Driving innovation, bridging gaps.

Google

Table of Contents

Introduction

Innovating solutions that connect to, and for, everyone.

Google celebrated its 25th anniversary in 2023. Over that extraordinary quarter century, we've learned that a range of perspectives and experiences spurs creativity and innovation. Google's mission – to organize the world's information and make it universally accessible and useful – requires us to design, create, and build for everyone, every day. We do a better job for our users when we keep that mission front and center.

As we look back at our efforts across 2023, we're proud of the progress we've made, and we're not stopping now. Leading with learnings from across our geographies, we're reinforcing our most impactful efforts in how we support our people, develop our technology, and serve the communities we call home.

For the purposes of this report we structure our progress across three broad categories: Our Workplace, Our Technology, and Our Partnerships, all grounded in our focus on belonging for everyone.

This report shines a light on work that furthered our impact while acknowledging where progress must still be made. It's a privilege to share our learnings from across Google as we continue striving toward a world elevated by technology, and where our innovations help advance the boundless potential in every person.

Melonie Parker
Chief Diversity Officer

Tested approaches, real impact.

Our Technology

Ensuring learners can experience the web their way.

Working with Products for All, the Chrome team developed Reading Mode, a feature that helps improve the accessibility of a given webpage, reformatting the body text of a page according to the user's font and spacing preferences.

Our Workplace

Expanding a hallmark retention program to more Googlers.

Stay and Thrive, a formal, structured coaching and advocacy program focused on retaining Googlers from a range of backgrounds, expanded to select markets in Europe. Launched in the U.S. in 2019, the program provides direct 1:1 coaching and support to help people thrive at Google.

Our Workplace

Promoting disability inclusion across the globe.

The first-ever in-person disability inclusion conference held in the Asia Pacific (APAC) region brought together executives, diplomats, and HR directors over two days in Tokyo to share strategies for fostering a culture where people with disabilities can thrive.

Our Partnerships

Building a sense of belonging for people of every age.

Putting our $10 million grant to the AARP Foundation and its Older Adults Technology Services (OATS) social impact organization into motion, we helped provide digital skills training to thousands of older adults, exceeding our 2022 goal.

Working to support women and girls in STEM.

Google.org provided Spelman College with $5 million in grant funding and a team of 18 Google.org Fellows and volunteers to help build a digital platform dedicated to spotlighting the achievements of Black women in STEM.

Invested

$5M

Invested to help spotlight Black women in STEM

Improving breast cancer screening with AI.

Google Health's breast cancer artificial intelligence system integrates into screening workflows to help radiologists identify breast cancer earlier. The system also decreases the prevalence of both false positives and false negatives, helping radiologists diagnose with greater consistency.

Innovating practices that reflect our world.

Complementing work we embarked on in 2022, we advanced the implementation of anonymous code reviews. These reviews are now listed as a best practice across internal documentation, and in some cases, are the default way reviews are performed.

Partnering for Pride.

We built on our long-standing partnership with Sydney Gay and Lesbian Mardi Gras, becoming a major partner for WorldPride 2023 and launching a social campaign that let businesses know about the ability to display a "LGBTQ+ friendly" attribute on their Google Business profiles.

Supporting a powerful, destigmatizing mental health platform for veterans.

Drawing on the expertise of several members of our Veteran Employee Resource Group (VetNet), we supported the creation of HomeTeam, an interactive, online educational program, developed by ReflexAI, that gives military veterans skills to have impactful conversations to address mental health issues.

Invested

$1.5M

Invested to support the development of HomeTeam

Working to ensure everyone thrives at Google.

Our Workplace

We reinforced and refined our most effective approaches to hiring, retaining, and promoting talent across Google.

Working to ensure everyone thrives at Google.

We're intentionally focused on building a workforce that reflects our global audience because innovation happens only when everyone feels supported to drive it.

Hiring

A broader lens to build more representative teams.

Our commitment to having a workforce that reflects our global audience requires us to evolve our tactics for recruiting, whether by working with partners to get on promising talent's radar or holding outreach events – far beyond the confines of a job board – to raise awareness and ensure that we're recruiting talented people from everywhere, including non-traditional sources.

We value having a range of perspectives throughout the levels of our company. That's why we're proud to have increased Google Workspace leadership hiring representation through close partnership with the Executive Recruiting team. Google Workspace is home to apps that more than three billion users know and love, including Gmail, Calendar, Drive, Docs, and Meet. With the range of experience and perspectives brought by more than 20 new Google Workspace executives, these tools are evolving to serve the needs of even more people.

Because talented candidates come from various career backgrounds, we broadened our recruiting efforts. In Brazil, we launched Prep Tech_Afro, a four-month program that nurtures the talent of Black software engineers. Program cohorts received a stipend to attend two remote classes per week and coaching sessions that prepared them for interviews at Google. Of those who interviewed, 46% were hired. Given the progress that must still be made to grow women's representation in tech, Prep Tech_Afro's next cohort is expanding to all women in 2024.

In Brazil, Prep Tech_Afro nurtured the talent of Black software engineers.

Across key global sites, we worked directly with organizations that represent people with disabilities. Our teams in the United Kingdom, France, Germany, and Japan collaborated with these entities, including our longtime partner Disability:IN, on outreach and dialogue with potential candidates.

A powerful outgrowth of our relationship with Disability:IN was the first-ever in-person disability inclusion conference held in the Asia Pacific (APAC) region. Bringing together executives, diplomats, and HR directors over two days in Tokyo, the conference's panels and workshops addressed how businesses can proactively reduce systemic barriers, like providing workplace accommodations and career progression, and fostering a culture where people with disabilities can thrive. The conference helped reframe the conversation from one of quotas and mandates to reaffirming the business imperative of disability inclusion.

Of course, for a hiring environment to be truly accessible, the work begins long before an individual applies. Google managers across APAC built their knowledge around hiring and managing people with disabilities, with Google courses like Disability Fundamentals for Managers and Inclusive Hiring for Candidates with Disabilities. Leaders and managers also advocated for disability inclusion in site strategies, sponsoring and expanding talent programs such as the gReach program – which has been up and running since 2020 in Korea and Japan, and has since expanded to Taiwan and Mainland China – providing paid on-the-job training to gReach program associates with disabilities.

With our longtime partner Disability:IN, we hosted the first-ever in-person disability inclusion conference in the Asia Pacific (APAC) region.

Ching-Shiuan Jiang

Disability:IN APAC Lead
Disability Inclusion
Consultant

It was a week full of unforgettable conversations, learnings from leaders and professionals with disabilities, and touching moments fighting for more inclusive workplaces and futures. My heart is so full and I'm energized to keep pushing the work forward.

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Similarly, in Germany, recruiters partnered with MyAbility, an organization that provides support and guidance to students and recent grads with disabilities who are navigating entry into the workforce. The team facilitated a successful résumé workshop with MyAbility candidates as part of a series of collaborations that will help prepare them for the interview process at Google.

As part of our longstanding commitment to increase the representation of women in tech, Google partnered in Poland with the Perspektywy Women in Tech Summit, the largest conference in Europe for women in science, technology, and IT. The event attracted 11,200 participants, and we engaged with 3x more people than at the summit's 2022 edition who expressed interest in working at Google. In Romania, we built a six-month coaching program for women engineers. Participants worked with a coach and their cohort to achieve a stretch goal, and in 2023, we supported a number of early career engineers through the program. In Ghana, we hosted our third cohort of residents through our Research AI Residency program, designed to jumpstart research careers in tech. Our investment reaches deep into the university system in Africa, with research agreements and grants with five schools.

Retention

Reinforcing networks of support for all talent.

To build technology that benefits everyone, Googlers need to feel comfortable innovating, creating, and doing their best work. In 2023, we stayed committed to prioritizing a sense of belonging across every team at Google and expanded one of our most impactful employee retention initiatives: Stay and Thrive.

Launched in the U.S. in 2019, Stay and Thrive is a formal, structured coaching and advocacy program focused on retaining Googlers from a range of backgrounds. The program provides direct 1:1 coaching and support to help them thrive at Google.

Stay and Thrive's expansion to select markets in Europe, the Middle East, and Africa (EMEA) presented an opportunity to test new tactics for engagement.

Our work to increase representation at all levels of Google continued in 2023 by expanding the Pathways to Sponsorship programs globally. We matched more than 500 Googlers to VP and Director sponsors, helping foster relationships that support career growth and development of talented Googlers from different backgrounds. Based on previous cohorts' high satisfaction with the program, we're now looking to broaden access to program resources for all Googlers.

> **The Stay and Thrive programme's guidance on navigating difficult conversations and fostering a stronger relationship with my manager has been instrumental. It gave me the confidence and tools I needed to take a proactive approach to my professional development.**

Lerato S.
Product Marketing Manager

In EMEA, we held Turning Point 2023, a flagship summit for Black+ Googlers and interns. Logging 200-plus registrations, the event fostered empowerment, connection, and dialogue, and nearly 80% of respondents expressed increased pride in working at Google, a strong endorsement of the program's impact.

Throughout our work to increase representation, we've learned the importance of giving Googlers clear pathways to simply share what's on their mind. Our Respect@ advisors exist to provide counsel to Googlers around the globe who may be facing workplace challenges. In 2023, we made a concerted effort to increase representation among our Respect@ advisors, so that all Googlers feel they can be themselves when using these invaluable resources.

Over 2023, we expanded our most impactful retention initiatves to more regions.

Benefits that acknowledge the whole person.

Throughout our company's 25-year history, we've recognized that people do their best work when they feel supported beyond the core responsibilities of their job. In 2023, we developed new mobility eligibility benefits for U.S. military spouses and partners. When an eligible employee requests a location transfer or remote work for military-driven relocation for their spouse or partner, managers and teams default to approving the request. That means we keep more military spouses and partners employed at Google while being able to support the service of their loved ones.

In Poland, we were proud to earn recognition from the Fundacja Mamo Pracuj, whose "Parent-Friendly Database" certification is granted to companies after a series of individual interviews with its employees. Mamo Pracuj's published report found that Google's flexible work arrangements, benefits, access to medical care, and strong community of parent employees make it a great place to be a working parent.

Part of acknowledging the whole person is appreciating the challenges they've met on their path to Google. According to the Legal Defense Fund, people in the U.S. hold $1.7 trillion in student loan debt, and this burden disproportionately falls on people of color, with long-term implications for their ability to build and sustain wealth. That's why we offer the Student Loan Repayment Match program, available to all U.S. and UK Googlers. Since the program's inception in 2022, the program has matched millions in loan payments, helping to ease the burden of student loan debt.

Building a welcoming workplace.

We're focused on creating a workplace that responds to the needs of all Googlers because a comfortable work environment is essential to doing great work. To ensure neurodiverse and differently abled Googlers have a supportive, welcoming working environment, we improved workspace accessibility across many work sites around the globe in 2023.

In Madrid, we installed Braille-enabled floorplans, You Are Here maps, and induction loops to support wayfinding in common areas. The office has a selection of meeting rooms with 100% loose furniture, which supports users of varied physical abilities to configure spaces in ways that help them work most effectively. We've also rolled out quiet rooms and baskets filled with stimming aids. Collectively, this work received a Five Star Accessibility Certificate from AIS, an organization that recognizes the highest standards of accessibility in Spain, and we were finalists for prize recognition.

We improved workspace accessibility across many work sites around the globe in 2023.

Across sites in Latin America and Asia, we completed accessibility assessments, a foundational step in understanding specific access needs at a community level. We were accredited by Singapore Enabling Mark, a national-level framework that assesses and benchmarks organizations in their disability inclusion efforts, ensuring that diverse talent continues to be supported in our Singapore office.

A culture where every Googler can be themselves.

Celebrating what makes Googlers unique helps us build a sense of belonging throughout our company. Our Dublin team hosted the Festival of Diversity, which fostered conversations by bringing a variety of speakers, an Employee Resource Group sign-up fair, fireside chats, and a walking tour. The festival was a resounding success, drawing 3k+ attendees across our Dublin site.

Our Dublin site's Festival of Diversity celebrated what makes Googlers unique.

Guest speakers shared powerful, inspiring stories during our Dublin site's Festival of Diversity.

Participant, Google Festival of Diversity, Dublin

This was an extremely inspiring discussion. The speakers were open, honest, and vulnerable in describing their experiences of bias and sharing ways to break down barriers.

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We built on our long-standing partnership with the Sydney Gay and Lesbian Mardi Gras, becoming a major partner for WorldPride 2023, with more than 70 Googlers marching among the 12,500 parade participants and spreading a loud, proud message of inclusion and allyship. Coinciding with WorldPride, our Finding Pride social campaign and targeted email let businesses know about the ability to display a "LGBTQ+ friendly" attribute on their Google Business profiles. Thousands of businesses across Australia updated their profiles with the attribute during WorldPride, and by year's end tens of thousands had done so.

As part of our commitment to creating welcoming workspaces, our Zurich campuses installed both permanent ablution stations for Muslim Googlers located near prayer and meditation rooms, and a sukkah for Jewish Googlers – with an appropriate dining space adjoining one of our largest cafes – to celebrate the holiday of Sukkot. Zurich also hosted the EMEA Product Manager Summit, during which our allyship group presented on "Practicing Consistent Allyship."

Thousands of businesses across Australia updated their profiles with the "LGBTQ+ friendly" attribute during WorldPride.

Training

Building infrastructure to support diverse talent.

