Google Diversity Annual Report 2022

Google

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Introduction

We're growing to meet people where they are.

Throughout 2020, we actively listened to how social and economic inequities and the relentless effects of the global pandemic impacted people at Google and beyond. In 2021, we reflected on what we learned—and took action.

We took a holistic look at who we impact—from our employees to people who use our products to clients—as well as our breadth of resources and tools. And we made a concerted and proactive effort to transform how we fundamentally operate in order to create positive, systemic change—in the workplace and in the world.

Then we got to work. We achieved our best year yet for hiring and retaining people from underrepresented communities and we developed a wide variety of new methods to better support every Googler's growth. Plus, we continued to invest responsibly in every market we call home, growing how we support community partners around the globe. And we also took action to create a more flexible and accessible work culture. Finally, we expanded our efforts to foster a sense of belonging, not just for employees, but for every community we impact.

We know we still have a long road ahead and we recognize we must meet people where they are in order to build a Google that's for everyone, everywhere. But we're energized by the progress we've made and the momentum we've built.

This report details five key actions we took in 2021—as well as the concrete progress we've made in continuing to build a Google that's inclusive of everyone.

Key takeaways

Below are five concrete actions we took in 2021 to create a flexible, inclusive workplace where everyone can feel a sense of belonging.

Action #1 – Hiring

We achieved our best year yet for hiring women globally, as well as Black+ and Latinx+ employees in the U.S.

Action #2 – Retention and Progression

We expanded how we help employees thrive at Google and are seeing promising early signs in inclusion and retention.

Action #3 – Representation

We invested responsibly in the places we call home, building a Google that better reflects the diversity of our world.

Action #4 – Flexibility

We implemented new policies and practices to make hybrid work more inclusive and accessible.
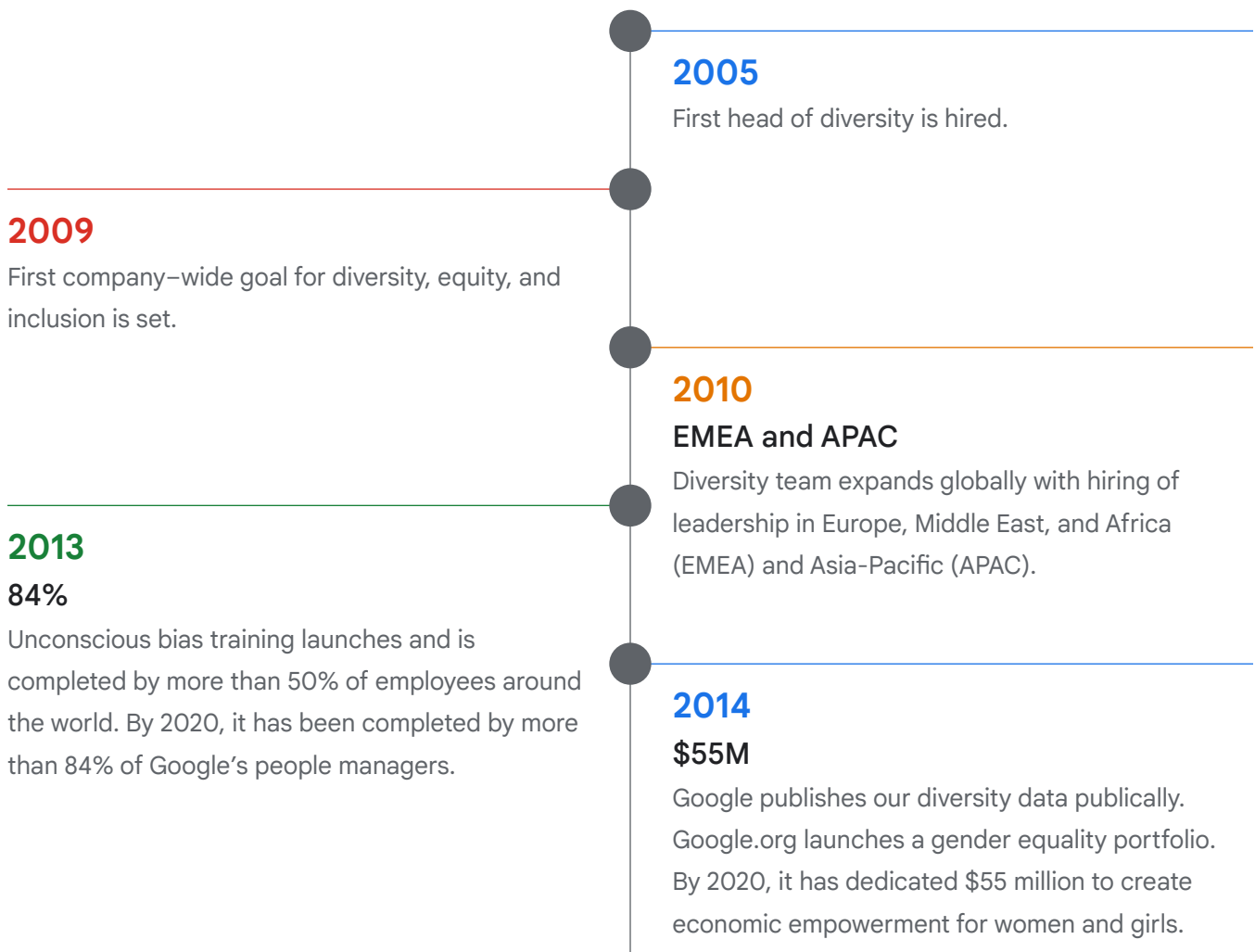

Action #5 – Belonging and Innovation

We took concrete steps to foster a culture of belonging—which helps us better design and build products with everyone in mind.

Diversity, equity, and inclusion timeline

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

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

2005

First head of diversity is hired.

2009

First company–wide goal for diversity, equity, and inclusion is set.

2010

EMEA and APAC

Diversity team expands globally with hiring of leadership in Europe, Middle East, and Africa (EMEA) and Asia-Pacific (APAC).

2013

84%

Unconscious bias training launches and is completed by more than 50% of employees around the world. By 2020, it has been completed by more than 84% of Google's people managers.

2014

$55M

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

2015

$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.
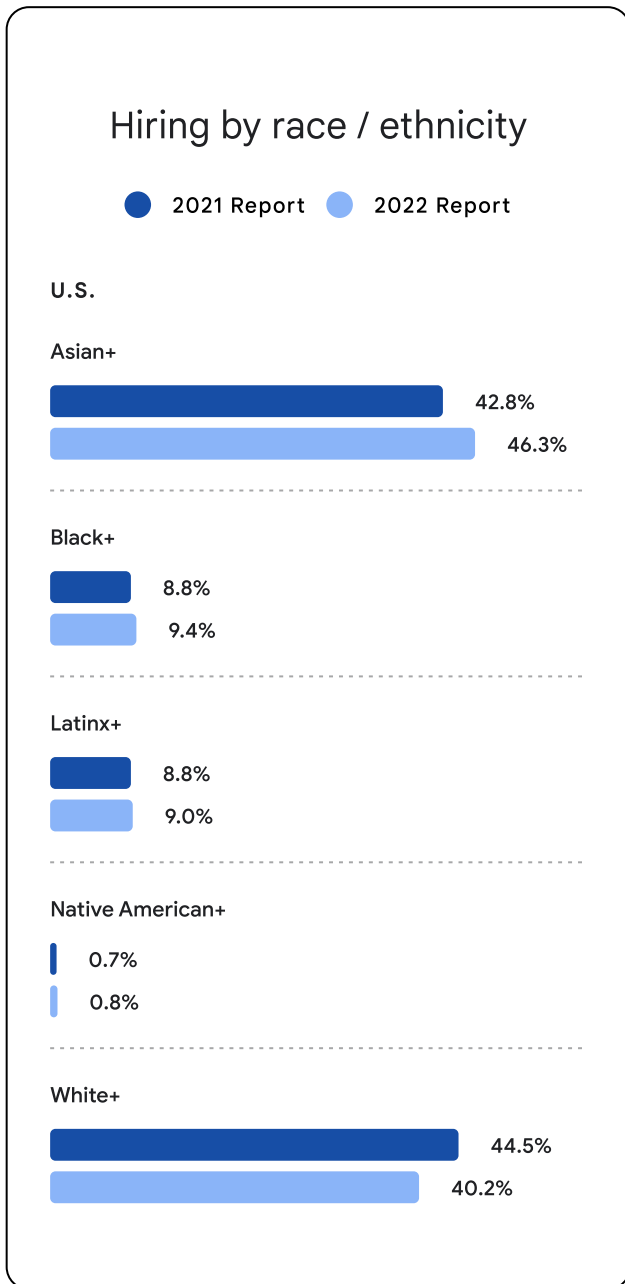
2021

$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.

Action #1 – Hiring

We achieved our best year yet for hiring women globally, as well as Black+ and Latinx+ employees in the U.S.

