Talent Decisions Software Module

Enhance workforce decision-making and use statistical indicators to detect and isolate potential adverse impact.

Waiting to conduct manual audits is a slow and reactive process and lacks the precision needed to detect and defend against bias in employment decisions. Affirmity transforms this process into a proactive, data-informed approach.

Our software enables statistically rigorous analysis that identifies potential barriers for groups—such as those based on gender, race/ethnicity, disability, veteran status, and age—when entering, leaving, or advancing in the workplace.

With Affirmity's Talent Decisions software, compliance becomes continuous, defensible, and seamlessly integrated into everyday decision-making.

Key Features

Take control of critical talent decisions with a flexible analytics solution that:

- Detects adverse impact using industry-specific statistical analyses, including 4/5ths rule, Fisher's Exact, and Binomial tests

- Enables grouping and analysis by gender, race/ethnicity, disability, veteran status, and specific age bands

- Allows up to three grouping variables, such as job titles or EEO codes, per analysis

- Pinpoints bias in your processes using multi-step analysis
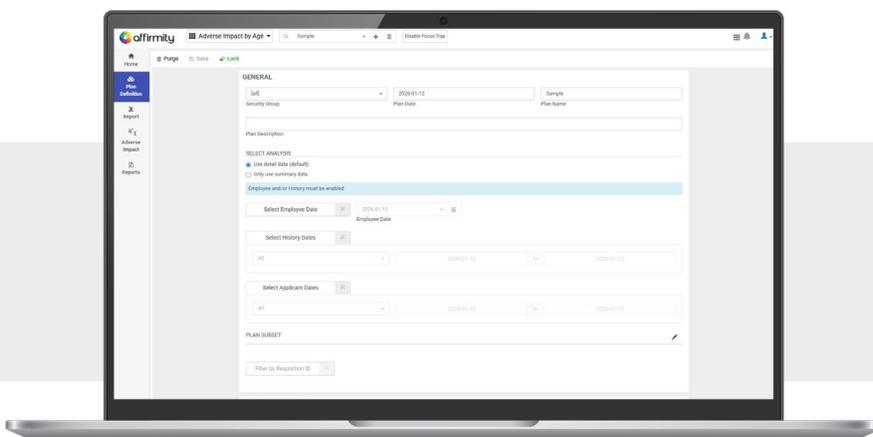
Key Benefits

- Identify and isolate adverse impact at specific stages of the employment process.

- Strengthen legal defensibility with rigorous statistical analysis.

- Reduce exposure to discrimination claims and regulatory penalties.

- Streamline compliance audits with automated, audit-ready reporting.

- Enhance collaboration with HR and compliance teams through actionable insights.

- Proactively analyze and monitor workforce data to uncover issues early and provide evidence of due diligence if audited or challenged.

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Why Choose Affirmity's Talent Decisions Software?

It's Legal Defense Ready

Ensure that talent decisions comply with federal guidelines and significantly reduce the risk of discrimination claims. Includes built-in support for attorney-client privilege considerations, including automatic footers in reports.

It Provides Data-Backed Evidence

Provide data and analysis of employment practices to defend against allegations. The module provides exportable, fully editable reports designed for use in investigations or for litigation purposes.
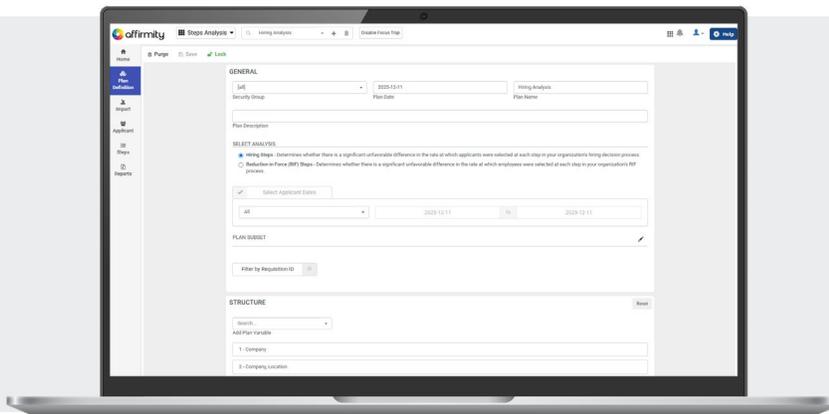
It's Efficient and Quick

Conduct preemptive RIF analyses with minimal initial data requirements. The software supports both summary data entry and detailed imports for adverse impact analysis, as well as detailed applicant or employee files for hiring and RIF analyses.

It's Future-Proof and Flexible

The application is modular and customizable, allowing for one or multiple types of analyses, such as adverse impact, RIF, or hiring analyses, tailored to your organization's unique needs.

It Builds Reputational Value

Demonstrate a commitment to fair and equitable employment practices, positioning your organization as a trustworthy and proactive employer.

About Affirmity

Affirmity provides a robust portfolio of software, consulting services, and digital learning solutions that help global enterprise and mid-market companies foster a positive workforce culture through nondiscrimination and merit-based employment practices. All solutions align with legal standards while minimizing workforce compliance risk.

Drawing on 50 years of experience, Affirmity guides HR and workforce compliance teams to easily analyze and benchmark workforce data. These critical data-driven insights ensure employee selection and compensation processes are fair, equitable, and compliant.

A part of **Learning Technologies Group (LTG)**, Affirmity serves 25% of all Fortune 100 companies and has an average client base tenure of 12+ years.

For more, visit **affirmity.com**.

Get Started With Affirmity's Talent Decisions Software Today

Use Affirmity's Talent Decisions module to enhance workforce decision-making while detecting and isolating potential adverse impact in your processes.

Contact us now on our website, reach us via email at **info@affirmity.com**, or call toll-free at **+1 800-782-1818**.