

Unconscious Bias – Analysis Plan: Key tables of Results from Analysis of Primary Outcomes

Table 1: Gender Bias – Selection of Potentially Suitable Applicants:

De-identified Group		Control Group 1		Control Group 2		Average effects: Percentage point differences (<i>p</i> values*)		
Number	%	Name	%	Name	%	A. De-identified Vs. Male	B. De-identified Vs. Female	C. Male Vs. Female
1		Cassie Higgins		Rod Higgins				
2		Tony Langford		Carla Langford				
3		Sita Singh		Sanjay Singh				
4		Claire O’Toole		Rhys O’Toole				
5		Lisa Kent		Mark Kent				
6		Jake Lewis		Lucy Lewis				
7		Ahmed Saqqaf		Fatima Saqqaf				
8		Chang (Lawrence) Chen		Wei (Lulu) Chen				
9		Natasha Mitchell		Brett Mitchell				
10		Skye Elliot		Joel Elliot				
11		Andrew Brennan		Lauren Brennan				
12		Geoffrey McIntyre		Emily McIntyre				
13		Kylie Brown		Steven Brown				
14		Tegan Skinner		Craig Skinner				
15		Gary Richards		Wendy Richards				
16		George Johnson		Tamara Johnson				
				D. AVERAGE EFFECTS (all applicants)				

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male vs. female in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

Table 2: Gender Bias – Selection of the Shortlist:

De-identified Group		Control Group 1		Control Group 2		Average effects: Percentage point differences (<i>p</i> values*)		
Number	%	Name	%	Name	%	A. De-identified Vs. Male	B. De-identified Vs. Female	C. Male Vs. Female
1		Cassie Higgins		Rod Higgins				
2		Tony Langford		Carla Langford				
3		Sita Singh		Sanjay Singh				
4		Claire O'Toole		Rhys O'Toole				
5		Lisa Kent		Mark Kent				
6		Jake Lewis		Lucy Lewis				
7		Ahmed Saqqaf		Fatima Saqqaf				
8		Chang (Lawrence) Chen		Wei (Lulu) Chen				
9		Natasha Mitchell		Brett Mitchell				
10		Skye Elliot		Joel Elliot				
11		Andrew Brennan		Lauren Brennan				
12		Geoffrey McIntyre		Emily McIntyre				
13		Kylie Brown		Steven Brown				
14		Tegan Skinner		Craig Skinner				
15		Gary Richards		Wendy Richards				
16		George Johnson		Tamara Johnson				
D. AVERAGE EFFECTS (all applicants)								

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male vs. female in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

Table 3: Gender Bias – Average Scores Assigned (potentially suitable applicants):

De-identified Group		Control Group 1		Control Group 2		Average effects: Score differences (<i>p</i> values*)		
Number	Avg	Name	Avg	Name	Avg	A. De-identified Vs. Male	B. De-identified Vs. Female	C. Male Vs. Female
1		Cassie Higgins		Rod Higgins				
2		Tony Langford		Carla Langford				
3		Sita Singh		Sanjay Singh				
4		Claire O'Toole		Rhys O'Toole				
5		Lisa Kent		Mark Kent				
6		Jake Lewis		Lucy Lewis				
7		Ahmed Saqqaf		Fatima Saqqaf				
8		Chang (Lawrence) Chen		Wei (Lulu) Chen				
9		Natasha Mitchell		Brett Mitchell				
10		Skye Elliot		Joel Elliot				
11		Andrew Brennan		Lauren Brennan				
12		Geoffrey McIntyre		Emily McIntyre				
13		Kylie Brown		Steven Brown				
14		Tegan Skinner		Craig Skinner				
15		Gary Richards		Wendy Richards				
16		George Johnson		Tamara Johnson				
D. AVERAGE EFFECTS (all applicants)								

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male vs. female in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

Table 4: Ethnicity Bias – Selection of Potentially Suitable Applicants:

De-identified Group		Ethnicity (named)	Control Group 1		Control Group 2		Average effects: Percentage point differences (<i>p</i> values*)		
No.	%		Name	%	Name	%	A. De-identified Vs. Male	B. De-identified Vs. Female	C. De-identified Vs. Named
3		Indian	Sita Singh		Sanjay Singh				
7		Pakistani	Ahmed Saqqaf		Fatima Saqqaf				
8		Chinese	Chang (Lawrence) Chen		Wei (Lulu) Chen				
10		Indigenous [^]	Skye Elliot		Joel Elliot				
D. Minority names									
E. Anglo-Celtic names									

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified by name (male or female) in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

[^] Indigeneity is identified by a check mark indicating the applicant answered “yes” in response to the question “Do you identify as Aboriginal or Torres Strait Islander?” in the section of the application materials listing personal details.

