8.7 Inclusion and ethics

Name: _____ Class: _____ Date: _____ **Total: 11 marks**

KEY WORDS adverse impact • bias audit

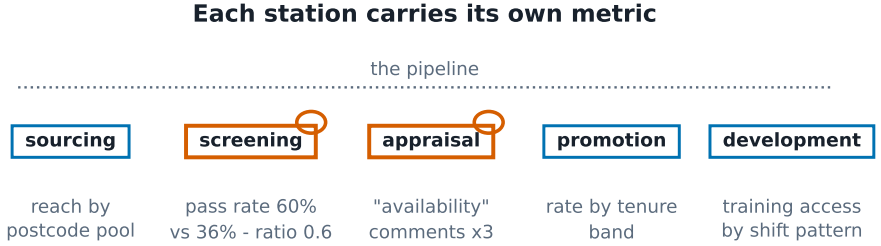
Objective

Audit people-process outcomes across groups; apply the four-fifths line as a prompt; design fixes that change criteria, not quotas; name ethical frames.

1 Key knowledge and worked examples

The audit

Compare outcomes BEFORE adjusting for criteria. Four-fifths: a rate below 0.80 × the top rate prompts scrutiny. Fixes change gates; frames get named.



Fix the criterion, not the quota

Worked example. The CV gate

60% vs 36% – ratio 0.60 < 0.80; "fine-dining experience" was a postcode gate. Trial days for all: 52% vs 46%, ratio 0.88, and the gate is now job-relevant.

2 Practice

A warehouse promotes from a picker pool of 50 (30 evening, 20 day shift). Promotions last year: 6 evening, 1 day.

2.1 Compute each shift's promotion rate and the ratio. Does the four-fifths line prompt scrutiny? [3]

2.2 Investigation: promotion interviews are held at 9 am – the day shift's working hours. Name the mechanism and design the fix. [3]

2.3 After the fix, rates are 5/30 and 3/20. Compute the new ratio and state what the audit now asks. [2]

2.4 The best picker leads a second job; the utilitarian case says flex him. Name the two colliding frames and design one answer that meets both. [3]

Solutions

2.1

- Evening: $6/30 = 20\%$; day: $1/20 = 5\%$.
- Ratio $5/20 = 0.25 < 0.80$ – scrutiny prompted.

2.2

- Mechanism: a scheduling criterion functioning as a shift gate – the same structurally-neutral-gate pattern as "fine-dining".
- Fix: interviews in mixed slots; promotion criteria measured on the floor.
- The audit becomes a habit, not a one-off.

2.3

- 15% vs 15%: ratio 1.0.
- The audit now asks whether the criteria are job-relevant – and watches next cycle.

2.4

- Frames: rights (the contract applies) vs justice (flexibility offerable to all).
- Design: a transparent swap-board – flexibility real, access for everyone, the rush covered.