

Tool Audit Results

New York City's Local Law 144 ("Local Law 144") requires employers using automated employment decision-making tools (AEDTs) to engage an independent entity to conduct an annual Bias Audit to calculate Selection Rates and Impact Ratios across certain Categories. The Categories required by Local Law 144 are: Race / Ethnicity (i.e., Hispanic or Latino, White, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, and Two or More Races); Sex (categorized as male or female); and the intersection of Sex and Race / Ethnicity.

The Selection Rate is defined as the rate at which individuals in each Category are sorted. The Impact Ratio is defined as the Selection Rate for each Category divided by the Category with the highest Selection Rate.

Guardian reserves all rights that its use of the tool does not qualify as an AEDT under Local Law 144. Nonetheless, Guardian reports below the results from a vendor-supplied Bias Audit conducted by a third party. This Bias Audit used data from multiple employers who used the same vendor's tool and analyzed data on five job profiles with the highest volume of applications. The data consists of sex and race / ethnicity information and the outcome indicating how the application was sorted. After removing applications for applicants who did not provide gender or race information or who provided conflicting information across multiple applications, the data was analyzed. The Bias Audit was completed on March 20, 2026, and Guardian distributed the tool on June 10, 2026. The Selection Rates and Impact Ratios calculated for the Bias Audit are from the period between September 1, 2025 to February 28, 2026. See **Table 1**.

Table 1: Overall Impact Ratios and Selection Rates

Population	All Applications Count	All Sorted Applications Count	Selection Rate	Impact Ratio
Sex				
Female	629	484	0.77	1
Male	814	605	0.74	0.97
Race / Ethnicity				
White	642	499	0.78	1
Asian	331	250	0.76	0.97
Black or African American	181	128	0.71	0.91
Hispanic or Latino	144	109	0.76	0.97
Two or More Races	66	46	0.7	0.9
Sex and Race / Ethnicity				
Female, Hispanic or Latino	69	56	0.81	1
Female, Asian	176	135	0.77	0.95
Female, Black or African American	81	55	0.68	0.84
Female, Two or More Races	25	18	0.72	0.89
Female, White	241	189	0.78	0.97
Male, Asian	155	115	0.74	0.91
Male, Black or African American	100	73	0.73	0.9
Male, Hispanic or Latino	75	53	0.71	0.87
Male, Two or More Races	41	28	0.68	0.84
Male, White	400	309	0.77	0.95