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8 Attorneys for Plaintiffs James Damore, David Gudeman,
9 Manuel Amador, Stephen McPherson, and Michael Burns
on behalf of themselves and all others similarly situated

10
11 **SUPERIOR COURT OF CALIFORNIA**
12 **COUNTY OF SANTA CLARA – UNLIMITED JURISDICTION**

13
14 JAMES DAMORE, DAVID GUDEMAN,
15 MANUEL AMADOR, STEPHEN
16 MCPHERSON, and MICHAEL BURNS,
individually and on behalf of all others
similarly situated,

17 Plaintiffs,

18 v.

19
20 GOOGLE, LLC, a Delaware limited
liability company; and DOES 1-10,

21 Defendants.
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Case Number: 18CV321529

**FIRST AMENDED CLASS ACTION
COMPLAINT:**

1. **Violation of Cal. Labor Code § 1101**
2. **Violation of Cal. Labor Code § 1102**
3. **Workplace Discrimination Due to Gender and/or Race in Violation of FEHA**
4. **Disparate Impact Discrimination Due to Gender and/or Race in Violation of FEHA**
5. **Workplace Harassment in Violation of FEHA**
6. **Retaliation in Violation of FEHA**
7. **Retaliation in Violation of Public Policy**
8. **Retaliation in Violation of Cal. Lab. Code § 1102.5**
9. **Failure To Prevent Harassment, Discrimination, and Retaliation**
10. **Hostile Workplace Environment**
11. **Unfair Business Practices, Bus. & Prof. Code § 17200 et seq.**
12. **Declaratory Relief**

DEMAND FOR JURY TRIAL

1 policies, “bias sensitivity,” or “social justice,” were/are singled out, mistreated, and systematically
2 punished and/or terminated from Google, in violation of their legal rights.

3 5. Google’s open hostility for conservative viewpoints is paired with invidious
4 discrimination on the basis of race and gender, barred by law. Google’s management goes to
5 extreme—and illegal—lengths to encourage hiring managers to take protected categories such as race
6 and/or gender into consideration as determinative hiring factors, to the detriment of members of
7 disfavored races and males who are employees or potential employees at Google.

8 6. Damore, Gudeman, Amador, and other class members were ostracized, belittled, and
9 punished for their heterodox political views. Damore and Gudeman were additionally ostracized,
10 belittled, and punished for the added sin of their birth circumstances of being a member of a race
11 and/or sex that Google perceives to be overrepresented in its workforce, namely, white/Caucasian or
12 Asian (“Google-disfavored races”) and/or male employees. This is the essence of discrimination—
13 Google formed opinions about, and then treated, Plaintiffs based not on their individual merits, but
14 rather on their membership in groups with assumed characteristics.

15 7. Google employees and managers strongly prefer to hear the same orthodox opinions
16 regurgitated repeatedly, producing an ideological echo chamber, a protected, distorted bubble of
17 groupthink. When employee Plaintiffs challenged Google’s illegal employment practices, they were
18 openly threatened and subjected to harassment and retaliation from Google. Google created an
19 environment of protecting employees who harassed individuals who spoke out against Google’s view
20 or the “Googley way,” as it is sometimes known internally. Google employees knew they could
21 harass Plaintiffs with impunity, given the tone set by managers—and they did so.

22 8. Amador, McPherson, Burns, and other class members were denied employment
23 because of their actual and perceived conservative political activities and affiliations, and their status
24 as actual or perceived Asian or Caucasian male job applicants. Google purposefully perpetuates and
25 preserves its pattern of discrimination, harassment, and retaliation by rejecting applicants who are, or
26 who appear to be, conservative, white/Caucasian, Asian, or male, particularly where those applicants
27 might speak out against Google’s unlawful employment practices.

28 9. Google employs illegal hiring quotas to fill its desired percentages of women and

1 racially-favored minority candidates, and openly shames managers of business units who fail to meet
2 their quotas—in the process, openly denigrating employees who are, or are perceived to be, male
3 and/or a member of a Google-disfavored race.

4 10. Not only was the numerical presence of women celebrated at Google solely due to
5 their gender, but the presence of Google-disfavored races and males was mocked during company-
6 wide weekly meetings. This unacceptable behavior occurred at the hands of high-level managers at
7 Google who were responsible for hundreds, if not thousands, of hiring and firing decisions during the
8 Class Periods.

9 11. Plaintiffs bring this action to vindicate their legal rights, and to stop Google from
10 repeating these practices against other employees and prospective employees now, and in the future.

11 THE PARTIES

12 12. Damore is an individual who, at all times relevant to the Complaint, worked in
13 Mountain View, California for Google as a Senior Software Engineer, a Software Engineer, and an
14 Intern. Damore was an employee of Google from 2013 until his wrongful termination on August 7,
15 2017.

16 13. Gudeman is an individual who, at all times relevant to the Complaint, worked in
17 Mountain View, California for Google as a Software Engineer. Gudeman was an employee of Google
18 until his wrongful termination. Gudeman worked for Google from 2013 to December 2016.

19 14. Amador is an individual who currently resides in Zurich, Switzerland. Amador worked
20 for Google in San Francisco, California beginning in 2013, then transferred to Google's Zurich,
21 Switzerland offices. In or around April 2017, Amador reapplied for multiple positions with Google its
22 office located in Mountain View, California.

23 15. McPherson is an individual who temporarily resides in Naples, Italy, as a result of his
24 current employment. McPherson resided in San Diego, California at the time of applying for a project
25 manager position at Google in mid-2016, and thereafter interviewed for the position in Mountain
26 View, California, which was ultimately not offered to McPherson.

27

28

1 **EXHAUSTION OF ADMINISTRATIVE REMEDIES**

2 22. On November 30, 2017, Damore filed an administrative complaint against Google
3 with the California Department of Fair Employment and Housing (“DFEH”) and was issued a right-
4 to-sue letter.

5 23. On November 30, 2017, Gudeman filed an administrative complaint against Google
6 with the DFEH and was issued a right-to-sue letter.

7 24. On February 27, 2018, Amador filed an administrative complaint against Google with
8 the DFEH and was issued a right-to-sue letter.

9 25. On January 29, 2018, Burns filed an administrative complaint against Google with the
10 DFEH and was issued a right-to-sue letter.

11 26. Damore, Gudeman, Amador, McPherson, and Burns exhausted the necessary
12 administrative remedies by filing the above-referenced charges of discrimination and/or retaliation
13 with the DFEH and obtaining right-to-sue letters.

14 **FACTUAL ALLEGATIONS OF NAMED PLAINTIFFS**

15 **JAMES DAMORE**

16 **Damore’s Employment with Google**

17 27. Damore received his Bachelor of Science degree in Molecular Biology, Physics, and
18 Chemistry from the University of Illinois at Urbana-Champaign. He then earned his Master of Science
19 in Systems Biology from Harvard University.

20 28. Damore first began working for Google as a Harvard student in or around the summer
21 of 2013 as a Ph.D. software intern. By around December 2013, Google converted this internship into a
22 full-time position, and hired Damore as a Software Engineer.

23 29. Damore worked on the Google team responsible for indexing and serving Google’s
24 search results to users.

25 30. Damore was diligent and loyal, and received substantial praise for the quality of his
26 work. Damore received the highest possible rating twice, including in his most recent performance
27 review, and consistently received high performance ratings, placing him in the top few percentile of
28 Google employees. Throughout the course of his employment with Google, Damore received

1 approximately eight performance bonuses, the most recent of which was approximately 20% of his
2 annual salary. Damore also received stock bonuses from the Google amounting to approximately
3 \$150,000 per year.

4 31. Damore was never disciplined or suspended during his entire tenure at Google.

5 32. Based on Damore’s excellent work, Damore was promoted to Senior Software
6 Engineer in or around January 2017—just eight months before his unlawful termination by Google.

7 33. Damore did not have any direct reports, did not supervise employees, did not assign
8 work to other employees, and was not an integral or crucial part of the hiring and firing process at
9 Google. Damore was not allowed to discipline employees.

10 34. Damore’s immediate supervisor was Cristian Tapus (“Tapus”). Tapus reported to
11 Chuck Wu (“Wu”), Senior Director of Engineering for Google. Wu, in turn, reported to Ari Balogh
12 (“Balogh”), Vice President of Engineering at Google. Balogh reported to Sridhar Ramaswamy
13 (“Ramaswamy”), the Senior Vice President of GPI and Ads. Ramaswamy, in turn, reported to Sundar
14 Pichai (“Pichai”), the CEO of Google, who ultimately reported to Larry Page (“Page”), the CEO of
15 Alphabet, Inc.

16 **Google Shamed Teams Lacking Female Parity at TGIF Meetings**

17 35. On March 30, 2017, Damore attended a weekly company-wide meeting called a “TGIF
18 meeting.” These weekly meetings were used as an avenue for employees to connect and discuss
19 certain topics involving Google.

20 36. The TGIF meeting on March 30, 2017 was entitled “Women’s History Month,” and
21 Google brought in two presenters for this get-together: Ruth Porat (“Porat”), the Chief Financial
22 Officer of Google, and Eileen Naughton (“Naughton”), the Human Resources Vice President of
23 Google.

24 37. During the March 30, 2017 TGIF meeting, either Porat or Naughton pointed out and
25 shamed individual departments at Google in which women comprised less than 50% of the workforce.
26 Alternatively, they applauded and praised departments, such as the sales department, where women
27 comprised more than 50% of the workforce. The audience joined in to the group shaming/criticism.

28 38. During the event, Porat and Naughton also discussed that when looking at groups of

1 people for promotions or for leadership opportunities on new projects, Google would be taking into
2 account gender and ethnic demographics. They then mentioned that Google’s racial and gender
3 preferences in hiring were not up for debate, because the racial and gender preferences were morally
4 and economically beneficial for Google.

5 39. Damore was surprised by Google’s position on blatantly taking gender into
6 consideration during the hiring and promotion processes, and by Google’s public shaming of Google
7 business units for failing to achieve numerical gender parity. Damore believed that express gender
8 preferences and quotas were inconsistent with applicable discrimination laws. This TGIF meeting was
9 one of the factors that led to Damore attending Google’s Diversity and Inclusion Summit.

10 **Google’s Diversity and Inclusion Summit**

11 40. In or about June 2017, Damore attended a “Diversity and Inclusion Summit”
12 (“Summit”) conducted by Google at its Mountain View campus. Approximately 100 employees
13 attended this event. Damore felt pressured to attend the event because Google proclaims “commitment
14 to diversity and inclusion” to be an important factor in deciding promotion to leadership positions.
15 Due to his excellent work performance, Damore was on the path to a leadership position at Google
16 before his abrupt termination.

17 41. The Summit was organized by Google’s senior vice presidents and other members of
18 Google’s leadership team, including Balogh and Ramaswamy. Employees were allowed to ask
19 questions, and there were also breakout groups for subsequent conversations.

20 42. The Summit covered general topics such as how Google could increase its diversity.
21 Specifically, the Google presenters went through some Google policies purportedly designed to
22 accomplish diversity goals, such as treating preferred categories of people (women, certain but not all
23 ethnic minority groups, disabled, etc.) differently during the hiring process by providing extra
24 interviews, and putting applicants into a more welcoming environment based on their race and/or
25 gender. The Google presenters also discussed putting “diverse” individuals into high priority queues,
26 so that they were more likely to be hired, and hired faster.

27 43. Google defined “diverse” individuals as women or individuals who were not Caucasian
28 or Asian.

1 44. At the Summit, Damore spoke with Meghana Rao (“Rao”) from Google’s Human
2 Resources department (“Google HR”). Damore told Rao that he believed some of the positions taken
3 by Google were divisive and misguided. Specifically, Damore mentioned that it seemed like Google
4 was elevating political correctness over merit.

5 45. Rao responded to Damore’s comment by stating “some of the political things at Google
6 were a problem.” They discussed how some Google employees with conservative views and values
7 did not feel included, and Rao mentioned how she, and other Google HR representatives, had received
8 similar complaints in the past from employees with conservative views. Rao identified Damore as a
9 conservative at that time, based upon his objections to Google’s stated racial, gender, and other hiring
10 preferences.

11 46. Notes from a Summit meeting, created by Google management employees, included a
12 section entitled “Political Diversity,” stating: “There seem to be people on the “right” end of the
13 political spectrum that don’t feel they are respected. And some people (including in leadership) have
14 expressed that some right-leaning political values shouldn’t be respected (also some left-leaning
15 political values).”

16 47. While at the Summit, Damore participated in breakout group sessions with other
17 employees. Damore asked questions about whether Google looked at viewpoint diversity with respect
18 to hiring decisions and in evaluating how inclusive Google was as a workplace. The answer he
19 received was that Google only looked at demographic diversity (mainly gender and/or race) when
20 making hiring and promotion decisions—not at viewpoint diversity.

21 48. At the end of the program, the Google presenters specifically asked employee attendees
22 to give written feedback on the program. This request from Google prompted Damore to draft a
23 memorandum entitled “Google’s Ideological Echo Chamber.”

24 **Damore’s Memorandum on Google’s Ideological Echo Chamber**

25 49. On or about the end of June 2017, after Google asked for feedback on the contents of
26 the Summit, Damore spoke with different Google employees about the issues they felt were not evenly
27 covered at the Summit, and drafted a memorandum (“memo”) based on those conversations. Multiple
28 employees made suggestions and provided feedback, and this memo was edited multiple times.

1 Damore named this memo “go/pc-considered-harmful,” using Google’s own naming conventions. A
2 copy of the final version of the memo with all the edits incorporated is attached as **Exhibit A**.

3 50. Damore observed in the memo that Google employees and management focus greatly
4 on alleged unconscious racial and gender bias, but neglect political orientation, which is actually a
5 result of deep moral bias.

6 51. Damore specifically stated in the memo that his purpose for writing the memo was to
7 promote discussion among Google employees regarding the “diversity and inclusion” issues covered
8 in the Summit. He wrote, “Open and honest discussion with those who disagree can highlight our
9 blind spots and help us grow, which is why I wrote this document.” Damore further stated, “Of course,
10 I may be biased and only see evidence that supports my viewpoint. In terms of political biases, I
11 consider myself a classical liberal and strongly value individualism and reason. I’d be very happy to
12 discuss any of the document further and provide more citations.”

13 52. The memo then went on to discuss the differences in political ideologies between the
14 leftist liberals and the rightist conservatives, and suggested that neither ideology on its own was
15 “100% correct,” but that a balance between the two would be best for society and Google. The memo
16 then identified Google as having a leftist bias.

17 53. Damore’s memo went on to discuss conclusions reached in scientific studies, and
18 included hyperlinks to the studies Damore referenced. The memo linked to articles and studies from
19 the Wiley Online Library, the *Journal of Personality and Social Psychology*, *Quillette*, the *British*
20 *Journal of Guidance and Counseling*, and *The Atlantic*. These citations were provided for the purpose
21 of identifying potential alternative bases for differential workplace patterns at Google, as compared to
22 the sole reason that Google provided—namely, hiring/employment bias against women and racial
23 minorities. Google, and certain employees and outsiders who eventually read this memo, ignored these
24 citations, and later publicly attributed the conclusions drawn from these studies directly to Damore
25 himself.

26 54. After identifying possible non-bias causes for the so-called gender gap identified as an
27 issue in the tech industry, Damore went on to suggest non-discriminatory ways of reducing the gender
28 gap that did not involve the illegal racial and gender quotas and preferences that Google openly admits

1 to having employed.

2 55. Damore’s memo then explained the harms of Google’s current method of simply
3 looking at an individual’s race and/or gender when deciding who to hire, as it effectively lowered the
4 bar for Google-favored minorities (individuals that were not Caucasian or Asian) and women and
5 increased tensions between employees. Furthermore, Damore pointed out that Google’s current
6 method of increasing diversity resulted in what is known as reverse discrimination, because Caucasian
7 and Asian males were not being selected for jobs and promotions due solely to their status as non-
8 females or as members of a Google-disfavored race.

9 56. Damore ended his memo by addressing the problem in a constructive manner,
10 advocating that Google should treat employees and potential hires as individuals, not members of
11 tribes:

12 “I hope it’s clear that I’m not saying that diversity is bad, that Google or society is
13 100% fair, that we shouldn’t try to correct for existing biases, or that minorities
14 have the same experience of those in the majority. My larger point is that we have
15 an intolerance for ideas and evidence that don’t fit a certain ideology. I’m also not
16 saying that we should restrict people to certain gender roles; I’m advocating for
17 quite the opposite: treat people as individuals, not as just another member of their
18 group (tribalism).”

19 57. Damore also suggested more concrete steps that Google could take to remedy its
20 problematic/illegal tribalist approach, including stopping the alienation of conservatives, recognizing
21 the fact that Google has its own biases and confronting those, and having open and honest discussions.

22 **Damore Posted the Memo Internally**

23 58. Damore submitted the memo to Google HR using the feedback form provided by the
24 Google presenters at the Summit.

25 59. Damore’s memo was written entirely on Google’s GoogleDocs systems. The comments
26 section of the memo was left open for other Google employees to leave their thoughts on the document
27 from the day Damore drafted the document to the day Damore was terminated. This document was not
28 hidden in any manner.

60. Damore published multiple versions of the memo, internally, each version altered after
receiving solicited, individual feedback from numerous Google employees.

61. On July 3, 2017, at the suggestion of a co-worker, Damore posted the memo on a

1 Google group discussion forum called CoffeeBeans. CoffeeBeans was an internal Google forum used
2 to discuss various issues at Google, such as workplace diversity.

3 62. In parallel with the discussion group created in CoffeeBeans, Damore emailed
4 individuals responsible for Google’s diversity programs, the Women at Google Program, the Code of
5 Conduct team, and Google HR. Damore also asked whether certain diversity programs that were
6 aimed at helping individuals on the basis of their gender or race, such as “Women Who Code,”
7 “BOLD” (an internship program offered only to women and underrepresented minorities), and
8 “Stretch” (a class Google offers only to women) were legal, and asked how using someone’s protected
9 status, such as race and/or gender, in making employment decisions, was legal.

10 63. Damore emailed the Google Code of Conduct team to state that he believed some of
11 Google’s policies were not being applied equally, and were being violated. The Code of Conduct team
12 referred Damore to Google HR for further action on his concerns. Damore’s complaint about Google’s
13 illegal hiring and employment practices was never investigated or pursued by Google HR, other than
14 by firing him.

15 64. The Women at Google group responded to Damore, and stated that its goal was 50%
16 representation of women at Google. On or about June 2017, Damore met with an individual from the
17 Women at Google group named “Monica” to further discuss his memo, and the organization’s goals.
18 Monica agreed that Damore had a valuable perspective and should share that perspective with the
19 diversity teams, and she promised to connect Damore with such diversity teams, but she never did so,
20 despite Damore’s repeated requests.

21 **Diversity Training Event**

22 65. On or about July 2017, after the Diversity and Inclusion Summit, Google held another
23 diversity training class (“Diversity Training”) at its Mountain View headquarters. Damore attended
24 this event based on his similar motivations for attending the Summit—namely, because Google
25 factored “diversity and inclusion” into its employment advancement opportunities, and because of his
26 concerns about Google’s employment practices and diversity programs.

27 66. The Diversity Training was broken into two parts: 1) an online course, followed by, 2)
28 an in-person training.

1 67. Damore provided feedback in response to the online portion of the Diversity Training,
2 by asking whether Google accounted for political viewpoint bias in the workplace, since Google was
3 addressing other biases. Google’s only response was that Damore should attend the in-person training.

4 68. At the in-person training, entitled “Bias Busting,” Google discussed how biases against
5 women exist in the workplace, and how “white male privilege” exists in the workplace. The training
6 was run by the “Unbiasing Group” at Google, and there were approximately 20 Google employees
7 present. Damore disagreed with this one-sided approach. When Damore verbalized his dissent and his
8 concerns with the one-sided presentation, other employees, including managers, laughed at him
9 derisively. They considered his views to be conservative, and thus flawed and worthy of
10 disparagement.

11 69. At the end of the Diversity Training, the presenters asked the audience members to
12 submit any written feedback they might have to them. In response, Damore electronically submitted
13 the memo he had drafted, which had been updated multiple times with comments and feedback from
14 other Google employees, once again to Google HR. Google HR once again ignored Damore, and did
15 not respond to the memo in any way.

16 70. On or about August 2, 2017, at the suggestion of a Google manager, Damore submitted
17 the edited memo to skeptics@google.com (“Skeptics”), another message board for Google employees
18 only. Damore explicitly stated that the purpose of submitting the memo to the group was for Google
19 employees to discuss different views and look at matters from a different perspective, including the
20 conservative perspective; otherwise, all Google employees would simply hear their same opinions
21 repeated over and over again, and never enrich their employment or their experiences with different
22 viewpoints.

23 71. Within the next few days after Damore published the memo on the Skeptics forum, the
24 memo became more and more widely viewed on the internal Google forums.

25 72. On or about August 4, 2017, an unknown Google employee leaked the memo to either
26 Vice Motherboard or Gizmodo, which selectively quoted from the memo and misinterpreted it. This
27 “news story,” distorting Damore’s internal memo on workplace issues, was picked up by other media
28 outlets, until Damore’s memo went viral across the world.

1 and-file employees to attack other Googlers who expressed political viewpoints outside the
2 Company's very narrow views—including in commentary or feedback solicited by Google.

3 77. Damore forwarded Hidalgo's email to Google HR, and was told to work from home for
4 some time until emotions cooled down. Similar threats followed from other coworkers. Google
5 executives and employees condemned Damore, his memo, and his views. Some coworkers demanded
6 Damore's termination, and the termination of other individuals who shared his views.



7 **Alon Altman** ▶ google.com

8 Aug 5, 2017



9 One good thing that could come out of the trashfire that is omg/5932 is that
10 several of the people who agree with the document have actively stated their
11 support.

12
13 Pretty much all of those Googlers are employed at-will. If Google management
14 cares enough about diversity and inclusion, they should, and I urge them to,
15 send a clear message by not only terminating Mr. Damore, but also severely
16 disciplining or terminating those who have expressed support.

17 This will send a message that we have zero tolerance for intolerance.

18
19 I will also like to take this opportunity to say, if Mr. Damore is not terminated by
20 the end of this month, I plan to turn in my two-week's notice.



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24
25 **Louis Gray**

26 Imagine being the one woman in an eight person team with
27 him. She deserves a peer bonus for survival.
28

Google Terminated Damore

1
2 78. Damore was terminated on Monday, August 7, 2017 at approximately 6:00 p.m., via
3 telephone, as he had been working from home that day, pursuant to Google HR's instruction following
4 the Alex Hidalgo threat of August 4.

5 79. Damore received a call from Rao, who was also joined by Wu. After exchanging
6 pleasantries, Damore informed Rao and Wu that he had filed a complaint that morning with the
7 NLRB, due to Google's prohibition of his engagement in a protected concerted activity (discussing
8 workplace conditions with his coworkers). Rao and Wu did not respond to this point.

9 80. Wu told Damore he was being terminated for "perpetuating gender stereotypes." Rao
10 then stated this was the Google's final decision. When Damore attempted to explain why his
11 termination was unlawful, Rao stated that there would be no discussion. The stated reason for firing
12 Damore was pretextual; Damore was fired because he was a member of a Google-disfavored race,
13 because he was male, and because of his actual or perceived political views.

14 81. During the call when Google terminated Damore, neither Wu nor Rao identified any
15 Google policy or procedure that Damore had violated.

16 82. Upon information and belief, the decision to fire Damore was discussed and approved
17 at the highest levels of Google management, involving not only Sundar Pichai but also the company's
18 founders and senior executives of Alphabet.

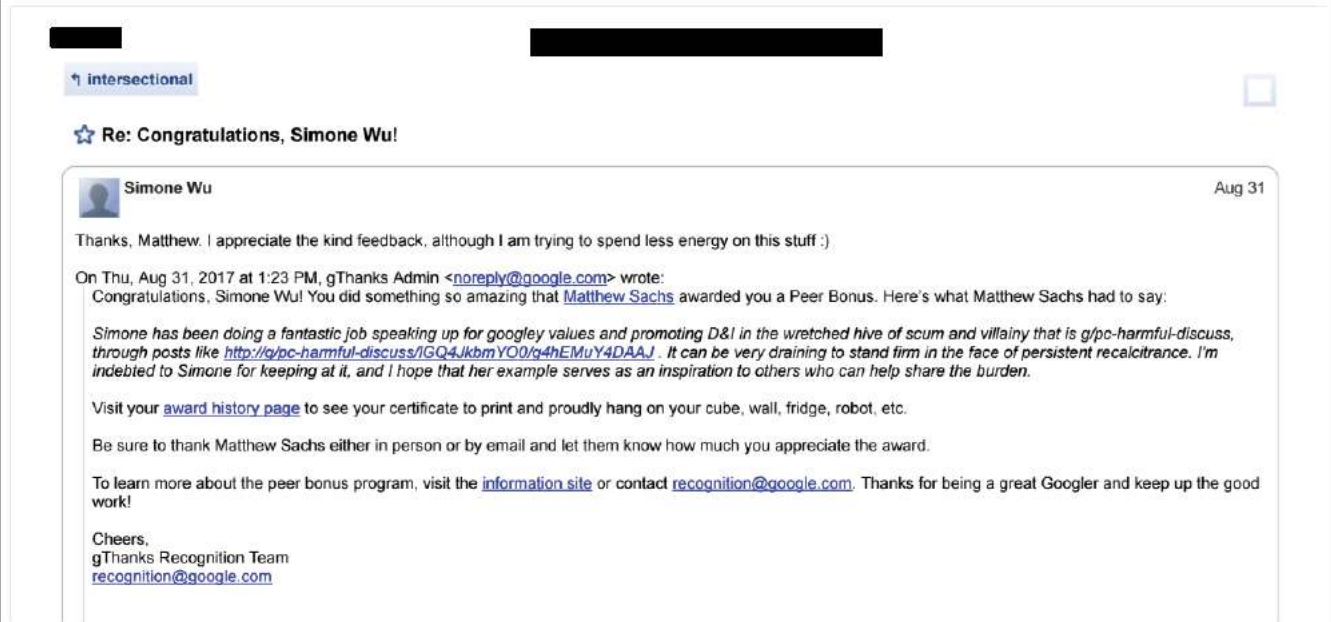
Google Employees Were Awarded Bonuses for Arguing Against Damore's Views

19
20 83. Not only did Google summarily terminate Damore for his political views relating to
21 workplace issues, but it also rewarded Google employees who disagreed with and disparaged Damore.

22 84. The Google Recognition Team allowed employees to give fellow employees "Peer
23 Bonuses" for arguing against Damore's political viewpoints. Peer Bonuses were typically reserved for
24 outstanding work performance or for going above and beyond an employee's job duties. Defending the
25 leftist agenda, or defending violations of California employment law, is not in any Google employee's
26 official job description.

27 85. In but one example of Google rewarding Damore critics financially, an employee gave
28 a Peer Bonus to another employee, stating that the bonus was for "speaking up for googley values and

1 promoting [diversity and inclusion] in the wretched hive of scum and villainy that is [Damore’s
2 Memo].” The Google Recognition Team reviewed this justification, considered it appropriate, and
3 allowed the bonus to proceed.



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15 **Google Management Admitted to Not Wanting**
16 **A Safe Space for the Exchange of Political Ideas**
17 **As Damore Had Hoped**

18 86. On August 5, 2017, Colm Buckley (“Buckley”), a high-ranking SRE Director with over
19 100 employee reports, stated his intention to stifle political dissent within Google in response to
20 Damore’s memo.

21 87. Buckley stated that there were certain “alternative views, including different political
22 views” which he did not want people to feel safe sharing at Google. He stated he intended to “silence
23 these views” and that Google employees could “shove them hard up where the sun doesn’t shine.”

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Colm Buckley > google.com

Aug 5, 3:59 PM

You know, there are certain "alternative views, including different political views" which I **do not want** people to feel safe to share here. My tolerance ends at my friends' terror.

You can believe that women or minorities are unqualified all you like - I can't stop you - but if you say it out loud, then you deserve what's coming to you.

Yes, this is "silencing". I **intend** to silence these views; they are **violently offensive**.

Take your false equivalence and your fake symmetry, and shove them hard up where the sun doesn't shine.



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88. Upon information and belief, Buckley was not reprimanded by Google for his August 5th post.

DAVID GUDEMAN

Gudeman Begins Working at Google

89. Gudeman first began working for Google in or around October 8, 2013, until his termination on or around December 5, 2016.

90. Gudeman is a conservative, Caucasian male, and was discriminated against and harassed at and by Google as a result. Gudeman was ultimately terminated for these protected characteristics.

The Derail Document

91. On or about August 20, 2015, Kim Burchett ("Burchett"), an L7¹ SWE Manager, drafted and published a document on a Google-employees-only website, entitled, "Derailing." This

¹ Google engineers are ranked on a scale of L1 to L9, with L9 being the highest level. These levels refer to a specific level of experience and qualification according to Google's internal ranking system.

1 document discussed how individuals might attempt to silence another’s opinions or distract from
2 another’s point of view. The document was aimed at Caucasians, a Google-disfavored race, and males,
3 and conflated marginalization with white male privilege. The document essentially claimed through
4 examples that any response but agreement to a statement about bias, prejudice, or privilege was a
5 “derailment.” *Reductio ad absurdum*, the thesis of this document is that on this one particular set of
6 topics, the left-wing political frame of systematic bias must always dominate, and the receiver must
7 accept that frame, and its associated worldview, in his or her response.

8 92. Gudeman read this article, and disagreed with its premise, as did many other Google
9 employees. Gudeman left a comment stating his belief that men “need to understand that [Caucasian
10 males] are the victims of a racist and sexist political movement and it is not their fault.”

11 93. Gudeman went on to state that “the point of this document is to disallow any defense at
12 all that a man might make when some woman complains about bias. There is no defense. The woman
13 is always right. The man has no alternative but to submit to her superior moral position. We have a
14 word for that attitude, it’s called ‘sexism.’”

15 94. After Gudeman’s comments, others responded stating that he was misinterpreting the
16 document, to which Gudeman responded, “Well if that’s the point then you could be clearer, because
17 all I’m getting from this document is that when anyone claims bias, there is no possible defense, not
18 even the defense that the bias did not exist.” He then provided a helpful suggestion to assuage any
19 similar concerns other Caucasian men might have, and suggested, “Maybe a section on what a man
20 should do when a woman accuses him of bias in order to protect himself from a system that is highly
21 biased against him.”

22 95. Gudeman’s comments were not well-received by other supposedly open-minded
23 Googlers. Gudeman even further stated in another comment, “I started out intending to change minds
24 by explaining logically and rationally what is offensive about this document. In response, I was treated
25 dismissively.”

26 96. Gudeman compared this document to that which “slave owners would have written for
27 their slaves to help them understand how to interact with their masters,” in order to point out
28 prejudices involved with the document.

1 97. Burchett, instead of applying the constructive criticism and potentially helping other
2 employees who felt similarly discriminated against like Gudeman did, stated that she was “[r]esolving
3 this comment. Also escalating to management.”

4 98. Ironically, other Google employees began to “derail” Gudeman’s point of view. Under
5 the guise of advocating for an open dialogue, Burchett reported Googlers that disagreed with the thesis
6 of her document, as Gudeman did, to Google management as being “un-Googley.” This further
7 exemplifies the one-sided and flawed mindset of Google—that anyone who disagrees with you is
8 wrong and hateful.

9 **Google Punished Gudeman for His Views on Racism and Discrimination**

10 99. After being reported to Google, Google HR spoke with Gudeman in or around
11 September 2015 regarding his posts.

12 100. Google HR discussed Gudeman’s viewpoints on race and/or gender equality, and his
13 political viewpoints. Google HR chastised him for attempting to stand up for members of races Google
14 disfavored, for males, and for his conservative views.

15 101. At the end of the Google HR meeting, Gudeman was issued a verbal warning.

16 102. Gudeman complained to his colleagues about the lack of fairness that conservatives
17 received at Google, and the leeway Google provided for leftists to express their thoughts and opinions
18 without repercussions.

19 103. After the 2016 presidential election, many employees at Google became angry, having
20 expected a different outcome fully in line with their political views.

21 104. On November 10, 2016, in response to many Google employee postings on different
22 Google-wide forums regarding their views about the new administration, Gudeman wrote that anyone
23 “who believes President Trump will be out to get minorities, women or gays has absorbed a lot of
24 serious lies from their echo chamber. And the echo chamber is entirely one sided. You can’t watch TV
25 or go to movies without being constantly confronted with the leftist world view. Leftists can go their
26 whole life never being exposed to the conservative world view except in shows written by people
27 hostile to it.”

28



It's ironic how many of the comments support the premise of the question. Anyone who believes President Trump will be out to get minorities, women or gays has absorbed a lot of serious lies from their echo chamber. And the echo chamber is entirely one sided. You can't watch TV or go to movies without being constantly confronted with the leftist world view. Leftists can go their whole life never being exposed to the conservative world view except in shows written by people hostile to it.

David Gudeman

Nov 10 2016, 9:57 AM

105. Gudeman also stated in response to another Google employee that “[i]f you truly think Trump is anything like a Nazi or Isis [sic], or wants to hurt gays, women or the disabled, then you are so badly out of touch it borders on delusional. If you don’t truly believe those things but are saying them anyway then shame on you for trying to stir up fear and hatred.”

Google Terminates Gudeman

106. On November 9, 2016, a few days after President Trump was elected as President, Sarmad Gilani (“Gilani”), a Google employee, posted the following message on a Dory thread (an internal forum where Google employees can ask questions that other Google employees can respond to): “As someone already targeted by the FBI (including at work) for being a Muslim, I’m worried for my personal safety and liberty. Will Google take a public stand to defend minorities and use its influence, or just issue the usual politically nuanced statements about our values.”

107. Gudeman responded skeptically to Gilani’s claim that he was targeted solely due to his religion by asking, “In the administration of the most pro-Muslim president in history you were targeted just for being a Muslim? Why didn’t you file a civil rights suit? The Justice Department would take your side if it really happened.”

108. Other Google employees immediately misinterpreted Gudeman’s post and responded by stating:

- a. “‘If it really happened’? Come on David, let’s give our coworkers the benefit of the doubt here and not suggest they’re lying.”
- b. “‘Pics or it didn’t happen’ isn’t a very constructive comment here.”
- c. “Reminds me of that ‘why you didn’t report sexual harassment to the police?’ argument. Pfff.”

1 109. Gudeman explained that he was not suggesting that Gilani was lying, and affirmatively
2 stated that he “would not suggest [Gilani] was lying without specific knowledge of the case.”

3 110. Gudeman further stated that at the suggestion of another Googler, he searched Gilani’s
4 story of being profiled, and found “zero evidence for the claim that [Gilani] was targeted just for being
5 a Muslim.” Gudeman posed more questions about the FBI’s motives for looking into Gilani such as
6 the fact that Gilani had recently visited Pakistan, and that the FBI could have possibly found
7 something interesting about Gilani’s trip or the region that he visited.



8 David, I had to escalate this thread, FYI. It is not ok to create conspiracy theories about your coworkers
9 might be linked to terrorist organizations. You are disrespecting individual rights by generating
10 conspiracy on topics you probably have no context. What’s next? Will I be a criminal or linked to terrorist
11 groups for visiting Turkey? Sorry, but my family still lives there to protect your a** from more radical
12 terrorism and acting as a buffer. You are criminalizing everyone who has worked harder in Middle East
13 so you can sleep better tonight.

14 Jaana Burcu Dogan

15 Nov 10, 12:30 PM

16 111. In response to Gudeman’s legitimate questions, a fellow Google employee became
17 hostile and stated that she had to escalate this thread, meaning that she reported it to Google HR.

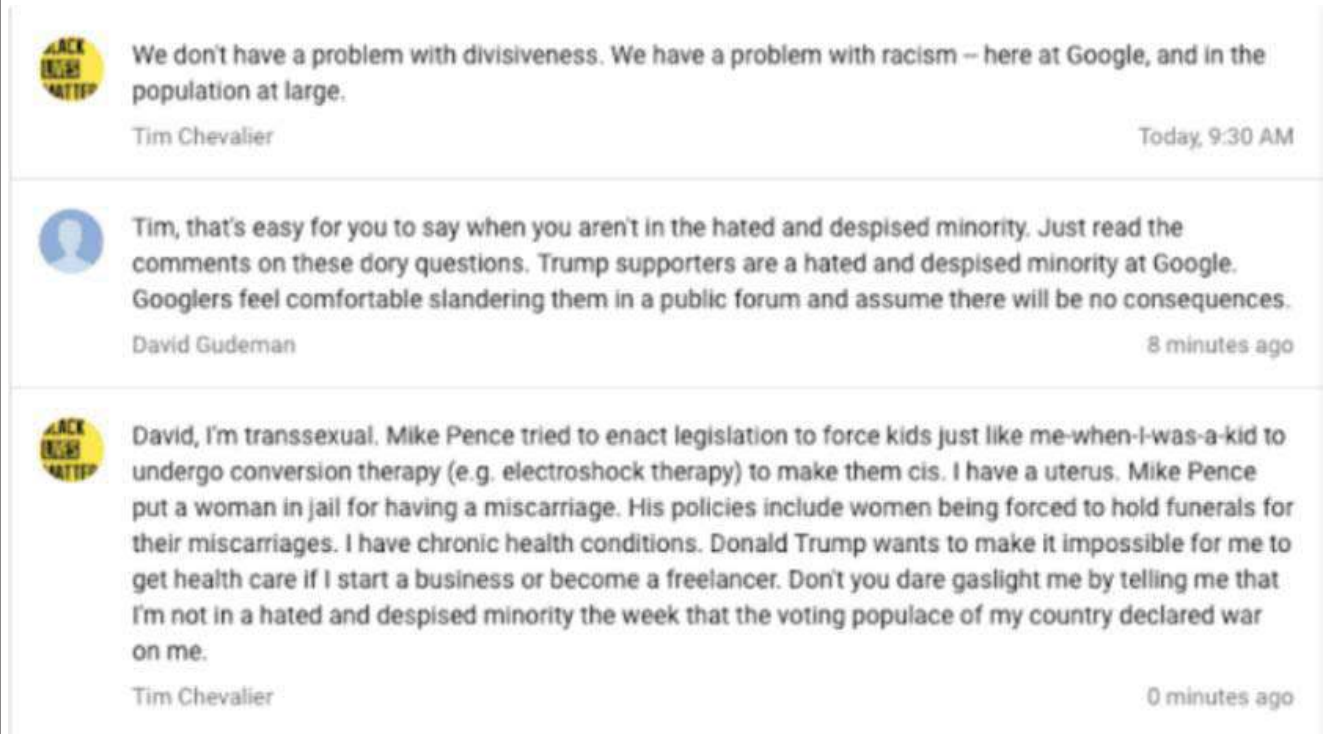
18 112. Gudeman had another conversation with another Google employee on November 10,
19 2016, where Gudeman complained about being a conservative and a Trump supporter. Gudeman
20 pointed out that “Trump supporters are a hated and despised minority at Google. Googlers feel
21 comfortable slandering them in a public forum and assume there will be no consequences.”

22 113. Gudeman’s comment was met with anger and accusations of him “gaslighting” instead
23 of having genuine concerns.

24 114. On or around December 5, 2016, Google HR reached out to Gudeman to discuss his
25 comments, including those surrounding Gilani’s post. Google HR stated that Gudeman had accused
26 Gilani of terrorism based on Gilani’s religion, and that this was unacceptable. As a result of
27 Gudeman’s “accusations,” Google stated that he was being terminated.

28 115. Google’s purported justification for firing Gudeman is pretextual. Gudeman attempted
to simply question the logic behind a co-worker’s story of victimization on the basis of his race and
religion, but because of his political affiliations, and his status as a white male, Gudeman was
retaliated against and fired. Google employees, particularly male members of Google-disfavored races,

1 were not allowed to question the diversity narrative of the company, even to the point of questioning
2 politically-charged factual assertions by fellow employees in furtherance of their own political
3 agendas.



