DIVERSITY & INCLUSION
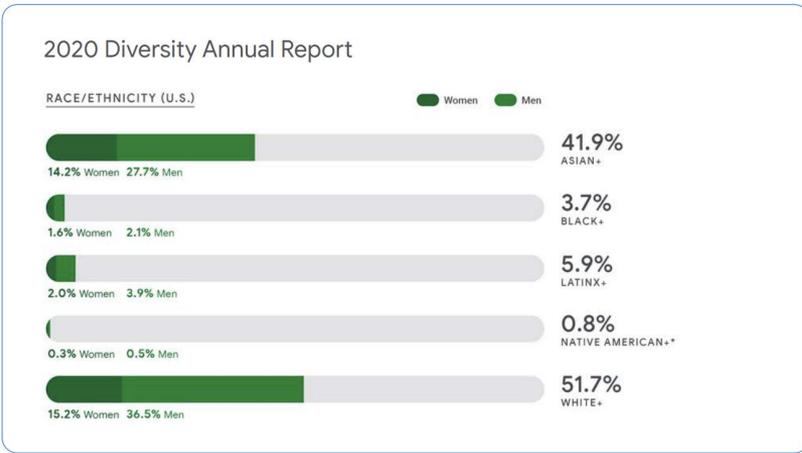## Academia and Google

Personal impression: Google feels more diverse and more inclusive than academia
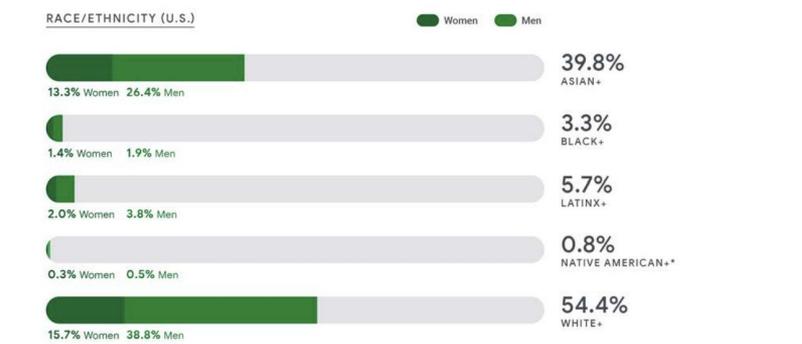
Intersectional workforce representation

2020 Diversity Annual Report

RACE/ETHNICITY (U.S.)   ● Women   ● Men

41.9%
ASIAN+
14.2% Women   27.7% Men

3.7%
BLACK+
1.6% Women   2.1% Men

5.9%
LATINX+
2.0% Women   3.9% Men

0.8%
NATIVE AMERICAN+*
0.3% Women   0.5% Men

51.7%
WHITE+
15.2% Women   36.5% Men

2019 Diversity Annual Report

RACE/ETHNICITY (U.S.)   ● Women   ● Men

39.8%
ASIAN+
13.3% Women   26.4% Men

3.3%
BLACK+
1.4% Women   1.9% Men

5.7%
LATINX+
2.0% Women   3.8% Men

0.8%
NATIVE AMERICAN+*
0.3% Women   0.5% Men

54.4%
WHITE+
15.7% Women   38.8% Men

Intersectional leadership representation

2020 Diversity Annual Report

RACE/ETHNICITY (U.S.)   ● Women   ● Men

29.6%
ASIAN+
8.5% Women   21.1% Men

2.6%
BLACK+
1.1% Women   1.5% Men

3.7%
LATINX+
1.5% Women   2.2% Men

0.5%
NATIVE AMERICAN+*
0.3% Women   0.2% Men

65.9%
WHITE+
16.8% Women   49.1% Men

	2019
5.8%	Non-Hispanic Asian & Pacific Islander
12.4%	Non-Hispanic Black
19.4%	Hispanic
59.5%	Non-Hispanic White

