio
Hispanic or Latino	Male	517	26.3	0.85
	Female	470	27.0	0.87
Non/Hispanic or Latino	Male	White	281	31.0
		Black	30	36.7
		Asian	41	29.3
		Native American or Alaska Native	7	14.3
		Native Hawaiian or Pacific Islander	0	N/A
		Two or More Races	12	33.3
	Female	White	162	26.5
		Black	27	25.9
		Asian	24	25.0
		Native American or Alaska Native	5	20.0
		Native Hawaiian or Pacific Islander	1	0.0
		Two or More Races	9	11.1

Note: The Assessment was used to assess 807 individuals with an unknown sex or race ethnicity category. Data on these individuals was not included in the calculations above.

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