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March 23, 2023

Fuel50
Summary of Results

Holistic AI

SUMMARY OF RESULTS FOR FUEL50'S SYSTEM FUELMOBILITY AND SUCCESSION (TALENT PIPELINE)

For New York City Local Law 2021/144 – Title: A Local Law to amend the administrative code of the city of New York, in relation to automated employment decision tools.

March 23, 2023

Legislation: NYC LL 144

Distribution Date:
October 1, 2021

Protected Attributes:
Ethnicity, Gender

System: FuelMobility and
Succession (Talent Pipeline)

Audit Date: March 23, 2023

FuelMobility and Succession (Talent Pipeline) Description: Helps clients' recruiters and reporting line managers with internal talent management, mobility, and succession planning. By knowing the skills and current job positions of our client's employees, we can recommend appropriate employees by giving each a score of how well they fit against roles within the organization. Employees are then ranked based on their "percentage fit" for each job position.

Key information used by FuelMobility and Succession (Talent Pipeline): The feature set includes three key components:

- Talent Set Search – interface where leaders and HR can see the internal talent in the organisation in real-time
- Talent Mobility Matrix – maps the skill gaps and recommends the internal talent that is most relevant for open positions
- Talent Pipelines – feature used to create pools of in-demand talent, plan for the future, and organize internal teams

The key component of interest for the Bias Audit is the Talent Mobility Matrix (Figure 3.1), which is used to match qualified internal talent with open positions, facilitating either lateral transitions or promotions.

The system identifies appropriate candidates based on the match between the skills they possess and the skills required for the open position, where an individual's skill proficiency can be a combination of inferences from the following data sources: 1) role skill/level requirements, 2) employee skills/level from their current position, 3) role of interest, 4) peer feedback/ratings, and leader feedback/ratings.

The data is collected from the HR department, employees, leaders, peers, and/or the HRIS system of the employer.

Based on the match between current skills and those needed for the position, the system then ranks individuals based on their fit score, which HR and leaders can then use to select individuals for the positions.

Data Type: Historical

Data Period: December 31st, 2020 - December 31st, 2022

Data Details:

Fuel50 provided 11455345 data points based on approximately 600,000 employees. After removing missing values and doing further data quality assurance, the total number analysed was 1458313 data points (~13%). For each, the company name, position, and job score were provided, along with demographic information relating to age, ethnicity (race), and gender. Note that American Indian Or Alaskan Native and Native Hawaiian or Pacific Islander were not found in the data under the ethnicity category.

Table. Standalone impact ratios – Gender

Gender	Scoring rate	Impact ratio	Sample size
Female	0.5	0.99	621227
Male	0.5	1.0	767953

*Group represents less than 2% of individuals, impact ratio can be excluded from analysis.

Table. Standalone impact ratios – Ethnicity

| Ethnicity	Scoring rate	Impact ratio	Sample size
Asian	0.49	0.98	291801
Black Or African American	0.5	0.99	74882
Hispanic Or Latino	0.49	0.98	73623
Two Or More Races	0.5	1.0	23462
White	0.5	0.99	682472

*Group represents less than 2% of individuals, impact ratio can be excluded from analysis.

Table. Intersectional impact ratios – Gender/Ethnicity

Gender	Ethnicity	Scoring rate	Impact ratio	Sample size
Female	Asian	0.48	0.95	107958
Female	Black Or African American	0.51	1.0	37264
Female	Hispanic Or Latino	0.5	0.98	35747
Female	Two Or More Races	0.49	-	10329
Female	White	0.5	0.98	290867
Male	Asian	0.5	0.98	183573
Male	Black Or African American	0.49	0.95	37587
Male	Hispanic Or Latino	0.49	0.96	37854
Male	Two Or More Races	0.52	-	13034
Male	White	0.5	0.98	390728

*Group represents less than 2% of individuals, impact ratio can be excluded from analysis.
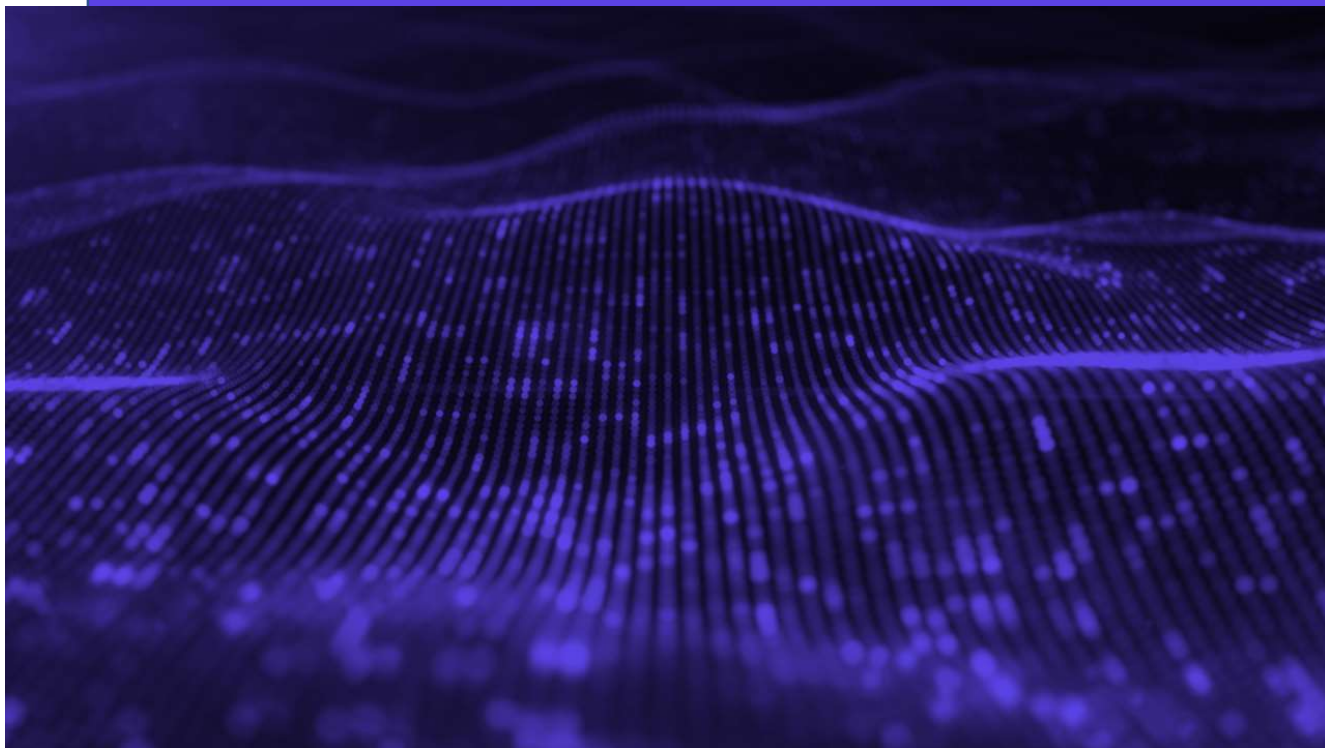
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