Google Diversity Annual Report

2023

Google

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Introduction

Strengthening our culture of respect for all.

This past year, we identified our most effective efforts, then doubled down.

Equipped with data from across our geographies, we worked alongside partners – within and outside Google – to refine and strengthen our most impactful efforts. We overhauled systems to increase manager accountability, evolved our products to work better for more people, and expanded programs to unlock new economic opportunities for underrepresented communities around the world. And most importantly, we took steps to further embed these efforts into Google's fabric, operationally and culturally.

The past year brought global challenges that tested us. But our focus didn't waver, it sharpened. We stood firm on our Racial Equity Commitments (about.google/commitments/racialequity) and continued driving work that championed belonging, in all its forms, across the company.

We think of our efforts across three broad categories: Workplace, Products, and Society. These are the places where we work to cultivate belonging, and where our actions take root. This report details those actions, while also highlighting where we must continue to grow. Because in the ten years we've been sharing our progress, we've come to understand this: Building for all builds us all.

As we work toward a future centered on equity and respect – a future where everyone can belong – we still have much to learn and much to do. Ensuring this vision becomes reality is what drives us forward.

Key Takeaways

Embedding belonging in all we do.

In Our Workplace

Taking a targeted approach to equity.

Informed by rigorous analysis, we built our most representative workforce yet. A key proof point: In 2022, we met our Racial Equity Commitment of increasing leadership representation of Black+, Latinx+, and Native American+ Googlers by 30%. We also elevated high-potential talent from underrepresented groups: A majority of mentees in our Pathways to Sponsorship programs reported career growth – from new opportunities and expanded networks, to enhanced roles and promotions.

In Our Products

Ensuring inclusion is built in.

We continued to build tools and processes that centered inclusion more deeply and consistently in our products, leading to more respectful, helpful, and enjoyable experiences for our users and communities. For example, on YouTube, we expanded features within our AI systems to reduce toxicity online.

In Society

Building new systems to expand opportunity.

We strengthened our investments and partnerships to further educational, economic, and health equity. Through our $20 million commitment, 11 million underserved students across major urban centers and rural communities in the U.S. will gain access to computer science education. And we've exceeded our 2022 goal to support suppliers from diverse backgrounds, spending $2.8 billion to help create a more equitable supplier ecosystem that reflects the diversity of our society.

In Our Workplace

Taking a targeted approach to equity.

In Our Workplace

In 2022, we were able to build the most representative Google to date.

Taking a targeted approach to equity.

Last year, Google achieved our most diverse, representative workforce yet. Getting there required us to grow more targeted in our actions, and to follow the data to determine which initiatives were delivering on their potential, and which were falling short. We doubled down on our most impactful efforts – for example, our onboarding program for Black talent, which saw rapid expansion in its second year – and also refined or launched others, like our new manager responsibilities framework.

We'll continue to listen and collect data, working toward an ever more representative workforce and workplace – where every employee feels that they belong.

Representation

We grew our employee communities – and their impact.

Creating the most representative Google ever was a direct outgrowth of our efforts not only to hire, but to retain diverse talent. An organization of our size and scale can meaningfully drive representation – not just for our workforce, but across the tech industry – and our energies were laser-focused on that goal in 2022.

We expanded two of our newer Employee Resource Groups globally: the Parents and Caregivers ERG, designed to support Googlers in a parent or caregiving role; and the Mixed@Google ERG, a dedicated community for multi-racial, multi-ethnic, and multi-heritage Googlers and allies. We also welcomed organic, empowering collaboration between these groups. Delivering on a top ask from its members, Mixed@ formed a Mixed Parenting committee in 2022 to address the joys and complexities of raising Mixed children. At launch, both Mixed@ and Mixed Parents were the first and only such community resource groups to exist for employees in the corporate tech space.

In Latin America, we supported our people in creating new community spaces as well. Working with our Leading Through Equity and Diversity (LEAD) team, a group of Googlers created Movimiento Anti-Racista (MAR), the first formal Googler community centered around racial equity for Black and Indigenous Googlers in the region. The initiative has already brought together members from México City, Lima, Buenos Aires, Santiago de Chile, San Francisco, Seattle, and Toronto. It's also helping the Black Google Network (BGN) and the Google Aboriginal & Indigenous Network (GAIN) start operations in Spanish-speaking Latin America.

Groups like these are not only creating safe spaces for diverse communities, they're also driving more equitable experiences for Googlers, our users, and the communities in which we operate. A notable outgrowth of this is our work with the Disability Alliance ERG in Korea. Members saw an opportunity to make our Gangnam office more accessible, and partnered with the Real Estate & Workplace Services team to bring that vision to life. We started with improvements to our existing office space, from posting meeting room signs in braille to installing drop-down thresholds for doors. Eventually, we designed an entirely new floor, with features like wider spaces for mobility and easy-to-reach shelves, sinks, and other elevated surfaces. Throughout the process, we incorporated feedback and co-designed with Google's disability community, while ensuring all design plans were available in braille.

The Disability Alliance ERG worked to make our Gangnam office more accessible.

We expanded our onboarding programs for underrepresented talent.

Research shows that onboarding is critical in helping new employees feel like they belong and improving retention rates – especially among underrepresented communities. Armed with that knowledge, we pushed forward with new and existing onboarding programs.

In 2021, we piloted The Collective, a six-month onboarding program designed for Black Nooglers and their managers. Last year, with more than 75% of eligible Googlers opting in to The Collective from all over the world, we launched across eight countries – Australia, Brazil, Canada, Ireland, Singapore, South Africa, the U.K., and the U.S. Our inaugural class shared how The Collective gave them deeper personal connections, with 93% reporting it was worth their time.

> **"The Collective is the best onboarding experience I've seen … and one of the reasons I have decided to continue in my journey at Google."**
>
> – The Collective participant

We've also been working to understand how we can better support Latinx and Indigenous Googlers during onboarding. In 2022, one result of those efforts was Amigo@Google, our first onboarding program designed specifically for executive Latinx Googlers. Amigo@Google connects participants with experienced Latinx executives across the company, facilitating community-building, networking, and open dialogue with peers who share a common cultural background and life experiences. For our inaugural cohort last year, we welcomed executives from around the world and across product areas.

Participants in The Collective, designed for Black Nooglers and their managers, reported that the program helped create deeper personal connections.

We helped all employees honor the moments that matter.

In 2022, we launched new initiatives to help Googlers from different religions and heritages celebrate the moments that matter – and give Googlers from all backgrounds opportunities to learn about and participate in these moments, too.

To help event planners, managers, and leaders navigate religious holidays respectfully and equitably, we created an inclusive scheduling guide. This go-to guide contains tips and best practices for scheduling events of any kind, from global conferences to one-on-ones, as well as a list of work-restricted days of significance created by our Inter Belief Network Employee Resource Group (ERG). We helped Googlers celebrate

in the office as well. Throughout the year, the Food team partnered with our ERGs to host global, multicultural food experiences to honor holidays and heritage moments – including Eid, Rosh Hashanah, Navaratri, Diwali, Christmas, Lunar New Year, Yalda, and many others – in over 60 locations around the world.

And though celebration pulled us together, tragedy did as well. Amid difficult and often traumatic moments, including acts of violence targeting specific communities, we responded with support sessions featuring external experts, mentoring opportunities, and more – wherever in the world they were needed.

We launched new initiatives to help Googlers from different religions and heritages celebrate the moments that matter.

We celebrated the LGBTQ+ community at Google in new ways.

In 2022, we held several first-of-their-kind events for the LGBTQ+ community across Europe, the Middle East, and Africa. At our first Trans Awareness Week, we honored the dynamic and diverse transgender community, including non-binary and gender nonconforming people. On International Non-Binary People's Day, we held our first event dedicated to Black non-binary experience, with workshops and talks for community members and allies alike in the region. Plus, we celebrated Baltic Pride for the first time in Vilnius, Lithuania.

We also brought new initiatives to the 20th anniversary of Taiwan LGBT+ Pride, East Asia's biggest Pride celebration. Through Google Search and YouTube, we live-streamed celebrations across Taipei, so more people could participate – both in Taiwan and around the world. Plus, we launched a page to educate people on top Pride trends and the history of Taiwan Pride, and encouraged merchants to use our LGBTQ-friendly attribute on Maps. We were honored to help make this event – long at the forefront of LGBTQ+ rights in East Asia – more accessible and impactful.

More Inclusive Demographic Data

At Google, we build for everyone. We know that one of the best ways to do that is to have a workforce that's more representative of the users we serve. We recognize that categorizing identity can be falsely limiting and miss important nuances within broader demographic categories. Thanks to an initiative called Self-ID, Google gathers more inclusive global data on race, gender, and other identities to help give us a more detailed picture of our workforce. We will continue to use and iterate on Self-ID to help us better understand the nuances within communities, and power our diversity, equity, and inclusion (DEI) efforts globally.

Of employees who have self-identified globally, we see that:

7.0% self-identified as LGBQ+ and/or Trans+.
6.5% self-identified as having a disability.
5.2% self-identified as being, or having been, members of the military.
<1% self-identified as non-binary.

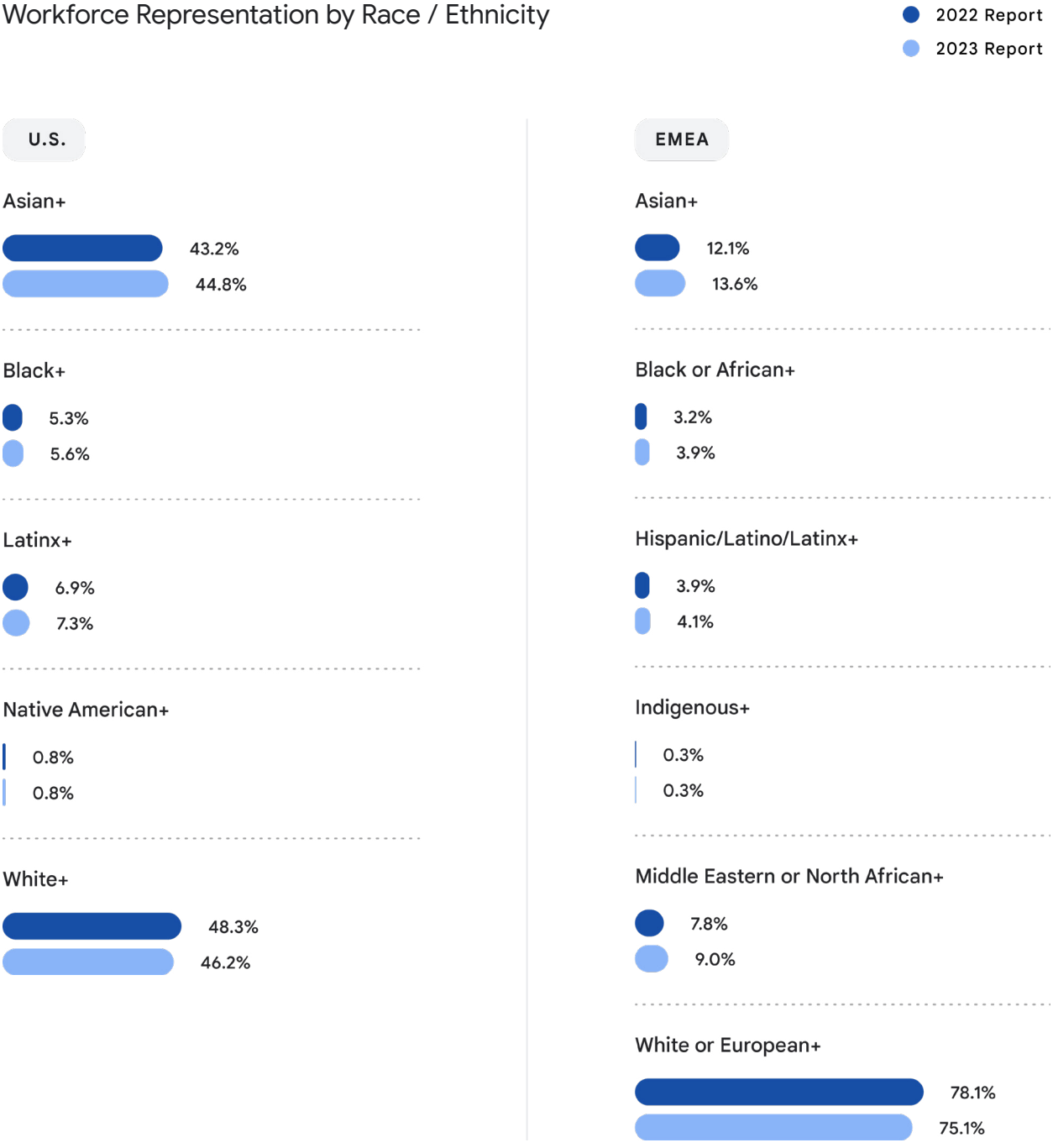
In 2022, the number of Googlers who self-identify (or "self-ID") as members of these underrepresented communities grew – and at a faster pace than our overall growth.

Learn more about how we report our data in the Appendix.

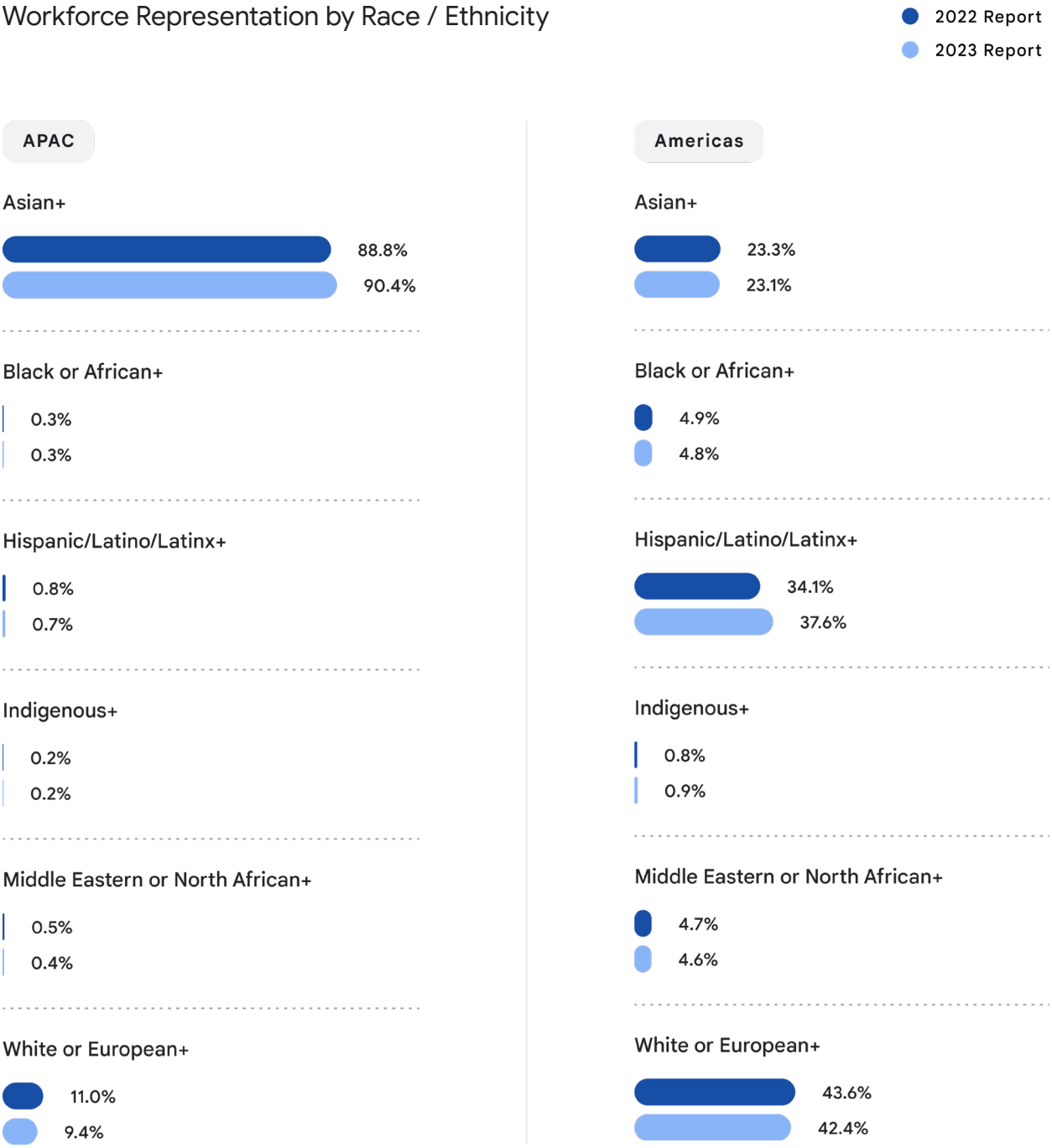
Our Workforce Representation Data

In 2022, we were able to build the most representative Google to date.