Our Hiring Data

We're proud that in 2021, the number of employees from underrepresented communities at Google grew more quickly—with Black+ representation growing 2x faster—than Googlers overall. Much of this growth is attributable to strong hiring efforts in 2021. We had the largest percentages ever of Black+ and Latinx+ new hires in the U.S. and women new hires globally.

Hiring by race / ethnicity

● 2021 Report ● 2022 Report

U.S.

Asian+

42.8%
46.3%

Black+

8.8%
9.4%

Latinx+

8.8%
9.0%

Native American+

0.7%
0.8%

White+

44.5%
40.2%

Hiring by gender

● 2021 Report ● 2022 Report

U.S.

Women

33.1%
37.6%

Men

66.9%
62.4%

EMEA

Women

33.9%
38.5%

Men

66.1%
61.5%

APAC

Women

36.4%
37.2%

Men

63.6%
62.8%

Americas

Women

28.5%
35.8%

Men

71.5%
64.2%

Global

Women

33.7%
37.5%

Men

66.3%
62.5%

Intersectional hiring

● 2021 Report　● 2022 Report

U.S.

Asian+

Women

15.2%
17.4%

Men

27.7%
28.9%

Black+

Women

3.4%
4.3%

Men

5.4%
5.0%

Latinx+

Women

2.5%
3.2%

Men

6.2%
5.8%

Native American+

Women

0.3%
0.3%

Men

0.5%
0.5%

White+

Women

13.7%
14.8%

Men

30.8%
25.4%
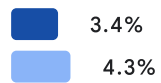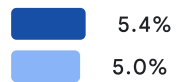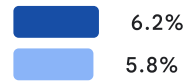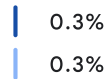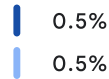
Our Approach

The path to working at Google—or in the tech industry— starts long before someone is hired.

In order for us to grow responsibly as a company—and as an industry—we recognize that we must invest in the career success of everyone—especially future generations. In 2021, we created more tailored programming to meet people wherever they are on their career journey, with an emphasis on students of all ages. We want to make it possible for anyone to access a pathway to work at Google or build a successful career with the help of Google products and services.

In the Workplace

We continued to focus on equity in our hiring process.

In 2021, our recruiting team continued creating strategies and initiatives to ensure our hiring efforts prioritize equity. For instance, we grew our Inclusive Hiring Steps and Culture Add training to help hiring managers and recruiters identify and eliminate personal biases in hiring and adopt a more fair and inclusive mindset. In 2021, these trainings reached 10,000 Googlers, doubling their reach over the last three years. In addition, we worked closely with Color in Tech to connect with Black talent, promote recruiting events, and stay in touch with potential candidates. Through this partnership, Google helped sponsor the Black Tech Fest conference, bringing around 4,000 tech professionals together to share knowledge, build new relationships, and more.

We're continuing to develop new ways to prioritize diversity, equity, and inclusion in our hiring process.

We've piloted—and plan to expand—a program to grow our autism community at Google.

In 2021, we launched Google Cloud's Autism Career Program, the first program at Google designed to further grow and strengthen our existing community of people on the autism spectrum by hiring and supporting additional talented individuals. The program has trained more than 350 Google Cloud managers and other people involved in hiring processes to ensure Google's onboarding processes are accessible and equitable for candidates with autism. Our external partner, the Stanford Neurodiversity Project, also provides coaching and ongoing support to applicants, their teammates, and their managers.

We helped clear barriers to increase our chances of attracting the best talent globally.

We recently completed the first cohort of our 2-year training and development internship in Brazil, where we removed the English fluency requirement—and hired the majority of the cohort into full-time roles at Google. Building on this success, we launched a tech-specific track and expanded the program to Mexico and Argentina.

In the World

At an industry level, we also helped create more pathways into technology fields.

Over the past several years, Google.org has given over $80 million to organizations creating opportunities for women across the world, including $25 million just last year for our Impact Challenge for Women and Girls. And for the third year running, in Southeast Asia, we ran our Women Developer Academy, helping equip women in tech with professional skills to grow their careers.

In 2021, we also grew Mind the Gap, an initiative we started in Israel in 2008 that encourages women and girls to pursue STEM careers. Mind the Gap transitioned to a virtual platform at the beginning of the pandemic. In 2021, the program reached over 60,000 students in Israel and expanded to Romania and Ghana.

Additionally, we expanded support for Native American and Indigenous job-seekers in the U.S. and Canada. Building on the Career Readiness work we've done with Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), we gave $1 million to Partnership with Native Americans to help train 10,000 students at over 50 Native-serving organizations (NSOs) and Tribal Colleges and Universities (TCUs) by 2025. Over the next four years, we'll provide digital skills curriculum and training resources to career services groups at these institutions. The program also targets high school students preparing for college and careers. We also committed $600,000 to provide free digital skills training to Indigenous job seekers across Canada. The support includes funding for an IT training program and additional education, as well as for Google Career Certificate scholarships.

Social Builder is an app that empowers women to thrive in the digital economy. In 2021, Social Builder received support from our Impact Challenge for Women and girls.

Spotlight Work

Connecting hiring and education: We've focused on increasing access to early and higher STEM education.

Our world is technology-driven—and fast-growing fields like medicine, manufacturing, and entertainment continue to need people with technical skills. We believe everyone should have access to building these skills, and that we have a role to play in helping close the opportunity gap in the tech industry. So in 2021, we focused on finding ways to increase access to early and higher STEM education.

Our partnership with 4-H has brought coding skills to over 1 million students.

Closing gaps starts early.

The fundamentals of technical skills can be learned as early as kindergarten. So our focus is to support not only students, but the teachers and technology making a difference.

In 2021, we introduced 1.4 million students in the U.S. to coding through our ongoing 4-H partnership. This surpassed our "1 million students goal" set in 2019. Of the 1.4 million students served, 47% came from historically underrepresented communities in computer science and 65% lived in rural areas. Plus, 56% of the program's teen leaders were girls. We also created an "unplugged" version of our computer science education program, CS First, so that students without internet access can still develop coding skills.

We also gave the Kapor Center a $3 million Google.org grant to establish the Equitable Computer Science Curriculum. This is a multi-year initiative in which we work with a diverse advisory board to develop guidelines for creating learning resources.

In Latin America, we launched Grow with Google for the Youth, a program that aims to provide digital skills to 5,000 young adults from underrepresented communities in Colombia, Peru, Chile, Mexico, and Argentina between 2021 and 2022. We also launched our coding app for beginners, Grasshopper, in Brazil. We attracted over 560,000 new learners our first week. In 2021, over 970,000 students spent an hour or more coding with Grasshopper.

Additionally, we provided computer science training to over 4,000 teachers in Canada, in support of Ontario's new computer science curriculum requirement for elementary school students. We connected with 200,000 participants across Canada, with a focus on reaching historically underrepresented communities in STEM and low income communities.

We also expanded our apprenticeship programs, which operate in France, India, Ireland, the Netherlands, Switzerland, the U.K. and the U.S. Apprenticeships provide alternative pathways to jobs in the tech industry and offer hands-on, real-world skills training. At least 90% of our apprentices who completed the program report they transitioned into a meaningful opportunity within six months of completing their program.

Thousands of teachers will have access to curricula that counteracts stereotypes, builds CS interest, draws on the diverse cultures of millions of students across the country.

Continued long-term commitment to higher education.

Colleges and universities that historically support underrepresented communities have long helped shape the diversity of the tech industry. With 25% of African American graduates with STEM degrees coming from Historically Black Colleges and Universities (HBCUs), it's critical we invest in these institutions and communities of students. In order to build more accessible pathways to the tech industry, we strengthened our support of HBCUs and Hispanic Serving Institutions (HSIs) in 2021 through grants and continued on-campus work.

For example, we provided $50 million in unrestricted grants to 10 HBCUs to support scholarships, classroom technology, and career-readiness curriculum. Each institution received a one-time unrestricted financial grant, providing the flexibility to invest in their communities and the future workforce as they see fit.

We also expanded our apprenticeship programs, which operate in France, India, Ireland, the Netherlands, Switzerland, the U.K. and the U.S. Apprenticeships provide alternative pathways to jobs in the tech industry and offer hands-on, real-world skills training. At least 90% of our apprentices who completed the program report they transitioned into a meaningful opportunity within six months of completing their program.

Globally, we continued to expand efforts to increase the diversity of Ph.D graduates in computing. The CS Research Mentorship Program, a Google Research initiative that supports students from historically underrepresented communities in computing research, graduated 590 mentees. Of the graduates, 83% self-identified as part of an underrepresented community. They were supported by 194 Google mentors—our largest group to date.

Grant Bennett recently graduated from an HBCU and currently works as a Human Resources Associate at Google. He's passionate about driving equity and inclusivity both in and outside of Google.

