

Project 1 Reflection:

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What are the potential advantages and disadvantages of seniority-based layoff policies, from the company owner's perspective, the senior employee's perspective, and from the perspectives of the employees involved in the DeGraffenreid case? How might these stakeholders weigh Are these pros and cons different?

The potential advantages and disadvantages of seniority-based layoff policies in a company owner's perspective: an advantage would be to keep employees that have been there for a while so they maintain loyalty to the company, and they will not have to train the new employees. A disadvantage would be that there is no equal treatment to the new employees, and they will not have new ideas for the company.

Senior employees perspective: An advantage for them is security, and knowing that they are safe in the company and their hard work paid off. A disadvantage is that they would feel bad for the new employees because they simply didn't do anything wrong. And they will have to pick up their work in the meantime.

The advantages for the employees in the Degraffenreid case is that they can use this in their case and have a better argument for unfair layoffs. A disadvantage is that there is clarity on this discrimination and the employees are aware of this happening and they are upset with the company and their morale.

These stakeholders weigh these pros and cons differently because they are in a dilemma of what needs to be done with laying off their employees. They have to decide whether or not to keep loyalty and grant employees who have dedicated the most time into the company. Or not give new employees a chance for a fresh positive change in the workplace. Either way it is a lose-lose situation, because the company has to make a difficult decision.

This homework project is based on one of the law cases which Dr. Kimberlé Crenshaw analyzed in order to describe how the lived experiences of Black women differ from the lived experiences of White women and simultaneously differ from those of Black men. Black women exist in a space where the realities of race and gender overlap. Within the American social structure, it is at times a toxic place where racism and

sexism exist simultaneously. Professor Crenshaw named the place “intersectionality” [cite]. Her exploration of intersectionality brought to light complexities that would have remained hidden without incorporating the perspectives and experiences of Black women. In the context of data science, how can we apply this lesson to ensure that we aren't missing deeper narratives within our datasets? How can data scientists ensure they're not just looking at data points but are instead uncovering the many deeper narratives behind their datasets?

Data scientists can apply this new knowledge in the future by putting this discrimination on their radar. Ensuring that the data is transparent and guided correctly with ethical consideration. Also, it can be reviewed by employees for accuracy. Understanding that data isn't just “data” but it is an analysis of each employee and being aware of the potential impact each data stores.

Data science is a powerful tool for uncovering information about the world, but it often grapples with imperfect data. In the context of this project, what limitations did you encounter regarding the data or analytical methods? Were there noticeable gaps in the data's representation of individuals' identities and experiences? How might these limitations impact the conclusions and insights derived from the data analysis?

The limitations encountered with the analytical methods is consideration of false data because of the year, this can be inaccurate since it was in the 70's, Also, this data uncovers the discrimination and the layoff employees faced. Something we noticed that is missing is the job position held and if that had an impact as well. In addition to that, if an employee was hired the same year as another employee, does the job position dictate the layoff as a last resort?

**a. Explain how the output of your function could help non-senior employees
At GM understand how to build a coalition.**

The function's output can show non-senior employees at GM who got laid off and why. This information could help them team up to push for changes in layoff rules or to address any unfair treatment.

**b. What potential actions could the employees take together to prevent
discriminatory layoffs?**

Employees could have conversations with each other to become aware of discriminatory practices. In addition to that, they can use the media to spread awareness and have advocacy groups to voice their concerns. Employees could also band together to form labor unions to prevent further exploitation.

**c. Analyze the potential advantages and limitations of this is because different
advocacy strategies – individual legal cases vs. collective bargaining (or a different
idea you can think of)?**

The advantages of individual legal cases are that it would be necessary to compensate the individual, and personal cases help ensure there will be fairness moving forward.

Disadvantages would be cost, time, and the fact that cases might not always work.

The advantages of collective bargaining would be giving the employees power to voice any concerns and change the company for the better. A disadvantage would be the motivation of the members themselves and that if they want to make a change for the better it would depend on how hard they are willing to work.

**d. Provide your perspective on the most effective approach in this situation
and why**

We believe that the most effective approach would be to first try a collective bargain, this is because there is no legal action required and this can happen solely with the agreement of coworkers. It will also teach the workers how to work together differently to encourage justice throughout the company.