



Ambrose Consulting, LLC



Bias Audit

Nov. 2019 – Dec. 2025

AGENDA

- Overview
- Results From All Assessments
- Results From Assessment 1,2,3 and 4
- Summary and Conclusion

OVERVIEW

- Obtained 6 years of talent and demographic data from NYU Langone
- Removed duplicate applications to determine unique applicant demographic data
- Used 4/5ths rule to evaluate subgroup differences for subgroups that represent at least 2% of the data provided

FINDINGS

- Talent Plus assessments **do not** demonstrate adverse impact or bias across gender categories
- Talent Plus assessments **do not** demonstrate adverse impact or bias across ethnic categories
- Talent Plus assessments **do not** demonstrate adverse impact or bias among intersectional categories



**2019-2025 in Review
(Across Assessments)**

All Talent Plus Assessments | Gender

	Male	Female†
Recommended	117,077	231,698
Not Recommended	66,521	121,262
Total	183,598	352,960
Selection Rate	64%	66%
Impact Ratio*	0.97	1.0

Talent Plus assessments *do not* demonstrate adverse impact across gender

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

All Talent Plus Assessments | Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races†
Recommended	91,030	72,358	89,032	1,324	62,868	863	15,390
Not Recommended	45,906	38,114	44,025	591	42,802	368	6,728
Total	136,936	110,472	133,057	1,915	105,670	1,231	22,118
Selection Rate	66%	65%	67%	69%	59%	70%	70%
Impact Ratio*	0.96	0.94	0.96	xx	0.86	xx	1.0

Regardless of race, Talent Plus assessments *do not* demonstrate adverse impact

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Talent Plus Assessments | Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		74,426	48,979	66%	0.94
	Male		35,651	23,130	65%	0.93
Not Hispanic or Latino	Female	Black or African American	92,030	61,650	67%	0.96
		White	85,352	58,153	68%	0.97
		American Indian or Alaska Native	1,289	893	69%	xx
		Asian	65,296	39,046	60%	0.85
		Native Hawaiian or Pacific Islander	852	601	71%	xx
		Two or More Races†	14,871	10,423	70%	1.0
Not Hispanic or Latino	Male	Black or African American	44,609	29,200	65%	0.93
		White	46,935	30,414	65%	0.92
		American Indian or Alaska Native	620	428	69%	xx
		Asian	39,999	23,630	59%	0.84
		Native Hawaiian or Pacific Islander	371	258	70%	xx
		Two or More Races	7,016	4,823	69%	xx



Assessment 1

Assessment 1 | Gender

	Male†	Female
Recommended	8,175	32,947
Not Recommended	2,810	12,646
Total	10,985	45,593
Selection Rate	74%	72%
Impact Ratio*	1.0	0.97

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Talent Plus assessments *do not* demonstrate adverse impact across gender

Assessment 1 | Race

	Black or African American	Hispanic or Latino	White or Caucasian †	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races †
Recommended	9,621	8,168	12,750	129	6,985	70	1,527
Not Recommended	3,582	3,152	4,253	50	3,079	25	502
Total	13,203	11,320	17,003	179	10,064	95	2,029
Selection Rate	73%	72%	75%	72%	69%	74%	75%
Impact Ratio*	0.97	0.96	1.0	xx	0.92	xx	1.0

Regardless of race, Talent Plus assessments *do not* demonstrate adverse impact

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Assessment 1 | Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		9,017	6,449	72%	0.94
	Male		2,277	1,704	75%	0.99
Not Hispanic or Latino	Female	Black or African American	10,906	7,927	73%	0.96
		White	13,938	10,433	75%	0.99
		American Indian or Alaska Native	141	101	72%	xx
		Asian	7,524	5,155	69%	0.90
		Native Hawaiian or Pacific Islander	70	52	74%	xx
		Two or More Races	1,638	1,219	74%	0.98
Not Hispanic or Latino	Male	Black or African American	2,277	1,680	74%	0.97
		White†	3,013	2,285	76%	1.0
		American Indian or Alaska Native	38	28	74%	xx
		Asian	2,516	1,816	72%	0.95
		Native Hawaiian or Pacific Islander	24	18	75%	xx
		Two or More Races	373	295	79%	xx



Assessment 2

Assessment 2 | Gender

	Male	Female†
Recommended	56,661	119,317
Not Recommended	29,982	58,252
Total	86,643	177,569
Selection Rate	65%	67%
Impact Ratio*	0.97	1.0

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Talent Plus assessments *do not* demonstrate adverse impact across gender

Assessment 2| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races†
Recommended	57,574	42,044	35,399	841	22,948	571	8,365
Not Recommended	28,146	21,241	15,845	354	14,542	208	3,378
Total	85,720	63,285	51,244	1,195	37,490	779	11,743
Selection Rate	67%	66%	69%	70%	61%	73%	71%
Impact Ratio*	0.94	0.93	0.97	xx	0.86	xx	1.0

