Plum Algorithmic Bias Audit

Plum underwent a bias audit in 2022. The purpose of a bias audit is to assess the potential for bias in the algorithms that are used. This is done to ensure a fair and equitable process for all people who take the assessment.

Scope

Plum engaged three independent Industrial Organizational psychologists to examine the following assertions made by Plum concerning algorithms used within the Talent Resilience Platform.

1. The Plum Talents do not unreasonably disadvantage someone based on the following group identifications: gender, race, disability, and geographical region.

2. The Plum Leadership dimensions do not unreasonably disadvantage someone based on the following group identifications, gender, race, disability, and geographical region.

3. Plum has a documented accommodation process so that none of the following groups are unreasonably disadvantaged by virtue of being unable to complete a Plum assessment.

4. The Plum job analysis method increases the likelihood that candidates are evaluated based on job-relevant factors by limiting the opportunity for implicit bias in the establishment of selection criteria.

5. The Plum job analysis, also known as the Match Criteria Survey, is effective in differentiating those Talents that are considered 'critical' for job function versus non-essential, such that only those deemed critical are included as predictors in the algorithm for that role with proportionate weights.

The auditor's examinations found that the evidence supplied provides reasonable assurance of the validity of these claims. Detailed findings from each examiner are available upon request.

Plum's Responsibility

Plum's management is responsible for identifying the claims to be examined and for its assertion of the validity of these claims. It is also responsible for providing evidence to support its assertion.

Auditor's Responsibility

The auditor's responsibility is to express an opinion on the assertion made by Plum based on their examination of the evidence. All examinations were conducted according to best practices within the field of Industrial Organizational Psychology. Each independent examiner holds a doctorate in Industrial Organizational Psychology, has advanced statistical training, and is well established in their career with numerous scholarly articles published in peer reviewed journals in the respective field.

Conclusion

Each auditor confirmed that the claims could be verified based on the evidence provided.

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