Dover <> Dover -- New York City Department of Consumer and Worker Protection Local Law 144 Bias Audit

BIAS AUDIT OVERVIEW

| Audit Date | June 23, 2023 |
|----------------------|---|
| Auditor Name | Varun Ganesan |
| Contanct Information | vkg@gmail.com |
| Employer | Dover |
| AEDT Purveyor | Staya Inc., dba Dover <u>Dover.com</u> |

AUDIT DATA OVERVIEW

Data Used Historical Data

Data Pulled Date June 21, 2023

AUDIT RESULT

| SEX CATECODIES | | | | | | |
|---------------------------------------|------------|---|--|--|---|---|
| SEX CATEGORIES | | | | | | |
| | | | | | | |
| | | | # of Applicants | # Selected | Selection Rate | Impact Ratio |
| | | Male | 980 | 37 | 3.78% | 100.00% |
| | | Female | 1,885 | 61 | 3.24% | 85.71% |
| | | | | | | |
| | | | | | | |
| RACE/ETHNICITY C | ATEGORIES | | | | | |
| | | | | | | |
| | | | # of Applicants | # Selected | Selection Rate | Impact Ratio |
| | | Hispanic or Latino | 65 | 4 | 6.15% | 47.189 |
| | | White (Not Hispanic or Latino) | 379 | 18 | 4.75% | 36.419 |
| | | Black or African | | | | |
| | | American (Not Hispanic or Latino) | 130 | 12 | 9.23% | 70.779 |
| | | Native Hawaiian or | | | | |
| | | Pacific Islander (Not Hispanic or Latino) | 23 | 3 | 13.04% | 100.009 |
| | | Asian (Not Hispanic or | 25 | 5 | 10.0770 | 100.00 |
| | | Latino) | 95 | 7 | 7.37% | 56.499 |
| | | Native American or | | | | |
| | | Alaska Native (Not Hispanic or Latino) | 0 | 0 | | 00 |
| | | · · · · · · · · · · · · · · · · · · · | | | | |
| | | Two or More Races (Not | | | | |
| | | Two or More Races (Not Hispanic or Latino) | 0 | 0 | | 0% |
| INTERSECTIONAL (| CATEGORIES | | | 0 | | 09 |
| INTERSECTIONAL C | CATEGORIES | | | # Selected | Selection Rate | 09 Impact Ratio |
| | CATEGORIES | | 0 # of Applicants 20 | # Selected | 10.00% | Impact Ratio |
| | CATEGORIES | Hispanic or Latino) | 0 # of Applicants 20 45 | # Selected 2 2 | 10.00% | Impact Ratio |
| | CATEGORIES | Hispanic or Latino) Male Female White | 0 # of Applicants 20 | # Selected | 10.00% | Impact Ratio 50.009 22.229 |
| | CATEGORIES | Hispanic or Latino) Male Female White Black or African | 0 # of Applicants 20 45 153 | # Selected 2 2 7 | 10.00% 4.44% 4.58% | Impact Ratio 50.00 ^c 22.22 ^c 22.88 ^c |
| | CATEGORIES | Hispanic or Latino) Male Female White Black or African American | 0 # of Applicants 20 45 | # Selected 2 2 | 10.00% 4.44% | Impact Ratio 50.00 ^c 22.22 ^c 22.88 ^c |
| | | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific | 0 # of Applicants 20 45 153 35 | # Selected 2 2 7 3 | 10.00% 4.44% 4.58% 8.57% | Impact Ratio 50.00 ⁴ 22.22 ⁴ 22.88 ⁴ 42.86 ⁴ |
| | ATEGORIES | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or | 0 # of Applicants 20 45 153 35 10 | # Selected 2 2 7 3 2 | 10.00% 4.44% 4.58% 8.57% | Impact Ratio 50.00' 22.22' 22.88' 42.86' |
| | | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian | 0 # of Applicants 20 45 153 35 | # Selected 2 2 7 3 | 10.00% 4.44% 4.58% 8.57% | Impact Ratio 50.00 ⁴ 22.22 ⁴ 22.88 ⁴ 42.86 ⁴ 100.00 ⁴ |
| | | Hispanic or Latino) Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or | 0 # of Applicants 20 45 153 35 10 45 | # Selected 2 2 7 3 2 3 3 | 10.00% 4.44% 4.58% 8.57% 20.00% | Impact Ratio 50.00° 22.22° 22.88° 42.86° 100.00° 33.33° |
| Hispanic or Latino | | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native | 0 # of Applicants 20 45 153 35 10 45 0 0 | # Selected 2 2 7 3 3 2 3 3 0 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% | Impact Ratio 50.00 22.22 22.88 42.86 100.00 33.33 |
| Hispanic or Latino Non/Hispanic or | | Hispanic or Latino) Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races | 0 # of Applicants 20 45 153 35 10 45 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | # Selected 2 2 2 7 7 3 3 2 3 3 0 0 0 0 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% | Impact Ratio 50.00 22.22 22.88 42.86 100.00 33.33 0 0 0 |
| Hispanic or Latino Non/Hispanic or | | Hispanic or Latino) Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White | 0 # of Applicants 20 45 153 35 10 45 0 0 | # Selected 2 2 7 3 3 2 3 3 0 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% | Impact Ratio 50.00 22.22 22.88 42.86 100.00 33.33 0 0 0 |
| Hispanic or Latino Non/Hispanic or | | Hispanic or Latino) Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races | 0 # of Applicants 20 45 153 35 10 45 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | # Selected 2 2 2 7 7 3 3 2 3 3 0 0 0 0 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% | Impact Ratio 50.009 22.229 22.889 42.869 100.009 33.339 09 09 24.349 |
| INTERSECTIONAL C | Male | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White Black or African | 0 # of Applicants 20 45 153 35 10 45 0 0 0 226 | # Selected 2 2 7 3 3 2 3 3 0 0 0 11 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% 4.87% | |
| Hispanic or Latino | | Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White Black or African American Native Hawaiian or | 0 # of Applicants 20 45 153 35 10 45 0 0 0 226 | # Selected 2 2 7 3 3 2 3 3 0 0 0 11 | 10.00% 4.44% 4.58% 8.57% 20.00% 6.67% 4.87% | Impact Ratio 50.009 22.229 22.889 42.869 100.009 33.339 09 09 24.349 |

