

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

### BIAS AUDIT OVERVIEW

<b>Audit Date</b>	June 23, 2023
<b>Auditor</b>	
Name	Varun Ganesan
Contact Information	vkg@gmail.com
<b>Employer</b>	Dover
<b>AEDT Purveyor</b>	Staya Inc., dba Dover <a href="https://www.dover.com">Dover.com</a>

### AUDIT DATA OVERVIEW

**Data Used** Historical Data

**Data Pulled Date** June 21, 2023

### AUDIT RESULT

#### SELECTION RATE

##### 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 CATEGORIES

	# of Applicants	# Selected	Selection Rate	Impact Ratio
Hispanic or Latino	65	4	6.15%	47.18%
White (Not Hispanic or Latino)	379	18	4.75%	36.41%
Black or African American (Not Hispanic or Latino)	130	12	9.23%	70.77%
Native Hawaiian or Pacific Islander (Not Hispanic or Latino)	23	3	13.04%	100.00%
Asian (Not Hispanic or Latino)	95	7	7.37%	56.49%
Native American or Alaska Native (Not Hispanic or Latino)	0	0		0%
Two or More Races (Not Hispanic or Latino)	0	0		0%

##### INTERSECTIONAL CATEGORIES

			# of Applicants	# Selected	Selection Rate	Impact Ratio
Hispanic or Latino		Male	20	2	10.00%	50.00%
		Female	45	2	4.44%	22.22%
Non/Hispanic or Latino	Male	White	153	7	4.58%	22.88%
		Black or African American	35	3	8.57%	42.86%
		Native Hawaiian or Pacific Islander	10	2	20.00%	100.00%
		Asian	45	3	6.67%	33.33%
		Native American or Alaska Native	0	0		0%
		Two or More Races	0	0		0%
	Female	White	226	11	4.87%	24.34%
		Black or African American	95	9	9.47%	47.37%
		Native Hawaiian or Pacific Islander	13	1	7.69%	38.46%
		Asian	50	4	8.00%	40.00%

		Native American or Alaska Native	0	0		0%
		Two or More Races	0	0		0%

Note: The AEDT was also used to assess 4,853 individuals with an unknown sex or race/ethnicity category. Data on those individuals was not included in the calculations above.

#### SCORING RATE

##### SEX CATEGORIES

	# of Applicants	Scoring Rate	Impact Ratio
Male	980	40.41%	81.38%
Female	1,885	49.66%	100.00%

##### RACE/ETHNICITY CATEGORIES

	# 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)	23	47.83%	96.67%
Asian (Not Hispanic or Latino)	95	49.47%	100.00%
Native American or Alaska Native (Not Hispanic or Latino)	0	0%	0%
Two or More Races (Not Hispanic or Latino)	0	0%	0%

##### INTERSECTIONAL CATEGORIES

			# of Applicants	Scoring Rate	Impact Ratio
Hispanic or Latino		Male	20	40.00%	80.00%
		Female	45	44.44%	88.89%
Non/Hispanic or Latino	Male	White	153	47.71%	95.42%
		Black or African American	35	48.57%	97.14%
		Native Hawaiian or Pacific Islander	10	50.00%	100.00%
		Asian	45	48.89%	97.78%
		Native American or Alaska Native	0	0%	0%
		Two or More Races	0	0%	0%
	Female	White	226	40.71%	81.42%
		Black or African American	95	43.16%	86.32%
		Native Hawaiian or Pacific Islander	13	46.15%	92.31%
		Asian	50	48.00%	96.00%
		Native American or Alaska Native	0	0%	0%
		Two or More Races	0	0%	0%

Note: The AEDT was also used to assess 4,853 individuals with an unknown sex or race/ethnicity category. Data on those individuals was not included in the calculations above.