In the World

We supported workforce reentry efforts for underserved communities in the U.S.

People transitioning out of prison face structural obstacles that make it difficult to re-enter their communities and thrive, particularly when it comes to building a career. So in 2021, Grow with Google launched an initiative to provide digital skills for people who are justice-impacted, in partnership with the Center for Employment Opportunities, Defy Ventures, Fortune Society, The Ladies of Hope Ministries, and The Last Mile. This program trained more than 10,000 people impacted by incarceration on digital skills that can help them get a job or start a business.

To help support former service members and spouses, Google.org gave a $10 million grant to Hiring Our Heroes to support the launch of Career Forward, a new initiative to train 8,000 transitioning service members, veterans, and military spouses for in-demand jobs through free access to Google Career Certificates. 75% of program graduates report an improvement in their career trajectory—like a new job, career, promotion, or raise— within 6 months of certificate completion.

Amie Hanbury, a U.S. Marine Corp veteran, is a Google Career Certificate graduate and says that she couldn't be happier with her new career in IT.

And we're helping older adults who face gaps in digital skills get trained.

Through a $10 million grant from Google.org, the American Association of Retired People (AARP) will help 25,000 lower-income older adults—particularly women and people of color—improve their technology skills. The initiative will provide training to build workplace skills, including online job searching and networking tools. The funding will also support digital training in skills for starting a business, such as social media marketing and crowdfunding.

"When Black and transgender women learn how to code, it diversifies the IT field everywhere."

— Mariel Reyes Milk is the founder of {reprograma}, a program dedicated to bringing more Black and transgender women to Brazil's tech industry. {reprograma} received support from Google.org's Impact Challenge for Women and Girls in 2021.

Action #2 – Retention and Progression

We expanded how we help employees thrive at Google and are seeing promising early signs in inclusion and retention.

Our Attrition Data

We improve retention by studying attrition rates and designing programs based on that data to help Googlers stay and thrive. In 2021, we improved retention for women globally and Black+ and Latinx+ employees in the U.S. This milestone is a reflection of our commitment across the entire company, from the community support forums developed by the Inclusion Programs team to the signature 1:1 support provided to Googlers by the Stay and Thrive team. We're heartened by this progress and will continue to grow our efforts to help Googlers feel a deep sense of belonging.

For 2021, we changed how we measure attrition to more accurately reflect workforce trends. More details about our methodology can be found in the Data Methodology section of this report. We will use this methodology going forward, however, you can view data from our previous method in BigQuery at https://console.cloud.google.com/marketplace/product/bigquery-public-datasets/google-diversity-annual-report.

Attrition by race / ethnicity

● 2022 Workforce Representation
● 2022 Exits Representation

U.S.

Asian+
43.2%
39.5%

Black+
5.3%
5.0%

Latinx+
6.9%
6.6%

Native American+
0.8%
1.0%

White+
48.3%
53.2%
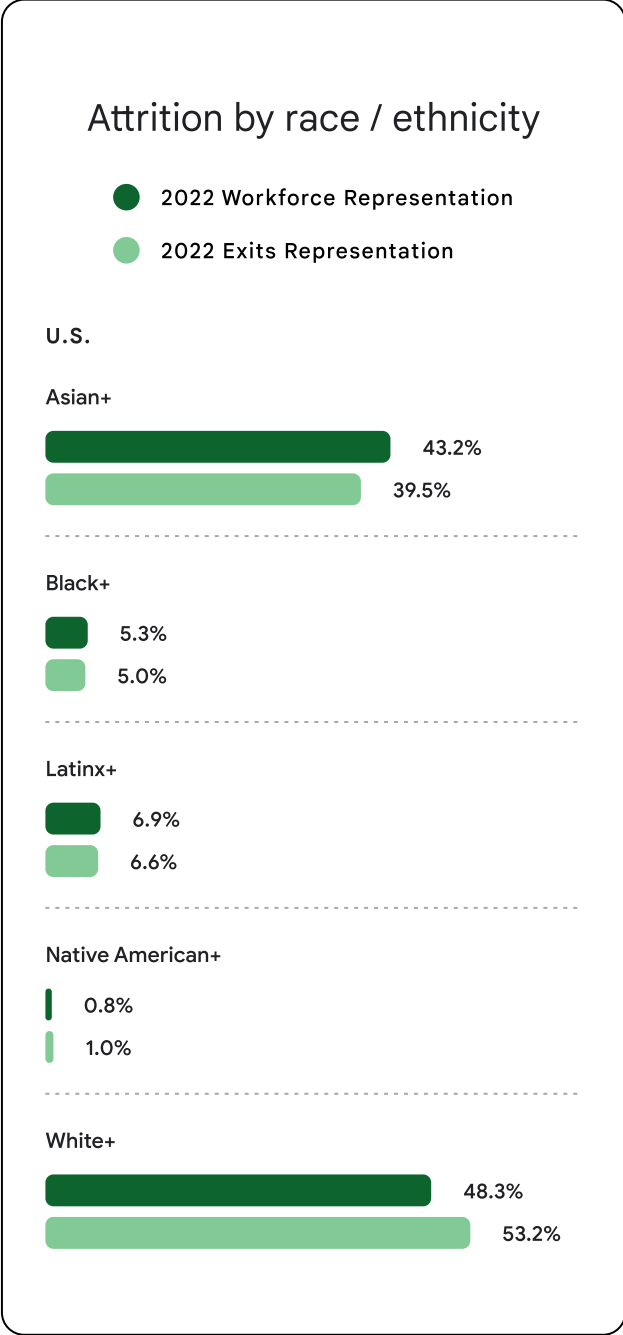
Attrition by gender

● 2022 Workforce Representation

● 2022 Exits Representation

U.S.

Women
33.5%
26.1%

Men
66.5%
73.9%

EMEA

Women
33.8%
31.6%

Men
66.2%
68.4%

APAC

Women
35.3%
36.5%

Men
64.7%
63.5%

Americas

Women
33.4%
21.3%

Men
66.6%
78.7%

Global

Women
33.9%
28.2%

Men
66.1%
71.8%

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Intersectional attrition

● 2022 Workforce Representation

● 2022 Exits Representation

U.S.

Asian+

Women
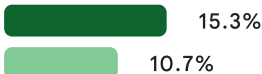
15.3%

10.7%

Men

27.9%

28.8%

Black+

Women

2.3%

2.0%

Men

3.0%

3.0%

Latinx+

Women

2.4%

1.9%

Men

4.6%

4.7%

Native American+

Women

0.3%

0.3%

Men

0.5%

0.7%

White+

Women

15.1%

13.2%

Men

33.2%

40.0%
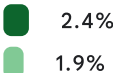
Our Approach

The world's changing attitudes about work gave us an opportunity to turn reflection into action.

Since the start of the global pandemic in 2020, there's been a collective reassessment of the role that work plays in people's lives. We've taken this moment as an opportunity to reexamine how we support Googlers while they're here. As everyone navigates changing attitudes towards what it means to build a meaningful career in a sustainable work environment, our dedication to helping our employees succeed is deeper than ever.

In the Workplace

We've helped Google leadership understand why people on their teams leave—and why they stay.

In 2021, our Stay and Thrive team launched a new way to help leaders better understand their team's attrition data. This new process is more comprehensive and relatable, offering leaders a story with meaningful—and actionable—insights. In addition to providing each team lead with quantitative attrition data, the Stay and Thrive team humanizes the numbers by offering insight on the day-to-day employee experience.

Armed with the *why* around attrition, leaders are better positioned to implement the Stay and Thrive team's recommended solutions, such as manager upskilling, more defined progression plans, and greater support for internal mobility.

Also, for the third year, we ran our #ItsUpToMe program—and saw more impact than ever before. #ItsUpToMe is a global program in over 30 offices across Europe, the Middle East, Africa, Asia-Pacific, and parts of the Americas that helps leaders, managers, and Googlers become more proactive allies to all types of communities. In 2021, #ItsUpToMe reached over 5,000 people managers. Participants worked closely with our People Operations specialists, DEI experts, and our Employee Resource Group leaders to define specific, meaningful goals—and achieve them. We also launched a digital hub with resources like learning materials, podcasts, and short stories to help all participants become more inclusive leaders.

We're continuing to expand how we help all Googlers thrive at work and beyond.

We created new opportunities for Googlers to mentor one another.

In Europe, the Middle East, and Africa, we relaunched Elevate+, a three-to six-month-long program that offers one-on-one mentorship opportunities and executive coaching to Black employees. The program aims to cultivate a stronger sense of belonging at Google by matching experienced Googlers with mentees looking to grow their leadership skills and advance their careers.

In Canada, we created Momentum, a biannual mentorship program designed to help members of Black Googler Network (BGN) Canada advance their careers. Mentees get matched with mentors, and together, they develop a personalized career development plan to gain leadership skills, get promoted, and build an even stronger support network. During this process, mentees receive coaching, training, and support from their mentors.