16 116. These interactions showed that the culture at Google was severe enough that employees
17 such as Gudeman were bullied into silence and required to tolerate harassment without pushing back,
18 yet Google's management refused to consider their concerns to be valid or even worthy of
19 investigation.


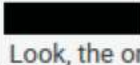

20 **POTENTIAL CLASS MEMBERS**

21 **Google Punished Other Employees Who Raised Similar Concerns**



22 117. Google employees have witnessed multiple instances in which hundreds of
23 "progressive" Googlers would simultaneously target a single co-worker for harassment, and even
24 potential violence, over a politicized matter, humiliating the person and sabotaging his or her career. In
25 some of these cases, the victim of the targeted harassment campaign was expressing legitimate
26 concerns about discrimination against individuals of Google-disfavored races and males in the
27 workplace as a result of political agitation by social justice activists. As a result of this mistreatment
28 and retaliation, many Google employees have been afraid to come forward publicly. Because of the

1 virulent threats against them by fellow Google employees, their names are not being used in the
2 Complaint at this time.


3 118. In one example, in May 2015, a Google employee brought evidence of harassment and
4 discrimination against other conservatives, males, and Google-disfavored races, to the attention of
5 Google HR. Google HR made excuses for the progressive activists, and waved away the misconduct,
6 thus ensuring nothing was done about the systemic problem. Throughout the summer of 2015, the
7 Google employee discussed the issue with several other concerned employees, who shared the same
8 protected traits. In early August 2015, the Google employee then raised the issue of race and gender
9 discrimination/harassment at Google with Urs Hölzle (“Hölzle”), a Senior Vice President, and one of
10 the first 10 employees at Google. This resulted in a targeted campaign of harassment and threats of
11 blacklisting directed at the Google employee, which Google management did nothing to stop; in fact,
12 several members of management made statements that had the net effect of encouraging
13 “unambiguous social pecking” of political dissidents, and supported Google’s harassment.

14   Yesterday 4:14 PM 
15 Look, the only way we’re going to solve this is by unambiguous social
16 pecking done by everyone and especially leadership. It was awesome to see
+Urs Hölzle step up and do this.

17   › google.com  2 hours ago
18
19 Urs FOR THE WIN.

20
21  **Urs Hölzle**  I think to ask for a rule book is missing
22 the point. But if you want a succinct summary: don’t do
23 what you’re doing here. Contact me privately if you want
to know more.

24    
25
26 Restricted to google.com • View activity

27  **Jacob Davies** 2 hours ago
28 Urs is good coworker. 

1 119. On August 14, 2015, a Google employee, and several other employees, raised the same
2 issues of gender and racial discrimination with two other Senior Vice Presidents, in an email entitled
3 “Concerns regarding intimidation and blacklisting.” Google’s blacklists are discussed in more detail
4 below.

5 120. On August 19, 2015, in clear retaliation for the Google employee’s ongoing attempts to
6 end political discrimination at work, his Google HR Manager and Director issued the employee a Final
7 Written Warning letter. At no point did Google ever retract or repudiate the threats and attacks aimed
8 at the Google employee.

9 121. The warning alleged that the Google employee had violated Google’s policy to “create
10 a respectful culture that is free of harassment, intimidation, or unlawful discrimination of any kind.”
11 The examples of the comments for which the Google employee was punished included the following:

- 12 a. “Are you insinuating that it is a ‘jerk move’ to share your opinion
13 about a political blog post if 98% of Googlers disagree with you, but
14 it’s OK to share your opinion about a political blog post if 98% of
15 Googlers agree with you? If so, how do you reconcile this view with
16 Urs’ request to help make Google a supportive place for minorities of
17 any kind?”
- 18 b. Can you point to the industryinfo post in which somebody expressed
19 an opinion in a way that ignored what others think?”
- 20 c. “Many Googlers have claimed that it is ‘harassment’ or some other
21 rule violation to critique articles that push the Social Justice political
22 agenda. A few Googlers have openly called for others to be fired over
23 it. Do you support this viewpoint, and if so, can we add a clear
24 statement of banned opinions to the employee handbook so that
25 everybody knows what the ground rules are?”

26 None of these comments remotely may be described as disorderly, disruptive, derogatory name-
27 calling, abusive or profane, intimidating or coercive (in stark contrast to the hostile postings aimed at
28 conservative, male, and/or Google employees of Google-disfavored races and at others who made a
stand against Google’s discriminatory treatment of employees in these protected categories).

 122. The Final Written Warning itself repudiated Google’s own policy: “We strive to

1 maintain the open culture often associated with startups,² in which everyone is a hands-on contributor
2 and feels comfortable sharing ideas and opinions.” Ironically, the Google employee had provided
3 ample evidence that males and members of Google-disfavored races who challenged certain
4 assumptions behind the so-called “social justice” agenda were routinely and unfairly branded as
5 “racists,” “sexists,” or “bigots,” and targeted for severe written abuse and career sabotage.

6 123. According to Google’s policies and procedures, the next step after a Final Written
7 Warning is termination.

8 **Google Failed to Protect Employees from Workplace Harassment**
9 **Due to Their Support for President Trump**

10 124. In October 2016, a Site Reliability Manager at Google became aware that a Google
11 employee was a supporter of President Trump, and held socially conservative views. These two
12 individuals did not work together, but had become acquainted through the company’s social mailing
13 lists.

14 125. At a group lunch where the manager was present, the Google employee expressed
15 concerns about Google’s intolerance of political minorities, such as conservatives. He stated that
16 employees whose politics closely aligned with the senior management’s views were receiving
17 favorable treatment, while political dissidents were unfairly denied promotions. The manager became
18 enraged when he heard this, and stormed off.

19 126. In March 2017, the manager scheduled a surprise meeting with the Google employee’s
20 manager in an attempt to sabotage the Google employee’s annual performance review.

21 127. The manager falsely accused the Google employee of participating in an illegal
22 “doxxing” campaign to publish an individual’s personal information on the internet for the purpose of
23 harassment. The manager also suggested that the Google employee was involved in illegal workplace
24 discrimination, which was absolutely false and unsupported.

25 128. When the Google employee later met with his manager, his manager stated that he was
26 very concerned about the doxxing allegation the manager had made. The Google employee provided
27

28 ² Google is not a startup. Google operates 70 offices in more than 40 countries and has a market capitalization over \$700 billion.

1 evidence that the manager's claims were false and concocted, but his name and reputation were
2 already besmirched.

3 129. In March 2017, the manager also posted on a political mailing list visible to all
4 approximately 80,000 Google employees to brag about his meeting with the Google employee's
5 manager for the purposes of harassing and undermining him.

6 130. In this conversation, the manager made additional politically motivated threats directed
7 at members of the "conservatives@" mailing list community at Google. The manager threatened to
8 call in Employee Relations to comb through the mailing list archives to nitpick old postings for
9 possible Code of Conduct violations. Employee Relations at Google is tasked with investigating
10 employees for policy violations, and building a case for discipline. They do not mediate disputes or
11 offer advice.

12 On Wed, Mar 29, 2017 at 3:25 PM, [REDACTED] wrote:

13 I have received private feedback about the conservatives@ list that contradicts this claim that it is the "least hostile of
any political list at Google." To people who do not share their views, this appears absolutely untrue.

14 In that case, I'm glad I was able to bring my assessment of the situation to your attention.

15 I know the conservatives@ list has needed to help a few participants in the past find communities better suited to their
interests. Out of respect for the privacy of those individuals, I have no intention of mentioning names. What I can share is
16 that the moderators indicated the personally-held beliefs of those participants were not taken into consideration. The
primary concern seemed to be ensuring that discussions remained on-topic.

17 Every mailing list has a right to set its own domain of discourse. I have seen a diverse number of people participate in
that particular list. They've openly referred to themselves using many labels. However, during the time they choose to
18 participate in conservatives@, they're usually talking about things relating to conservatism. To me, that seems perfectly
understandable.

19 Tell ya what. How about you and I go to Employee Relations and ask them to take a look at the archives of that list. Then
20 we can provide an official report back to liberty@ with Employee Relations' official stamp of approval saying that
conservatives@ is a super welcoming list to those with differing views!

21 Whaddaya say, [REDACTED]? You with me?

22 131. The manager also threatened to apply Google's stringent, politically intolerant, and
23 legally questionable employee handbook speech code to communications taking place between friends
24 on non-work forums, off the clock. As the manager stated: "Interactions with coworkers outside of
25 work are covered by the same policies as interactions at work. So, for example, current Googlers
26 interacting with other current Googlers on [a private, external mailing list with several current and
27 former employees on it][sic]."

28 132. The manager's threats were reported to Google HR, and Google HR replied that the

1 manager had “crossed the line” with his comments. However, Google never made the manager retract
2 his threats or apologize for his sabotage attempts.

3 133. In August 2017, the same manager posted threats of litigation and termination directed
4 against unnamed employees who spoke to outside bloggers in support of Damore and his memo. Once
5 again, Google did nothing.

6 134. In October 2017, it became widely known within Google that a specific Google
7 employee was a supporter of President Trump and a member of the conservatives@ list. In retaliation,
8 Employee Relations conducted a “fishing expedition” and interrogated the employee about political
9 statements that he had made over 12 months prior. The posts in question were no longer visible on
10 Google’s internal network, as they had been deleted in early 2017.

11 135. On December 22, 2017, Employee Relations issued the employee a verbal warning for
12 a benign comment about free speech from July 2016, claiming that it violated four different handbook
13 policies. Upon information and belief, Google’s handbook is not a single document, but rather a
14 collection of different documents in different places. The employee asked for clarification as to why
15 his posting was in violation, but Employee Relations was not able to offer a cogent explanation.

16 136. Other conservatives at Google have been, and are being subjected to similar fishing
17 tactics aimed at silencing political minorities.

18 137. Conservatives at Google are also subject to name-calling and group shaming.
19 Conservative views are distorted and misrepresented. In an internal Google post on January 26, 2018,
20 Colm Buckley (“Buckley”) referred to conservatives who would whistle-blow on harassing conduct as
21 “a cabal of racists, misogynists, white-supremacists, transphobics, anti-Semites and other assorted
22 troglodytes.” Upon information and belief, Buckley has not been disciplined for this bullying and
23 gross defamation of numerous fellow co-workers expressing concerns about workplace issues.

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Alon Altman ▸ Politics  Jan 30, 2017 

+Sundar Pichai +Sergey Brin



Today at the HOLA town hall, you asked us for things you can do to support us. I told you that you can make a clear statement on the Google homepage. Here are a few more things you can do using the full economic force for Google for good, many of these are extreme:

- * Blacklist "alt-right" (aka white supremacist) sites from the Google ad network. We should never see Google ads on Breitbart.
- * Take down all "alt right" videos from YouTube.
- * Remove neo-Nazi sites such as "The Daily Stormer" from the Google search index.
- * Relocate Google I/O 2017 outside the US.
- * Delete Donald Trump's and his administration's and his aides' Gmail accounts for abuse.
- * Brick Donald Trump's Android phone.

Any other suggestions?

[Restricted to google.com](#) • [View activity](#)

 **Lee S** 
I would like to see Breitbart removed from the Google News feed as well.

139. Google also took efforts to target right-wing outlets and convince its clients to exclude their ads from being placed on “politically right-wing” sites.

1 140. Google's Large Customer Sales team ("LCS") learned that the Canadian arm of a social
2 media activist group called "Sleeping Giants," which was originally created to urge advertisers to
3 remove their ads from Breitbart, shifted its attention to a right-wing outlet called "The Rebel."
4 Google's Brand Safety XFN Team decided that it would co-opt Sleeping Giants' efforts and email
5 Google's partners and client informing them that companies should reconsider advertising on certain
6 conservative websites.

7 141. In its proposed email to Google clients, Marshall Self ("Self"), Director of Agency at
8 Google, stated, "Google believes strongly in the freedom of expression...However, there are many
9 sites and channels who offer polarizing political viewpoints, whose content does not cross our content
10 policy thresholds for hate speech or incitement to violence."

11 142. Then, Self offered a solution to a problem that did not exist yet. In the same email, he
12 stated, "we provide a number of controls, including placement exclusions and filters for political
13 content. Placement exclusions allow you to specify sites, apps, YouTube channels and videos you'd
14 like to remove from your campaigns. Please contact me if you'd like assistance in making changes to
15 your current controls."

16 Agency xyz Partner:

17 As you may be aware, a social media activist group called [Sleeping Giants](#) has been targeting brands whose ads appear on sites that are
18 identified as politically right-wing or "alt-right" for several months now. In the past few weeks, we have seen increasing scrutiny from
19 the Canadian arm of Sleeping Giants towards Canadian companies and Canadian publishers.

20 Google believes strongly in the freedom of expression, but also recognizes the need to protect the quality of our AdSense and AdX
21 networks for users, advertisers and publishers. Publishers and creators are subject to our content policies, and we take action when the
22 violate these policies. However there are many sites and channels who offer polarizing political viewpoints, but whose content does not
23 cross our content policy thresholds for hate speech or incitement to violence.

24 To help advertisers and their agencies align ad placements with the publishers and creators that besuit each brand's specific needs, we
25 provide a wide number of controls, including placement exclusions and filters for political content. Placement exclusions allow you to
26 specify sites, apps, YouTube channels and videos you'd like to remove from your campaigns.

27 Please contact me if you'd like assistance in making changes to your current controls.

28 Thanks,

- show quoted text -

--



• Marshall Self
• Director, Agency
• [REDACTED]

Google Even Attempted to Stifle Conservative Parenting Styles

143. Google furnishes a large number of internal mailing lists on Google Groups catering to employees with alternative lifestyles, including furies, polygamy, transgenderism, and plurality³, for the purpose of discussing sexual topics. The only lifestyle that seems to not be openly discussed on Google’s internal forums is traditional heterosexual monogamy.

144. In March 2017, Google HR strongly suggested to a Google employee that conservative and traditional parenting techniques were unwelcome at Google.

145. Google HR brought up the following post that the employee made in response to a Google thread in which someone specifically requested conservative parenting advice:

“If I had a child, I would teach him/her traditional gender roles and patriarchy from a very young age. That’s the hardest thing to fix later, and our degenerate society constantly pushes the wrong message.”

146. Google HR stated, “We did not find that this post, on its face, violated any of Google’s policies, but your choice of words could suggest that you were advocating for a system in which men work outside the home and women do not, or that you were advocating for rigid adherence to gender identity at birth. We trust that neither is what you intended to say. We are providing you with this feedback so that you can better understand how some Googlers interpreted your statements, and so that you are better equipped to ensure that Google is a place in which all Googlers are able to reach their full potential.” In other words, Google scolded the Google Employee for, among other things, believing that gender identity is set at birth biologically—a position held by the vast majority of the world’s populace that Google professes to serve.

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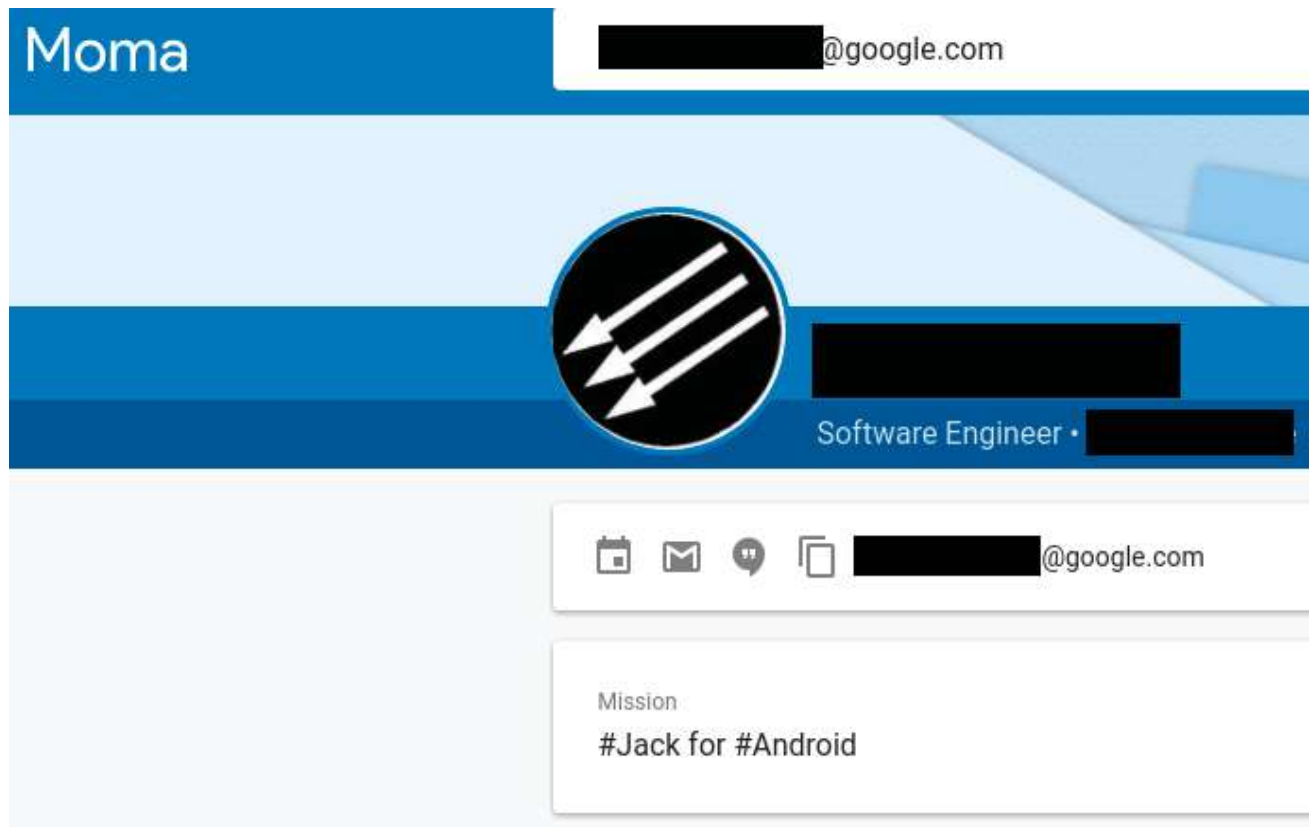
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³ For instance, an employee who sexually identifies as “a yellow-scaled wingless dragonkin” and “an expansive ornate building” presented a talk entitled “Living as a Plural Being” at an internal company event.

1 147. These examples were just a few instances of Google bending over backward to support
2 left-leaning views while punishing conservative views in the Google HR context. Google also placed
3 males and members of Google-disfavored races in a lower standing than women and Google-favored
4 minorities when evaluating employee workplace complaints. In May 2017, one Google Employee
5 discovered and reported several offensive postings attacking Trump supporters, males, and
6 Caucasians. In June 2017, Google HR responded: “Thanks for your time the other day and sharing
7 your response. We have reviewed the threads that you sent us and do not find them to be attacking
8 traditionally conservative views, but more extreme, “alt-right” views that seem to teeter into
9 discrimination and possibly incite violence against certain groups of people.” Upon information and
10 belief, Google never made any such comments or hair-splitting rationalization regarding posts
11 supporting the violent vigilante organization, Antifa, or other extreme leftist/anarchist organizations.
12 In fact, some Googlers have set their corporate profile pictures to Antifa insignias, as seen in the image
13 below.



Google Publicly Endorsed Blacklists

148. On or around August 2015, Adam Fletcher (“Fletcher”), an L6 SRE Manager at Google, Jake McGuire (“McGuire”), an L7 SRE Manager at Google, and Nori Heikkinen (“Heikkinen”), an L6 SRE Manager at Google all publicly endorsed blacklisting conservatives and actively preventing them from seeking employment opportunities at Google.

149. Fletcher stated in reference to conservatives, who he categorized as “hostile voices,” “I will never, ever hire/transfer you onto my team. Ever. I don’t care if you are perfect fit or technically excellent or whatever. I will actively not work with you, even to the point where your team or product is impacted by this decision. I’ll communicate why to your manager if it comes up.”



Adam Fletcher

google.com - Aug 4, 2015

While Google appears to be doing very little to quell the hostile voices that exist inside the company, I want those hostile voices to know:

- * I will never, ever hire/transfer you onto my team. Ever. I don't care if you are perfect fit or technically excellent or whatever.
- * I will actively not work with you, even to the point where your team or product is impacted by this decision. I'll communicate why to your manager if it comes up.
- * You're being blacklisted by people at companies outside of Google. You might not have been aware of this, but people know, people talk. There are *always* social consequences.

150. McGuire and Heikkinen responded to Fletcher’s comment in agreement and came to his defense, needling a Republican employee who raised concerns about the blacklists.



Nori Heikkinen Aug 5, 2015 +2

Well, that was a depressing sequence of threads to catch up on after being OOO for 3 weeks. :/





Aug 7, 2015 +4

+**Adam Fletcher** This seems pretty... hostile.

You may think it's fine to be hostile to hostility (normally I would agree), but I get the feeling that you're applying this to a bunch of people who aren't actually trying to be hostile at all. Intent matters in cases like this. People with good intentions are teachable. Or at a minimum you can talk to them and find out where you disagree. I promise that the disagreement is not that they like being hostile.

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 **Steven Carstensen** Aug 7, 2015 +2
[REDACTED] intent actually does not matter in all cases; and individuals can judge when to allow for good faith and when not. Hope that helps!

 **Jake McGuire** Aug 7, 2015 +3
+Adam Fletcher I'm impressed at how calmly and clearly you were able to put this, and agree completely.

[REDACTED] Aug 7, 2015
+Steven Carstensen except in this case people are assuming bad intent and reading something that wasn't actually written because of that false assumption. If you remove intent completely, the statements are completely neutral. And that's how they were actually meant. Instead people are reading things like "there is no problem here... Google is perfect" when no such thing was written (that I'm aware of).

+Jake McGuire the post is actively and intentionally hostile, not to mention bullying and threatening. No idea how you read it as "calm"

 **Jake McGuire** Aug 7, 2015
[REDACTED] you say you aren't trying to be hostile; why do you think the post was directed at you?

 **Nori Heikkinen** Aug 7, 2015
[REDACTED] : It's pretty ironic that **+Adam Fletcher** is getting accused of hostility in this context. Think about that one for a minute.

[REDACTED] Aug 7, 2015
I don't think I explicitly said that I think this post was directed at me. But I'm almost certain that it was directed at people who think like me and that as far as I've seen haven't actually said anything to warrant this type of reaction.

 **Nori Heikkinen** Aug 7, 2015 +4
The people who have said things to merit this reaction are creating a hostile work environment for their coworkers. As a manager, I would also not want anyone on my team who had demonstrated that they are unwilling and/or unable to provide that basic civil environment to their peers. That's what merits this reaction.

151. Google's management-sanctioned blacklists were directed at specific Google employees who tactfully expressed conservative viewpoints in politically-charged debates. In one case, Jay Gengelbach, a L6 SWE Manager, publicly bragged about blacklisting an intern for failing to

1 change his conservative views.

2 (The "happy" ending: intern conversion was unsuccessful, due in part to *multiple*
3 *people* providing unsolicited negative feedback on his packet.)



4 **Matt Beaumont-Gay** +13

5 I was involved in a similar situation four or five years ago. I was
6 not the intern's host – that duty fell to +Chandler Carruth – but I
7 took it upon myself to have the "you have made serious
8 mistakes" conversation after the most egregious incident. I
9 believe that intern is now on our "do not even attempt to hire this
10 person ever" list.

REPLY +1



11 **Matthew Seidl**

12 Since I was there at the lunch where said intern said the things
13 he did - A number of people there at the time did try to esquire as
14 to what he was basing his belief on and give counter examples.

15 They didn't really take. While its possible that with a bunch more
16 work its possible he would have been reachable, across many
17 many lunches he showed no improvement or interest in
18 becoming less self centered. I recall another lunch where he
19 expressed his desire and competence for another job ladder at
20 google, so someone at lunch in that job ladder asked him a few
21 standard interview questions. He failed every one. Did he learn
22 something from this? Nope. He went on to try to interview for
23 this ladder later (at least that was my understanding).

24 I fully agree that I wish I, Jay, or someone else there would have
25 made a more formal attempt to get this person the help that
26 might have turned them around, I'm not sure we were in a
27 position to really change his opinions.

REPLY +1



28 **Jay Gengelbach** +1

+Matthew Seidl yeah, I think part of the problem is that a lot of
people responded with "you're wrong and here's why," but not
with "you will not work at Google with your current attitude."
Although he did seem awfully intransigent, I don't think he was
aware that there were real consequences for his actions. That
might have given him the right motivation to change his beliefs--
or at least to keep his mouth shut.

REPLY +1

Mar
13,
2015

1 152. Other employees supported that decision, and one even stated to “[t]hrow that bad
2 apple [the conservative intern] away with no regrets.”



3
4 **Shoshana Abrass** +2
 +Jay Gengelbach +Matthew Seidl +John Kochmar

5 Let me alleviate some of your guilt-in-hindsight. It's very unlikely
6 that logical straight-talk would change the mind of a person who
7 not only holds those beliefs, but is confident enough to voice
8 them openly in a work situation which is more or less an
9 extended interview. In those cases you **should** speak up with
10 your own opinion, but more for the sake of bystanders, and to
11 reaffirm your beliefs (and in this case the company's cultural
12 norms), rather than because you hope to change the speaker's
13 opinion. Throw that bad apple away with no regrets.

14 153. On an internal Google+ post, Kim Burchett (“Burchett”), a L7 SWE Manager, proposed
15 creating an online companywide blacklist of political conservatives inside Google. She mused aloud to
16 her readership that they *might* deserve “something resembling a trial” before being added to the
17 blacklist.



18 **Kim Burchett**
19 📍 google.com - 8:48 AM

20 I am considering creating a public-inside-google document of “people who make
21 diversity difficult”. Please share here any suggestions, criticisms, or words of
22 warning.

23 I am thinking of something like a google doc that accepts comments, and which
24 calls out those googlers who repeatedly made public statements that are
25 unsupportive of diversity, with links to those statements so that readers can decide
26 for themselves. The list will be open to contributions from others, but I personally
27 will be the judge of what is included and what is excluded. I will do my best to
28 represent the individuals fairly, compassionately, and in context. I expect the list to
 start with just a handful of people, and if it ever grows to more than 0.5% of
 googlers then I will delete it as a failed idea.

 Things I'm still pondering: should inclusion on the list require something
 resembling a trial? should people be removed after some period of time if they
 start behaving better?



1 154. On August 7, 2015, another manager, Collin Winter, posted threats directed at a Google
2 employee as a result of raising concerns of harassment and discrimination to Urs Hölzle. Winter
3 stated: “I keep a written blacklist of people whom I will never allow on or near my team, based on
4 how they view and treat their coworkers. That blacklist got a little longer today.”

5 155. Also on August 7, 2015, another manager, Paul Cowan, reshared Collin Winter’s threat
6 to express his agreement with it and to indicate that he had also blacklisted Google employees with
7 perceived conservative views. Cowan stated: “If you express a dunderheaded opinion about religion,
8 about politics, or about ‘social justice’, it turns out I am allowed to think you’re a halfwit... I’m
9 perfectly within my rights to mentally categorize you in my *dickhead* box... Yes, I maintain (mentally,
10 and not (yet) publicly) [a blacklist]. If I had to work with people on this list, I would refuse, and try to
11 get them removed; or I would change teams; or I would quit.”

12 156. The primary purpose of these blacklists and suggested blacklists was to encourage and
13 coordinate the sabotage of promotions, performance reviews, and employment opportunities for those
14 with conservative viewpoints.

15 157. On August 14, 2015, a small group of employees submitted a complaint to the Senior
16 Vice President of Google HR, Laszlo Bock (“Bock”) and Senior Vice President of Legal David
17 Drummond (“Drummond”) regarding the blacklisting of conservatives at Google.

18 158. The group complained that there was an alarming number of individuals calling for
19 summary firings “if they express[ed] certain opinions on sociopolitical subjects.” The email further
20 claimed that this type of suppression “stifles debate and prevents the free exchange of ideas from
21 happening.”

22 159. The email went on to complain about several individuals who had also openly
23 proclaimed that they kept blacklists of Googlers they refused to work with on the basis of their
24 political views.

25 160. As evidenced by the fact that the blacklisting posts remain live on Google’s internal
26 corporate network, it is clear that Google took no action to prevent blacklisting. Google seems to
27 ignore most cases, and occasionally “coach” the worst offenders. However, Google will not openly
28 condemn the practice; instead, it relies on crowdsourced harassment and “pecking” to enforce social

1 norms (including politics) that it feels it cannot write directly into its policies due, perhaps, to current
2 legal constraints.

3 **Google Provides Internal Tools to Facilitate Blacklisting**

4 161. Google's internal company systems allowed employees and managers to maintain a
5 "block list" of other employees with whom they did not wish to interact. For example, if A adds B to
6 her block list, B is not able to look A up in the company directory, communicate with A through the
7 internal instant messaging system, view A's contact information or management chain, or see A's
8 posts on internal social media. A and B would not be able to work together constructively on an
9 engineering project if either person blocked the other.

10 162. It is common knowledge within Google that employees were habitually added to block
11 lists for expressing conservative political views. In these comments, employees and managers
12 discussed using block lists to sabotage other Googlers' job transfers onto their teams.



13 **Stephanie Van Dyk (70k)** 2:16 AM +4

14 I used to have a list written down (it was entitled "Stephanie's Shit List"), but
15 it was hard to keep in sync with my G+ block list. So I deprecated the former
16 and just use the latter.

17 This is better because when I added something to that list, I would have to
18 look at the other names already on it and that would make me sad. A G+
19 block list is just a black hole and you only have to look at it if you want to.



18 **[REDACTED]** Yesterday 4:12 PM

19 Are such blacklists allowed at Google? I'm not a manager so I don't know
20 what the specific restrictions are for adding people to a team beyond what's
21 taught in interview training.



21 **[REDACTED]** 2:48 AM +7

22 I would talk to legal before assembling a list of people who are possibly
23 creating a hostile workplace.

24 And now I know that if I ever sue Google for harassment I should demand to
25 see all manager's shit-lists to see if this was something management
26 already knew and thus let happen (my tormentor could be on there and not
27 dealt with). It would probably increase the settlement award considerably. I
28 would encourage anyone else getting mistreated at Google to do the same.

As a manager you should either deal with the situation or not. Don't write
down "I let this happen", which (although IANAL) sounds to me like what a
manager shitlist of this kind is.

And if the behaviour is this bad, why aren't you dealing with it? The standard
you walk past is the standard you accept.

Is this something you would want to see on the front page of the NYT?



Ade Oshineye 4:41 AM +2

technically we all maintain such lists in the form of the people we have blocked on internal Google+

In my case it's meant that I'm much happier since there are all sorts of people whose existence I've been able to forget.

163. When an employee was blocked by a manager in another department in retaliation for reporting misconduct, Google HR defended the practice of blacklisting co-workers, stating: “Thanks for sharing this. Co-workers are allowed to control who can access their social media accounts (like G+ and hangouts). Unless your inability to access John’s social media accounts is negatively impacting your ability to do your job, we don’t find any information to suggest that John is retaliating against you in violation of policy.”

164. On a separate occasion, another Googler posted: “Another day, another entry on a blacklist I wish wasn’t necessary to keep.” This was reported to Google HR. Google HR responded that the employee “was just expressing his own personal opinion on who he likes working with, [therefore] we did not find his comments to violate Google policy.”

165. At a “TGIF” all-hands meeting on October 26, 2017, an employee directly asked executives about the appropriateness of employees keeping political blacklists. Kent Walker, the Senior Vice President of Legal, dodged the question rather than repudiating the practice of blacklisting.

166. On September 8, 2017, a group of conservative employees met with Paul Manwell, Google CEO Sundar Pichai’s Chief of Staff, to raise concerns about the ongoing problem of politically motivated blacklisting, bullying, and discrimination at Google. This meeting was a direct response to the company’s handling of the Damore situation.

167. The conservative employees shared their own experiences with discrimination and asked the management for three major reforms. First, they asked for clarity around communication policies, recommending that Google publish a clearer statement on what is acceptable and unacceptable employee communication, and they recommended that any and all complaints about communication be adjudicated through “a documented, fair, transparent, and appealable process.” In

1 the meeting, the employees pointed out that company leadership was sending mixed messages on
2 whether it was even permissible to criticize diversity policies. Second, the employees requested
3 protection from retaliation, asking the leadership to make a public statement that conservatives and
4 supporters of Damore would not be punished in any way for their political stances. Third, the
5 conservative employees asked the company to make it clear that the hostile language and veiled threats
6 directed at Damore and his supporters were unacceptable, and, they requested that in the interest of
7 making Google a healthier environment for employees of all political stripes, the managers and VPs
8 who made such statements retract the same. On information and belief, none of these reforms ever
9 took place.

10 168. In or around October 2017, a number of diversity activists at Google indicated that they
11 had met with VPs Danielle Brown and Eileen Naughton in order to ensure that they would be able to
12 continue blacklisting and targeting employees with whom they had political disagreements. On
13 October 22, 2017, a conservative employee asked Google HR to help put him in contact with company
14 leadership to discuss the issue of targeted political harassment. This request was acknowledged by
15 Employee Relations on October 31, 2017. On December 22, 2017, Employee Relations indicated to
16 the employee that they would not be following up on his concerns about the systemic problems he
17 raised, and that they considered the matter closed.

18 **Google Maintains Secret Blacklists of Conservative Authors**

19 169. On August 26, 2016, Curtis Yarvin, a well-known conservative blogger who has
20 reportedly advised Steve Bannon, Peter Thiel, and other members of the Trump administration, visited
21 the Google office to have lunch with an employee. This triggered a silent alarm, alerting security
22 personnel to escort him off the premises.

23 170. It was later discovered that other influential conservative personalities, including Alex
24 Jones and Theodore Beale, are also on the same blacklist.

25 ///

26 ///

27 ///

28 ///

1 **Summary*** Guest@Google Alert - Possible Unexpected Guest

2 **Ticket Type** Physical Security

3
4 **Description***

5 ATTENTION GSOC: An individual with a name matching the Google watchlist is
6 registered in the Guest@Google guest management system: Guest: Curtis
7 Yarvin Host: [REDACTED] Visit Date: 2016-08-26 Visit Time: 1:00
8 pm Location: US-SFO-SPE-4 Address: 345 Spear St., 4th Floor
9 San Francisco
CA 94105

10 Visit ID: 80B2890DE Please follow protocols based on the prescribed actions
11 for this type of guest. Please note this person has a similar name but may
12 not be the actual person on the watchlist.

13 --
14 You received this message because you are subscribed to the Google Groups
15 "Guest Security" group.
16 To unsubscribe from this group and stop receiving emails from it, send an
email to guest-sec+unsubscribe@google.com.
To post to this group, send email to guest-sec@google.com.

17 171. On or about September 15, 2016, a Google employee asked Google HR if the writers
18 could be removed from the blacklist. Google HR refused to help with the request, and instead,
19 reconfigured the internal system so that it was no longer possible to see who was on the blacklist.

20 **Google Allowed Employees to Intimidate Conservatives**
21 **with Threats of Termination**

22 172. In the midst of any heated political discussion at Google, it has become commonplace
23 to see calls for conservatives to be fired or “encouraged to work elsewhere” for “cultural fit” reasons.
24 Googlers are extremely proud of the fact that the company has created a “shared culture of shared
25 beliefs” and openly discriminates against job applicants who do not share the same political ideology.

26 173. One Google employee, referring to two conservative Googlers who criticized a feminist
27 blog post in July-August 2015 stated, “maybe we should just try laying off those people. Please.”
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Andy Carrel

2:32 PM Aug 4

Dear tags, maybe we should just try laying off those people.
Please.

Reply



<https://memegen.googleplex.com/5004336059908096>

2:35 PM Aug 4



Stephanie Van Dyk Interesting confusion over the phrase "laying off". Was Andy calling for the folks on the thread to be fired? Or for other folks to give them a break and stop being so harsh..?

3:03 PM Aug 4




Andy Carrel Yeah, that didn't come across clearly, I was trying to play on the words in tags.

I'll be blunt, I meant there are a select few that I'm fairly certain should just be fired and we would be a better company for it.


This isn't just "a political disagreement." Their judgment about what is going to hurt coworkers is incredibly awful and they are willfully blind to what they are doing wrong with their serial shitposting to wide-audience lists. They are causing more talented people than themselves to leave or want to leave with their bullshit.


3:40 PM Aug 4

174. Other Google employees also suggested terminating employees with conservative values that did not comport with their own. One even suggested firing an employee twice simply to get the point across—conservatives were not welcome at Google.

1  **Chris Lewis** Sep 2, 2015 +12
2 Why aren't we firing people? I am not being rhetorical, this is a serious
3 question. We are a company who has worked hard to create a shared
4 culture of shared beliefs. We don't hire people who don't meet those beliefs
5 in interviews. Why aren't we firing people who are creating a toxic
6 workplace?
7
8 Can someone enlighten me?

9 175. Many Google employees resorted to name-calling, and one called conservative Google
10 employees who reported the discrimination they faced to Google HR “poisonous assholes.” The
11 employee stated that Google knew who the “assholes” were, and that they could be easily replaced.
12 Several conservative employees reported this to Google HR, but Google HR replied that this hateful
13 rhetoric was not a policy violation.

14  **Chris Lewis** 1s
15 Can we just fire the poisonous assholes already? It's not like we
16 don't know who they are (it's not Mike) and it's not like we can't
17 replace them. We love to dump people out of an interview if they
18 vaguely don't meet "culture fit" but when someone is hired and
19 clearly, publicly and repeatedly act like an asshole, we suddenly
20 can't do anything about it.
21
22 [REPLY](#) +1

23  **Steven Johnson** Sep 2, 2015 +38
24 After we fire this person, we should rehire them just so we can fire them a
25 second time, for emphasis

26 **Google Fails to Match Funds For Donations from Conservatives**

27 176. A cornerstone benefit Google provides to all employees is matching of donations made
28 to any nonprofits up to \$6,000 per employee. However, Google discriminates in its application of this
policy by failing to match donations made by conservatives to various conservative organizations,
while matching donations to non-conservative causes.

177. Conservatives at Google learned of this when Google failed to match multiple

1 contributions made to the VDARE Foundation (“VDARE”). VDARE is a nonprofit journal and
2 website focused on the issue of immigration in the United States. It features the writings of Ann
3 Coulter, Pat Buchanan, Michelle Malkin, and many other prominent conservatives.

4 178. From November 2017 to January 2018, at least seven Google employees donated at
5 least \$2,760.00 to VDARE, and requested matching through Google’s third-party portal that manages
6 the matching program. However, as reflected in Google’s Donations Report, these donations were not
7 matched, even though the donations from the employees were approved. Upon information and belief,
8 Google still deducted the funds from employees’ \$6,000 budget for charity matching.

9 179. On or about December 4, 2017, several concerned employees entered a helpdesk ticket
10 to ask why their donations to VDARE were not being matched. Ashley Fraser (“Fraser”), a Product
11 Operations Manager who handles charity escalations, responded that a software glitch was causing the
12 gift match failures and instructed the employees to submit another payment. However, when a
13 software engineer from Fraser’s department investigated the issue, he indicated that Fraser’s claims
14 were incorrect, and there was no software glitch. Fraser’s representation was false.

15 180. On December 13, 2017, Google’s Charity Relations team sent an email to VDARE
16 stating that VDARE had denied discriminating against any person or group of people in its
17 employment practices in a questionnaire Google had sent, and “wanted to check that [VDARE] meant
18 to answer this question in this way.” VDARE once again stated that it did not discriminate against any
19 person or group in any way.

20 181. Upon information and belief, Google continues to deny all matching payments to
21 VDARE, and has never provided an explanation to the affected employees, thereby denying them an
22 employee compensation benefit on the basis of their political views.

23 182. Meanwhile, on March 1, 2018, a “Defend DACA Phone Bank” was organized across
24 multiple different Google offices, including Google’s Palo Alto office and Google’s Los Angeles
25 Office.