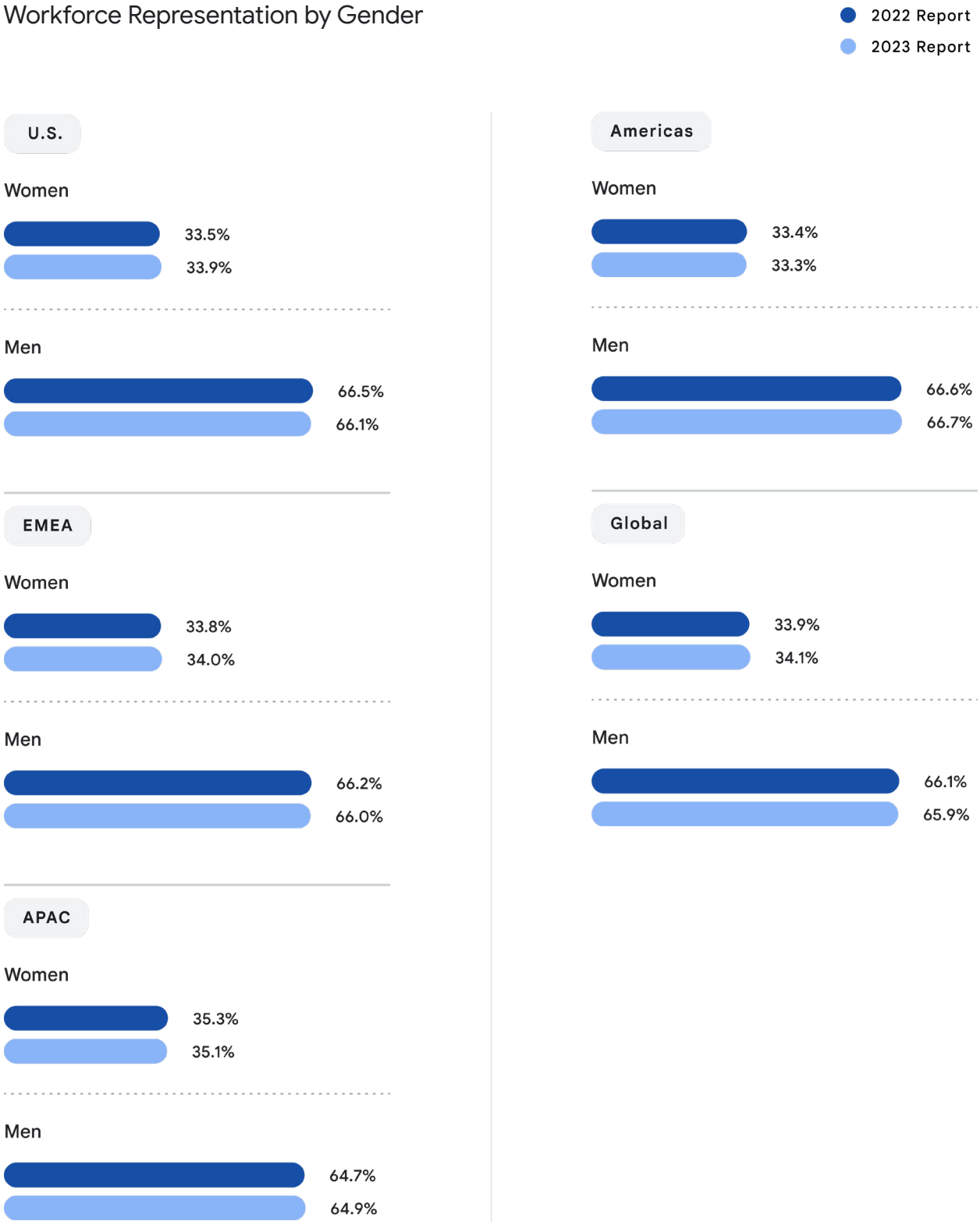
Workforce Representation by Race / Ethnicity



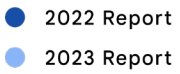
Workforce Representation by Race / Ethnicity



Workforce Representation by Gender



Intersectional Workforce Representation



U.S.

Asian+

Women

15.3%
16.1%

Men

27.9%
28.7%

Black +

Women

2.3%
2.4%

Men

3.0%
3.2%

Latinx+

Women

2.4%
2.5%

Men

4.6%
4.9%

Native American+

Women

0.3%
0.3%

Men

0.5%
0.5%

White+

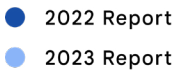
Women

15.1%
14.6%

Men

33.2%
31.7%

Leadership Representation by Race / Ethnicity



U.S.

Asian+
31.2%
32.3%

Black+
4.7%
5.2%

Latinx+
4.1%
4.3%

Native American+
0.7%
0.8%

White+
62.0%
60.3%

EMEA

Asian+
6.6%
7.7%

Black or African+
3.8%
4.1%

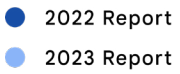
Hispanic/Latino/Latinx+
N/A
2.2%

Indigenous+
N/A
N/A

Middle Eastern or North African+
5.8%
6.9%

White or European+
85.8%
83.5%

Leadership Representation by Race / Ethnicity



APAC

Asian+

72.1%
75.0%

Black or African+

N/A
N/A

Hispanic/Latino/Latinx+

N/A
N/A

Indigenous+

N/A
N/A

Middle Eastern or North African+

N/A
N/A

White or European+

27.9%
25.3%

Americas

Asian+

N/A
9.0%

Black or African+

N/A
N/A

Hispanic/Latino/Latinx+

40.9%
41.7%

Indigenous+

N/A
N/A

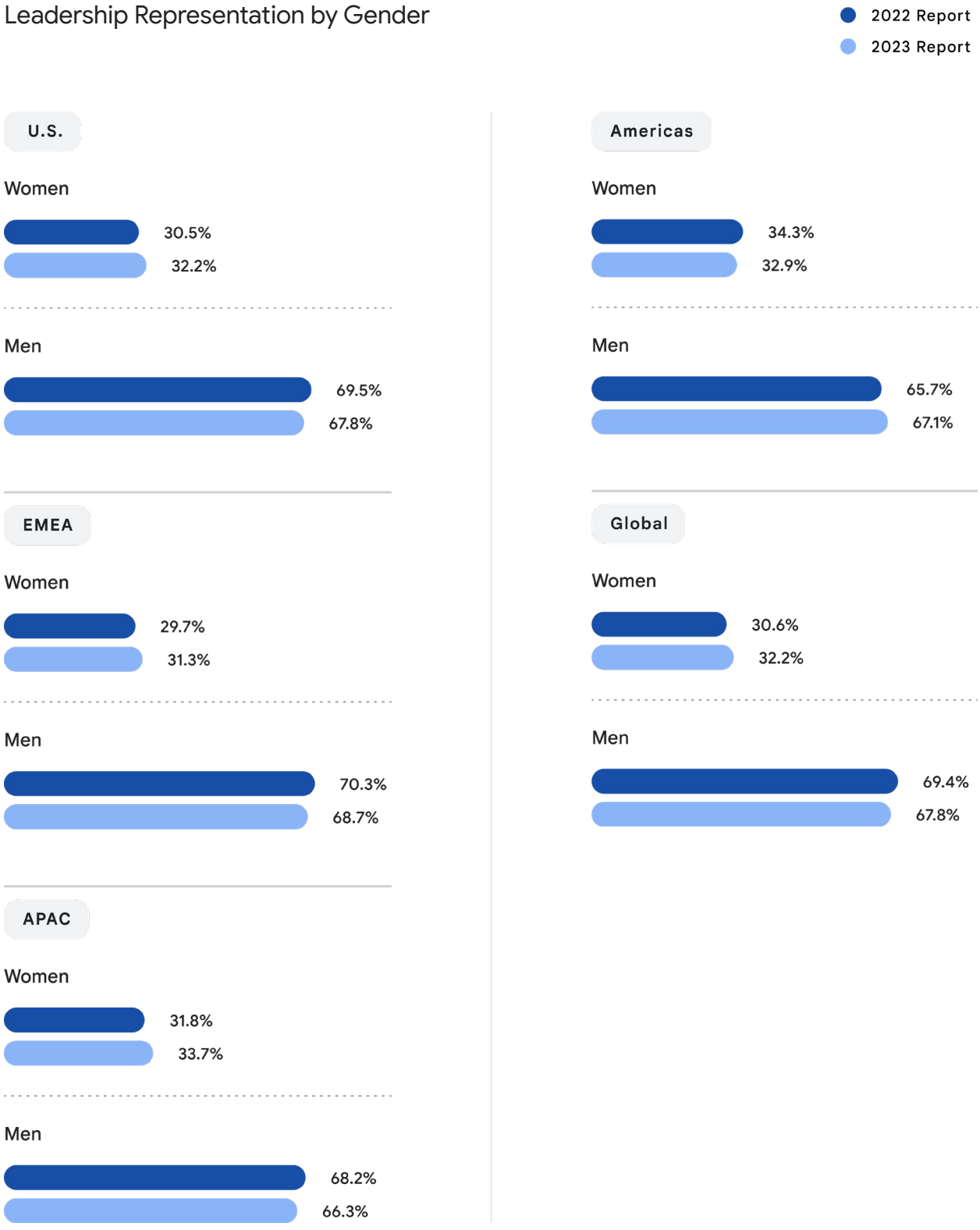
Middle Eastern or North African+

N/A
N/A

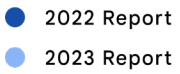
White or European+

52.3%
57.6%

Leadership Representation by Gender



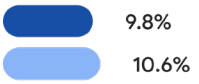
Intersectional Leadership Representation



U.S.

Asian+

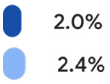
Women



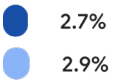
Men

Black +

Women



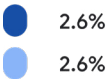
Men



Latinx+

Women

Men



Native American+

Women

Men

White+

Women

Men

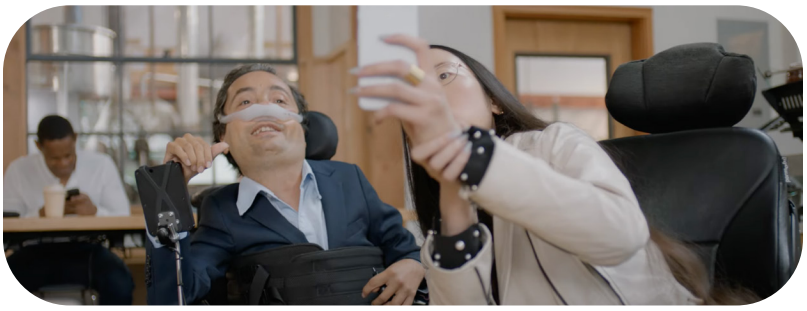
Hiring

We grew the skill of our recruiters to build more representative teams.

To build a workforce that truly reflects the world, we must prioritize inclusion from the very first outreach.

To that end, we scaled the expertise of high-impact teams like Empower, which specializes in recruiting underrepresented talent for technical and non-technical roles. Empower reached across our entire recruiting ecosystem, training 200 Google recruiters in a range of product areas to become trusted advocates for diverse talent – exceeding all year-over-year goals. In turn, participating recruiters brought key learnings, trends, and qualitative data back to the broader recruiting team.

We also launched community-specific educational programs, like our new global e-learning, which aims to equip hiring managers to better assess candidates with disabilities or neurodivergence. Created in partnership with the Disability Alliance Employee Resource Group, this program helps hiring decision-makers address their biases and adopt more inclusive behaviors – whether around communication etiquette, job descriptions, or interview approaches. Based on its impact, we made the program available to all Google employees.



We helped hiring managers address their biases around candidates with disabilities or neurodivergence.

We built inclusivity into our job postings worldwide.

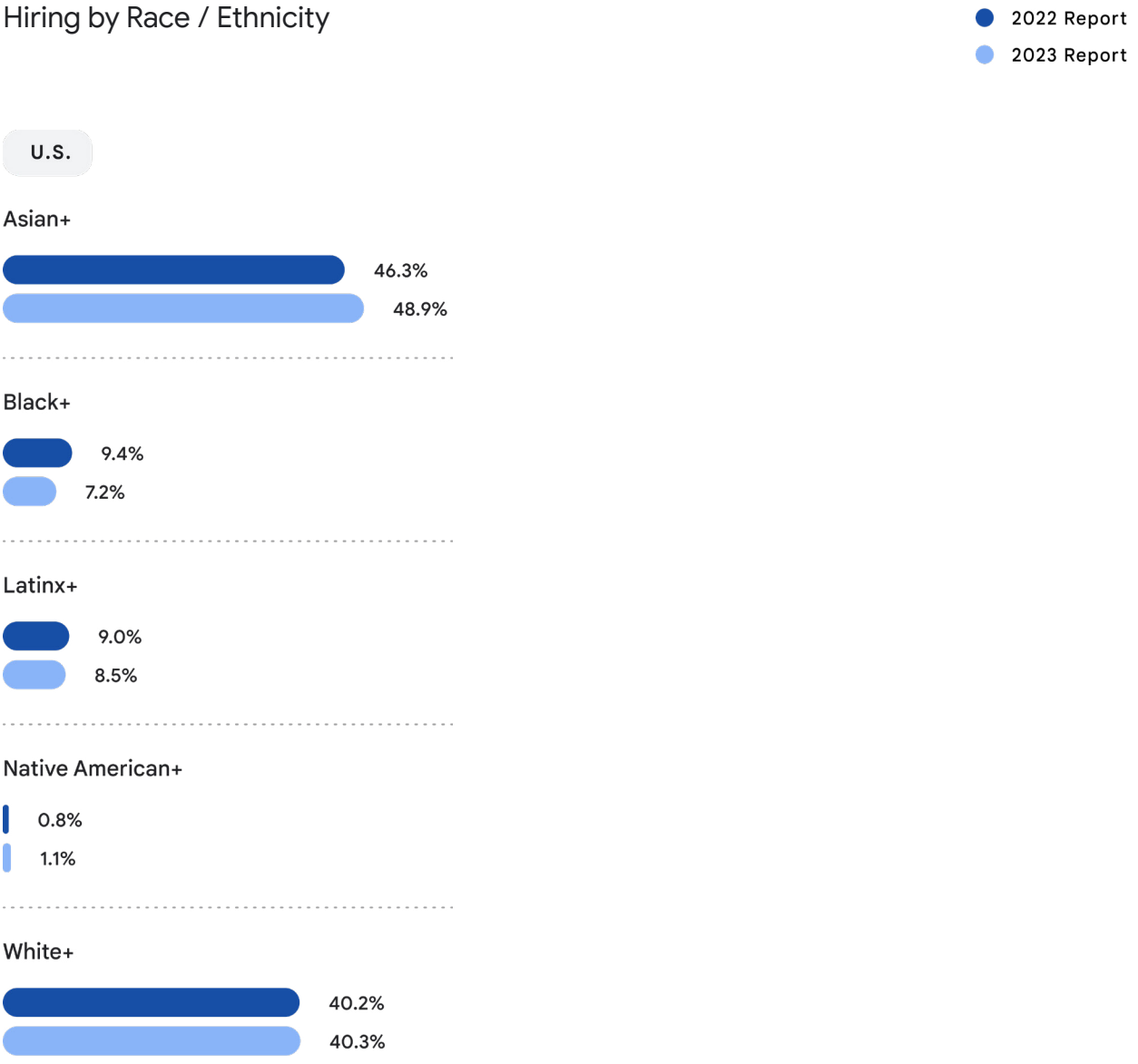
How we present our open roles – and who finds them – can determine whether a candidate feels empowered to apply or not. That's why we manually reviewed over 5,000 job postings across Europe, Africa, and the Middle East, with the goal of increasing representation of women, Black talent, and people with disabilities. During the review process, we reduced bias in content and wording for job titles, requirements, and responsibilities. We also partnered with external hiring platforms to reach more Black talent. And we examined case studies across the region to uncover new ways to attract underrepresented groups. We extended that work to Brazil, where we posted roles exclusively available to the Black community across Tech, Cloud, and our business and sales teams, to help us reach undiscovered talent in South America's most populous country.

We reduced bias in content and wording for job titles, requirements, and responsibilities.

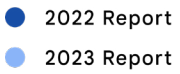
Our Hiring Data

Since we began reporting in 2014, underrepresented communities within Google have grown significantly faster than the overall employee growth rate. We're particularly proud that in 2022, we saw an increase in hiring of Native American and Indigenous employees, across both tech and non-tech roles. That progress, however, is tempered by the knowledge that we must continue to improve hiring of other communities.

Hiring by Race / Ethnicity



Hiring by Gender



U.S.

Women

Men

EMEA

Women

Men

APAC

Women

Men

Americas

Women

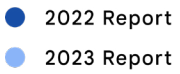
Men

Global

Women

Men

Intersectional Hiring



U.S.