We gave parents, especially mothers, more health care resources.

We launched the Maven Maternal Health Program in the U.S. to give expecting mothers and parents at Google more support. The program provides resources that specifically address health issues that disproportionately affect Black families. Through the program, expecting mothers can have access to a customized care team, 24/7 virtual appointments, and 30+ types of doctors, specialists, and coaches. Plus, the program offers newborn support and customized return-to-work counseling. The program also provides mental health support through pregnancy loss, as well as LGBTQ+ inclusive preconception guidance around IVF, IUI, egg freezing, surrogacy, and adoption.

For Asian+ Googlers around the world, we helped create safe spaces and career support.

In the wake of increased violence against Asian communities, we recognized that creating safe spaces for Asian+ Googlers is more critical than ever. Across Asia, Europe, the Middle East, and Africa, we launched AGN Rise, a month-long program for Asian+ Googlers and allies, led by the Asian Google Network. Rise celebrated the heritage of Asian+ Googlers and championed their stories. It also offered participants an opportunity to develop new skills and network across different regions. And in Australia and New Zealand, we piloted a nine-month professional development program for Asian+ Googlers, where internal facilitators helped participants structure their careers for growth and develop their unique leadership styles.

In the World

Outside of Google, we supported global upskilling and reskilling—helping people keep pace with fast-growing industries.

Consider this: The 2020 Future of Jobs Report estimated that 50% of all employees will need reskilling by 2025. So in 2021, we opened global enrollment for new Career Certificates in Data Analytics, Project Management, and UX design. We also launched a new Associate Android Developer Certification, to prepare learners for entry level jobs in Android development. With over 1 million jobs open in these fields right now in the U.S., the opportunity is significant.

In partnership with the Singapore government, we launched Skills Ignition in Singapore, a new program that equips trainees with skills to build a career in an economy that's becoming increasingly reliant on technology. Ninety percent of the trainees who've been through the program so far feel it's allowed them to gain the right skills to succeed in the digital economy.

Our Grow with Google NYC Learning Center offers free hands-on workshops in partnership with community organizations, one-on-one coaching, and community events.

And we continued our work helping Latinx people in the U.S. achieve economic equity.

As part of our larger commitment to racial justice, we made a $15 million investment in economic equity initiatives focused on Latinx people in the U.S. Our goal is to help Latinx entrepreneurs, job seekers, and students have equitable access to funding and support to succeed in today's economy. Achieving this goal not only strengthens Latinx communities, but also the U.S. economy.

So we're working with the United States Hispanic Chamber of Commerce to create digital resource centers and train over 10,000 Latinx business owners on how to use digital tools to grow their business. And we gave an additional $1 million to the Hispanic Federation with the goal of helping 6,000 Latinx jobseekers build skills in 2021. Plus, we invested $7 million in Latinx startup founders around the world through the Latinx Founders Fund.

We're investing in economic equity for Latinx communities across the U.S.

Spotlight Work

For gender equity in tech, we created new resources for skills training, new mentorship programs, and more.

Largely due to the impact of the COVID-19 pandemic, we saw the gender gap widen and become more urgent in 2020.

Part of our response was to launch the Impact Challenge for Women and Girls through Google.org, providing $25 million to organizations around the globe focused on economic empowerment. After receiving nearly

8,000 applications, we selected 34 organizations to receive funding, training, and mentorship support to help women and girls, particularly those in geographically, economically, or socially underserved communities, reach their full economic potential. This initiative also included support for organizations that help trans people build thriving careers in tech and beyond.

Through #IamRemarkable, a Google initiative focused on empowering women and other underrepresented groups, we conducted trainings and workshops to improve the self-promotion and motivation skills of women and underrepresented groups. In 2021, #IamRemarkable reached over 300,000 participants across 170 countries with the help of over 4,000 active facilitators. Plus, over 1,000 external organizations brought #IamRemarkable in-house to train their employees. Half of all participants said #IamRemarkable helped them grow in their jobs and careers.

Supporting Black women in the U.S.

We've seen meaningful progress with Black Women Lead, an initiative we launched in 2020 to train 100,000 Black women in digital skills by 2022. To date, we've trained more than 200,000 women in the U.S., thanks to partnerships with Dress for Success, The Links Incorporated, and National Pan-Hellenic Council sororities.

Expanding our focus in Africa and India.

We also amplified our efforts to support gender equity in Africa, sponsoring the Our Girls, Our Future conference for young women interested in the tech industry. At the conference, we hosted a technical interview workshop, career info sessions, and a fireside chat with an industry leader. Also in Africa, we partnered with the Graca Machel Trust to provide digital skills training for over 5,000 women entrepreneurs.

The Pratham Education Foundation in India helps rural, unemployed young women learn skills to get job-ready. In 2021, they received support from our Impact Challenge for Women and Girls in 2021.

In India, we delivered our second edition of DigiPivot, an immersive experience that helps women pivot their careers to digital marketing, with the goal of helping them land jobs in tech and at Google. The 2021 cohort saw 39 graduates, with 27% reporting a career pivot—up 7% from 2020. We also piloted our Next Innings program in India, helping a cohort of women return to the workforce after taking a pause.

"'Breaking the bias' means going beyond perceived limits, giving everyone the freedom to bring all of who they are to the table in service of their greater self."

— Juliet Ehimuan, Country Director of Nigeria, explains what the theme of International Women's Day 2022 means to her.

We invested responsibly in the places we call home, building a Google that better reflects the diversity of our world.

Our Workforce Representation Data

In 2021, we saw the largest increase in Black+ and Latinx+ representation in the U.S. and women representation globally at Google since we began reporting in 2014.

Workforce representation by race / ethnicity

● 2021 Report   ● 2022 Report

U.S.

Asian+
- 42.3%
- 43.2%

Black+
- 4.4%
- 5.3%

Latinx+
- 6.4%
- 6.9%

Native American+
- 0.8%
- 0.8%

White+
- 50.4%
- 48.3%

EMEA

Asian+
- 10.9%
- 12.1%

Black or African+
- 2.8%
- 3.2%

Hispanic/Latino/Latinx+
- 3.8%
- 3.9%

Indigenous+
- 0.3%
- 0.3%

Middle Eastern or North African+
- 7.3%
- 7.8%

White or European+
- 80.4%
- 78.1%

APAC

Asian+

85.8%
88.8%

Black or African+

0.5%
0.3%

Hispanic/Latino/Latinx+

1.1%
0.8%

Indigenous+

0.2%
0.2%

Middle Eastern or North African+

0.6%
0.5%

White or European+

13.8%
11.0%

Americas

Asian+

21.8%
23.3%

Black or African+

3.9%
4.9%

Hispanic/Latino/Latinx+

33.3%
34.1%

Indigenous+

1.0%
0.8%

Middle Eastern or North African+

4.8%
4.7%

White or European+

48.2%
43.6%

Workforce representation by gender

● 2021 Report   ● 2022 Report

U.S.

Women

32.2%
33.5%

Men

67.8%
66.5%

EMEA

Women

32.7%
33.8%

Men

67.3%
66.2%

APAC

Women

34.6%
35.3%

Men

65.4%
64.7%

Americas

Women

31.0%
33.4%

Men

69.0%
66.6%

Global

Women

32.5%
33.9%

Men

67.5%
66.1%

Intersectional workforce representation

● 2021 Report   ● 2022 Report

U.S.

Asian+

Women

14.6%
15.3%

Men

27.7%
27.9%

Black+

Women

1.8%
2.3%

Men

2.6%
3.0%

Latinx+

Women

2.2%
2.4%

Men

4.2%
4.6%

Native American+

Women

0.3%
0.3%

Men

0.5%
0.5%

White+

Women

15.0%
15.1%

Men

35.4%
33.2%

Leadership representation by race / ethnicity

● 2021 Report   ● 2022 Report

U.S.

Asian+
29.4%
31.2%

Black+
3.0%
4.7%

Latinx+
3.9%
4.1%

Native American+
0.6%
0.7%

White+
65.5%
62.0%

EMEA

Asian+
6.6%
6.6%

Black or African+
3.3%
3.8%

Hispanic/Latino/Latinx+
N/A
N/A

Indigenous+
N/A
N/A

Middle Eastern or North African+
4.5%
5.8%

White or European+
87.7%
85.8%

APAC

Asian+

70.8%

72.1%

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+

28.8%

27.9%

Americas

Asian+

N/A

N/A

Black or African+

N/A

N/A

Hispanic/Latino/Latinx+

43.8%

40.9%

Indigenous+

N/A

N/A

Middle Eastern or North African+

N/A

N/A

White or European+

50.0%

52.3%

Leadership representation by gender

● 2021 Report   ● 2022 Report

U.S.