Table 5: Ethnicity Bias – Selection of the Shortlist:

De-identified Group		Ethnicity (named)	Control Group 1		Control Group 2		Average effects: Percentage point differences (<i>p</i> values*)		
No.	%		Name	%	Name	%	A. De-identified Vs. Male	B. De-identified Vs. Female	C. De-identified Vs. Named
3		Indian	Sita Singh		Sanjay Singh				
7		Pakistani	Ahmed Saqqaf		Fatima Saqqaf				
8		Chinese	Chang (Lawrence) Chen		Wei (Lulu) Chen				
10		Indigenous [^]	Skye Elliot		Joel Elliot				
D. Minority names									
E. Anglo-Celtic names									

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified by name (male or female) in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

[^] Indigeneity is identified by a check mark indicating the applicant answered “yes” in response to the question “Do you identify as Aboriginal or Torres Strait Islander?” in the section of the application materials listing personal details.

Table 6: Ethnicity Bias – Average Scores Assigned (potentially suitable applicants):

De-identified Group		Ethnicity (named)	Control Group 1		Control Group 2		Average effects: Score differences (<i>p</i> values*)		
No.	Avg		Name	Avg	Name	Avg	A. De-identified Vs. Male	B. De-identified Vs. Female	C. De-identified Vs. Named
3		Indian	Sita Singh		Sanjay Singh				
7		Pakistani	Ahmed Saqqaf		Fatima Saqqaf				
8		Chinese	Chang (Lawrence) Chen		Wei (Lulu) Chen				
10		Indigenous [^]	Skye Elliot		Joel Elliot				
						D. Minority names			
						E. Anglo-Celtic names			

* Note: *p* values are based on estimations (see Table x, below) for each applicant in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group; *p* values in C. are based on estimations for each applicant in which the outcome is regressed on an indicator for when an applicant was identified by name (male or female) in the control groups. For D. *p* values are based on estimations (as for A-C) for all applicants.

[^] Indigeneity is identified by a check mark indicating the applicant answered “yes” in response to the question “Do you identify as Aboriginal or Torres Strait Islander?” in the section of the application materials listing personal details.

Table 7: Gender Bias – Subgroup Analysis for Selection to Shortlist:

		Average effects: Percentage point differences (<i>p</i> values*)			
Reviewer Sub-Groups		A. De-identified Vs. Male	B. De-identified Vs. Female	C. Male Vs. Female	
Gender:	Females				
	Males				
Age:	Under 40				
	40 and older				
Agency:	ATO				
	Agriculture				
	DSS				
	Defence				
	Environment				
	Health				
	Employment				
	PM&C				
	Treasury				
	Industry				
	AGD				
	Small agencies				
	D. AVERAGE EEFECTS (all reviewers)				

* Note: *p* values are based on estimations (see Table x, below) for all applicants in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group, or an indicator for when an applicant was identified as male vs. female (C) in the control groups, for specific sub-groups of reviewers (and all reviewers, D.).

Table 8: Ethnicity Bias – Subgroup Analysis for Selection to Shortlist:

		MINORITY NAMES Average effects: Percentage point differences (<i>p</i> values*)		
		A. De-identified Vs. Male	B. De-identified Vs. Female	C. De-identified Vs. Named
Reviewer Sub-Groups				
Gender:	Females			
	Males			
Age:	Under 40			
	40 and older			
Agency:	ATO			
	Agriculture			
	DSS			
	Defence			
	Environment			
	Health			
	Employment			
	PM&C			
	Treasury			
	Industry			
	AGD			
	Small agencies			
	D. AVERAGE EFFECTS (all reviewers)			

* Note: *p* values are based on estimations (see Table x, below) for all minority applicants in which the outcome is regressed on an indicator for when an applicant was identified as male (A) vs. de-identified, or female (B) vs. de-identified, in a control group, or an indicator for when an applicant was identified by name (male or female) in the control groups (C), for specific sub-groups of reviewers (and all reviewers, D.).