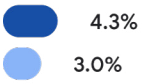
Asian+

Women

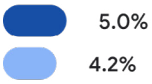
Men

Black +

Women

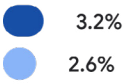


Men

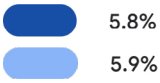


Latinx+

Women



Men



Native American+

Women

Men

White+

Women

Men

Retention and Progression

We held our managers to a new standard.

Focusing on retention and progression has always informed our efforts to create a representative workforce. We're constantly refining our approaches to retention and hiring, ever mindful of the relationship between the two. Last year, we saw the impact – in our most representative workforce since we began reporting in 2014.

Manager relationships were critical in driving that result. Last year, data showed that managers could do more to support underrepresented talent – especially when it came to areas such as role alignment or career trajectories. So we took steps in 2022 to better educate our managers on diversity, equity, and inclusion, and hold them accountable.

A central part of that work was revising our fundamental manager responsibilities of Deliver Results, Develop People, and Build Community. Today, equity is core to each responsibility, rather than being isolated to Build Community, with the aim of including equity considerations in all aspects of management. We've clearly outlined what is expected of managers to be equitable and inclusive role models for their teams, and we're working to support them in living up to these elevated expectations. Managers have access to a robust collection of resources, including one-on-one coaching and Inclusion Roundtables specifically for Vice Presidents. Because good management is equitable management.

> **"The introduction of these three key elements of managing crystalized for me what it takes to be a responsible manager at this moment at Google."**
>
> – Je A'nna McCardie, Director, Hiring Equity Strategy and Programs

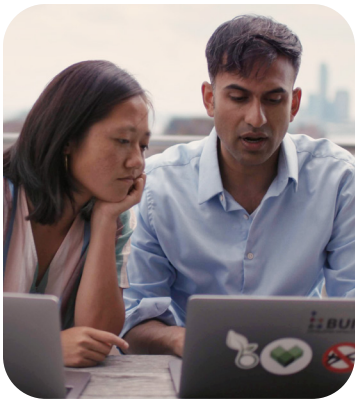
We revised our fundamental manager responsibilities in 2022.

We collected more data, sooner, for targeted support.

At Google, we understand the power of data to drive meaningful, targeted action. In 2022, we worked across the organization to collect more types of data, more frequently, from more communities and geographies.

The Stay and Thrive team was at the forefront of this work, making it easier than ever for leaders to translate insight into action. Stay and Thrive conducts thousands of one-on-ones with employees each year to understand their unique challenges and goals, and provide tailored support. As a result, they've built out a rich warehouse of anonymized data and insights – especially around challenges impacting underrepresented talent.

Looking ahead, Stay and Thrive will be proactively sharing insights across the business with greater frequency. And we're building a talent development laboratory to extract even more insights, in a more precise way, from our work with employees.



Stay and Thrive conducts thousands of one-on-ones with employees each year to understand their unique challenges and goals.

We opened up new pathways for progression.

Our work to increase representation at all levels of Google – particularly among Black, Latinx, and Indigenous talent, and women in Tech at leadership levels – continued in 2022 through ongoing expansion of talent programs across the company.

We grew our Pathways to Sponsorship programs, a global initiative designed to foster relationships that accelerate the careers of high-potential talent from underrepresented groups. More than 95% of participants find Pathways programs valuable, and a majority of mentees have reported career growth – from

We worked to increase representation at all levels in 2022.

new opportunities and expanded networks, to enhanced roles and promotions. When we provide employees with meaningful opportunities, both the individual and the organization benefit.

We also piloted Phoenix Asian Women Leadership Development program, a six-month virtual program for women of Asian and Asian-American backgrounds to prepare them to ascend to leadership roles at Google. Customized for and co-created by Asian women, the program brought together employees from technical and nontechnical backgrounds. Participants learned how to better self-advocate and respond to racial bias in the workplace, while building relationships with Asian leaders at Google. Our inaugural class overwhelmingly reported feeling more in control of their careers, better equipped to confront stereotypes, and more empowered in their identities.

30%

In 2022, Google met its Racial Equity Commitment of increasing leadership representation of Black+ Latinx+, and Native American+ Googlers by 30%.

We deepened our anti-racism education efforts globally.

In 2022, we launched several new anti-racism education programs around the world. The goal was to educate our people more deeply on issues of racial equity, especially in the context of their regions – and to help them translate learning to action.

One such program was Untold, a flagship series of eight films screened for employees in Europe, the Middle East, and Africa. It digs deep into the pasts of these regions, illuminating how Black history – and more broadly, the history of race – impacts attitudes, actions, and policies to this day. Our goal is to help employees understand how racism shapes the present in their societies, and what they can do to address it.

In Spanish-speaking Latin America, we responded to employee feedback with our first internal anti-racism education program designed for the region. The first part of the program educates Googlers on the history of racism in Spanish-speaking Latin

America and basic concepts of racial equity, especially as they relate to Black and Indigenous communities. The second teaches participants how to apply that knowledge through workshops, where they can talk through the process of becoming anti-racists on a practical level, at work and in the world. Participants appreciated that the program was built for them, administered in their language and relevant to their culture and day to day. Nearly all participants – 97% – reported it was a valuable experience.

We also launched the Beyond Black&White Allyship program, a self-study education platform to help Googlers understand our Diversity, Equity, and Inclusion goals, and how they can contribute to them in their daily lives. We piloted the program in Northern Europe, and interest quickly grew worldwide. We've had almost 1,900 participants so far.

"Reflecting on my identity [and] deconstructing racial labels to classify communities, I understand that identity is much deeper than a color or a noun."

– Participant in our internal anti-racism education program for Spanish-speaking Latin America.

We launched programs to help educate our people more deeply on issues of racial equity, especially in the context of their regions.

Workplace Commitments

Since September 2020, we've implemented more than 50 new workplace commitments grounded in five Guiding Principles: Care, Commitment, Fairness & Consistency, Transparency, and Accountability (https://blog.google/inside-google/company-announcements/building-our-workplace-commitments/). These changes all have gone into effect as of the first quarter of 2022 – but our work has not stopped there.

The Guiding Principles and our workplace enhancements reflect our ongoing commitment to prohibiting and effectively responding to harassment, discrimination, retaliation, and other misconduct. They provide key support to our efforts to improve diversity, equity, and inclusion at Google and Alphabet, and teams at Google remain committed to upholding the Guiding Principles. Alphabet's Diversity, Equity, and Inclusion Advisory Council continues to provide key oversight and advice related to our workplace enhancements and how they are operating at the company.

The Council's members include Fiona Cicconi (SVP, People Operations and Chief People Officer, Alphabet and Google), Jen Fitzpatrick (SVP, Core Systems and Experiences), Kent Walker (President, Global Affairs and Chief Legal Officer, Alphabet and Google), Melonie Parker (Chief Diversity Officer), and three external (i.e., non-Alphabet) members – Fred Alvarez, Grace Speights, and Judge Nancy Gertner (Ret.) – who bring experience and best practices to diversity, equity, inclusion, and the prevention and addressing of sexual harassment.

Since completing the roll-out of the workplace commitments in February 2022, we have conducted a detailed review to ensure the changes we implemented are operating effectively and as intended. We remain focused on fairly and consistently applying our updated policies and processes regarding misconduct, and emphasizing the important role that senior leaders and people

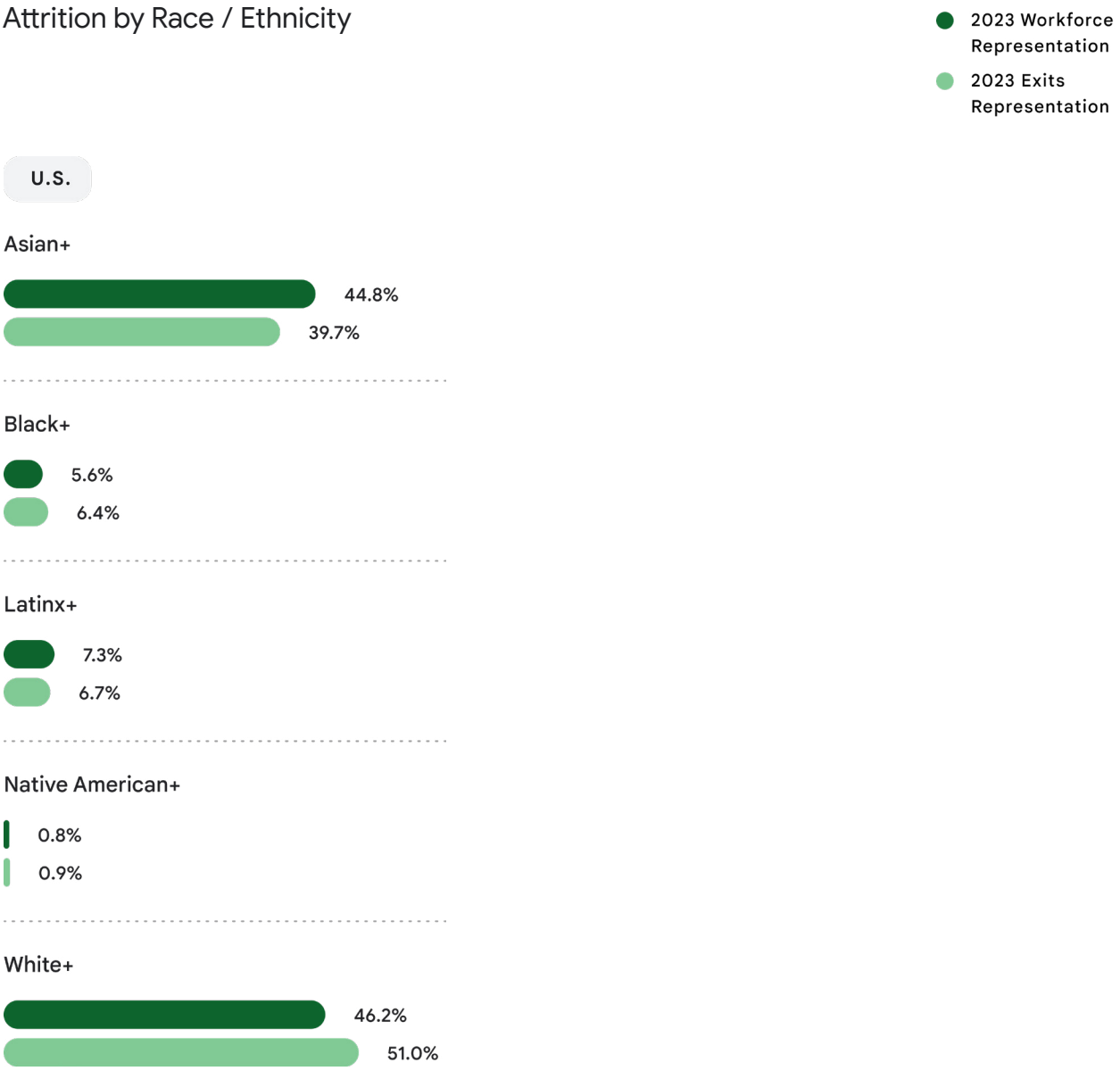
managers play in fostering a respectful and inclusive workplace environment. Under the guidance of the DEI Advisory Council, we also took a fresh look at the Guiding Principles to confirm they are still the right ones for our company and employees, given our values and the environment in which we operate. This confirmation then served as the basis for our annual review of our program to prohibit and respond to harassment and retaliation. Following that review, we identified additional updates the company will make in the areas of training and investigations to further reinforce our adherence to the Guiding Principles.

We are excited about and proud of the progress the company has made in this area under the guidance of the DEI Advisory Council. The Guiding Principles remain foundational to our ongoing work, and we will continue to share updates about our progress going forward.

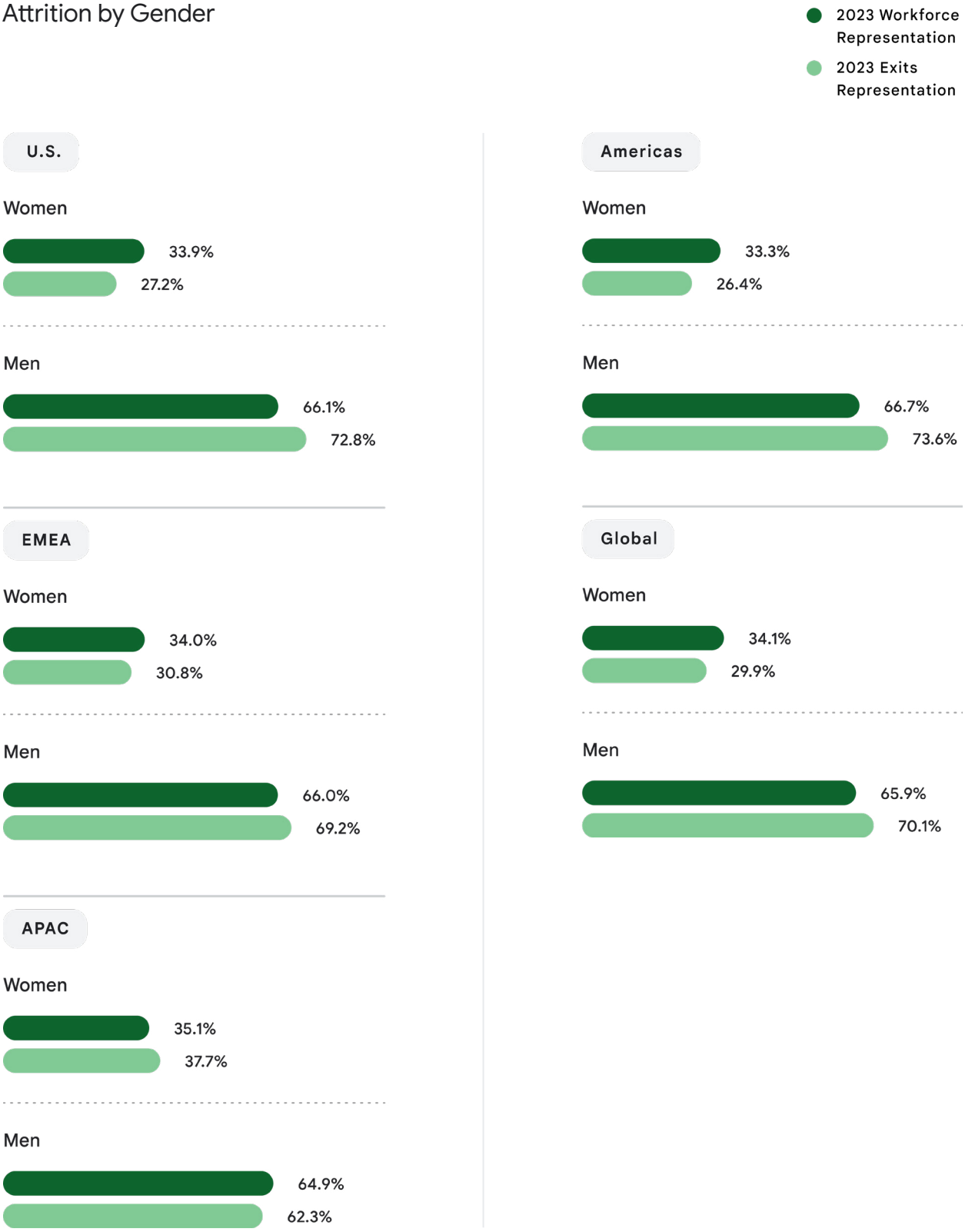
Our Attrition Data

In 2022, we improved retention for Latinx+ employees, and continued to see strong retention for women globally. However, we know there is still room for growth across all underrepresented communities.

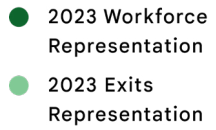
Attrition by Race / Ethnicity



Attrition by Gender



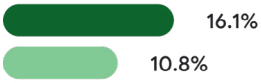
Intersectional Attrition



U.S.

Asian+

Women



Men

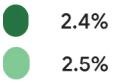
Native American+

Women

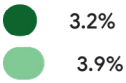
Men

Black +

Women



Men



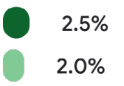
White+

Women

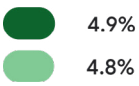
Men

Latinx+

Women



Men



In Our Products

Ensuring inclusion is built in.

In Our Products

We're centering inclusion more deeply in our product concepting and development.

Ensuring inclusion is built in.

Building for everyone means collaborating with everyone. Last year, we deepened our inclusion efforts alongside the communities we're building for, empowering global makers on Google Play, making gains in image inclusion, and training more leaders in ethical AI. As a result, inclusion was centered throughout the process, and ultimately, in the products we created.

In 2022, these efforts came to life in a number of features and products, from a live caption tool for calls to a new safety center for content creators – all to ensure the benefits of technology can benefit everyone.

Processes for Inclusive Building

We celebrated the makers having an impact on the world.

