



# Compliance is not the end, Driving to Equal Opportunity with Data Analytics

*Presented by* 

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# Presentation agenda

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01 What is adverse impact?

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02 What does adverse impact look like in higher education?

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03 How can PeopleAdmin help?

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04 What's Next?

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01

What is adverse impact?



What is your current approach to balanced hiring?

# Balanced Hiring From a Legal Standpoint

## Equal Employment Opportunity

Is there discrimination in your hiring process?

Adverse  
Impact

## Affirmative Action

Is your hiring process addressing historical inequities?



# Balanced Hiring From a Legal Standpoint

## *Adverse Impact*

Title VII of the 1964 Civil Rights Act made it illegal for employers to discriminate against protected minority groups on the basis of race, religion, sex, or national origin.

- Complaints challenging high stakes testing programs focus on a variety of testing issues, the common denominator is fairness. Tests must be fair and accurate measures of candidate ability.
  - Litigation revolves around such questions as “Is it fair to deny promotion or a wage increase based on a failing assessment score?”
  - “Does the test discriminate against different test taker sub-groups?”

**Supreme Court:** Griggs v. Duke Power Co. (1971)



# 80/20 Rule

Equal Employment Opportunity Commission  
Office of Personnel Management  
Department of Justice  
Department of Labor and Department of Treasury.



*Uniform Guidelines on  
Employee Selection  
Procedures (1979)*

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The most common method for measuring adverse impact is the “80/20 rule,” also known as the “four-fifths rule.”

- The “80/20 rule” suggests that adverse impact exists if the pass rate for protected groups is less than 80% for non-protected groups.
- Ratios at or above .80 (80%) are generally interpreted as showing no or acceptable levels of adverse impact.

[https://www.eeoc.gov/policy/docs/qanda\\_clarify\\_procedures.html](https://www.eeoc.gov/policy/docs/qanda_clarify_procedures.html)



# Calculating Adverse Impact

	Applicants	Hired	Selection Rate (Percent Hired)
White	80	48	48/80 = 60%
Black	40	12	12/40=30%

$$\frac{30\%}{60\%} = 50\%$$

< 80% ....  
Potential Adverse  
Impact







How do you know if it's working?

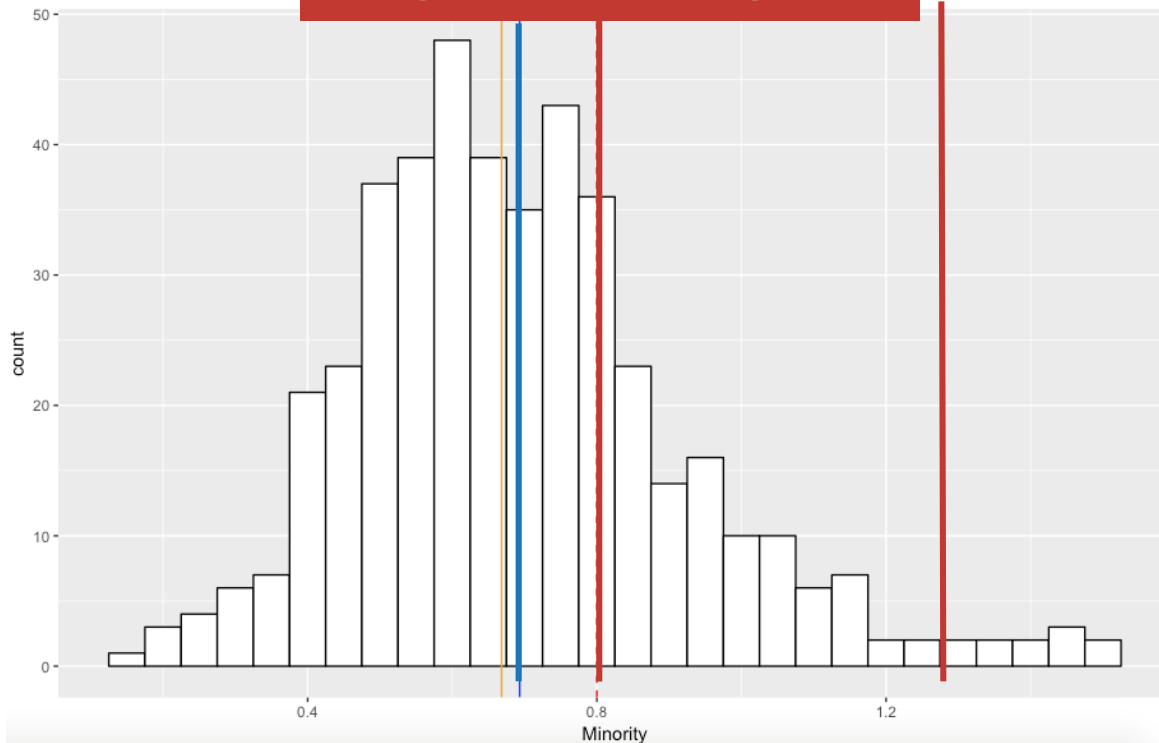


02

What does adverse impact look like  
in higher education?