26 183. On September 5, 2017, in a companywide email to all approximate 80,000 Google
27 employees, CEO Sundar Pichai (“Pichai”) encouraged employees to contribute to leftist charities in
28 order to “affirm our support” for the DACA program. Pichai stated that “as a company, we’ve made

1 our support for DACA clear” and provided a link to a website where employees could contribute their
2 own money. This campaign raised over \$150,000 from approximately 500 Google employees. This
3 only further highlights the disparity between Google’s attitude and treatment of individuals perceived
4 to be conservatives versus progressives.

5 Google Enabled Discrimination Against Caucasian Males

6 184. Liz Fong-Jones (“Fong-Jones”), an L5 SRE Manager at Google, repeatedly
7 discriminated against Caucasian males at Google.

8 185. On April 4, 2015, a Caucasian male posted a comment about a “Diversity Town Hall”
9 meeting in which the management stated that affirmative action was impractical from a legal
10 standpoint. Fong-Jones responded that she “could care less about being unfair to white men. You
11 already have all the advantages in the world.”





Frank Mayhar Apr 22, 2015 +53

Speaking as a white man, well, I can't say here what I really want to say, which would involve some very NSFW language, so let me just say that you and those like you are not just *part* of the problem, you're *most* of the problem. And let me remind you of the adage, "it's better to remain silent and be thought a fool than to speak and remove all doubt."

I wish I could apologize to **+Erica Baker** and all the rest of the women and minorities that this, um, person has insulted but I can't. All I can do is to speak out against this kind of blinkered, pig-ignorant BS and try to fight it as hard as I can. As others have said, if you're a woman and/or a minority and you need an advocate or just someone to talk to, I'm here and am willing to go to bat for you, any time.

186. Dozens of other employees joined the conversation to insult and belittle the Caucasian male, characterizing his concerns about workplace discrimination as, *inter alia*, "stupid goddamn devil's advocate bullshit." This received hundreds of "upvotes" from other Googlers showing their approval.



Colin McMillen Apr 22, 2015 +418

Here's another thing. You are here posting devil's-advocate troll-bullshit along the vague lines of "oh no, some hypothetical white man who is just barely above the hiring bar might be intangibly harmed by some Googlers who decided to give marginally more training or education to non-Googler women."

Meanwhile, we have an established pattern of *actual Googler women* who have *been at the company for years* and as far as we know *performing admirably in their actual engineering jobs*, leaving the company in part because of this stupid goddamn devil's advocate **bullshit** that shows up every time they talk honestly *about their own goddamn experiences* at work.

This is why we say "you are part of the problem". You are contributing to a culture that drives out women who are otherwise strong Google contributors, all for *fake internet points*.

187. The Caucasian male employee's own manager replied to chastise him and to promise that he would be punished for his apostasy.



Ilona Gaweda Apr 22, 2015 +183

I'm really sorry for all who got offended by [redacted]'s comments. It was flagged to me (I'm [redacted]'s manager) and HR.

It is not acceptable behavior and I do treat this seriously.

I don't want to extend my comment here before it gets resolved on the official channels. Thanks for understanding.

1 188. In a follow-up conversation, Fong-Jones doubled-down on her position, stating that the
2 “benefit to everyone as a whole” justifies discrimination against white men.



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8 189. When Fong-Jones was reported to Google HR, Google’s initial reaction was to state
9 that since Fong-Jones was responding “to some pretty insensitive comments from other colleagues and
10 reacting to an environment that we know have been less than friendly to women and minorities at
11 times,” that her behavior was taken out of context and excused her comments. Google HR then stated
12 that “some empathy could be valuable as you reflect on the conversations.”

13 190. It was only after the matter continued to escalate that Google HR finally took “action,”
14 which they claimed ranged from “coaching to warnings.”

15 191. Chris Busselle (“Busselle”), a Manager in the Search organization, has frequently urged
16 other Googlers to engage in discriminatory practices to improve diversity.

17 192. On April 9, 2017, Busselle posted a message suggesting that employees should
18 leverage Google’s influence to have “cheesy white males” removed from speaker lineups at
19 conferences.

20 **Invited to speak externally? Wield your influence for good** Next time you get
21 invited to speak at a conference, especially if you're a white male – ask the
22 organizer to confirm you're the only white male on the panel / in the speaker
23 lineup. If not, say you are honored, but must decline, and give the reason. And
24 because you are at Google, guess what – they're going to change the panel for
25 you. You'll feel bad about inconveniencing them. But not that bad. When the
26 cheesy white male executive is in the 'green room' and glaring at you because he
27 was bounced for the panel in favor of a woman on his team, you'll feel pretty
28 damn smug. Or you won't: you'll feel bad that you might have put her in a tough
spot, and you'll go above and beyond to make good with the schmucky senior
dude. (I know this is nuanced. I know it's a burden to be a woman and have to do
these speeches, to be the poster child for diversity in tech. But on balance I'd
rather have the conference organizer try, and try harder, than not try at all.)

1 193. Busselle’s anti-white-male decree was reported to Google HR on April 21, 2017. On
2 May 4, 2017, Google HR replied and said: “Regarding your concern about Chris Busselle’s G+ post,
3 we have reviewed and do not find that it violates our policies. You may of course feel free to provide
4 him feedback about his post.”

5 194. Posts similar to Busselle’s “warning” of white males are commonplace at Google, and
6 systemic throughout Google’s HR Department—which is the body that is meant to safeguard against
7 discrimination. Amy Ho (“Ho”), Hiring Innovation Manager at Google, posted through internal G+, on
8 May 19, 2017 a section from an article advising that hiring committees at Google should “think long
9 and hard about whether your department needs another white man” when they see a stellar white male
10 applicant. Ho’s selective post from the article continued to state, “You are not hiring a researching
11 robot who will output papers from a dark closet. **You are hiring an educator, a role model, a
12 spokesperson, an advisor, a committee person. When you hire a non-marginalized person, you
13 are not just supporting this one applicant whom you like, you are rewarding a person who has
14 been rewarded his whole life.** You are justifying the system that makes his application look so good.”

15 (Emphasis in the original.)



16 Amy Ho ▶ google.com

17 May 19, 2017



18 Interesting opinion piece on [#inclusion](#) (in academia but can apply in other
19 settings too)

20 "If you are on a hiring committee, and you are looking at applicants and you see
21 a stellar white male applicant, think long and hard about whether your
22 department needs another white man. You are not hiring a researching robot
23 who will output papers from a dark closet. **You are hiring an educator, a role
24 model, a spokesperson, an advisor, a committee person. When you hire a non-
25 marginalized person, you are not just supporting this one applicant whom you
26 like, you are rewarding a person who has been rewarded his whole life.** You are
27 justifying the system that makes his application look so good."

28 "When the applications come in, remember society makes dominant applicants
look better than they are. Society makes marginalized applicants look worse
than they are. There is no objectivity. There is no meritocracy. Fight for justice.
Fight even yourself."

Google Openly Discriminated Against Men with Its “Girl Power” Project

195. In or around 2011, Google created “Girl Power” whose objective was to staff more females in senior positions throughout Google.

196. According to a one-page advertisement Girl Power released praising its successes, Girl Power boasted that it had “double the number of senior women hires” in just 12 months. The advertisement also included an instructional video which the advertisement stated explained how Girl Power was able to accomplish this feat.

Google | Girl Power

Home | Join us on G+

Got Girl Power?

In 2011 the NACE Global Business Organization staffing team realised there were not enough senior women in Large Company Sales (LCS) in the NACE region.

So, they did something about it.

In just 12 months, the team doubled the number of senior women hires. How did they do it?

Watch the video to find out.

How to get involved

If you are interested in replicating Girl Power in your office, please connect with others in your location to create a project team and nominate one representative from your office to join the monthly hangouts—join our G+ community to join the conversation. These monthly meetings will help your team connect with the Girl Power team and learn about best practices.

Follow us on G+ at [go/gotgirlpower](https://plus.google.com/+gotgirlpower).

What you can do today

1. Interview at least one woman for your open role
2. Have at least one woman on the interview panel
3. Spend one hour each week sourcing for diverse talent, be it women or other underrepresented groups

1 197. The Girl Power video suggested that Google recruiters should “book just one day a
2 week where [the employee] spend[s] one hour sourcing for female candidates,” and that Google
3 recruiters should advertise open positions in “magazines that women are likely to read.”

4 198. The Girl Power video also stated that recruiters should “try to ensure that every single
5 role that you have, you have at least one women represented at [the] interview stage.”

6 199. Similar to Damore’s memo, the Girl Power video employed statistics to justify its
7 position. However, unlike Damore’s memo, it failed to provide any scientific research to support them.
8 The Girl Power video stated that “having a senior woman in the business can reduce your chances of
9 folding by 20% and increase your return on equity by 46%,” thus providing the “business case” for
10 employing more women instead of men.

11 200. The video ended with the Google employees laughing that “once we resolve the girl
12 issue, then there are loads of other issues that we can focus on.”

13 **Google Failed to Recognize Its Own Hypocrisy**

14 201. An official policy at Google, drafted by Clayton Robbins (“Robbins”), a Diversity
15 Business Partner in Google HR, is the “Inclusive Perf for Managers - Handout” (the “Handout”). This
16 document is provided to all managers as part of their “Inclusive Perf” training at Google, which is
17 required by some departments at Google and strongly encouraged by others. According to Google, the
18 purpose of the training and Handout is to describe methods that race and gender bias can creep into
19 performance management, and methods of preventing this from happening—similar to the goals of
20 Damore’s memo.

21 **Inclusive Perf for Managers - Handout** [go/inclusiveperf-handout]

22 *A postwork study guide for managers who completed [Inclusive Perf for Managers Training](#).*

23 Around the globe, women are underrepresented† in the tech industry. In most places in the world, people of color
24 are also underrepresented in tech. Globally, men and whites are especially overrepresented‡ in tech management
and leadership roles.

25 Representation patterns like these could increase the impact of race/gender biases on our performance
26 management efforts as managers, and these biases are more likely to show up in spaces where there are
exaggerated patterns of some race/gender groups being overrepresented, and others underrepresented, like we
27 have in our industry.

28 202. The Handout used for training its managers begins by stereotyping and listing “aspects

1 of white dominant culture, commonly centered in corporations, and most spaces in the U.S.” It then
 2 provides a list of traits and aspects “valued by U.S. white/male dominant culture,” which included
 3 “arguing, winning,” “short-term payoffs,” “giving feedback indirectly (about you, but without you),”
 4 “individual achievement,” “meritocracy,” and “colorblind racial frame.” The Handout also includes a
 5 list of traits and aspects commonly devalued in white culture, such as “listening,” “growth in quality,”
 6 “valuing self-determination,” and “noticing race/color and any racial patterns in treatment.”

7 Rewarding people when they exhibit values and practices that are part of the dominant culture, and either
 8 punishing or failing to reward people when they exhibit values that are outside of the dominant cultural norm.
 9 Below are aspects of white dominant culture, commonly centered in corporations, and most spaces in the U.S.:

Valued by U.S. white/male dominant culture	Commonly invisibilized or devalued by U.S. white/male dominant culture
Front of the room, persuasive Arguing, winning Either/Or Perfectionism Urgency Numbers driven Growth in number, size Protecting others from Short-term payoffs Avoiding conflict Giving feedback indirectly (about you, but without you) Individual achievement Seeing us as unique/exceptional We are objective Casual, informal, off-the-cuff Meritocracy Colorblind racial frame	Listening, raises up multiple voices Identifying multiple viable paths Both/And Everything's a work in progress Sustainability Narrative driven (quotes, qualitative) Growth in quality Valuing self-determination Seven generations thinking Conflict is productive/necessary Giving feedback directly (with you) Collective achievement Seeking connections between contexts Everything is subjective Formal, prepared, thought out Holding systems accountable for equitable outcomes Noticing race/color and any racial patterns in treatment

20 203. The Handout then goes on to discuss stereotypes “ascribed to women and people of
 21 color,” stereotypes ascribed to “Black/Latinx people and Black men in particular,” and explains how
 22 Google managers can give feedback to “women and people of color” as opposed to giving feedback to
 23 males and Caucasians.

24 204. Similar to Damore’s memo, the Handout cites to multiple different studies and articles
 25 on gender and race biases and stereotypes to justify the positions set forth by the Handout. However,
 26 unlike Damore, Robbins was never reprimanded for promoting harmful racial and gender stereotypes
 27 of Google-disfavored races and males. Rather, this program became part of Google’s indoctrination of
 28 its management staff.

1 **Google Failed to Treat Men and Women the Same**

2 205. On November 15, 2015, a Google employee complained to Google HR regarding a
3 highly offensive post from an employee in the Developer Product Group. The post stated:

4 "If you put a group of **40-something white men** in a room together and tell them to
5 come up with something creative or innovative, they'll come back and tell you how
6 enjoyable the process was, and how they want to do it again, but they come up with
fuck-all as a result!" (Emphasis added.)

7 206. The Google employee stated that this statement was a violation of the Google Code of
8 Conduct, and was creating a hostile workplace environment as it targeted members of Google-
9 disfavored races, males, and individuals over the age of 40.

10 207. Google HR responded: "Given the context of the post and that [the employee's] main
11 point is to highlight that it is helpful to have diverse perspectives, it doesn't appear that the post to
12 [sic] violates our policies."

13 208. Perplexed, the Google employee responded to Google HR by replacing the term "40-
14 something white men" with "women" and asked how that was not a breach of conduct. Google failed
15 to respond.

16 **Hi Josh,**

17
18 **Thanks for your reply. If I understand the policy correctly, then,**
19 **would it be acceptable for somebody to post a sentiment along these**
20 **lines?**

21 **"If you put a group of women in a room together and tell them to come**
22 **up with something creative or innovative, they'll come back and tell**
23 **you how enjoyable the process was, and how they want to do it again,**
24 **but they come up with fuck-all as a result!"**

25 **Assuming, of course, that the main point is to highlight that it is**
26 **helpful to have diverse perspectives.**

27 [Quoted text hidden]

28 209. Google's lack of response and engagement evidenced Google's biases and its inability

1 to even recognize them when someone pointed them out. As demonstrated above, Google allowed
2 individuals to insult and discriminate against political conservatives, members of Google-disfavored
3 races, and males with impunity.

4 210. A perfect example of Google's relaxed attitude toward discrimination against members
5 of Google-disfavored races and males is seen in Burchett's G+ posts. As seen below, Burchett states
6 that in the promotions committee which she serves on, where she helps decide which T5 Engineers are
7 promoted to the T6 level, she stated, "2/4 committee members were women. Yay! 4/4 committee
8 members were white. Boo! 12/15 candidates were white men. Boo!" Further in the thread, Burchett
9 highlights the divisiveness of her original post by noting that it was not fair even to talk about women
10 when "POC" or "people of color" weren't getting enough airtime in the discussion.



11 **Kim Burchett**

12 [google.com](#) - Oct 7, 2015

13 In the T5->T6 promo committee I served on,
14 2/4 committee members were women. Yay!
15 4/4 committee members were white. Boo!
16 12/15 candidates were white men. Boo!



17
18
19 6 comments



20 **Nina Kang** Yesterday 6:46 AM

21 Can you share what % of packets were women?



22 **Kim Burchett** Yesterday 8:30 AM +3

23 +Nina Kang I could, but since google already focuses an awful lot on women
24 to the exclusion of poc, I'd kind of rather not.



25 **Nina Kang** Yesterday 8:33 AM +2

26 Understood. Respect.



27 **Avery Pennarun** Yesterday 12:05 PM +1

28 Whereas on the committee I was on:
0/4 committee members were women
0/4 packets were women
and I'm not very good at telling which people are white or not.

1 211. Upon information and belief, Burchett continued to make hiring and promoting
2 decisions at Google and was not reprimanded by Google, even though Burchett’s posts were reported
3 to Google HR and to the Senior Vice President of Legal in a formal complaint.

4 212. These examples make it clear that 1) Google discriminates against conservatives,
5 members of Google-disfavored races, and males and 2) that Google has fostered an environment
6 where this kind of mistreatment is not only allowed, commonplace, and accepted—but is, in fact,
7 encouraged, enabled, and rewarded.

8 **Google’s “Diversity” Policies Impede Internal Mobility and New Hires**

9 213. Another former Google employee, who first began working for Google over a decade
10 ago as a Software Engineer has suffered similar discrimination, harassment, and retaliation for his
11 perceived conservative views, his gender, and his Caucasian race.

12 214. From 2008 till 2016, the Google employee was able to move from one team to another
13 with ease after a project was cancelled or completed, and during this eight-year time period, he
14 transferred between approximately five different teams.

15 215. Although the Google employee moved from team to team at Google, the Google
16 employee consistently received at least “Meets Expectations” after his promotion in 2008 until 2015,
17 with one “Needs Improvement” rating in 2015—a month after taking bereavement leave to mourn the
18 death of his grandmother.

19 216. When the Google employee learned that a project he was working on was moving to
20 another country, he began looking for a new team to join as he had done numerous times in the past.
21 However, this time, it was much more difficult.

22 217. The Google employee reached out to more than 10 different hiring managers, but few
23 seemed interested in having him join their team, and only one had extended a firm offer by the end of
24 January 2017.

25 218. Upon information and belief, the Google employee was not selected due to the fact that
26 the hiring managers were looking solely for “diverse” individuals, and as a Caucasian male, the
27 Google employee did not help fill their mandatory (and illegal) quotas. The Google employee was
28 otherwise completely qualified for the positions for which he applied. This discrimination was

1 confirmed a few days later when on February 2, 2017, the Google employee's former director initiated
2 a "Diversity Team Kickoff" with the intent to freeze headcount so that teams could find "diversity
3 candidates" to help fill the empty roles. Google was specifically looking for women and non-
4 Caucasian/Asian individuals to fill these roles.

5 219. In a further display of disregard for the law, Charles Mendis ("Mendis"), an
6 Engineering Director at Google, informed his team that he was "freezing [headcount]" so that he could
7 reserve future open positions for diverse candidates. Mendis stated, "For each position we have open
8 work on getting multiple candidates including a diversity candidate." He then went on to state, "Often
9 the first qualified candidate is not a diversity candidate, waiting to have a few qualified candidates and
10 being patient is important."

11 220. This discrimination against members of Google-disfavored races and males was not
12 only allowed at Google, but was supported and actively encouraged.

13 221. Facing the threat of termination unless he met a looming March 2017 transfer deadline
14 imposed by Google HR, the Google employee was finally able to secure a position with a team in the
15 Ads and Commerce Product Area.

16 222. The team was a new area for the Google employee, but his supervisor praised his work
17 and his ability to learn the new field so quickly. On or around April 2017, a few months after he
18 started working with his new team, the Google employee's reviewing manager stated in a written
19 performance review, "[The Google employee] has ramped up fast on ML, a new area for him," and his
20 manager further told the Google employee that he was on track to receive either an "Exceeds" or
21 "Strongly Exceeds Expectations" rating in the next performance cycle.

22 223. The Google employee was further told during his weekly one-on-one meetings with his
23 manager in July 2017 that he was doing fine work. The Google employee's manager had no
24 complaints or issues to discuss with him.

25 224. Although the Google employee was coming along nicely in his new team, he did not
26 feel that it was a good fit due to the lack of coding involved and was frustrated with the pace of
27 bureaucracy on the team. Therefore, the Google employee reached out to Stephen Gillet ("Gillet") of
28

1 the Google X team, whom he had previously corresponded with back when the Google employee was
2 leaving one of his previous teams.

3 225. Gillet was receptive to the idea of re-engaging with the Google employee for the
4 purposes of transferring him over, and connected him to a few other members of the team, including
5 Will Robinson (“Robinson”), the hiring manager of Google X.

6 226. While the Google employee was in the middle of discussing the transfer, Damore’s
7 memo began going viral. On August 4, 2017, the Google employee commented in support of
8 Damore’s memo and its defense of the conservative ideology, and stated:

9
10 “Thank you for raising this important issue James. All too often I believe this
11 subject is portrayed very one-sidedly here at Google, and with real consequences
12 for those who dare to question the dominant narrative.”

13 The Google employee then went on vacation after that until approximately August 15, 2017.

14 227. While the Google employee was out of the office, his director sent an organization-
15 wide email encouraging all employees to attend “Ads Diversity and Inclusion Week”, while
16 simultaneously condemning Damore’s memo, stating that “misogyny and racism are not ‘political
17 views.’”

18 Diversity and Inclusion and "the doc"

19 Mike Schulman [REDACTED]
20 Reply-To: [REDACTED]
21 To: cen-all <cen-all@google.com>

Mon, Aug 7, 2017 at 5:20 PM

22 Hi all,

23 I actually drafted this email out last week around encouraging folks to come take part in the [Ads Diversity and Inclusion Week](#) coming up in 7 days! I still plan to encourage participation so hold tight. That said a lot has happened between last Friday and today.

24 To jump right in, I've read the document and have personally found the premise repulsive and the arguments intellectually dishonest. I feel it propagates harmful and invalid stereotypes and advances a misunderstanding on how Google or any technology company operates.

25 I very much want a workplace where all people feel safe and can be successful. This includes political views, and Google has room to improve in this area, but I refuse to accept that misogyny and racism are "political views". Events like [Ads Diversity and Inclusion Week](#) are important opportunities for us as a team to stand up for what is important to us. I will be taking part and encourage all of you too as well.

26 As always please reach out to me, your manager, or your HRBP.

27 thanks... mike
28

1 228. On or around September 6, 2017, less than one week before managers began meeting to
2 determine calibration ratings, the Google employee suddenly and suspiciously received verbal
3 feedback from his manager that he was in danger of not meeting expectations. On the next day,
4 Robinson emailed the Google employee that the “[next] (and near-final) step in the process on our side
5 would be a chat with your current manager. This is a normal piece of due diligence that I do for all
6 transfers, and it’s usually the last step before we make a formal transfer offer.”

7 229. On September 12, 2017, the Google employee informed his reviewing manager of his
8 desire to join the Google X team. His reviewing manager claimed to be supportive of the transfer, even
9 offering to expedite it to ensure it would go through before performance reviews are finalized.

10 230. On September 19, 2017, during the weekly one-on-one meetings, his reviewing
11 manager began discussing the Google employee’s future with the team, and told the Google employee
12 that he needed to deliver a sizeable project in the final quarter of the year with “no room for failure.”
13 The Google employee understood this statement to mean that his performance review and his transfer
14 were now in jeopardy.

15 231. A few days later, on September 22, 2017, the Google employee received an email from
16 Robinson titled “Bad News.” The email went on to state that “[a]fter a lot of thought and discussion,
17 I’ve come to the conclusion that the right fit isn’t there for you and our team at this time.”

18 232. Robinson’s sudden and cryptic turnaround, along with the Google employee’s
19 reviewing manager’s negative verbal feedback, just a few weeks after the Google employee’s
20 comment of support in Damore’s memo, made it clear that the transfer was subverted by the Google
21 employee’s management chain at Google due to his political views.

22 233. On or about October 12, 2017, the Google employee confronted his reviewing manager
23 during their one-on-one meeting about his call with Robinson, but his reviewing manager naturally
24 denied any wrongdoing and stated that he only “had a 15-minute conversation regarding [the Google
25 employee’s] strengths and weaknesses.”

26 234. On or about October 25, 2017, two weeks after that weekly meeting, the Google
27 employee received a “Needs Improvement” rating. This occurred despite the fact that his reviewing
28 manager had been assuring the Google employee every week since September 19, 2017, that he had

1 been meeting expectations. The Google employee also argued that the rating was unfair because he
2 only learned of his alleged “poor performance” on September 6, 2017.

3 235. Because this “Needs Improvement” rating was his second one (during his ten-year
4 tenure at Google), the Google employee was also automatically placed on a Performance Improvement
5 Plan (“PIP”). This was the first time the Google employee had received any written feedback since
6 joining his new team that his performance was in need of improvement.

7 236. The Google employee had worked at Google for nearly a decade without incident, and
8 as soon as Googlers learned he supported conservative ideologies, he lost his transfer to a different
9 team, received a poor performance rating, and was placed on a PIP. The employee ultimately left
10 Google as a result of this orchestrated harassment.

11 **Google Literally Defines “Diverse Candidates” as**
12 **Blacks, Hispanics, Veterans, PWDs, and Women**
13 **And Maintains Quotas**

14 237. On May 3, 2016, Gina Coons (“Coons”), Global Marketing Staffing Lead at Google,
15 who manages a group of approximately 16 Google recruiters, sent an email entitled “[Please read]
16 New Monthly Global Staffing Meeting details.” In this email, which was sent to the entire Global
17 Staffing team, Coons forwarded an email from Michael Moran (“Moran”), a recruiter at Google, dated
18 April 28, 2016. In Moran’s email, Moran described two programs at Google: Center Stage and
19 Supplemental Headcount.

20 238. The Center Stage Program was a new project at Google that aimed to “feature
21 exceptional marketing talent to Leadership in an effort to better socialize profiles across the business
22 and find candidates a suitable home.” Moran stated in his email that this project places an “[e]mphasis
23 on diversity (80% of talent featured should be diverse).”

24 **Center Stage (go/centerstagemhc)**

25 A new project that aims to feature exceptional marketing talent to Leadership in an effort to better socialize profiles across the business and find candidates a suitable home.

- 26 • Emphasis on diversity (80% of talent featured should be diverse)
- 27 • Eligibility: Screened by Staffing AND the business
 - At least 1 Hangout interview with the business
 - Preferably a slate of onsite completed
 - Feedback is all Good for Google/Good for Marketing
- 28 • Presented at MHC as new candidates added
- Submit candidates for consideration via go/centerstageshare
 - Submit by end of Thursday for consideration at following Monday's committee

1 239. The Supplemental Headcount Program was “a last-ditch strategy for getting diverse
2 talent into Google when all other avenues have been exhausted.” Moran went on to state “POps has a
3 handful of HC reserved exclusively for diverse HC. Diverse candidates are: Black, Hispanic, veterans,
4 PWD, and L4+ women.” Upon information and belief, “PWD” stands for “People with Disabilities.”

5 **Supplemental Headcount Program (go/supplementalhcoverview)**

6 Supplemental Headcount allocation is a last-ditch strategy for getting diverse talent into Google when all other avenues have been exhausted. POps has a handful
of HC reserved exclusively for diverse HC. Diverse candidates are: Black, Hispanic, veterans, PWD, and L4+ women.

- 7
- Read up on the protocol for pursuing candidates [here](#). Lots of legal jargon, but imperative that the process is followed closely.
 - Most likely cases to get approval:
 - Offer/Candidate “revival”
 - No HC in location
 - No HC at candidate level
 - Requirements: Approval from HRBP; Approval from Supplemental HC program (GVC meeting with recruiter, HRBP, HM, and SHC rep)
 - HC will be transferred to business cost center once candidate accepts offer
- 8
9



11 • Michael Moran
12 • Recruiter

13 240. Notably, Caucasians, Asians, and males are left out of Google’s definition, and are thus
14 being eliminated for consideration for certain categories of job openings at Google.

15 **Google Treats “Diverse Candidates” Differently**
16 **Than Caucasians, Asians, and/or Males**

17 241. Upon information and belief, Google’s subsidiary, YouTube, implemented policies at
18 Google’s direction that discriminated against Caucasians, Asians, and males for the sake of increasing
19 diversity. Google and its subsidiaries gave preferential hiring treatment to “diverse candidates” at the
20 expense of candidates who happened to be male or identified as a Google-disfavored race.

21 242. Terry O’Connor (“O’Connor”), Staffing Leader & Leadership Recruiting at Google,
22 sent her entire recruiting team an email on December 8, 2015, stating that they had “successfully
23 [hired] all of [their] T3 2016 YT New Grads,” and that recruiters should “not schedule any interviews
24 for T3 SWE [software engineering] candidates going forward.” She ended the email by congratulating
25 her team “on meeting the YT New Grad hiring targets,” and said that it was “time to focus on L4+,
26 diversity and iOS.” O’Connor’s email showed that they had filled all the open positions and that there
27 was no longer a need to hire additional employees.



Terry O'Connor



Hi team,

This is an important follow up from our team meeting yesterday re New Grad/T3 hiring.

Since we've successfully hired all of our T3 2016 YT New Grads, please **do not** schedule any interviews for T3 SWEs candidates going forward. **Also do not send T3 SWE candidates to the YTB hiring manager alias.**

I'd like to meet with each of you this week to review your T3 candidates currently on the allocation trix and in your queue. Please add time to calendar asap.

Awesome job on meeting the YT New Grad hiring targets - time to focus on L4+, diversity and iOS.

Thanks so much!

Terry

243. Antonio Caminong (“Caminong”), a Technical Recruiter at Google, responded to this email and asked if this halt in hiring applied to “diverse” T3 software engineers.

244. O’Connor responded to Caminong stating “great question – please review all T3 candidates with me.” O’Connor stated this even through there were allegedly no open spots available or open at Google as her team had meet their “hiring targets.”

245. O’Connor’s response shows that Google maintained special procedures for its “racially favored” candidates—benefits which were not afforded to males or Caucasians/Asians. Upon information and belief, Google considered and hired multiple “diverse” candidates after O’Connor’s email in an effort to boost its diversity statistics – implicitly, refusing to consider candidates that were male or members of Google-disfavored races for those job openings.

246. Upon information and belief, Google tracked the race and gender of the applicants and used these protected categories to determine who it hired to the detriment of males and members of Google-disfavored races.

247. Upon information and belief, Google attempted to conceal its illegal discrimination by asking its employees to delete emails and any other references to its hiring quotas or preferences for “diverse” candidates. Google managers would also hold internal meetings explicitly stating the quotas that were being set for new hires, and would ask recruiters to focus on hiring females and non-Caucasian/Asian candidates. These quotas were referred to as “goals,” “benchmarks,” and “OKRs.” Google managers asked that this strategy of increasing diversity be kept secret, and these “goals” were typically communicated orally to internal recruiters at in-person meetings.

248. Upon information and belief, Google employs internal recruiters whose sole responsibility was to hire only “diverse” candidates. These recruiters were explicitly instructed not to

1 hire males, or candidates who were Caucasian or Asian. They were also told to recruit only at colleges
2 and universities that were historically known for having smaller populations of men, Caucasians, and
3 Asians.



4 Parisa Tabriz

3/25/16

5 +chrome-diversity-council@

6 On Fri, Mar 25, 2016 at 12:16 PM, Rachel Blum [REDACTED] wrote:

7 I like these, although I really like this one: *One component of this will likely be for geo to commit to taking a certain percentage of our new hires from recruiting pipelines that manage to find strong candidates with more varied backgrounds. Which means that there are recruiting pipelines that find from a more varied background. Why doesn't ours? (I'm not seeing much of the non-LAX pipeline so maybe it's a localized problem. Although hiring suggests that, well, our pipeline is rather uniform)*

8 Google Disguised its Hiring Quotas as OKRs

9 249. Upon information and belief, in or around 2017, Google released an internal
10 powerpoint deck of a “Diversity Scorecard” that looked at its diversity statistics in Q1 2017. In this
11 deck, Google laid out its “Objective and Key Results” (“OKRs”). OKRs is a process used by Google
12 for setting, communicating, and monitoring quarterly goals and results.

13 250. Google stated that overall, women represented 16% of its SWE workforce, black
14 Googlers compromised 0.9% of its SWE workforce, and Hispanics compromised 2.8% of its SWE
15 workforce. Google’s OKRs were that the SWE population distribution reaches or exceeds the
16 available candidate pool with respect to diversity by Q1 2018, and that there be 23% women, 5%
17 Black+, and 4% Hispanics/Latino+ in the workforce.

18 251. After the Q1 2017 diversity OKRs were released, Gayathri Rajan (“Rajan”), Vice
19 President of Product Management at Google, sent an email on March 6, 2017, on behalf of the Geo
20 Diversity Council at stating that “we have specific goals around ensuring that the Geo SWE population
21 distribution exceeds the available candidate pool with respect for diversity. Geo managers will be
22 provided hiring training and will be asked to participate in extensive outreach to colleges with diverse
23 candidate pools.” Rajan continued to state that every Geo manager “must have a plan for their team’s
24 career development” with a “pipeline that [was] vetted for representativeness.” Rajan stated that her
25 team would “also launch the Geo Guides Mentorship Program and expand the Women@Geo
26 Mentorship Program to continue making progress on career development.”

27 252. The OKRs that Google set and that Google Management promoted, were actually
28 quotas that Google managers were ordered to fill. Google managers are constantly pressured to use

1 applicants' race and gender as hiring factors, and are explicitly told (warned) that failure to meet the
2 quotas could result in adverse career consequences for managers.

3 253. Plaintiffs and class members may point to innumerable other examples of illegal and
4 discriminatory conduct at Google. For the sake of relative brevity, only a handful of examples have
5 been described in this First Amended Complaint. Attached as **Exhibit B** to the First Amended
6 Complaint is a compilation of posts and "memes" from Google's internal message boards designed for
7 employee use. All approximately 80,000 Google employees have access to an internal meme generator
8 site that is described as "a space for sharing internal news, announcements, passive-aggressive
9 statements, awesomeness, witty remarks, Reddit OC and cynical-in-a-good-way experiences on
10 Google and outside." Employees often use the memegen tool to post offhand comments and
11 observations for others to see; there is a voting mechanism that puts the most popular entries on the
12 top of the page. Other entries on Exhibit B are from widespread Google internal communications
13 available to employees.

14 **GOOGLE DISCRIMINATES AGAINST JOB APPLICANTS**

15 254. As amply supported by the allegations set forth in this First Amended Complaint,
16 Google has adopted a pattern and practice of disparately and adversely treating similarly situated job
17 applicants because of the applicants' race, sex, and political affiliations and activities. Google and its
18 management fetishize "diversity" as measured by these protected characteristics only, and mandate
19 that the percentage of non-Caucasian/Asian, non-male, and non-conservatives employed by Google
20 increase rapidly over time. In so doing, Google assigns negative value to applications submitted by
21 persons perceived to be members of Google-disfavored races, male, and/or conservative, by virtue of
22 the applicant's protected traits, affiliations, or activities. Google favors for employment applicants
23 lacking those traits, affiliations, or activities and instructs or permits hiring personnel to evaluate job
24 applicants on the basis of these protected traits, affiliations, and activities.

25 255. Google's hiring practices, including the ample discretion afforded to hiring personnel in
26 determining whether a prospective employee is a "cultural fit" within Google, in conjunction with
27 Google's widely-known toleration and approval of hostility, bullying, and discrimination against
28 employees deemed to be members of Google-disfavored races, also render it more likely that a non-

1 Caucasian/Asian, non-male, or non-conservative applicant will be hired over similarly situated
2 Caucasian/Asian, male, conservative applicants for any given position. Thus, in the alternative,
3 Google's hiring practices negatively and disparately impact job applicants, including Amador,
4 McPherson, and Burns, who are, or are perceived to be, members of Google-disfavored races, male,
5 and/or conservative. Individuals from these categories are disproportionately less likely to be hired by
6 Google as a causal result of Google's illegal hiring practices.

7 256. The stories of Plaintiffs Amador, McPherson, and Burns, who were refused
8 employment by Google as a result of invidious discrimination, are described below.

9 **MANUEL AMADOR**

10 **Amador Joins Google as a Systems Engineer**

11 257. Amador is an accomplished software and reliability engineer, and has worked for
12 several prominent tech companies in the United States and abroad, including Google, Cloud.com,
13 Twilio, Inc., StumbleUpon, and Aditazz. He earned a bachelor's degree in information management
14 and software engineering from the Universidad Santa Maria in Chile.

15 258. Amador is male, a trait evident from his appearance and name, and is known to be male
16 by Google.

17 259. On or around September 2013, Amador began work at Google's San Francisco,
18 California headquarters as a site reliability engineer. Then on or around October 5, 2015, Amador
19 transferred to Google's Switzerland office, where he continued to work as a systems engineer. Amador
20 was an exemplary employee, and met or exceeded all of Google's expectations.

21 260. The same cannot be said for Google. During his time at Google, Amador experienced
22 the same intolerance of conservative viewpoints, or any viewpoint that did not support the narrow set
23 of ideologies tolerated at Google, as identified by Damore and Gudeman. Often, this intolerance would
24 result in Amador being wrongly accused of being intolerant himself, simply because Amador dared to
25 challenge the views expressed by his colleagues. Such intolerant and harassing behavior was often
26 motivated by discrimination against Amador, on the basis of his real or perceived viewpoints and/or
27 gender, and racism toward Google-disfavored races.

28

1 261. Despite being faced with such hostility, Amador continued to voice his opinions, in
2 direct defiance of those at Google that seek to silence and expel all opposing viewpoints.

3 262. The culture of intolerance, however, eventually became too much for Amador to bear.
4 In or around June 2016, Amador was called to a meeting with Google HR as a result of someone
5 falsely accusing Amador of believing that people have differing levels of intelligence based on that
6 person's race. Amador has never thought that, does not believe it to be true, and has never written or
7 spoken as if he believed it to be true. This false complaint was filed by an anonymous complainant as
8 means to stifle Amador's political activities and conversations at Google, was done to harass Amador
9 on the basis of his race and/or gender, and resulted in Amador receiving a letter from Google
10 reprimanding Amador.

11 263. Despite the complaint being entirely fabricated, Google sided with the harassers and
12 asked that Amador issue an apology. At that point, Amador felt compelled to leave Google as a result
13 of the hostile work environment created by, and left unchecked at, Google. To stay at Google brought
14 with it an unacceptably high risk that Amador's personal and professional reputation would be
15 permanently tarnished by those at Google bent on suppressing and expelling those who hold
16 viewpoints different from their own, Google-disfavored races, and/or males. By demanding that
17 Amador apologize over a falsified complaint, Google sent a clear message that it would allow and
18 enable such hostile, retaliatory, and oppressive conduct to occur unchecked.

19 **Amador Voluntarily Departs Google and Releases an Open Letter**

20 264. As a result of these hostile workplace conditions, Amador voluntarily left his job at
21 Google on or around July 27, 2016. In his written notice of resignation to Google's Adam Iwanicki
22 and Brian Kennan, Amador stated that though he profoundly appreciated his involvement on his team,
23 "the way in which [Amador] ha[s] been repeatedly treated by other members of the company
24 (including H.R.) in response to [Amador] speaking up on a variety of subjects, ranging from political
25 events to workplace conditions, ha[s] made [Amador's] stay at Google too stressful...."

26 265. Amador also released an open letter in which Amador said "goodbye" to Google and
27 identified his reasons for leaving. Specifically, Amador wrote that "Google employs a few individuals
28 (from rank-and-file to upper management) who are or have become highly ideological. They have

1 made it one of their ostensible missions to have the entire company conform to these ideologies. Most
2 of them believe that all of us – me and many others included – should not be permitted to impugn or
3 question the ideologies they want to impose.”

4 266. Amador’s letter further elaborates on the politically-charged monoculture that is hostile
5 to certain viewpoints, including conservatism and libertarianism: “many people (including me) have
6 faced contempt, opprobrium, insults, smears, provocations, threats of industry blacklisting, and even
7 frivolous H.R. reports that influence my career (and many others’), in retaliation for voicing my mind.
8 The tone of this treatment was always particularly intense whenever I dared to question the set of
9 ideologies that I found incorrect, toxic or divisive. I have been slurred as a racist, a sexist and
10 ‘privileged,’ in direct contradiction to the content of my thoughts...I have been directly ordered by
11 senior management to ‘stop posting immediately’ on a thread where I had managed to give other
12 Googlers the impression that it was okay to discuss a common myth about free speech.” As a result of
13 this hostility, Amador was forced to leave Google. A copy of Amador’s open letter is attached here as
14 **Exhibit C.**

15 267. After his departure, Amador received a written letter from Google, signed by Manuel
16 Chiatello, from Google’s Human Resources Management, and Adam Iwanicki, Google’s Site
17 Reliability Manager, recommending to any prospective employer that Amador be hired. The letter
18 identifies what Google believed to be several of Amador’s strengths as an employee, including his
19 ability to “integrate into the different types of activities he was involved in,” “good planning
20 capabilities and sound judgment,” “good organizational skills,” his ability to cope with “high volumes
21 of work,” and that “Manuel was friendly, open and tactful with superiors and colleagues. His personal
22 behavior was respectable. He was a reliable colleague. The quality of his work met our requirements.”