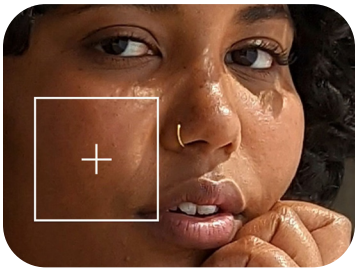
Every month, over 2.5 billion people visit Google Play to discover millions of apps and games. Behind each of these apps are entrepreneurs with a unique story to tell. Some have been programming since childhood, others just learned how to code. Some live in busy cities, others in smaller towns. No matter how diverse their backgrounds, these creators all have one thing in common – the passion to turn an idea into a growing business.

This was the catalyst behind #WeArePlay (https://play.google.com/console/about/weareplay/), a storytelling initiative we began in 2022 that celebrates makers who are improving lives – locally and around the world. They range from a mother and daughter who created a dress-up game that helps increase representation of African and Caribbean hair styles in the game industry, to friends from India who tailor meditations, breathing exercises, and daily affirmations to the LGBTQ+ community. However varied the stories, the through line is clear: empowerment.

We partnered to create an inclusive skin tone scale.

In partnership with Harvard professor and sociologist Dr. Ellis Monk, we released a new skin tone scale that has improved skin tone representation across Google.

Digital image technologies have historically overlooked and misrepresented the true tonalities of people of color. Furthering the image equity work we pioneered in 2021 with Real Tone for Pixel, we released the Monk Skin Tone (MST) Scale (skintone.google). The scale, with 10 shades, aims to represent



The Monk Skin Tone (MST) Scale aims to represent the range of skin tones we see in society.

the range of skin tones we see in society, and helps Google evaluate whether a product or feature will work well for more users.

We've already incorporated the MST Scale into our products. In Search, we made it possible for people to use the scale to refine image results by skin tone. In Google Photos, the scale helped us evaluate a new set of Real Tone Photos filters, ensuring they worked well across skin tones.

We openly released the scale so that other builders can use it in their product development. In turn, their experiences will help us learn how to improve the scale further.

"A lot of the time people feel they're lumped into racial categories, but there's all this heterogeneity with ethnic and racial categories. We need to fine-tune the way we measure things, so people feel represented."

– Dr. Ellis Monk, Associate Professor of Sociology, Harvard University

We broadened our efforts to ensure ethical and equitable use of AI.

As optimistic as we are about the potential of AI, we also recognize that it must be developed, tested, and implemented responsibly. That means AI technologies should not leave certain groups behind or perpetuate existing biases.

Case in point: according to research in *Proceedings of the National Academy of Sciences*, Black Americans encounter almost twice as many errors as white people when using Automated Speech Recognition (ASR) technologies, which turn spoken language into text (https://medium.com/people-ai-research/q-a-courtney-heldreth-and-michal-lahav-on-addressing-inequitable-speech-recognition-it-takes-a-a2d65b1b7744). In 2022, we furthered the work of tackling biases like these in ASR. Through the Equitable Automated Speech Recognition program, we're working to create more representative datasets to train ASR models, while forging long-term partnerships with underrepresented communities to understand their lived experiences and co-create alongside them.

"We need to do more research to understand how African American people want their voices transcribed, and how this changes with context."

– Michal Lahav, Staff User Experience Researcher, Google

We've made progress not just in building out dedicated teams focused on responsible AI, but also in embedding our AI Principles (ai.google/principles) – our ethical charter that outlines our commitment to developing technology responsibly – across the organization. Back in 2020, we launched the AI Principles Ethics Fellowship, which trained a diverse set of employees from across 17 global offices in responsible AI. In 2022, we created a new version of the program tailored to managers and leaders: the Executive AI Principles Ethics Fellowship. The inaugural cohort consisted of 16 executives across ten product areas, including Cloud, hardware, and YouTube.

We've made progress building teams focused on responsible AI, and furthering the work of tackling biases in AI models.

Features and Product Launches

We built health equity into Search and YouTube.

Every day, we see how technology can help people overcome barriers – whether it's their ZIP code or household income – to health. To scale our efforts, we're embedding health equity specialists in our biggest, most visible product teams, like Search and YouTube. People all over the world use these products to find answers to their health questions, and we're working to ensure the information that's surfaced is relevant, accessible, and authoritative.

In the U.S., Medicaid covers one in four people, including about half of all children. The process of enrolling or finding the right providers, however, can prove lengthy and confusing. When individuals turn to Search to learn about Medicare or Medicaid, they're now met upfront with an overview of eligibility and enrollment requirements. They also find a filter to help them locate health care providers nearby who accept Medicaid, alongside an existing filter for Medicare.

10

Number of countries in which YouTube health features are available.

We're working to ensure that health information surfaced on our biggest, most visible products is relevant, accessible, and authoritative.

YouTube also rolled out Tackling Health Equity through Information Quality – aka THE-IQ – a program in partnership with Kaiser Family Foundation (KFF) that brought together organizations supporting underrepresented and under-resourced communities. Together, YouTube and KFF provided seed funding and video production expertise to help these organizations reach more people around important topics like mental health, maternal care, and health access.

Plus, YouTube expanded its health features to Japan, India, and Brazil. These include health source information panels on videos to help viewers identify content from authoritative sources, and health content shelves that more effectively highlight videos from these sources when users search for specific health topics.

We helped people with non-standard speech be heard.

An estimated 250 million people worldwide have non-standard speech, and must navigate the daily challenges that attend it. At Google, we're working with some of these individuals to create solutions like Project Relate, an Android app that uses personalized speech recognition to help people with non-standard speech communicate and be understood (https://sites.research.google/relate/stories). In 2022, we expanded the app globally, making the beta version available in the U.S., Canada, Australia, New Zealand, India, and Ghana.

Today, more people than ever can access the app's features, including "Listen," which acts as live closed captioning for a person's voice; "Repeat," which repeats what the person has said in a digitized voice to facilitate communication; and "Assistant," which allows the person to speak to Google Assistant from within the Relate App, helping Assistant better understand their speech.

> **"Project Relate is like my family member that I can take anywhere, and use to communicate with anybody."**
>
> – William, Project Relate user

We also helped new builders tackling similar challenges expand their reach. Stamurai Speech Therapy aims to make exercises for stuttering more accessible to people across the globe. Meet Singhal, one of the app's co-founders, struggled with stuttering as a child while growing up in India – where there are just 4,000 licensed speech therapists and over 60 million people with a speech disorder. With support from Google Play, Stamurai is on its way to realizing that mission. The app has 200,000 downloads from over 155 countries and counting – and its creators recently found themselves featured in a #WeArePlay video.

We made smartphones more accessible.

For people with auditory or visual impairments, navigating a smartphone can pose challenges. We're working with the disability community to create features that help smartphones flex for the needs of all users.

In 2022, we launched several accessibility-focused features for smartphones.

In 2022, we launched several new accessibility-focused features for smartphones. One was Live Caption for Calls on Pixel (support.google.com/accessibility/android/answer/9350862), designed to empower hard of hearing users to make phone calls independently. Years in the making, this feature was an outgrowth of our Live Relay research initiative, started in 2019 to build better accessibility features to support these callers. Live Caption works at two levels, both providing live captions of the other person's speech, and letting the user type out a response to be read aloud by Google. Unlike many similar tools, Live Caption doesn't require any third party tech. It's integrated directly into the device.

And on Android, we launched Reading Mode to create a better reading experience on the web for people with low vision, blindness, or dyslexia. Reading Mode lets users customize text size, colors, contrast, and other parameters, while removing potentially difficult-to-parse elements like advertisements and

menus. Plus, it can read text aloud. This feature was built with and for people who are blind or have low vision or dyslexia, but it can make the online reading experience more intuitive for everyone.

We continued to take meaningful steps to curb harassment on YouTube.

Core to building products that work for everyone is ensuring our products make people feel safe and empowered. In 2022, we partnered with underrepresented communities to make our products safer, and YouTube was a key area of focus.

The YouTube Inclusion Working Group (IWG) forged ahead with its work to identify key equity risks – and opportunities – as early as possible. The IWG was established in 2020 as part of our commitment to ensuring the voices of underrepresented communities were incorporated into the development of our products, processes, and policies. To date, the IWG has partnered with YouTube teams on over 900 projects.

900

YouTube projects influenced by the IWG since its inception.

Last year, one of these was the YouTube Creator Safety Center (youtube.com/creators/safety). Across social platforms, underrepresented creators – especially women, non-binary, LGBTQ+, Indigenous, and Black people – disproportionately report experiencing unwanted behavior. The Center helps creators, particularly those from underrepresented groups, make a plan to stay safe online. It brings together tips and advice from security experts, nonprofit organizations, and of course, creators themselves. And it connects users to support both within and outside of YouTube, including local mental health services. In 2023, we will expand this Center internationally.

YouTube helped creators make a plan to stay safe online.

With support from the IWG, we continued to evolve our AI systems to reduce toxicity as well.

In Society

Building new systems
to expand opportunity.

In Society

Expanding computer science education to underserved students is a longstanding commitment.

Building new systems to expand opportunity.

The systemic forces that limit opportunity and hinder belonging don't lend themselves to easy fixes. To overcome them, we need to be on the ground, alongside our community partners. Whether it's ensuring AI is used to accelerate progress equitably and fairly, or preparing students from under-resourced schools to succeed amid rapid technological changes, we're meeting these forces head on – and in turn, furthering our goal of building a world where everyone belongs.

In 2022, we pushed ahead, deepening education programs, increasing investments in historically marginalized communities, and running with new learnings – and there were many to apply.

Education and Economic Opportunity

We extended our commitment to closing gaps in computer science education.

Increasingly, access to computer science (CS) education is a key determinant of economic success, but accessing quality instruction and technology, particularly in under-resourced schools, remains a challenge.

In 2022, we announced a $20 million commitment to expand CS education to 11 million new students across the U.S., the latest expression of our yearslong effort to support education nonprofits (blog.google/outreach-initiatives/education/expand-cs-ed-access). We're focusing on supporting national and local organizations – like the Hidden Genius Project, 4-H, Codepath, and many others – that reach underserved students in major urban centers and rural communities, and that help governments and educators implement CS education plans nationwide. This brings our total CS education commitment to more than $240 million since 2004.

11M

Students in the U.S. who will gain access to CS education through our latest commitment.

The Hidden Genius Project is just one CS education nonprofit that Google.org supports.

At the university level, the Cloud Ecosystem Education team grew its efforts to equip students across Latin America with cloud computing skills. We established partnerships with over 500 new universities and reached 85,000 students in the region, marking a 431% increase in student engagement year over year. We also launched a brand new scalable approach, the Google Cloud Foundations Academy, which allows any university in Latin America to take advantage of our Google Cloud content.

We platformed opportunities for Black, Latinx, and Native college students in the U.S.

In 2022, we worked to strengthen programs for Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), with the goal of creating a more diverse Google — and a more diverse tech industry.

That included Tech Exchange, a semester-long hybrid academic program taught by Google software engineers and available to students attending select HBCUs and HSIs in North America, with a focus on Black, Latinx, and Native students. Last year, we brought fresh vigor to the program, emphasizing the application of curriculum and providing more networking opportunities. At the same time, we expanded its reach, adding six new partner schools – a 60% increase. Nearly half of our 2022 class received software engineering internship offers from Google, a 257% increase year over year.

We also expanded Google in Residence (GIR), a program that recruits and trains experienced technical Googlers to teach introductory computer science courses on HBCU and HSI campuses. In the last five years, GIR has doubled the amount of Google software engineering job offers extended at partner schools. In 2022, the program brought on three new university

"This semester I not only grew as a coder but also as an individual. My confidence in this field has grown and now I feel like I can make it in the real world. My first years in CS I felt lost, but now I see my potential and possible future workplace."

– Renee Catanach, New Mexico State University, Tech Exchange alum

partners, reaching 1,600 students total – our largest cohort yet. Of those students, 92% agreed that their CS skills had improved since taking a GIR course. Googler participants had positive experiences too, with 100% reporting they were glad to have joined the program.

Our efforts in elevating Black talent led to *U.S. Black Engineer Magazine* recognizing us as one of its "Top HBCU Supporters."

The Google in Residence (GIR) program recruits and trains Googlers to teach introductory CS courses on HBCU and HSI campuses.

We helped more women globally find pathways into tech.

Through both new and existing programs and partnerships, we're working toward gender parity at all levels – both at Google and across the tech industry.

In India, we continued our efforts to scale an existing initiative: DigiPivot, a training program that aims to upskill women in digital marketing to close the field's gender gap. The year 2022 marked the completion of our three-year pilot, with our 2022

cohort tripling the size of the previous year's. We enjoyed equal representation from working women at the early and mid-stages of their careers, as well as those on a career break, across 17 industries. Participants in the latest cohort reported the highest satisfaction score and confidence uplift to date, as well the highest rate of pivots to digital marketing careers. Encouraged by these results, we're continuing to scale DigiPivot's reach across India, and exploring markets in the Asia Pacific region.

As we assessed our progress toward gender parity, we noticed a key barrier: a significant lack of women mentors, within the Google for Startups Accelerator (GFSA) program and more broadly across the startup ecosystem. In response, we piloted the Women Techmakers Mentor Development Program across Latin America and Europe. The program is designed to empower women in tech with the confidence to pursue mentorship opportunities through one-on-one coaching, practical mentoring experience, networking, and skill development opportunities. In 2022, over 50 women globally graduated from the program and joined GFSA as mentors – resulting in a 22% increase in women mentors in the LATAM GFSA pool alone.

"While DigiPivot allowed me to make huge leaps in digital marketing, it also gave me an understanding of the soft skills that successful business leaders often overlook."

– Rita Jain, DigiPivot cohort 3 participant

We worked to create pathways for career growth in tech for women around the world.

We continued our support for Black and Latinx startup founders around the world.

Black and Latinx founders around the world disproportionately lack access to the networks and capital needed to grow their businesses. In 2022, we grew our Black Founders Funds across Africa, Europe, Brazil, and the U.S., as well as our Latinx Founders Fund in the U.S. The funds provide equity-free capital and access to the best of Google – people, products, and practices. Since 2020, we've provided over $34 million in cash awards to 448 Black and Latinx founders, who have gone on to raise over $400 million after our investment.

Since 2021, the Black Founders Fund in Africa has supported 110 high potential startups with $7 million in non-dilutive funding (up to $100k in capital per startup) and up to an additional $200k in Google Cloud Credits. We also supported 43 Black Brazilian-owned startups through committing an additional BRL 8.5 million in the Black Founders Fund in Brazil, building on the BRL 5 million we've already invested into 33 Black Brazilian-owned startups there. We've selected startups with high growth potential solving critical challenges in their regions – like Brazilian startup Barkus, which is using an AI-based conversational tool to teach personal finance on Whatsapp.

Meanwhile, in Africa, Botswana-based recipient Brastorne is helping underserved communities access the digital world without smartphones or data bundles. And in Rwanda, BAG is helping young job seekers gain work experience through gamified simulations with Africa's top employers.

We deepened our investment in digital transformation worldwide.

We believe technology can not only be a driver, but an accelerator of economic opportunity.

In 2022, following 17 years of investment in Latin America, we announced a five-year, $1.2 billion commitment to the region's digital future (blog.google/around-the-globe/google-latin-america/our-commitment-latam-digital-future). We'll work with governments, entrepreneurs, businesses, and community organizations to focus on four key areas: digital infrastructure, digital skills, entrepreneurship, and inclusive, sustainable communities. Unlocking the full potential of digital technologies is estimated to generate an economic impact of $1.37 trillion by 2030 in Latin America. Targeted investments from Google are helping the region accelerate its digital transformation.

We're investing in projects like the Firmina subsea cable to improve connectivity, and partnering with change-driving nonprofits like Brazil's Instituto Rede Mulher Empreendedora, which has trained over 200,000 Black Brazilian women in digital skills and entrepreneurship. And we're ensuring entrepreneurs across the region have access to our tools, from Google Cloud Regions to Google Ads, to help them succeed in the digital economy.

Across the Pacific, we're supporting an inclusive digital future for all Australians with our third Reconciliation Action Plan (RAP). Back in 2017, we launched our first RAP in partnership with the nonprofit Reconciliation Australia. That inaugural RAP laid out the steps we would take to empower the country's Indigenous people, reconcile relationships between Indigenous and non-Indigenous Australians, and create equal opportunity for all. Last year, we released our most ambitious version yet, becoming the first tech company to reach a "Stretch" stage – the second-highest in the RAP process.

$1.2B

Google's latest commitment to Latin America's digital future.

Our commitment to Latin America is helping accelerate the region's digital transformation.

Our latest RAP features more than 50 commitments, mapped to a timeline that runs through December 2025. We're focused on forging strong and respectful relationships with our Indigenous partners at work and in the world; building our products inclusively so all Australians can use them; and using our platforms, like Grow with Google, to bring critical digital skills to Indigenous communities.

We scaled our outreach efforts in Africa.

Over the past few years, we've made new investments in Sub-Saharan Africa, including our product development center in Nairobi, Kenya, and our AI research center in Accra, Ghana. To support the growth of those centers, our Talent Outreach team scaled their efforts in 2022.