When managers and leaders feel equipped with the necessary skills to hire and retain talent, our entire organization is strengthened. In the U.S., resulting from a 2022 research study in collaboration with the design firm IDEO, Google's Inclusive Learning & Development Team launched the Multiplier Moments workshop. The output of our collaboration was rich: a Google-specific framework designed to enable managers and leaders to recognize,

assess, and respond to key moments that can promote a positive and welcoming culture. The program, which is expanding to the APAC and EMEA regions, will reach approximately 10,000 managers and leaders in 2024.

In addition to programs like Multiplier Moments, we enhanced training built specifically for local hubs. These sessions help translate learning into practice, reinforcing Google's culture of belonging at every level. A powerful example of this came from Brazil, where we rolled out Jornada Ifá, developed in Brazilian Portuguese by Dr. Jaqueline Conceição, founder of Coletivo Di Jeje, to promote awareness and allyship for Googlers based in South America's largest nation.

Meanwhile, for the third year in a row, Google's Korea team held a DEI Learning Day, where Googlers participated in sessions and small group discussions around bias and disability inclusion, two key focus areas for Google Korea. Similarly, in Australia, we held cultural awareness training sessions to increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights.

Our Google Taiwan office held an external-facing event open to human resources partners from various Taiwanese companies. Participants engaged in direct conversations with Google team leads and volunteers, and heard from Google employees who offered firsthand insights into how Google incorporates belonging into our culture.

Our Taiwan office welcomed human resources partners from various Taiwanese companies to learn how Google builds a sense of belonging.

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. The Guiding Principles and our workplace enhancements reflect our ongoing commitment to prohibiting and effectively responding to harassment, discrimination, retaliation, and other misconduct. And they are an important part of our efforts to improve diversity, equity, and inclusion at Google and Alphabet.

Alphabet's Diversity, Equity, and Inclusion Advisory Council continues to provide key oversight and advice related to the operation of our workplace enhancements. The Council's members include Fiona Cicconi (SVP, People Operations & Chief People Officer), Jen Fitzpatrick (SVP, Core Systems and Experiences), Kent Walker (President, Global Affairs and CLO of 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.

The core workplace enhancements all went into effect as of the first quarter of 2022, but our work continues. Under the guidance of the DEI Advisory Council, we conduct reviews annually to make sure our workplace commitments are operating effectively and as intended. As our underlying processes change – like our performance management and promotions processes – we have ensured ongoing adherence to our workplace commitments, making adjustments as appropriate and necessary. Additionally, we continue to assess whether there are any additional enhancements we should make as part of maintaining

a healthy and effective program. We remain focused on fairly and consistently applying our updated policies and processes regarding misconduct, and ensuring that our senior managers are held to high standards, including by having appropriate escalation and oversight processes for investigations of misconduct.

Our Guiding Principles remain foundational to our work, and we remain committed to always making progress in this area.

Our workplace commitments are an important part of our efforts to improve diversity, equity, and inclusion at Google and Alphabet.

Innovating products that reflect our world.

Our Technology

We prioritized technology that more deeply and consistently ensured people would have what they need to thrive.

Innovating products that reflect our world.

During 2023, we launched several features and updates to make our products more useful for more people. Along the way, we've called on a broader range of perspectives in development, while undertaking research and applying learnings to advance approaches that help ensure fairness in code reviews.

Addressing barriers to physical and mental health.

Together with our partners, we pioneered life-affirming – and potentially lifesaving – innovations. Among them is an artificial intelligence-powered system that integrates into screening workflows to help radiologists identify breast cancer earlier, which can be the difference-maker for patients. Our published research also shows that the technology decreases the prevalence of both false positives and false negatives, helping radiologists diagnose with greater consistency.

But its diagnostic efficacy is only part of the story. Breast density varies by race and ethnicity, so broader training data can lead to broader effectiveness. That's why we're partnering with researchers around the world to build representative datasets. We convened a Public Involvement Forum – a group that informs and advises on how we design, test, and implement AI for mammography – that meaningfully reflects those racial and ethnic differences.

We're helping radiologists detect breast cancer earlier and with greater accuracy.

We're partnering with researchers around the world to build representative datasets.

Della Ogunleye (b.1961-d.2023)

Public Involvement Advisor, Google Health breast cancer AI project

My cancer was caught late. I had to go through a mastectomy. That's why I joined the Public Involvement Forum, to represent the patient's voice. To ask questions like: How can this experience with AI compare to mine? Can this pick up cancer earlier, so it won't have time to spread? I think that's what this project is about, making things much better for patients.

❞

With a $1.5 million investment and 18 Google.org fellows and volunteers – including several members of our Veteran Employee Resource Group, or VetNet – we collaborated with ReflexAI to build HomeTeam, an interactive, online educational program that gives military veterans skills to have impactful conversations to address mental health issues. The team gathered insights from more than 600 U.S. service members from diverse backgrounds and different military branches, finding that over 92% wanted to help their peers with mental health, but only 25% felt equipped to do so. Armed with this insight, ReflexAI created a tool with practical educational modules that reduce mental health stigma. Paired with a chat simulator, users can practice lifelike conversations about mental health in a confidential, low-stakes environment before having real-world discussions with other veterans.

Members of our Veteran Employee Resource Group (VetNet) collaborated with ReflexAI to build HomeTeam.

Our London Accessibility Discovery Centre (ADC), inaugurated in December 2022, drove significant product innovation in 2023. Built to collaborate with, co-design with, and learn from people with disabilities, the Centre informed development of the Pixel 8 Magnifier and Google Lookout, in addition to participating in research for Wear OS and Fitbit. Government regulators, UK members of Parliament, local school kids, and hundreds of current and pipeline customers participated in our research. We'll be inaugurating at least four new ADCs in the region in 2024, including our first in Dublin, and look forward to sharing the innovations these centers lead.

We continued to collaborate with, co-design with, and learn from people with disabilities.

Tools that help people engage with the world, their way.

Our products are most useful when they not only meet people's needs, but their preferences. Recognizing that multilingual people often use different languages across their apps, we launched the Panlingual Project for Android.

Users can assign specific languages to individual apps while keeping their phone's system in another language. If an Android user connects with friends on social media in one language and another to chat with coworkers, their apps can reflect that.

For additional language support, we added 31 new languages to Captions in Meet, a feature that provides automated captions during meetings. And we added 10 new languages to our translated captions for meetings spoken in English. Google Assistant was enriched by two new speaking styles, Lime and Indigo.

We also collaborated with organizations to make the future of voice technology more diverse. With the Indian Institute of Science (IISc), we collected anonymous speech data from India's 773 districts, so anyone building language technology can reflect the way Indians speak their local languages. Similarly, in the U.S., we collected and transcribed a test dataset of African American Vernacular English (AAVE) in partnership with Howard University and other Historically Black Colleges and Universities (HBCUs) to reduce racial disparities in speech recognition.

And the world's #1 reading surface, Chrome, has been made more accessible with Reading Mode. One in five children in the U.S. has a learning and thinking difference like dyslexia and ADHD. Working with Products for All, the Chrome team developed this feature, which helps improve the accessibility of a given webpage, reformatting body text according to the user's font and spacing preferences. Reading Mode reduces potentially distracting elements on screen, such as images or videos, to encourage focus on a page's primary content.
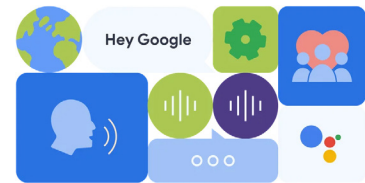
Across Google, we furthered work to make our products more accessible to more people.
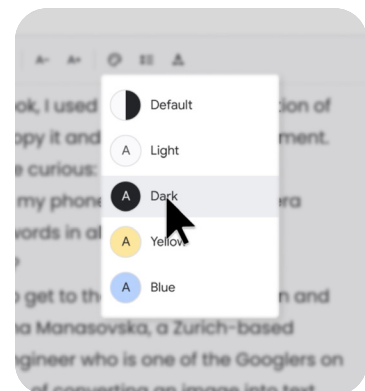
Reading Mode reformats body text according to the user's preferences.

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Reading Mode lets users create a customized reading experience. It makes reading more accessible for millions of kids with dyslexia and other learning differences. And it gives parents and educators a powerful tool to support struggling readers.

Nathan Friedman
Co-President, Understood.org

Helping our customers feel included – and reflected.

Every day, millions of people use the web to search for things they need, yet they may not encounter images that reflect the diversity of the world around them. Acting on this insight, and building on our prior work with Skin Tone Refinements – which aims to represent the range of skin tones we see in society – we launched Hair Texture Refinements (HTR) on Image Search in June. HTR is part of an ongoing commitment to drive more authentic representation across our products. For queries that express hair-styling intent like "short hair" or "wedding hair," users can now choose among four refinement options: straight, wavy, curly, and coily.

In EMEA, we launched a first-of-its-kind report on the digital accessibility of Germany's biggest e-commerce retailers. Collaborating with three NGOs for people with disabilities and with governmental support, we found that 75% of tested websites lacked fundamental accessibility criteria. Given these findings, we published eight educational videos across social channels, containing strategies for improving website accessibility. The report is evolving in 2024 to record positive developments and further guide e-commerce retailers' operations.

Collaborating with NGOs and government partners in Germany, we published strategies for improving website accessibility.

Representation across content channels.

We remained committed to representing a diverse range of perspectives across our content channels of potential interest to our global audiences.

The YouTube Music team introduced a shelf promotion mechanism that increases exposure for targeted campaigns. The launch of this feature increased impressions of these campaigns by 773%, without any measurable impact on users' ability to listen to and discover music from their homepages.

We partnered with and invested in 13 apps- and games-focused nonprofits across the globe. From launching game challenges in Africa to Android development training in Pakistan, our targeted programming encouraged developers from diverse backgrounds to build on Android platforms.

On Google TV, we provided resources about Pride Month and LGBTQ+ history. And Play featured apps, games, and books for the LGBTQ+ community, including apps like Spotify and Audible featuring LGBTQ+ artists and their stories, mental health apps like Headspace and Evolve, books, games collections, and more.

We provided resources about Pride Month and LGBTQ+ history on Google TV.

Empowering people across the Googleverse.

A pillar of our culture is to design tools that support small business owners. For small shops across the country, being searchable is key to bringing in business. In 2023, Google worked to support underrepresented small businesses in the U.S. through Google Search and Maps, access to training on Google tools, and direct financial support. And to increase visibility, we launched a new Indigenous-owned attribute in Google Business to make it easier for people to find and support Indigenous-owned small businesses through Google Search and Maps.

Googlers launched Project Nabi, an internal "hackathon" that invited employees across the company to contribute accessibility information on Google Maps. The project, which kicked off in APAC, scaled across the globe. Throughout the two-month challenge, more than 300 Googlers in 13 countries and 96 cities added, verified, and updated over 1.2k accessibility attributes on Google Maps, confirming whether businesses had wheelchair-accessible entrances, restrooms, seating, parking, elevator access, and more.
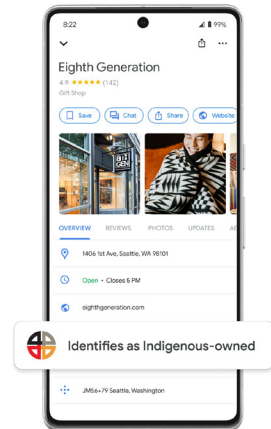
We worked with Indigenous-owned small to medium businesses in the U.S. to enhance their e-commerce capabilities.

Project Nabi, an accessibility "hackathon" that started in APAC, scaled around the world.

"My 75-year-old grandmother living in India speaks fluent Hindi but can't read or write. With Google Assistant, she can make calls, listen to hymns, or watch her shows using voice commands. Now, she is able to read and write in Hindi, because of Assistant's ability to read articles aloud. For Google this may be just one of a million stories, but the impact that Assistant has had on my grandma is life-changing."

– Shalini N., Software Engineer

This work complemented another Maps innovation, where we made the Wheelchair-Accessible icon more visible in more than 40 million locations. Maps users can now find information on hearing loops, wheelchair-accessible seating, restrooms, or parking in the About tab.

Co-designing across communities.

To meet the needs of a wide variety of audiences, we're building with various communities using our technology and sharing what works. We have held events to connect directly with leaders, scientists, and researchers building Wearables and Health products. Attendees provided feedback through interactive demos in research labs and actively participated in heart rate accuracy assessments, movement tracking, and other demos that impact the way our products work. Across multiple phases of research, the Consumer Health Research team worked within current industry and technical constraints to give Fitbit and Pixel Watch more inclusive onboarding flows that incorporate learnings from these efforts.
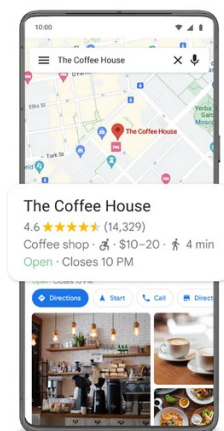
We made the Wheelchair-Accessible icon more visible in more than 40 million locations.

Our Wear OS team is committed to making our wearable products more useful for trans, intersex, and gender-nonconforming people, and we built an onboarding flow for Fitbit and Pixel Watch that affirms every gender.

We have also continued to innovate ways to reflect gender equity in sports. In the information boxes atop Google Search results pages, we've expanded coverage of women's competitions to include over 380 leagues. Additionally, we've improved our understanding of gender-ambiguous queries and made it easier for people to switch back and forth between results for men's and women's sports tournaments.

Feedback we received during demo events impacted the way our products work.

People-forward research to build better products.

We continued to do internal work and fund vital research to build products that work for all of our users.