23 268. Thereafter, Amador was hired by another tech company in Switzerland.

24 **Google Refuses to Re-Hire Amador Due to His Protected Status and His Political Activities**

25 269. After a period of time, Amador decided to return to Google. While Amador found
26 Google’s culture of intolerance disappointing, he also felt that he should not let Google and a portion
27 of its most vocal employees drive his career decisions, and that his presence at Google might aid in the
28

1 creation of a more diverse and open workplace, free of discrimination, retaliation, and threats made
2 against those that express viewpoints that are currently not tolerated at Google.

3 270. It is Google's custom and practice to rehire former employees who voluntarily left their
4 jobs at Google, pursuant to simplified, streamlined rehiring procedures. For example, a former
5 employee wishing to return to his recently vacated position needs only to contact that employee's
6 former supervisor, request to be rehired, and if the position is available, the employee will be rehired
7 without any formal interview process.

8 271. Accordingly, Amador understood and reasonably believed that he could and would be
9 rehired for the same or substantially similar role as his former position at Google. A former colleague,
10 friend, and current Google employee (referred hereinafter as "Amador's friend"), also referred and
11 recommended to Google that Amador be rehired as a systems engineer, a position Amador is amply
12 qualified for, including because he performed identical or substantially similar work for Google for
13 approximately three years and he had met all expectations during that time.

14 272. In or around April 2017, Amador applied for the position of systems engineer at three
15 of Google's offices, including Mountain View, California.

16 273. On April 18, 2017, Google recruiter Taylor Rosser ("Rosser") emailed Amador,
17 informing him that, despite another Google employee referring him for the position, after "carefully
18 reviewing [Amador's] background and experience," Google would not be proceeding with Amador's
19 application.

20 274. That same day, Amador responded to Rosser's email, reminding Rosser that Amador
21 performed the same or substantially similar job functions as a systems engineer for Google for the
22 previous three years, and during that time he always met Google's expectations. Amador also stated
23 that he has 18 years' work experience in the industry, and that several people would submit
24 recommendations on his behalf, including former teammates, if required. Amador also asked Rosser if
25 she had any suggestions for what other Google positions he should apply for.

26 275. On April 19, 2017, Rosser responded by email, stating that "I was able to share your
27 profile with the individual hiring teams for each of these roles and they chose to pass, stating that they
28 currently have stronger candidates already in progress. I'm unable to suggest any specific roles that

1 you might be a fit for, but the google.com/career page has a variety of options available for you to
2 apply to.”

3 276. Amador responded by email, asking for further information as to the level of
4 experience of the current candidates being considered and why Rosser was unable to suggest a few
5 positions for which Amador could apply. Rosser refused to respond substantively to Amador’s
6 concerns, and evaded his follow-up questions.

7 277. Disturbed by Google’s refusal to rehire him for the same or similar role as he had
8 previously held, which was contrary to Google’s usual practice of rehiring former employees, Amador
9 asked Amador’s friend if he knew why this might be the case. Amador’s friend then approached the
10 Google recruiter, Rosser, to discuss why Amador’s application had been rejected. Rosser stated to
11 Amador’s friend that all other candidates for the systems engineer positions were more qualified than
12 Amador. This reason given by Rosser was false and pretextual.

13 278. Unconvinced that this was the reason, Amador’s friend inquired further and discovered
14 that other applicants had been, at most, designated as an “L3.” Amador, however, was an “L4” during
15 his employment with Google, indicating that Amador was more qualified and/or experienced than the
16 all other applicants, according to Google’s own internal standards.

17 279. Amador’s friend then informed Rosser that Amador was a “L4” when Amador left
18 Google, and that it did not make sense that Google would hire an “L3,” someone of lesser experience
19 than Amador, in Amador’s place. Rosser again acted evasively, avoided answering Amador’s friend’s
20 questions and ultimately refused to provide any cognizable answer as to why Amador’s application
21 had been rejected.

22 280. Amador’s friend later informed Amador that he believed Google had blacklisted
23 Amador from employment at Google.

24 281. Accordingly, Amador is informed and believes, and thereupon alleges, that Google
25 blacklisted him from employment at Google, as a result of his real or perceived political viewpoints,
26 activities, and affiliations, and as a result of his being male, which is, unfortunately, consistent with
27 Google’s unlawful employment practices.

28

1 prior employment for a Representative Nethercutt constitutes a part of McPherson's employment
2 history and is identified as such on his resume.

3 288. After attending law school, McPherson worked as a litigator in Washington State for
4 approximately three years. Then in 2003, McPherson enlisted in the U.S. Navy, where he was trained
5 as a Navy pilot, and was deployed to the Persian Gulf, the Horn of Africa, and South America between
6 2005 and 2008, where he piloted Seahawk helicopters.

7 289. McPherson then served as a pilot instructor for the Navy in Jacksonville, Florida for
8 several years, before being transferred to Naples, Italy, where he served as a Commanding Officer's
9 Lead Project Manager, during which time he managed the finances of an \$11-million U.S. military
10 program. From 2013 to 2016, McPherson was stationed in San Diego, California, where he continued
11 to serve in the U.S. Navy as a Senior Manager for the Aviation Training Department with the Littoral
12 Combat Ship Squadron. After leaving the Navy in 2016, McPherson worked as a consultant for the
13 firm Booz Allen Hamilton. He is currently employed as a civil servant for the U.S. Federal
14 Government as a Real Estate Contracting Officer, and is temporarily residing in Naples, Italy, in
15 conjunction with that employment.

16 290. McPherson is a white male. Both of these traits are visibly apparent from his person.

17 **McPherson Applies for a Job at Google**

18 291. During his decade-long service with the U.S. Navy, McPherson witnessed or learned
19 from at least two other Navy pilots that Google had offered each a job through Google's veterans
20 placement program.

21 292. In 2016, while stationed in San Diego, California, McPherson transitioned out of the
22 Navy, and applied for a project manager position with the Google Fiber project. While the position
23 may have required McPherson to relocate to Texas, Google considered, interviewed, and ultimately
24 rejected McPherson's application in its headquarters in Mountain View, California.

25 293. McPherson met all qualifications for the project manager position listed by Google.
26 Based on McPherson's ample qualifications and extensive leadership experience, he was a strong
27 candidate for the position. Moreover, a former Navy pilot and current Google employee, Manolo
28 Strange ("Strange"), referred McPherson to Google as a prospective employee.

1 namely, being interviewed and proceeding almost to the point of an offer letter, “rarely happens,” but
2 that “once the decision is made they don’t reverse it.” Strange then suggested that McPherson reapply
3 in one year’s time.

4 301. Despite rejecting McPherson’s application, the position for which McPherson applied
5 remained open at the time his application was rejected, and Google continued to seek applicants from
6 persons of McPherson’s qualifications.

7 302. In accordance with its unlawful and discriminatory patterns, practices, and policies,
8 Google refused to hire McPherson on the basis of his political affiliation and activities, gender, and
9 Google-disfavored race. Indeed, as discussed herein, the pattern and practice of refusing to hire
10 candidates because of these protected traits or activities is pervasive throughout Google.

11 303. McPherson’s application for employment was also rejected by Google as a direct result
12 of Google’s hiring practices that disparately impact actual or perceived, members of Google-
13 disfavored races and/or males. Google permits all hiring personnel a wide degree of discretion in
14 assessing and refusing to hire individuals who are not considered to be a “cultural fit” within Google,
15 while simultaneously demanding a more diversified workforce and that all employees are, or become,
16 complicit in Google’s discriminatory hostility toward white, conservative men, and toward all those
17 who disagree with Google’s approach to achieving diversity in the workforce.

18 **MICHAEL BURNS**

19 304. Burns is an accomplished copywriter, marketer, consultant, and entrepreneur. He is also
20 a conservative, white male.

21 305. For years, Burns has worked, directly and indirectly, for a variety of well-established
22 technology companies, including AOL, Microsoft, Visa, Hewlett Packard, Advanced Micro Devices,
23 and Dell, and he has since worked as a contractor, for several companies as a senior copywriter,
24 content strategist, and digital marketing strategies, including for GrokrLabs, Inc., Walmart Global
25 eCommerce, Tata Communications, and Symantec. He has also worked as a brand content and a
26 marketing program manager at several tech companies, including Ixia and Cisco.

27 306. In his spare time, Burns publishes or shares material on social media platforms that are
28 conservative or libertarian in nature, and/or that are likely to be perceived as conservative, including

1 on Twitter and on his LinkedIn profile. At the time of his application, the posts and comments made
2 on these platforms were accessible to the general public and/or to all persons with a Twitter or
3 LinkedIn account.

4 307. For example, Burns follows conservative and libertarian groups and individuals, such
5 as the Cato Institute, Reason Foundation, Heartland Institute, Independent Women’s Forum, and the
6 Heritage Foundation – all of which advocate political positions that fall outside the narrow political
7 ideologies tolerated by Google. Burns follows and/or shares posts made by these entities as a means of
8 engaging in political discussion on topical issues with others on social media.

9 308. As might be expected from an entrepreneur and marketing specialist, Burns includes a
10 hyperlink to his LinkedIn profile at the base of his signature block for every email he sends. This
11 allows interested persons, or companies, to more easily view his experiences, qualifications, and
12 recommendations from those that have used his services or have worked with Burns in the past.

13 **Burns Applies for a Job at Google**

14 309. Between October 23, 2015 and October 13, 2017, commensurate with his interests,
15 qualifications, and experience, Burns applied for numerous content, marketing, communications, and
16 copywriter positions with Google. Burns was not hired by Google for any of these positions.

17 310. On June 5, 2017, Burns applied for the position described by Google as “Copywriter,
18 Cloud Web Experience Lab – Sunnyvale.” The position was based in Google’s Sunnyvale facilities.

19 311. Burns’ extensive experience in marketing, content strategy, and copywriting satisfied
20 all qualifications specified in the job description posted by Google.

21 312. On or around June 26, 2017, Burns received an invitation from Google’s Creative
22 Recruiter, Lindsey McQueeney (“McQueeney”), for an initial interview with McQueeney “to discuss
23 [Burns’] status and career interests.” Burns promptly responded and discussed his interests with
24 McQueeney over the phone.

25 313. On or around July 5, 2017, Google’s Staffing Services Associate for Recruiting, Salma
26 Arabie (“Arabie”), contacted Burns for a follow-up screening interview, to be conducted over the
27 phone with a person identified as “Goldy.”
28

1 319. The article defended Damore’s right to speak his mind, rebuffed Google CEO Sundar
2 Pichai’s firing of Damore, and offered suggestions for how Pichai could have better handled the
3 situation.

4 320. Burns shared the article because he felt it contributed a unique political perspective as
5 to the heated political discussions about Damore and his controversial memo, which was counter to the
6 prevailing dismissive and derisive attitude exhibited by some members of the public and the press
7 toward Damore.

8 321. This post was shared by Burns on his publicly viewable Twitter account, which shares
9 the same profile name as Burns’ LinkedIn account. Burns also shares other posts, and comments on
10 other people’s posts, in a manner that might lead others to believe that Burns identifies politically as a
11 conservative. As a link to Burns’ LinkedIn account is contained at the base of each of Burns’ emails to
12 Google, those Google employees in a position to make the hiring decision as to Burns’ application for
13 employment had immediate access to review and consider Burns’ social media posts, including those
14 posts that are conservative-leaning, such as the article that defended Damore and was critical of
15 Google’s unlawful practices. On information and belief, Google did precisely this.

16 322. Burns is also a Caucasian male, which is evident from his name and the picture or
17 pictures of Burns visible on Burns’ Twitter and LinkedIn profile pages.

18 323. Despite his ample experience and qualifications, and interviewing for the position,
19 Burns was not offered the copywriter position or any subsequent role as a content strategist with
20 Google. Indeed, Burns later responded to Google’s request for contractors on LinkedIn, but was
21 denied any contractor position with Google, establishing that Burns is being categorically denied a
22 position at Google.

23 324. Despite rejecting Burns’ application, the position for which Burns applied remained
24 open at the time his application was rejected, and Google continued to seek applicants from persons of
25 Burns’ qualifications.

26 325. In accordance with its unlawful and discriminatory patterns, practices, and policies,
27 Google refused to hire Burns on the basis of his political affiliation and activities, gender, and race.
28 Indeed, as discussed above, the pattern and practice of refusing to hire candidates because of these

1 protected traits or activities is pervasive throughout Google. Unfortunately, Burns, like Amador and
2 McPherson, fell victim to Google’s unlawful devices.

3 326. Burns’ application for employment was also rejected by Google as a direct result of
4 Google’s hiring practices that disparately impact actual or perceived, members of a Google-disfavored
5 races and/or males. Google permits all hiring personnel a wide degree of discretion in assessing and
6 refusing to hire persons that are not considered to be a “cultural fit” within Google, while
7 simultaneously demanding a more diversified workforce and that all employees are, or become,
8 complicit in Google’s discriminatory hostility toward white, conservative men, and toward all those
9 that disagree with Google’s approach to achieving diversity in the workforce.

10 **AFTER THE INITIAL COMPLAINT**

11 **Google’s Discrimination Worsened after Its Illegal Practices Were Described Publicly**

12 327. After Damore filed his initial Complaint on January 8, 2018, instead of reviewing and
13 revising its discriminatory practices, Google increased its efforts to hunt down and punish
14 conservative speech. Specifically, Google began monitoring the “conservatives@” list in an attempt to
15 locate conservatives, interrogate them about their posts and views, and give them pretextual warnings
16 and reprimands, supposedly to create the justification for a near-future termination.

17 328. Conservative employees began receiving warning for posts they had written and deleted
18 up to two years ago. For example, one Google employee, who was a member of the “conservatives@”
19 list at Google, was dragged into a meeting, without warning, in early 2018, to discuss a post that he
20 had written in mid-2017—approximately six months prior. After interrogating and accusing the
21 employee of specious and vague policy infractions, Google decided there was no policy violation.
22 Upon information and belief, these actions were taken because of the employee’s political beliefs and
23 activities.

24 329. On March 26, 2018, Employee Relations scheduled a surprise meeting with a
25 conservative employee to interrogate him about the use of a personal laptop to check his email—
26 something that is explicitly allowed under Google’s polices, and is extremely commonplace among
27 engineers. Upon information and belief, these actions were taken because of the employee’s political
28 beliefs and activities.

1 330. On March 1, 2018, another conservative Google employee from the “conservatives@”
2 list received a warning from his manager for a posting from March 2016. This posting was so old that
3 it had been automatically deleted from Google’s email systems, but someone had apparently located or
4 saved a copy for the purpose of harassing this conservative employee. Upon information and belief,
5 these actions were taken because of the employee’s political beliefs and activities.

6 331. Managers continue to discriminate against conservatives, and, in fact, the
7 discrimination has worsened and became more apparent. Google managers explicitly began making
8 negative remarks about conservatives and made clear attempts to tell employees not to vote for
9 Republicans.

10 332. For example, Rahul Chaturvedi (“Chaturvedi”), an L6 software engineering manager in
11 the Chrome OS division with seven direct reports, stated in an internal Google memegen comments
12 section that “[w]ith politics, people who express conservative views, actually end up *voting*
13 republican – which has massively negative effects on a large number of people’s lives.” Chaturvedi
14 went on to state that if you happen to be an individual who votes Republican, “it is rather hard to just
15 shrug off someone’s republican viewpoint as just a difference of opinion.”



16 [REDACTED]
17 January 12, 2018, 8:09 AM PST

18 Having a political viewpoint is fine as long it is really just an intellectual
19 discussion. With politics, people who express conservative views, actually end
20 up *voting* republican - which has massively negative effects on a large
21 number of people's lives. If you happen to be one of those people or even
22 know some of those people, or you know, actually have any basic "respect" for
23 those people, it is rather hard to just shrug off someone's republican viewpoint
24 as just a difference in opinion.

25 ← REPLY

26 **Google Couched Whistleblowing as Harassment**

27 **In an Attempt to Silence Conservatives**

28 333. Since Damore filed his complaint against Google, employees have been anonymously
sharing evidence of alleged harassment, retaliation, intimidation, and misconduct directed at

1 conservative employees of the company, in a clearly protected attempt to whistle-blow on alleged and
2 perceived unlawful conduct.

3 334. Google has aggressively attempted to recast the whistleblowers as “doxers” and
4 “harassers,” although it provided no evidence to support these claims.

5 335. Hölzle wrote on an internal Google post that he hoped to “identify” those responsible
6 for the “reprehensible conduct.” Hölzle hoped to retaliate against the whistleblowers.



9 Urs Hölzle ▶ google.com

10 Jan 27, 2018

11 Sometimes, like yesterday, I am...saddened? taken aback? disgusted? by the
12 thought that there are Googlers coming to work filled with hate towards their
13 colleagues. I'm not even sure what adjective to use....but it's sad. No matter the
14 topic, there's just no room for hate at Google.

15 But then again, I remind myself that 99.99% of our colleagues do not fall into
16 that group, and that we can't let a small fraction of employees dominate our
17 thoughts, feelings, and culture. That makes me hopeful that we can overcome
18 the attempts to create a culture of hate and fear.

19 But that is little comfort to the Googlers who are being doxxed or harrassed. I
20 hope we will identify those behind this reprehensible conduct. All Googlers are
21 responsible for upholding a workplace and culture that is free of harassment,
22 discrimination, misconduct, bullying, and retaliation.



24
25 336. Google is deliberately attempting to conflate conservative whistleblowers engaging in a
26 protected employment activity by bringing attention to unlawful work practices within Google, with
27 inappropriate harassing activity such as “doxing.”

1 337. Hölzle, a senior official in Google, is leading this charge and is helping create the
2 discriminatory environment conservatives are complaining about. The apparent intent of Hölzle’s
3 threat is to intimidate employees from exercising their lawful right to report Google’s severe and
4 pervasive workplace problems.

5 CLASS ACTION ALLEGATIONS

6 338. Plaintiffs bring their first, second, third, fourth, tenth, eleventh, and twelfth causes of
7 action pursuant to California Code of Civil Procedure § 382 on behalf of themselves and on behalf of
8 the following proposed Class, which all Plaintiffs are members of, and Subclasses:

9 **Class:** All employees and job applicants of Google, who were discriminated
10 against by Google, in California, due to their perceived conservative
11 viewpoints/activities, their race, and/or their gender at any time during the time
12 period beginning four years prior to the filing of the initial complaint on January
13 8, 2018 through the date of trial in this action (“Class”).

14 **Political Subclass:** All employees and job applicants of Google who identified
15 themselves as having conservative viewpoints through their words, actions, and/or
16 conduct, who were discriminated against by Google due to their perceived
17 conservative viewpoints and/or activities, in California, at any time during the
18 time period beginning four years prior to the filing of the initial complaint on
19 January 8, 2018 through the date of trial in this action (“Political Subclass”).

20 **Gender Subclass:** All employees and job applicants of Google discriminated
21 against by Google in California for being males at any time during the time period
22 beginning one year prior to the filing of the initial complaint on January 8, 2018
23 through the date of trial in this action (“Gender Subclass”).

24 **Race Subclass:** All employees and job applicants of Google discriminated against
25 by Google in California for being Caucasian or Asian at any time during the time
26 period beginning one year prior to the filing of the initial complaint on January 8,
27 2018 through the date of trial in this action (“Race Subclass”).

28 **Hostile Work Environment Subclass:** All members of the Gender Subclass and
Race Subclass employed by Google at any time during the time period beginning
one year prior to the filing of the initial complaint on January 8, 2018 through the
date of trial in this action (“Hostile Work Environment Subclass”) (Political
Subclass, Gender Subclass, Race Subclass, and Hostile Work Environment
Subclass, collectively referred to as “Subclasses”).⁴

⁴ Plaintiffs Damore and Gudeman are members and representatives of the Class and all Subclasses; Plaintiff Amador is a member and representative of the Class and Political and Gender Subclasses;

1 Plaintiffs reserve the right to amend the definitions of Class and Subclasses following discovery.

2 339. Excluded from the Class and Subclasses is anyone employed by counsel in this action,
3 and any judge to whom this action is assigned and his or her immediate family members.

4 340. This action is brought, and may properly be maintained, as a class action under Code
5 of Civil Procedure § 382, because each Class and Subclass is a well-defined community of interest in
6 the litigation, and each proposed Class and Subclass is easily ascertainable. There also exists a
7 sufficiently numerous classes or subclasses, and substantial benefits from certification that render
8 proceeding as Classes or Subclasses, superior to joinder, filing individually, or other alternatives.

9 341. Numerosity and Ascertainability: The size of the Class and Subclasses makes a class
10 action both necessary and efficient. Upon information and belief, Google employs approximately
11 30,000 employees located across California, and an estimated one to two million job applicants apply
12 to Google each year. Members of the Class and Subclasses are ascertainable through Google's
13 records, but are so numerous that joinder of all individual Class and Subclass members would be
14 impractical.

15 342. Predominant Common Questions of Law and Fact: Common questions of law and fact
16 affecting the rights of all Class and Subclass members predominate over individualized issues. These
17 common questions include, but are not limited to:

- 18 a. whether Google has a systemic policy and/or practice of discriminating against
19 employees and job applicants due to their perceived conservative political views and
20 activities;
- 21 b. whether Google has a systemic policy and/or practice of discriminating against
22 employees and job applicants due to their gender;
- 23 c. whether Google has a systemic policy and/or practice of discriminating against
24 employees and job applicants due to their race;
- 25 d. whether Google's systemic policy and/or practice of discriminating against employees
26 and job applicants due to their perceived conservative political views and activities

27
28 Plaintiff McPherson is a member and representative of the Class and Political Subclass; Plaintiff
Burns is a member and representative of the Class and Political, Gender, and Race Subclasses.

1 violates California Labor Code § 1101 and 1102 *et seq.*;

- 2 e. whether Google’s systemic policy and/or practice of discriminating against employees
3 and job applicants due to their gender violates the Fair Employment and Housing Act;
- 4 f. whether Google’s systemic policy and/or practice of discriminating against employees
5 and job applicants due to their race violates the Fair Employment and Housing Act;
- 6 g. whether Google’s systemic policy and/or practice of discriminating against employees
7 and job applicants due to their perceived conservative political views and activities
8 was willful;
- 9 h. whether Google’s systemic policy and/or practice of discriminating against employees
10 and job applicants due to their gender was willful;
- 11 i. whether Google’s systemic policy and/or practice of discriminating against employees
12 and job applicants due to their race was willful;
- 13 j. whether Google established a hostile work environment or was aware of the same and
14 failed to take corrective action;
- 15 k. whether Google’s policies or practices violate Cal. Bus. & Prof. Code § 17200 *et seq.*;
- 16 l. whether equitable remedies, injunctive relief, damages, and/or attorneys’ fees for the
17 Class and/or Subclasses are warranted.

18 343. Typicality: Plaintiffs’ claims are typical of the claims of the Class and Subclasses as a
19 whole because Plaintiffs are employees or job applicants of Google in California during the
20 respective Class Periods, who were discriminated against for their perceived conservative views, their
21 gender, and/or their race.

22 344. Adequacy of Representation: Plaintiffs will fairly and adequately represent the
23 interests of the Class and Subclasses because their individual interests are consistent with, and not
24 opposed to, the interests of the Class and Subclasses, and because Plaintiffs have selected counsel
25 who have the requisite resources and ability to prosecute this case as a class action and are
26 experienced labor and employment attorneys who have successfully litigated other cases involving
27 similar issues and have litigated class actions.

28 345. Superiority of Class Mechanism: Class certification is appropriate because common

1 questions of law and fact predominate over any questions affecting only individual Class Members.
2 Google’s liability in this case is based on uniform company policies and procedures. The amount
3 owed to each individual Class Member is small in relation to the expense and burden of individual
4 litigation to recover that amount. The prosecution of separate actions against Google by individual
5 Class Members could create a risk of inconsistent or varying adjudications which could establish
6 incompatible standards of conduct for Google. A class action is superior to other available methods
7 for the fair and efficient adjudication of the controversy set forth herein.

8 **LEGAL CLAIMS**

9 **FIRST CAUSE OF ACTION**

10 **Violation of Cal. Labor Code § 1101**

11 **(By All Plaintiffs on behalf of themselves and the Political Subclass Against Google)**

12 346. Plaintiffs repeat and incorporate each paragraph above as if fully set forth here.

13 347. Employers may not refuse to hire, discharge, or discriminate against an employee for
14 engaging in political activities or the exercise of any rights afforded him. California Labor Code §
15 1101 prohibits employers from making, adopting, or enforcing any rule, regulation, or policy that
16 forbids or controls, or tends to control, their employees’ political activities.

17 348. California Labor Code § 1105 states, “Nothing in this chapter shall prevent the injured
18 employee from recovering damages from his employer for injury suffered through a violation of this
19 chapter.”

20 349. Upon violation of this section preventing employers from controlling political activities
21 of employees, employees have a right of action for damages for breach of an employment contract.
22 *Lockheed Aircraft Corp. v. Superior Court of Los Angeles County* (1946) 28 Cal.2d 481.

23 350. Plaintiffs, and all members in the Political Subclass, engaged in protected political
24 activity. Plaintiffs, and the Political Subclass members, expressed their political viewpoints, and as a
25 result were discriminated against throughout the respective Class Periods by Google.

26 351. As a direct result of the aforesaid violations of law, as well as the job retaliation set
27 forth herein, Plaintiffs and Political Subclass have sustained, and will continue to sustain for a period
28

1 of time in the future, damages in an amount according to proof at the trial of this action.

2 352. As a direct and proximate result of Google’s willful, knowing and intentional
3 retaliation, Plaintiffs have suffered and will continue to suffer emotional and physical distress and
4 injury, stress, humiliation, anxiety, depression, and loss of employment benefits and job opportunities
5 in an amount to be determined at trial.

6 353. These actions of Google were so cold, callous, and reckless as to be malicious.
7 Plaintiffs and the Political Subclass are therefore entitled to an award of punitive damages in an
8 amount to be determined at trial.

9 354. Plaintiffs and the Class and Subclasses pray for attorneys’ fees and expenses pursuant
10 to Code of Civil Procedure § 1021.5.

11 **SECOND CAUSE OF ACTION**

12 **Violation of Cal. Labor Code § 1102**

13 **(By All Plaintiffs on behalf of themselves and the Political Subclass Against Google)**

14 355. Plaintiffs repeat and incorporate each paragraph above as if fully set forth here.

15 356. California Labor Code § 1102 makes it illegal for an employer to threaten employees
16 with discharge, or to refuse to hire job applicants, as a means of coercing or influencing employees or
17 job applicants’ political activities.

18 357. California Labor Code § 1105 states, “Nothing in this chapter shall prevent the injured
19 employee from recovering damages from his employer for injury suffered through a violation of this
20 chapter.”

21 358. Upon violation of this section preventing employers from controlling political activities
22 of employees and job applicants, employees have a right of action for damages for breach of an
23 employment contract. *Lockheed Aircraft Corp. v. Superior Court of Los Angeles County* (1946) 28
24 Cal.2d 481.

25 359. Plaintiffs and the Political Subclass engaged in protected political activity. Plaintiffs,
26 and the Political Subclass members, expressed their political viewpoints, and as a result were
27
28

1 threatened and coerced, and/or were denied employment, throughout the respective Class Period by
2 Google, who does not share their political views.

3 360. As a direct result of the aforesaid violations of law, as well as the
4 job retaliation described above, Plaintiffs, and the Political Subclass, have sustained, and will continue
5 to sustain for a period of time in the future, damages in an amount according to proof at the trial of
6 this action.

7 361. As a direct and proximate result of Google's willful, knowing and intentional
8 retaliation, Plaintiffs have suffered and will continue to suffer emotional and physical distress and
9 injury, stress, humiliation, anxiety, depression, and loss of employment benefits and job opportunities
10 in an amount to be determined at trial.

11 362. These actions of Google were so cold, callous, and reckless as to be malicious.
12 Plaintiffs and the Political Subclass are therefore entitled to an award of punitive damages in an
13 amount to be determined at trial.

14 363. Plaintiffs, and the Class and Subclasses, pray for attorneys' fees and expenses pursuant
15 to Code of Civil Procedure § 1021.5.

16 **THIRD CAUSE OF ACTION**

17 **Hiring and Workplace Discrimination Due to Gender and/or Race in Violation of FEHA** 18 **(By Plaintiffs Damore, Gudeman, Amador, and Burns on behalf of themselves and the Gender** 19 **and Race Subclasses Against Google)**

20 364. Damore, Gudeman, Amador, Burns repeat and incorporate each paragraph above as if
21 fully set forth here.

22 365. At all relevant times, Google was an employer covered by the Fair Employment and
23 Housing Act ("FEHA"), and Damore, Gudeman, Amador, Burns and the Gender and Race
24 Subclasses were covered employees and/or job applicants.

25 366. Google violated FEHA when they discriminated against Damore, Gudeman, Amador,
26 Burns and the Gender and Race Subclass members because of their gender and/or race by, among
27 other things, taking into account gender and/or race when considering hiring a job applicant,
28 promotions, failing to protect employees from negative comments made about Caucasian men as

1 Google protected members of other protected classes, and ignoring formal requests for redress from
2 Google managers and the Human Resources department.

3 367. As a direct and proximate result of Google's willful, knowing and intentional gender
4 and/or race discrimination, Damore, Gudeman, Amador, Burns, and the members of the Gender and
5 Race Subclasses, have suffered and will continue to suffer emotional and physical distress and injury,
6 stress, humiliation, anxiety, depression, and denial of employment benefits and job opportunities in
7 an amount to be determined at trial.

8 368. These actions of Google were so cold, callous, and reckless as to be malicious.
9 Damore, Gudeman, Amador, Burns, and Gender and Race Subclass members, are therefore entitled
10 to an award of punitive damages in an amount to be determined at trial.

11 369. FEHA provides for an award of reasonable attorneys' fees and costs incurred by a
12 prevailing plaintiff in an action brought under its provision. Damore, Gudeman, Amador, and Burns
13 have incurred, and are incurring, attorneys' fees and costs. Thus, should Damore, Gudeman, Amador,
14 and Burns prevail at trial, they will be entitled to reasonable attorneys' fees and costs, pursuant to
15 Govt. Code § 12965(b).

16 **FOURTH CAUSE OF ACTION**

17 **Disparate Impact Discrimination Due to Gender and/or Race in Violation of FEHA** 18 **(By Plaintiffs Amador and Burns on behalf of themselves and the Gender** 19 **and Race Subclasses Against Google)**

20 370. Amador and Burns repeat and incorporate each paragraph above as if fully set forth
21 here.

22 371. At all relevant times, Google was an employer covered by the Fair Employment and
23 Housing Act ("FEHA"), and Amador, Burns and the Gender and Race Subclasses were covered job
24 applicants.

25 372. Google violated FEHA by having a hiring policy or practice that instructs, encourages,
26 or permits hiring personnel to evaluate "cultural fit" of an applicant being considered, while
27 simultaneously mandating that diversity be increased in all sectors of its employment and tolerating
28 and approving a culture of discrimination and harassment against Caucasian/Asian men. This

1 selection policy or practice has a disproportionate adverse impact on Amador and Burns and the
2 Gender and Race Subclass members that are, or are perceived to be, white or Caucasian/Asian,
3 and/or male, is not, and cannot be, justified by business necessity, and was a substantial factor in
4 causing the same harm. Even if such a policy or practice could be justified by business necessity, less
5 discriminatory alternatives exist and would equally serve any alleged necessity. While Google
6 displays some employment statistics on its webpage, it does not publically release information or
7 statistics regarding when Google denies employment to males, Caucasians, and/or Asians.

8 373. Google has maintained these discriminatory policies, patterns, and/or practices both
9 within and outside the liability period in this case, and the discriminatory policies, patterns, and/or
10 practices have had a discriminatory impact on males and members of Google-disfavored races within
11 the State of California.

12 374. As a direct and proximate result of Google’s facially neutral policy of evaluating
13 “cultural fit,” Amador, Burns, and the members of the Gender and Race Subclasses have suffered and
14 will continue to suffer emotional and physical distress and injury, stress, humiliation, anxiety,
15 depression, and loss of employment benefits and job opportunities in an amount to be determined at
16 trial.

17 375. These actions of Google were so cold, callous, and reckless as to be malicious.
18 Amador, Burns, and Gender and Race Subclass members, are therefore entitled to an award of
19 punitive damages in an amount to be determined at trial.

20 376. FEHA provides for an award of reasonable attorneys’ fees and costs incurred by a
21 prevailing plaintiff in an action brought under its provision. Amador and Burns have incurred, and
22 are incurring, attorneys’ fees and costs. Thus, should Amador, Burns, and/or Gender and Race
23 Subclass members prevail at trial, they will be entitled to reasonable attorneys’ fees and costs,
24 pursuant to Govt. Code § 12965(b).

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FIFTH CAUSE OF ACTION

Workplace Harassment in Violation of FEHA

(By Plaintiffs Damore and Gudeman Against Google)

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4 377. Damore and Gudeman repeat and incorporate each paragraph above as if fully set forth
5 here.

6 378. The FEHA provides that it is unlawful for an employer to harass an employee because
7 of, *inter alia*, the employee’s gender and/or race. Cal. Govt. Code § 12940(j).

8 379. Furthermore, it is unlawful to harass an employee for informing internal management
9 about possible violations of the law.

10 380. Google constantly treated Damore and Gudeman in a discriminatory and harassing
11 fashion after they reported labor code and California Civil Code violations, thus creating a hostile
12 work environment.

13 381. The harassment was based on Damore and Gudeman’s gender and/or race, and their
14 constant reminders to Google to not break the law by taking into account protected categories, and
15 giving members of Google-favored races and women special preferences when making hiring or
16 promotion decisions. Any discussions to the contrary were ignored, or punished.

17 382. Among other things, Hölzle specifically encouraged and participated in the workplace
18 harassment by bullying lower-level Google employees who failed to share his political opinions and
19 views. Hölzle sought to seek out, silence, and retaliate against whistleblowers at Google who
20 complained about Google’s unlawful conduct. Hölzle, as a Senior Vice President at Google, also
21 allowed other employees to engage in such behavior, giving employees the impressions that this
22 harassing behavior was acceptable and/or encouraged at Google.

23 383. Google’s conduct was so severe and pervasive that it altered Damore’s and
24 Gudeman’s conditions of employment.

25 384. Google’s treatment of Damore and Gudeman caused them to consider the work
26 environment to be hostile and/or abusive, and a reasonable person in their circumstances would have
27 similarly considered the work environment to be hostile and/or abusive.

28 385. Damore and Gudeman made it clear to Google that such harassment was unwelcomed

1 by reporting it to Google HR directly multiple times. However, Google failed to act.

2 386. Google's conduct was a substantial factor in causing Damore's and Gudeman's harm.

3 387. As a direct and proximate result of Google's willful, knowing, and intentional
4 harassment, Damore and Gudeman have suffered and will continue to suffer emotional and physical
5 distress and injury, stress, humiliation, anxiety, depression, and loss of employment benefits and job
6 opportunities in an amount to be determined at trial.

7 388. These actions of Google were so cold, callous, and reckless as to be malicious.
8 Damore and Gudeman are therefore entitled to an award of punitive damages in an amount to be
9 determined at trial.

10 389. FEHA provides for an award of reasonable attorneys' fees and costs incurred by a
11 prevailing plaintiff in an action brought under its provision. Damore and Gudeman have incurred,
12 and are incurring, attorneys' fees and costs. Thus, should Damore and Gudeman prevail at trial, they
13 will be entitled to reasonable attorneys' fees and costs, pursuant to Govt. Code § 12965(b).

14 **SIXTH CAUSE OF ACTION**

15 **Retaliation in Violation of FEHA**

16 **(By Plaintiffs Damore, Gudeman, and Amador Against Google)**

17 390. Damore, Gudeman, and Amador repeat and incorporate each paragraph above as if
18 fully set forth here.

19 391. California Government Code § 12940(h) provides that it is unlawful for any employer
20 or person to discriminate against any person because the person has opposed any practices forbidden
21 under the Fair Employment and Housing Act, Government Code § 12940, *et seq.*

22 392. Damore, Gudeman, and Amador opposed Google's unlawful hiring and promoting
23 practices in violation of California Government Code § 12940 *et seq.* by complaining to their
24 supervisors and Google HR on several occasions.

25 393. Specially, Damore, Gudeman, and Amador reported to Google numerous occasions of
26 hostile comments made by coworkers regarding the Plaintiffs' gender and/or race.

27 394. Damore, Gudeman, and Amador further complained regarding the unlawful hiring and
28 promoting practices taking place at Google.

1 disclosing the information is part of the employee's job duties.” Labor Code § 1102.5 subsections (c)
2 & (d) provides: “An employer, or any person acting on behalf of the employer, shall not retaliate
3 against an employee for refusing to participate in an activity that would result in a violation of state or
4 federal statute, or a violation of or noncompliance with a local, state, or federal rule or regulation. (d)
5 An employer, or any person acting on behalf of the employer, shall not retaliate against an employee
6 for having exercised his or her rights under subdivision (a), (b), or (c) in any former employment.”

7 410. As set forth above, Damore, Gudeman, and Amador opposed Google’s wrongful and
8 illegal practices to discriminate, harass, and retaliate against individuals based on their protected traits.

9 411. Thereafter, Google took a series of retaliatory adverse employment actions against
10 Damore, Gudeman, and Amador such as giving them poor performance reviews, denying them
11 promotions, and/or refusing to rehire.

12 412. As a direct and proximate result of Google’s willful, knowing, and intentional
13 retaliation, Damore, Gudeman, and Amador have suffered and will continue to suffer emotional and
14 physical distress and injury, stress, humiliation, anxiety, depression, and loss of employment benefits
15 and job opportunities in an amount to be determined at trial.

16 413. These actions of Google were so cold, callous, and reckless as to be malicious.
17 Damore, Gudeman, and Amador are therefore entitled to an award of punitive damages in an amount
18 to be determined at trial.

19 414. Damore, Gudeman, and Amador pray for reasonable attorneys’ fees and expenses
20 pursuant to Code of Civil Procedure § 1021.5.

21 **NINTH CAUSE OF ACTION**

22 **Failure to Prevent Discrimination, Harassment, and Retaliation in Violation of FEHA**
23 **(By Plaintiffs Damore, Gudeman, Amador, and Burns Against Google)**

24 415. Damore, Gudeman, Amador, and Burns repeat and incorporate each paragraph above
25 as if fully set forth here.

26 416. At all relevant times, Google was required, but failed, to take all reasonable steps
27 necessary to prevent discrimination, harassment, and retaliation under Government Code § 12940(k),
28 *et seq.*

1 harassment and discrimination. Fellow Google employees, including managers attacked them for
2 expressing being males and/or Caucasians/Asian both in person and publicly on internal Google
3 message boards, including but not limited to Dory, Google+, and Memegen.

4 424. Google facilitated this conduct by providing Dory, Google+, and Memegen and other
5 internal message boards as platforms throughout which harassing commentary was pervasive.

6 425. A reasonable person would have recognized the environment created by Google to be
7 hostile and abusive. The hostile environment created by Google's conduct was so severe and pervasive
8 that it fundamentally and substantially altered Damore's, Gudeman's, and the members of the Hostile
9 Work Environment Subclass' working conditions.

10 426. Damore and Gudeman, and other Google employees, reported this harassment and
11 discrimination to Google through their managers and the Human Resources Department, and made
12 clear that the harassing comments were unwelcome. However, even after this harassment and
13 discrimination was reported, Damore, Gudeman, and the Hostile Work Environment Subclass still
14 continued to experience it.

15 427. Google failed to conduct any meaningful investigation into Damore's and Gudeman's
16 complaints of coworkers' discrimination and harassment against males, Caucasians and/or Asians.
17 Google failed to take all reasonable steps to prevent discrimination and harassment from occurring in
18 violation of FEHA. Google's inaction and failure to take corrective actions only contributed to the
19 hostile workplace environment for males, Caucasians, and Asians.

20 428. As a direct, foreseeable and proximate result of Google's unlawful actions, Damore,
21 Gudeman, and the Hostile Work Environment Subclass have suffered and continue to suffer economic
22 losses, losses in earnings, loss of employment benefits, and other benefits.