At our flagship Google Sandbox Nairobi event, 130 software engineers, local leaders, and Google recruiters hosted a series of talks, workshops and networking opportunities for local talent. And during a six-week virtual tech mentorship program, a select number of mentees had the opportunity to deepen their software engineering skills, get mentorship from Google engineers, and participate in a résumé and interview workshop.

We made job preparation support available to more Africans with the launch of Interview Warm Up, a free, AI-based application that uses machine learning to help job seekers improve their answers to key, industry-specific questions. We are focusing on building awareness of the tool across Africa, with the aim of helping more young people land the jobs they want, in a continent with the youngest population in the world.

> **"Just as important as it is for [young Africans] to acquire digital skills, it is also important that they have the skills to successfully scale an interview session to land their dream jobs."**
>
> – Mojolaoluwa Aderemi-Makinde, Head, Brand and Reputation, Google, Africa

We supported underserved communities in making critical workforce transitions.

For many underserved communities, like veterans or justice-impacted people, the road back to the civilian workforce is marked by barrier after barrier. Last year, we continued our support for programs that are helping these communities overcome adversity and thrive in their new careers.

Grow with Google, in partnership with a network of organizations, expanded its work to bring digital skills to people impacted by the justice system. More than 60 justice-reform-focused partners across the U.S. – including The Center for Employment Opportunities, The Last Mile, Fortune Society, and The Ladies of Hope Ministries – are leading Grow with Google workshops and training that range from fundamentals like résumé creation to more advanced ones, like designing a business budget.

In the veteran community, another major Grow with Google initiative saw even more success in its second year. Career Forward, administered by Hiring Our Heroes, uses Google Career Certificates to train transitioning service members, veterans, and military spouses for high-growth jobs in as little as six months. To date, more than 3,500 people have participated in the program, with many finding success in new roles – like Jordan Duray, a military spouse who pivoted to a career in data analytics after a prolonged break from the workforce.

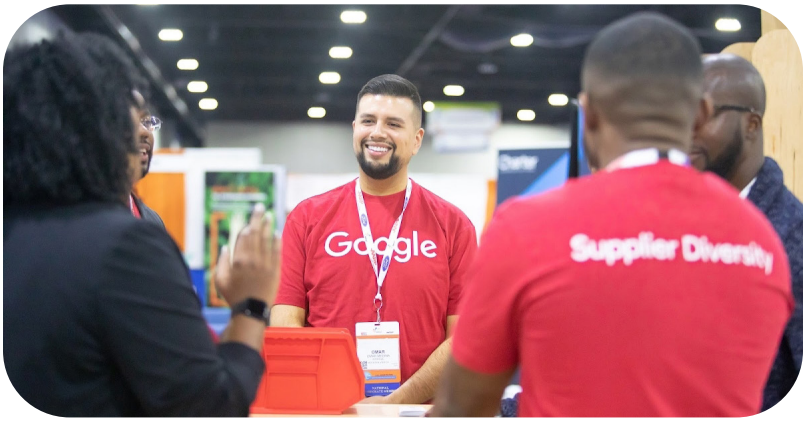
"I haven't really worked for five years, and [Career Forward] was a really good stepping stone towards ... getting back into the workforce, but also completely changing careers."

– Jordan Duray, military spouse, Google Career Forward Fellow

Grow with Google continued to support veterans' transitions to new, high-growth roles in tech.

We spent $2.8 billion with suppliers from diverse backgrounds, exceeding our 2022 goal.

We've learned that more diversity in our supply base helps us create better products and services for Googlers and our users. In 2022, we set a public commitment of spending $2.5 billion with diverse-owned suppliers, while expanding our program beyond the U.S. to include suppliers from historically underrepresented groups around the world. We exceeded that goal by spending $2.8 billion with diverse-owned suppliers.



Across Google, our teams have been working to bring our supplier diversity investments and commitments to life.

Accelerating Impact on Global Issues

We supported new research to combat disparities of all kinds.

In 2021, we staked a significant commitment to combat health disparities in the U.S. Our Health Equity Research Initiative invites individuals and teams to research how wearable devices can mitigate these disparities. Researchers gain access to

resources and technologies to advance their work, including Fitbit devices and services, Google Cloud credits, and Fitabase support and funding. In 2022, we expanded the initiative, tripling our number of awardees. Announced late last year, our latest cohort will be focusing on LGBTQ+, Black, Latinx, and Alaskan Native communities, as well as marginalized birthing parents and marginalized groups experiencing intimate partner violence.

Through a $100k Google.org grant, The Center of Racial Justice at Fundaçao Getulio Vargas (FGV) conducted a research project focused on understanding the racial dimensions of police violence in Brazil. To disseminate its findings, FGV launched the "Justiça em Preto e Branco" (Justice in Black and White) podcast – narrated by actor Christian Malheiros – in addition to a memorial and a policy recommendations document. Based on learnings from the research, FGV will train attorneys from the Public Defender's office of Rio de Janeiro to provide them with tools to mitigate racial injustices.

And partnering with Coqual, a think tank focused on workplace-based DE&I initiatives, we sponsored two research reports: "Being Black in the United Kingdom" and "Strangers at Home: The Asian and Asian American Professional Experience." Both reports leaned on learnings from focus groups conducted with relevant Google community groups, and each shined a light on the impacts of systemic racism on these communities while offering frameworks for creating more inclusive, representative workplaces.

We sponsored research that shined a light on the impacts of systemic racism.

We helped scale mental health services for LGBTQ+ communities and other underserved groups.

The Trevor Project is the world's largest suicide prevention and mental health organization for LGBTQ+ youth. From 2019 to

2021, Google.org provided $2.7 million and a team of Google Fellows to scale nonprofit's work through AI and machine learning. Together, we built tools like the Crisis Contact Simulator, which uses simulated conversations with youth in crisis to train more counselors. In 2022, we granted an additional $2 million to The Trevor Project, plus Ad grants and support from Google's AI experts, to help it scale its digital crisis services to more countries, starting with Mexico. We're helping the organization build a new internal platform so it can incorporate AI tools into its workflows more efficiently as it scales. With our support, The Trevor Project hopes to reach more than 40 million LGBTQ+ youth worldwide.

Another organization that has integrated advanced technology into its practice is Turn2Me (https://blog.google/outreach-initiatives/nonprofits/increasing-access-to-mental-healthcare-in-ireland/). Based in Ireland, the nonprofit is among the first to offer online mental health services at no cost, reaching people who might otherwise be excluded from mental health support – especially those in rural areas, youth, and LGBTQ+ people. The Turn2Me platform provides one-on-one counseling and support groups, but also creates a moderated, safe forum to share thoughts and experiences 24/7. In 2022, we continued to support Turn2Me with Ad Grants, which allow the organization to run ads on Google Search at no cost and reach a broader audience. Today, roughly 60% of new website users come through ads. Turn2Me invests its savings from no-cost access to Google Ads and Google Workspace for Nonprofits back into its programs – which means it can support more people each year.

"Not having to pay for Ad Grants or Google Workspace means that resources can be reinvested in our programs, which helps us support between 30 and 100 more people every year."

– Fiona O'Malley, CEO, Turn2Me

We helped scale mental health services for LGBTQ+ youth and other underserved groups.

We shared our learnings across industries to further disability inclusion.

The Cannes Lions International Festival of Creativity is one of the world's largest gatherings of creative marketing professionals. In addition to becoming the festival's first-ever accessibility partner – ensuring an accessible experience for everyone – we launched a major accessible marketing update to All In, Google's inclusive marketing toolkit, in partnership with Disability:IN and LaVant Consulting. Having partnered closely with disability community experts on the toolkit, we launched a complementary social media campaign with actor, author, and disability advocate Selma Blair, to expand its reach beyond advertising industry insiders to consumer and entertainment industry audiences.

Opening the ADC London was a highlight of our disability inclusion efforts in 2022.

We continued to scale our disability inclusion efforts around the globe throughout the year – even giving them physical form. Late last year, we inaugurated the Accessibility Discovery Centre (ADC) London, Google's first ADC outside of the U.S. The Centre will be used for research, product development, and education, with interactive learning zones for our teams, partners, and clients. At the opening, we announced a £1 million grant in Google.org funding to support economic opportunity for people with disabilities across the UK and Europe.

We helped combat the spread of misinformation and hate online.

Building off our efforts on products like YouTube, we supported organizations dedicated to making the internet safer and more inclusive around the world.

The ASEAN Digital Literacy Programme, which Google supported in 2021 with a $1.5 million grant, entered its second year. Run by

the ASEAN foundation, the initiative is working to expand digital literacy training to more than 100,000 people in Southeast Asia, with a special focus on youth, the elderly, and people with disabilities. Ultimately, ASEAN Foundation aims to empower these individuals to counter and prevent the spread of disinformation and misinformation in their communities.

We strengthened our commitment to online safety in India as well, awarding $2 million in Google.org grants to nonprofits working with high-risk groups across the country. One such nonprofit was Point of View, which is using its Google.org grant to scale TechSakhi – the country's first multi-lingual, omni-channel helpline on digital safety and security for women, girls, non-binary, and LGBTQ+ communities. Another is HelpAge India, which is providing digital safety training to 50,000 older adults – a group often targeted by fraudsters.

And in Canada, we continued our support for Indigenous communities with an overall $2.7 million grant to ComIT, Actua, and MediaSmarts. These organizations will provide digital skills training to Indigenous students across Canada, expand online safety programs, and create a National Digital Media Literacy Education Training Program tailored to underrepresented communities.

With reports of antisemitism rising globally, we also doubled down our work to eliminate hate and harassment toward Jewish communities. Since 2020, Google.org has granted or donated a total of $12.9 million to organizations across the U.S., Europe, and Israel combating antisemitism and promoting Holocaust remembrance. In 2022, we furthered our commitment by becoming a member of the Anti-Defamation League's Corporate Partners Against Hate.

"I have gained more knowledge to distinguish the fact and the fake news. I realize that fake news posts should not be shared. I will guide people in the same apartment block I'm staying in about the knowledge I have gained."

– Thuyet Luu, 55, Vietnam, trainee of the ASEAN Digital Literacy Programme

DEI Timeline

Taking action to build a Google that's for everyone.

A few years after Google's founding, we began focusing on ways to build diversity, equity, and inclusion (DEI) into the workplace. Today, we publish one of the largest sets of diversity data in the industry and transparently share our learnings with the world. Our data is global, and we've made it available for everyone to use by open sourcing our entire historical data set in BigQuery, the Google Cloud data warehouse. We will continue to transparently share our data and progress, and we encourage all companies to do the same. It's through collective transparency and action that we can make the largest impact on these deep structural issues.

DEI Timeline

2005	First head of diversity is hired.
2009	First company-wide goal for diversity, equity, and inclusion is set.
2010	**EMEA and APAC** Diversity team expands globally with hiring of leadership in Europe, Middle East, and Africa (EMEA), and Asia-Pacific (APAC).
2013	**84%** Unconscious bias training launches and is completed by more than 50% of employees around the world. By 2020, it has been completed by more than 84% of Google's people managers.
2014	**$55M** Google publishes our diversity data publically. Google.org launches a gender equality portfolio. By 2020, it has dedicated $55 million to create economic empowerment for women and girls.
2015	**$10M, 25K Hours** Google.org launches a racial justice portfolio. By 2020, it has dedicated $104 million in grants and 25,000 pro bono hours to advancing racial equity.
2019	Diversity Annual Report expands to include LGBTQ+, people with disabilities, military and veterans, and non-binary Googlers globally.
2020	Racial equity commitments launch to build sustainable equity for Google's Black community and make our products and programs helpful to Black users.
2021	**$50M** Google invests $50 million in Historically Black Colleges and Universities in the U.S. in order to better address the diversity gap in tech.
2022	**30%** In 2022, Google met its Racial Equity Commitment of increasing leadership representation of Black+, Latinx+, and Native American+ Googlers by 30%.

Looking Ahead

Continuing to build for all, today and tomorrow.

Our progress in 2022 provided us an opportunity to learn and adapt in the face of new challenges. In a year that tested us, we doubled down. We achieved our most representative Google yet. We met our Racial Equity Commitment of increasing leadership representation of Black+ Latinx+, and Native American+ Googlers by 30%.

As we look to the future and the difficult moments that may come, we remain steadfast in our efforts to embed belonging more deeply into our company and our communities. We are all in, focusing on continuing this work responsibly to create systems and lasting change that not only shape a more equitable Google, but a more equitable world.

Data Methodology

How we report our data.

Data Methodology

Historical numbers may differ slightly due to rounding and corrections in methodology year over year.

Some data may be intentionally redacted due to security and privacy restrictions regarding smaller n-counts. In those cases, the data is marked N/A.

In some cases, due to rounding and how we count multiracial people, the individual percentages may not add up exactly to the overall percentage.

Hiring and exit data includes all hires and departures from January 1, 2022 to December 31, 2022. Representation data reflects Googlers employed on January 1, 2023.

Workforce Methodology

In past Diversity Annual Reports, we identified Googlers as "Tech" and "Non-Tech" based on their product area alignment. Starting this year, we will shift to identifying Googlers as "Tech" and "Non-Tech" based on their job role. This new classification better reflects the actual work that Googlers perform. If you'd like to see the data using our previous methodology, it's available in the data appendix of this report.

Communities Methodology

All reporting on gender, unless otherwise stated, reflects global data. Google also reports on global non-binary gender, using global self-identified data. We do not collect data where it is expressly prohibited by local law or would put our employees' safety at risk.

All reporting on race, unless otherwise stated, reflects U.S. data. Google also reports race representation data for APAC (Asia-Pacific), Americas (non-U.S.), and Europe, the Middle East, and Africa (EMEA) using global self-identified data. In these instances, some race categories have changed to be more globally relevant. We do not collect data where it is expressly prohibited by local law or would put our employees' safety at risk.

In our 2019 Diversity Annual Report, we began counting multiracial people as members of all the racial categories they identify with. This system used in the report is called the "plus system" (indicated by the + sign) because multiracial people are "plussed in" to each racial category they identify with. The "+" is not used when referring to an individual or community outside of our data methodology. To see this data using U.S. government reporting categories, view our EEO-1 (https://about.google/belonging/diversity-annual-report/2021/static/pdfs/2021_Alphabet_Consolidated_EEO-1_Report.pdf).

For the third time, we are publishing race data outside the U.S. This data has enabled us to expand and evolve our work in response to the unique historical and cultural contexts of race and gender around the world by creating custom and tailored programming and dedicated staff.

Defining racial and ethnic categories is particularly complex. In this report, the objective is to create categories that address significant global patterns of racial and ethnic dynamics. In some instances, this data set is limited due to various

government protections around the world and the desire to protect Googler confidentiality.

"Native American+" includes Native Americans, Alaska Natives, Native Hawaiians, and Other Pacific Islanders as categorized by U.S. government reporting standards.

"Americas (non-U.S.)" includes all countries in North and South America in which we operate, excluding the U.S.

"Latinx" is an umbrella term that includes all those who identify as Latinx, Latino, Latina, or Hispanic.

Transparency

Data transparency is a critical contribution to creating systemic, industry-wide solutions. External research shows that only industry-wide systemic solutions will create sustainable change. This is why we're making it easier for researchers, community organizations, and industry groups to access and analyze our data by publishing it in BigQuery, an open source data warehouse (https://console.cloud.google.com/marketplace/product/bigquery-public-datasets/google-diversity-annual-report?q=search&referrer=search&project=bigquery-public-data).

We were one of the first tech companies to start sharing our diversity data publicly in 2014, and today, we are proud to provide one of the largest publicly available DEI data sets in the industry. We believe that data transparency and standardization is an important step in service of collective action.

Graph illustrations are approximate. For exact details, view all our data in the appendix of this report.