To share best practices on how to encourage creativity among a variety of perspectives and backgrounds, we interviewed engineers across multiple teams at Google. Analyzing the interviews, we found shared approaches to recruiting, hiring, and nurturing a constructive environment, all of which contribute to a productive feedback loop for software engineers. For example, high-performing teams were conscious of ensuring an even workload among teammates and avoiding typecasting people into specific roles. This analysis also complemented work we embarked on in 2022 – and refined over 2023 – around the implementation of anonymous code reviews. These anonymized reviews are now listed as a best practice across internal documentation, and in some cases, are the default way reviews are performed.

We're committed to applying learnings from some of the most rigorous research in the field. The GenderMag Method helps identify and address software usability barriers that are more likely to impact one gender. By combining self-reported gender data from tens of thousands of users with software logs data gathered over five years, we quantitatively show that GenderMag helped one product at Google correctly identify discoverability as a usability gap more likely to affect women than men, and reduce the discoverability barrier by 2.4x.

We also focused on projects at a local level. For example, DataKind – a nonprofit that uses data science and AI to improve the capabilities of social impact organizations – collaborated with John Jay College in New York to build and sustain an anonymized predictive tool that identifies students most at risk of dropping out, helping increase the senior graduation rate from 54% to 86% in just two years through targeted support. Enabled in part by a $1.8 million investment from Google.org, this tool has been expanded to include supporting transfer students at risk of non-graduation, and is being scaled to other institutions nationwide.

Expanding opportunity across the globe.

Our Partnerships

We made investments and forged partnerships to further educational, economic, and health access.

Expanding opportunity across the globe.

We're also working to build a sense of belonging alongside an ecosystem of partners, working to expand access to technology education, help veterans with the next steps in their careers, expand opportunities in tech for women and girls, increase international outreach, and more.

Improving access to technology education.

Technology is broadly useful only when it's broadly accessible, and ensuring technology access has always been core to our work. In 2023, we empowered a new generation of tech innovators by advancing equitable pathways in computing education and digital skilling. Bolstering this effort was our $7 million+ investment in non-profit organizations that support broadening access to computer science education. We also strengthened proven initiatives such as Blockly, the visual programming editor that powers coding education programs worldwide; Code Next, the free computer science education program that nurtures underrepresented high school CS talent; and CS First, the free computer science curriculum that helps students develop a love of coding.

As part of commemorating Native American Heritage Month, we announced an additional $180k+ in funding to the University of Minnesota, Arizona State University (ASU), and the American Indian Science and Engineering Society (AISES) to increase access and participation in computer science education for Indigenous students from K–12 through postsecondary.

We invested to increase access and participation in CS education for Indigenous students.

Our $300k grant to Last Mile Education Fund drove a powerful educational impact, supporting lower-income undergraduate computer science students from underrepresented communities in the U.S. In 2023, the fund provided individual grants to support the education of 23 students.

Beyond the U.S., we launched Project Jetpack, an upskilling program that provides digital career opportunities for people with disabilities in the Philippines. Close to 80% of the cohort regularly attended the sessions, and the feedback has been overwhelmingly positive.

To make a lasting impact, we partnered with governments to increase access to vital training for digital tools. In Perú, we launched "Plataforma Nacional de Talento Digital," a training platform to enhance the Google Cloud skills of students and teachers from across the country. Similarly, we partnered with the Colombian government to launch "Fundamentos de Nube," a digital course to bring Google Cloud training to more Colombians.

Supporting the Last Mile Education Fund was a highlight of our CS education efforts in 2023.

Helping veterans make their next move.

Veterans bring a wealth of talent and skills to the companies they join. Our appreciation of this fact is a big reason why *Forbes* named Google America's #5 Best Employer for Veterans in 2023. It's also a major reason why we support opportunities – often spearheaded by our own Veteran Employee Resource Group – to provide tools and training to military-affiliated communities.

VetNet hosted its third annual Career Week, a virtual three-day event that offered U.S. veterans, military spouses, and service members essential tools, support, and advice

to advance their careers. We were honored to add career support for those displaced by the wars in Afghanistan and Ukraine in collaboration with Welcome.US, which empowers Americans to embrace new refugees. Nearly 4k registrants participated in various professional development sessions throughout the week, and approximately 1.7k Google volunteers delivered ~2k 1:1 résumé reviews to the military community as well as to refugees from Ukraine and Afghanistan.

We also welcomed 56 military fellows as part of the SkillBridge program in 2023. Fellows participated in many product areas across Google such as Cloud, Google Public Sector, Research and AI, Marketing, and more. Additionally, we partnered with the Career Forward initiative, where 3,330 participants engaged with Google subject matter experts across areas such as UX design, project management, and IT.

VetNet's Career Week programming featured guest speakers and offered essential tools, advice, and support.

Supporting women and girls in STEM.

Women have historically been underrepresented in tech careers, including here at Google. With that in mind, we expanded Mind the Gap, our global outreach program that encourages girls and women to pursue tech careers.

The program now reaches 23 countries, including Ghana, where we hosted more than 200 students from the Greater Accra region at our tentpole event, and welcomed more than 50 to our offices. To reduce the STEM accessibility gap for women and girls in Korea, we invited 22 students and teachers from Busan Hyehwa High School to our campus. Together with our partner NGO Adfaber, our Mind the Gap outreach in Romania impacted 200 children in 2023, up from 70 the year before. In Tokyo, we welcomed 19 school groups to the Google office and reached 800+ women and girls. Visits like these demystify the work and life of a software engineer for young women interested in STEM careers. We launched Mind the Gap for Teachers for the first time in Japan, helping educators become strong allies for women in schools who want to pursue careers in tech.

In the U.S., Google.org provided Spelman College with $5 million in grant funding and a team of 18 Google.org Fellows and volunteers to help build a digital platform dedicated to spotlighting the achievements of Black women in STEM. Google.org Fellows added 21,000 relevant new data points to Data Commons, spanning from 2003 to 2021. Researchers and policymakers can now combine this new data with the other three billion+ data points in Data Commons to derive new insights.

As part of our Mind the Gap expansion, we hosted more than 200 students from Ghana's Greater Accra region.

> " We are thankful for this generous contribution from Google.org, which will support our ability to continue Spelman's long history of recognizing and nurturing the contributions of women of color in STEM. Black women continue to play pivotal roles in various scientific disciplines. Being able to effectively document those efforts will strengthen our ability to elevate and value the voices, research, and intersectional experiences of these women.

Helene D. Gayle, M.D., MPH,
President, Spelman College

To encourage girls' interest in STEM careers in South Africa, Google partnered with the Cape Town Science Centre to run practical, interactive STEM workshops. Held on the International Day of the Girl Child, the workshops reached approximately 80 students between 10 and 13 years old, from across Cape Town and rural areas.

We furthered work to bridge the gender gap in STEM for girls in Sub-Saharan Africa.

A key part of improving the number of women in STEM fields is providing both training and mentorship. For example, in Turkey, we collaborated with UP School to provide Google Associate Cloud Engineer training to 51 women from 37 universities, hailing from 20 cities across the country, benefiting both Google and the wider industry in EMEA. In the coming months, we're building on this effort to design a Googler mentorship program for graduates so that they can receive continued career guidance.

In Turkey, we collaborated with UP School to provide cloud engineer training to 51 women from 37 universities.

Kicking off Hispanic Heritage Month in the U.S., Grow with Google announced a $150k grant to expand Technolochicas, an initiative that has reached nearly 20,000 girls since launching in Mexico in 2021. This investment is helping provide mentorship and instruction in web development,

application design, and robotics to 1,000 Latina girls in Houston, Chicago, and Los Angeles. The launch event, held in Houston, drew Google volunteers, college student mentors, educators, family members, and industry partners from NASA and Univision.

Meanwhile, our research report, "Breaking Barriers: Why Girls Don't Choose Computer Science in Europe," identified six barriers that prevent girls in Europe from pursuing degrees and careers in computer science. The report details several recommendations for how to combat these hurdles and grow interest in the field.

We helped educators become strong allies for women and girls who want to pursue careers in tech.

Our partnership with the Cape Town Science Centre is designed to inspire the next generation of tech innovators.

Theresa Ely-Felino

Coding and Robotics Manager, Cape Town Science Centre

It is essential to make a conscious effort to give South African girls the opportunities and support they need to develop an interest in and pursue careers in STEM. We are particularly excited with the partnership between the Cape Town Science Centre and Google, which is a promising step in bridging the gender gap in STEM.

"

Committing to supplier inclusion.

In 2023, Google spent more than $2 billion with businesses owned by underrepresented people globally. This helps us reach a broader set of suppliers across the world, and deliver better products and services for Googlers and our users.

In Australia, we expanded our outreach in connection with Aboriginal and Torres Strait Islander suppliers through events in Sydney, including a corporate roundtable and sponsorship of the Supply Nation Connect Tradeshow and Gala. This work stems directly from Google's latest Reconciliation Action Plan (RAP), part of our commitment toward creating a strong, inclusive digital future for our teams in Australia.

Building connections with people of every age.

Technology plays a vital role in fostering community and economic stability, including for older adults. Google.org made a $10 million grant to the AARP Foundation and its Older Adults Technology Services (OATS) social impact organization in 2022, which helped provide digital skills training, in collaboration with more than 120 organizations, to thousands of older adults in 2023, exceeding our 2022 goal.

A clear complement to this work is our continued support of one of Google Ad Grants' first beneficiaries, the Elder Wisdom Circle, which pairs young advice seekers with a network of older adults who provide guidance and support. Over the last decade, Google Ad Grants helped more than 500,000 advice seekers find the Elder Wisdom Circle,

and in 2023 alone, 74% of their website visitors originated from Search ads donated by Google, helping bridge the generation gap.

We spotlighted the vital contributions of people of every age within Google, too. Jointly with Greyglers – the ERG for Googlers as they age – our Leading Through Equity and Diversity (LEAD) team launched the inaugural Aging Awareness & Celebration Week, during which we hosted a series of speakers and knowledge shares to discuss ways to foster a productive working environment for Googlers of all ages.

We extended our work on age inclusion through our deepened partnership with AARP.

Our work with AARP and select partners helped provide digital skills training to older adults.

Louvenia Williams

Participant, AARP
Foundation Digital Skills
Ready@50+ training

It gave me confidence and a purpose. They help us feel that we are still a part of society. Don't leave us in the dark, you know? Bring us along.

"

Connecting with the creative community.

Google Marketing held a series of engagements to drive global inclusion at the 2023 Cannes Lions International Festival of Creativity. In partnership with the Inkwell Cannes Can: Diversity Collective and Black Leadership Advisory Group, we created opportunities to convene global senior executives, key opinion formers, and thought leaders to showcase leadership talent from a range of different backgrounds via mainstage panels.

The work ultimately reached over 15,000 in-person attendees.

Building networks of support through technology.

Our Grow with Google Digital Coaches, local marketing experts and entrepreneurs who offer free, live training and hands-on coaching, supported underrepresented and rural-based businesses across the United States. To date, more than 75,000 people have learned digital skills through the Grow with Google Digital Coaches program.

According to the U.S. Census, Native American-owned businesses contribute over $35 billion to the American economy and employ over 200,000 people, yet one in six of those businesses reported complete revenue loss during the COVID-19 pandemic. Grow with Google Digital Coaches trained 1,800 Indigenous-owned small and medium sized businesses (SMBs) in 2023.

Grow with Google Digital Coaches offered free, live training and hands-on coaching to 1,800 Indigenous-owned SMBs.

We used Ad Grants to continue our support of Partnership with Native Americans (PwNA), which serves a quarter of a million Native Americans each year with leadership, job skills training, and immediate relief through food and water supply, emergency aid, and health services. Ad Grants spread the word about PwNA's mission, connecting with Tribal members searching for resources, raising general public awareness, and connecting with donors – helping PwNA generate more than $800,000 in donations.

To establish ties with women startup founders in the Middle East and North Africa, a team of Google.org Fellows, in collaboration with Mercy Corps' MicroMentor initiative, created an open-source platform to connect them with mentors. Building on a $1 million grant from Google.org, the platform will connect 5,000 mentors with 1,750 women entrepreneurs.

We used Ad Grants to continue our support of Partnership with Native Americans, helping PwNA generate more than $800,000 in donations.

Conducting research that informs more inclusive policies.

A study facilitated by our News Partnership India team, in collaboration with our research partner Kantar, revealed that women make up only 28% of the Indian media workforce. To help address this gap, our team launched Breaking Barriers, a certification program rooted in insights from our research. It's designed to equip leaders with practical, long-term strategies to help their businesses and expand representation.

In 2023, a landscape study on the state of K-12 Computer Science in Ireland, funded by Google and led by the University of Galway, resulted in the lead researcher being invited to present to the Irish Parliamentary Committee on Education as part of a roundtable discussion on the future of STEM in Irish education. The committee subsequently published a report that contained key recommendations based on research and comments from the researcher.

Our News Partnership India team worked to equip media leaders with strategies to help their businesses expand representation.

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

A few years after Google's founding, we began focusing on ways to make more space for diverse perspectives and experiences in our workplace. Today, we publish one of the largest data sets 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.

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 publicly. Google.org launches a gender equality portfolio. By 2020, it has dedicated $55 million to create economic empowerment for women and girls.

2015

$104M, 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%.

2023

EMEA

We expanded Stay and Thrive, a hallmark retention program launched in the U.S. and focused on retaining Googlers from a range of backgrounds, to select markets in Europe.

Sustained effort for durable impact.

Our progress in 2023 is another step toward realizing Google's mission and ensuring we build sustainable ties with employees, customers, and partners throughout the world. Amid economic and societal challenges, we've remained steadfast in our focus on driving innovation that serves all, not some. As we look toward Google's next 25 years, we draw power and focus from this legacy, along with the continued support of our people and partners. Now and always, Google works to build – and be – for everyone.