# Race and Ethnicity

NOT BALANCED

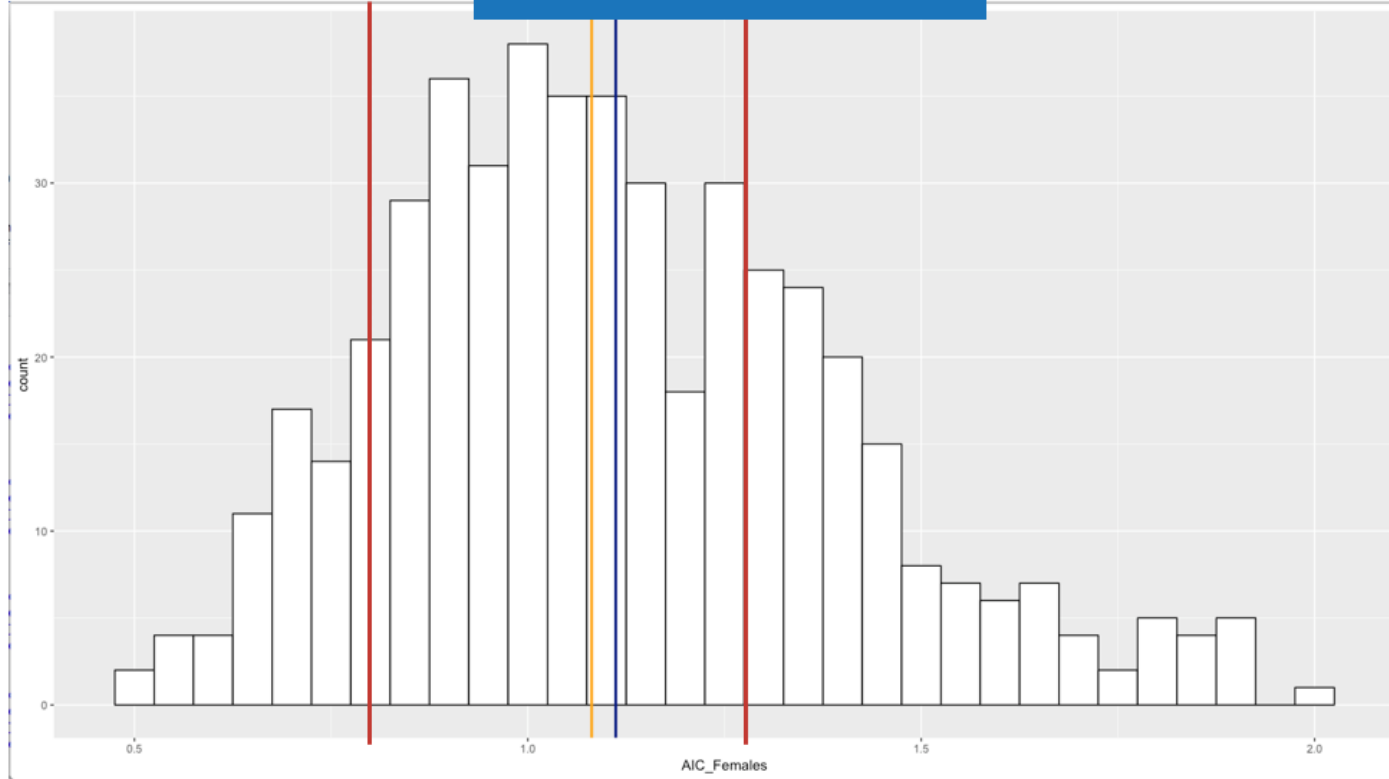


# Race and Ethnicity



# Gender

BALANCED



# Gender



03

What can you do to improve outcomes at your institution?