Appendix

Google Workforce Representation Data

Overall

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	31.5%	32.7%	33.9%	36.3%	38.1%	39.8%	41.9%	42.3%	43.2%	44.8%
Black+	2.4%	2.5%	2.8%	2.8%	3.0%	3.3%	3.7%	4.4%	5.3%	5.6%
Hispanic/Latinx+	4.5%	4.9%	5.2%	5.3%	5.3%	5.7%	5.9%	6.4%	6.9%	7.3%
Native American+	1.0%	1.0%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%
White+	64.5%	62.9%	61.0%	58.5%	56.6%	54.4%	51.7%	50.4%	48.3%	46.2%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	29.0%	29.2%	29.3%	29.5%	29.8%	31.0%	31.6%	32.2%	33.5%	33.9%
Men	71.0%	70.8%	70.7%	70.5%	70.2%	69.0%	68.4%	67.8%	66.5%	66.1%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	30.6%	30.6%	30.6%	30.8%	30.9%	31.6%	32.0%	32.5%	33.9%	34.1%
Men	69.4%	69.4%	69.4%	69.2%	69.1%	68.4%	68.0%	67.5%	66.1%	65.9%

Google Workforce Representation Data

Tech – Old

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	35.1%	36.4%	38.1%	40.6%	42.8%	45.1%	47.6%	48.3%	49.6%	50.4%
Black+	1.5%	1.6%	1.7%	1.8%	1.9%	2.1%	2.4%	2.9%	3.5%	4.0%
Hispanic/Latinx+	3.6%	4.0%	4.1%	4.2%	4.3%	4.5%	4.8%	5.3%	5.7%	6.2%
Native American+	0.8%	0.8%	0.6%	0.6%	0.6%	0.7%	0.7%	0.7%	0.6%	0.7%
White+	62.3%	60.6%	58.7%	56.1%	53.6%	51.1%	48.1%	46.6%	44.4%	43.0%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	17.4%	18.9%	20.0%	21.1%	22.4%	23.8%	24.7%	25.7%	27.0%	27.7%
Men	82.6%	81.1%	80.0%	78.9%	77.6%	76.2%	75.3%	74.3%	73.0%	72.3%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	16.6%	18.0%	19.1%	20.2%	21.4%	22.9%	23.6%	24.6%	25.9%	26.5%
Men	83.4%	82.0%	80.9%	79.8%	78.6%	77.1%	76.4%	75.4%	74.1%	73.5%

Google Workforce Representation Data

Non-Tech – Old

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	24.6%	24.5%	24.2%	25.1%	25.0%	25.4%	26.6%	26.7%	27.2%	28.3%
Black+	4.1%	4.6%	5.2%	5.5%	5.8%	6.6%	7.2%	8.4%	9.8%	10.5%
Hispanic/Latinx+	6.3%	7.0%	7.8%	7.9%	8.4%	8.9%	9.1%	9.3%	10.0%	10.7%
Native American+	1.6%	1.4%	1.4%	1.2%	1.1%	1.2%	1.2%	1.2%	1.2%	1.2%
White+	68.7%	67.9%	66.4%	65.3%	64.7%	63.3%	61.5%	60.4%	58.1%	55.8%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	51.6%	51.4%	51.1%	50.9%	50.2%	50.7%	50.3%	48.8%	50.0%	52.1%
Men	48.4%	48.6%	48.8%	49.1%	49.8%	49.3%	49.7%	51.2%	50.0%	47.9%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	48.1%	48.1%	48.1%	48.4%	47.8%	47.9%	47.4%	46.4%	47.4%	48.9%
Men	51.9%	51.9%	51.9%	51.6%	52.2%	52.1%	52.6%	53.6%	52.6%	51.1%

Google Workforce Representation Data

Tech – New

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	35.4%	36.8%	38.2%	40.9%	42.9%	45.0%	47.3%	47.9%	49.2%	50.9%
Black+	1.5%	1.7%	1.8%	1.8%	2.0%	2.2%	2.5%	3.1%	3.7%	4.1%
Hispanic/Latinx+	3.6%	3.9%	4.0%	4.2%	4.4%	4.7%	4.8%	5.4%	5.9%	6.2%
Native American+	0.8%	0.7%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.7%
White+	62.2%	60.4%	58.7%	55.9%	53.5%	51.1%	48.2%	46.8%	44.5%	42.4%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	17.5%	18.7%	19.6%	20.6%	21.7%	23.1%	24.0%	24.8%	26.1%	26.7%
Men	82.5%	81.3%	80.4%	79.4%	78.3%	76.9%	76.0%	75.2%	73.9%	73.4%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	16.7%	17.8%	18.8%	19.8%	20.8%	22.1%	23.0%	23.7%	24.9%	25.3%
Men	83.3%	82.2%	81.2%	80.2%	79.2%	77.9%	77.1%	76.3%	75.1%	74.7%

Google Workforce Representation Data

Non-Tech – New

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	23.8%	23.6%	23.9%	24.7%	24.6%	24.9%	25.6%	25.5%	25.6%	25.8%
Black+	4.3%	4.6%	5.1%	5.6%	5.9%	6.6%	7.3%	8.5%	10.0%	10.6%
Hispanic/Latinx+	6.6%	7.4%	8.1%	8.2%	8.5%	9.1%	9.4%	9.6%	10.1%	10.8%
Native American+	1.6%	1.5%	1.4%	1.3%	1.3%	1.5%	1.4%	1.3%	1.3%	1.4%
White+	69.0%	68.3%	66.7%	65.5%	65.0%	63.7%	62.3%	61.3%	59.5%	58.2%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	53.3%	53.1%	52.6%	52.5%	52.5%	54.1%	54.8%	54.4%	55.6%	56.3%
Men	46.7%	46.9%	47.4%	47.5%	47.5%	45.9%	45.2%	45.6%	44.4%	43.7%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	49.3%	49.3%	49.1%	49.5%	49.9%	51.0%	51.4%	51.1%	52.5%	53.1%
Men	50.7%	50.7%	50.9%	50.6%	50.1%	49.0%	48.6%	48.9%	47.6%	46.9%

Google Workforce Representation Data

Leadership

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	24.2%	25.0%	25.8%	27.1%	27.3%	28.9%	29.6%	29.4%	31.2%	32.3%
Black+	1.7%	2.0%	1.8%	2.0%	2.4%	2.6%	2.6%	3.0%	4.7%	5.2%
Hispanic/Latinx+	2.2%	2.0%	2.1%	2.4%	2.7%	3.3%	3.7%	3.9%	4.1%	4.3%
Native American+	0.6%	0.9%	0.7%	0.8%	0.8%	0.7%	0.5%	0.6%	0.7%	0.8%
White+	73.2%	72.2%	71.3%	69.6%	68.9%	66.6%	65.9%	65.5%	62.0%	60.3%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	20.6%	23.2%	24.0%	24.2%	25.3%	26.4%	26.9%	28.1%	30.5%	32.2%
Men	79.4%	76.8%	76.0%	75.8%	74.7%	73.6%	73.1%	71.9%	69.5%	67.8%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	20.8%	22.9%	24.2%	24.5%	25.5%	26.1%	26.7%	28.1%	30.6%	32.2%
Men	79.2%	77.1%	75.8%	75.5%	74.5%	73.9%	73.3%	71.9%	69.4%	67.8%

Google Intersectional Workforce Representation Data

Overall

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	10.0%	10.5%	11.0%	11.8%	12.5%	13.3%	14.2%	14.6%	15.3%	16.1%
Black+	1.1%	1.0%	1.1%	1.2%	1.2%	1.4%	1.6%	1.8%	2.3%	2.4%
Hispanic/Latinx+	1.5%	1.6%	1.7%	1.7%	1.7%	2.0%	2.0%	2.2%	2.4%	2.5%
Native American+	0.5%	0.4%	0.4%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%
White+	17.6%	17.1%	16.5%	15.9%	15.5%	15.7%	15.2%	15.0%	15.1%	14.6%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	21.4%	22.1%	22.9%	24.4%	25.7%	26.4%	27.7%	27.7%	27.9%	28.7%
Black+	1.3%	1.5%	1.7%	1.7%	1.8%	1.9%	2.1%	2.6%	3.0%	3.2%
Hispanic/Latinx+	3.0%	3.3%	3.5%	3.6%	3.6%	3.8%	3.9%	4.2%	4.6%	4.9%
Native American+	0.6%	0.5%	0.5%	0.4%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
White+	47.0%	45.9%	44.6%	42.8%	41.1%	38.8%	36.5%	35.4%	33.2%	31.7%

Google Intersectional Workforce Representation Data

Tech – Old

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	8.3%	9.1%	10.1%	11.2%	12.1%	13.2%	14.2%	14.9%	15.7%	16.3%
Black+	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.9%	1.1%	1.2%
Hispanic/Latinx+	0.5%	0.7%	0.7%	0.8%	0.9%	1.0%	1.1%	1.3%	1.4%	1.5%
Native American+	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
White+	8.6%	9.0%	9.2%	9.3%	9.6%	9.9%	9.6%	9.7%	9.8%	9.8%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	26.8%	27.3%	28.0%	29.5%	30.7%	31.9%	33.4%	33.5%	33.9%	34.1%
Black+	1.1%	1.3%	1.3%	1.3%	1.4%	1.5%	1.7%	2.1%	2.4%	2.8%
Hispanic/Latinx+	3.0%	3.3%	3.3%	3.4%	3.4%	3.5%	3.7%	4.0%	4.3%	4.7%
Native American+	0.6%	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.5%
White+	53.8%	51.7%	49.5%	46.7%	44.0%	41.3%	38.5%	36.9%	34.6%	33.2%

Google Intersectional Workforce Representation Data

Non-Tech – Old

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	13.3%	13.4%	13.2%	13.6%	13.4%	13.7%	14.3%	13.8%	14.3%	15.4%
Black+	2.4%	2.5%	2.7%	2.9%	3.1%	3.6%	3.9%	4.3%	5.2%	5.9%
Hispanic/Latinx+	3.3%	3.6%	3.9%	3.8%	4.0%	4.5%	4.5%	4.5%	4.9%	5.3%
Native American+	1.0%	0.9%	0.8%	0.7%	0.7%	0.7%	0.7%	0.6%	0.7%	0.7%
White+	35.1%	34.3%	33.4%	32.7%	31.8%	31.3%	30.3%	28.9%	28.5%	28.6%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	11.0%	10.9%	10.9%	11.5%	11.7%	11.7%	12.4%	12.9%	12.9%	12.9%
Black+	1.7%	2.1%	2.5%	2.5%	2.8%	3.0%	3.3%	4.0%	4.5%	4.7%
Hispanic/Latinx+	3.0%	3.4%	3.9%	4.1%	4.4%	4.4%	4.6%	4.8%	5.2%	5.3%
Native American+	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
White+	33.8%	33.6%	33.1%	32.6%	32.9%	32.0%	31.2%	31.5%	29.7%	27.1%

Google Intersectional Workforce Representation Data

Tech – New

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	8.5%	9.4%	10.1%	11.1%	12.0%	12.9%	13.9%	14.5%	15.5%	16.3%
Black+	0.4%	0.4%	0.4%	0.4%	0.5%	0.6%	0.7%	0.8%	1.0%	1.2%
Hispanic/Latinx+	0.5%	0.6%	0.7%	0.7%	0.8%	0.9%	1.0%	1.1%	1.3%	1.3%
Native American+	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
White+	8.7%	8.9%	9.0%	9.0%	9.2%	9.4%	9.3%	9.3%	9.3%	9.0%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	26.9%	27.5%	28.1%	29.7%	31.0%	32.1%	33.5%	33.4%	33.7%	34.7%
Black+	1.1%	1.3%	1.4%	1.4%	1.5%	1.6%	1.9%	2.3%	2.7%	2.9%
Hispanic/Latinx+	3.1%	3.3%	3.4%	3.5%	3.6%	3.7%	3.8%	4.2%	4.6%	4.9%
Native American+	0.6%	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.5%
White+	53.4%	51.5%	49.6%	46.9%	44.3%	41.7%	38.9%	37.6%	35.2%	33.4%

Google Intersectional Workforce Representation Data

Non-Tech – New

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	13.3%	13.3%	13.2%	13.7%	13.9%	14.5%	15.2%	14.8%	15.0%	15.5%
Black+	2.5%	2.5%	2.7%	3.1%	3.3%	3.9%	4.3%	4.9%	5.9%	6.3%
Hispanic/Latinx+	3.5%	3.9%	4.2%	4.1%	4.4%	5.0%	5.1%	5.2%	5.6%	6.1%
Native American+	1.0%	1.0%	0.9%	0.8%	0.8%	0.9%	0.9%	0.8%	0.8%	0.8%
White+	36.1%	35.7%	34.7%	34.0%	33.6%	33.8%	33.4%	32.6%	32.4%	32.0%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	10.5%	10.3%	10.6%	11.0%	10.7%	10.4%	10.5%	10.7%	10.6%	10.3%
Black+	1.8%	2.1%	2.4%	2.5%	2.6%	2.8%	3.0%	3.6%	4.0%	4.3%
Hispanic/Latinx+	3.1%	3.5%	3.9%	4.1%	4.1%	4.1%	4.3%	4.3%	4.6%	4.8%
Native American+	0.6%	0.6%	0.6%	0.5%	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%
White+	32.9%	32.7%	32.0%	31.5%	31.5%	30.0%	28.9%	28.7%	27.0%	26.2%

Google Intersectional Workforce Representation Data

Leadership

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	6.1%	7.2%	7.5%	7.2%	7.3%	8.1%	8.5%	8.7%	9.8%	10.6%
Black+	1.0%	1.2%	1.0%	1.1%	1.3%	1.1%	1.1%	1.3%	2.0%	2.4%
Hispanic/Latinx+	0.4%	0.5%	0.6%	0.8%	0.7%	1.3%	1.5%	1.4%	1.5%	1.6%
Native American+	0.1%	0.3%	0.3%	0.4%	0.4%	0.4%	0.3%	N/A	0.3%	0.3%
White+	14.3%	15.0%	15.2%	15.7%	16.4%	16.5%	16.8%	17.8%	18.3%	18.9%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	18.4%	17.9%	18.4%	20.1%	20.0%	20.9%	21.1%	20.7%	21.4%	21.6%
Black+	0.8%	0.8%	0.8%	0.9%	1.1%	1.5%	1.5%	1.8%	2.7%	2.9%
Hispanic/Latinx+	1.8%	1.5%	1.4%	1.6%	1.9%	2.0%	2.2%	2.5%	2.6%	2.6%
Native American+	0.6%	0.6%	0.3%	0.4%	0.4%	0.3%	0.2%	N/A	0.4%	0.5%
White+	58.6%	57.2%	56.2%	53.8%	52.4%	50.1%	49.1%	47.7%	43.7%	41.5%

Google Regional Workforce Representation Data

Overall

Asian+				Black+			
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	21.8%	23.3%	23.1%	Americas (non-U.S.)	3.9%	4.9%	4.8%
APAC	85.8%	88.8%	90.4%	APAC	0.5%	0.3%	0.3%
EMEA	10.9%	12.1%	13.6%	EMEA	2.8%	3.2%	3.9%

Hispanic or Latino or Latinx+				Indigenous+			
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	33.3%	34.1%	37.6%	Americas (non-U.S.)	1.0%	0.8%	0.9%
APAC	1.1%	0.8%	0.7%	APAC	0.2%	0.2%	0.2%
EMEA	3.8%	3.9%	4.1%	EMEA	0.3%	0.3%	0.3%

Middle Eastern or North African+				White+			
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	4.8%	4.7%	4.6%	Americas (non-U.S.)	48.2%	43.6%	42.4%
APAC	0.6%	0.5%	0.4%	APAC	13.8%	11.0%	9.4%
EMEA	7.3%	7.8%	9.0%	EMEA	80.4%	78.1%	75.1%

Google Regional Workforce Representation Data

Overall

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	31.0%	33.4%	33.3%	Americas (non-U.S.)	69.0%	66.6%	66.7%
APAC	34.6%	35.3%	35.1%	APAC	65.4%	64.7%	64.9%
EMEA	32.7%	33.8%	34.0%	EMEA	67.3%	66.2%	66.0%

Google Regional Workforce Representation Data

Tech – Old

Asian+			
	2021	2022	2023
Americas (non-U.S.)	30.4%	33.9%	33.8%
APAC	89.2%	91.5%	92.6%
EMEA	11.3%	13.0%	14.9%

Black+			
	2021	2022	2023
Americas (non-U.S.)	3.2%	3.8%	3.9%
APAC	0.4%	0.3%	0.2%
EMEA	1.9%	2.3%	2.6%

Hispanic or Latino or Latinx+			
	2021	2022	2023
Americas (non-U.S.)	19.2%	17.8%	20.8%
APAC	0.7%	0.6%	0.6%
EMEA	3.9%	4.0%	3.9%

Indigenous+			
	2021	2022	2023
Americas (non-U.S.)	0.8%	0.7%	0.9%
APAC	N/A	0.1%	0.2%
EMEA	0.3%	0.3%	0.3%

Middle Eastern or North African+			
	2021	2022	2023
Americas (non-U.S.)	6.5%	6.3%	6.4%
APAC	0.5%	0.4%	0.3%
EMEA	7.9%	8.5%	9.9%

White+			
	2021	2022	2023
Americas (non-U.S.)	50.1%	46.2%	44.8%
APAC	10.6%	8.4%	7.2%
EMEA	80.5%	77.7%	74.5%

Google Regional Workforce Representation Data

Tech – Old							
	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	20.4%	23.5%	24.1%	Americas (non-U.S.)	79.6%	76.5%	75.9%
APAC	22.5%	23.5%	23.6%	APAC	77.5%	76.5%	76.4%
EMEA	21.0%	22.7%	23.4%	EMEA	79.0%	77.3%	76.6%

Google Regional Workforce Representation Data

Non-Tech – Old

Asian+			
	2021	2022	2023
Americas (non-U.S.)	14.7%	15.1%	14.7%
APAC	82.0%	85.5%	87.4%
EMEA	10.5%	11.1%	12.1%