How we report our data.

Data Methodology

We've been sharing our representation, hiring, and attrition data publicly since 2014.

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, 2023 to December 31, 2023. Representation data reflects Googlers employed on January 1, 2024.

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 (AsiaPacific), 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://static.googleusercontent.com/media/about.google/en//belonging/diversity-annual-report/2023/static/pdfs/google_2022_consolidated_eeo_report.pdf).

For the fourth 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). 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 Tables and Charts section of this report.

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+.
6.7% self-identified as having a disability.
5.5% self-identified as being, or having been, members of the military.
<1% self-identified as non-binary.

Learn more about how we report our data in Tables and Charts.

Committing to Pay Equity

We believe everyone should be paid fairly based upon the work they do, not who they are, and invest heavily to make our hiring and compensation processes fair and unbiased.

We conducted our first pay equity analysis in 2012 and continue to run one each year to make sure all new salaries, bonuses, and equity awards are fair. We rely on best industry practices for running statistical analyses and have extensively researched the latest theories on running pay equity analyses. Based on that research, we've designed analyses that combine the highest standards of rigor with the ability to take meaningful action. Our approach evolves each year as we search for ways to improve, expand, and refine our methodology. We weigh any potential tweaks against the following six principles:

- Actionability: Produces interpretable results that translate to taking action
- Consistency: Applies the same principles and standards to each Googler
- Ethicality: Grounded in strong, defined principles
- Legality: Complies with the law and anticipates the direction of legislation
- Opportunity for coverage: Maximizes the number of Googlers analyzed
- Rigor: Statistically robust and theoretically sound

Guided by these principles, we've expanded our methodology over time in new and innovative ways. For example, in 2018 we added a new-hire analysis and expanded race and ethnicity categories. In 2019 we expanded our analysis to check outcomes for another protected class in the U.S. – individuals aged 40 and older. We continue to look for ways to expand coverage and improve the methodology.

Our approach today takes into account things that should impact pay, such as role, level, location, and performance. If we find any statistically significant discrepancies in proposed pay between men and women globally, or by race, ethnicity, or age in the U.S., we make upward adjustments.

Each year, we continue to improve our analytical approach. This year's analysis covered 94% of Googlers globally. After this year's review, we increased compensation for 553 employees to ensure that there were no inconsistencies. Increases totaled $2.9 million, and Googlers that received adjustments fell into almost every demographic category.

Our findings

	Coverage (percentage of eligible Googlers included in the analysis)	Number of Googlers who received adjustments	Total of adjustments (USD)
2024	94%	553	~$2.9M
2023[1]	95%	1,096	~$9.4M
2021[2]	93%	1,639	~$12.2M
2020	93%	2,352	~$4.4M
2019	93%	2,400	~$5.1M
2018	91%	10,677	~$9.7M
2017	89%	228	~$270K

[1] Due to a transition of our performance review process, the compensation cycle for the calendar year of 2022 took place in 2023.

[2] 2021 numbers include some adjustments related to 2020 compensation that were identified and paid out during 2021.

Our Workforce Representation Data
In 2023, we continued to increase representation across our workforce.

Workforce Representation by Race / Ethnicity

● 2023 Report
● 2024 Report

U.S.

Asian+
44.8%
45.7%

Black+
5.6%
5.7%

Latinx+
7.3%
7.5%

Native American+
0.8%
0.9%

White+
46.2%
45.3%

EMEA

Asian+
13.6%
14.0%

Black or African+
3.9%
4.1%

Hispanic/Latino/Latinx+
4.1%
4.2%

Indigenous+
0.3%
0.3%

Middle Eastern or North African+
9.0%
9.8%

White or European+
75.1%
73.8%

Workforce Representation by Race / Ethnicity

● 2023 Report
● 2024 Report

APAC

Asian+

90.4%
90.7%

Black or African+

0.3%
0.2%

Hispanic/Latino/Latinx+

0.7%
0.6%

Indigenous+

0.2%
0.2%

Middle Eastern or North African+

0.4%
0.4%

White or European+

9.4%
9.1%

Americas

Asian+

23.1%
23.7%

Black or African+

4.8%
5.0%

Hispanic/Latino/Latinx+

37.6%
38.5%

Indigenous+

0.9%
0.9%

Middle Eastern or North African+

4.6%
4.3%

White or European+

42.4%
41.9%

Workforce Representation by Gender

2023 Report
2024 Report

U.S.

Women

33.9%
33.8%

Men

66.1%
66.2%

EMEA

Women

34.0%
34.3%

Men

66.0%
65.8%

APAC

Women

35.1%
35.2%

Men

64.9%
64.8%

Americas

Women

33.3%
33.4%

Men

66.7%
66.6%

Global

Women

34.1%
34.1%

Men

65.9%
65.9%

Intersectional Workforce Representation

● 2023 Report
● 2024 Report

U.S.

Asian+

Women

16.1%
16.5%

Men

28.7%
29.2%

Black +

Women

2.4%
2.4%

Men

3.2%
3.3%

Latinx+

Women

2.5%
2.4%

Men

4.9%
5.0%

Native American+

Women

0.3%
0.3%

Men

0.5%
0.5%

White+

Women

14.6%
14.1%

Men

31.7%
31.1%

Leadership Representation by Race / Ethnicity

● 2023 Report
● 2024 Report

U.S.

Asian+
32.3%
33.3%

Black+
5.2%
5.1%

Latinx+
4.3%
4.3%

Native American+
0.8%
0.8%

White+
60.3%
59.6%

EMEA

Asian+
7.7%
6.6%

Black or African+
4.1%
4.7%

Hispanic/Latino/Latinx+
2.2%
2.8%

Indigenous+
N/A
N/A

Middle Eastern or North African+
6.9%
7.1%

White or European+
83.5%
83.1%

Leadership Representation by Race / Ethnicity

● 2023 Report
● 2024 Report

APAC

Asian+

75.0%
74.1%

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+

25.3%
25.9%

Americas

Asian+

9.0%
8.6%

Black or African+

N/A
N/A

Hispanic/Latino/Latinx+

41.7%
41.4%

Indigenous+

N/A
N/A

Middle Eastern or North African+

N/A
N/A

White or European+

57.6%
56.3%

Leadership Representation by Gender

● 2023 Report
● 2024 Report

U.S.

Women
32.2%
32.4%

Men
67.8%
67.6%

EMEA

Women
31.3%
33.1%

Men
68.7%
66.9%

APAC

Women
33.7%
35.6%

Men
66.3%
64.4%

Americas

Women
32.9%
34.3%

Men
67.1%
65.7%

Global

Women
32.2%
32.8%

Men
67.8%
67.2%

Intersectional Leadership Representation

● 2023 Report
● 2024 Report

U.S.

Asian+

Women

10.6%
11.1%

Men

21.6%
22.2%

Black +

Women

2.4%
2.3%

Men

2.9%
2.8%

Latinx+

Women

1.6%
1.6%

Men

2.6%
2.7%

Native American+

Women

0.3%
0.4%

Men

0.5%
0.5%

White+

Women

18.9%
18.8%

Men

41.5%
40.8%
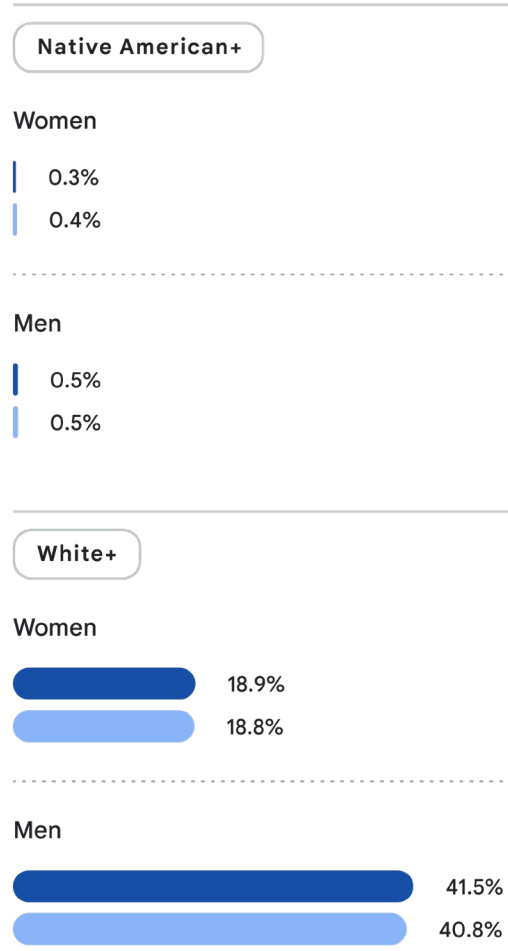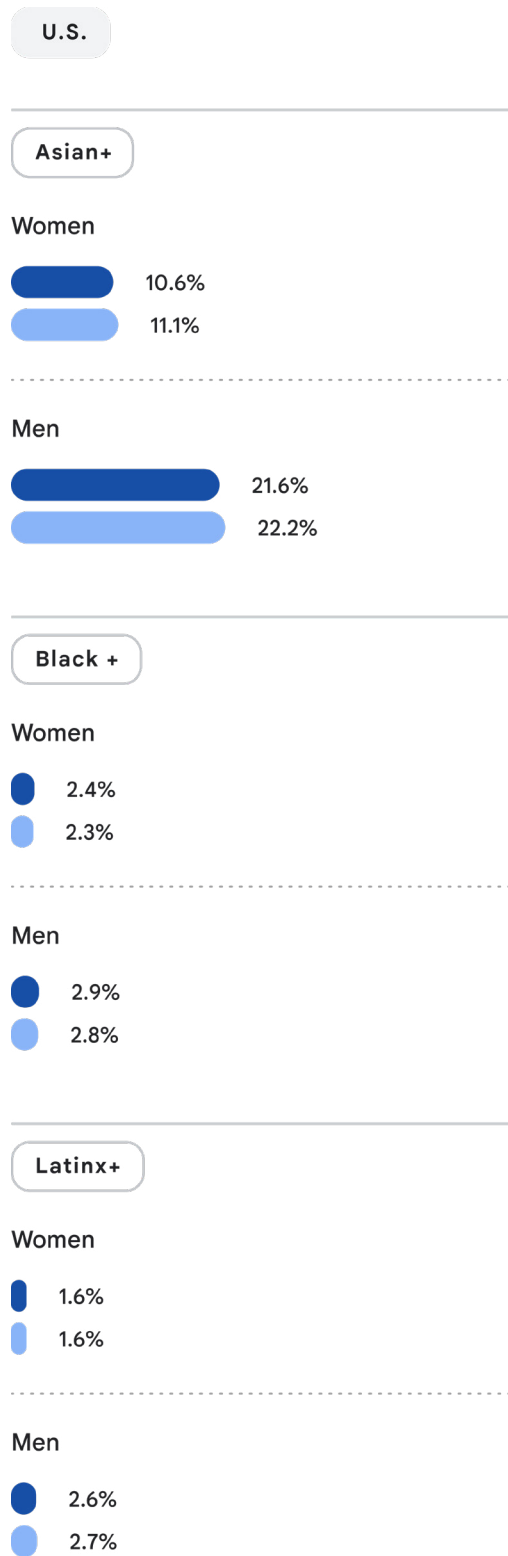
> **Our Hiring Data**
> We furthered our commitment to building inclusive teams and saw increased representation across our hires in 2023. As we continue this work, we know there is still much to do regarding intersectional identities.

Hiring by Race / Ethnicity

● 2023 Report
● 2024 Report

U.S.

Asian+

48.9%
42.9%

Black+

7.2%
12.1%

Latinx+

8.5%
11.6%

Native American+

1.1%
1.6%

White+

40.3%
39.5%
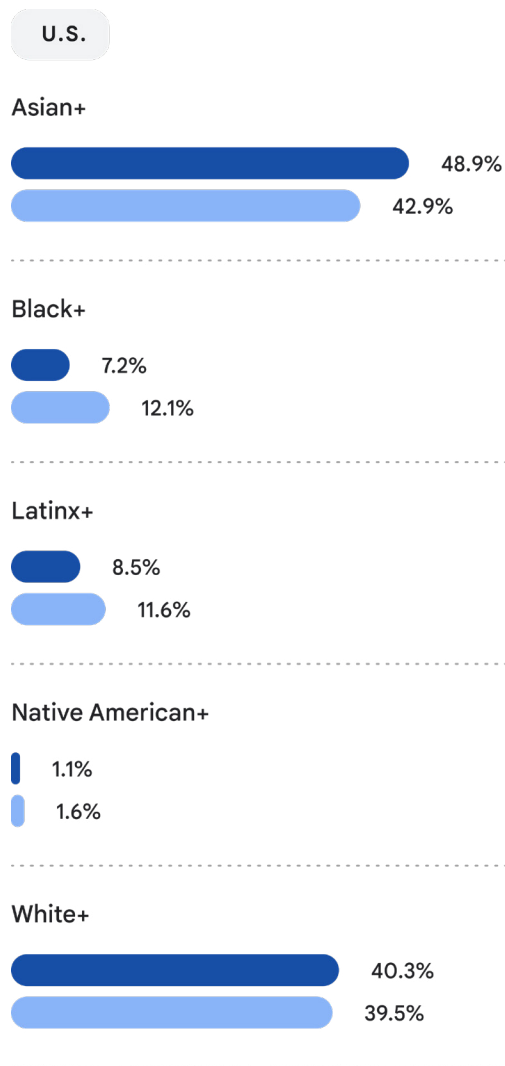
Hiring by Gender

● 2023 Report
● 2024 Report

U.S.