Area  
(All)

Division  
(All)

Department  
(All)

Position Type  
(All)

Year to View  
All

Application Date  
8/24/2012 8/3/2017

Balanced Hiring Info



Filters Info

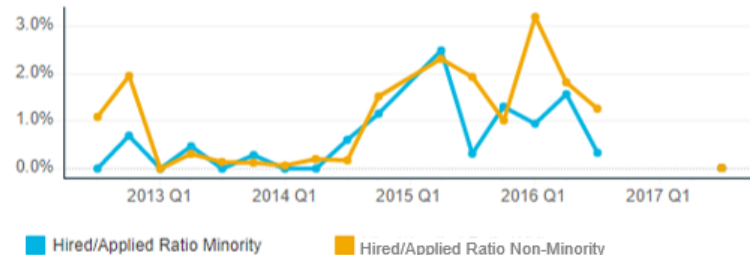
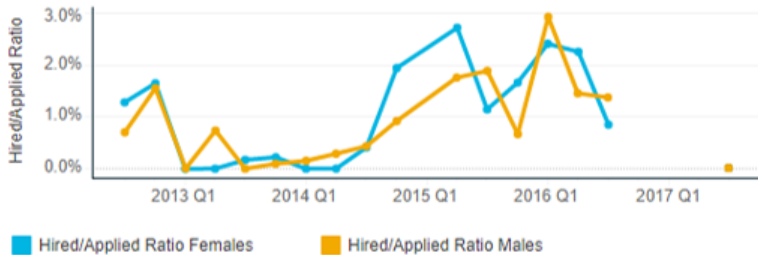


