

Diversity, Equity and Inclusion (D,E&I) Key Considerations for Aptitude Test Users

This document is not intended to give legal advice on what the 'must do' requirements are across different legal jurisdictions with respect to D,E&I. Assessment users should always be aware of the relevant legal requirements in their own jurisdiction.

Appropriate use of aptitude tests

You can find the relevant information on applications for Analysis Aptitude [here](#). It is important to use aptitude tests only for the applications and with individuals which are highlighted as appropriate in the relevant handbook or technical summary.

Fairness

Aptitude test users should have an awareness of any differences that might be expected between different groups (e.g., gender, age, ethnicity, etc) and be aware of what steps can be taken to mitigate these when using aptitude tests e.g., consider setting low cut off scores and combining aptitude tests with other measures which only show small or no appreciable differences, such as Match 6.5 or Wave.

A summary of the differences that can be found when using the Analysis Aptitude range of tests can be found [here](#) and for the Comprehension Aptitude range [here](#).

Validity

Meta-analytic data of aptitude tests shows they are one of the more valid predictors of performance at work. A summary of the validity of Analysis Aptitude can be found [here](#).

Test development

We take steps during test development to help improve fairness across our aptitude tests. This helps to ensure that the design of our tests is as valid and as equitable as possible.

Throughout initial and ongoing development, the question items used in our aptitude tests are specifically written and reviewed with fairness in mind. The aim is to avoid content which is clinical, idiomatic, or which requires specific knowledge available to one subgroup (e.g., gender, age, or ethnic subgroup) and not another.

From a technology perspective we utilize the accessibility features available in the Microsoft.Net framework across all our aptitude tests. This framework makes the applications used more accessible to all users.

Adjustments

We have implemented a wide range of adjustments that can be made to our aptitude tests to allow them to be completed by candidates with disabilities or neurodiverse needs. At a general level, we have the functionality to freely adjust or disable the time limit of our aptitude tests if required. There are several other accommodations also available for our aptitude tests. Should you wish to find out more please contact your Account Manager or email for support.manager@savilleassessment.com

For candidates with diverse needs, we monitor the more prevalent conditions that our clients identify, for example dyslexia. Dyslexia is one of the most common needs which is often addressed by extending the amount of time given to complete each aptitude test.

We have researched the impact of test performance on dyslexic candidates who had adjusted completion times and compared their scores with candidates who have not been identified as dyslexic and had standard completion times. Evidence from our data on this demonstrates that candidates who are given time adjustments do not have lower scores on average. This indicates that a time adjustment is likely to be an effective accommodation for most dyslexic candidates. However, it is important that assessment users take candidate's individual needs into account as there may be occasions when a time adjustment is either insufficient or inappropriate. For more information, see our '[D,E&I - Top Tips for Assessment Users](#)'.

References

- (1) Salgado, J.F., Anderson, N., Moscoso, S., Bertua, C., De Fruyt, F. (2003). International validity generalisation of GMA and cognitive abilities: A European community meta-analysis. *Journal of Personnel Psychology*, 2003, 56, 573-605.
- (2) Schmidt FL, Hunter JE. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 124,262-274.
- (3) Schmidt, F.L. (2016). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 100 years of research. Working Paper. October 2016.