Women

33.3%
32.4%

Men

66.7%
67.6%

EMEA

Women

33.8%
33.9%

Men

66.2%
66.2%

APAC

Women

35.2%
39.3%

Men

64.8%
60.7%

Americas

Women

32.6%
35.2%

Men

67.4%
64.8%

Global

Women

33.8%
34.8%

Men

66.2%
65.2%
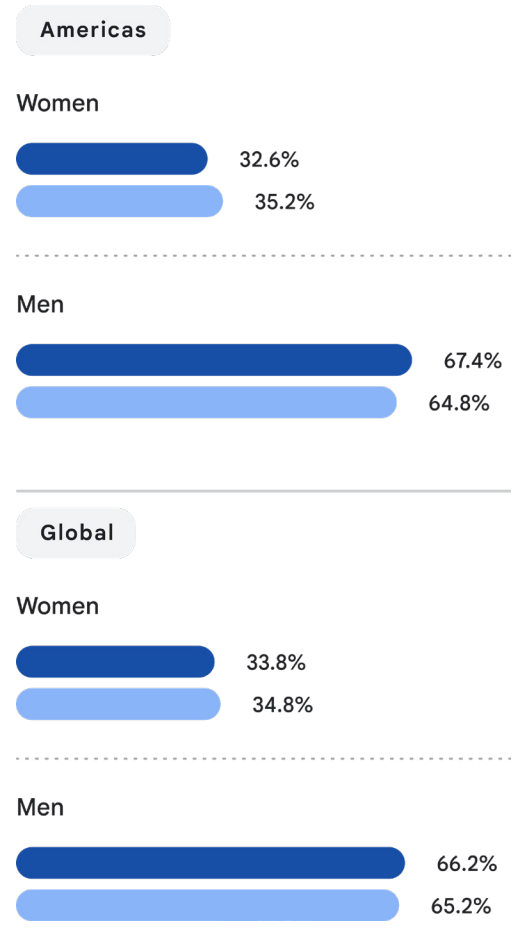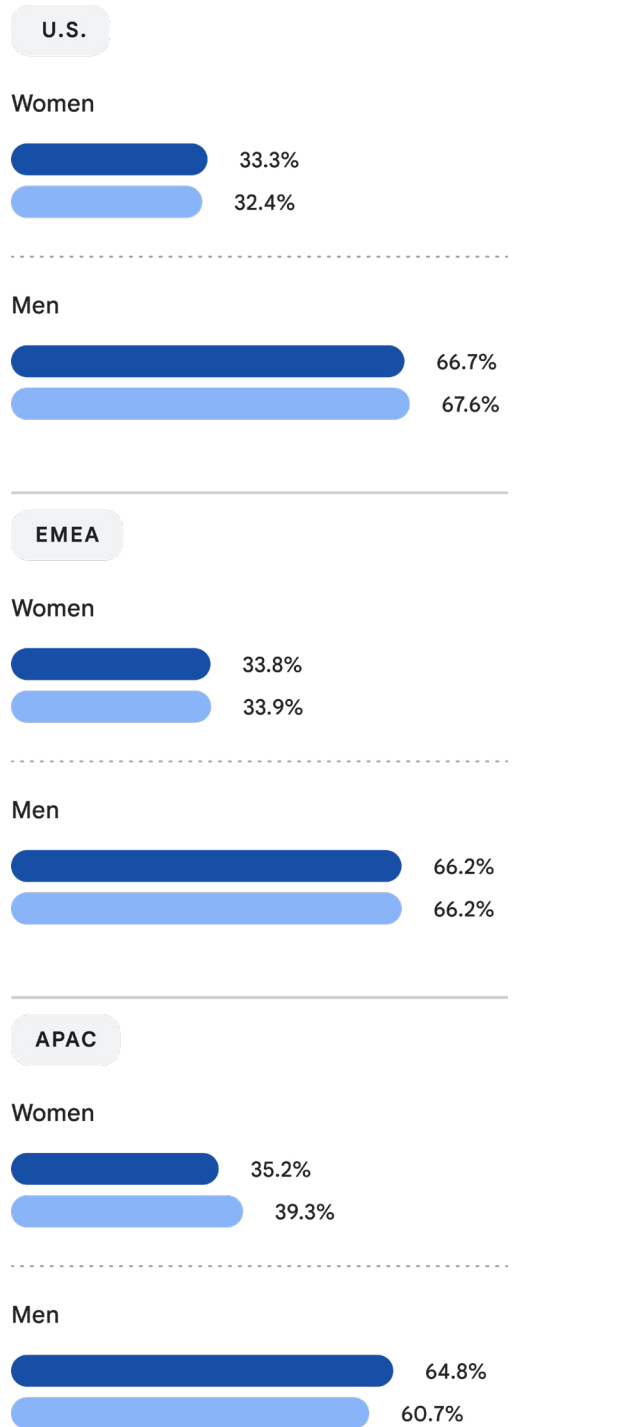
Intersectional Hiring

● 2023 Report
● 2024 Report

U.S.

Asian+

Women

17.4%
16.5%

. . . .

Men

31.5%
27.4%

Black +

Women

3.0%
4.2%

. . . .

Men

4.2%
7.6%

Latinx+

Women

2.6%
2.9%

. . . .

Men

5.9%
8.7%

Native American+

Women

0.3%
0.4%

. . . .

Men

0.7%
1.0%

White+

Women

12.1%
10.8%

. . . .

Men

28.2%
28.1%
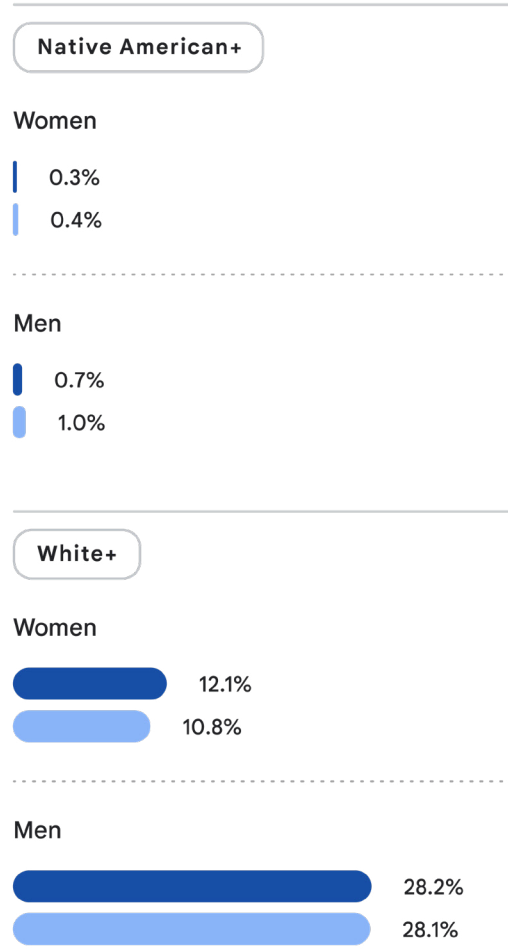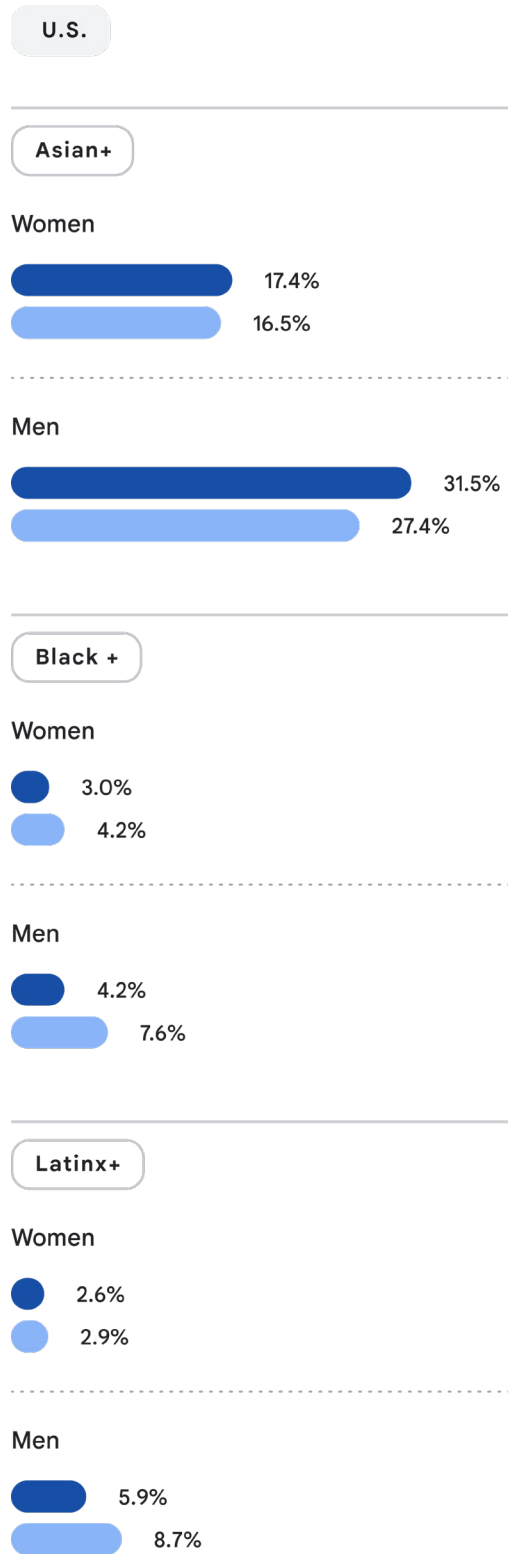
Our Attrition Data

In 2023, we continued to prioritize retention of our employees. However, we know there is still room for growth across our communities.

Attrition by Race / Ethnicity

● 2024 Workforce Representation

● 2024 Exits Representation

U.S.

Asian+

45.7%

35.8%

Black+

5.7%

8.9%

Latinx+

7.5%

8.5%

Native American+

0.9%

1.2%

White+

45.3%

51.2%
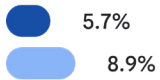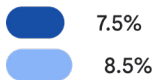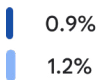
Attrition by Gender

● 2024 Workforce Representation

● 2024 Exits Representation

U.S.

Women
33.8%
34.5%

Men
66.2%
65.5%

EMEA

Women
34.3%
33.8%

Men
65.8%
66.2%

APAC

Women
35.2%
37.7%

Men
64.8%
62.3%

Americas

Women
33.4%
34.3%

Men
66.6%
65.7%

Global

Women
34.1%
35.0%

Men
65.9%
65.0%
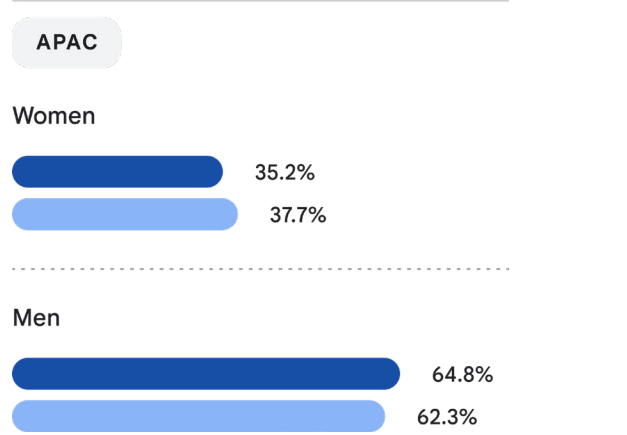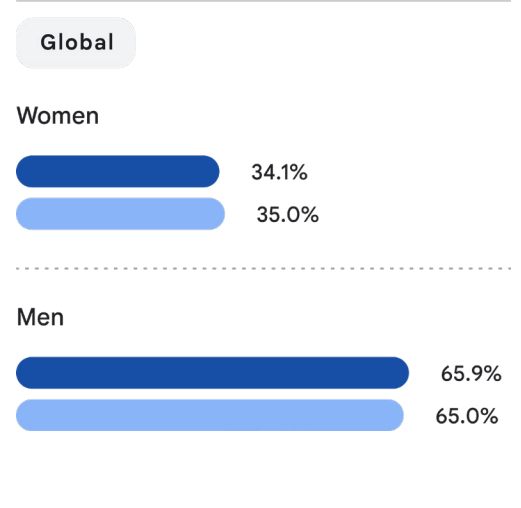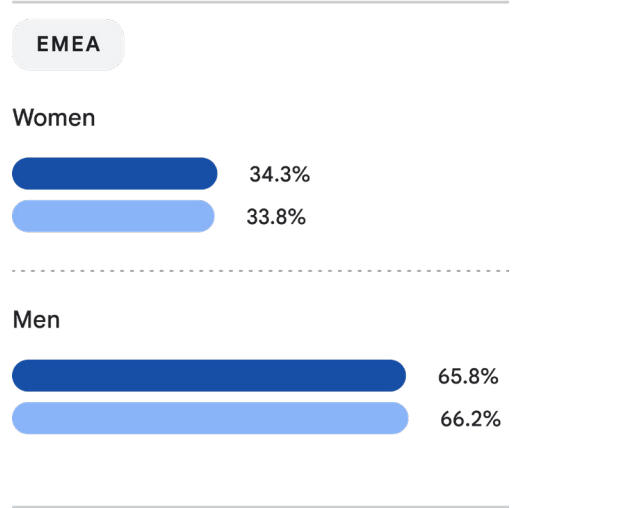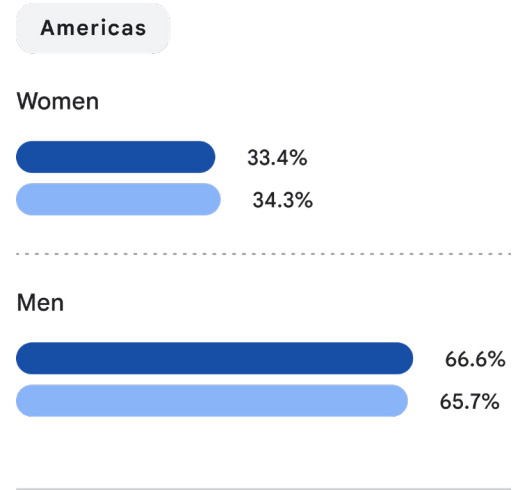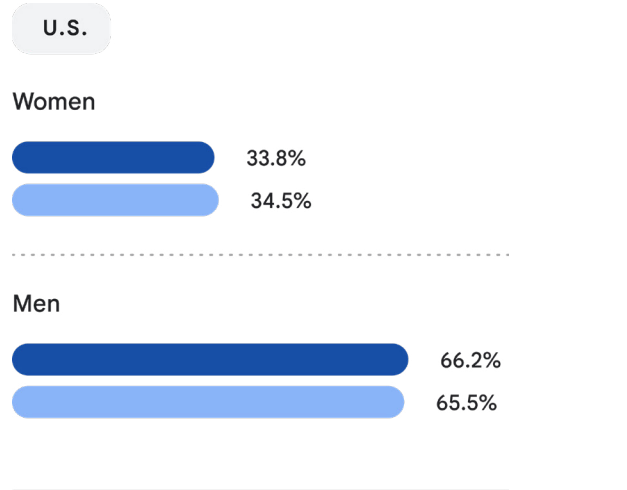
Intersectional Attrition

- 2024 Workforce Representation
- 2024 Exits Representation

U.S.