Black+			
	2021	2022	2023
Americas (non-U.S.)	4.6%	5.9%	5.5%
APAC	0.5%	0.4%	0.3%
EMEA	3.7%	4.3%	5.3%

Hispanic or Latino or Latinx+			
	2021	2022	2023
Americas (non-U.S.)	45.0%	47.0%	50.6%
APAC	1.6%	1.1%	0.8%
EMEA	3.6%	3.8%	4.3%

Indigenous+			
	2021	2022	2023
Americas (non-U.S.)	1.2%	0.9%	0.8%
APAC	0.3%	0.2%	0.2%
EMEA	0.4%	0.4%	0.4%

Middle Eastern or North African+			
	2021	2022	2023
Americas (non-U.S.)	3.3%	3.5%	3.2%
APAC	0.7%	0.6%	0.5%
EMEA	6.7%	6.9%	7.8%

White+			
	2021	2022	2023
Americas (non-U.S.)	46.7%	41.6%	40.5%
APAC	17.3%	14.1%	12.3%
EMEA	80.3%	78.6%	75.9%

Google Regional Workforce Representation Data

Non-Tech – Old							
	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	39.7%	40.5%	41.2%	Americas (non-U.S.)	60.3%	59.5%	58.8%
APAC	44.3%	45.3%	46.3%	APAC	55.7%	54.7%	53.7%
EMEA	44.4%	45.4%	47.2%	EMEA	55.6%	54.6%	52.8%

Google Regional Workforce Representation Data

Tech – New			
	Asian+		**Black+**
	2023		2023
Americas (non-U.S.)	31.8%	Americas (non-U.S.)	4.1%
APAC	92.4%	APAC	0.2%
EMEA	15.7%	EMEA	2.8%
	Hispanic or Latino or Latinx+		**Indigenous+**
	2023		2023
Americas (non-U.S.)	28.0%	Americas (non-U.S.)	0.9%
APAC	0.5%	APAC	0.1%
EMEA	4.0%	EMEA	0.3%
	Middle Eastern or North African+		**White+**
	2023		2023
Americas (non-U.S.)	6.2%	Americas (non-U.S.)	39.8%
APAC	0.4%	APAC	7.4%
EMEA	9.7%	EMEA	73.7%

Google Regional Workforce Representation Data

Tech – New							
	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	18.5%	21.2%	22.2%	Americas (non-U.S.)	81.5%	78.8%	77.8%
APAC	22.0%	22.7%	22.2%	APAC	78.0%	77.4%	77.8%
EMEA	20.3%	21.8%	22.0%	EMEA	79.7%	78.2%	78.0%

Google Regional Workforce Representation Data

Non-Tech – New			
	Asian+		**Black+**
	2023		2023
Americas (non-U.S.)	11.8%	Americas (non-U.S.)	5.7%
APAC	87.0%	APAC	0.4%
EMEA	11.0%	EMEA	5.2%
	Hispanic or Latino or Latinx+		**Indigenous+**
	2023		2023
Americas (non-U.S.)	50.1%	Americas (non-U.S.)	0.9%
APAC	0.9%	APAC	0.2%
EMEA	4.2%	EMEA	0.3%
	Middle Eastern or North African+		**White+**
	2023		2023
Americas (non-U.S.)	2.5%	Americas (non-U.S.)	45.7%
APAC	0.5%	APAC	12.8%
EMEA	8.0%	EMEA	76.9%

Google Regional Workforce Representation Data

Non-Tech – New							
	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	44.3%	48.3%	48.9%	Americas (non-U.S.)	55.7%	51.7%	51.1%
APAC	47.3%	48.7%	49.5%	APAC	52.7%	51.3%	50.5%
EMEA	48.8%	50.3%	51.2%	EMEA	51.2%	49.7%	48.8%

Google Regional Workforce Representation Data

Leadership

Asian+	2021	2022	2023
Americas (non-U.S.)	N/A	N/A	9.0%
APAC	70.8%	72.1%	75.0%
EMEA	6.6%	6.6%	7.7%

Black+	2021	2022	2023
Americas (non-U.S.)	N/A	N/A	N/A
APAC	N/A	N/A	N/A
EMEA	3.3%	3.8%	4.1%

Hispanic or Latino or Latinx+	2021	2022	2023
Americas (non-U.S.)	43.8%	40.9%	41.7%
APAC	N/A	N/A	N/A
EMEA	N/A	N/A	2.2%

Indigenous+	2021	2022	2023
Americas (non-U.S.)	N/A	N/A	N/A
APAC	N/A	N/A	N/A
EMEA	N/A	N/A	N/A

Middle Eastern or North African+	2021	2022	2023
Americas (non-U.S.)	N/A	N/A	N/A
APAC	N/A	N/A	N/A
EMEA	4.5%	5.8%	6.9%

White+	2021	2022	2023
Americas (non-U.S.)	50.0%	52.3%	57.6%
APAC	28.8%	27.9%	25.3%
EMEA	87.7%	85.8%	83.5%

Google Regional Workforce Representation Data

Leadership

Women				Men			
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	29.8%	34.3%	32.9%	Americas (non-U.S.)	70.2%	65.7%	67.1%
APAC	29.2%	31.8%	33.7%	APAC	70.8%	68.2%	66.3%
EMEA	26.9%	29.7%	31.3%	EMEA	73.1%	70.3%	68.7%

Google Hiring Data

Overall

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	34.9%	37.4%	43.0%	43.8%	43.9%	48.5%	42.8%	46.3%	48.9%
Black+	3.5%	4.3%	3.7%	4.1%	4.8%	5.5%	8.8%	9.4%	7.2%
Hispanic/Latinx+	5.9%	6.5%	5.8%	6.3%	6.8%	6.6%	8.8%	9.0%	8.5%
Native American+	0.9%	0.7%	0.6%	0.8%	1.1%	0.8%	0.7%	0.8%	1.1%
White+	59.3%	54.9%	51.1%	49.7%	48.5%	43.1%	44.5%	40.2%	40.3%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	29.4%	29.4%	30.4%	30.4%	34.9%	32.1%	33.1%	37.6%	33.3%
Men	70.6%	70.6%	69.6%	69.6%	65.1%	67.9%	66.9%	62.4%	66.7%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	30.7%	30.6%	31.6%	31.3%	33.2%	32.5%	33.7%	37.5%	33.8%
Men	69.3%	69.4%	68.4%	68.7%	66.8%	67.5%	66.3%	62.5%	66.2%

Google Hiring Data

Tech – Old

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	38.6%	42.5%	48.1%	49.7%	51.8%	55.5%	51.3%	54.9%	53.8%
Black+	2.0%	2.5%	2.2%	2.6%	2.8%	3.5%	6.2%	6.0%	5.4%
Hispanic/Latinx+	4.8%	4.5%	4.9%	4.9%	5.3%	5.5%	8.4%	7.4%	7.3%
Native American+	0.9%	0.4%	0.5%	0.7%	0.8%	0.7%	0.6%	0.7%	1.0%
White+	57.8%	53.1%	48.1%	46.0%	43.5%	38.7%	39.0%	35.8%	37.9%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	21.8%	22.7%	24.4%	25.4%	27.3%	26.7%	28.9%	30.6%	28.2%
Men	78.2%	77.3%	75.6%	74.6%	72.7%	73.3%	71.1%	69.4%	71.8%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	20.8%	22.1%	23.6%	24.6%	25.7%	25.6%	27.9%	29.1%	26.8%
Men	79.2%	77.9%	76.4%	75.4%	74.3%	74.4%	72.1%	70.9%	73.2%

Google Hiring Data

Non-Tech – Old

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	25.5%	24.7%	27.6%	26.2%	26.3%	29.9%	26.5%	28.5%	31.6%
Black+	7.3%	9.0%	8.2%	8.4%	9.2%	10.6%	13.7%	16.3%	13.6%
Hispanic/Latinx+	8.8%	11.3%	8.6%	10.4%	10.2%	9.6%	9.5%	12.4%	12.5%
Native American+	1.0%	1.5%	0.9%	1.1%	1.6%	1.2%	1.0%	1.1%	1.3%
White+	63.3%	59.6%	60.6%	60.4%	59.3%	54.8%	55.2%	49.2%	48.6%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	48.9%	45.9%	48.7%	45.2%	51.6%	46.6%	41.4%	52.4%	51.2%
Men	51.1%	54.1%	51.3%	54.8%	48.4%	53.4%	58.6%	47.6%	48.8%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	46.0%	44.2%	46.8%	43.9%	47.2%	43.9%	41.1%	49.1%	47.9%
Men	54.0%	55.8%	53.2%	56.1%	52.8%	56.1%	58.9%	50.9%	52.1%

Google Hiring Data

Tech – New

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	39.3%	42.8%	48.6%	49.6%	51.3%	54.9%	49.3%	54.7%	54.9%
Black+	2.2%	2.5%	2.1%	2.7%	2.9%	3.8%	6.4%	6.4%	5.6%
Hispanic/Latinx+	4.7%	4.4%	5.0%	5.1%	5.2%	5.4%	8.3%	7.8%	7.4%
Native American+	0.8%	0.4%	0.5%	0.7%	0.7%	0.7%	0.6%	0.6%	0.9%
White+	57.2%	52.8%	47.5%	46.0%	43.8%	39.2%	40.9%	35.4%	36.6%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	20.6%	21.7%	23.0%	24.0%	25.6%	25.5%	27.5%	29.5%	27.6%
Men	79.4%	78.3%	77.0%	76.0%	74.4%	74.6%	72.5%	70.5%	72.4%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	19.6%	21.3%	22.2%	23.0%	24.0%	24.1%	26.5%	27.6%	26.0%
Men	80.4%	78.8%	77.8%	77.0%	76.0%	75.9%	73.6%	72.4%	74.0%

Google Hiring Data

Non-Tech – New

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	24.5%	24.5%	26.7%	25.6%	25.1%	28.3%	23.6%	25.7%	27.1%
Black+	6.5%	8.8%	8.3%	8.4%	9.4%	10.9%	15.9%	16.6%	13.1%
Hispanic/Latinx+	9.3%	11.4%	8.5%	10.2%	10.8%	10.7%	10.2%	12.0%	12.3%
Native American+	1.3%	1.6%	1.0%	1.2%	2.0%	1.3%	1.1%	1.3%	1.5%
White+	64.4%	60.1%	61.5%	61.1%	60.1%	55.7%	55.4%	52.0%	53.7%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	50.5%	47.7%	52.2%	50.5%	57.9%	53.7%	49.9%	57.9%	53.8%
Men	49.6%	52.3%	47.8%	49.5%	42.1%	46.3%	50.1%	42.1%	46.2%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	47.2%	45.4%	49.2%	48.6%	53.2%	49.4%	47.6%	54.8%	51.3%
Men	52.8%	54.7%	50.8%	51.4%	46.8%	50.6%	52.4%	45.2%	48.7%

Google Hiring Data

Leadership

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	28.0%	25.3%	33.1%	27.7%	32.7%	28.0%	23.7%	33.3%	31.6%
Black+	4.8%	2.3%	1.5%	5.7%	3.6%	3.6%	7.1%	12.6%	8.0%
Hispanic/Latinx+	2.4%	3.4%	2.3%	4.3%	5.1%	4.4%	5.8%	4.9%	5.7%
Native American+	0.0%	0.0%	1.5%	1.4%	0.5%	0.7%	N/A	N/A	N/A
White+	68.3%	69.0%	64.6%	63.1%	59.7%	66.2%	65.8%	51.4%	56.4%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	28.9%	23.0%	27.5%	28.4%	26.0%	24.6%	30.4%	35.1%	33.3%
Men	71.1%	77.0%	72.5%	71.6%	74.0%	75.4%	69.6%	64.9%	66.7%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Women	30.1%	25.7%	29.6%	29.4%	25.9%	26.1%	28.9%	35.9%	33.5%
Men	69.9%	74.3%	70.4%	70.6%	74.1%	73.9%	71.1%	64.1%	66.5%

Google Intersectional Hiring Data

Overall

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	11.6%	12.2%	14.2%	14.2%	15.6%	16.1%	15.2%	17.4%	17.4%
Black+	1.2%	1.6%	1.7%	1.4%	2.2%	2.3%	3.4%	4.3%	3.0%
Hispanic/Latinx+	1.9%	2.1%	1.8%	2.0%	2.7%	2.3%	2.5%	3.2%	2.6%
Native American+	0.4%	0.3%	0.2%	0.2%	0.5%	0.4%	0.3%	0.3%	0.3%
White+	16.0%	14.8%	14.1%	14.4%	16.2%	13.0%	13.7%	14.8%	12.1%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	23.3%	25.2%	28.9%	29.6%	28.3%	32.4%	27.7%	28.9%	31.5%
Black+	2.3%	2.7%	2.0%	2.6%	2.6%	3.2%	5.4%	5.0%	4.2%
Hispanic/Latinx+	4.0%	4.4%	4.0%	4.3%	4.1%	4.3%	6.2%	5.8%	5.9%
Native American+	0.5%	0.4%	0.4%	0.6%	0.5%	0.4%	0.5%	0.5%	0.7%
White+	43.3%	40.1%	37.0%	35.3%	32.3%	30.1%	30.8%	25.4%	28.2%

Google Intersectional Hiring Data

Tech – Old

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	10.9%	12.2%	14.2%	14.4%	15.9%	16.5%	17.1%	18.4%	17.3%
Black+	0.4%	0.6%	0.7%	0.6%	0.8%	1.0%	1.8%	2.0%	1.7%
Hispanic/Latinx+	0.9%	0.9%	1.0%	1.1%	1.4%	1.4%	1.8%	1.8%	1.7%
Native American+	0.3%	0.1%	0.1%	0.1%	0.3%	0.3%	0.2%	0.2%	0.2%
White+	10.2%	9.8%	9.5%	10.4%	10.3%	8.9%	9.6%	9.8%	8.7%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	27.7%	30.3%	33.7%	35.2%	35.9%	39.0%	34.2%	36.5%	36.4%
Black+	1.6%	1.9%	1.6%	2.0%	2.0%	2.5%	4.4%	4.0%	3.7%
Hispanic/Latinx+	3.8%	3.6%	3.9%	3.8%	3.9%	4.1%	6.6%	5.6%	5.6%
Native American+	0.6%	0.3%	0.4%	0.6%	0.5%	0.4%	0.4%	0.5%	0.7%
White+	47.5%	43.3%	38.6%	35.6%	33.3%	29.8%	29.4%	26.1%	29.2%

Google Intersectional Hiring Data

Non-Tech – Old

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	13.4%	12.4%	14.1%	13.4%	14.8%	15.2%	11.5%	15.4%	17.5%
Black+	3.4%	4.0%	4.6%	3.9%	5.2%	5.6%	6.4%	9.2%	7.4%
Hispanic/Latinx+	4.4%	5.0%	4.2%	4.6%	5.6%	4.6%	4.0%	6.1%	5.8%
Native American+	0.6%	0.7%	0.4%	0.6%	1.0%	0.7%	0.4%	0.5%	0.7%
White+	30.7%	27.0%	28.2%	26.0%	29.2%	23.8%	21.7%	25.2%	24.1%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	12.1%	12.3%	13.4%	12.8%	11.5%	14.6%	15.1%	13.1%	14.2%
Black+	3.9%	4.9%	3.6%	4.4%	4.0%	5.1%	7.2%	7.0%	6.2%
Hispanic/Latinx+	4.4%	6.2%	4.4%	5.8%	4.7%	5.1%	5.6%	6.4%	6.7%
Native American+	0.4%	0.7%	0.5%	0.5%	0.6%	0.6%	0.7%	0.5%	0.7%
White+	32.5%	32.6%	32.3%	34.4%	30.2%	31.0%	33.6%	24.0%	24.5%

Google Intersectional Hiring Data

Tech – New

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	10.9%	12.0%	13.9%	14.1%	15.5%	15.9%	16.2%	18.3%	17.6%
Black+	0.5%	0.5%	0.5%	0.6%	0.8%	1.0%	1.6%	1.9%	1.7%
Hispanic/Latinx+	0.9%	0.9%	0.9%	1.0%	1.2%	1.3%	1.6%	1.8%	1.5%
Native American+	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%	0.2%	0.2%	0.2%
White+	9.2%	9.2%	8.5%	9.5%	9.3%	8.3%	9.4%	8.8%	8.0%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	28.4%	30.9%	34.7%	35.6%	35.8%	39.0%	33.1%	36.4%	37.3%
Black+	1.7%	2.0%	1.6%	2.1%	2.2%	2.8%	4.8%	4.4%	3.9%
Hispanic/Latinx+	3.8%	3.6%	4.1%	4.1%	4.1%	4.1%	6.7%	6.0%	5.9%
Native American+	0.6%	0.3%	0.4%	0.6%	0.5%	0.4%	0.5%	0.4%	0.8%
White+	48.0%	43.6%	39.0%	36.4%	34.5%	30.8%	31.5%	26.6%	28.6%