2019 Diversity Annual Report

RACE/ETHNICITY (U.S.)   ● Women   ● Men

28.9%
ASIAN+
8.1% Women   20.9% Men

2.6%
BLACK+
1.1% Women   1.5% Men

3.3%
LATINX+
1.3% Women   2.0% Men

0.7%
NATIVE AMERICAN+*
0.4% Women   0.3% Men

66.6%
WHITE+
16.5% Women   50.1% Men
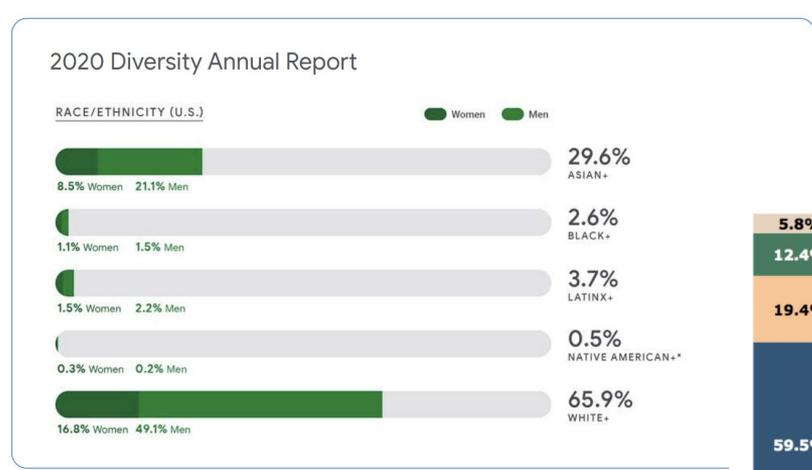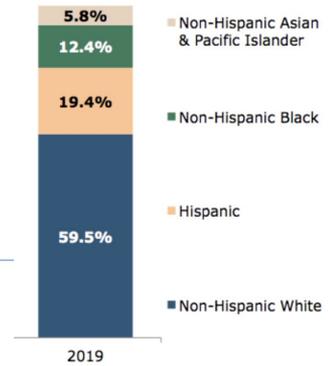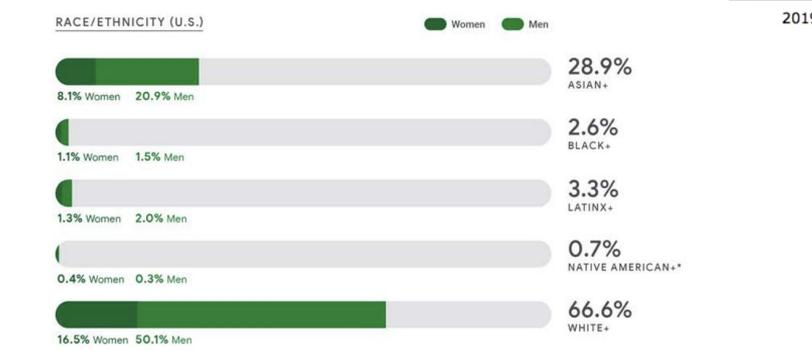
Google and Academia: similarities

- Globalized endeavors. Global audiences.
- Cater to/Made by diverse subjects.
- Perceived elitism or exceptionality.
- Significantly more left-leaning/liberal than the general population.

Some differences

For profit	Nonprofit
Huge amounts of internal data. Many internal studies.	Studies are often hard to find, sometimes they do not exist.
Company age: 20 years	Institutional age: A millennium (or so)
Nation-like. Strong pressure to establish common values. "Googleyness". Loyalty. More than your workplace.	Hands-off approach to personal ideology. Objective evaluation metrics (grades, citations).

For-profit

The data suggests diversity correlates with better financial performance.

Likelihood of financial performance above national industry median, by diversity quartile, %
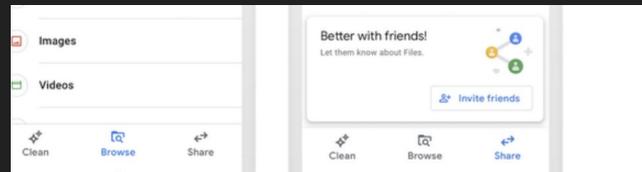
Ethnic diversity

Top quartile — 58

Bottom quartile — 43

+35%

Gender diversity

Top quartile — 54

Bottom quartile — 47

+15%

Gender and ethhnic diversity combined

Top quartile — 53

All other quartiles — 40

+25%

Source: McKinsey Diversity Database

NEXT BILLION USERS

Google for India: Building services for every Indian, in their language

Data

- Found: *Women significantly less likely to apply if jobs qualifications exceed 54 words.*
  -> Keep job postings below that limit
  = ~10% increase in women applications.

- Found: *Native-American women experience higher levels of exclusion.*
  -> Summit for Indigenous Women.

Age

- Informality vs rituals.

- Nonlinear vs linear hierarchy. Possibility of checks and balances (haven't tested them).

- Adoption of recommendations from social science.

Culture

- *Embrace of social struggles.*
- *Embrace of niche cultural expressions.*
  Black History Month -> Talks, outreach, institution-wide activities.
  Gay pride -> Rainbow decoration, more talks by prominent activists, festivities........
- *Internal identity-based subcommunities.*

- *Systemic bias against conservatives?*

- *Nationalism in the Google-nation?*