Women

- 28.1%
- 30.5%

Men

- 71.9%
- 69.5%

EMEA

Women

- 26.9%
- 29.7%

Men

- 73.1%
- 70.3%

APAC

Women

- 29.2%
- 31.8%

Men

- 70.8%
- 68.2%

Americas

Women

- 29.8%
- 34.3%

Men

- 70.2%
- 65.7%

Global

Women

- 28.1%
- 30.6%

Men

- 71.9%
- 69.4%

Intersectional leadership representation

● 2021 Report   ● 2022 Report

U.S.

Asian+

Women

8.7%
9.8%

Men

20.7%
21.4%

Black+

Women

1.3%
2.0%

Men

1.8%
2.7%

Latinx+

Women

1.4%
1.5%

Men

2.5%
2.6%

Native American+

Women

N/A
0.3%

Men

N/A
0.4%

White+

Women

17.8%
18.3%

Men

47.7%
43.7%
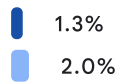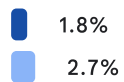
Our Approach

We made steady progress by reaching out and giving back.

We've been expanding our investment in the regions we've called home for many years—and we've planted deeper roots in newer locations. For example, we've grown our presence in more locations, especially Atlanta, Chicago, New York, and Washington D.C., so that we can attract talent from a wider variety of backgrounds and communities. We also invested (and achieved meaningful growth) in our London site. We're proud of our progress because these efforts have helped us achieve greater representation of historically underrepresented groups in the tech industry, and they've also put us on track to achieve the racial equity commitments we've made. Alongside these efforts, we also expanded how we give back to communities around the globe.

Our Washington D.C. office.

Spotlight Work

We've made meaningful progress on our racial equity commitments.

By 2025, we've committed to:

30%	Improve leadership representation of underrepresented groups in the U.S. by 30%.
2x	Double the number of Black+ Googlers in non-leadership roles in the U.S.
2x	Double the number of Black+ directors across EMEA (Europe, Middle East, and Africa) by 2023.
10,000	Grow our presence in cities that contribute to a high quality of life for Black+ Googlers by adding 10,000 jobs in Atlanta, Chicago, New York, and Washington, D.C., as well as continuing to focus on recruiting and hiring Black+ Googlers in London.

We're working to help Googlers around the globe develop knowledge and skills to foster a sense of belonging.

As part of the racial equity work we began in 2020, we've created new ways to support Black employees.

In 2020, we began a concerted and proactive effort to help end the systemic racism experienced by Black communities for generations. Research shows that from healthcare to everyday interactions with colleagues, racism and bias exist across experiences of Black people around the world. So for our Black employees, we focused on creating more support across their entire Google experience.

For example, we piloted a new onboarding program for Black employees. The program is tailored to each employee's experience level and provides mentorship and resources tailored to guide them through the first few months at Google. So far, 80% of pilot participants say they'd recommend the program to other Black employees.

A truly global effort.

For employees around the world, we launched an internal Racial Equity Platform, a digital tool that provides learning content tailored to each region, so that Googlers around the globe can develop the knowledge, skills, and attitudes that help foster a personal—and shared—sense of belonging at Google.

In addition to our regular diversity, equity, and inclusion progress tracking, we developed concrete leadership actions to make sure we deliver on our racial equity commitments in all our regions. This allows us to both take action and track our progress in areas like building more knowledge around diversity, equity, and inclusion, and creating more digital learning opportunities.

YouTube at a glance.

At YouTube, we're investing in diversity by strengthening our outreach to historically underrepresented groups in the tech industry and shifting our cultural mindset to focus on equity.

We achieved meaningful progress when it came to diversifying who we hire.

In 2021, we had our best year yet for hiring people from historically underrepresented backgrounds in the tech industry. Of our total number of new hires in 2021, 37% were women, increasing the percentage of women employees to 37% overall.

Additionally, 10% of our new hires were Black+, doubling the total percentage of Black+ YouTube employees from 3% to 6%. Finally, 9% of our new hires were Latinx+, increasing Latinx+ representation at YouTube from 5.4% to 7%.

We continued to invest in current (and future) employees.

Through leadership access programs like Black@YouTube and YouTube Coffee Club (a group dedicated to supporting junior and mid-level women in technical roles), we're continuing to expand our support for historically underrepresented groups in the tech industry. We also piloted new recruiting strategies to reach a broader pool of candidates. For example, we hosted a number of public events tailored to

different audiences, including "An Inside Look at YouTube"—a discussion that featured Black Product Managers sharing how they've navigated their careers at YouTube.

Looking to next year, we'll continue to make more progress in order to ensure YouTube is truly representative of all communities.

In the World

We spent nearly $1.5 billion with diverse suppliers, surpassing our 2021 goal.

We want to help build an inclusive economy that works for everyone. This extends within our company, and accounts for the economic impact that we can have when we buy goods and services. That's why we're providing access, development, and investment in diverse-owned companies through our supplier diversity program.

While our supplier diversity efforts began nearly a decade ago, in the summer of 2020, we committed to do more. We ended 2021 surpassing our goal to spend $1 billion with diverse-owned suppliers by spending nearly $1.5 billion. In 2022, we aim to grow our spending with diverse suppliers to $2.5 billion while expanding our program beyond the U.S. to include suppliers from historically underrepresented groups around the world.

Construction Partners Moody-Holder on site.

We invested in startups with founders from underrepresented communities around the world.

We created the Latinx Founders Fund, with an initial $7 million commitment. The Latinx Founders Fund gives founders cash awards of up to $100,000 in non-dilutive funding. This kind of support helps founders retain ownership of their company and avoid debt. We've seen the profound impact that non-dilutive capital can have on a founder's journey. Recipients also receive hands-on programming and support, including deep mentorship from Google technical and business experts, and membership in a vibrant community of fellow founders.

We've also expanded our Black Founders Fund globally, investing a total of $16 million in more than 200 founders across the U.S., Brazil, Europe and Africa. Black founders in Europe, the Middle East, and Africa received $63 million in "follow-on" funding after they participated in our Black Founders Fund, with 95% of participants reporting a positive impact on their startup's ability to fundraise. Additionally, 81% of participants in this region reported a positive impact on revenue after receiving support from us, with $1.3 million total monthly recurring revenue reported across the cohort.

We're helping transform Miami into a tech hub of the Americas.

And we invested in LGBTQ+-run businesses.

We launched a global resource hub for LGBTQ+ and LGBTQ+-friendly businesses to make it easier to access our free, inclusive growth tools. Additionally, Grow with Google helped LGBTQ+ small businesses in the U.S. learn how to use digital tools to drive business growth. We partnered with the National LGBT Chamber of Commerce (NGLCC), the "business voice of the LGBT community," to provide their network of affiliate chambers with training curriculums and resources that help small businesses adapt, grow, and better serve their community. Together, we delivered more than 100 digital skills workshops.

We're proud to support spaces where LGBTQ+ people feel safe—like Mina's World, a community-centered trans and people of color-run café in West Philadelphia.

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. Thanks to an initiative called Self-ID, Google gathers global data on race, gender, and other identities to help give us a more complete picture of our workforce. This data is helping to power our diversity, equity, and inclusion (DEI) efforts globally, and helps to make everyone at Google more visible - so that we can create an even more inclusive workplace.

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

6.7%	Self-identified as LGBQ+ and/or Trans+
5.4%	Self-identified as having a disability
5.0%	Self-identified as being, or having been, members of the military
<1%	Self-identified as non-binary

In 2021, the number of Googlers who self-identify (or "self-ID") as members of these underrepresented communities grew — but at a slower pace than our overall growth.

"It's not just about capital. It's all the stuff we've gotten—from storytelling help to mentorship opportunities."

— **Rudy Ellis, founder of Switchboard Live, received support from our Black Founders Fund.**
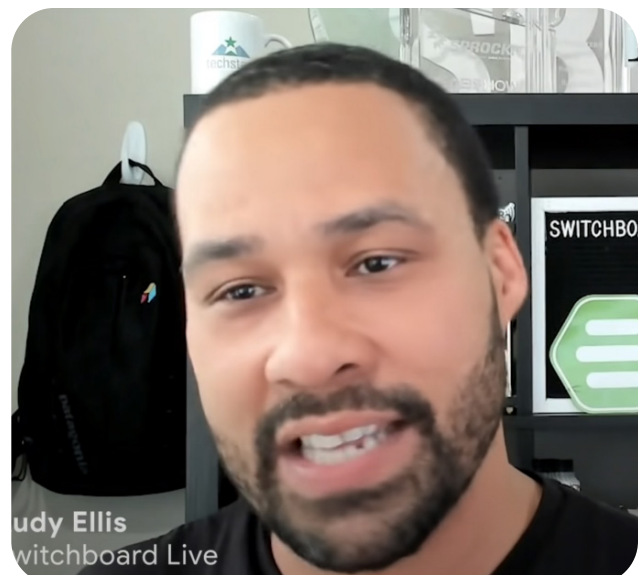
Action #4 – Flexibility

We implemented new policies and practices to make hybrid work more inclusive and accessible.