Google Intersectional Hiring Data

Non-Tech – New

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	13.0%	12.7%	15.0%	14.5%	15.7%	16.9%	12.0%	15.3%	16.5%
Black+	2.9%	4.3%	5.0%	4.1%	5.7%	6.4%	8.7%	10.2%	7.7%
Hispanic/Latinx+	4.5%	5.2%	4.6%	5.4%	6.5%	5.5%	5.4%	6.6%	6.6%
Native American+	0.9%	0.7%	0.5%	0.6%	1.3%	0.8%	0.6%	0.7%	0.8%
White+	32.5%	28.3%	30.6%	29.8%	33.6%	28.0%	26.4%	29.6%	27.1%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	11.5%	11.8%	11.7%	11.0%	9.4%	11.4%	11.6%	10.4%	10.7%
Black+	3.6%	4.5%	3.3%	4.3%	3.7%	4.5%	7.1%	6.4%	5.4%
Hispanic/Latinx+	4.8%	6.2%	4.0%	4.8%	4.3%	5.1%	4.8%	5.4%	5.7%
Native American+	0.4%	0.9%	0.5%	0.5%	0.7%	0.6%	0.5%	0.6%	0.6%
White+	31.9%	31.8%	30.9%	31.3%	26.5%	27.7%	29.0%	22.4%	26.6%

Google Intersectional Hiring Data

Leadership

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	10.8%	4.6%	10.8%	9.9%	7.1%	5.8%	6.8%	11.9%	9.4%
Black+	3.6%	0.0%	0.8%	2.1%	0.5%	1.1%	2.6%	4.7%	3.7%
Hispanic/Latinx+	0.0%	2.3%	0.8%	0.7%	3.1%	2.2%	N/A	N/A	N/A
Native American+	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	N/A	N/A	N/A
White+	15.7%	16.1%	15.4%	17.0%	16.3%	17.8%	20.8%	17.8%	20.1%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Asian+	18.1%	20.7%	22.3%	17.7%	25.5%	22.2%	16.8%	21.5%	22.2%
Black+	1.2%	2.3%	0.8%	3.5%	3.1%	2.6%	4.5%	7.9%	4.3%
Hispanic/Latinx+	2.4%	1.1%	1.5%	3.5%	2.0%	2.2%	4.5%	3.0%	4.3%
Native American+	0.0%	0.0%	1.5%	1.4%	0.0%	0.7%	N/A	N/A	N/A
White+	51.8%	52.9%	49.2%	46.1%	43.4%	48.4%	45.0%	33.6%	36.3%

Google Regional Hiring Data

Overall

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	28.5%	35.8%	32.6%	Americas (non-U.S.)	71.5%	64.2%	67.4%
APAC	36.4%	37.2%	35.2%	APAC	63.6%	62.8%	64.8%
EMEA	33.9%	38.5%	33.8%	EMEA	66.1%	61.5%	66.2%

Tech – Old

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	23.2%	27.1%	22.9%	Americas (non-U.S.)	76.8%	72.9%	77.1%
APAC	25.0%	24.9%	24.4%	APAC	75.0%	75.1%	75.6%
EMEA	27.9%	28.0%	23.4%	EMEA	72.1%	72.0%	76.7%

Non-Tech – Old

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	34.1%	40.6%	40.5%	Americas (non-U.S.)	65.9%	59.4%	59.6%
APAC	43.3%	46.8%	46.1%	APAC	56.7%	53.2%	53.9%
EMEA	38.9%	49.2%	47.7%	EMEA	61.1%	50.8%	52.3%

Google Regional Hiring Data

Tech – New

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	21.4%	23.3%	23.5%	Americas (non-U.S.)	78.6%	76.7%	76.5%
APAC	24.3%	23.1%	23.3%	APAC	75.7%	76.9%	76.7%
EMEA	25.3%	26.8%	22.3%	EMEA	74.7%	73.2%	77.7%

Non-Tech – New

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	41.0%	55.3%	49.9%	Americas (non-U.S.)	59.0%	44.7%	50.1%
APAC	46.0%	51.0%	49.4%	APAC	54.0%	49.0%	50.6%
EMEA	47.1%	54.3%	49.9%	EMEA	52.9%	45.7%	50.1%

Leadership

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	N/A	N/A	N/A	Americas (non-U.S.)	75.0%	N/A	75.0%
APAC	20.8%	27.5%	33.9%	APAC	79.2%	72.5%	66.2%
EMEA	28.8%	47.1%	36.9%	EMEA	71.2%	52.9%	63.1%

Google Exits Representation Data

Overall

Race/Ethnicity

	2018	2019	2020	2021	2022	2023
Asian+	31.0%	31.5%	31.9%	35.2%	39.5%	39.7%
Black+	4.0%	3.9%	4.1%	5.1%	5.0%	6.4%
Hispanic/Latinx+	6.1%	6.2%	5.9%	6.5%	6.6%	6.7%
Native American+	0.8%	0.9%	1.1%	1.1%	1.0%	0.9%
White+	62.7%	61.5%	61.8%	57.2%	53.2%	51.0%

U.S. Gender

	2018	2019	2020	2021	2022	2023
Women	27.0%	26.3%	25.6%	26.5%	26.1%	27.2%
Men	73.0%	73.7%	74.4%	73.5%	73.9%	72.8%

Global Gender

	2018	2019	2020	2021	2022	2023
Women	29.5%	28.3%	28.2%	27.4%	28.2%	29.9%
Men	70.5%	71.7%	71.8%	72.6%	71.8%	70.1%

Google Exits Representation Data

Tech – Old

Race/Ethnicity

	2018	2019	2020	2021	2022	2023
Asian+	34.6%	35.2%	36.1%	40.9%	45.8%	46.4%
Black+	3.1%	2.9%	2.9%	3.1%	3.0%	4.1%
Hispanic/Latinx+	4.9%	5.0%	4.9%	5.6%	5.4%	5.4%
Native American+	N/A	0.8%	0.9%	0.6%	1.0%	0.8%
White+	61.6%	59.7%	60.0%	54.4%	49.9%	47.2%

U.S. Gender

	2018	2019	2020	2021	2022	2023
Women	17.4%	17.5%	18.8%	19.0%	20.3%	21.4%
Men	82.6%	82.6%	81.2%	81.0%	79.7%	78.6%

Global Gender

	2018	2019	2020	2021	2022	2023
Women	17.9%	17.3%	19.1%	18.5%	20.1%	20.8%
Men	82.1%	82.7%	81.0%	81.5%	79.9%	79.2%

Google Exits Representation Data

Non-Tech – Old

Race/Ethnicity

	2018	2019	2020	2021	2022	2023
Asian+	23.6%	22.8%	22.0%	21.1%	22.3%	22.9%
Black+	5.9%	6.3%	7.1%	9.9%	10.6%	12.2%
Hispanic/Latinx+	8.4%	9.1%	8.2%	8.7%	9.8%	10.1%
Native American+	1.6%	1.2%	1.6%	2.3%	1.1%	1.4%
White+	65.0%	65.6%	66.1%	64.2%	62.3%	60.6%

U.S. Gender

	2018	2019	2020	2021	2022	2023
Women	46.9%	47.2%	41.7%	45.1%	41.9%	41.7%
Men	53.1%	52.8%	58.4%	54.9%	58.1%	58.3%

Global Gender

	2018	2019	2020	2021	2022	2023
Women	45.4%	44.2%	42.3%	41.4%	41.2%	41.8%
Men	54.7%	55.9%	57.8%	58.6%	58.8%	58.2%

Google Exits Representation Data

Tech – New

Race/Ethnicity

	2018	2019	2020	2021	2022	2023
Asian+	35.2%	35.8%	36.3%	40.5%	45.0%	46.5%
Black+	3.0%	3.0%	2.8%	3.1%	3.1%	3.8%
Hispanic/Latinx+	4.6%	4.7%	5.0%	5.7%	5.5%	5.6%
Native American+	0.6%	0.7%	0.9%	0.6%	0.9%	0.8%
White+	61.2%	59.3%	59.7%	54.7%	50.4%	47.4%

U.S. Gender

	2018	2019	2020	2021	2022	2023
Women	16.2%	17.5%	17.3%	18.2%	19.7%	19.6%
Men	83.8%	82.5%	82.7%	81.8%	80.3%	80.4%

Global Gender

	2018	2019	2020	2021	2022	2023
Women	16.8%	17.5%	18.0%	18.1%	19.2%	19.1%
Men	83.2%	82.5%	82.0%	81.9%	80.8%	80.9%

Google Exits Representation Data

Non-Tech – New

Race/Ethnicity

	2018	2019	2020	2021	2022	2023
Asian+	23.0%	21.9%	21.2%	20.8%	22.5%	22.9%
Black+	6.0%	5.9%	7.3%	10.5%	11.0%	12.9%
Hispanic/Latinx+	8.8%	9.5%	8.2%	8.9%	9.8%	9.6%
Native American+	1.3%	1.4%	1.7%	2.4%	1.3%	1.2%
White+	65.8%	66.5%	67.0%	64.1%	61.7%	60.0%

U.S. Gender

	2018	2019	2020	2021	2022	2023
Women	47.8%	46.3%	45.5%	49.3%	46.0%	45.8%
Men	52.2%	53.7%	54.5%	50.7%	54.0%	54.2%

Global Gender

	2018	2019	2020	2021	2022	2023
Women	44.8%	43.8%	44.6%	43.8%	44.3%	45.1%
Men	55.2%	56.2%	55.4%	56.2%	55.7%	54.9%

Google Intersectional Exits Representation Data

Overall

	U.S. Women					
	2018	2019	2020	2021	2022	2023
Asian+	8.7%	9.1%	7.9%	9.4%	10.7%	10.8%
Black+	1.2%	1.2%	1.7%	2.5%	2.0%	2.5%
Hispanic/Latinx+	1.6%	1.8%	1.9%	1.8%	1.9%	2.0%
Native American+	0.4%	0.4%	0.5%	0.5%	0.3%	0.4%
White+	16.6%	15.0%	15.3%	14.4%	13.2%	13.3%

	U.S. Men					
	2018	2019	2020	2021	2022	2023
Asian+	22.4%	22.3%	24.1%	25.8%	28.8%	28.9%
Black+	2.8%	2.7%	2.5%	2.6%	3.0%	3.9%
Hispanic/Latinx+	4.4%	4.4%	4.0%	4.7%	4.7%	4.8%
Native American+	0.4%	0.5%	0.7%	0.6%	0.7%	0.6%
White+	46.2%	46.6%	46.5%	42.8%	40.0%	37.7%

Google Intersectional Exits Representation Data

Tech – Old

U.S. Women

	2018	2019	2020	2021	2022	2023
Asian+	7.4%	7.5%	6.5%	9.0%	10.8%	10.8%
Black+	0.7%	0.6%	0.7%	1.1%	0.8%	1.2%
Hispanic/Latinx+	0.8%	1.1%	0.9%	1.0%	1.1%	1.2%
Native American+	N/A	N/A	N/A	N/A	0.3%	0.2%
White+	9.6%	8.8%	11.2%	9.1%	8.8%	9.2%

U.S. Men

	2018	2019	2020	2021	2022	2023
Asian+	27.3%	27.6%	29.6%	31.8%	35.1%	35.6%
Black+	2.4%	2.3%	2.1%	2.0%	2.1%	3.0%
Hispanic/Latinx+	4.1%	4.0%	4.0%	4.6%	4.3%	4.2%
Native American+	N/A	0.5%	0.7%	N/A	0.7%	0.5%
White+	52.0%	51.1%	48.8%	45.3%	41.0%	38.0%

Google Intersectional Exits Representation Data

Non-Tech – Old

	U.S. Women					
	2018	2019	2020	2021	2022	2023
Asian+	11.5%	12.9%	10.9%	10.2%	10.4%	10.8%
Black+	2.4%	2.7%	3.8%	6.0%	5.0%	6.0%
Hispanic/Latinx+	3.4%	3.6%	4.2%	3.7%	4.0%	4.0%
Native American+	1.0%	N/A	0.9%	1.1%	N/A	0.8%
White+	30.8%	29.5%	25.0%	27.8%	25.0%	23.7%

	U.S. Men					
	2018	2019	2020	2021	2022	2023
Asian+	12.0%	9.9%	11.1%	10.9%	11.9%	12.1%
Black+	3.5%	3.6%	3.3%	4.0%	5.5%	6.2%
Hispanic/Latinx+	5.0%	5.5%	4.0%	5.0%	5.7%	6.1%
Native American+	N/A	N/A	N/A	1.3%	0.8%	0.6%
White+	34.2%	36.1%	41.1%	36.4%	37.3%	37.0%

Google Intersectional Exits Representation Data

Tech – New

U.S. Women

	2018	2019	2020	2021	2022	2023
Asian+	7.1%	7.5%	6.6%	8.6%	10.2%	10.4%
Black+	0.6%	0.6%	0.6%	0.9%	0.9%	0.8%
Hispanic/Latinx+	0.6%	1.1%	0.7%	0.8%	0.9%	1.1%
Native American+	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%
White+	8.7%	8.8%	9.9%	9.0%	8.7%	8.3%

U.S. Men

	2018	2019	2020	2021	2022	2023
Asian+	28.1%	28.1%	29.7%	31.8%	34.9%	36.2%
Black+	2.4%	2.4%	2.2%	2.2%	2.1%	3.1%
Hispanic/Latinx+	4.0%	3.6%	4.2%	4.8%	4.7%	4.5%
Native American+	0.5%	0.4%	0.7%	0.4%	0.7%	0.6%
White+	52.5%	50.7%	49.8%	45.7%	41.7%	39.0%

Google Intersectional Exits Representation Data

Non-Tech – New

U.S. Women

	2018	2019	2020	2021	2022	2023
Asian+	11.8%	12.5%	10.9%	11.6%	12.0%	12.0%
Black+	2.5%	2.6%	4.2%	6.9%	5.2%	6.9%
Hispanic/Latinx+	3.6%	3.3%	4.8%	4.4%	4.9%	4.1%
Native American+	0.9%	0.7%	1.0%	1.3%	0.4%	0.7%
White+	31.6%	29.0%	28.1%	29.2%	26.8%	25.6%

U.S. Men

	2018	2019	2020	2021	2022	2023
Asian+	11.2%	9.4%	10.4%	9.2%	10.4%	10.9%
Black+	3.5%	3.3%	3.1%	3.7%	5.7%	6.0%
Hispanic/Latinx+	5.2%	6.1%	3.4%	4.5%	4.9%	5.5%
Native American+	0.3%	0.8%	0.7%	1.2%	0.9%	0.4%
White+	34.2%	37.5%	38.9%	34.9%	34.9%	34.5%

Google Regional Exits Representation Data

Overall

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	29.0%	21.3%	26.4%	Americas (non-U.S.)	71.0%	78.7%	73.6%
APAC	28.0%	36.5%	37.7%	APAC	72.0%	63.5%	62.3%
EMEA	30.8%	31.6%	30.8%	EMEA	69.2%	68.4%	69.2%

Tech – Old

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	N/A	9.3%	11.9%	Americas (non-U.S.)	90.0%	90.7%	88.1%
APAC	15.9%	19.8%	21.6%	APAC	84.1%	80.2%	78.4%
EMEA	17.1%	21.0%	16.8%	EMEA	82.9%	79.0%	83.2%

Non-Tech – Old

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	36.7%	32.9%	33.6%	Americas (non-U.S.)	63.3%	67.1%	66.4%
APAC	33.9%	42.7%	43.8%	APAC	66.1%	57.3%	56.2%
EMEA	41.1%	39.4%	40.5%	EMEA	58.9%	60.6%	59.5%

Google Regional Exits Representation Data

Tech – New

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	10.0%	8.3%	13.1%	Americas (non-U.S.)	90.0%	91.7%	86.9%
APAC	17.5%	18.2%	19.5%	APAC	82.6%	81.8%	80.6%
EMEA	18.7%	19.3%	16.5%	EMEA	81.3%	80.7%	83.5%

Non-Tech – New

	Women				Men		
	2021	2022	2023		2021	2022	2023
Americas (non-U.S.)	39.1%	33.1%	39.2%	Americas (non-U.S.)	60.9%	66.9%	60.8%
APAC	34.4%	45.0%	46.0%	APAC	65.6%	55.0%	54.0%
EMEA	41.1%	42.3%	42.8%	EMEA	58.9%	57.7%	57.2%

Google Self-Identification Data

	2019	2020	2021	2022	2023
Global % self-identified as LGBTQ+ and / or Trans+	8.5%	7.1%	6.9%	6.7%	7.0%
Global % self-identified as having a disability	7.5%	6.1%	5.6%	5.4%	6.5%
Global % self-identified as being, or having been, members of the military	5.2%	5.5%	5.2%	5.0%	5.2%
Global % self-identified as non-binary	<1%	<1%	<1%	<1%	<1%