### Gender Balanced Hiring

112%

### Minority Balanced Hiring

71%





# Gender Compliance Criteria

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: All

Application... 8/24/2012 | 8/3/2017

## Gender Balanced Hiring

112%



Female Hired/Applied Ratio

1.0%

135 hired out of  
14,112 submitted applications

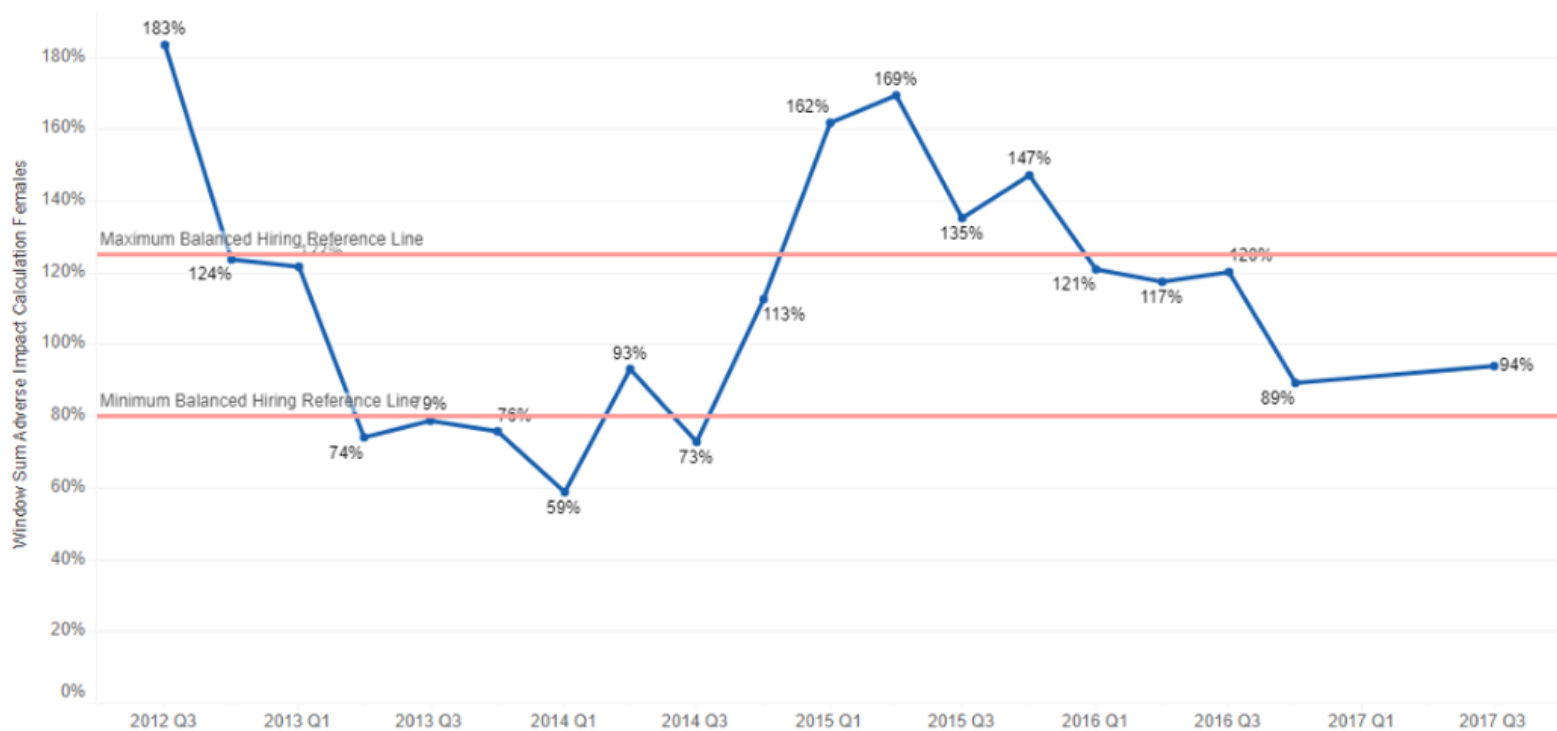
Male Hired/Applied Ratio

0.9%

98 hired out of  
11,502 submitted apps



## Gender Balanced Hiring Trends



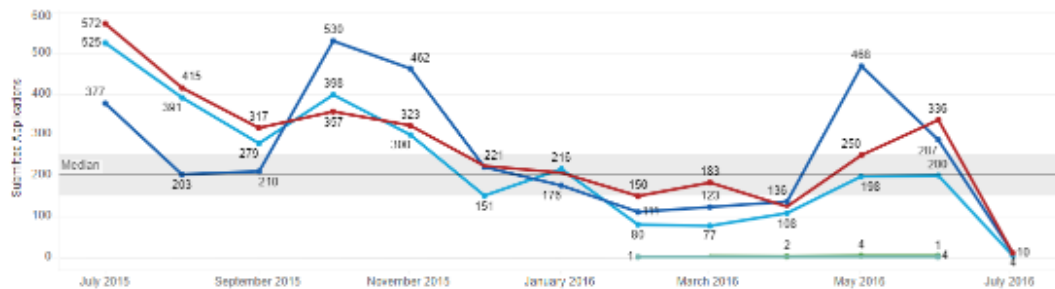
# Gender Application and Hire Trends

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: 2015-2016 | Gender: (All) | Highlight Gender:

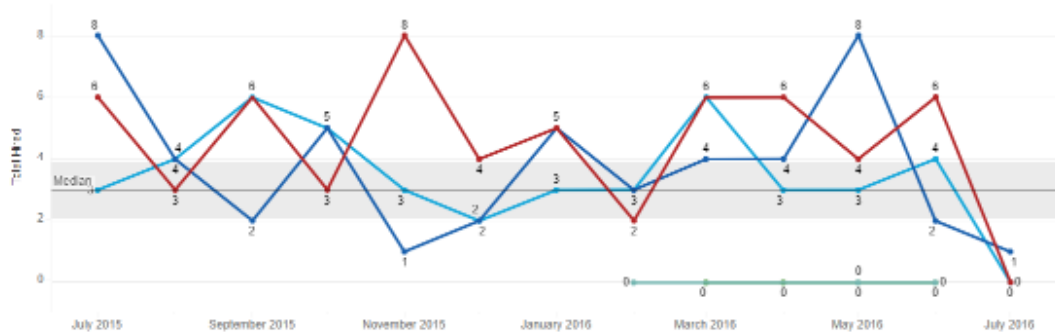
Gender:  Female  Male  Not Disclosed  Other

Application Date: 7/1/2015 to 7/1/2016

## Submitted Application Trends



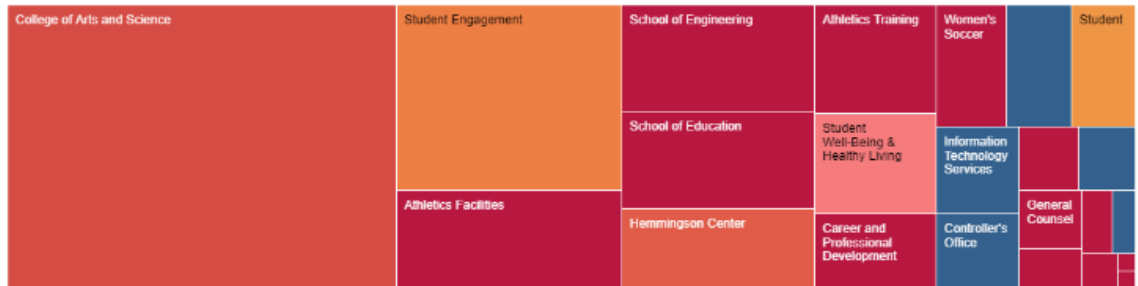
## Hiring Trends



# Gender Breakdown by Division and Department

Area: (All) | Division: (All) | Department: (All) | Position Type: (All) | Year to View: 2015-2016  
 Application Date: 7/1/2015 | Highlight Division: 7/16/2016 | Highlight Department: [Search] [Search]