Our Approach

In our return to office planning, we're being mindful of the challenges ahead.

After over two years of working remotely, we recognize that the future of work is flexible—and that it's our responsibility to make every workplace even more inclusive and accessible. Now that we're moving closer to a hybrid working world, we know our policies and strategies can't be one-size-fits-all. So this year, we took action to make all our offices inclusive, with new global guidance on best practices, office design experiments, and more.

In the Workplace

We've created a return to office plan that centers on balance and well-being.

Our return-to-office policies reflect what we've heard from Googlers about the things they love most about our workplace, and how they adapted to thrive while working from home. Googlers from underrepresented communities told us they appreciate having the flexibility to work from parts of the country that are more diverse and in communities where they feel most at home. Many also embraced fully remote work because it allowed them to balance extra caretaking responsibilities for young children or ailing family members.

We're experimenting with new ways to make the future of work inclusive and accessible.

So we're moving to a hybrid work week. Most Googlers will now spend approximately three days in the office and two days wherever they work best—whether that's at the office or at home. As part of our efforts, we launched a global campaign called "Room for All" to spread awareness that we, as Googlers, own our work culture and each individual has the power to make choices (big and small) that create a more inclusive environment. The campaign provides Googlers with helpful language and tools developed by our leadership and employee resource groups. We're also offering more opportunities to transfer office locations or work 100% remotely. And we're offering four "work from anywhere" weeks per year, to give everyone more flexibility, particularly around summer and holiday travel.

Spotlight Work

Our workplace team is growing—with more focus on inclusion and accessibility.

Over the last few years, we've been working on creating spaces that are universally accessible and inclusive. At Google, we're putting the theory of "universal design" into practice: By making spaces inclusive of people with disabilities, we're making our environments more inclusive of everyone. Now, with a future built around hybrid working, we took steps to ensure the best possible experience when employees do come into an office.

Members of our Disability Alliance employee resource group gather together.

Getting more feedback.

Our Accessibility and Inclusion team now collects feedback from employee groups that represent all kinds of Googlers, as part of our efforts to create an inclusive workplace. One outcome of this work is the inclusion of Wudu/ablution sinks in our Toronto and Waterloo offices in Canada. Wudu/ablution sinks are critical to the daily prayer practices of many Muslim communities.

"I am impressed with the constant and ubiquitous building accessibility improvements, resulting in a reliably inclusive PwD Googler experience. Over the last decade, I've seen this manifest deeply, to the point where it feels like part of the office's core physical culture to be barrier-free and inclusive."

— Sasha, a Googler in New York with a disability.

Spreading the work.

In 2021, the REWS Accessibility and Inclusion team also created Baseline Accessibility Global Guidance, the first-ever initiative focused on unifying accessibility design minimum expectations for future Google sites around the world.

We're also in the early stages of developing a new room type called a "controlled sensory environment." This room will allow someone to control their environmental stimuli like temperature, lighting, and noise level. This is a space all Googlers can benefit from, but it can provide critical relief for those who identify as neurodiverse.

In the World

Across the globe, we brought more flexibility to workplaces and classrooms.

We brought Google Workspace to everyone with a Google account for free. In doing this, we're making it easier for people to collaborate on work projects, school projects, and everything in between—from advancing a cause, to planning a family reunion, or discussing this month's book club pick.

We also improved virtual and hybrid learning experiences for teachers and students. We launched more than 50 new education features for Google Classroom, Meet, and Cloud, helping make learning easier for students and teachers no matter where they are. We also launched a special version of Google Workspace, designed specifically for education. Google Workspace for Education brings all the Google tools and services used by teachers into one place, along with additional features to enhance teaching, stronger security, and more.
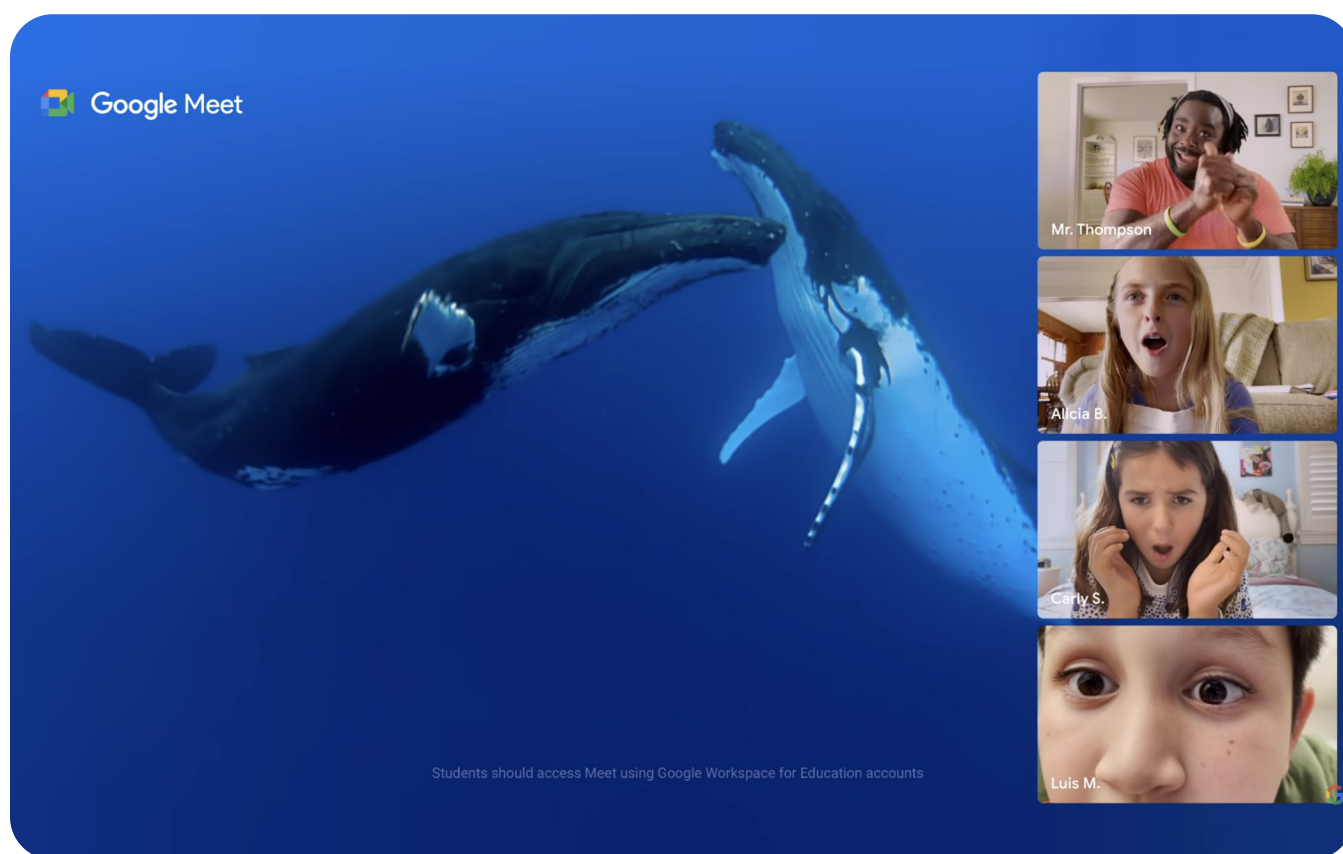
Google Workspace apps like Google Meet allow people to collaborate more easily, whether it's for work, school, or in life.

"The open and inclusive culture is the most valuable experience I've cherished at Google over the years. It has taught me to be accepting of myself and others, which in turn has helped me grow into a better person."

— Parinita Das, a Googler in Hyderabad, India, reflects on what she appreciates most about Google. Parinita recently lost an upper-limb and now uses a bionic arm.

Action #5 – Belonging and Innovation

We took concrete steps to foster a culture of belonging—which helps us better design and build products with everyone in mind.

Our Approach

Belonging is a universal human need—and it's our responsibility to help foster it.

According to the work of john a. powell, an internationally recognized expert in civil rights, "belonging" is the common thread that bonds nations, neighborhoods, families, communities, and workplaces. At Google, our goal is to build a culture in which everyone feels that they belong— and that they can meaningfully contribute to building helpful, universally accessible products and services.

In the Workplace

We grew our global internal support for people with disabilities at Google.

We've increased representation of people with disabilities at Google and we're making sure that they can engage, imagine and build—belonging in all the ways that matter at Google. For example, in Brazil, we've tripled the representation of Googlers with disabilities, and we launched real-time, live captioning (generated by real people), live audio-descriptors, and sign language interpreters for all office-wide meetings.

Our offices in Zurich, London, Wroclaw, Munich (pictured), and the Hyperlink Bridge in Dublin turned purple for International Day of Persons with Disabilities.

