AEDT BIAS AUDIT - SMARTRECRUITERS

Summary of Findings:

The audit results shown below were produced on 07/11/2023, for SmartRecruiters.

These results are regarding their use of the following tools: SmartAssistant.

The audit below was performed using historical data from between 07/01/2022 and 07/07/2023 gathered from multiple employers provided by the AEDT vendor to the independent auditor, ConductorAI.

SmartAssistant produces scores that are not directly comparable across jobs. As a result, the initial scores have been normalized across all job types to produce final scores that are comparable across the entire dataset for the purposes of this audit. This normalization process created a final score for a candidate by multiplying their initial score by the median score of the dataset divided by the median score of their job type.

It is the independent auditor's opinion that the provided data is representative, and "Scoring Rate" is most appropriate for assessment. Scoring Rate is the percentage of candidates within a given group whose score is above the median score of the entire dataset. This median score across all candidates is 66.0. Impact Ratio is calculated by dividing the Scoring Rate of a given group by the highest Scoring Rate within the category.

The dataset given to ConductorAI consisted of 4,196,161 candidates. For 105,724 of these candidates, no sex or race data was known, so they are excluded from all categories below. 162,872 candidates had sex data but unknown race data. 19,747 candidates had race data but unknown sex data.

About ConductorAI:

ConductorAI is an established NYC Local Law 144 independent auditor and a leader in AI compliance solutions. ConductorAI has helped clients in numerous industries get compliant with AI and tech regulations. We have the expertise and tools required to help companies assess algorithmic biases, address procedural gaps, and deploy the necessary tools to ensure the safe and compliant usage of AI.

Audit Results

Sex Categories

	# Of Applicants	Scoring Rate	Impact Ratio
Male	2,063,618	47%	0.99
Female	2,007,072	47%	1

Race/Ethnicity Categories

	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	470,904	45%	0.89
White	1,457,444	46%	0.9
Black or African American	796,447	48%	0.96
Native Hawaiian or Pacific Islander	14,904	45%	0.9
Asian	941,554	50%	1.00
Native American or Alaska Native	29,612	43%	0.85
Two or More Races	216,700	46%	0.92

Intersectional Categories

	Sex	Race/Ethnicity Categories	# Of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino	Male		231,334	44%	0.87
Hispanic or Latino	Female		237,315	45%	0.89
Non-Hispanic or Latino	Male	White	725,976	46%	0.9
Non-Hispanic or Latino	Male	Black or African American	351,245	48%	0.94
Non-Hispanic or Latino	Male	Native Hawaiian or Pacific Islander	7,656	45%	0.89
Non-Hispanic or Latino	Male	Asian	547,776	51%	1
Non-Hispanic or Latino	Male	Native American or Alaska Native	17,000	41%	0.82
Non-Hispanic or Latino	Male	Two or More Races	99,271	46%	0.91
Non-Hispanic or Latino	Female	White	723,288	46%	0.91
Non-Hispanic or Latino	Female	Black or African American	442,836	49%	0.97
Non-Hispanic or Latino	Female	Native Hawaiian or Pacific Islander	7,117	46%	0.90
Non-Hispanic or Latino	Female	Asian	391,030	50%	0.99
Non-Hispanic or Latino	Female	Native American or Alaska Native	12,262	44%	0.88
Non-Hispanic or Latino	Female	Two or More Races	113,712	47%	0.93