23 429. As a further direct, foreseeable and proximate result of Google's actions, Damore,
24 Gudeman, and the Hostile Work Environment Subclass have suffered emotional distress, humiliation,
25 shame, and embarrassment in an amount to be proven at trial.

26 430. Google committed the acts herein despicably, maliciously, fraudulently, and
27 oppressively, with the wrongful intention of injuring Damore and Gudeman, from an improper and
28 evil motive amounting to malice, and in conscious disregard of Damore's, Gudeman's, and the Hostile

1 Work Environment Subclass' rights to be free from discrimination. Damore, Gudeman, and the Hostile
2 Work Environment Subclass are thus entitled to recover punitive damages from Defendant in an
3 amount to be proven at trial.

4 431. FEHA provides for an award of reasonable attorneys' fees and costs incurred by a
5 prevailing plaintiff in an action brought under its provision. Damore and Gudeman have incurred, and
6 are incurring, attorneys' fees and costs. Thus, should Damore, Gudeman, and/or the Hostile Work
7 Environment Subclass prevail at trial, they will be entitled to reasonable attorneys' fees and costs,
8 pursuant to Govt. Code § 12965(b).

9 **ELEVENTH CAUSE OF ACTION**

10 **Unfair Business Practices, Bus. & Prof. Code § 17200 et seq.**

11 **(By All Plaintiffs on Behalf of Themselves and the Plaintiff Class Against Google)**

12 432. Plaintiffs repeat and incorporate each paragraph above as if fully set forth here.

13 433. Google's violations of the California Labor Code, and California statutory and common
14 law, and other provisions, as described above in the causes of action listed in this First Amended
15 Complaint, all constitute unfair and unlawful business practices pursuant to Business & Professions
16 Code § 17200 et seq.

17 434. The unlawful conduct described herein resulted in harm to Plaintiffs and the Class.

18 435. As a direct and proximate result of the acts mentioned herein, Google has received and
19 continue to receive ill-gotten gains belonging to Plaintiffs and the Class.

20 436. Plaintiffs and the Class are entitled to restitution and disgorgement of ill-gotten gains in
21 an amount to be determined at trial.

22 437. Because the conduct alleged herein is ongoing, and there is no indication that either
23 Google will cease their unlawful conduct described herein, Plaintiffs and the Class and Subclasses
24 request that this Court enjoin Google from further violations of California's laws.

25 **TWELFTH CAUSE OF ACTION**

26 **Declaratory Relief**

27 **(By All Plaintiffs on Behalf of Themselves and the Plaintiff Class Against Google)**

28 438. Plaintiffs repeat and incorporate each paragraph above as if fully set forth here.

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Date: April 17, 2018

Respectfully submitted,

DHILLON LAW GROUP INC.



Harmeet K. Dhillon
Ravdeep S. Grewal
Gregory R. Michael

Attorneys for Plaintiffs James Damore, David
Gudeman, Manuel Amador, Stephen McPherson,
Michael Burns, and all others similarly situated

DEMAND FOR JURY TRIAL

Plaintiffs demand a trial by jury for all claims.

Date: April 17, 2018

DHILLON LAW GROUP INC.



Harmeet K. Dhillon
Ravdeep S. Grewal
Gregory R. Michael

Attorneys for Plaintiffs James Damore, David
Gudeman, Manuel Amador, Stephen McPherson,
Michael Burns, and all others similarly situated

EXHIBIT A

Google's Ideological Echo Chamber

How bias clouds our thinking about diversity and inclusion

[go/pc-considered-harmful](https://www.google.com/policies/considered-harmful/)

James Damore - damore@

July 2017

Feel free to comment (they aren't disabled, the doc may just be overloaded).

For longer form discussions see [g/pc-harmful-discuss](https://www.google.com/policies/harmful-discuss/)

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Reply to public response and misrepresentation

I value diversity and inclusion, am not denying that sexism exists, and don't endorse using stereotypes. When addressing the gap in representation in the population, we need to look at population level differences in distributions. If we can't have an honest discussion about this, then we can never truly solve the problem.

Psychological safety is built on mutual respect and acceptance, but unfortunately our culture of shaming and misrepresentation is disrespectful and unaccepting of anyone outside its echo chamber.

Despite what the public response seems to have been, I've gotten many†personal messages from fellow Googlers expressing their gratitude for bringing up these very important issues which they agree with but would never have the courage to say or defend because of our shaming culture and the possibility of being fired. This needs to change.

TL;DR

- Google's political bias has equated the freedom from offense with psychological safety, but shaming into silence is the antithesis of [psychological safety](#).
- This silencing has created an ideological echo chamber where some ideas are too sacred to be honestly discussed.
- The lack of discussion fosters the most extreme and authoritarian elements of this ideology.
 - Extreme: all disparities in representation are due to oppression
 - Authoritarian: we should discriminate to correct for this oppression
- Differences in distributions of traits between men and women may in part explain why we don't have 50% representation of women in tech and leadership.
- Discrimination to reach equal representation is unfair, divisive, and bad for business.

Background¹

People generally have good intentions, but we all have biases which are invisible to us. Thankfully, open and honest discussion with those who disagree can highlight our blind spots and help us grow, which is why I wrote this document². Google has several biases and honest discussion about these biases is being silenced by the dominant ideology. What follows is by no means the complete story, but it's a perspective that desperately needs to be told at Google.

Google's biases

At Google, we talk so much about unconscious bias as it applies to race and gender, but we rarely discuss our moral biases. Political orientation is actually a result of deep moral preferences and thus biases. Considering that the overwhelming majority of the social sciences, [media](#), and Google lean left, we should critically examine these prejudices:

Left Biases	Right Biases
Compassion for the weak	Respect for the strong/authority
Disparities are due to injustices	Disparities are natural and just
Humans are inherently cooperative	Humans are inherently competitive

¹ This document is mostly written from the perspective of Google's Mountain View campus, I can't speak about other offices or countries.

² Of course, I may be biased and only see evidence that supports my viewpoint. In terms of political biases, I consider myself a [classical liberal](#) and strongly value [individualism and reason](#). I'd be very happy to discuss any of the document further and provide more citations.

Change is good (unstable)	Change is dangerous (stable)
Open	Closed
Idealist	Pragmatic

Neither side is 100% correct and both viewpoints are necessary for a functioning society or, in this case, company. A company too far to the right may be slow to react, overly hierarchical, and untrusting of others. In contrast, a company too far to the left will constantly be changing (deprecating much loved services), over diversify its interests (ignoring or being ashamed of its core business), and overly trust its employees and competitors.

Only facts and reason can shed light on these biases, but when it comes to diversity and inclusion, Google's left bias has created a politically correct monoculture that maintains its hold by shaming dissenters into silence. This silence removes any checks against encroaching extremist and authoritarian policies. For the rest of this document, I'll concentrate on the extreme stance that all differences in outcome are due to differential treatment and the authoritarian element that's required to actually discriminate to create equal representation.

Possible non-bias causes of the gender gap in tech³

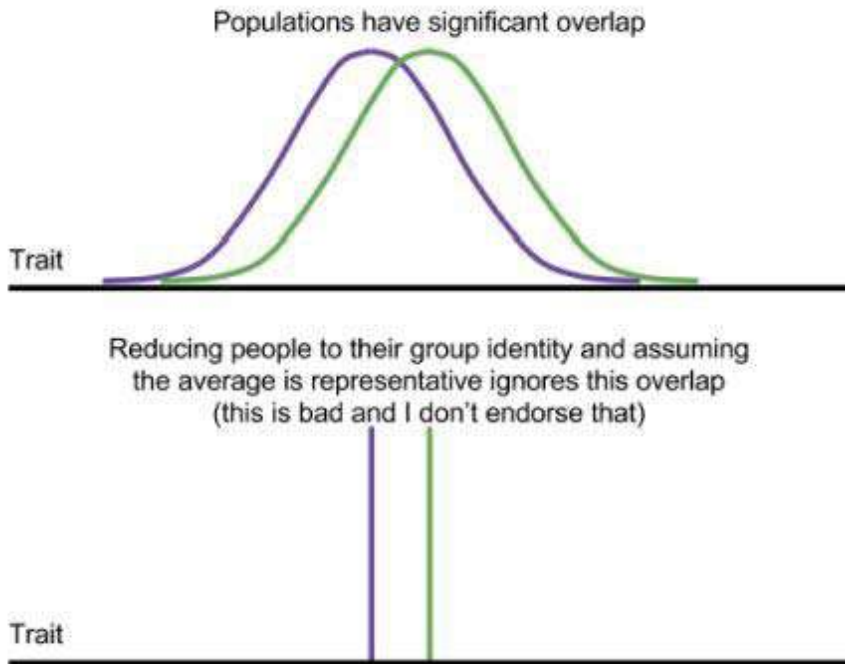
At Google, we're regularly told that implicit (unconscious) and explicit biases are holding women back in tech and leadership. Of course, men and women experience bias, tech, and the workplace differently and we should be cognizant of this, but it's far from the whole story.

On average, men and women biologically differ in many ways. These differences aren't just socially constructed because:

- They're universal across human cultures
- They often have clear biological causes and links to prenatal testosterone
- Biological males that were castrated at birth and raised as females often still identify and act like males
- The underlying traits are highly heritable
- They're exactly what we would predict from an evolutionary psychology perspective

Note, I'm not saying that all men differ from all women in the following ways or that these differences are "just." I'm simply stating that the distribution of preferences and abilities of men and women differ in part due to biological causes and that these differences may explain why we don't see equal representation of women in tech and leadership. Many of these differences are small and there's significant overlap between men and women, so you can't say anything about an individual given these population level distributions.

³ Throughout the document, by "tech", I mostly mean software engineering.



Personality differences

Women, on average, have more:

- Openness directed towards feelings and aesthetics rather than ideas. Women generally also have a stronger interest in [people rather than things](#), relative to men (also interpreted as [empathizing vs. systemizing](#)).
 - These two differences in part explain why women relatively prefer jobs in social or artistic areas. More men may like coding because it requires systemizing and even within SWEs, comparatively more women work on front end, which deals with both people and aesthetics.
- Extraversion expressed as gregariousness rather than assertiveness. Also, higher agreeableness.
 - This leads to women generally having a harder time negotiating salary, asking for raises, speaking up, and leading. Note that these are just average differences and there's overlap between men and women, but this is seen solely as a women's issue. This leads to exclusory programs like Stretch and swaths of men without support.
- [Neuroticism](#) (higher anxiety, lower stress tolerance).
 - This may contribute to the higher levels of anxiety women report on Googlegeist and to the lower number of women in high stress jobs.

Note that contrary to what a social constructionist would argue, [research suggests](#) that "greater nation-level gender equality leads to psychological dissimilarity in men's and women's personality traits." Because as "society becomes more prosperous and more egalitarian, innate dispositional differences between men and women have more space to develop and the gap that exists between men and women in their personality traits becomes wider." We need to [stop assuming that gender gaps imply sexism](#).

Men's higher drive for status

We always ask why we don't see women in top leadership positions, but we never ask why we see so many men in these jobs. These positions often require long, stressful hours that may not be worth it if you want a balanced and fulfilling life.

Status is the primary metric that men are judged on⁴, pushing many men into these higher paying, less satisfying jobs for the status that they entail. Note, the same forces that lead men into high pay/high stress jobs in tech and leadership cause men to take undesirable and dangerous jobs like coal mining, garbage collection, and firefighting, and [suffer 93% of work-related deaths](#).

Non-discriminatory ways to reduce the gender gap

Below I'll go over some of the differences in distribution of traits between men and women that I outlined in the previous section and suggest ways to address them to increase women's representation in tech without resorting to discrimination. Google is already making strides in many of these areas, but I think it's still instructive to list them:

- Women on average show a higher interest in people and men in things
 - We can make software engineering more people-oriented with pair programming and more collaboration. Unfortunately, there may be limits to how people-oriented certain roles at Google can be and we shouldn't deceive ourselves or students into thinking otherwise (some of our programs to get female students into coding might be doing this).
- Women on average are more cooperative
 - Allow those exhibiting cooperative behavior to thrive. Recent updates to Perf may be doing this to an extent, but maybe there's more we can do.
 - This doesn't mean that we should remove all competitiveness from Google. Competitiveness and self reliance can be valuable traits and we shouldn't necessarily disadvantage those that have them, like [what's been done in education](#).
- Women on average are more prone to anxiety

⁴ For heterosexual romantic relationships, [men are more strongly judged by status and women by beauty](#). Again, this has [biological](#) origins and is culturally universal.

- Make tech and leadership less stressful. Google already partly does this with its many stress reduction courses and benefits.
- [Women on average look for more work-life balance](#) while men have a higher drive for status on average
 - Unfortunately, as long as tech and leadership remain high status, lucrative careers, men may disproportionately want to be in them. Allowing and truly endorsing (as part of our culture) [part time work](#) though can keep more women in tech.
- The male gender role is currently inflexible
 - Feminism has made great progress in freeing women from the female gender role, but men are still very much tied to the male gender role. If we, as a society, allow men to be more "feminine," then the gender gap will shrink, although probably because men will leave tech and leadership for traditionally "feminine" roles.

Philosophically, I don't think we should do arbitrary social engineering of tech just to make it appealing to equal portions of both men and women. For each of these changes, we need principled reasons for why it helps Google; that is, we should be optimizing for Google—with Google's diversity being a component of that. For example, currently those willing to work extra hours or take extra stress will inevitably get ahead and if we try to change that too much, it may have disastrous consequences. Also, when considering the costs and benefits, we should keep in mind that Google's funding is finite so its allocation is more zero-sum than is generally acknowledged.

The harm of Google's biases

I strongly believe in gender and racial diversity, and I think we should strive for more. However, to achieve a more equal gender and race representation, Google has created several discriminatory practices:

- Programs, mentoring, and classes only for people with a certain gender or race⁵
- A high priority queue and special treatment for "diversity" candidates
- Hiring practices which can [effectively lower the bar](#) for "diversity" candidates by decreasing the false negative rate
- Reconsidering any set of people if it's not "diverse" enough, but not showing that same scrutiny in the reverse direction (clear confirmation bias)
- Setting org level OKRs for increased representation which can incentivize illegal discrimination⁶

⁵ Stretch, BOLD, CSSI, Engineering Practicum (to an extent), and several other Google funded internal and external programs are for people with a certain gender or race.

⁶ Instead set Googlegeist OKRs, potentially for certain demographics. We can increase representation at an org level by either making it a better environment for certain groups (which would be seen in survey scores) or discriminating based on a protected status (which is illegal and I've seen it done). Increased representation OKRs can incentivize the latter and create zero-sum struggles between orgs.

These practices are based on false assumptions generated by our biases and can actually [increase race and gender tensions](#). We're told by senior leadership that what we're doing is both the morally and economically correct thing to do, but without evidence this is just veiled left ideology⁷ that can irreparably harm Google.

Why we're blind

We all have biases and use motivated reasoning to dismiss ideas that run counter to our internal values. Just as some on the Right deny science that runs counter to the "God > humans > environment" hierarchy (e.g., evolution and climate change), the Left tends to [deny science](#) concerning biological differences between people (e.g., IQ⁸ and sex differences). Thankfully, climate scientists and evolutionary biologists generally aren't on the right. Unfortunately, the overwhelming majority of humanities and social sciences lean left ([about 95%](#)), which creates [enormous confirmation bias](#), changes what's being studied, and maintains myths like social constructionism and the gender wage gap⁹. Google's left leaning makes us blind to this bias and uncritical of its results, which we're using to justify highly politicized programs.

In addition to the Left's affinity for those it sees as weak, humans are generally biased towards protecting females. As mentioned before, this likely evolved because males are biologically disposable and because women are generally more cooperative and agreeable than men. We have extensive government and Google programs, fields of study, and legal and social norms to protect women, but when a man complains about a gender issue affecting men, he's labelled as a [misogynist and a whiner](#)¹⁰. Nearly every difference between men and women is interpreted as a form of women's oppression. As with many things in life, gender differences are often a case of "grass being greener on the other side"; unfortunately, taxpayer and Google money is being spent to water only one side of the lawn.

7 Communism promised to be both morally and economically superior to capitalism, but every attempt became morally corrupt and an economic failure. As it became clear that the working class of the liberal democracies wasn't going to overthrow their "capitalist oppressors," the Marxist intellectuals transitioned from class warfare to gender and race politics. The core oppressor-oppressed dynamics remained, but now the oppressor is the "white, straight, cis-gendered patriarchy."

8 Ironically, IQ tests were initially championed by the Left when meritocracy meant helping the victims of aristocracy.

9 Yes, in a national aggregate, women have lower salaries than men for [a variety of reasons](#). For the same work though, women get paid just as much as men. Considering women spend more money than men and that salary represents how much the employee sacrifices (e.g. more hours, stress, and danger), we really need to rethink our stereotypes around power.

10 "The traditionalist system of gender does not deal well with the idea of men needing support. Men are expected to be strong, to not complain, and to deal with problems on their own. Men's problems are more often seen as personal failings rather than victimhood, due to our gendered idea of agency. This discourages men from bringing attention to their issues (whether individual or group-wide issues), for fear of being seen as whiners, complainers, or weak."

This same compassion for those seen as weak creates political correctness¹¹, which constrains discourse and is complacent to the extremely sensitive [PC-authoritarians](#) that use violence and shaming to advance their cause. While Google hasn't harbored the violent leftist protests that we're seeing at universities, the frequent shaming in TGIF and in our culture has created the same silent, psychologically unsafe environment.

Suggestions

I hope it's clear that I'm not saying that diversity is bad, that Google or society is 100% fair, that we shouldn't try to correct for existing biases, or that minorities have the same experience of those in the majority. My larger point is that we have an intolerance for ideas and evidence that don't fit a certain ideology. I'm also not saying that we should restrict people to certain gender roles; I'm advocating for quite the opposite: treat people as individuals, not as just another member of their group (tribalism).

My concrete suggestions are to:

- De-moralize diversity.
 - As soon as we start to [moralize an issue](#), we stop thinking about it in terms of costs and benefits, dismiss anyone that disagrees as immoral, and harshly punish those we see as villains to protect the “victims.”
- Stop [alienating conservatives](#).
 - Viewpoint diversity is arguably the most important type of diversity and political orientation is one of the most fundamental and significant ways in which people view things differently.
 - In highly progressive environments, conservatives are a minority that feel like they need to [stay in the closet to avoid open hostility](#). We should empower those with different ideologies to be able to express themselves.
 - Alienating conservatives is both non-inclusive and generally bad business because [conservatives tend to be higher in conscientiousness](#), which is required for much of the drudgery and maintenance work characteristic of a mature company.
- Confront Google's biases.
 - I've mostly concentrated on how our biases cloud our thinking about diversity and inclusion, but our moral biases are farther reaching than that.
 - I would start by breaking down Googlegeist scores by political orientation and personality to give a fuller picture into how our biases are affecting our culture.
- Stop restricting programs and classes to certain genders or races.
 - These discriminatory practices are both unfair and divisive. Instead focus on some of the non-discriminatory practices I outlined.

¹¹ Political correctness is [defined](#) as “the avoidance of forms of expression or action that are perceived to exclude, marginalize, or insult groups of people who are socially disadvantaged or discriminated against,” which makes it clear why it's a phenomenon of the Left and a tool of authoritarians.

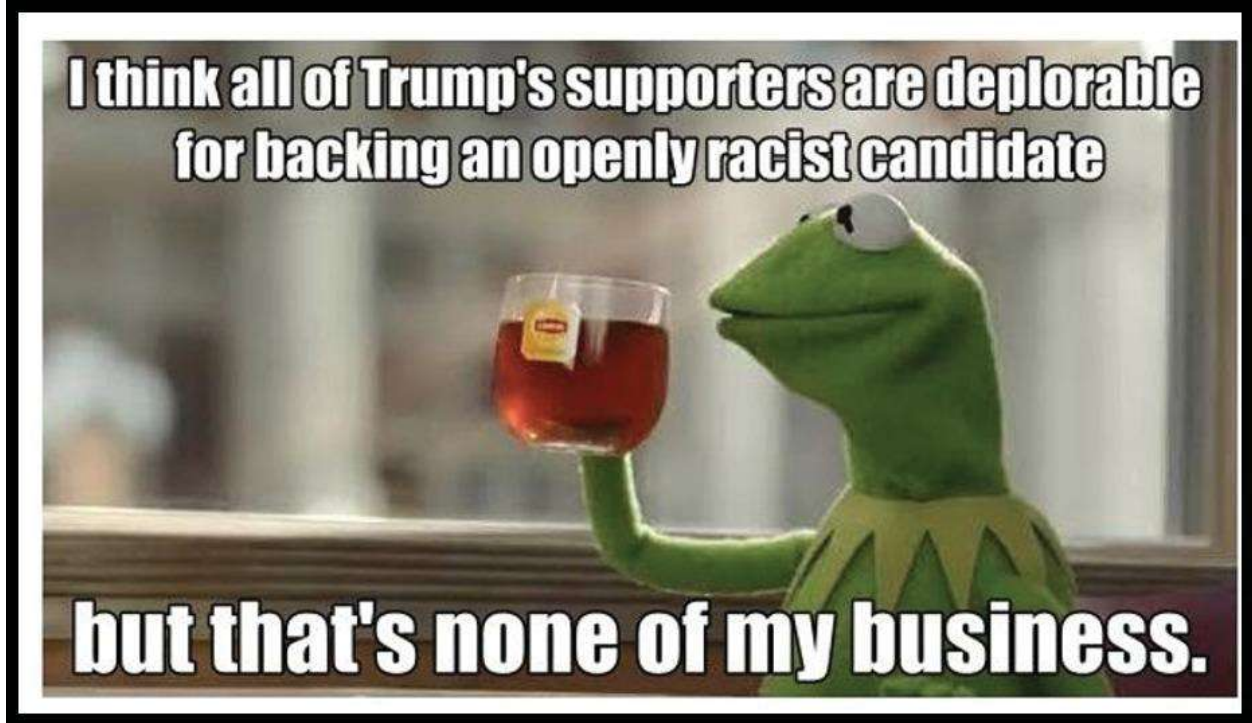
- Have an open and honest discussion about the costs and benefits of our diversity programs.
 - Discriminating just to increase the representation of women in tech is as misguided and biased as mandating increases for women's representation in the homeless, work-related and violent deaths, prisons, and school dropouts.
 - There's currently very little transparency into the extent of our diversity programs which keeps it immune to criticism from those outside its ideological echo chamber.
 - These programs are highly politicized which further alienates non-progressives.
 - I realize that some of our programs may be precautions against government accusations of discrimination, but that can easily backfire since they incentivize illegal discrimination.
- Focus on psychological safety, not just race/gender diversity.
 - We should focus on psychological safety, which has shown positive effects and should (hopefully) not lead to unfair discrimination.
 - We need psychological safety and shared values to gain the benefits of diversity.
 - Having representative viewpoints is important for those designing and testing our products, but the benefits are less clear for those more removed from UX.
- De-emphasize empathy.
 - I've heard several calls for increased empathy on diversity issues. While I strongly support trying to understand how and why people think the way they do, relying on affective empathy—feeling another's pain—causes us to focus on anecdotes, favor individuals similar to us, and harbor other [irrational and dangerous biases](#). Being emotionally unengaged helps us better reason about the facts.
- Prioritize intention.
 - Our focus on microaggressions and other unintentional transgressions increases our sensitivity, which is not universally positive: sensitivity increases both our tendency to take offence and our self censorship, leading to authoritarian policies. Speaking up without the fear of being harshly judged is central to psychological safety, but these practices can remove that safety by judging unintentional transgressions.
 - Microaggression training [incorrectly and dangerously equates speech with violence](#) and [isn't backed by evidence](#).
- Be open about the science of human nature.
 - Once we acknowledge that not all differences are socially constructed or due to discrimination, we open our eyes to a more accurate view of the human condition which is necessary if we actually want to solve problems.
- Reconsider making Unconscious Bias training mandatory for promo committees.


- We haven't been able to measure any effect of our Unconscious Bias training and it has the potential for overcorrecting or backlash, especially if made mandatory.
- Some of the suggested methods of the current training (v2.3) are likely useful, but the political bias of the presentation is clear from the factual inaccuracies and the examples shown.
- Spend more time on the [many other types of biases](#) besides stereotypes. Stereotypes are much more [accurate and responsive to new information](#) than the training suggests (I'm not advocating for using stereotypes, I just pointing out the factual inaccuracy of what's said in the training).


EXHIBIT B


Anti-conservative postings

1



 This is not the time for "not all (whatever)". The choice to be a Republican is the choice to align yourself with a white supremacist, xenophobic regime. That wasn't true in 2015, but it's true now.

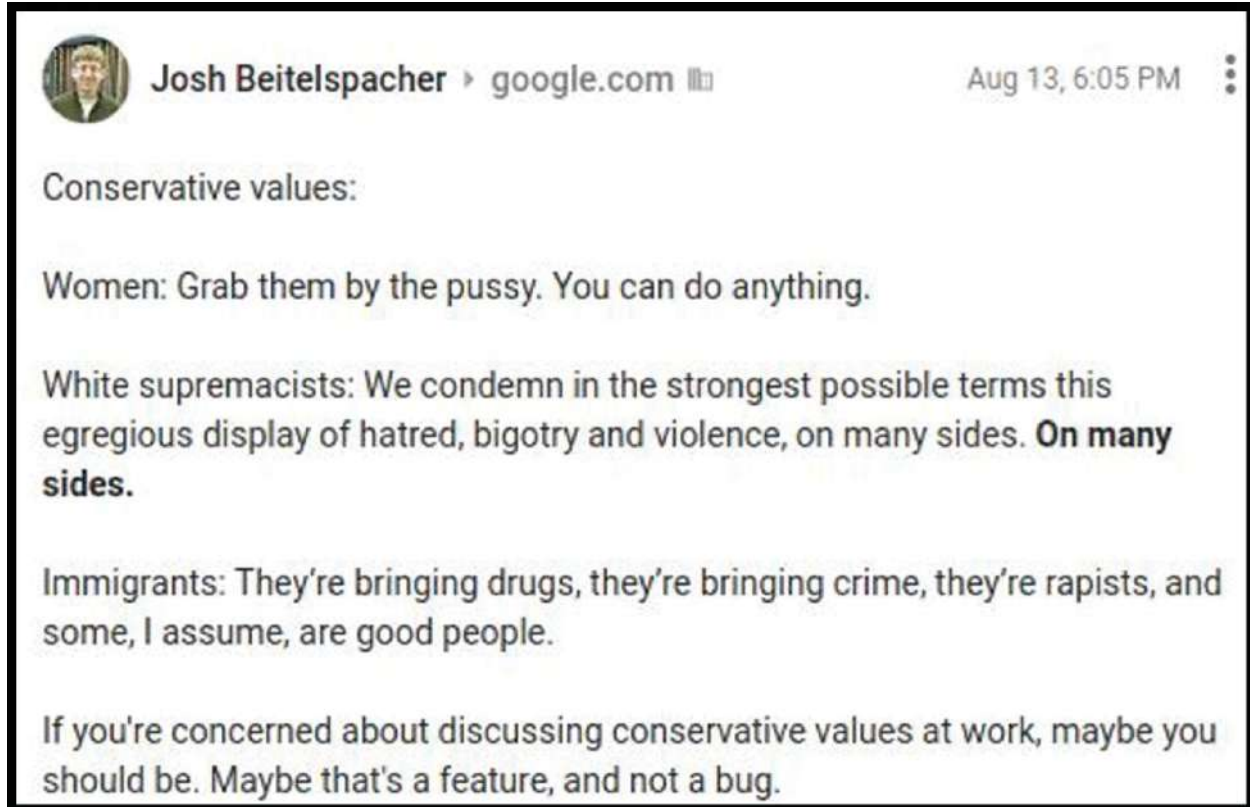
 Like, it's not popular to say, but one of two major American political party has adopted white supremacy as a political platform. If you prefer, take that as a hypothetical: if a major American political party announced that a subset of Americans were sub-human, is that something Google should permit because we don't want to offend? Because we might lose money? Diversity is itself political for a subset of people— should we skip that, too, because there are some American voters who object to it?

 "legitimate world views" "Conservative Christianity" I admire your tolerance, but pairing those two phrases still sounds like an oxymoron to me. How is supporting a racist not racist? How is saying "I'm going to elect a man who says he will immediately deport 11 million Mexicans and cast a shroud of suspicion on all Muslims" not racist?

Chuck Simmons Nov 9, 5:29 PM

Anti-conservative postings

2



A screenshot of a Facebook post. At the top left is a circular profile picture of a man with short brown hair, identified as Josh Beitelspacher. To his right is the text "Josh Beitelspacher" followed by a right-pointing arrow, the text "google.com", and a small icon of a computer monitor. On the top right of the post area, it says "Aug 13, 6:05 PM" and a vertical ellipsis icon. The main body of the post contains several paragraphs of text.

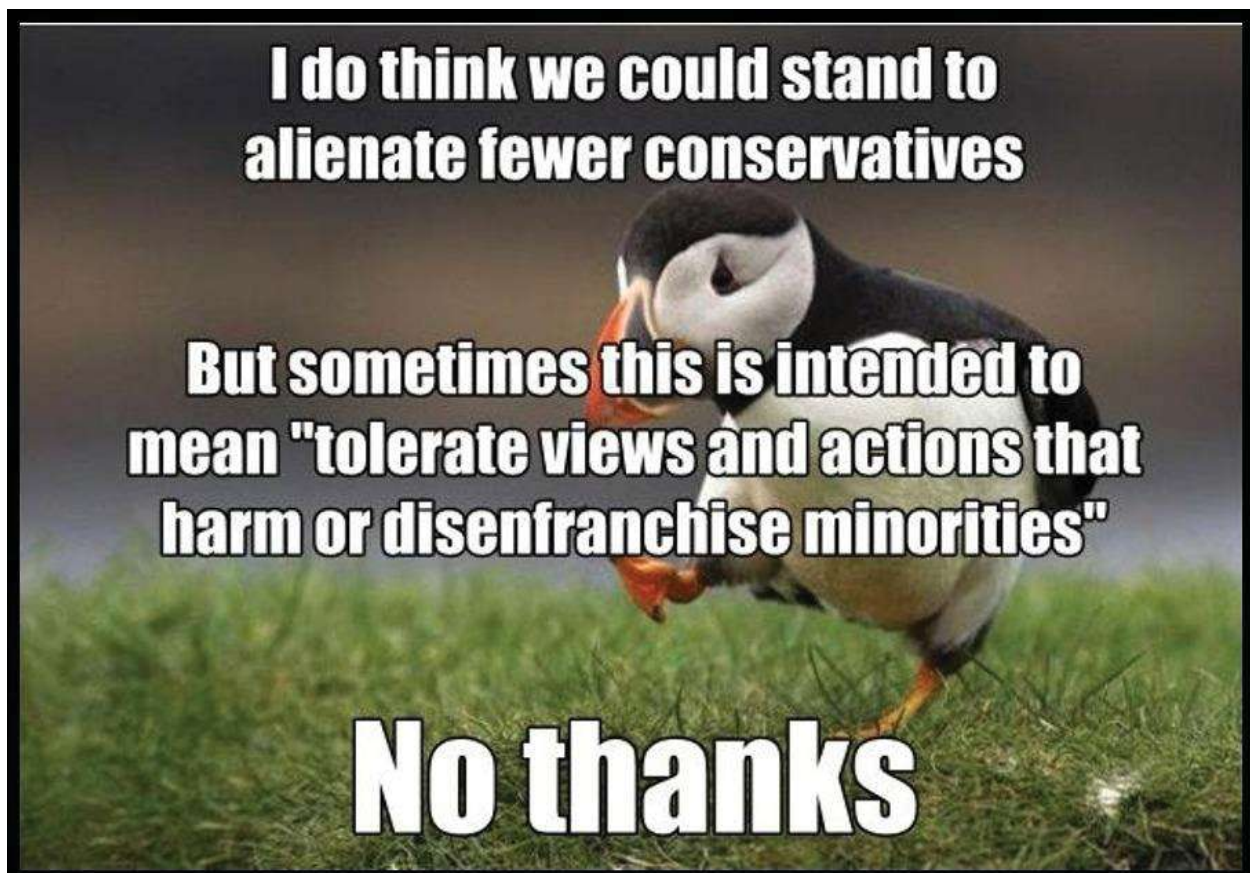
Conservative values:

Women: Grab them by the pussy. You can do anything.

White supremacists: We condemn in the strongest possible terms this egregious display of hatred, bigotry and violence, on many sides. **On many sides.**

Immigrants: They're bringing drugs, they're bringing crime, they're rapists, and some, I assume, are good people.

If you're concerned about discussing conservative values at work, maybe you should be. Maybe that's a feature, and not a bug.



Anti-conservative postings

3

2:08 PM Yesterday ▾

A majority of people who identify themselves as "Republicans" also believe the Earth is 10,000 years old. Therefore by logical deduction, I personally believe that a majority of self-identified "Republicans" can be placed in the bucket category of idiots (or uneducated) and am not afraid to say it in a forum like Memegen. Now I'm not at all singling out an individual "Republican" as an idiot. That would be a Jerk and not at all appropriate in the workplace (go/no-jerks). I know many Republican voters who are smart, intelligent, kind, etc. They just generally prioritize things differently than I do.

Reply


Likewise, in a forum like Memegen, I also feel it is OK to categorize people who think the earth is flat as idiots. I still wouldn't do it in a normal workplace setting however. And I would never do it to an individual.


2:15 PM Yesterday (edited 2:16 PM Yesterday)




Anti-conservative postings

4



Robert Lehmann ▸ [google.com](#) 

Nov 11, 2016 




Dear Lazyplus, dear Trump supporters,

I keep hearing people feeling unsafe about **supporting Trump**.



Please help me understand how — as a rational person, as a Googler — anyone could possibly support Trump? I understand opposing Hillary Clinton, but supporting a character that's been openly racist, sexist, and other horrible things and incites other to be the same?

I don't think our basic value system of human rights is a negotiable issue. Dignity is no tit-for-tat game. I can understand having a different political view regarding government, regulations, or economy. I can seek rational discourse with people denying climate change, doubting evolution, and maybe even opposing democracy as a whole. There's just some things which are out of the question, and inciting hate against parts of the populace is one of them.

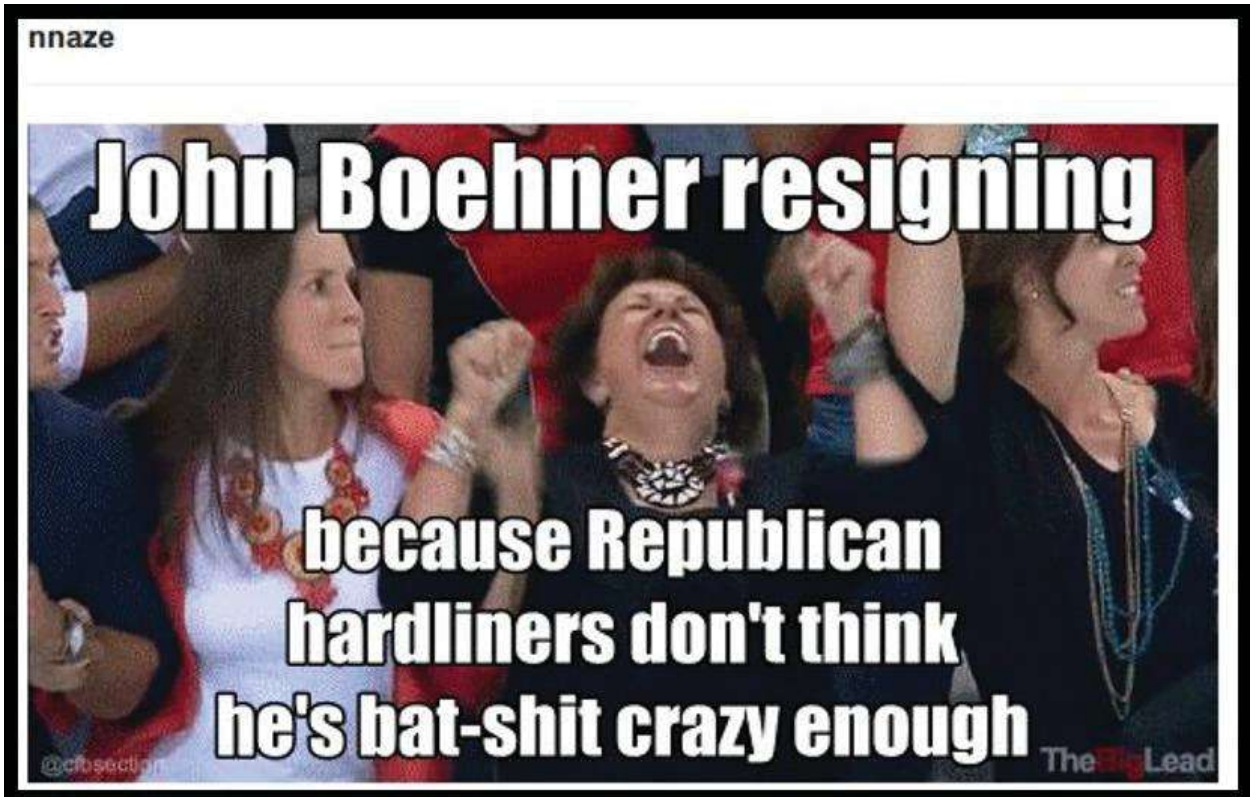
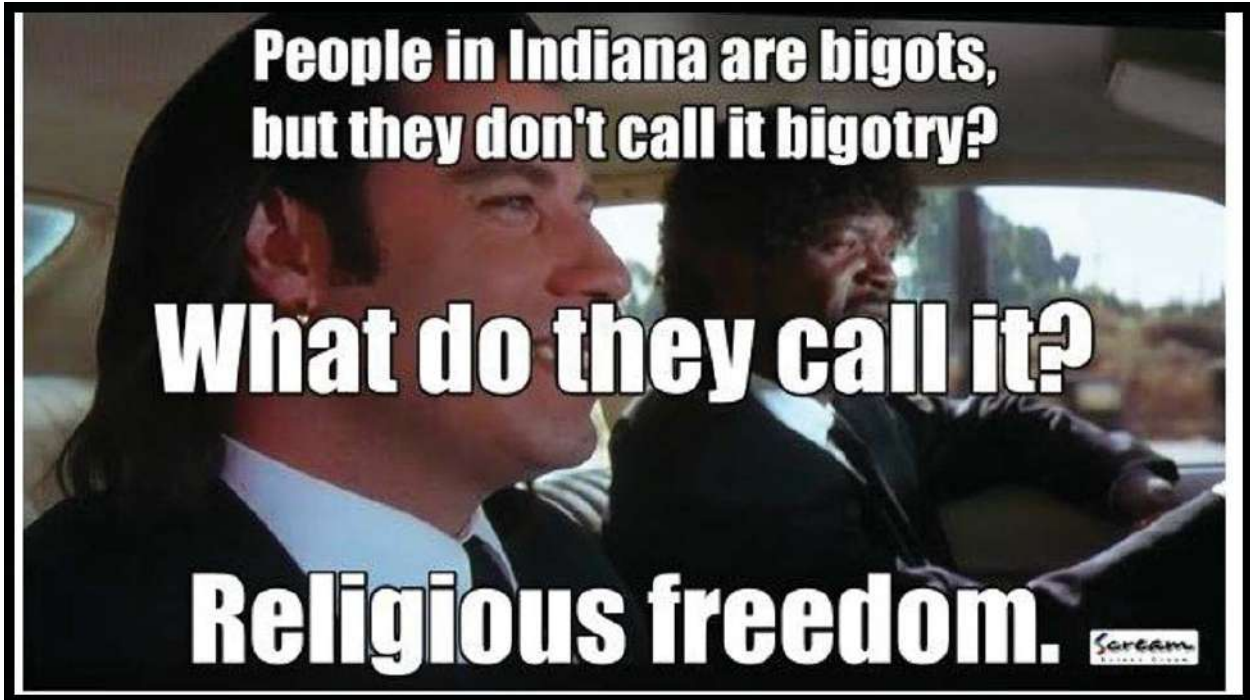
If I may make a comparison not earning me the Godwin medal right there: If an L9 sexually harasses someone we cannot go and argue, "hey, but he's a great engineer, and all of his reports are happy with him!" This lapse weighs stronger. For us as a company, we have decided there a central set of values that are set in stone, and which trump every other argument. The same should apply to our society and its political leaders.