We're also helping foster new connections with disability communities around the globe. Last year, our London, Dublin, Munich, Zurich, Wroclaw, and Nairobi offices celebrated #PurpleLightUp, a global campaign that celebrates every employee with a disability around the world. Leaders from each office also held conversations with our employee resource group (ERG) for Googlers with disabilities.

We're weaving belonging into the fabric of our company practices.

In 2021, we partnered closely with the Othering and Belonging Institute to create targeted strategies for incorporating belonging into everything Google does. For example, we continue to host quarterly roundtable discussions on making AI research more equitable. As a result of our roundtables, we co-created a set of internal exercises to ensure teams prioritize equity and inclusiveness as they design and build new products and services.

To support the development of ethical and fair AI technology, we brought together 70 of Google's expert advisors from 40 offices around the world to act as the "Principles Pioneers." Each advisor received dedicated training on tech ethics and algorithmic fairness, consistent with our AI Principles, before engaging on far-reaching projects that extend across all Google products. Recently, the team identified—and helped fix—fairness concerns in an image dataset used in a new product built for internet users in developing nations.

Marian Croak and Jen Gennai are two Googlers who are helping define responsible AI.

Globally, we've created more space for open conversations on tough topics.

In Asia Pacific, we started "You Can't Ask That" in 2020. This program creates a brave and respectful place for any Googler to share stories and experiences that reflect experiences faced by themselves or their community. We continued to see strong participation in this program in 2021—for example, over 3,400 Googlers attended sessions. And from hosting community talks in the U.S., to providing additional global mental health services, we listened and took action to help Asian Googlers around the world feel supported. And in our India offices, we received a gold rating in the India Workplace Equality Index 2021, India's first comprehensive benchmarking tool to measure LGBTQ+ inclusion in the workplace—thanks to internal initiatives, like "Chai Chats," that foster open discussions between employees.

Members of our Asian Google Network employee resource group gather together.

In the World

We responded to hate with support and compassion.

Google committed over $10 million in funds to help #StopAsianHate, a global campaign focused on condemning anti-Asian violence, including Google.org cash grants, Google Ad Grants, and YouTube Ad Credits. Ads created free marketing resources to raise awareness about the increase in hate towards Asian American and Pacific Islander (AAPI) communities.

We also launched new internal initiatives. From community talks in the U.S., to additional mental health services available globally, we listened and took action to help Asian Googlers around the world feel supported during a particularly painful time.

Google and YouTube made a company-wide pledge to continue to combat hate speech online with our policies, tools, and programs to an audience of world leaders at the Malmö International Forum, an annual event focused on combating anti-Semitism globally. We also announced $5.4 million in monetary grants and in-kind ad donations to support governments and nonprofits as they promote Holocaust awareness and fight anti-Semitism.

We provided opportunities for people with disabilities to grow their careers in the tech industry.

To increase representation of people with disabilities, we launched gReach in Asia. gReach is a paid upskilling program for students and industry professionals with disabilities. The program gives participants on-the-job training and the chance to work on a range of projects in various Google teams.

We supported spaces that create a sense of belonging for LGBTQ+ communities.

We're proud to support spaces like the Magic City Acceptance Center, a radically inclusive, affirming space for LGBTQ+ communities in Alabama.

To aid small business recovery during the pandemic, we launched a global campaign to help support and celebrate LGBTQ+ friendly spaces—from queer and trans-owned auto shops to historic gay bars and community arts centers. We also made a $4 million commitment of funding and Ad Grants—plus tools, training, and volunteer opportunities—to LGBTQ+ businesses and organizations recovering from COVID-19.

And we worked to create health equity using data and technology.

We launched The Health Equity Tracker (HET), a publicly available data platform that visually displays and contextualizes the health disparities facing communities of color throughout the U.S. This tool analyzes national public health data to record COVID-19 cases, deaths, and hospitalizations across race and ethnicity, sex, and age, tracking case rates by state and county. The tool also measures social and systemic factors—like poverty and lack of health insurance—that exacerbate these inequities and result in higher COVID-19 death rates for people of color, especially in Black and Latinx communities.
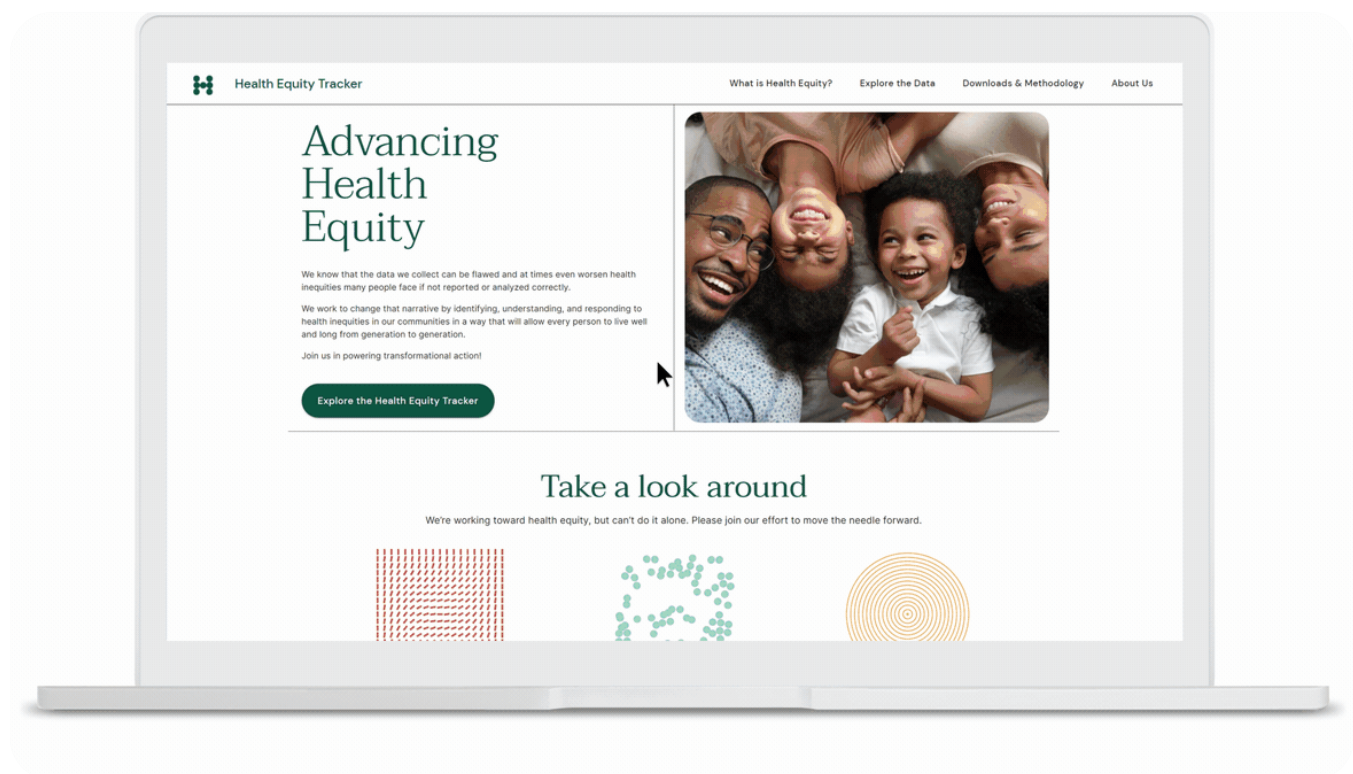
Our new Health Equity Tracker visualizes health data, making it more actionable and accessible.

Spotlight Work

Equity and product innovation: Building with, not just for.