| | | Alaska Native | 0 | 0 | |
|-------------------------------------|------------|--|---|--|---|
| | | Two or More Races | 0 | 0 | |
| n those individuals v | | ss 4,853 individuals with an unknow the calculations above. | vn sex or race/eth | nicity category. Da | ata |
| <u>CORING RATE</u> EX CATEGORIES | | | | | |
| SEX CATEGORIES | | | | | |
| | | | # of Applicants | Scoring Rate | Impact Ratio |
| | | Male | 980 | 40.41% | 81.38% |
| | | Female | 1,885 | 49.66% | 100.00% |
| | | | | | |
| | | | | | |
| RACE/ETHNICITY C | ATEGORIES | | | | |
| | | | | | |
| | | | # of Applicants | Scoring Rate | Impact Ratio |
| | | Hispanic or Latino | 65 | 47.69% | 96.40% |
| | | White (Not Hispanic or Latino) | 379 | 43.54% | 88.00% |
| | | Black or African American (Not Hispanic or Latino) | 130 | 46.92% | 94.84% |
| | | Native Hawaiian or Pacific Islander (Not | | | |
| | | Hispanic or Latino) Asian (Not Hispanic or | 23 | 47.83% | 96.67% |
| | | Latino) | 95 | 49.47% | 100.00% |
| | | Native American or | | | |
| | | Native American or Alaska Native (Not Hispanic or Latino) | 0 | 0% | 0% |
| | | Native American or Alaska Native (Not | | 0% | 0% |
| INTERSECTIONAL C | CATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not | | | |
| | CATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not | 0 # of Applicants 20 | 0% | 0% |
| | CATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female | 0 # of Applicants 20 45 | 0% Scoring Rate 40.00% 44.44% | 0% Impact Ratio 80.00% 88.89% |
| | CATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White | 0 # of Applicants 20 | 0% Scoring Rate 40.00% | 0% Impact Ratio 80.00% |
| | ATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American | 0 # of Applicants 20 45 | 0% Scoring Rate 40.00% 44.44% | 0% Impact Ratio 80.00% 88.89% |
| | ATEGORIES | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African | 0 # of Applicants 20 45 153 | 0% Scoring Rate 40.00% 44.44% 47.71% | 0% Impact Ratio 80.00% 88.89% 95.42% |
| | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific | 0 # of Applicants 20 45 153 35 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% |
| | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander | 0 # of Applicants 20 45 153 35 10 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% |
| Hispanic or Latino | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or | 0 # of Applicants 20 45 153 35 10 45 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% |
| Hispanic or Latino | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native | 0 # of Applicants 20 45 153 35 10 45 0 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% 0% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% 0% |
| Hispanic or Latino | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races | 0 # of Applicants 20 45 153 35 10 45 0 0 0 0 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% 0% 0% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% 0% 0% |
| Hispanic or Latino | | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White | 0 # of Applicants 20 45 153 35 10 45 0 0 0 226 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% 0% 0% 0% 40.71% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% 0% 0% 81.42% |
| Hispanic or Latino | Male | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White Black or African Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White Black or African American Native Hawaiian or Pacific | 0 # of Applicants 20 45 153 35 10 45 0 0 0 226 95 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% 0% 0% 0% 40.71% 43.16% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% 0% 0% 81.42% 86.32% |
| INTERSECTIONAL C | Male | Native American or Alaska Native (Not Hispanic or Latino) Two or More Races (Not Hispanic or Latino) Male Female White Black or African American Native Hawaiian or Pacific Islander Asian Native American or Alaska Native Two or More Races White Black or African American Native Hawaiian or Pacific Islander | 0 # of Applicants 20 45 153 35 10 45 0 0 0 226 95 13 | 0% Scoring Rate 40.00% 44.44% 47.71% 48.57% 50.00% 48.89% 0% 0% 0% 40.71% 43.16% 46.15% | 0% Impact Ratio 80.00% 88.89% 95.42% 97.14% 100.00% 97.78% 0% 0% 81.42% 86.32% 92.31% |