

Addressing Disparate Impact in the Selection Process

Student's Name

Institutional Affiliation

Week 4 Assignment: Addressing Disparate Impact in the Selection Process

Using the data table, the passing rates for the six groups are calculated as follows:

- Group A: 80%
- Group B: 60%
- Group C: 70%
- Group D: 50%
- Group E: 85%
- Group F: 75%

The group that showed disparate impact is Group D, with a passing rate significantly lower than the others. The Four-Fifths Rule indicates that if the selection rate for any group is less than 80% of the selection rate for the highest group (in this case, Group E at 85%), there is potential disparate impact.

Before changing any selection tools, I would first consider the validity and reliability of the current tools. Ensuring that the tools accurately measure the skills and abilities required for the job is crucial. Secondly, I would assess the potential impact of the changes on the overall diversity of the workforce. It's important to ensure that any new tools do not inadvertently disadvantage another group.

To eliminate disparate impact, I would consider implementing structured interviews that focus on job-related competencies. This reduces the risk of bias and ensures a fair assessment of all candidates. Additionally, I would introduce job simulation tests that provide a realistic preview of job tasks. These tests are generally more valid and reliable than traditional selection methods and can help reduce disparate impact.

