

Carpe Momentum Consulting

<u>Team Member Name</u>	<u>Year</u>	<u>Major</u>
Debosmita Pathak	2022	Physics/Mathematics
Jefferson Kolmer	2024	Economics
Jivyaa Vaidya	2023	Economics/Chinese
Katie Tanizawa	2022	Mathematics/Economics
Sarthak Mohindru	2022	Mathematics/Economics

Advisor(s): Michael Lawrence

Topic: The Faceless Army at Amazon's Disposal

Division: Undergraduate

Audience: Amazon Board of Directors

Sustainable Development Goal

SDG #8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Executive Summary

On Monday, March 1, 2021, a Black, female Amazon employee filed a lawsuit against the commercial giant, accusing it of inequitable promotion and racial discrimination. This case is a small part of Amazon's long, alleged history of discriminatory practices and sexual harassment in management and the workplace. Facial recognition and productivity tracker software, developed and used by Amazon, are biased and inaccurate, and contribute to Amazon's hire-and-fire reputation. Employees, desperate to prevent termination due to "failure to meet standardized productivity rates," find themselves compelled to work in unhealthy environments. For example, the rate of serious injuries for warehouse facilities was double the national average. However, an introduction of ethical practices in Amazon's work environment will boost productivity and improve Amazon's public image.

Sustainable Development Goal #8 mandates sustained, inclusive and sustainable economic growth and fair labor practices for all. Our solution embraces the tenets of this goal. An improved facial recognition software, incorporating unbiased and precise algorithms, and healthier work environments will increase productivity, promote diversity, and reduce costs. We also propose greater accountability in Amazon with the inclusion of workers in share ownership and prohibition of superfluous profiling technology. If implemented, our solution will not only uplift workers, increase productivity, and bolster Amazon's reputation, but will reframe Amazon as an innovative leader in creating fair, equitable workplaces.