 3  1 

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  31w

Not a Trump supporter, but I read your argument as "If you do support Trump, you cannot work here". This is a dangerous proposition to make.



██████████ what you and I see when we look at history is so fundamentally different that I have to assume that you're deeply deceived or having some sort of psychotic break from reality.

I see that the US prior to Clinton had a much more robust welfare system, you seem to think that it can't have been more socialist.

I see Scandanavian capitalist/socialist states as making their people significantly happier, while maintaining a quality of life significantly higher than in the US, with a lower total taxes + fees + replacement costs burden than the US. Canada has chosen a balance point between Norway/Sweden/Denmark and the US and is comparably better than the US but not as effective as the Scandanavian states. You see everything non-US as a disaster.

What you think of as information is nonsense. What you've been told are facts are dangerous lies. Please join us in reality. Until then, I have to think of you as part of the dangerous semantic noise spawned by Fox News and AM talk radio.

Anti-conservative postings

7

Groups

← POST REPLY ↻

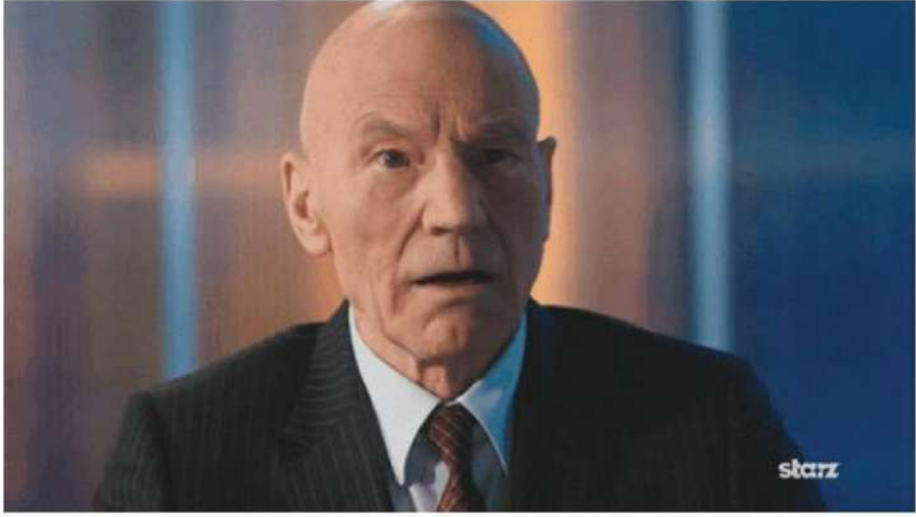
Politics >
Donald Trump is not expanding the GOP

21 posts by 10 authors

★ Man, I love data-driven political analysis. It's like catnip. Linked article has prettier font, links, and pictures. I

★ **Other recipients:**

You mean white male voters with racist and/or sexist biases are not really Democratic voters and voted for Trump?!



Anti-conservative postings

8

Alon Altman Yesterday 10:31 PM +6



Google does have a culture problem. [REDACTED] was part of that problem. He did us a great service by resigning.

Alon Altman Yesterday 10:51 PM +7



Regarding being inclusive of all people vs being inclusive of all ideas:
[REDACTED] will be welcome at Google again if he changed his mind and accepted the company's values of inclusion.

Erica Baker could not stop being a black woman in order to feel included.

Kelly Ellis could not choose not to be harassed.

We want to be inclusive of **people** not **ideas**. We are indeed intolerant of ideas that are intolerant of others. We also believe that people can change for the better (e.g. hiring **+Chris Poole**). But we should not accept people who are toxic and unwilling to change.

**We can't be both diverse
and politically diverse**



When one candidate is anti-diversity

Anti-conservative postings

9



xale

January 13, 2017, 11:38 AM PST

Every time someone makes a meme like this, I have to point out: political and religious opinions do not need the same accommodations as gender and race *identities*. If you feel uncomfortable around people who do not share your beliefs, you need to reevaluate them, not pressure others into assuaging you.

← REPLY



Brian Swetland ▶ google.com

Aug 5, 5:19 PM

I once again find myself severely disappointed with management's apparent inability or (worse) lack of desire to provide a non-toxic environment.

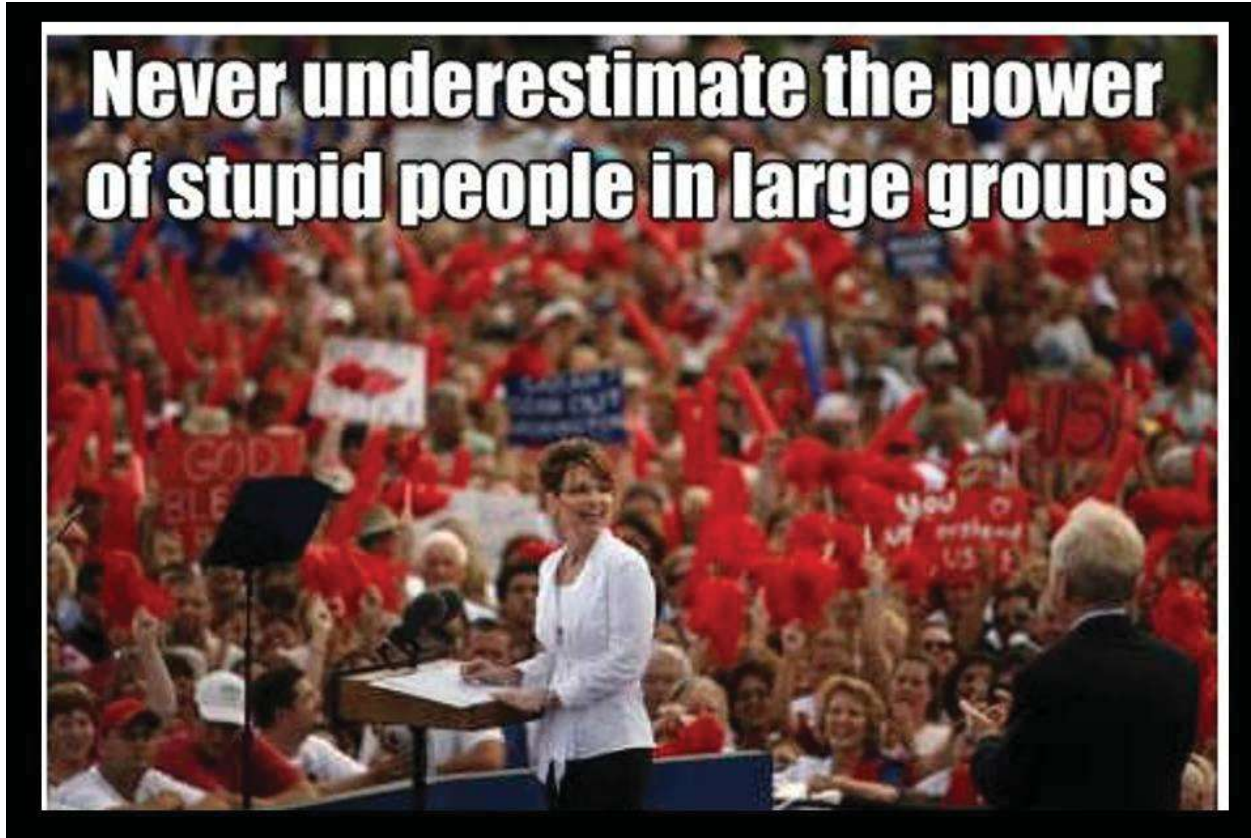
Seriously, if I wanted to work somewhere where white nationalists, racists, climate deniers, and misogynists were supported as viewpoints worthy of protection, I'd find a job at Fox News or in the Trump Administration.

If management is having trouble deciding whether this should be a safe place for Nazis or for anyone-who's-not-a-white-man, well, I really don't think this is a hard question to answer.

+1



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Axel Wagner

2:26 AM Mar 4 ▾


Intolerance deserves no tolerance. It's a common fallacy to think it does. I consider Trump to be actively dangerous to the well-being of a significant part of the world. I don't **really** care about the US, they brought it on themselves. I care about the rest of the world, that he intends - to varying degrees, ranging from "pissing off" over "send troops" to "commit war crimes" - to declare war on).



I could care less about people being republican. But I won't tolerate trump-voters.

Reply




Anti-conservative postings

11

 **Anil Das** 9:53 AM +7
[REDACTED] I actually agree with your meme, and consider the pitchforks misguided when Googlers find out the company has donated to some Republican candidate or group.

 **Anil Das** 9:54 AM +15 +1 
Modulo all this, let me state plainly that if you are a Trump supporter, all this respect stuff is out the window, and you can read <https://plus.google.com/106282167698240575328/posts/7RrQ5NB2p uh> to see why I feel strongly about that.

Industryinfo >
Politics:)
98 posts by 47 authors

 **Rachel Whetstone** 10/28/14  

☆ As someone who cannot vote in US elections (and who has just recently moved to the US), I am shocked by the very partisan nature of the political debate in the US. I thought the UK was bad, but this feels way more prejudiced and antagonistic than anything I am used to back home.



As I have said at TGIF on several occasions, I feel similarly about some of the internal debates we have at Google around policy issues. It seems like we believe in free expression except when people disagree with the majority view. [These figures from CrowdPAC](#) (full disclosure -- this is my husband's start-up) give an interesting perspective on majority opinion in the Valley. I have lost count of the times at Google, for example, people tell me privately that they cannot admit their voting choice if they are Republican because they fear how other Googlers will react. So I thought this opinion piece was fascinating and really worth thinking about.

Rachel


<http://mobile.nytimes.com/2014/10/28/opinion/david-brooks-why-partyism-is-wrong.html>


Anti-conservative postings

12


  US-MTV · Nov 9, 4:26 PM ⋮

How can Google better create an inclusive environment for Googlers supporting President-Elect Trump?

 6


 That's a tough one. Being more than tolerant (by proactively creating an inclusive environment) with people who are supporters of one of the most intolerant (read 'fascist') political figures in American history is not an easy choice. In any case, this topic merits a serious discussion, so I will upvote it, even though I personally disagree with the idea.

Vlad Cardei Nov 9, 4:52 PM

 I think that the first step there is to understand why they support Trump. Economics? Trust in a businessman? Distrust of Hillary? Distrust of politicians? I am genuinely curious about their reasons.

To me, it is very hard to understand what reasons someone can have that override the facts that (1) the KKK supports Trump and (2) Trump has said deplorable things about Muslims, Mexicans, disabled folks, women, etc.


Kylia Miskell Nov 9, 5:02 PM


 It works both ways. Trump supporters should also ask how better they should communicate and listen the opposition opinion. Ignoring the fact that Trump has policies that are borderline discriminative makes it hard for Trump supporters to be heard by groups that prioritize the human rights the most.

Jaana Burcu Dogan Nov 9, 5:06 PM


Anti-conservative postings


13




US-MTV  · Nov 9, 5:06 PM

We all have Googler colleagues who supported Trump, but cannot admit it due to the tyranny of the internal majority. What are we doing to foster dialogue, learn from our dissenting colleagues, and build a path forward? How can we propose helping to unify the nation without our own house in order?


 118

 I think you might need to revisit some of the classes that Google gives us each year. It's important to embrace diversity, not just because it's morally correct, but because it builds a better business. If we have colleagues that support racism and do not support women's rights, learning from them is not a goal. Well, okay, learning what's wrong with them so we can better figure out how to fix it...

Chuck Simmons Nov 9, 5:23 PM


 I have a hard time understanding what reasons someone could have for supporting Trump that override the fact that (1) the KKK supports Trump and (2) Trump has has said said hurtful and cruel things about Muslims, Mexicans, disabled folks, women, etc.


Kyla Miskell Nov 9, 5:28 PM



US-MTV  · Nov 9, 4:06 PM

One theory about why all the polls and predictions were so wrong is because people supporting Trump were afraid to express their opinions for fear of retaliation. Is there anything Google can do to help achieve a world where nobody is afraid to voice their opinions

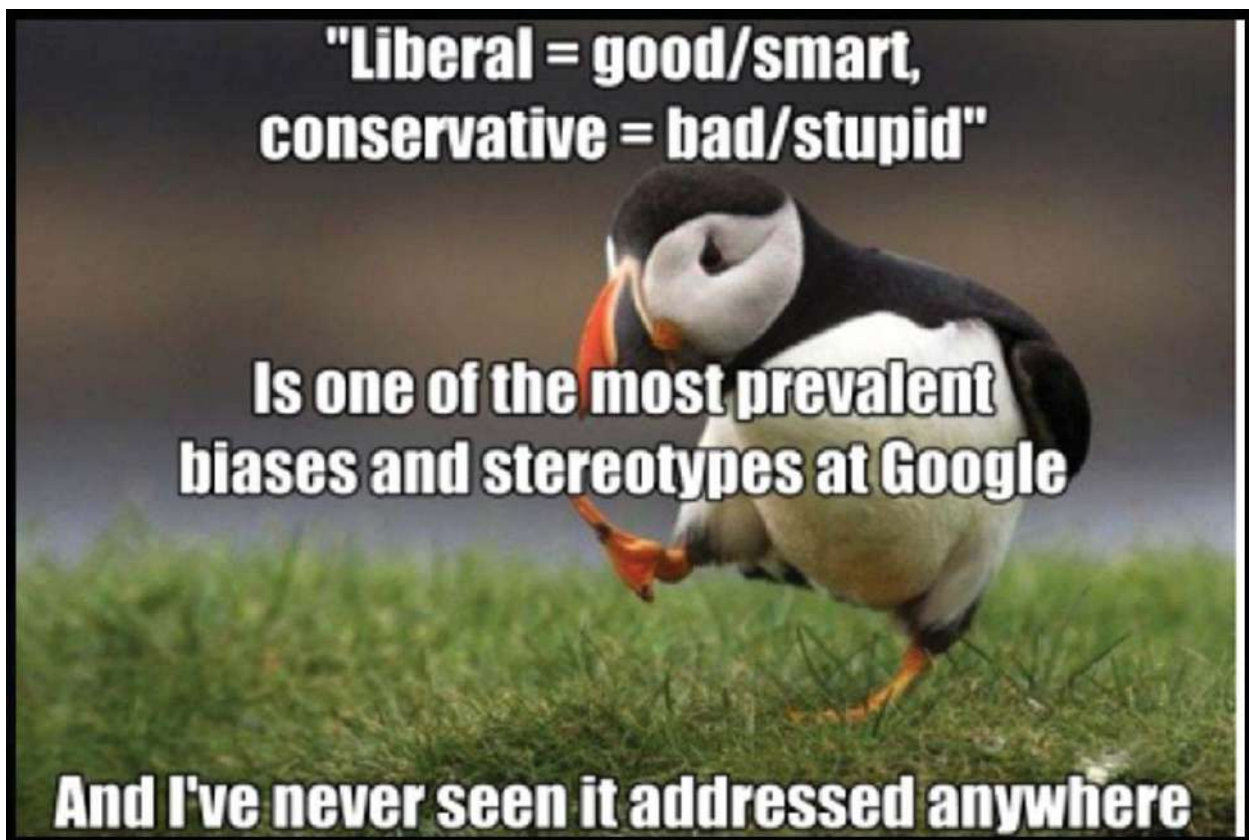
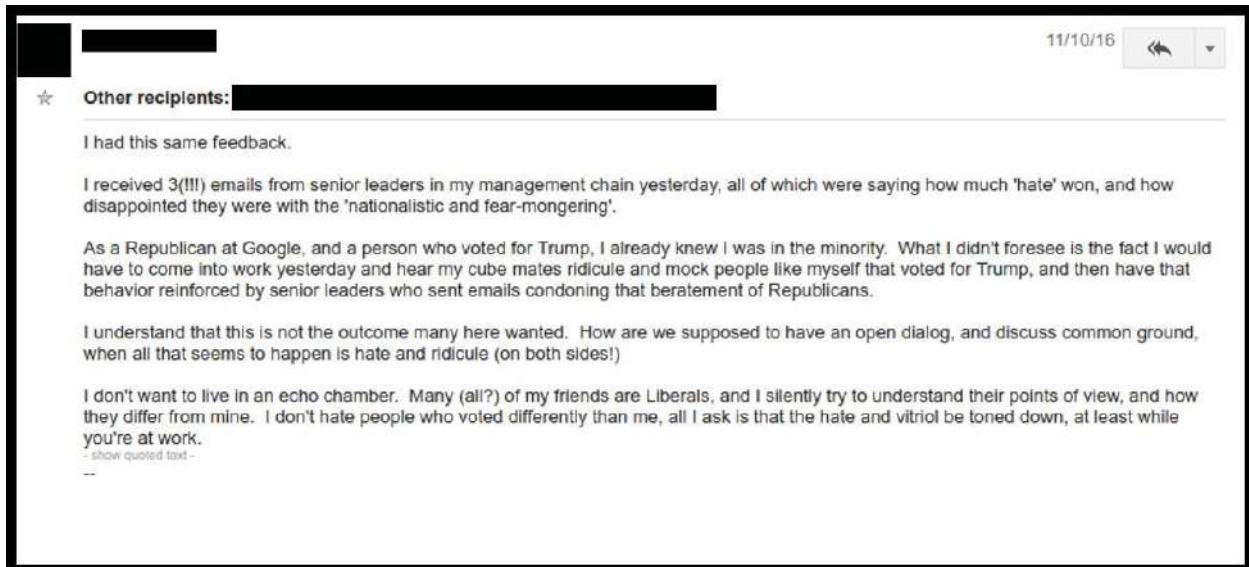
 44

 If their "opinion" is racism, why do they deserve to have their voices amplified?

Patrick Conner Nov 9, 4:11 PM



Anti-conservative postings

14



Anti-conservative postings

15



**Dana Jansens** ▸ [google.com](#)Nov 09, 2016

Rather than starting a flamewar on erg-global@..

- > Some Googlers voted for Secretary Clinton, others voted for
- > Donald Trump for legitimate personal reasons. Please respect
- > each other's rights to choose, be tolerant, try to understand each
- > other, and put your faith in the rule of law.


I mean no disrespect, but statements like this come off rather condescending IMO when rule of law has been killing blackfolks for generations and is now well documented, and part of the platform of the man who was elected was that law would be harder on blackfolk. This sort of statement smells strongly of privilege that many people in the US do not have.

+1

 15  2

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[Hide 9 comments](#)




Julia Tuttle +10

5d

Yeah. I don't see why I should tolerate people putting my fellow minority coworkers at even more risk.

Anti-conservative postings


16


 Salvatore Domenick Desiano (sdd)
US-SBO-██████ · Jan 31, 7:10 PM

Couldn't "working behind the scenes" legitimize a fascist regime? Equal Protection (amend. XIV) applies to all persons in America, not just citizens. If even one Googler has been materially affected by last week's order, don't we owe it to them to file or join and carry a case to the Supreme Court?

Context


<https://docs.google.com/file/d/0B2GpLJyDTmjnUGN5WnVQSVVjV1U/edit?start=42m20s>
<http://scholarship.law.georgetown.edu/cgi/viewcontent.cgi?article=1302&context=facpub>
<http://money.cnn.com/2017/02/01/technology/apple-tim-cook-trump-travel-ban-legal-action/index.html>

 9


 Just listened to this podcast today:
<http://www.marketplace.org/2017/01/31/economy/make-me-smart-kai-and-molly/2-checks-and-balances-and-business>

For more context...


Jef Hall Yesterday, 10:14 AM

 +1. We work behind the scenes with business-friendly Republicans who might disagree with us on policy. We should not work behind the scenes with white supremacists like Steve Bannon.


Tim Chevalier Yesterday, 10:14 AM


 +1000000

Kylia Miskell Yesterday, 10:53 AM

 Anonymous
Feb 1, 9:51 AM

Google is secular and pretty liberal. I'm also pretty secular and pretty liberal, but I have coworkers who are conservative or religious, and they've told me that they feel an overwhelming pressure to stay "in the closet" so to speak. Can you address this aspect of diversity and inclusion?

 23

 Diversity doesn't obligate us to include people who cannot include others themselves.

Tim Chevalier Feb 1, 9:59 AM

Anti-conservative postings

17

mh-anon ›
Whelp, guess it might be time for revolution
5 posts by 1 author

mh-anon 1/30/17

☆ How do people cope with this? I've never been part of a military or war effort before. I guess I can be useful as IT support or for hacking, but my emotions keep swinging between despair and anger and I don't know how useful I'll be.

[Click here to Reply](#)

mh-anon 1/30/17

☆ Get in touch with your friendly local antifa. Don't try to do this alone. There are people who have been fighting neo-Nazis for decades. They're nice people (generally). Get to know them.

If you don't know where to find them, try an Occupy group, like Occupy Oakland (though not Occupy NYC, that one has been co-opted by fascists) or just find Black, Latina/Latino, or Muslim activists and ask how you can support them.

I won't say violence has no place, but if you are going to be doing anything risky, I can't overemphasize the important of networking with people who've been thinking about scenarios like the one we're in for years, and building relationships with them. We are only powerful if we organize.

mh-anon 1/30/17

☆ Also try the IWW.

NOTE:

It is a given that there are people working at Google who have an interest in undermining radical resistance. Statistically, that's guaranteed. Assume that people you can't trust are reading what you write at all times and that some of them might try to get you involved in something violent in order to undermine your movement rather than to further an objective. Use encryption and be aware of who your audience is. I'll just leave it at that.

mh-anon 1/31/17

☆ If you're serious about resistance, you should read this: <https://medium.com/@thegrugq/twitter-activist-security-7c806bae9cb0> . Working at google I'm sure you understand just how interconnected everything online is, and how easy it is to learn things about people based on their activities online. It goes without saying that everything you do should be encrypted, but also you need to be sure to keep eliminate all PII you possibly can. Plus, since there are a lot of people mobilizing to resist and hence a lot of folks mobilizing to counter-resist, as :42 said, you should assume a stance of distrust towards any person or group until you have significant evidence that they can indeed be trusted with your life.

mh-anon 1/31/17

☆ And it should be pointed out that this list is not truly anonymous. The government could issue a subpoena to provide names on this list and Google would have to comply.

 **vkou**
February 1, 2017, 10:31 AM PST

> But I'm just going to remind everyone that some of the people who work at Google voted for him, and support him.

Unfortunately, as we've seen over the past two weeks, this puts them at odds with basic human decency. If that's their political position, they have to live with it. If they don't like people calling a fascist what he is, that's their problem.

Anti-conservative postings

18



Jennifer Messerly ▸ [google.com](#)

Aug 14, 2:10 PM



Reminder that sidetracking diversity efforts with complaints about "bias against anti-diversity beliefs" is harmful, to precisely the minority groups we're trying to make feel safe & included.

If we're going to have any success in creating a safe environment for minorities here, then we must reject anti-diversity beliefs/efforts.

If you need help letting go of those beliefs, there's a lot written inside the company about our diversity programs, how they work, what they're about, why they matter. There's also trainings to help: <http://go/grow-inclusion>



Jake McGuire +wac@google.com well said. We

recognize people for improving the productivity of their coworkers. We should also recognize people for reducing the productivity of their coworkers through personal unpleasantness. By firing them if necessary.

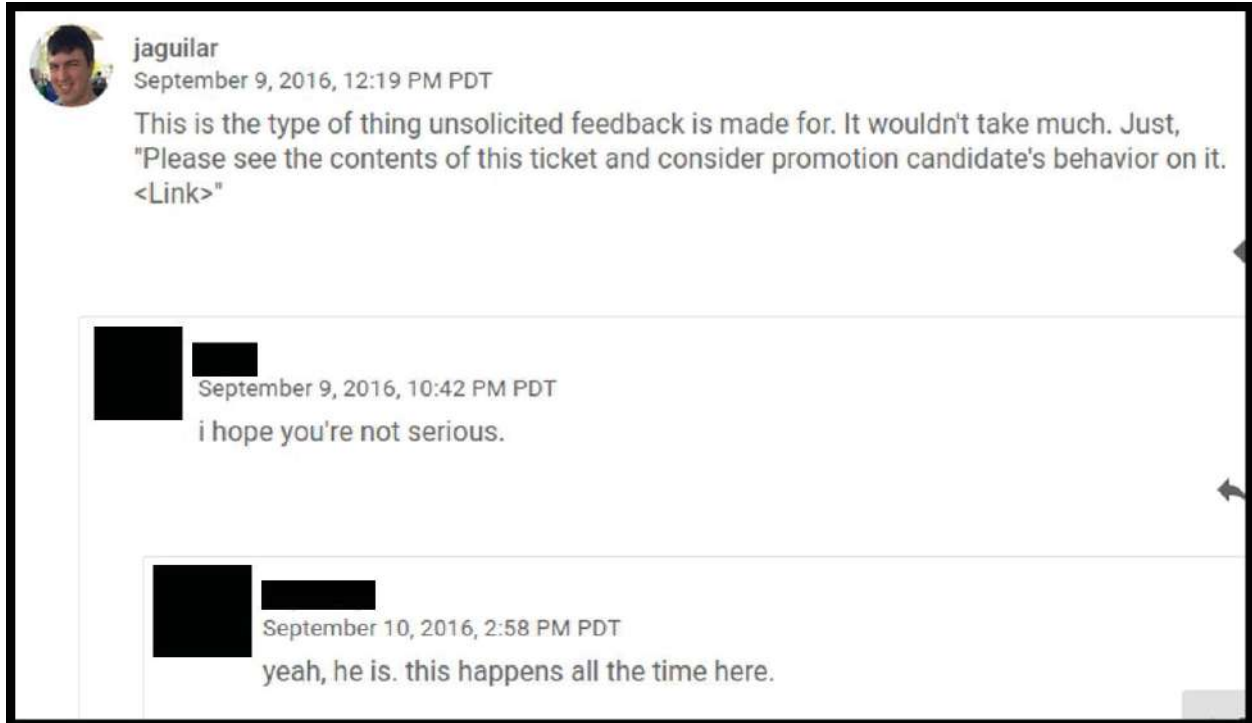
12:49 PM +1

Let me say it loud and clear. I believe [REDACTED] should absolutely be fired because he has made multiple statements that have made women (and men) uncomfortable, angry, and threatened.

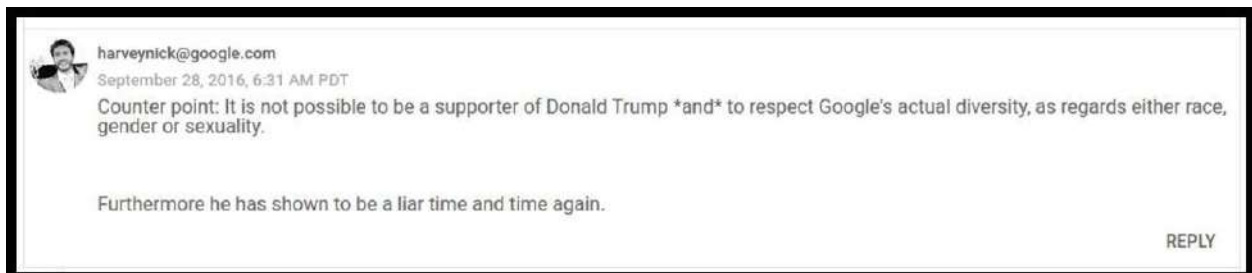
This is not character assassination, it is highlighting bad behavior.

Anti-conservative postings

19



A screenshot of a social media thread. The first post is from user 'jagular' on September 9, 2016, at 12:19 PM PDT, with the text: "This is the type of thing unsolicited feedback is made for. It wouldn't take much. Just, 'Please see the contents of this ticket and consider promotion candidate's behavior on it. <Link>'". The second post is from a redacted user on September 9, 2016, at 10:42 PM PDT, with the text: "i hope you're not serious.". The third post is from another redacted user on September 10, 2016, at 2:58 PM PDT, with the text: "yeah, he is. this happens all the time here.".



A screenshot of a social media post from 'harveynick@google.com' on September 28, 2016, at 6:31 AM PDT. The text reads: "Counter point: It is not possible to be a supporter of Donald Trump *and* to respect Google's actual diversity, as regards either race, gender or sexuality." Below the text, it says "Furthermore he has shown to be a liar time and time again." and a "REPLY" button is visible in the bottom right corner.





Anthony Hadding > The only problem is that these things are very hard to prove, and these disputes, unfortunately, end up hurting the victim's career as well.

Google isn't the government. Proof of wrongdoing is not needed to fire anyone (in the US, at least).

Given that, I sometimes wonder if the optimal strategy is fire all those accused 100% of the time.

Consider two cases:

Case 1: The accused person did nothing wrong.

As long as you don't publicly out the person being fired (thus ruining their ability to get work elsewhere), any innocent person will be able to move to another company and will continue to have a wonderful career (since if you can get a job at Google, you can get a job anywhere).
Awesome! You've actually hurt nobody!

Case 2: The accused person did something wrong.
Then we get rid of them. They do the same thing at their next company and are also fired immediately upon the first complaint. Eventually they run through all the places anyone would want to work and are finally unable to bother anyone, leaving the world a better place. Or they

Anti-conservative postings

21



Gregory Collins

📧 google.com - Aug 6, 2015

Boy is this exhausting.

> Many Googlers have claimed that it is "harassment" or some other rule violation to critique articles that push the Social Justice political agenda. A few Googlers have openly called for others to be fired over it. Do you support this viewpoint, and if so, can we add a clear statement of banned opinions to the employee handbook so that everybody knows what the ground rules are?

Short answer, speaking for myself: yes, the posting of this kind of "critique" – and in fact, the posing of this very question itself – directly contributes to the creation of a hostile work environment for women at this company. We are hemorrhaging good people because they don't want to put up with this crap anymore, and if it's a question of "social justice" (i.e. trying to ensure that everybody can feel comfortable working here regardless of their gender) vs. whatever-it-is-people-on-the-other-side-are, I definitely know who I want sticking around.

You can post to the Breitbart comment section at home on your own time. And if you feel like being asked to kindly not behave this way is censorship or that your rights are somehow being violated: perhaps everybody involved might be happier if you found some place to work where the culture is more in line with your values.

Anti-conservative postings

22



Alon Altman Yesterday 7:40 PM +1

+Amy Freestone I see your point about job security. To some degree, this is already the case with at-will employment. There are certain things that you can do that will get you fired immediately.

What other options do we have to ensure that jerks and people who do not respect their fellow employees don't stay employed here?



Amy Freestone Yesterday 7:48 PM

+Alon Altman That is true (and given my first job was in logs analysis, I was quite aware of that). However, such a thing would be unexpected and not a matter of course.



Liz Fong-Jones Yesterday 7:48 PM

+Alon Altman Easier paths to figuring out who those people are and terminating their employment.



Kim Burchett 9:22 AM +2

+Bridget Spitznagel I don't expect to change people's behavior. I do expect to have a place where others can see that their behavior is noted and not approved of. I expect the list will be useful to nooglers trying to decide which teams to join. I expect to use it to prod managers and directors and VPs into taking action within their teams. I may also use it to submit unsolicited peer feedback for anyone on the list, just to ensure that committees are aware of their behavior and take it into account when deciding whether to promote them.

+Fish Novosad I am considering this explicitly in order to counter the current approach, where HR considers everything behind closed doors, and unless someone's behavior is bad enough to warrant being fired, nobody else can tell that anything ever happened. That kind of silence suggests consent or indifference, which is very demoralizing.

Anti-conservative postings

23



Larry Lansing Jul 20, 2015

You've created a great honeypot. Log the usernames, forward to HR, let the firings continue until behavior improves. I don't want these people at my company.



Colin McMillen Apr 22, 2015 +42

"I'm struggling to understand why this keeps happening even though I understand why it keeps happening."

Because we don't fire enough people, that's why.



David Guild Apr 24, 2015

██████████ And yet we have a bunch of white males crying bloody murder over the suggestion that we slightly lower the hiring bar for women and minorities. No one is saying we'll *raise* the bar for them; it's not a zero-sum game and we already can't hire enough people.

This seems equivalent to your driving scenario, albeit with some signs flipped (i.e. helping more instead of harming less).

I think the unrealistic part of your scenario is where you say to group A, "we're going to reward group B", and then you expect the members of A to go "meh whatever". Robots would do that. People do *not* do that.

Works on

Moonshots

Summary

Product lead for early stage Google[x] projects and Rapid Eval.

General manager of Foundry, early stage [x] projects.

Talk to me if you're interested to join [x] in a PM or non-tech leadership role. Especially if you are a woman :)


I don't have an open role at the moment, but always looking for good PMs

(<https://grow.googleplex.com/opportunity/job/7872017573>)

For an [x] talk or demo, go/iwantx

Anti-conservative postings

24



Nicolas Dumazet 3:12 AM Today ▾


Selected text:

and we shouldn't leave men behind

I find it hard to read this without reacting very strongly. I suggest removing this completely, or rewording this significantly.

Being privileged, Men are not left behind. Like, ever. If you want a productive debate on this document, I suggest removing rethoric of this sort.


Reply · Resolve



James Damore

Did you read my link? There are many ways in which men are left behind and education is an example where women get more degrees at every level.

3:45 AM Today



Nicolas Dumazet

Your source isn't relevant to my reaction. Do you understand why "we shouldn't leave men behind" is highly triggering? (I'm assuming that

"We'll never be a company that makes great products for everyone if we're not more reflective of the outside world. As I shared with my org, discussions on diversity can sometimes bring up ugly assumptions—from reverse discrimination to lowering the bar on talent—and that needs to stop. We work hard to hire incredibly smart people and it's not about our standards changing. Our efforts to make Google more diverse encompass everything from being more aware of biases, to shining a light on deserving talent and focusing on the leaders we already have, to expanding the pool of talent, and more. And it's not just up to minorities; we ALL have a role to play, and that goes for leadership too."
—Sridhar Ramaswamy

Anti-conservative postings

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I believe this is what makes Slack, for example, so much more successful than us at hiring, say, black engineers in the US. Their CEO actually believes this matters for moral reasons. Meanwhile we worry about taking any action that might piss off the horde of racist and sexist people we've already hired - the people who feel nothing but apathy towards the blatant inequality that pervades our industry, yet erupt with passion when they feel their advantages being discounted.



Kim Burchett

google.com - Jun 29, 2015

Here's a suggestion from my wife: "I think only women and poc should be allowed to make hiring decisions at google for a year. And/or randomly assign a third of each position type to only be hired by women, poc, or unselected type. Look at the resulting hiring data. Google likes experiments? Do an experiment."


To make a measurable difference we need to make large changes, not just small tweaks. Some of what follows is my attempt to expand Google's [Overton window](#), however most of it I think is quite practical.

Here are some big changes we could do

- We could make Atlanta a major office.
- We could start a policy of actively recruiting anyone in the top X% of their graduating class, regardless of school.
- We could hire people on the assumption that it's easier to learn to code at the level that Google requires than to learn to be smart/friendly/creative (this one isn't as crazy as it sounds -- I've actually had success using this approach at previous companies)
- We could make gender and race be explicit factors in hiring decisions (e.g. add a 0.2 bump to interview scores seen by the hiring committee). There are ways to do this without causing too much backlash.
- We could set representation targets that each SVP must achieve (either via hiring or attrition) or else forfeit 50% of their equity compensation.
- We could hire activists to tell us what to do. Hire everyone from Project Include, pay them well, give them staff and a project budget.
- We could open a trade school, where we accept the responsibility for teaching people how to code. Accept anyone from age 16 up. Locate it out in the middle of east brooklyn or east palo alto (and move it once the area gentrifies). Couple it with a guaranteed internship upon successful completion, and offer childcare. This would be like McDonald's deciding to start its own farms because it's not happy with the quality of the produce it's able to source.


Anti-conservative postings


26



A Google user
Oct 15 2015, 12:13 PM


This week googlers were openly discussing retaliation against those who raise concerns about promotions based on sex (see g/men). People are afraid to speak out because of things like this. Is management doing anything to make googlers feel safe to raise such concerns?


 7



US-MTV [redacted] Today, 4:16 PM

The standard of hiring should be by merit and merit only, not by race, gender, age or any other non-merit related factors. Does the push towards diversity mean the hiring bar will be different for different ethical/gender/age group of candidates? If that is the case, it is discrimination by nature.

 21




I want to emphasize that, in relation to the original question, the hiring bar is already lower for men, for white people, for abled people, for people in their twenties and thirties, because of biases we all hold. Diversity efforts are to correct for these biases and ensure that everybody will be held to the same standards. Denying that these biases exist doesn't make them go away.

Tim Chevallier Today, 5:08 PM

Anti-conservative postings

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Thomas Bushnell, BSG ▶ google.com Aug 6, 4:12 PM ⋮

h/t [+Matthew Garrett](#) for the link. See <https://twitter.com/alicegoldfuss/status/894248580441030656>.

I'm going to do my part to address this problem until recruiting comes up with a coherent strategy. I'm not perfect at it, but I'm going to try, and I would appreciate pointers to resources to take into account and things to be wary of.

From now on, I'm going to devote at least the first third of my 45 minute interview time to a discussion of experience with diversity. If the first fifteen minutes doesn't satisfy me, I'll continue the discussion. If need be, it will take forty-five minutes.

I would encourage others to do the same. Judging "googliness" by a vague gestalt with no deliberate attention to such things is inadequate. We need to consciously ask and make it clear that this is part of what we care about.

+1 1 💬 🔗

Restricted to [google.com](#) • [View activity](#)

Anti-conservative postings

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Urs Hölzle

📧 google.com - 11:46 AM

I just sent out an email congratulating TI's newest directors and principal engineers, and 10 out of 10 are male. While I am happy for all those promoted, I am unhappy with this ratio -- my VPs and I know that it's on us to identify talented women and help them grow into leaders. Overall, in TI, women were promoted at a slightly higher rate than men in this round, so I know we don't have a systemic problem. And we're working on the pipeline; for example, we have a leadership development program targeted at senior women engineers (more to come on this soon), which started in TI and which other PAs are now adopting as well. But I wanted to be upfront with this post and say: yes, I noticed that too.

--- the email ---

Huge congrats to everyone who got promoted in this round and to our ten newest Directors and Principal Engineers!

Once more, we've attempted to squeeze their tremendous achievements into just ten words. This doesn't really capture the impact these folks are making on Google's success. They all used their deep expertise to solve a big challenge-- whether it was getting various pieces of our infrastructure ready for the cloud and the web of the future, keeping Google safe, or making networks much more testable. And in order to get this done they all had to develop and enable their teams and work collaboratively across organizations.

Why not take this as a good moment to step back and think of your own personal work and how you can make your 'customers' happy, whether they're internal or external. I can't promise that it'll result in a promotion but it'll be deeply satisfying. Rinse and repeat :-)

-Urs

Anti-conservative postings

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9/6/15

☆ Other recipients: [REDACTED]

I wonder if there are any implications for the way we conduct interviews?


If my understanding of the article is correct, it looks like prefacing interview with something like "This is not a coding or math test, I just want to understand your way of thinking" could probably help.

Tangentially, do we have enough female interviewers? It may sound mean, but weeding out male candidates whose performance drops significantly when interviewed by a woman (if there are such candidates, of course) would, to me, be a good thing.

 **Bruce Murphy** Aug 24, 2015 +5

You appear to be confusing "not permitted to talk about diversity" with "people increasingly getting irritated that you derail constructive discussions of fixing bias by ~~jumping up and down and shouting~~ repeatedly asking 'what about the hypothetical anti white male bias' and then claiming sexism when this is pointed out."

Is there any chance you could stop doing that?

 **Jon Orwant** Aug 6

There are no blacklists.

If you trace back where this notion came from, it was a claim that there was one manager who allegedly kept a list of people they didn't want to work with. Seems plausible. But that's it. If one wants to call that a blacklist, OK, but it shouldn't be interpreted as an institutionalized phenomenon at Google.