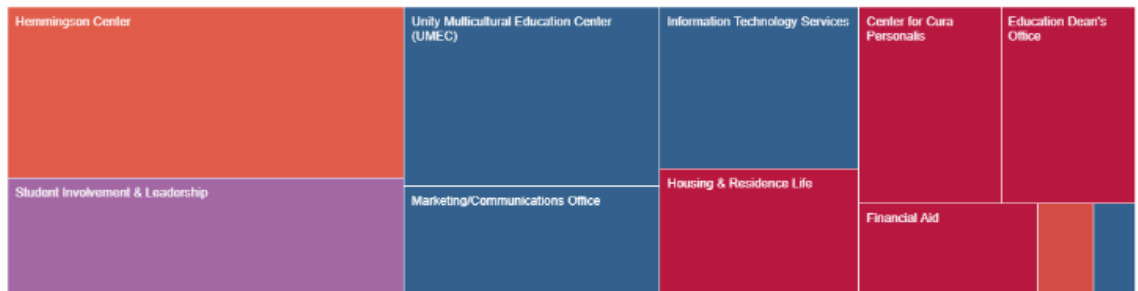
## Division



Adverse Impact Calculation: Females



## Department



# Tabular Data Drill-down

## Filters

Application Date

7/1/2015

7/16/2016

Posting Number

(All)

Gender	EEO Race Breakdown	Veteran Status	Disabled Status	Submitted Applications	Count of Total Hired	Hired/Applied Ratio	
Female	Null	Not a Veteran	Disabled	2	0	0.0%	
			Not Disabled	26	1	3.8%	
			Not Disclosed	5	0	0.0%	
	American Indian or Alaska Native (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	Not Disclosed	10	0	0.0%
			Disabled	1	0	0.0%	
			Not Disabled	22	0	0.0%	
	Asian (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	Not Disclosed	1	0	0.0%
			Disabled	4	0	0.0%	
			Not Disabled	229	0	0.0%	
		Not Disclosed	Not Disclosed	Not Disclosed	5	0	0.0%
			Disabled	2	0	0.0%	
			Not Disabled	10	0	0.0%	
	Black or African American (not of Hispanic or Latino origin)	Not a Veteran	Not Disclosed	Not Disclosed	18	0	0.0%
			Not Disabled	84	1	1.2%	
			Not Disclosed	1	0	0.0%	
	Hispanic or Latino Ethnicity only	Not a Veteran	Not Disclosed	Not Disclosed	2	0	0.0%
			Not Disabled	5	0	0.0%	
			Not Disclosed	5	0	0.0%	
	Hispanic/Latino	Not a Veteran	Not Disclosed	Not Disclosed	8	0	0.0%
			Not Disabled	270	5	1.9%	
			Not Disclosed	11	0	0.0%	
		Not Disclosed	Not Disclosed	Not Disclosed	1	0	0.0%
			Disabled	12	1	8.3%	
			Not Disabled	22	1	4.5%	
	Native Hawaiian or Other Pacific Islander (not of Hispanic or Latino origin)	Veteran	Not Disclosed	Not Disclosed	3	0	0.0%
			Not Disabled	13	0	0.0%	
			Not Disclosed	2	0	0.0%	
	Two or More Races	Not a Veteran	Not Disclosed	Not Disclosed	3	0	0.0%
			Disabled	2	0	0.0%	
			Not Disabled	170	2	1.2%	
		Not Disclosed	Not Disclosed	Not Disclosed	6	0	0.0%
			Not Disabled	6	0	0.0%	
			Not Disclosed	2	0	0.0%	

Area

(All)

Division

(All)

Department

(All)

Position Type

(All)

Gender

(All)

EEO Race Breakdown

(All)

Veteran Status

(All)

Disabled Status

(All)

Year to View



04

What's Next?

- Included with PeopleAdmin Hire
- Available Now
- Contact the Customer Success team for details
- Or stop by the PeopleAdmin booth



# Determining the best solution for your college or university

Wednesday, Oct. 17, 2018, at 1 p.m. Central time

## Attendees will:

1. Understand which data points are commonly measured for equal employment opportunity and diversity recruiting initiatives.
2. Be able to think through how to understand data points on their own.
3. Have a checklist of key questions to ask themselves so they can put together their own scientific approach to understanding and feeling empowered with data.

**To Register:** drop a business card off or see us at the PeopleAdmin Booth







*Questions?*

*Thank  
You!*



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