Asian+

Women
- 16.5%
- 12.6%
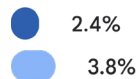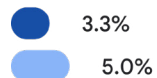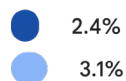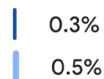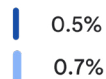
Men
- 29.2%
- 23.1%

Black +

Women
- 2.4%
- 3.8%

Men
- 3.3%
- 5.0%

Latinx+

Women
- 2.4%
- 3.1%

Men
- 5.0%
- 5.4%

Native American+

Women
- 0.3%
- 0.5%

Men
- 0.5%
- 0.7%

White+

Women
- 14.1%
- 16.9%

Men
- 31.1%
- 34.3%

Google Workforce Representation Data

Overall

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	31.5%	32.7%	33.9%	36.3%	38.1%	39.8%	41.9%	42.3%	43.2%	44.8%	45.7%
Black+	2.4%	2.5%	2.8%	2.8%	3.0%	3.3%	3.7%	4.4%	5.3%	5.6%	5.7%
Hispanic/Latinx+	4.5%	4.9%	5.2%	5.3%	5.3%	5.7%	5.9%	6.4%	6.9%	7.3%	7.5%
Native American+	1.0%	1.0%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.9%
White+	64.5%	62.9%	61.0%	58.5%	56.6%	54.4%	51.7%	50.4%	48.3%	46.2%	45.3%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	29.0%	29.2%	29.3%	29.5%	29.8%	31.0%	31.6%	32.2%	33.5%	33.9%	33.8%
Men	71.0%	70.8%	70.7%	70.5%	70.2%	69.0%	68.4%	67.8%	66.5%	66.1%	66.2%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	30.6%	30.6%	30.6%	30.8%	30.9%	31.6%	32.0%	32.5%	33.9%	34.1%	34.1%
Men	69.4%	69.4%	69.4%	69.2%	69.1%	68.4%	68.0%	67.5%	66.1%	65.9%	65.9%

Google Workforce Representation Data

Tech

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	35.4%	36.8%	38.2%	40.9%	42.9%	45.0%	47.3%	47.9%	49.2%	50.9%	51.4%
Black+	1.5%	1.7%	1.8%	1.8%	2.0%	2.2%	2.5%	3.1%	3.7%	4.1%	4.2%
Hispanic/Latinx+	3.6%	3.9%	4.0%	4.2%	4.4%	4.7%	4.8%	5.4%	5.9%	6.2%	6.5%
Native American+	0.8%	0.7%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	0.7%	0.7%
White+	62.2%	60.4%	58.7%	55.9%	53.5%	51.1%	48.2%	46.8%	44.5%	42.4%	41.5%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	17.5%	18.7%	19.6%	20.6%	21.7%	23.1%	24.0%	24.8%	26.1%	26.7%	27.2%
Men	82.5%	81.3%	80.4%	79.4%	78.3%	76.9%	76.0%	75.2%	73.9%	73.4%	72.8%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	16.7%	17.8%	18.8%	19.8%	20.8%	22.1%	23.0%	23.7%	24.9%	25.3%	25.9%
Men	83.3%	82.2%	81.2%	80.2%	79.2%	77.9%	77.1%	76.3%	75.1%	74.7%	74.1%

Google Workforce Representation Data

Non-Tech

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	23.8%	23.6%	23.9%	24.7%	24.6%	24.9%	25.6%	25.5%	25.6%	25.8%	26.1%
Black+	4.3%	4.6%	5.1%	5.6%	5.9%	6.6%	7.3%	8.5%	10.0%	10.6%	10.6%
Hispanic/Latinx+	6.6%	7.4%	8.1%	8.2%	8.5%	9.1%	9.4%	9.6%	10.1%	10.8%	10.9%
Native American+	1.6%	1.5%	1.4%	1.3%	1.3%	1.5%	1.4%	1.3%	1.3%	1.4%	1.3%
White+	69.0%	68.3%	66.7%	65.5%	65.0%	63.7%	62.3%	61.3%	59.5%	58.2%	58.0%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	53.3%	53.1%	52.6%	52.5%	52.5%	54.1%	54.8%	54.4%	55.6%	56.3%	56.3%
Men	46.7%	46.9%	47.4%	47.5%	47.5%	45.9%	45.2%	45.6%	44.4%	43.7%	43.7%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	49.3%	49.3%	49.1%	49.5%	49.9%	51.0%	51.4%	51.1%	52.5%	53.1%	53.2%
Men	50.7%	50.7%	50.9%	50.6%	50.1%	49.0%	48.6%	48.9%	47.6%	46.9%	46.9%

Google Workforce Representation Data

Leadership

Race/Ethnicity

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	24.2%	25.0%	25.8%	27.1%	27.3%	28.9%	29.6%	29.4%	31.2%	32.3%	33.3%
Black+	1.7%	2.0%	1.8%	2.0%	2.4%	2.6%	2.6%	3.0%	4.7%	5.2%	5.1%
Hispanic/Latinx+	2.2%	2.0%	2.1%	2.4%	2.7%	3.3%	3.7%	3.9%	4.1%	4.3%	4.3%
Native American+	0.6%	0.9%	0.7%	0.8%	0.8%	0.7%	0.5%	0.6%	0.7%	0.8%	0.8%
White+	73.2%	72.2%	71.3%	69.6%	68.9%	66.6%	65.9%	65.5%	62.0%	60.3%	59.6%

U.S. Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	20.6%	23.2%	24.0%	24.2%	25.3%	26.4%	26.9%	28.1%	30.5%	32.2%	32.4%
Men	79.4%	76.8%	76.0%	75.8%	74.7%	73.6%	73.1%	71.9%	69.5%	67.8%	67.6%

Global Gender

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	20.8%	22.9%	24.2%	24.5%	25.5%	26.1%	26.7%	28.1%	30.6%	32.2%	32.8%
Men	79.2%	77.1%	75.8%	75.5%	74.5%	73.9%	73.3%	71.9%	69.4%	67.8%	67.2%

Google Intersectional Workforce Representation Data

Overall

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	10.0%	10.5%	11.0%	11.8%	12.5%	13.3%	14.2%	14.6%	15.3%	16.1%	16.5%
Black+	1.1%	1.0%	1.1%	1.2%	1.2%	1.4%	1.6%	1.8%	2.3%	2.4%	2.4%
Hispanic/Latinx+	1.5%	1.6%	1.7%	1.7%	1.7%	2.0%	2.0%	2.2%	2.4%	2.5%	2.4%
Native American+	0.5%	0.4%	0.4%	0.3%	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%	14.1%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	21.4%	22.1%	22.9%	24.4%	25.7%	26.4%	27.7%	27.7%	27.9%	28.7%	29.2%
Black+	1.3%	1.5%	1.7%	1.7%	1.8%	1.9%	2.1%	2.6%	3.0%	3.2%	3.3%
Hispanic/Latinx+	3.0%	3.3%	3.5%	3.6%	3.6%	3.8%	3.9%	4.2%	4.6%	4.9%	5.0%
Native American+	0.6%	0.5%	0.5%	0.4%	0.5%	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%	31.1%

Google Intersectional Workforce Representation Data

Tech

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	8.5%	9.4%	10.1%	11.1%	12.0%	12.9%	13.9%	14.5%	15.5%	16.3%	16.8%
Black+	0.4%	0.4%	0.4%	0.4%	0.5%	0.6%	0.7%	0.8%	1.0%	1.2%	1.2%
Hispanic/Latinx+	0.5%	0.6%	0.7%	0.7%	0.8%	0.9%	1.0%	1.1%	1.3%	1.3%	1.4%
Native American+	0.2%	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%	8.9%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	26.9%	27.5%	28.1%	29.7%	31.0%	32.1%	33.5%	33.4%	33.7%	34.7%	34.7%
Black+	1.1%	1.3%	1.4%	1.4%	1.5%	1.6%	1.9%	2.3%	2.7%	2.9%	3.0%
Hispanic/Latinx+	3.1%	3.3%	3.4%	3.5%	3.6%	3.7%	3.8%	4.2%	4.6%	4.9%	5.1%
Native American+	0.6%	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.5%	0.5%
White+	53.4%	51.5%	49.6%	46.9%	44.3%	41.7%	38.9%	37.6%	35.2%	33.4%	32.7%

Google Intersectional Workforce Representation Data

Non-Tech

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	13.3%	13.3%	13.2%	13.7%	13.9%	14.5%	15.2%	14.8%	15.0%	15.5%	15.5%
Black+	2.5%	2.5%	2.7%	3.1%	3.3%	3.9%	4.3%	4.9%	5.9%	6.3%	6.3%
Hispanic/Latinx+	3.5%	3.9%	4.2%	4.1%	4.4%	5.0%	5.1%	5.2%	5.6%	6.1%	6.1%
Native American+	1.0%	1.0%	0.9%	0.8%	0.8%	0.9%	0.9%	0.8%	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%	32.1%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	10.5%	10.3%	10.6%	11.0%	10.7%	10.4%	10.5%	10.7%	10.6%	10.3%	10.7%
Black+	1.8%	2.1%	2.4%	2.5%	2.6%	2.8%	3.0%	3.6%	4.0%	4.3%	4.2%
Hispanic/Latinx+	3.1%	3.5%	3.9%	4.1%	4.1%	4.1%	4.3%	4.3%	4.6%	4.8%	4.8%
Native American+	0.6%	0.6%	0.6%	0.5%	0.6%	0.6%	0.6%	0.5%	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%	26.0%

Google Intersectional Workforce Representation Data

Leadership

U.S. Women

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	6.1%	7.2%	7.5%	7.2%	7.3%	8.1%	8.5%	8.7%	9.8%	10.6%	11.1%
Black+	1.0%	1.2%	1.0%	1.1%	1.3%	1.1%	1.1%	1.3%	2.0%	2.4%	2.3%
Hispanic/Latinx+	0.4%	0.5%	0.6%	0.8%	0.7%	1.3%	1.5%	1.4%	1.5%	1.6%	1.6%
Native American+	0.1%	0.3%	0.3%	0.4%	0.4%	0.4%	0.3%	N/A	0.3%	0.3%	0.4%
White+	14.3%	15.0%	15.2%	15.7%	16.4%	16.5%	16.8%	17.8%	18.3%	18.9%	18.8%

U.S. Men

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	18.4%	17.9%	18.4%	20.1%	20.0%	20.9%	21.1%	20.7%	21.4%	21.6%	22.2%
Black+	0.8%	0.8%	0.8%	0.9%	1.1%	1.5%	1.5%	1.8%	2.7%	2.9%	2.8%
Hispanic/Latinx+	1.8%	1.5%	1.4%	1.6%	1.9%	2.0%	2.2%	2.5%	2.6%	2.6%	2.7%
Native American+	0.6%	0.6%	0.3%	0.4%	0.4%	0.3%	0.2%	N/A	0.4%	0.5%	0.5%
White+	58.6%	57.2%	56.2%	53.8%	52.4%	50.1%	49.1%	47.7%	43.7%	41.5%	40.8%

Google Regional Workforce Representation Data

Overall				

Asian+				
	2021	2022	2023	2024
Americas (non-U.S.)	21.8%	23.3%	23.1%	23.7%
APAC	85.8%	88.8%	90.4%	90.7%
EMEA	10.9%	12.1%	13.6%	14.0%

Black+				
	2021	2022	2023	2024
Americas (non-U.S.)	3.9%	4.9%	4.8%	5.0%
APAC	0.5%	0.3%	0.3%	0.2%
EMEA	2.8%	3.2%	3.9%	4.1%

