/RIF-Impact-Framework/

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├── README.md # Project overview

├── USE\_STANDARDS.md # Ethical use, anti-harm, limitations

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├── schema/

│ ├── rif\_schema.yaml # The actual YAML schema

│ ├── example\_data.csv # Example CSV data

│ └── schema\_validator.ipynb # (Optional) Python notebook

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├── docs/

│ └── glossary.md # Clear definitions of key terms

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├── .gitignore # Standard GitHub ignore file

└── LICENSE # CC BY 4.0 or MIT

# RIF Impact Schema

Welcome to the open-source framework for understanding and documenting the impact of government Reductions in Force (RIF). Built with love by graduate students at Carnegie Mellon!

## What This Is

A collaborative, public-interest project focused on:

- Creating a \*\*standardized data schema\*\* for tracking workforce reductions across agencies

- Helping people understand what government \*\*capacity\*\* and \*\*capabilities\*\* have been lost

- Making it easy to contribute, understand, and use the framework—\*whether you're a policymaker, coder, or curious member of the public\*

## Field Definitions

The schema captures the core elements needed to track and analyze the impact of federal RIF (Reduction in Force) events.

Each field in the CSV is defined with:

* What it means (semantic purpose)
* What values are allowed (data types and enums)
* Formatting rules (e.g., dates in YYYY-MM-DD)

See /schema/rif-schema.yaml for the full YAML specification with examples and validation logic.

## Data Provenance

To ensure reliability, consistency, and transparency, data included in this schema should come from sources like:

* Official agency documents (memos, RIF notices, layoff bulletins)
* FOIA disclosures and public record requests
* Credible media or watchdog reports
* Interviews or statements from agency employees, unions, or stakeholder groups

Citation is strongly encouraged. When applicable, include a link or reference in the data\_source field.

We encourage users to annotate data\_confidence as:

* High: Officially verified or directly sourced
* Medium: Well-supported but may require follow-up
* Low: Anecdotal, inferred, or partially confirmed

## Responsible Use

We’re building this in public—with kindness, transparency, and integrity. Please read our [Use Standards](USE\_STANDARDS.md) to understand how we aim to protect both the people represented \*in\* the data and those \*using\* it.

Because this project deals with \*\*real people’s jobs and livelihoods\*\*, we care deeply about:

- \*\*Privacy\*\*: Avoid sharing personally identifiable information or exact employee identifiers

- \*\*Non-weaponization\*\*: This dataset should \*never\* be used to exploit vulnerabilities or attack communities

- \*\*Context-first\*\*: Data without interpretation can mislead. Use this as a tool for \*\*transparency\*\*, not \*\*blame\*\*

If you're unsure whether your use case aligns with these values, \*\*ask us.\*\*

## Contributors

We’re a small team of researchers focused on public interest tech, transparency, and cybernetics!

- \*\*Liv Schaefer\*\* – project manager + systems thinker

- \*\*Amy Kang\*\* – the glue + research machine

- \*\*Jaimie An\*\* – data storyteller + design queen

- \*\*David Fuentes\*\* – tech wizard