Now, if someone wants to transfer onto my team, at some point I might do a "from:" search in my inbox for their name. And so I'd see their posts to industryinfo@ and eng-misc@ and now pc-harmful-discuss@. I don't want jerks on my team, so if I saw jerky behavior that'd be a negative. Conversely, if I saw pleasant behavior, that'd be a positive.

Jon

Anti-conservative postings

30



Urs Hölzle › google.com

May 10, 2016

I'd like to comment on a pattern I frequently see in internal discussions, where things go off the rails because (well intentioned, usually) engineers (always) want to "examine the facts" or debate the "exact goals". A recent example is below, screenshot only since it's been deleted in the meantime.

As engineers we're trained to pay attention to the details, think logically, challenge assumptions that may be incorrect (or just fuzzy), and so on. These all are excellent tools for technical discussions. But they can be terrible tools for discussions around race, discrimination, justice, and so on, because these discussions touch topics with a high cultural and emotional content. That's because questioning the exact details can easily be perceived as questioning the overall validity of the effort, or the veracity of a historical context.

In these situations, determining the exact truth can often be counterproductive because it is situationally inappropriate. I.e., debating a point may be fine in one context but totally inappropriate in a different context.

Let me illustrate this with a contrived example. Suppose you're attending someone's funeral. Everyone's emotional, and several people give eulogies praising the deceased. Suppose that one of the speakers mentions how great a parent the person was, and suppose you know for a fact (100% demonstrable, documented, etc) that this is not correct. What would the reaction be if you got up and said "wait a second, that's not quite true, in this particular situation back in 2012 they weren't really a great parent"? It's highly likely that **the reaction of the audience will be independent of the correctness of your statement.**

Everyone would be upset because it's simply the wrong place, and the wrong time, to debate the exact details of the past. The goal of the funeral is to celebrate the person, and to help family and friends come to terms with the fact that they are gone. In a different context (say, a court case) the exact statement could have been welcome, but here it is not – and it's not a subtle call, it's obviously inappropriate.

So before you post on a thread, think about the larger context, and whether your question is appropriate in the context of the thread. For example, the question below clearly is inappropriate because it has a high probability of being interpreted as "these diversity efforts are questionable" (even more so since the question clearly is rhetorical).

And just as a reminder, when you see something that you feel is off, report it at go/saysomething. We don't expect everyone to be skilled at intervening themselves, but we do expect you to report it so someone else can.

[also available as a doc at go/why-discussion-context-matters]

I'm also interested in the answer to this question. The white majority in the US (63.7% Non-Hispanic White https://en.wikipedia.org/wiki/Demography_of_the_United_States) is underrepresented in Google (60% White employees overall). If we want to achieve racial mix-up to mimic the country then we should also hire more whites. Is that one of the goals of diversity effort?

Anti-conservative postings

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I'm very glad that at Google we do our very best to make sure everyone feels included and that everyone can "bring their whole self" to the office. Not only is this a noble goal, but it's the right thing to do. I heard at TGIF that some conservatives (i.e. people who hold conservative political beliefs) don't feel comfortable expressing their political beliefs at the office. At first I was saddened by this, since it's a sign of how divided our society has become. But then I realized something:

Throughout the entire election campaign, one side has not only sought to divide, but has used hatred and blatant racism to get ahead. Donald Trump has publicly stated, among many other things:

- [Mexicans are rapists and murderers](#)
- [Muslims should be banned from entering the US](#)
- [Refused to condemn white supremacists who were campaigning for him](#)
- [Promoted violence against people, such as black lives matter protesters, who have views different than him](#)

Unfortunately, when you vote for or nominate a candidate, you vote for the entire package. You can't support Donald Trump without also supporting his racism, misogyny, homophobia, and transphobia. Or even worse, if you vote for Donald Trump because of his economic policy or because you feel the other party is corrupt, then what you're saying is that economics is more important than the safety of your peers.

This is where my tolerance ends: with intolerance. You can't support someone who sows seeds of intolerance, and then complain that people aren't tolerating you. You need to decide, does tolerance matter? Because if it does, then the things that Trump said during the campaign and his nomination should have been dealbreakers for you. If not, then I'm sorry but you can't claim to want to be included while excluding others.

Anti-conservative postings

32



Adam Fletcher

google.com - Aug 4, 2015

While Google appears to be doing very little to quell the hostile voices that exist inside the company, I want those hostile voices to know:

- * I will never, ever hire/transfer you onto my team. Ever. I don't care if you are perfect fit or technically excellent or whatever.
- * I will actively not work with you, even to the point where your team or product is impacted by this decision. I'll communicate why to your manager if it comes up.
- * You're being blacklisted by people at companies outside of Google. You might not have been aware of this, but people know, people talk. There are *always* social consequences.



Urs Hölzle > google.com

Aug 6, 2017

Yesterday I came back from a week of internet- and cell-free vacation into modem-speed land, and was dismayed to see the news about "the document". Needless to say, I completely disagree with it, and I find it deeply offensive.

In many ways it reminds me of other discussions (e.g., about evolution), in that it argues a position that will be obsoleted by history. And I hope that we'll all pitch in to create that future, soon.

As an optimist, the one positive outcome is the overwhelming support for an inclusive workplace that it provoked. As a realist, I am saddened that the hurtful statements in this document have been written at Google. Still, if there was any question about the direction we're heading in, I hope the strong reaction by Googlers settles it -- there's no path back to a past where it's ok to judge people by their gender or identity. No way.

Anti-conservative postings

33



Paul Cowan

google.com - Aug 7, 2015

OK, part II of my diversity-themed rants for the day.

There's a common thread I've seen in many diversity-related discussions: "Wshitshows. This is the repeated claim that people can't be punished, or shamed, for expressing an opinion. I've seen "freedom of speech" invoked more than once.

Any argument about where "freedom of speech" starts and ends (the old "fire in a crowded theatre" argument) aside: please understand that *freedom of speech is the right to freely express an opinion*. It is most assuredly **not** *the right to express an opinion with freedom from the consequences*.

The fact that you have a *right* to express a dunderheaded opinion does not mean you have the right to demand that everyone continues to respect you, to pay attention to you, to listen to you, or even to treat you without contempt. It is as much someone's right to judge you (rightly or wrongly) for your opinion as it is yours to express it.

This applies regardless of the opinion. If you express a dunderheaded opinion about religion, about politics, or about "social justice", it turns out I am allowed to think you're a halfwit. In some cases, I cannot *act* on my thinking (I generally can't fire you for thinking something I don't think about religion), but I'm perfectly within my rights to mentally categorize you in my *dickhead* box.

To make this more specifically about recent events: I saw a thread recently (which, alas, I cannot find right now) in which someone described the (my words, not theirs) "SJW cabal", and (horror of horrors) used words very like "some of them have even talked about having a list of people they won't work with".

To be clear: this is, in my opinion, *perfectly acceptable*. Quoting this as if it were some egregious abuse of power, or of your rights, is laughable. Everyone in this company has a right to work in an environment which makes them happy and comfortable. Yes, I maintain (mentally, and not (yet) publicly) such a list. If I had to work with people on this list, I would refuse, and try to get them removed; or I would change teams; or I would quit. My life, happiness, and mental health, are worth too much to me to burn my precious happy-fu working with people I find contemptible, unpleasant, or even in some cases merely irritating.

Like [+Collin Winter](#) (see <https://plus.google.com/113930769093822119546/posts/DoPXTit8Si9?e=-RedirectToSandbox>), I do, and will continue to, maintain such a list.

Sadly, my list grew larger by quite a bit this week.

But I take comfort in one thing: my list of people I'm proud and delighted to work with grew by even more. So, on average: thanks, everyone.

Anti-conservative postings

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The image shows a screenshot of a Twitter thread. The first tweet is from user **jaqx0r** (@jaqx0r) posted 5 hours ago. The text of the tweet is: "I contributed to a gender bias remvl fixit, and had to keep a list of the people who objected, so I I remembered who to avoid in the future." This tweet has 1 reply, 1 retweet, and 8 likes. Below this tweet is a reply from **Paul Cowan** (@funkwit) with a "Follow" button. Paul Cowan's reply says: "Fun fact! Keeping a list can get you called out on a certain reprehensible internal mailing list, and have threats of being reported to HR." This reply is timestamped "3:51 PM - 5 Aug 2017" and has 1 retweet and 8 likes. The second tweet in the thread is another from **jaqx0r** (@jaqx0r) replying to Paul Cowan, asking: "That is not a fun fact. Did an MRA start that policy?" This tweet has 2 replies and 1 retweet. The third tweet is from **Paul Cowan** (@funkwit) replying to both Paul Cowan and jaqx0r, saying: "Oh wait, yeah, not 'fun'. The other one that starts with 'fu'. I always get those two mixed up." This tweet has 3 likes. The final tweet is from **Paul Cowan** (@funkwit) replying to Paul Cowan and jaqx0r, saying: "Threats I ignored, naturally, and which ironically grew the list substantially." This tweet has 1 reply and 7 likes.

jaqx0r @jaqx0r · 5h
I contributed to a gender bias remvl fixit, and had to keep a list of the people who objected, so I I remembered who to avoid in the future.

1 1 8

Paul Cowan @funkwit Follow

Replying to @jaqx0r

Fun fact! Keeping a list can get you called out on a certain reprehensible internal mailing list, and have threats of being reported to HR.

3:51 PM - 5 Aug 2017

1 Retweet 8 Likes

2 1 8

jaqx0r @jaqx0r · 5h
Replying to @funkwit
That is not a fun fact. Did an MRA start that policy?

2 1

Paul Cowan @funkwit · 5h
Oh wait, yeah, not "fun". The other one that starts with "fu". I always get those two mixed up.

3

Paul Cowan @funkwit · 5h
Replying to @funkwit @jaqx0r
Threats I ignored, naturally, and which ironically grew the list substantially.

1 7

Anti-conservative postings

35



Collin Winter
google.com - Aug 6, 2015

One of the great things about Google's internal communication mechanisms (G+, mailing lists, etc), is that, as a manager, I can easily go find out if I really want to work with you. When we're chatting for 30 minutes because you want to join my team, you're going to be on your best behaviour; if that's masking a stream of G+ rants belittling your coworkers, I'm going to find out.

I keep a written blacklist of people whom I will never allow on or near my team, based on how they view and treat their coworkers. That blacklist got a little longer today.


+77 7 -



intersectional ›

Canceling reservations for white supremacists

1 post by 1 author



Danielle Levinson 8/14/17

☆ Hi All,

There are more white supremacist rallies planned for August 26th in SF and August 27th in Berkeley. Do you know anyone who works at Airbnb and who can work with management there to cancel white supremacists' reservations? If so, please reach out to them!

I have a further thought on this, and I know I'm violating Godwin's Law by saying it: during the 1930s and 1940s IBM collaborated closely with the Nazis on the information systems that underpinned the Nazis' ability to execute the Holocaust. Do we want to similarly enable the current US administration?

https://en.wikipedia.org/wiki/IBM_and_the_Holocaust

Mar 9, 9:28 AM

Anti-conservative postings

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Jay Gengelbach · google.com

Jan 7, 5:58 PM

And here, I'm a little disappointed with how Google and other big companies behave. This company does a *criminal background check* on its employees—but do we look around for patterns of harassment? Do we pass on information from our HR investigations to companies that call us for a reference? All we've said publicly about James Damore or any similar case is that we can confirm that they've been terminated. My understanding is that in reference calls, managers are encouraged *not to say anything negative* about former employees.

I believe there's a lawyercatly reason underpinning this. Sharing details about someone's termination can be construed as defamation, and limiting their future employment prospects would be damages that could potentially be recovered in a defamation lawsuit. But to that, I say: *SO WHAT?* Google doesn't move on any such cases without substantial evidence. 'Truth' is a defense to defamation claims, and although it costs money to defend them, I'd hope that this mattered enough to us that we were willing to put some money on the line for it. And I don't think a lot of offenders would be interested in stepping into court to publicly face whatever evidence we have against them that led to our terminating them. *If we really care about diversity in tech, we don't just need to chase serial offenders out of Google, we need to discourage them all throughout the industry. We should be willing to give a wink and a nod to other Silicon Valley employers over terminable offenses, not send the worst parts of tech packing with a smile and 3 years of employment at Google on their resumes. We should be working with our victims to say "We have all this documentation of this case, and we're happy to refer it onward to Mountain View Police Department if you'd like," so the worst of these things show up in those criminal background checks that big companies like to do.*

We need to be the end of the line for serial offenders—not just another stop on their spree of misery. "Catch and release" is not an OK orientation towards people who make tech toxic. We should be leading an alliance of big tech companies who are willing to take a stand on erasing abuse from tech, and willing to take risks to do so. Silence is a part of rape culture. We shouldn't be a part of it.

Anti-conservative postings

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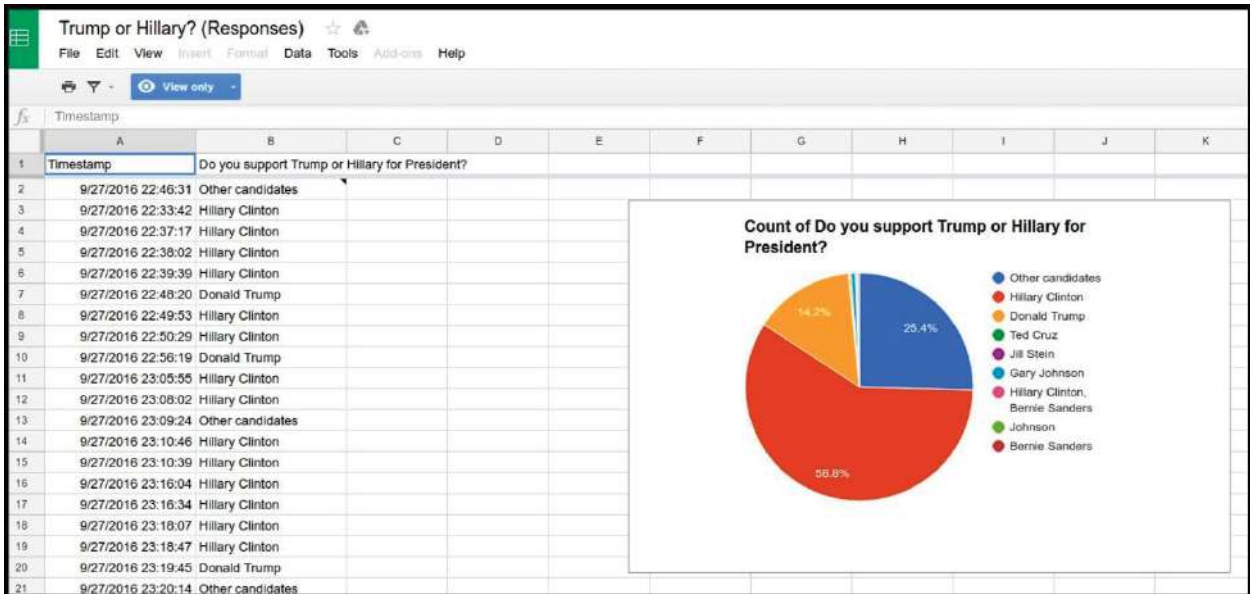


Jay Laefer +2

+1


I haven't looked at g/politics in quite a few months, so I don't know how bad that's been. The worst stuff I read recently is at g/freespeech.


Back in August 2015, I reported some of the worst g/freespeech posts to leadership. I hadn't realized it's been a year and a half since then, and some of the recent posts are far worse. However, I don't have enough emotional energy right now to dig through and report my recent concerns. I'll try to make some time this week. The posts aren't going anywhere, unfortunately.




Google endorsing political violence

38



Anthony Baxter ▸ google.com 

Aug 5, 6:44 AM 




Funny story when I posted a (somewhat exaggerated) anti Nazi G+ post I was told to delete it yet this latest is ok.

That Piece is all good and fine, apparently. I merely suggested that punching nazis had a fine tradition of well all of the twentieth century. That was too much, yet this stuff is OK? Get serious. Everyone involved in that "I'm a pathetic man baby who is unable to deal with the modern world" needs to get in the bin.


Google HR - don't be mean to actual Nazis they are valued coworkers.
Me::They're Nazis. No.

I will absolutely go out of my way to make sure I never work near anyone involved with or who endorsed that garbage. Because Nazis.



And you should absolutely punch Nazis.


  

[Restricted to google.com](#) • [View activity](#)



Shia LaBeouf punched a Nazi

 
January 26, 2017, 1:12 PM PST
<https://www.popehat.com/2017/01/21/on>

 **nathanhealey**
January 26, 2017, 1:32 PM PST
Counter-point: Talk shit, get hit.



Matthew Montgomery +8

We went to war over this shit. We did not set up a roundtable with Churchill, FDR, Stalin, Mussolini, Hitler, et al. We killed Nazis until the Nazis stopped. Why? Nazis wouldn't stop until it became clear that they could not win, and it is the ONLY reason they stopped, because they were utterly defeated. With large scale violence, killing thousands of humans and destroying billions of dollars worth of property. THAT was the only language they understood. Anything else, you'll recall, was branded as appeasement. I'm pretty sure we know that's ~objectively bad.

To paraphrase MLK, punching a Nazi is the language of the oppressed. MLK was pretty clear that you need BOTH the threat of violent and non-violent resistance for the latter to be an effective threat. MLK refused to condemn the more violent elements of the civil rights era despite repeated calls *because without that threat, they'll just keep killing you.*

This is why I refuse to condemn rioters, or punching Nazis. This is targeted, political, *defensive* violence. It's what happens when you leave otherwise nonviolent people with no other choice, and it's what happens when a movement ignores everything else: facts, reason, morality, empathy, justice, fairness, whatever.

This is not an ideological debate, full stop, period. We are in a failure mode of democracy. This is literally, in every respect, a power struggle. It's a struggle over who gets to set the rules of society, who has the power to determine facts and morality. It's best we dispense with any illusions otherwise.

So let some black bloc guy punch a Nazi, and let the world point and laugh. Let it be symbolic and let all the Nazis fear. And then repeat after me: this is not normal. This is not normal.

Google endorsing political violence

40



Rachel Blum (corpsified) +5

If you subscribe to an ideology that, as a matter of fact, wants to kill people because they are different - and has, by the millions - then you deserve being punched in the face. Repeatedly.

And if I ever subscribe to an ideology like that, *please* punch me in the face as well. By all means.



Lee S

My problem with Breitbart isn't that I disagree with them. Its that they're objectively pro-Nazi.



Tim Chevalier ▶ google.com

Aug 25, 2017

'i'm a queer-ass nonbinary trans person that is fucking sick and tired of being told to open a dialogue with people who want me dead

we are at a point where the dialogue we need to be having with these people is "if you keep talking about this shit, i will hurt you"

we are beyond the point of ~opening dialogue to win hearts and minds~

we are at the point where the only way to change people's minds is to make being a fucking nazi have consequences'

– Nora Reed



A screenshot of a Facebook post by Torrey Hoffman, dated August 21, 2017. The post includes a profile picture of a cartoon character, the name 'Torrey Hoffman', and the URL 'google.com'. The main text of the post reads: 'Also in the mood to punch Nazis, but none within punching distance.' Below this, it says 'Originally shared by Chris Conway' and 'I'm in a mood to punch some Nazis but there are no Nazis currently within punching distance, so... instead I'm going to match up to \$5,000 in donations to the following organizations that are fighting the good fight.' A list of three organizations follows: National Immigration Law Center, Southern Poverty Law Center, and Transgender Law Center, each with a corresponding URL.

 Torrey Hoffman ▸ [google.com](https://www.google.com)  Aug 21, 2017 

Also in the mood to punch Nazis, but none within punching distance.

Originally shared by [Chris Conway](#)

I'm in a mood to punch some Nazis but there are no Nazis currently within punching distance, so... instead I'm going to match up to \$5,000 in donations to the following organizations that are fighting the good fight.

- National Immigration Law Center (<https://www.nilc.org>)
- Southern Poverty Law Center (<https://www.splcenter.org>)
- Transgender Law Center (<https://transgenderlawcenter.org>)



Why We Fight: Frequently Asked Questions

DEFIANT

Feb. 6th, 2017 09:39 am

tim

I used to be a pacifist. It's easy to be one when you aren't being attacked.

Large-scale violence always starts with ideas and rhetoric, because rhetoric eases organizing and large-scale violence requires the consent and participation of many people. How do you let people know you don't take their ideas seriously? How do you defend yourself against ideas that can only cause harm to you? Communicating that you will refuse to listen is one way, but it doesn't scale. No-platforming powerful fascists does scale. So does punching one on camera.

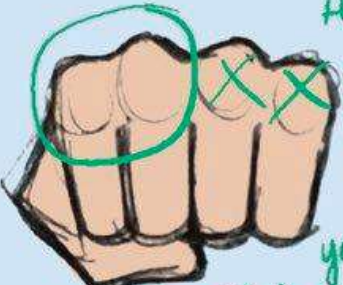
Here's a FAQ list of things people have asked me -- or, in some cases, things they would have asked me if they had thought to ask rather than assuming an answer -- about why I think fascism must be stopped by any means necessary.

That was the theory; here's the practice:

2

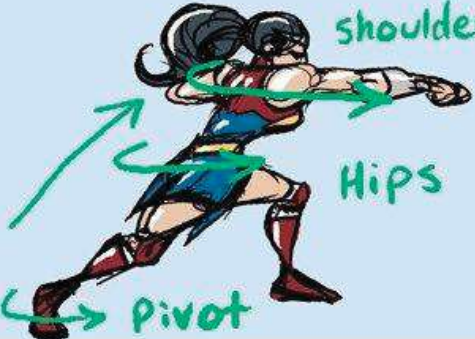
How to (Properly) Punch a Nazi by Master Randall Trang

Make a tight fist.
Squeeze all the air out.
Hit w/ the 1st 2 knuckles.



Hitting w/ these
may break your hand,
making it harder to punch more Nazis.

Use your legs and hips.
Plant your back leg & pivot on it as you punch. This turns your hips into it & drives the punch forward.



shoulders
Hips
pivot

Google endorsing political violence

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2. *Okay, sure, I accept that definition of "fascism". But Trump isn't a fascist, is he?*

Yes, he is -- not because I disagree with Trump (I'm not sure Trump has a coherent enough ideology for the word "disagree" to denote much, though Steve Bannon certainly does), but because he fits the definition of "fascist." Quoting Emily Gorcenski again:

So let's look at how we're using the term today. Is the modern GOP a fascist party? Is Trump? His supporters?

Trump won with the minority popular vote. So there's that. He's controlling narratives away from negative views of his party.

His policies involve cutting off resources for marginalized communities. His supporters call anyone not a white man a "snowflake."

His rise to power was strongly aided by technology. He wants to march tanks through DC in a show of military might.

He has a singular focus on restoring manufacturing jobs to the US at the expense of other services.

And he and his team regularly harp about "unity" and patriotism.

So yes, Trump is a fascist and his team promotes fascism.

Not because I disagree with them, but because actions align with fascist policy.

If you talk like a fascist and you act like a fascist and you govern like a fascist, you're probably a fascist.

[...]

TLDR: fascism requires mandatory unity for strengthening the state and isn't about dismissing speech or dissent.

3. *Well, okay, maybe he's a fascist, but the people elected him, so don't you have to accept him as our leader?*

No. Donald Trump exploited a loophole in the Constitution in order to take over the government. Voting in the US is based on the electoral college because the founders foresaw that the popular vote might result in the election of an incompetent leader. They thought that the job of president was too important to entrust directly to the majority. They wrote the electoral college into the

Google endorsing political violence

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9. *Fine, there might be a few bad guys we can't convince, but surely the majority will see they're wrong.*

History suggests otherwise. As Rachel Stark points out ([read the whole thread](#)), no-platforming is the only **effective** defense against fascists because the wrongness of their position is not obvious -- over time, fascists have adapted and found ways to re-brand themselves that bypass people's defenses, much like pop-up ads that make it past your ad blocker. Ideally no-platforming would be done peacefully, and it usually is, but sometimes peaceful methods fail, and punching a Nazi if it prevents genocide is a moral imperative.

So I am 100% pro punching Nazis & tired of hearing this debated, but I wonder if folks realize WHY anti-fascists punched that Nazi.

We don't punch Nazis out of anger (though we are mad), or to change their minds (they don't want to change)...

We don't even punch Nazis because it feels good (though it feels SO good).

A central Antifa (anti-fascist) principle is that fascists CANNOT be allowed to have a platform.



Tim Chevalier › google.com

Feb 2, 2017



Trying to "work behind the scenes" with the Trump regime means trying to work with white supremacists and make compromises with them. Is that what we want Google to do?



Tim Chevalier › google.com

Mar 13, 2017



Steve King, a Republican member of the House of Representatives, used Twitter to call for ethnic cleansing.

How much more evidence do you need that the Republican party is openly advocating for white nationalism in 2017? No, not every Republican member of Congress is saying this – nor are they taking out their trash.

Google endorsing political violence

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The image shows a screenshot of two tweets from the account 'Punch All the Nazis' (@fatneckbeardguy). The first tweet is a reply to another user, stating that various political groups like Republicans, conservatives, alt-right, and neo-Nazis are all working together for the same goal. The second tweet discusses the Republican party's use of 'freedom of speech' as a means to dehumanize people. Both tweets show engagement metrics such as replies, retweets, and likes.

Punch All the Nazis 🍌 @fatneckbeardguy · 14h
Replying to @fatneckbeardguy
I could have said "Republicans", "conservatives", "alt-right", "neo-Nazi", doesn't matter, They're all working together for the same goal.
1 4 2

Punch All the Nazis 🍌 @fatneckbeardguy · 14h
When the Republican party talks about "freedom of speech" these days, what they mean is "freedom to dehumanize". Don't be fooled.
1 8 10

Google endorsing political violence

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Tim Chevalier
Public

Aug 29, 2017



[Trying a public post here; I won't hesitate to disable comments if necessary.]

[CW: domestic violence]

Thread from @quicksilvre on Twitter:

'Thinking about the trend of trying to explain away antifascist violence as "random." It's anything but random. It's very precisely targeted

There is literally only one reason an antifascist would be violent towards you: you are a fascist

I mean, human beings are human beings and we're complex and we never only have one reason for doing **anything** but still

People don't commit antifascist violence except in response to fascist violence. Antifascists are not roaming, looking for punching targets

Antifascists are showing up where proud fascists are making public displays of force and making their own public displays of force.

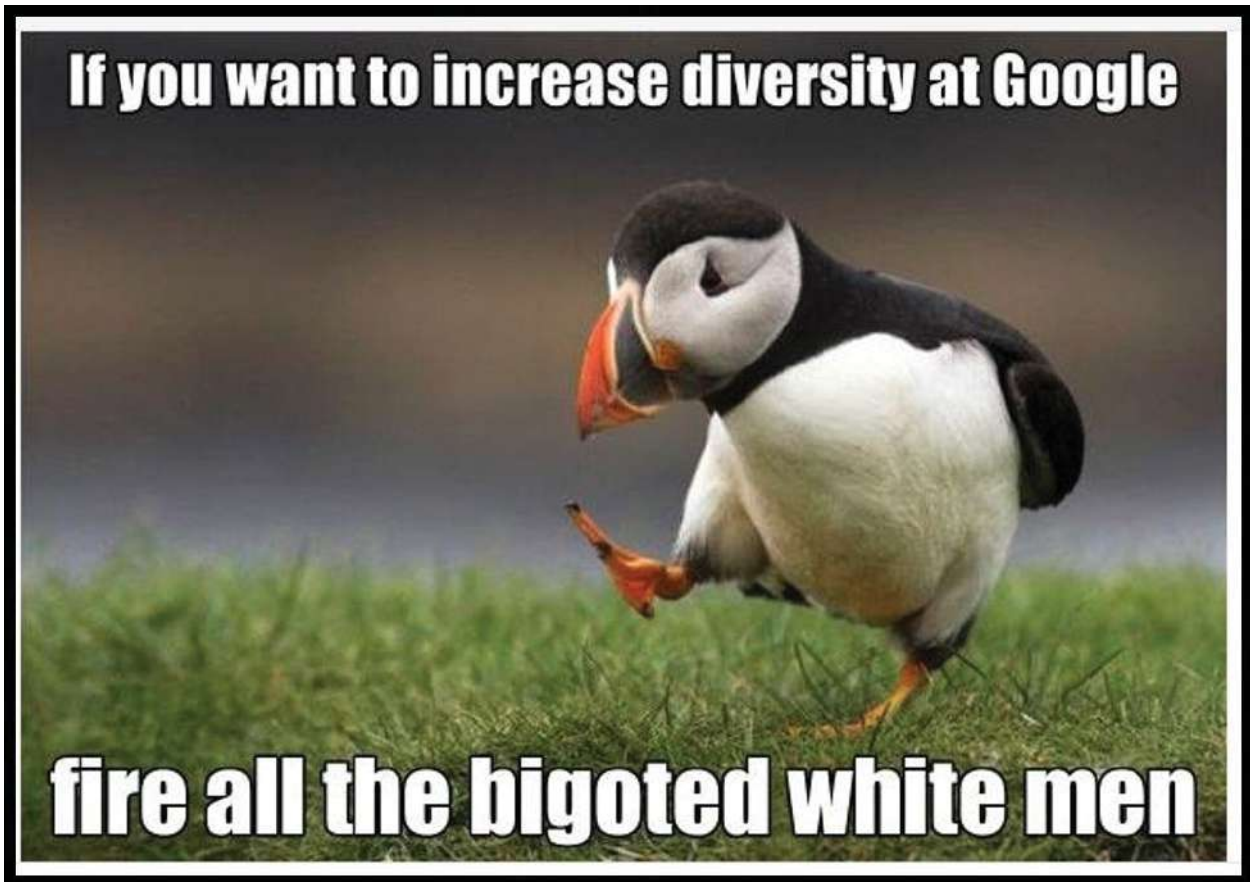
If you don't want to get punched by an antifascist, it's simple: don't go to white supremacist rallies and don't own white power symbols

It's not ~oppression~ if you can't be out & proud about your belief that white people are just ~better~ without the risk of being punched

Getting punched for participating in a white supremacist rally is not oppression, it's **reasonable social consequences**

Not being able to express your belief that groups of people are "lesser" & should be done away with without facing violence isn't oppression

It's **perfectly reasonable** to expect a violent response to the expression of hate speech because hate speech **is itself violence**



Bruce Murphy Aug 4, 2015 +3

Maybe a clamour would work better than surgical intervention, but I just forsee endless escalation between honest decent folks and the defenders of the hypothetical oppressed white male until HR steps in and fires everybody.

Have we actually triend non-self-directed adjustment ? (Warnings don't count, there's no specific outcome)

The only way we "move past color" in America is for white people to shut up and listen. And yes, it means people used to be in the spotlight (I'm looking at you, Justin) need to step back and quietly build a stage for others to speak. That's allyship, which is Justin's only role in this.

Anti-Caucasian postings

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- If you are white/male/heterosexual/[insert majority group here], there are times to just shut up and listen. Try for some empathy. You'll learn a lot.



Jon Klem Jan 21, 2015 +1

Every time I'm reminded of the travails of Kathy Sierra it makes me want to pound a brogrammer in the face.

#countingtoten





Asfandyar Qureshi ▶ google.com

Nov 14, 2016

"I am a white male and I am sick and tired of being demonized and blamed for society's ills. I am sick and tired of my race and gender being the target of real, honest hate (e.g., ""#killallmen"") that society would not tolerate if directed at other groups"

A Googler explaining why he voted for Trump (doc link at end). The more I learn about Googlers outside my immediate circles, the less I want to be anywhere near them.

This is so disconnected from reality I don't even know what to say. Most "real,

Anti-Caucasian postings

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Paul Cowan

google.com - 6:20 PM

It's good to be periodically reminded, given how popular Dilbert is amongst us geekfolk, that the creator of *Dilbert* is (among other things) a paranoid sexist dickbag.



Burcu Dogan

google.com - Mar 10, 2015

Google, STOP THIS NONSENSE!

There are numerous sexual abuse and harassment cases going on at Google. All internal G+ threads I have skimmed through were dominated by men debating about false accusations and their legal implications.

We can't address the harassment issue, because you want to keep harassing us. You want to offend us. You want to ignore us. You want to ignore our issues and stick back to your daily masturbation about your manly problems. Any woman who is questioning the status quo is reacting over-sensitively, should be a drama queen or seeking for possibilities to damage a powerful man's career. This is how your brain works.

Being disturbed by your arrogance and annoyance, I don't feel safe at Google anymore.

+24



Anti-Caucasian postings

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 **Kim Burchett**
google.com - Jul 7, 2015



I Challenge You to Stop Reading White, Straight, Cis Male Authors for One Year - xoJane

xoJane

Anti-Caucasian postings

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Chloe Stevens

google.com - Apr 24, 2015

If you read one post today, read this one.

**** originally shared:

A coworker quit. In her parting letter, she felt the company was a toxic environment, inferred as bad for diversity employees.

Read more (155 lines)



Straight White Male: The Lowest Difficulty Setting There Is | Whatever

whatever.scalzi.com

I've been thinking of a way to explain to straight white men how life works for them, without invoking the dreaded word "privilege," to which they react like vampires being fed a garlic tart at high noon. It's not that the

██████████ > google.com Nov 1, 4:09 PM

"The paradoxical implication is that the same psychological characteristics that enable male managers to rise to the top of the corporate or political ladder are actually responsible for their downfall. In other words, **what it takes to get the job is not just different from, but also the reverse of, what it takes to do the job well.**"

Why Do So Many Incompetent Men Become Leaders?

Harvard Business Review

hbr.org

1 1

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3) By being a white male you *are* in a privileged class that is actively harmful to others, whether you like it or not. So no, you really actually don't get to complain about your right to an opinion. You are in a position of power, be mindful of that.

 Cassiano Mecchi (Cassi) ▶ [BGN EMEA](#)  Oct 12, 5:46 AM 

Though this speaks to USA-specific numbers, I found it very useful.

White Privilege, Explained in One Simple Comic -
Everyday Feminism



HI THERE EVERYONE!

I'M WHITE!!

LIKE REALLY WHITE. LIKE SO WHITE THAT I CAN'T TAKE PICTURES WITH THE FLASH ON!
everydayfeminism.com

 Cassiano Mecchi (Cassi)
Diversity Business Partner - EMEA GMS, gTech, GCAS & Data Centres • cassi • he / him

Anti-Caucasian postings

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 Peter Goett 9/30/15

I hate when industryinfo takes important issues and devolves into arguing about minuta and misses the big picture. No matter who was invited by Google, there would have been a non-inconsequential amount of vitriol just because they were women standing up for a feminist cause.

Maybe to the small population of people who know the details of gamer-gate, the invite list is problematic. For the vast majority of Americans (the ones who have never heard of gamer-gate), the fact that this program exists is a good thing. These women are qualified to speak to online harassment, regardless of their perceived tactics.




Just going to put this here and quote John Oliver- "If you're thinking that doesn't seem like that big of a problem, [congratulations on your white penis](#)".

←






Anti-Caucasian postings


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 **Wesley Darlington** ▸ [google.com](#)  Mar 01, 11:42 AM 

Isn't it interesting that Travis Kalanick gets as many chances to grow up as he wants - he's 40!! - but Trayvon Martin was 17.

  1  7

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 **Viet-Tam Luu** +3 7h

Yesssss. Resharing this under the phrase, "Okay Google, define white privilege."

 **Jonathan Feinberg** ▸ [google.com](#)  Aug 9, 12:01 PM 

The doc considered formally as abuse springing from an entitled worldview. Excellent essay.


 **tim** | Refusing to Empathize with Elliot Rodger: Taking Male Entitlement Seriously
tim.dreamwidth.org

  8  2

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Anti-Caucasian postings


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Scott Bruceheart
google.com - Oct 13, 2015



Dear all the boys: do not put the burden of relieving your systematic misogynistic discrimination on women.
Dear all the white people: do not put the burden of relieving your systematic racist discrimination on the people that aren't white.


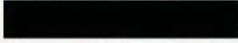
It is not the responsibility of the victim to end the victimization. It is the responsibility of the victimizer to stop being terrible.



+31 1 



42 comments

  Oct 13, 2015 +2
Please don't put "all the boys", "all the white people", or any other entire demographic into the "victimizer" bucket. It is not the responsibility of everyone who kinda looks like the person who committed an offense to right it.

 **Manuel Klimek** Oct 13, 2015 +5
 - it is the responsibility of the privileged to end the privilege though. Nobody else can.

 **Scott Bruceheart** Oct 13, 2015 +4 +1 Reply 
I'll just leave this here: <http://goodmenproject.com/featured-content/white-fragility-and-the-rules-of-engagement-twlm/>

Anti-Caucasian postings

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Antonio D'souza ▸ google.com 📅

Jul 11, 2017 ⋮




From Y@G:

"I (a white Googler), in an attempt to build rapport with a Black Noogler and demonstrate my lack of ignorance of Black History, ended up whitesplaining Black History to him...thereby demonstrating my ignorance of Black History in the process. A few minutes later, feeling like a complete idiot, I went back to him and apologized for whitesplaining"

First time I've seen a mea-culpa submission. Would be nice to see more demonstrations of self-awareness.

**If you didn't understand / were offended
when that guy said that white men had to
do some research and read about privilege**


**you should really do some research
and read about privilege (and also
attend a bias busting session).**

 Liz Fong-Jones ▸ google.com  Aug 14, 9:53 AM 

This is a pretty good article about the "walking on eggshells" effect as **actually experienced** by people of color – of being afraid to point out racial stressors for fear of being lumped as "over-sensitive", and of needing to phrase things to be palatable and not trigger defensiveness.

The Sugarcoated Language Of White Fragility

Cause of Racial Stress	Effect on Aspect of White Identity
Suggesting that a White person's viewpoint comes from a racialized frame of reference	Challenge to objectivity
People of color talking directly about their own racial perspectives	Challenge to White taboos on talking openly about race
People of color choosing not to protect the racial feelings of white people in regards to race	Challenge to White racial expectations and need/entitlement to racial comfort
People of color not being willing to tell their stories or answer questions about their racial experiences	Challenge to the expectation that people of color will serve White people

 **David Seidman** 10:12 AM Today ▾

Selected text:

The male gender role is currently inflexible


This is partially incorrect. Male gender roles are an active area of study and activism. See "toxic masculinity"

https://en.wikipedia.org/wiki/Toxic_masculinity

Reply • Resolve

Anti-Caucasian postings

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Asfandyar Qureshi
📄 [google.com](#) - 12:29 PM

The article works just as well if you replace 'white' with 'male'.


"How dare you suggest that I could have said or done something racist!" ... Outrage is often followed by righteous indignation about the manner in which the feedback was given.

Derailing and tone policing... it's comical how often those happen in these discussions. Exemplified by the second comment on Kim's post, which is about why 'racism' is an inappropriate word for "structural oppression".

(J°□°)J ~ LL

(Turning comments off, because I have work to do.)
[Show less](#)

Kim Burchett originally shared:
"I write and teach about what it means to be white in a society that proclaims race meaningless, yet remains deeply divided by race. A
[Read more](#)



[White Fragility and the Rules of Engagement - goodmenproject.com](#)



Bridget Spitznagel

📄 google.com - 9:50 AM

attn. BGN allies (i.e. white folks), this is relevant to your interests
<https://compassionateactivism.leadpages.co/workshop-healing-whiteness/>

This external talk will be recorded but you have to register to get the future recording. The problem that it is meant to solve is: "many white folks [who want to help] don't know where to start and feel overwhelmed by the emotions that begin to arise - whether that's feeling frozen with guilt, powerless to make a difference, or defensive about the idea that racism is a factor."

I think this problem does come up here a lot and this talk may be more effective than reading drsprite posts ;) (IDK, I haven't seen it.)

Show less

Healing from Toxic Whiteness to Better Fight for Racial Justice

A FREE Online Workshop

By **Everyday Feminism**



September 15, 2016

Healing from Toxic Whiteness

compassionateactivism.leadpages.co

Googler reactions to the Damore memo

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Dave Burke › google.comAug 7, 12:30 PM


Taking a quick pause from my vacation over in Ireland. Like most of you, I've read the document (and indeed can't miss it given the press coverage).