Hispanic or Latino or Latinx+				
	2021	2022	2023	2024
Americas (non-U.S.)	33.3%	34.1%	37.6%	38.5%
APAC	1.1%	0.8%	0.7%	0.6%
EMEA	3.8%	3.9%	4.1%	4.2%

Indigenous+				
	2021	2022	2023	2024
Americas (non-U.S.)	1.0%	0.8%	0.9%	0.9%
APAC	0.2%	0.2%	0.2%	0.2%
EMEA	0.3%	0.3%	0.3%	0.3%

Middle Eastern or North African				
	2021	2022	2023	2024
Americas (non-U.S.)	4.8%	4.7%	4.6%	4.3%
APAC	0.6%	0.5%	0.4%	0.4%
EMEA	7.3%	7.8%	9.0%	9.8%

White+				
	2021	2022	2023	2024
Americas (non-U.S.)	48.2%	43.6%	42.4%	41.9%
APAC	13.8%	11.0%	9.4%	9.1%
EMEA	80.4%	78.1%	75.1%	73.8%

Google Regional Workforce Representation Data

Overall									
Women					**Men**				
	2021	2022	2023	2024		2021	2022	2023	2024
Americas (non-U.S.)	31.0%	33.4%	33.3%	33.4%	**Americas (non-U.S.)**	69.0%	66.6%	66.7%	66.6%
APAC	34.6%	35.3%	35.1%	35.2%	**APAC**	65.4%	64.7%	64.9%	64.8%
EMEA	32.7%	33.8%	34.0%	34.3%	**EMEA**	67.3%	66.2%	66.0%	65.8%

Google Regional Workforce Representation Data

Tech

Asian+	2023	2024
Americas (non-U.S.)	31.8%	33.4%
APAC	92.4%	92.7%
EMEA	15.7%	15.9%

Black+	2023	2024
Americas (non-U.S.)	4.1%	4.4%
APAC	0.2%	0.2%
EMEA	2.8%	3.0%

Hispanic or Latino or Latinx+	2023	2024
Americas (non-U.S.)	28.0%	27.9%
APAC	0.5%	0.5%
EMEA	4.0%	4.1%

Indigenous+	2023	2024
Americas (non-U.S.)	0.9%	0.8%
APAC	0.1%	0.2%
EMEA	0.3%	0.3%

Middle Eastern or North African+	2023	2024
Americas (non-U.S.)	6.2%	5.8%
APAC	0.4%	0.3%
EMEA	9.7%	10.7%

White+	2023	2024
Americas (non-U.S.)	39.8%	39.3%
APAC	7.4%	7.2%
EMEA	73.7%	72.4%

Google Regional Workforce Representation Data

Tech									
	Women					**Men**			
	2021	2022	2023	2024		2021	2022	2023	2024
Americas (non-U.S.)	18.5%	21.2%	22.2%	22.7%	**Americas (non-U.S.)**	81.5%	78.8%	77.8%	77.3%
APAC	22.0%	22.7%	22.2%	24.0%	**APAC**	78.0%	77.4%	77.8%	76.0%
EMEA	20.3%	21.8%	22.0%	22.6%	**EMEA**	79.7%	78.2%	78.0%	77.4%

Google Regional Workforce Representation Data

Non-Tech

Asian+	2023	2024	Black+	2023	2024
Americas (non-U.S.)	11.8%	11.6%	Americas (non-U.S.)	5.7%	5.6%
APAC	87.0%	87.0%	APAC	0.4%	0.4%
EMEA	11.0%	11.5%	EMEA	5.2%	5.5%

Hispanic or Latino or Latinx+	2023	2024	Indigenous+	2023	2024
Americas (non-U.S.)	50.1%	51.6%	Americas (non-U.S.)	0.9%	1.1%
APAC	0.9%	0.8%	APAC	0.2%	0.2%
EMEA	4.2%	4.3%	EMEA	0.3%	0.4%

Middle Eastern or North African+	2023	2024	White+	2023	2024
Americas (non-U.S.)	2.5%	2.3%	Americas (non-U.S.)	45.7%	45.2%
APAC	0.5%	0.5%	APAC	12.8%	12.7%
EMEA	8.0%	8.6%	EMEA	76.9%	75.6%

Google Regional Workforce Representation Data

Non-Tech									
Women					**Men**				
	2021	2022	2023	2024		2021	2022	2023	2024
Americas (non-U.S.)	44.3%	48.3%	48.9%	49.0%	**Americas (non-U.S.)**	55.7%	51.7%	51.1%	51.0%
APAC	47.3%	48.7%	49.5%	49.4%	**APAC**	52.7%	51.3%	50.5%	50.6%
EMEA	48.8%	50.3%	51.2%	51.7%	**EMEA**	51.2%	49.7%	48.8%	48.3%

Google Regional Workforce Representation Data

Leadership

Asian+

	2021	2022	2023	2024
Americas (non-U.S.)	N/A	N/A	9.0%	8.6%
APAC	70.8%	72.1%	75.0%	74.1%
EMEA	6.6%	6.6%	7.7%	6.6%

Black+

	2021	2022	2023	2024
Americas (non-U.S.)	N/A	N/A	N/A	N/A
APAC	N/A	N/A	N/A	N/A
EMEA	3.3%	3.8%	4.1%	4.7%

Hispanic or Latino or Latinx+

	2021	2022	2023	2024
Americas (non-U.S.)	43.8%	40.9%	41.7%	41.4%
APAC	N/A	N/A	N/A	N/A
EMEA	N/A	N/A	2.2%	2.8%

Indigenous+

	2021	2022	2023	2024
Americas (non-U.S.)	N/A	N/A	N/A	N/A
APAC	N/A	N/A	N/A	N/A
EMEA	N/A	N/A	N/A	N/A

Middle Eastern or North African+

	2021	2022	2023	2024
Americas (non-U.S.)	N/A	N/A	N/A	N/A
APAC	N/A	N/A	N/A	N/A
EMEA	4.5%	5.8%	6.9%	7.1%

White+

	2021	2022	2023	2024
Americas (non-U.S.)	50.0%	52.3%	57.6%	56.3%
APAC	28.8%	27.9%	25.3%	25.9%
EMEA	87.7%	85.8%	83.5%	83.1%

Google Regional Workforce Representation Data

Leadership									
Women					**Men**				
	2021	2022	2023	2024		2021	2022	2023	2024
Americas (non-U.S.)	29.8%	34.3%	32.9%	34.3%	**Americas (non-U.S.)**	70.2%	65.7%	67.1%	65.7%
APAC	29.2%	31.8%	33.7%	35.6%	**APAC**	70.8%	68.2%	66.3%	64.4%
EMEA	26.9%	29.7%	31.3%	33.1%	**EMEA**	73.1%	70.3%	68.7%	66.9%

Google Hiring Data

Overall

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	34.9%	37.4%	43.0%	43.8%	43.9%	48.5%	42.8%	46.3%	48.9%	42.9%
Black+	3.5%	4.3%	3.7%	4.1%	4.8%	5.5%	8.8%	9.4%	7.2%	12.1%
Hispanic/Latinx+	5.9%	6.5%	5.8%	6.3%	6.8%	6.6%	8.8%	9.0%	8.5%	11.6%
Native American+	0.9%	0.7%	0.6%	0.8%	1.1%	0.8%	0.7%	0.8%	1.1%	1.6%
White+	59.3%	54.9%	51.1%	49.7%	48.5%	43.1%	44.5%	40.2%	40.3%	39.5%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	29.4%	29.4%	30.4%	30.4%	34.9%	32.1%	33.1%	37.6%	33.3%	32.4%
Men	70.6%	70.6%	69.6%	69.6%	65.1%	67.9%	66.9%	62.4%	66.7%	67.6%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	30.7%	30.6%	31.6%	31.3%	33.2%	32.5%	33.7%	37.5%	33.8%	34.8%
Men	69.3%	69.4%	68.4%	68.7%	66.8%	67.5%	66.3%	62.5%	66.2%	65.2%

Google Hiring Data

Tech

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	39.3%	42.8%	48.6%	49.6%	51.3%	54.9%	49.3%	54.7%	54.9%	47.9%
Black+	2.2%	2.5%	2.1%	2.7%	2.9%	3.8%	6.4%	6.4%	5.6%	10.0%
Hispanic/Latinx+	4.7%	4.4%	5.0%	5.1%	5.2%	5.4%	8.3%	7.8%	7.4%	11.0%
Native American+	0.8%	0.4%	0.5%	0.7%	0.7%	0.7%	0.6%	0.6%	0.9%	1.7%
White+	57.2%	52.8%	47.5%	46.0%	43.8%	39.2%	40.9%	35.4%	36.6%	36.8%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	20.6%	21.7%	23.0%	24.0%	25.6%	25.5%	27.5%	29.5%	27.6%	28.5%
Men	79.4%	78.3%	77.0%	76.0%	74.4%	74.6%	72.5%	70.5%	72.4%	71.5%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	19.6%	21.3%	22.2%	23.0%	24.0%	24.1%	26.5%	27.6%	26.0%	30.2%
Men	80.4%	78.8%	77.8%	77.0%	76.0%	75.9%	73.6%	72.4%	74.0%	69.8%

Google Hiring Data

Non-Tech

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	24.5%	24.5%	26.7%	25.6%	25.1%	28.3%	23.6%	25.7%	27.1%	22.2%
Black+	6.5%	8.8%	8.3%	8.4%	9.4%	10.9%	15.9%	16.6%	13.1%	20.7%
Hispanic/Latinx+	9.3%	11.4%	8.5%	10.2%	10.8%	10.7%	10.2%	12.0%	12.3%	14.1%
Native American+	1.3%	1.6%	1.0%	1.2%	2.0%	1.3%	1.1%	1.3%	1.5%	1.2%
White+	64.4%	60.1%	61.5%	61.1%	60.1%	55.7%	55.4%	52.0%	53.7%	50.8%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	50.5%	47.7%	52.2%	50.5%	57.9%	53.7%	49.9%	57.9%	53.8%	48.6%
Men	49.6%	52.3%	47.8%	49.5%	42.1%	46.3%	50.1%	42.1%	46.2%	51.4%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	47.2%	45.4%	49.2%	48.6%	53.2%	49.4%	47.6%	54.8%	51.3%	48.8%
Men	52.8%	54.7%	50.8%	51.4%	46.8%	50.6%	52.4%	45.2%	48.7%	51.2%

Google Hiring Data

Leadership

Race/Ethnicity

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	28.0%	25.3%	33.1%	27.7%	32.7%	28.0%	23.7%	33.3%	31.6%	36.5%
Black+	4.8%	2.3%	1.5%	5.7%	3.6%	3.6%	7.1%	12.6%	8.0%	N/A
Hispanic/Latinx+	2.4%	3.4%	2.3%	4.3%	5.1%	4.4%	5.8%	4.9%	5.7%	N/A
Native American+	0.0%	0.0%	1.5%	1.4%	0.5%	0.7%	N/A	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%	56.7%

U.S. Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	28.9%	23.0%	27.5%	28.4%	26.0%	24.6%	30.4%	35.1%	33.3%	34.4%
Men	71.1%	77.0%	72.5%	71.6%	74.0%	75.4%	69.6%	64.9%	66.7%	65.6%

Global Gender

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Women	30.1%	25.7%	29.6%	29.4%	25.9%	26.1%	28.9%	35.9%	33.5%	37.1%
Men	69.9%	74.3%	70.4%	70.6%	74.1%	73.9%	71.1%	64.1%	66.5%	62.9%

Google Intersectional Hiring Data

Overall

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	11.6%	12.2%	14.2%	14.2%	15.6%	16.1%	15.2%	17.4%	17.4%	16.5%
Black+	1.2%	1.6%	1.7%	1.4%	2.2%	2.3%	3.4%	4.3%	3.0%	4.2%
Hispanic/Latinx+	1.9%	2.1%	1.8%	2.0%	2.7%	2.3%	2.5%	3.2%	2.6%	2.9%
Native American+	0.4%	0.3%	0.2%	0.2%	0.5%	0.4%	0.3%	0.3%	0.3%	0.4%
White+	16.0%	14.8%	14.1%	14.4%	16.2%	13.0%	13.7%	14.8%	12.1%	10.8%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	23.3%	25.2%	28.9%	29.6%	28.3%	32.4%	27.7%	28.9%	31.5%	27.4%
Black+	2.3%	2.7%	2.0%	2.6%	2.6%	3.2%	5.4%	5.0%	4.2%	7.6%
Hispanic/Latinx+	4.0%	4.4%	4.0%	4.3%	4.1%	4.3%	6.2%	5.8%	5.9%	8.7%
Native American+	0.5%	0.4%	0.4%	0.6%	0.5%	0.4%	0.5%	0.5%	0.7%	1.0%
White+	43.3%	40.1%	37.0%	35.3%	32.3%	30.1%	30.8%	25.4%	28.2%	28.1%

Google Intersectional Hiring Data

Tech

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	10.9%	12.0%	13.9%	14.1%	15.5%	15.9%	16.2%	18.3%	17.6%	17.8%
Black+	0.5%	0.5%	0.5%	0.6%	0.8%	1.0%	1.6%	1.9%	1.7%	2.6%
Hispanic/Latinx+	0.9%	0.9%	0.9%	1.0%	1.2%	1.3%	1.6%	1.8%	1.5%	2.0%
Native American+	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%	0.2%	0.2%	0.2%	0.4%
White+	9.2%	9.2%	8.5%	9.5%	9.3%	8.3%	9.4%	8.8%	8.0%	7.9%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	28.4%	30.9%	34.7%	35.6%	35.8%	39.0%	33.1%	36.4%	37.3%	31.4%
Black+	1.7%	2.0%	1.6%	2.1%	2.2%	2.8%	4.8%	4.4%	3.9%	7.0%
Hispanic/Latinx+	3.8%	3.6%	4.1%	4.1%	4.1%	4.1%	6.7%	6.0%	5.9%	8.9%
Native American+	0.6%	0.3%	0.4%	0.6%	0.5%	0.4%	0.5%	0.4%	0.8%	1.1%
White+	48.0%	43.6%	39.0%	36.4%	34.5%	30.8%	31.5%	26.6%	28.6%	28.4%

