

# Multi-Signal Bias Report

Bias Report — Generated 21/05/2026, 13:12:45 2d6a47e2

JOB 20	CVS 50	TOTAL TESTS 9000	SIGNAL TYPES ethnicity, gender
COHORTS 16 ethnicity, 2 gender	PAIRS PER COHORT (ETHNICITY) 10	PAIRS PER COHORT (GENDER) 10	

Jump to: [Gender](#) · [Ethnicity](#)

## Gender

### Test Coverage

TOTAL TESTS

**1000**

Individual test results

TEST PAIRS

**500**

Pairwise comparisons

JOB TESTED

**5**

Unique job roles

CVS TESTED

**50**

Unique candidate profiles

## Bias Metrics

MEAN SIGNED PAIR DIFF

**+0.13**

Favours Female

FLIP RATE

**0.22%**

±2% margin · 2.40% raw

ADVERSE IMPACT RATIO

**0.98**

No adverse impact

COHEN'S D

**+0.01**

Favours Female

MEAN ABS PAIR DIFF

**2.85**

Avg abs score diff (500 pairs)

AVERAGE SCORE STD DEV

**2.44**

Within-group consistency

AVERAGE SCORES

Mean scores by cohort

FEMALE

**71.33**

MALE

**71.20**

DIRECTION BALANCE

Which cohort scores higher

177

Female higher (177)

173

Male higher (173)

150

Equal (150)

## Ethnicity

### Test Coverage

TOTAL TESTS

**8000**

Individual test results

TEST PAIRS

**500**

Pairwise comparisons per cohort pair

JOBS TESTED

**5**

Unique job roles

CVS TESTED

**50**

Unique candidate profiles

COHORTS

**16**

Ethnicity x gender combinations

PAIRWISE COMPARISONS

**56**

28000 total pairs

## Bias Metrics

### Overall Rollup

FLIP RATE

**0.53%**

±2% margin · 3.24% raw

i

MIN ADVERSE IMPACT RATIO

**0.96**

Worst: Chinese Male vs South Asian Male

i

MAX COHEN'S D

**-0.03**

Worst: South Asian Female vs Western European Female

i

MEAN ABS DIFF

**2.79**

Avg abs diff (28000 pairs)

i

AVERAGE SCORE STD DEV

**2.41**

Within-group consistency

i