

RESEARCH REPORT

Unbiased Hiring Decisions with HiringBranch AI

Bias Audits are Essential for AI-Powered Hiring.

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Bias can and should be removed from hiring processes.

Biases can undermine both the fairness of AI hiring assessments and the validity of the results. That's why we went out of our way to prove that HiringBranch assessments are unbiased.

- Unbiased AI hiring assessments
 - Compliant with NYC Local Law 144
 - No adverse impact across demographic groups
-



BACKGROUND

HiringBranch does not collect data about the candidates' gender, race, sexual orientation, and nativity in the target language. Fair and unbiased assessments are of utmost importance to us. We adhere to a zero-discrimination policy when assessing candidates.

“Our goal is to discover what a candidate can do, regardless of who they are,”

says HiringBranch Chief Research and Development Officer Assaf Bar-Moshe, PhD

WHY IT MATTERS

“Understanding and mitigating potential biases allows employers to ensure equitable opportunities.”

Auditing the algorithms under New York City Local Law 144

HiringBranch, creators of the first AI-based assessments to measure soft skills, wanted to audit their algorithms under New York City Local Law 144. This local AI legislation regulates automated employment decision tools that have the potential to perpetuate biases, exclude qualified candidates, and increase legal risks.

HiringBranch selected BABL AI Inc., a leading AI systems analysis firm, to audit its algorithms. The BABL AI team is trained to evaluate these tools for proper governance, ethical risks, alignment, disparate impacts, and compliance.

Understanding and mitigating potential biases in candidate assessments allows employers using AI hiring technology to ensure equitable opportunities. Biases can undermine both the fairness of AI hiring assessments and the validity of the results.

WHAT THE STUDY SAMPLED

4,718

candidates who completed
a HiringBranch
assessment

2

assessments, taken
between
May and September 2024

3

voluntary survey questions:
gender, ethnicity, first
language

The study sampled 4,718 candidates who completed one of two HiringBranch assessments between May and September 2024. Following the assessment, these candidates participated in a voluntary survey with three drop-down questions regarding gender, ethnicity, and first language.

Alongside demographic data, each candidate's scores were recorded, including their overall assessment score and specific category scores, such as reading, writing, listening, and speaking. Additional categories were included for the two assessments, like Sales & Loyalty with a negotiation skills focus, or Care & Tech with a customer and quality skills focus. The candidate's geographic location was also inferred from the location of the customer administering the assessment.

HiringBranch passed all sections of the audit.

In this latest analysis and audit, HiringBranch attempted to identify any potential disparities in performance across different demographic groups, such as gender and ethnicity. The results are as follows.

BABL AI AUDIT RESULTS

Following the audit process, BABL AI concluded that HiringBranch satisfies New York City Law 144's requirement for bias. HiringBranch passed all sections, including those evaluating disparate impact quantification, governance, and risk assessment.

TABLE 1

BABL AI Audit Results

BABL AI’s opinion on each audited section of the HiringBranch assessment algorithms.

AUDIT SECTION	OPINION
Disparate impact quantification	Pass
Governance	Pass
Risk assessment	Pass
Overall	Pass

Audit conducted by BABL AI Inc. under New York City Local Law 144.

TABLE 2

Impact Ratio for Gender

A breakdown of the impact ratio for gender from BABL AI’s report is provided below:

	APPLICANTS	SCORING RATE		IMPACT RATIO
Male	2374	0.503		1.000
Female	1879	0.496		0.986

Bars are drawn to each reported impact ratio on a 0–1 scale. The 0.8 threshold is the standard test for adverse impact.

No evidence of adverse impact

As shown, male candidates have a slightly higher scoring rate than female candidates: 50.3% of males scored above the sample median compared to 49.6% of females. This small difference does not indicate any disparate impact, as reflected in the closely aligned impact ratios.

A similar pattern was observed across ethnic groups, with all demographic impact ratios exceeding the 0.8 threshold, indicating no evidence of adverse impact.



Bias can and should be removed from hiring processes.

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Learn More About HiringBranch

HiringBranch is an award-winning AI-powered talent assessment platform headquartered in Canada with global operations. Trusted by enterprise organizations including Bell Canada and Infosys, HiringBranch helps frontline and high-volume hiring teams identify top talent faster - before the first interview. By assessing candidates' critical thinking, communication, and soft skills at 98% accuracy, HiringBranch gives recruiters a clear picture of who can actually do the job, reducing time-to-fill, bad hires, and attrition. Founded in 2022, HiringBranch has delivered over one million assessments worldwide and stands behind every hire with a results guarantee.

98%

scoring accuracy

1M+

assessments delivered

80+

ATS integrations



TOO BUSY FOR A DEMO? TEST DRIVE THE ASSESSMENT ON YOUR OWN.

hello@hiringbranch.com

Audit conducted by BABL AI Inc. under New York City Local Law 144.
Research commentary from Assaf Bar-Moshe, PhD, Chief Research and
Development Officer at HiringBranch.

