



Exclusive: Here's The Full 10-Page Anti-Diversity Screed Circulating Internally at Google [Updated]



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Saturday 4:30pm

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Photo: AP

Update 7:25pm ET: Google's new Vice President of Diversity, Integrity & Governance Danielle Brown has issued her own memo to Google employees in response to the now-viral memo, "Google's Ideological Echo Chamber." Brown's statement, obtained by Motherboard, can be found in full at the end of this article.

A software engineer's 10-page screed against Google's diversity initiatives is going viral inside the company, being shared on an internal meme network and Google+. The document's existence was first reported by Motherboard, and Gizmodo has obtained it in full.

In the memo, which is the personal opinion of a male Google employee and is titled "Google's Ideological Echo Chamber," the author argues that women are underrepresented in tech not because they face bias and discrimination in the workplace, but because of inherent psychological differences between men and women. "We need to stop assuming that gender gaps imply sexism," he

writes, going on to argue that Google's educational programs for young women may be misguided.

The post comes as Google battles a wage discrimination investigation by the US Department of Labor, which has found that Google routinely pays women less than men in comparable roles.

Gizmodo has reached out to Google for comment on the memo and how the company is addressing employee concerns regarding its content. We will update this article if we hear back.

The text of the post is reproduced in full below, with some minor formatting modifications. Two charts and several hyperlinks are also omitted.

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.

Background [1]

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 document.[2] 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

- Compassion for the weak
- Disparities are due to injustices
- Humans are inherently cooperative
- Change is good (unstable)
- Open
- Idealist

Right Biases

- Respect for the strong/authority
- Disparities are natural and just
- Humans are inherently competitive
- Change is dangerous (stable)
- Closed
- 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 tech [3]

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 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.

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

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