Regardless of race, Talent Plus assessments *do not* demonstrate adverse impact

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Assessment 2| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		42,948	28,669	67%	0.92
	Male		20,110	13,236	66%	0.91
Not Hispanic or Latino	Female	Black or African American	56,684	38,502	68%	0.94
		White	34,358	24,100	70%	0.97
		American Indian or Alaska Native	796	569	71%	xx
		Asian	24,450	14,940	61%	0.85
		Native Hawaiian or Pacific Islander	563	412	73%	xx
		Two or More Races†	8,060	5,821	72%	1.0
Not Hispanic or Latino	Male	Black or African American	28,845	18,959	66%	0.91
		White	16,511	11,073	67%	0.93
		American Indian or Alaska Native	396	271	68%	xx
		Asian	12,893	7,926	61%	0.85
		Native Hawaiian or Pacific Islander	213	156	73%	xx
		Two or More Races	3,572	2,475	69%	xx



Assessment 3

Assessment 3 | Gender

	Male	Female†
Recommended	38,178	59,307
Not Recommended	22,265	31,686
Total	60,443	90,993
Selection Rate	63%	65%
Impact Ratio*	0.97	1.0

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Talent Plus assessments *do not* demonstrate adverse impact across gender

Assessment 3| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races†
Recommended	16,511	15,917	29,418	247	27,262	148	3,903
Not Recommended	7,936	7,921	14,325	108	19,573	59	1,733
Total	24,447	23,838	43,743	355	46,835	207	5,636
Selection Rate	68%	67%	67%	70%	58%	71%	69%
Impact Ratio*	0.98	0.96	0.97	xx	0.84	xx	1.0

Regardless of race, Talent Plus assessment *do not* demonstrate adverse impact.

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Assessment 3| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		14,937	10,080	67%	0.97
	Male		8,788	5,758	66%	0.94
Not Hispanic or Latino	Female	Black or African American	15,613	10,554	68%	0.97
		White	25,279	17,355	69%	0.99
		American Indian or Alaska Native	227	157	69%	xx
		Asian	26,869	15,795	59%	0.84
		Native Hawaiian or Pacific Islander	129	92	71%	xx
		Two or More Races†	3,448	2,401	70%	1.0
Not Hispanic or Latino	Male	Black or African American	8,770	5,913	67%	0.97
		White	18,195	11,895	65%	0.94
		American Indian or Alaska Native	126	89	71%	xx
		Asian	19,803	11,384	57%	0.83
		Native Hawaiian or Pacific Islander	75	55	73%	xx
		Two or More Races	2,121	1,462	69%	xx



Assessment 4

Assessment 4 | Gender

	Male†	Female
Recommended	14,063	20,127
Not Recommended	11,464	18,678
Total	25,527	38,805
Selection Rate	55%	52%
Impact Ratio*	1.0	0.94

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Talent Plus assessments *do not* demonstrate adverse impact across gender

Assessment 4| Race

	Black or African American	Hispanic or Latino	White or Caucasian	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races†
Recommended	7,324	6,229	11,465	107	5,673	74	1,595
Not Recommended	6,242	5,800	9,602	79	5,608	76	1,115
Total	13,566	12,029	21,067	186	11,281	150	2,710
Selection Rate	54%	52%	54%	58%	50%	49%	59%
Impact Ratio*	0.92	0.88	0.92	xx	0.85	xx	1.0

Regardless of race, Talent Plus assessments *do not* demonstrate adverse impact

*Impact Ratios greater than 0.80 (4/5ths rule) will generally not be regarded by Federal enforcement agencies as evidence of adverse impact.

†Indicates Reference Group.

Assessment 4| Intersectionality

			Number of Applicants Assessed	Number of Applicants Recommended	Recommendation Rate	Impact Ratio
Hispanic or Latino	Female		7,524	3,781	50%	0.88
	Male		4,476	2,432	54%	0.95
Not Hispanic or Latino	Female	Black or African American	8,827	4,667	53%	0.93
		White	11,777	6,265	53%	0.93
		American Indian or Alaska Native	125	66	53%	xx
		Asian	6,453	3,156	49%	0.86
		Native Hawaiian or Pacific Islander	90	45	50%	xx
		Two or More Races†	1,725	982	57%	1.0
Not Hispanic or Latino	Male	Black or African American	4,717	2,648	56%	0.99
		White	9,216	5,161	56%	0.98
		American Indian or Alaska Native	60	40	67%	xx
		Asian	4,787	2,504	52%	0.92
		Native Hawaiian or Pacific Islander	59	29	49%	xx
		Two or More Races	950	591	62%	xx

Summary and Conclusion

- + Talent assessments recommend NYU Langone applicants at similar rates within EEOC-protected categories:
 - + Gender (male, female)
 - + Race (Black or African American, Hispanic or Latino, White or Caucasian, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander)
 - + Ethnicity (Hispanic or Latino, not Hispanic or Latino)