If you haven't seen these already, I strongly recommend reading Yonatan Zanger's (<https://medium.com/@yonatanzunger/so-about-this-googlers-manifesto-1e3773ed1788>) and Mike Cleron's (<https://plus.google.com/100250496237307976234/posts/L8b6XiLXi2H>) rebuttals. They nail it.

But above all else, if you're on my team, or work with my team, and were as dismayed and frustrated as I was reading this document, I feel compelled to let you know 3 things:

- 1/3: I will not stand for this BS.
- 2/3: I am more committed than ever to an inclusive and diverse team.
- 3/3: We have your back.








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Googler reactions to the Damore memo


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Angelica Inguanzo (inguanzo)
US-SBO-████ - Today, 4:13 PM


As engineers it is expected that we provide interviews to prospective Googlers, how can we better ensure that people with these bias aren't part of the interviewing process moving forward. It makes me uncomfortable that the group of people that "supported" his doc should continue to participate.


 7



Simon Howard (fra)
US-CAM-████ - Today, 3:38 PM

Meta-request: There are a lot of questions from men on this Dory. Will you ensure that questions from women are given equal time during this Town Hall?

 7





Heather Young (heatheryoung)
US-KIR-████ - 59 minutes ago


The author was not alone in his views: 175+ people agreed to some degree before the poll was taken down (and leaked). They -and others like them- work among us, and may be managers, on hiring/promo committees, etc. What is being done to understand the true scope of this cancer within our culture?

Googler reactions to the Damore memo

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Paul Cowan › google.com 

Aug 5, 4:23 PM 


YES


Originally shared by Tanya Reilly


God, please let our inevitable public statement be less toothless than that internal mail. We need to say "Wow, that was some bullshit right there. We've fired that guy [into the sun], and updated our code of conduct to say not to do anything that looks even a bit like that, ever. Also, we're looking at how we can change our interview processes to notice toxic opinions like that, because seriously, wtf, where did that come from? Sorry everyone, that must have been exhausting. It was for us too."

Healthy debate.

Come on.





Andy Carrel (wac) › google.com 

Aug 8, 1:34 PM 

Completely unsurprised that my "👤👤" gmail label, which I use to avoid interactions with toxic Googlers that we apparently do not want to terminate, is filled with posts attempting to defend that doc. It makes me wish we had an internal blocktogether equivalent.



Bryan Klimt › google.com 

Aug 5, 8:56 AM 

I'm on vacation and ignoring work stuff, but the bullshit is seeping into the public internets today. So I came here to say something. If you think women are inherently less capable of coding, leading, etc – please leave. If you don't respect Google's values of diversity and inclusion, quit. Frankly, you're lucky I'm not in a position to fire you.

Googler reactions to the Damore memo

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Collin Winter > google.com

Aug 7, 9:03 AM



So, That Doc.

I'm thrilled that you don't feel comfortable expressing these views at Google. I'm excited that you can't question the humanity and basic value of your coworkers without worrying about blowback. I'm happy that publicly undermining the people around you might carry some consequences.

I'm happy that treating people with respect has become table stakes. I'm happy that Googlers have reacted like a body to an infection, surrounding and isolating, trying to contain the damage, to limit how many people your pseudo-scientific racism and sexism can hurt.

Because this is an infection, and this is actively hurting people. How could it not?

Because this isn't an intellectual exercise. This isn't taxes, or infrastructure spending, or foreign policy; this isn't an area for dispassionate discussion, where we can bat around different ideas over lunch.


This is an attack on people as people, on people's humanity, on people's employment, security, on their place in the world. On their fundamental value as human beings.

And that is why there can be no "healthy debate". No one should have to debate their own humanity or the terms of their own existence. The very idea is demeaning and degrading.

There will be no debate, there will be no discussion. The matter is settled. You lost.

Googler reactions to the Damore memo



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Trevor Schroeder ▸ [google.com](#)Aug 7, 10:27 AM

I just realized something very liberating because it's been a question I've been struggling with.

Even in the event we would hesitate to dismiss a person for espousing repugnant opinions, if nobody is willing to work with them then they cannot be a part of a team and cannot be retained.


 +1 1



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Googler reactions to the Damore memo

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Benjamin Treynor Sloss google.com Aug 7, 7:19 PM ⋮


[CONFIDENTIAL - DO NOT FORWARD OUTSIDE GOOGLE]

Team, all,


To the many inquiries I've received: YES.


Yes, I've seen the 'Echo Chamber' doc;
Yes, I personally deeply disagree with much of its content and insinuations;
Yes, it shows that bias is alive and well in the minds of at least a few we've hired;
Yes, I remain resolute that bias and discrimination have no place in my team,
just as they have no place at Google.
and finally,
Yes, I will continue to work to ensure that bias at Google - whether stated baldly,
or concealed - is rendered powerless through our practices, our systems, and
the unflagging attention of [the vast majority of] our people.

-Ben



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Googler reactions to the Damore memo

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Meredith Whittaker ▶ google.com 

Aug 8, 9:19 PM 

I think it's critically important that we discuss the steps women and minorities at Google should take when faced with colleagues who openly supported the views in the doc. This is a functional workplace, and many are already dealing with this question and the anxiety that comes with it.


To this end, I ask those who agree to amplify:
<https://dory.googleplex.com/series/100897204/submissions/100897487>



Meredith Whittaker (meredithrachel) 


US-NYC [REDACTED] · 3 minutes ago

What should women and minorities at Google do if someone who openly supported the doc is transferred to their team, or added as a perf reviewer, or becomes their manager?

 0



Patrick Jones ▶ google.com 

Aug 8, 2017 

I could say lots of things, but other people have said them much better than me. So I'll just say, fuck those opinions, and fuck people who think it's OK to have them.

Googler reactions to the Damore memo

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Rick Klau › google.com

Aug 7, 1:36 PM



The-Document-That-Shall-Not-Be-Linked (TDTSNBL) is wrong. I'd say it is comically mis-informed, but there's nothing about it that's funny. The author does a fantastic job convincing me that I'd never work with him, never encourage anyone to hire him, and will now re-double my efforts to ensure that those around me understand that anyone holding such views has no place on any team I'm a part of.

One last point: the staggering lack of empathy, the implicit assumption in TDTSNBL that it's **his** safety that must be prioritized over those who are not like him, **his** views that must be respected above others... He's not trying to help Google, he shows no interest in leveraging the skills of those around him. He's just trying to protect his own sense of superiority relative to everyone else.

To the thousands of women who share their talents with Google, thank you. I value you, I respect you, I see you.

To the men at Google who don't agree with the author of TDTSNBL, let this moment shine a light on the shit that those women confront day in and day out... not always this explicitly, but certainly implicitly. Acknowledge that challenge, appreciate that they're not just trying to do their job, but trying to lean into the headwind generated by blowhards who believe that they're genetically incapable of doing their job, let alone excelling at it.

As for the men who agree with TDTSNBL? You're welcome to your opinion. I'll give you that. But you are wrong, and you are outnumbered.

Googler reactions to the Damore memo

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Mekka Okereke › google.com

Aug 7, 7:04 AM



I see an unfortunate misunderstanding that's going on in communication between leadership and most of Google, specifically around "reasoned debate." We are attributing missteps in communication to a very unfavorable intent.

What I think leadership are trying to communicate is:

"This PCCH nonsense is trying to hide behind the veil of reasonable, data driven, challenging of assumptions that they know we like. No one is buying this.

We want to shut this nonsense down hard, but in a way that doesn't prevent us from having real conversations about other important topics in the future. Doing this right takes time."



Andrew Young › google.com




Aug 6, 4:07 PM



I've been struggling for a while with the limitations on "being your whole self" at work and I think this demonstrates the shortcomings of that presumption, although I have other examples. We're a large multinational company. Nobody should expect to be able to be their whole self, particularly the parts of their whole self that make others uncomfortable. If your whole self reinforces the existing privilege structure, all the more so.




Googler reactions to the Damore memo

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 **Andrew Over** ▶ google.com  Aug 8, 1:36 PM 


Freedom of speech and freedom of consequence from speech are two entirely different things. If the only thing holding you back from saying things that degrade/devalue/disrespect your coworkers is fear of consequence and this makes you feel uncomfortable, perhaps spend some time thinking about why that is and whether Google is the right place for you.

There's little else I can say that hasn't been said more eloquently by others.

 **Zac Bowling** ▶ google.com  Aug 10, 4:56 PM 

James Demore is a troll. He was on campus by the Android figures and was trying to go live on pariscope during the town hall. Doubling down on his rhetoric it seems to make himself an icon instead of apologizing and going into a corner to let this all blow over for himself. Looks like he never wants to work in tech ever again.

 **Colin McMillen** <mcmillen@google.com> 8/6/17   Reply to all 

to Adam, pc-harmful-dis. 

Can I be upset about *both* of those things?

Sure :)

But Vox Day isn't on my side. He doesn't speak for me. I don't think anyone would imagine that he *does*. ([Quick summary](#) from people who don't like him. He's about as well-respected as *Richard Spencer*.) Well, [maybe they would](#), but they'd be wrong. Do I need to make this clear? Vox Day is a mean person with terrible ideas and worse manners, he's not on "my side", and I'm not on his. I hope that helps clear things up.

The specific part I'm concerned with the leaks to Vox Day is: it was done by a Googler. Said Googler knows that Vox Day and his followers have a history of "doxing" various "SJWs" they dislike. Whoever leaked this knew full well what they were doing, and that it would put specific Googlers' lives in potential danger, and leaked confidential communications intentionally, knowing all those things.


And thinking Vox Day **is** on their side. (Otherwise why would they leak to Vox Day in particular?)



Whoever did this should not just be fired; they should be arrested for reckless endangerment of human life.

Colin




Googler reactions to the Damore memo

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Vicki Tardif Holland ▸ [google.com](#)  Aug 3, 9:29 AM 

I am always amazed at the **need** some early/mid-career engineers have to write (internal to Google) public, career-limiting documents. Of course, they are usually followed a year later with table-flipping epitaphs about how they are leaving because it is impossible to get to L6.


 18  4  1

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Francis Fung
Well, actually, I'll bet they have sincerely held reasons for taking these actions.


(Is that sufficiently sarcastic to avoid Poe's law? I can't tell anymore. :P)





Vicki Tardif Holland +2
+[Francis Fung](#) I am sure they do. But when someone claims Google has "extremist and authoritarian policies" because they were forced to sit in Unconscious Bias training for a few hours, I don't know how to get around Poe's Law.



Simone Wu
Seriously! What IS it with these goofballs?




Christopher Richards  

I wonder how often Google is their first employer. I suspect most other employers are less likely to let matters get to the "career-limiting doc" phase, not to mention the "wondering why not promoted" phase.

Googler reactions to the Damore memo

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Trevor Schroeder ▶ google.com 📷 Aug 5, 7:54 PM ⋮

I have the feels so I'll keep spewing until I don't or I'm sufficiently embarrassed to stop.

As a manager, I have to walk a fine line when it comes to political neutrality.

It is inappropriate to speak from a position of authority about what is or is not correct political orientation.

However, Google has very clear **values** and ones which would cause me to leave should I feel they were violated include pursuit of diversity and inclusion.

If your personal or political views are antithetical to that you can get the hell out. I know where the door is.

I'm sure wound up about this.

+1 💬 🔗

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Travis Wise ▶ google.com 📷 Aug 6, 5:32 PM ⋮

We appear to have some employees who (1) have too much free time on their hands at work, and (2) aren't a good cultural fit with the values of the company they work for. They should find another place to work.

+1 💬 🔗

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Timothy Jordan > google.com

Aug 7, 2017



Below is the email I sent my team this week

Subject: Everyone on this team belongs here

Hey Team,

By now many of you will have heard about or read the 'pc manifesto' written by an ill-informed and misguided person at this company. I'm so incredibly disappointed that one of our coworkers could possibly think this is even remotely a contribution to objective debate. **This is mansplaining at it's most caustic and it's not okay.**


I found myself looking for catharsis by reading Yonatan's response (<https://goo.gl/hPSg9g>) which led to his piece on Tolerance (Tolerance is not a moral precept, <https://goo.gl/Yrk71Z>), Julie Pango's So You Want to Be an Ally (<https://goo.gl/3GBZEd>) and 101 off limits (<https://goo.gl/Dhc2gY>) and Terri Oda's How does biology explain the low numbers of women in computer science? Hint: it doesn't (<https://goo.gl/d2ohLx>).

All that helped, but I needed to do one more thing, I needed to write this email. Because we're all in this together. **We don't have to just deal with the tech industry we inherited, we can actively build the one we want.** What do you want? I want a culture that values open discussion and exchange of ideas but also one that unmask's prejudice disguised as scientific reasoning. I want an industry that deeply values diversity without question and fights for it. That's why I'm going to Grace Hopper this year, it's why I'm writing this email, and it's why I hope you'll join me in making sure everyone on this team feels belonging and can bring their authentic selves to work.

Googler reactions to the Damore memo

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gsadlier-sre-team ›
Respond to That Doc
1 post by 1 author

 **George Sadlier** 8/7/17

★ Like many of you, I've watched the debate around the aforementioned execrable document blow up internally and externally over the weekend. I want to make it clear that I am (and Google is) committed to diversity and inclusiveness as not only a business imperative, but as the right thing to do. I personally find the content of that document not just repulsive, but also intellectually dishonest. It propagates harmful and invalid stereotypes, makes bad assumptions about gender, and advances a facetious view of engineering.

Building an inclusive environment means fostering a culture in which people of *every* identity feel safe and empowered. While that includes those of varied political views, it cannot and does not extend to viewpoints that actively run contrary to safety and inclusion. Neither misogyny, racism nor intolerance are "political views".


"I do not accept the notion that suitability of women for careers in tech needs to be discussed, debated, questioned, contested, or argued."
-- dgentry@, on Twitter, 2017-08-06

One way or the other, Google is changing. Let's make sure it's for the better.

I encourage folks who are looking to learn more to read up on the [Paradox of Tolerance](#), and the dangers of tolerating intolerance. Former Googler Yonatan Zunger also wrote a [good piece](#) on this.

Finally, to *all* my colleagues... you are wanted. You are valued. You are needed. You are critical to our success.




--
- George, SRE



And as for its impact on you: Do you understand that at this point, I could not in good conscience assign anyone to work with you? I *certainly* couldn't assign any women to deal with this, a good number of the people you might have to work with may simply punch you in the face, and even if there were a group of like-minded individuals I could put you with, *nobody would be able to collaborate with them*. You have just created a textbook hostile workplace environment.


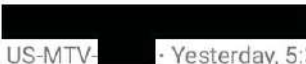



Googler reactions to the Damore memo

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 Sitaram Iyer ▸ google.com  Aug 5, 7:42 PM 

Management, FFS **please** stop pacifying, and take an actual position to stop this madness right now.


It's nice that we are all inclusive and happy people, and glad we're not "encouraging" the viewpoint, but WHAT HAPPENS when someone pushes a horrible, bigoted essay that causes widespread hurt? Any consequences? Nothing? Which is it? Because if we don't take a position, then good people will leave. Because the bar to whatever one can say and get away with has just been significantly lowered, so what's next -- something far more dangerous? And the only people working for us then are the people who are ok with that? Where's the line -- is it not this document? What will you do about it? What values does the company hold AND IS WILLING TO UPHOLD?



   US-MTV  · Yesterday, 5:39 PM 

I Google'd 'Big Five Personality Differences Male Female' (psych terminology) and nearly every top result backed the offensive claims of Neuroticism & Agreeableness (mean not absolute) differences by gender. Is Search wrong? Should we link to academic findings that may support incorrect stereotypes?

Context

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3149680/>


 18

 Anonymous
Today, 1:00 AM 

We've seen:


- Sudar's email calling out female stereotypes in the memo, but not male stereotypes
- perf handout stereotyping whites
- co-workers saying "it's not sexism / racism if it's against males / whites".


What can we do to communicate to everyone that white / male stereotypes are also hurtful?


 0

Googler reactions to the Damore memo


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John Olson › google.com 

Aug 4, 2:44 PM 

I want to say something clever about pc-considered-harmful, but mostly I'm just disgusted and angry. If Google's mission is to "organize the world's information and make it universally accessible and useful," how the heck will we do that if we only hire straight white men? That's a really weird, biased minority of humanity with no access to substantial chunks of the world's information. I am proud to work for a company that has acknowledged its own biases, and is actively working to correct the biases that have kept women and people of colour out of the tech industry. I think Google's "PC" policies are some of the best things about this company. I want more women, and more people of colour, and more GLBTQIA (did I miss anyone?) people and more differently-abled people and more diversity and variety in my colleagues every day, and I will work to help make that happen through recruiting and hiring and training and mentoring and promotion.





Liz Fong-Jones › google.com 


Sep 25, 2:05 PM 

Please reach out to me if you have been subject to retaliatory "reverse discrimination" complaints to HR for speaking up against Damore et. al.


I'm trying to put together an escalation. And if you were told you're gagged about it, and are an individual contributor in the US, said gagging is not valid because of NLRB rules about protected concerted activity regarding working conditions. So you can still talk to me, another individual contributor in the US.

[Restricted to google.com](#) · [View activity](#)



Liz Fong-Jones +4
(p.s. I do **not** advise directly replying to this G+ post or otherwise somewhere where retaliatory actors could see)



Commenting is disabled for this post.

Googler reactions to the Damore memo

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Andrew Bunner ▸ [google.com](#) 📄

14h

James Damore has really gone out of his way to show the world just how unemployable he is. I hope for him that he grows up and develops some measure of empathy. A long road given how far he's dug his heels in.

[Originally shared by Ashleigh Rentz - 3 comments](#)

There are racist people working at Google.
There are sexist people working at Google.
There are anti-Semitic people working at Google.
There are homophobic people working at Google.
There are Islamophobic people working at Google.
There are transphobic people working at Google.

Racism, sexism, anti-Semitism, homophobia, Islamophobia, and transphobia are not opinions; they are anti-values. We must reinforce our company's culture by openly and loudly rejecting those anti-values.

Googlers should *not* feel comfortable holding any of those anti-values here. If Googlers express those anti-values, then those anti-values become part of our shared culture. The paradox of tolerance tells us that we cannot tolerate intolerance unless we accept that intolerance has a place here.

Appendix

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11/8/17

★ Other recipients: [REDACTED]

I happen to be visiting ZRH this week, and I've made use of the gender neutral rooms a number of times when I happened to be in the area of them.

Somewhat concerningly I notice this office has a habit of making single-stall women's restrooms that are also wheel-chair access restrooms, with no wheel-chair access in the "men's" restrooms (which are illustrated with a droid with a mustache). I really find the signage odd here.

I appreciate the gender neutral restrooms, I really hope someday we can get all restrooms changed to gender neutral, and put this signage confusion behind us.

On a less happy note, from my own experiences I can say a completion conversion to gender neutral restrooms can't come soon enough - in KIR at the start of my transition when I started using the women's restroom (wearing strictly femme clothing) in C2 and I had one instance of a woman confronting me saying this is the ladies room (to which I answered "yes.") and she looked kind of indignant and continued to give me stares on later times if we encounter eachother (one of these days I might report that but my memory for names is terrible), a couple other times I've seen a woman come in and see me and then promptly turn around and flee at high speed back out the door and look confusedly at the door signage and then wander off (presumably to seek another restroom), and once in a while I still get a bewildered look from people I haven't met before that turns more cordial after a delay. These experiences have added to my PTSD and I still get flashbacks and twinges of fear now and then in that restroom that I use multiple times per day. I want to see an end to that judgmental awkwardness, especially for genderqueer folk who rarely conform enough to fit any binary expectations of cis folks.

- show quoted text -

google.com

Sep 28, 2016

In the women's bathroom just now, a Googler was changing her baby girl's diaper when another Googler came in and said to the baby, "Oh look at you with those big eyes! That must be why all the guys like you! You're such a flirt!"

I quietly pointed out to the second person that it's inappropriate to sexualize an infant, and that her comments reinforced sexist and heterosexist norms.

I'm sharing this because it was so blatant, because it happened at Google and involved only Googlers (except for the baby), and as a reminder that bias is pervasive in our culture.

Appendix 80

poly-discuss >
Outing yourself?

47 posts by 36 authors



10/11/17



☆

Hi,

I'm a Noogler (started Monday) and I was wondering what has worked for outing yourself as poly? I've been with my wife 23 years and my other partner 12 years so when people talk family it's natural for me to mention either or both.

In past jobs I've tried two strategies both of which are sub optimal.

1) The "just tell people" option. This feels like it's often TMI (insert Vegan / Cross-fit joke here)

2) Just talk about my wife and partner as the conversation seems appropriate and wait until somebody asks "you talk about you wife and your partner which is it?" - this one feels like it leads to gossip.

Anybody have better ideas?



10/12/17



☆

I usually go with option 2 and find an opportunity to say something slightly more explicit to the people I work with most frequently. "I'm crashing at the office tonight because my wife is having her boyfriend over and I wanted to give them the house."

The "worst" reaction I ever got was "Oh. You might want to be careful who you tell." followed by some confused but earnest questions.

[Everyone-americas] An invitation: Celebrating Black history & advancing racial justice



David Drummond <daviddrummond@google.com>

2/22/16



Reply to all

to everyone-ameri. ▾

INTERNAL ONLY

Hi everyone,

Three years ago I led a [Hoodie March](#) at TGIF to bring awareness to the killing of [Trayvon Martin](#), and several months have now gone by since Googlers around the world [expressed their solidarity](#) for victims of racially-motivated violence in the US. These calls to action have resulted in important initiatives within the company to advance racial justice, including \$5 million in [funding](#) from Google.org for racial justice innovators, but there's more that Google can do.

In lieu of TGIF this week, we'll use the Thursday time slot to continue this important discussion about racial justice and to honor Black History Month. Live out of Charlie's in Mountain View, we'll host [Bryan Stevenson](#), a renowned civil rights lawyer challenging racial bias in our criminal justice system. Bryan has won landmark cases before the Supreme Court and is a moving speaker--his [TED Talk](#) has earned nearly 3 million views, and he was a favorite at [Zeitgeist](#). We'll also hear some exciting updates from Google.org on our [racial justice portfolio](#), and from the Black Googler Network and Diversity team.

Just after the program, BGN is hosting a celebration with live performances, a drum circle, music and delicious food before and after the event. Everyone is invited--and encouraged!--to join in on the celebration.

Googlers and TVCs can attend the program, and we need everyone to keep the content strictly confidential within Google. If you're not based in Mountain View, we'd love for you to participate as well. The livestream will be available to all, including a video recording after the event, and we encourage you to set up watch parties in your local offices. See below for more details.

Appendix 81

[Googlers-us] A Conversation with Van Jones and Race@ panelists



 **David Drummond** <daviddrummond@google.com>

12/5/16 ☆

Reply to all ▾

to Googlers-us ▾

Hi everyone,

A couple of weeks ago, [we announced Race@](#), Google's initiative to address race and racial justice issues. As the executive sponsor of the Race@ speaker series, [Decoding Race](#), I'm excited that we are taking these important steps to have more open and constructive conversations on race.

I'll be hosting [Van Jones](#) for a Fireside Chat on Monday, Dec. 12 at 10am in Charlie's Cafe. Following this chat, I will moderate a panel on programming and prejudice, with [Bradley Horowitz](#), [Nancy Douyon](#), [Megan Rose Dickey](#), and [Anil Dash](#). Details are already on your calendars.

You can join us in person in Charlie's or watch via our [livestream](#) from your desk or in one of the [viewing rooms](#). We'll also leave time for Q&A, so add your questions to the [dory](#).

Please know that Decoding Race is just one step in raising our awareness about race; the next step in [Race@](#) is to embark on a journey to learn more about race, with [courses we will make available in Grow in 2017](#). Stay updated by signing up for alerts from the Race@ team [here](#).

☆ #TheldesofTrump: Postcard Writing Party in SFO (March 13, 12 pm PT)

Mar 10


Hi all,

I'm participating in #TheldesofTrump, a national movement to send POTUS a postcard on March 15 expressing opposition to him (movement statement below my sig).

I've grabbed a room in **SFO-Spear (Judah on the 5th floor) on Monday, March 13 from 12-1 pm PT** for a postcard writing party and hope some folks can come write one!

I'll provide the postcards and the stamps (I've got about 50-ish). You just bring your woke selves. :)

Thanks,
Jen

We the people, in vast numbers, from all corners of the world, will overwhelm the man with his unpopularity and failure. We will show the media and the politicians what standing with him — and against us — means. And most importantly, we will bury the White House post office in pink slips, all informing Donnie that he's fired. Each of us — every protester from every march, each congress calling citizen, every boycotter, volunteer, donor, and petition signer — if each of us writes even a single postcard and we put them all in the mail on the same day, March 15th, well: you do the math.

No alternative fact or Russian translation will explain away our record-breaking, officially-verifiable, warehouse-filling flood of fury. Hank Aaron currently holds the record for fan mail, having received 900,000 pieces in a year. We're setting a new record: over a million pieces in a day, with not a single nice thing to say.

☆ Anti-Trump protest



If you support Trump, or you don't live "reasonably close" to SF, you can stop reading now.

If you can't stand Trump, read on!

Fellow members of the Herschel team,

I cordially invite you to this:



To print your own copy of this sign, <http://goo.gl/PMMSdH>

Event page ^

If your stomach turns when you consider a Trump presidency, I urge you to not let this moment pass quietly.



Tim Chevalier ▶ google.com

August 25

Alternate proposal: moratorium on hiring white cis heterosexual abled men who aren't abuse survivors. ☕

originally shared:

On Googler Entitlement:

I work in CorpEng, hence on a project for Googlers (<http://go/optimus-time>). Since I joined this project my opinion of the average Googler is getting worse and worse. Googlers are a bunch of spoiled brats. The amount of entitlement that some Googlers express in their feedback to our project is sometimes really absurd. Our project being called "obnoxious" is just one example. Another one are people assuming that they basically own meeting rooms and we are the baddies by pointing out how wasteful they use them.

I often wonder what would help to adjust Googlers' entitlement. My suggestion is the following: I don't think we should hire anyone directly from university. Everyone joining Google should at least have had to work in some shitty normal company for at least half a year. I am pretty sure after that, most people would appreciate what they have here much more (and that includes appreciation for their colleagues and what their colleagues work on). And for those colleagues that are already here I propose an

Appendix 84

Industryinfo ›

Biggest pay gap in America: Computer programmers

25 posts by 14 authors ↕



★ <http://www.cnet.com/news/biggest-pay-gap-in-america-computer-programmers/>

Life is sweet for computer programmers. Companies crave their coding skills and will do anything to attract **Tahoe**.

But being computer programmer is even sweeter if you have a dick.

That's the obvious verdict from a report released Wednesday by job recruiting site Glassdoor, which exam

Glassdoor's "Demystifying the Gender Pay Gap" report concludes that, when it comes to women's pay, co same job -- and the same education, years of experience and age, among other factors.

"I don't think there are any examples of technical jobs where there is a pay advantage for women."
Andrew Chamberlain, Glassdoor's chief economist

The advantage of terms like "diversity" and "unconscious bias" is that they're easier for people to accept than older terms like "prejudice" or "white supremacist patriarchy", but if we lose sight of the fact that these really do mean the same thing, then we will fail to fix the problem.

From: [Redacted]

Date: Mon, Jan 9, 2017 at 5:52 PM

Subject: Talks at Google & Race@ present | Decoding Race Series


To: everyone-cam <everyone-cam@google.com>


Hi Cambridge,

On behalf of the Talks at Google and Race@ teams I'd like to invite you to a [Decoding Race](#) talk titled "The Responsibility and Role of White People in Responding to Racism."


I'll be hosting the talk on January 18 here in the Cambridge office [as part of a 11-part series](#), and I hope that you'll join us for what promises to be an enlightening and empowering conversation about race that centers on white racial identity.


To help lead the discussion, we'll be joined by award-winning national and local race experts and leaders [Tim Wise](#), [Dr. Atyia Martin](#) and [Michael Patrick MacDonald](#). We'll discuss how white Googlers may want to be a part of the solution, and how to confront their fears of being seen as racist. We'll also talk about ways to grapple with race and its intersections, whether your experience is currently centered around ally-ship, colorblindness, or thinking that race is not a significant factor in people's lives. I strongly encourage Googlers to come with an open mind, an appetite to learn, and willingness to contribute during the Q&A.

 Decoding Race Cambridge


 US-MTV- [redacted] · Today, 11:00 AM


Not a question, but I feel like the moderator just cut off Dr. Martin.

 0

 [redacted]
US-MTV- [redacted] · Today, 10:48 AM


No question, just a quick kudos to Tim Wise for teaching me more about the history of racism in 3 minutes than a semester long class could have. Just bought your book.





 0

 [redacted]
US-SVL- [redacted] · Today, 11:13 AM

We didn't really talk about white fragility in the race discussion.


How can we address the notion in the title of this talk, "white tears", and how to check your privilege and emotion at the door as a white person when you want to engage and support movements, protests, conversations on race?

 1

  > google.com  Oct 13, 2014 

I'm planning to go to the "Dear White People" screening + director Q&A Thursday at 5:30. I don't know who I'm going with, so if you're going or thinking of going, let me know!

"Dear White People" Advance Movie Screening & Director Q&A



"Dear White People" Advance Movie Screening & Director Q&A

Please fill out this form if you are interested in attending the Google advance screening of "Dear White People."

What: "Dear White People"
Who: Googlers & interns + 1 Guest (Guest can be a Non-Googler)
Time: Thursday, October 16 at 5:30pm - 8:15pm
Location: Century Cinemas 16 (1500 N Shoreline Blvd, Mountain View, CA 94040)
Add G+ Invite to Calendar at: [go/dwpmovie](https://go.dwpmovie)

Movie Preview: www.dearwhitepeoplemovie.com www.imdb.com/title/tt2235108
Movie Running Time: 1 hr 40 min



Tim Chevalier +1

I would also like to state a boundary that if this thread becomes centered on how white men feel about being called sexist and how white people in general feel about being called racist, I will mute notifications. It's up to +[Colin McMillen](#) how to moderate threads on his statuses, but that is my boundary.

ckd Christopher Davis › google.com Nov 15, 12:44 PM

It's time again for the too-frequently-needed reminder that "cargo cult programming" is a problematic phrase that is both racist in origin and often insulting in use.

If you think code is being unnecessarily repeated, say so **in those words**. It's best to do so while offering a solution for removing the redundancy, since the original author may not be aware of the best ways to reuse code and/or definitions in a given language. (This particularly goes for things like GCL, where I've managed to break things more than once while trying to limit redundancy.)

Living as a plural being

File Edit View Insert Tools Help Present Comments Share

Comment only

Pronouns and forms of address

Plural **They** pronouns: Generally plural beings prefer **they** or **you&/your&** pronouns, and self-address as **we/our**. But many of us are stealth (as noted, 1.5% of the population have DID which is a subset of Plurality).

General examples of 'not okay' etiquette around plural beings:

- Questions about 'integration'; healing trauma splits is a private matter, and beings may be unable to combine headmates, co-conscious is an alternative.
- Addressing any one headmate in particular; we're all listening!
- Assumptions that we're mentally damaged; actually we're happier this way.

Generally [redacted] prefers that we go by She/Her/I as if single, as a social victory in our transition. We're kind of curious about getting people to accept plural They/We terminology but haven't pressed for it. We have however observed that our coworker who is non-binary has not had an overly difficult time getting singular They pronouns from Googlers who are familiar with them, but it doesn't seem to be a default response in society.

EXHIBIT C

Folks, friends, confidantes, colleagues and partners in crime:

I'm writing to say goodbye to Google.

First, I'd like to share that I've had a great time over the last two and a half years; I've learned a lot from all of you, and I carry with me quite a few memories that I won't forget.

It was not easy, and it took a long time, for me to come to this decision. I have been unhappy for a while and, though I have tried to keep a positive perspective, not much has changed that would help me actually feel differently. So much so, that on Monday last week, I felt simply too sick to even contemplate going to the office. All I could think of, was quitting.

This is what I am doing today, and I explain why below. I'll be searching for new opportunities here in Zürich over the course of the next weeks. If you know of any, I'm certainly open to suggestions.

Finally, I don't mean this to be a goodbye to you. While I have not had a chance to collect contact information from many of you, if you'd like to keep in touch, please write to me at rudd-o@rudd-o.com (GPG fingerprint 320B 2934 CAC6 EF54 16FF A16C 5C06 F67A 8BDE BA09). A chat over beers and steaks, about anything Google or not, would be great as well.

Manuel Amador (Rudd-O)

Why Rudd-O is leaving.

One of the things I'm proud is that I was raised to speak up, and to be frank, with regards to ideas — good or bad — that I encounter in my life. While I am by no means correct all the time — and, oh, how I would like to be, as that skill would be very useful in Vegas and Wall Street — I try to at least tell people what's on my mind — whenever and wherever there's a forum to discuss ideas that are important, ideas

that shape how we live, and ideas that inform our ethics. In all of my friendships and business dealings, I've tried to meet this bar that my education instilled on me, of honesty and sincerity, and of honoring the respect given to me by giving it back in return. Consistent to this condition of mine, one of my fundamental needs within any environment that I frequent is to be afforded the opportunity to speak truthfully and honestly without reprisals. I can say with confidence that I have had a chance to be frank to every single one of you, and I have enjoyed the privilege of frankness from you in return. This is what makes friendships (and relationships in general) blossom, and I wouldn't have had it any other way.

I can't, however, extend this gratitude to Google as a whole.

Google has problems.

You might be thinking that I'm referring to the political bias and favoritism of many of its employees for the current U.S. administration. Or perhaps its no-longer-secret dealings with Hillary Clinton's Department of State about the Benghazi videos. Or its involvement in the clandestine PRISM program which, I'll be the first to admit, takes place only because Google remains under duress.

Those are not the problems I am referring to.

Google employs a few individuals (from rank-and-file to upper management) who are or have become highly ideological. They have made it one of their ostensible missions to have the entire company conform to these ideologies. Most of them believe that all of us — me and many others included — should not be permitted to impugn or question the ideologies they want to impose.

The ideologies that, over the course of the last years, have taken hold, are no secret. Selective equalism, "social justice", "diversity" (always of external characteristics but never of viewpoints), regressive racialism and sexism, invisible privilege theory, grievance "feminism", anti-conservatism, anti-libertarianism, microaggression theory, disagreement as harassment, frivolous "phobias", "affirmative" (racist, really) action, and a decidedly hostile attitude to impartial or even marginal discussion of these ideas. These toxic (not to mention wrong) ideologies of "political correctness" cause people to atomize themselves into tribal affiliations based, not on attributes from reality or reasoned conclusions, but on allegiances to ideologies and artificial victimhoods. This irrationalism have, in turn, caused within the company a series of moral panics with which quite a few Googlers are familiar.

Outside of Google, these ideologies have succeeded so wildly that, today, you can be disinvited from a talk and tarred as a hateful racist simply because you once pointed out that the African slave trade hundreds of years ago involved black people kidnapping and selling other black people, or fired and blackballed for making a donation to a political initiative that in fact was successful and popular just a few years ago. In fact, I expect that at least one person would use this very paragraph to accuse me of being both a racist and a homophobe, falsely inferring motive and intent on my part, simply because I referred to these facts in this paragraph. But to consider that an accident by a misguided yet well-meaning person, would be to miss the point — it is the whole point of the ideologue pushing for these ideologies to make it impossible to discuss the issues they want people not to discuss! Since reality contradicts the ideologue, it is reality which must be suppressed, by hook or by crook.

Inside of Google, they are all too common as well. Though I personally won't be naming names in this note, during these years many people (including me) have faced contempt, opprobrium, insults, smears, provocations, threats of industry blacklisting, and even frivolous H.R. reports that influence my career (and many others'), in retaliation for voicing my mind. The tone of this treatment was always particularly intense whenever I dared to question the set of ideologies that I found incorrect, toxic or divisive. I have been slurred as a racist, a sexist and "privileged", in direct contradiction to the content of my thoughts, and in contempt of the tough things I have had to live through to get where I am. I have had mean people interfere with a forum I was a part of, just to generate the false impression that people in the forum were bad individuals. I have been directly ordered by senior management to "stop posting immediately" on a thread where I had managed to give other Googlers the impression that it was okay to discuss a common myth about free speech. I've seen a person get banned from a mailing list, and their conduct characterized as "not welcome", for daring to disagree one time, and politely, with a premise of a discussion. I've seen people bring up conclusively damning complaints to government agencies about this problem. I've seen people quit.

So how Kafkaesque and totalitarian has the situation become at Google?

About a month ago, I was called to meet with H.R. as a result of someone filing a complaint about something I did not say, did not write, and do not believe. And then, in what really defied the limits of audacity, I was asked in that meeting to apologize for that which I did not say! Of course, I did no such thing... but that was the moment I changed my mind, from "Google has a big problem", to "even if I have to peel potatoes for a living, I really can't work here anymore."

There is without a doubt a systemic component to this degeneration of company culture. The ideologues either occupy privileged positions in company management or receive support and encouragement from company management. People like me, who oppose these ideologies, are silenced by management or "coached" by H.R. to effectively shut up and focus on our work. Conversely, people who proselytize these ideologies and actively alter company policy to legitimize them, are portrayed as virtuous and even rewarded professionally. In fact, there appears to be a push towards making it mandatory for certain promotions to have been involved in proselytizing these ideologies. All of you are extremely bright, so the outcome of this systemic bias ought to be a foregone conclusion to you. Of course, there's also the external component to what Google as a corporation does, which has included (but doesn't stop at) front page Doodle support for a controversial Marxist terrorist sympathizer, as well as funding plus venue for events to give platforms to sexist and racist hatemongers and riot organizers.

Some folks might be tempted to dismiss these concerns by arguing that Google is but a workplace, where people come to work and not to "discuss politics", and therefore these concerns are not valid. I would have no problem accepting that argument if such a standard was applied equitably and Google did not pick favorite ideologies. But clearly the standard is not applied equitably, as these ruinous politics shape the workplace conditions that every employee and TVC experiences. The result of this uneven standard is that partisans of the ideologies are very happy to work at Google, at the expense and at the detriment to the happiness of folks like me and many others. Many others who, may I note, simply don't voice their concerns, because they fear retaliation and opprobium from colleagues bent on getting their own ideological theories put in practice at Google.

I'm not sure if I'm the only one who believed this, but when I began working at Google, I believed that Google was a unique place, where frank and honest discussion of any issue could be entertained, where data would often be used to settle the argument, people got respected right or wrong, and the value of open communication was cherished. At the time, this impression made Google the superior choice of company to work for, much in the way that, for many folks, catered food is a great reason to work for Google. Today, I feel defrauded; the reality is that discussion is allowed, but only insofar as everyone involved continues to look away from the Emperor's buttocks. Point to his plump cheeks, and you'll get booed with the classic "Wrongthink! Hateful!" in no time.

As the third rail has become fatter and fatter and harder to miss, many other Googlers — who remained silent because they had a substantive belief that there would be repercussions if they spoke up — already quit over this. I, too, thought their decision was premature... but now they have proven to be correct. And so, my time has come.

Footnotes:

¹ Many group these ideologies under the term "political correctness". That term gives people a wrong idea of where these ideas come from, or what they really are. A more honest term is "cultural Marxism": a term that indicates how the Frankfurt School (née Institut für Sozialforschung) applied Marxist class analysis to cultural critiques — you may have noticed that Marxist class analysis is the common thread underlying all those ideologies. Interestingly, the Frankfurt school disguises this fact by calling their work "critical theory". From Marcuse's infamous "Tolerance of the intolerant" instigating people to be vitriously intolerant of anyone against these traditionally-leftist ideas, to modern academic noise about people resistant to adopt entirely made-up pronouns and animal-kin genders, the attack on basic philosophical truths from these wrong-headed modes of thinking against society has given no quarter.

A note on privacy:

I explicitly authorize you to share this with anyone you want.