

New York City Local Law 144 — AI Hiring Bias Audit Mandate

Gender Equality · Good practice · United States of America

Quality score: 37/100

Evidence strength: Cautionary / limited

Summary

NYC's Local Law 144 (2021), the first law to require bias audits of AI hiring tools by sex and race, took effect July 2023. A 2024 study of 391 employers found only 4.6% posted audit reports; a 2025 state audit called enforcement 'ineffective'.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[NYC Department of Consumer and Worker Protection \(DCWP\)](#) — accessed 2026-07-11

[arXiv — Null Compliance: NYC Local Law 144 and the Challenges of Algorithm Accountability](#) — accessed 2026-07-11

[NY State Comptroller — Enforcement of Local Law 144 audit \(Dec 2025\)](#) — accessed 2026-07-11

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