Google Intersectional Hiring Data

Non-Tech

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	13.0%	12.7%	15.0%	14.5%	15.7%	16.9%	12.0%	15.3%	16.5%	11.2%
Black+	2.9%	4.3%	5.0%	4.1%	5.7%	6.4%	8.7%	10.2%	7.7%	11.3%
Hispanic/Latinx+	4.5%	5.2%	4.6%	5.4%	6.5%	5.5%	5.4%	6.6%	6.6%	6.7%
Native American+	0.9%	0.7%	0.5%	0.6%	1.3%	0.8%	0.6%	0.7%	0.8%	N/A
White+	32.5%	28.3%	30.6%	29.8%	33.6%	28.0%	26.4%	29.6%	27.1%	23.2%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	11.5%	11.8%	11.7%	11.0%	9.4%	11.4%	11.6%	10.4%	10.7%	10.6%
Black+	3.6%	4.5%	3.3%	4.3%	3.7%	4.5%	7.1%	6.4%	5.4%	10.2%
Hispanic/Latinx+	4.8%	6.2%	4.0%	4.8%	4.3%	5.1%	4.8%	5.4%	5.7%	7.9%
Native American+	0.4%	0.9%	0.5%	0.5%	0.7%	0.6%	0.5%	0.6%	0.6%	N/A
White+	31.9%	31.8%	30.9%	31.3%	26.5%	27.7%	29.0%	22.4%	26.6%	26.9%

Google Intersectional Hiring Data

Leadership

U.S. Women

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	10.8%	4.6%	10.8%	9.9%	7.1%	5.8%	6.8%	11.9%	9.4%	15.6%
Black+	3.6%	0.0%	0.8%	2.1%	0.5%	1.1%	2.6%	4.7%	3.7%	N/A
Hispanic/Latinx+	0.0%	2.3%	0.8%	0.7%	3.1%	2.2%	N/A	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	N/A
White+	15.7%	16.1%	15.4%	17.0%	16.3%	17.8%	20.8%	17.8%	20.1%	17.5%

U.S. Men

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian+	18.1%	20.7%	22.3%	17.7%	25.5%	22.2%	16.8%	21.5%	22.2%	20.8%
Black+	1.2%	2.3%	0.8%	3.5%	3.1%	2.6%	4.5%	7.9%	4.3%	N/A
Hispanic/Latinx+	2.4%	1.1%	1.5%	3.5%	2.0%	2.2%	4.5%	3.0%	4.3%	N/A
Native American+	0.0%	0.0%	1.5%	1.4%	0.0%	0.7%	N/A	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%	37.7%

Google Regional Hiring Data

Overall

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	28.5%	35.8%	32.6%	35.2%	Americas (non-U.S.)	71.5%	64.2%	67.4%	64.8%
APAC	36.4%	37.2%	35.2%	39.3%	APAC	63.6%	62.8%	64.8%	60.7%
EMEA	33.9%	38.5%	33.8%	33.9%	EMEA	66.1%	61.5%	66.2%	66.2%

Tech

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	21.4%	23.3%	23.5%	26.8%	Americas (non-U.S.)	78.6%	76.7%	76.5%	73.2%
APAC	24.3%	23.1%	23.3%	36.1%	APAC	75.7%	76.9%	76.7%	63.9%
EMEA	25.3%	26.8%	22.3%	26.7%	EMEA	74.7%	73.2%	77.7%	73.3%

Non-Tech

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	41.0%	55.3%	49.9%	51.8%	Americas (non-U.S.)	59.0%	44.7%	50.1%	48.2%
APAC	46.0%	51.0%	49.4%	46.5%	APAC	54.0%	49.0%	50.6%	53.5%
EMEA	47.1%	54.3%	49.9%	53.6%	EMEA	52.9%	45.7%	50.1%	46.4%

Google Regional Hiring Data

Leadership									
	Women					**Men**			
	2021	2022	2023	2024		2021	2022	2023	2024
Americas (non-U.S.)	N/A	N/A	N/A	N/A	Americas (non-U.S.)	75.0%	N/A	75.0%	N/A
APAC	20.8%	27.5%	33.9%	48.0%	**APAC**	79.2%	72.5%	66.2%	52.0%
EMEA	28.8%	47.1%	36.9%	45.2%	**EMEA**	71.2%	52.9%	63.1%	54.8%

Google Exits Representation Data

Overall

Race/Ethnicity

	2018	2019	2020	2021	2022	2023	2024
Asian+	31.0%	31.5%	31.9%	35.2%	39.5%	39.7%	35.8%
Black+	4.0%	3.9%	4.1%	5.1%	5.0%	6.4%	8.9%
Hispanic/Latinx+	6.1%	6.2%	5.9%	6.5%	6.6%	6.7%	8.5%
Native American+	0.8%	0.9%	1.1%	1.1%	1.0%	0.9%	1.2%
White+	62.7%	61.5%	61.8%	57.2%	53.2%	51.0%	51.2%

U.S. Gender

	2018	2019	2020	2021	2022	2023	2024
Women	27.0%	26.3%	25.6%	26.5%	26.1%	27.2%	34.5%
Men	73.0%	73.7%	74.4%	73.5%	73.9%	72.8%	65.5%

Global Gender

	2018	2019	2020	2021	2022	2023	2024
Women	29.5%	28.3%	28.2%	27.4%	28.2%	29.9%	35.0%
Men	70.5%	71.7%	71.8%	72.6%	71.8%	70.1%	65.0%

Google Exits Representation Data

Tech

Race/Ethnicity

	2018	2019	2020	2021	2022	2023	2024
Asian+	35.2%	35.8%	36.3%	40.5%	45.0%	46.5%	42.6%
Black+	3.0%	3.0%	2.8%	3.1%	3.1%	3.8%	6.1%
Hispanic/Latinx+	4.6%	4.7%	5.0%	5.7%	5.5%	5.6%	7.1%
Native American+	0.6%	0.7%	0.9%	0.6%	0.9%	0.8%	1.1%
White+	61.2%	59.3%	59.7%	54.7%	50.4%	47.4%	48.0%

U.S. Gender

	2018	2019	2020	2021	2022	2023	2024
Women	16.2%	17.5%	17.3%	18.2%	19.7%	19.6%	24.0%
Men	83.8%	82.5%	82.7%	81.8%	80.3%	80.4%	76.0%

Global Gender

	2018	2019	2020	2021	2022	2023	2024
Women	16.8%	17.5%	18.0%	18.1%	19.2%	19.1%	23.3%
Men	83.2%	82.5%	82.0%	81.9%	80.8%	80.9%	76.7%

Google Exits Representation Data

Non-Tech

Race/Ethnicity

	2018	2019	2020	2021	2022	2023	2024
Asian+	23.0%	21.9%	21.2%	20.8%	22.5%	22.9%	22.7%
Black+	6.0%	5.9%	7.3%	10.5%	11.0%	12.9%	14.0%
Hispanic/Latinx+	8.8%	9.5%	8.2%	8.9%	9.8%	9.6%	11.3%
Native American+	1.3%	1.4%	1.7%	2.4%	1.3%	1.2%	1.5%
White+	65.8%	66.5%	67.0%	64.1%	61.7%	60.0%	57.1%

U.S. Gender

	2018	2019	2020	2021	2022	2023	2024
Women	47.8%	46.3%	45.5%	49.3%	46.0%	45.8%	54.5%
Men	52.2%	53.7%	54.5%	50.7%	54.0%	54.2%	45.5%

Global Gender

	2018	2019	2020	2021	2022	2023	2024
Women	44.8%	43.8%	44.6%	43.8%	44.3%	45.1%	51.8%
Men	55.2%	56.2%	55.4%	56.2%	55.7%	54.9%	48.2%

Google Intersectional Exits Representation Data

Overall

U.S. Women

	2018	2019	2020	2021	2022	2023	2024
Asian+	8.7%	9.1%	7.9%	9.4%	10.7%	10.8%	12.6%
Black+	1.2%	1.2%	1.7%	2.5%	2.0%	2.5%	3.8%
Hispanic/Latinx+	1.6%	1.8%	1.9%	1.8%	1.9%	2.0%	3.1%
Native American+	0.4%	0.4%	0.5%	0.5%	0.3%	0.4%	0.5%
White+	16.6%	15.0%	15.3%	14.4%	13.2%	13.3%	16.9%

U.S. Men

	2018	2019	2020	2021	2022	2023	2024
Asian+	22.4%	22.3%	24.1%	25.8%	28.8%	28.9%	23.1%
Black+	2.8%	2.7%	2.5%	2.6%	3.0%	3.9%	5.0%
Hispanic/Latinx+	4.4%	4.4%	4.0%	4.7%	4.7%	4.8%	5.4%
Native American+	0.4%	0.5%	0.7%	0.6%	0.7%	0.6%	0.7%
White+	46.2%	46.6%	46.5%	42.8%	40.0%	37.7%	34.3%

Google Intersectional Exits Representation Data

Tech

U.S. Women

	2018	2019	2020	2021	2022	2023	2024
Asian+	7.1%	7.5%	6.6%	8.6%	10.2%	10.4%	12.0%
Black+	0.6%	0.6%	0.6%	0.9%	0.9%	0.8%	1.7%
Hispanic/Latinx+	0.6%	1.1%	0.7%	0.8%	0.9%	1.1%	1.5%
Native American+	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.3%
White+	8.7%	8.8%	9.9%	9.0%	8.7%	8.3%	9.9%

U.S. Men

	2018	2019	2020	2021	2022	2023	2024
Asian+	28.1%	28.1%	29.7%	31.8%	34.9%	36.2%	30.7%
Black+	2.4%	2.4%	2.2%	2.2%	2.1%	3.1%	4.5%
Hispanic/Latinx+	4.0%	3.6%	4.2%	4.8%	4.7%	4.5%	5.6%
Native American+	0.5%	0.4%	0.7%	0.4%	0.7%	0.6%	0.8%
White+	52.5%	50.7%	49.8%	45.7%	41.7%	39.0%	38.1%

Google Intersectional Exits Representation Data

Non-Tech

U.S. Women

	2018	2019	2020	2021	2022	2023	2024
Asian+	11.8%	12.5%	10.9%	11.6%	12.0%	12.0%	13.9%
Black+	2.5%	2.6%	4.2%	6.9%	5.2%	6.9%	7.8%
Hispanic/Latinx+	3.6%	3.3%	4.8%	4.4%	4.9%	4.1%	6.2%
Native American+	0.9%	0.7%	1.0%	1.3%	0.4%	0.7%	0.8%
White+	31.6%	29.0%	28.1%	29.2%	26.8%	25.6%	30.0%

U.S. Men

	2018	2019	2020	2021	2022	2023	2024
Asian+	11.2%	9.4%	10.4%	9.2%	10.4%	10.9%	8.8%
Black+	3.5%	3.3%	3.1%	3.7%	5.7%	6.0%	6.2%
Hispanic/Latinx+	5.2%	6.1%	3.4%	4.5%	4.9%	5.5%	5.1%
Native American+	0.3%	0.8%	0.7%	1.2%	0.9%	0.4%	0.7%
White+	34.2%	37.5%	38.9%	34.9%	34.9%	34.5%	27.1%

Google Regional Exits Representation Data

Overall

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	29.0%	21.3%	26.4%	34.3%	Americas (non-U.S.)	71.0%	78.7%	73.6%	65.7%
APAC	28.0%	36.5%	37.7%	37.7%	APAC	72.0%	63.5%	62.3%	62.3%
EMEA	30.8%	31.6%	30.8%	33.8%	EMEA	69.2%	68.4%	69.2%	66.2%

Tech

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	10.0%	8.3%	13.1%	22.5%	Americas (non-U.S.)	90.0%	91.7%	86.9%	77.5%
APAC	17.5%	18.2%	19.5%	21.7%	APAC	82.6%	81.8%	80.6%	78.3%
EMEA	18.7%	19.3%	16.5%	21.3%	EMEA	81.3%	80.7%	83.5%	78.7%

Non-Tech

Women	2021	2022	2023	2024	Men	2021	2022	2023	2024
Americas (non-U.S.)	39.1%	33.1%	39.2%	49.1%	Americas (non-U.S.)	60.9%	66.9%	60.8%	50.9%
APAC	34.4%	45.0%	46.0%	48.6%	APAC	65.6%	55.0%	54.0%	51.4%
EMEA	41.1%	42.3%	42.8%	48.5%	EMEA	58.9%	57.7%	57.2%	51.5%

Google Self-Identification Data

	2019	2020	2021	2022	2023	2024
Global % self-identified as LGBTQ+ and / or Trans+	8.5%	7.1%	6.9%	6.7%	7.0%	7.0%
Global % self-identified as having a disability	7.5%	6.1%	5.6%	5.4%	6.5%	6.7%
Global % self-identified as being, or having been, members of the military	5.2%	5.5%	5.2%	5.0%	5.2%	5.5%
Global % self-identified as non-binary	<1%	<1%	<1%	<1%	<1%	<1%