

1. 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 these pros and cons differently?
 - a. From the company owner's perspective, an objective system to determine layoffs could reduce potential bias and increase the retention of skilled, experienced employees, but could also be a detriment to the workplace attitude of younger, more future-minded employees, deterring innovation. From the senior employees' perspective, it could be positive to be recognized for their time and dedication to a company by giving them job security, however this is a double-edged sword, as this could lead to stagnation in production. From the perspective of employees involved in the DeGraffenreid case, there is an impartial nature to the idea of seniority-based layoffs, however, given historically biased hiring practices, seniority-based layoff policies would almost always entail older, white employees being prioritized over the younger, more diverse employee base.
2. 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?
 - a. In the context of data science, intersectionality must be accounted for in the analysis of the data gathered, for without it, every participant's responses become binary data points instead of a nuanced, societal input. Also, the study must actively seek to include a wide variety of voices in order to accurately and equitably include many perspectives in the research data.
3. 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?

- a. If an objective, systematic method of layoffs at any company, regardless of time period and societal implications, there is an intrinsic erasure of every employee's personal perspective, experience, and production. There is nowhere in this data analysis that determines any employee's contribution to the company, and instead uses an arbitrary layoff system that lines up with the time period of the Civil Rights movement, disproportionately impacting Black women, without taking into account their performance as employees.

Extra Credit

1. Explain how the output of your function could help non-senior employees at GM understand how to build a coalition.
 - a. The output of this function could help non-senior employees form a set of criteria for those wishing to join the coalition, as well as understand where each individual stands in the line of seniority-based layoffs.
2. What potential actions could the employees take together to prevent discriminatory layoffs?
 - a. Employees could form strikes, walkouts, lawsuits, or other proactive or reactive measures to ensure fair evaluation for their performance as an employee rather than as a number in a system.
3. Analyze the potential advantages and limitations of different advocacy strategies - individual legal cases vs. collective bargaining (or a different idea you can think of)?
 - a. Individual legal cases can be very successful after an unjust practice has been committed, but will often result in a settlement instead of a continuation of employment, while a proactive measure like collective bargaining would bring forth a better set of terms for employees, creating a more inclusive and merit-based workplace, rather than one built on seniority and bias of the past.
4. Provide your perspective on the most effective approach in this situation and why.
 - a. I believe proactive strategies, like collective bargaining, to be the most effective. This is because reactive measures (lawsuits) often take place after damage has already been done, which may be successful, but sometimes do not even result in an individual getting their job back. If collective bargaining is successful, a workplace can become a much more satisfying place to work for all employees, where a more fair and just system is put in place.