When it comes to product innovation, we believe in reaching out to build with communities, not just build for them. And in 2021, we saw a few of these exciting, collaborative initiatives come to life.
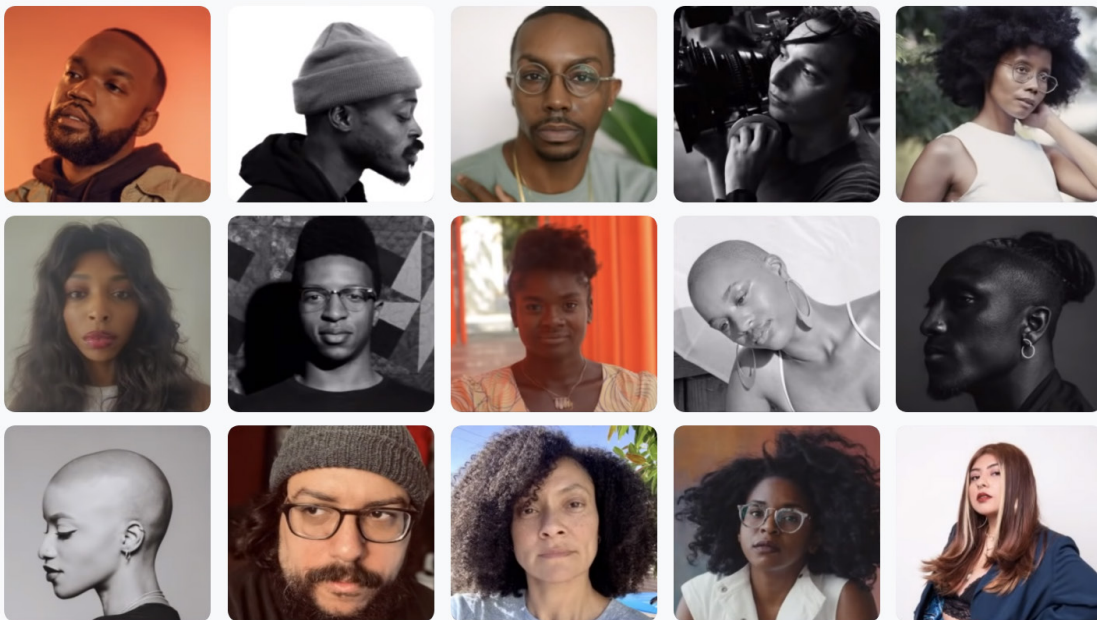
As part of Google's commitment to product inclusion, our teams are working to ensure that all of Google's camera and imagery products work for everyone, of every skin tone.

Really listening to feedback.

Take Real Tone. Historically, bias in camera technology has resulted in people of color being excluded from moments that matter. Earlier cameras were not built to capture darker skin tones—creating photos only showing lighter skin tones with clarity and balance. We partnered with well-known image makers in communities of color, like cinematographer Kira Kelly and multidisciplinary artist Deun Ivory, to improve our understanding and our datasets that train our camera models.

Their feedback helped provide improvements across our face detection, camera and editing products. How so? For one, we improved the auto-white balance models that determine color in pictures to show more nuanced skin color. We also developed an algorithm to reduce stray light, which tends to disproportionately wash out darker skin tones.

Similarly, we worked with transgender communities to improve Google Photos.

For those communities, an old photo can be painful. So we made it possible to hide photos of certain people or time periods from our Memories feature. And we're working on adding even more control features in the future.

By partnering with GLAAD, we got feedback from transgender, nonbinary, and gender expansive communities that features like Memories don't work equally well for everyone.

Building inclusively, to preserve what matters most.

Outside of our core products, we also build products that can help communities preserve their culture. For example, in 2021, we launched Woolaroo, an open source tool for exploring the indigenous languages of the world, in partnership with experts at the Yugambeh Museum in Australia. The tool allows communities to preserve and expand word lists for 10 global languages, like Māori, Nawat, Tamazight, Sicilian, Yang Zhuang, Rapa Nui, and more.
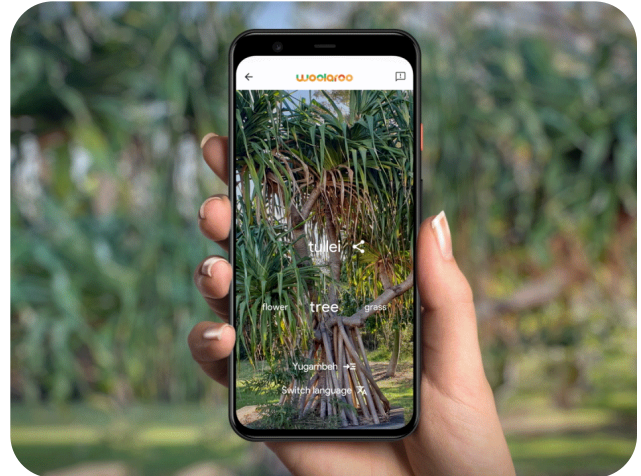
Woolaroo is a new digital tool for exploring indigenous languages.

"When I came to Google, it was a tremendous opportunity to be at the forefront of thinking about how tech and innovation could help to solve some of the challenges we face in society. After all, we were thinking about tools, who uses them, and how."

— Chanelle Hardy, who co-leads Google's civil and human rights program, helps ensure that Google's products and services reflect the input of diverse communities.

Workplace Commitments

In September 2020, we announced more than 50 new workplace commitments, as part of our ongoing work to build a safe and inclusive workplace. These commitments are grounded in five Guiding Principles: Commitment, Care, Transparency, Fairness and Consistency, and Accountability. These Principles and our workplace enhancements reflect our commitment to providing a working environment that is free of harassment. Each of these principles touches on a number of areas, including severance, work relationships, diversity, equity, and inclusion, and more. As of the first quarter of 2022, these changes have gone into effect, subject to local laws and requirements.

These Principles also support our initiatives to improve diversity, equity, and inclusion (DEI) at Google and Alphabet. Alphabet's DEI Advisory Council oversees the creation, implementation, and ongoing operation of these initiatives. For its inaugural year, the Council's members include Sundar Pichai (Alphabet and Google CEO), Kent Walker (President, Global Affairs, Alphabet and Google), Jen Fitzpatrick (SVP, Core Systems and Experiences), Melonie Parker (Chief Diversity Officer), and three external (i.e., non-Alphabet) members—Judge Nancy Gertner (Ret.), Grace Speights, and Fred Alvarez—who bring deep knowledge and experience with implementing best practices addressing diversity, equity, inclusion, and sexual harassment.

In February of 2022, under the DEI Advisory Council's guidance, we launched our latest commitments, including commitments that emphasize the higher standard to which we hold our senior leaders and people managers. They highlight our belief that leadership is responsible for fostering a respectful and inclusive workplace where Googlers can feel encouraged and supported if they report concerns. Other commitments take a harder line on misconduct to make sure there is clear accountability when it comes to unacceptable behavior, and that any consequences are applied fairly and equitably across the company. For example, we've implemented mandatory restrictions on performance ratings, compensation, eligibility for promotion, and severance for people who have engaged in serious misconduct. And we expanded and updated our arbitration policies to waive any obligation to arbitrate individual harassment, discrimination, and retaliation claims across all of Alphabet, including the Bets.

These are just a few examples of the progress we have made under the guidance of the DEI Advisory Council. We look forward to continuing this work in the year ahead and will continue to share these updates going forward.

Looking Ahead

As we continue to build a more inclusive and representative Google, we'll hold ourselves accountable in how we work to make our goals a reality.

We want to maintain the momentum for positive, systemic change we've built over the last two years. We remain committed to prioritizing inclusivity and equity in everything we do, from hiring to developing talent, to building new products and services, to designing our offices. Plus, we'll keep expanding our efforts to help every Googler feel a strong sense of belonging at work and in the world. These efforts will be tailored to regions and communities, because we know equity won't be achieved with a one-size-fits-all approach.

We also remain focused on holding ourselves accountable for results. In addition to this report, we will continue to share regular progress with Alphabet's board through reports covering fairness in representation, hiring, retention, performance, and promotion.

Looking back at 2021, we're proud of how we worked to meet people where they are. Our progress has energized our 2022 work—and we hope you'll follow our journey as we help build a more equitable and inclusive future.

Data Methodology

Learn about how we report our data.

Data Methodology

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

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

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

In past Diversity Annual Reports, we assessed retention parity by comparing the attrition rates of underrepresented communities to Google-wide attrition using an internally computed index. Starting this year, we will shift to reporting on exits representation (the demographic representation of Googlers who leave the company) and comparing exits representation of underrepresented communities at Google to their overall representation at Google. This new methodology is more transparent because it provides real percentages instead of a calculated index. Plus, it's easier to understand and compare attrition year over year, giving us the opportunity to see our data holistically across time. If you'd like to see our 2021 attrition data using our previous methodology, it's available in the data appendix of this report.

Communities Methodology

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

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

In our 2019 Diversity Annual Report, we began counting multiracial people as a member 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 https://about.google/belonging/diversity-annual-report/2021/static/pdfs/2021_Alphabet_Consolidated_EEO-1_Report.pdf.

For the second 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" 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 and Data Sharing

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.

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

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

Appendix

Google hiring data

Overall

	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity								
Asian+	34.9%	37.4%	43.0%	43.8%	43.9%	48.5%	42.8%	46.3%
Black+	3.5%	4.3%	3.7%	4.1%	4.8%	5.5%	8.8%	9.4%
Hispanic/Latinx+	5.9%	6.5%	5.8%	6.3%	6.8%	6.6%	8.8%	9.0%
Native American+	0.9%	0.7%	0.6%	0.8%	1.1%	0.8%	0.7%	0.8%
White+	59.3%	54.9%	51.1%	49.7%	48.5%	43.1%	44.5%	40.2%
U.S. Gender								
Women	29.4%	29.4%	30.4%	30.4%	34.9%	32.1%	33.1%	37.6%
Men	70.6%	70.6%	69.6%	69.6%	65.1%	67.9%	66.9%	62.4%
Global Gender								
Women	30.7%	30.6%	31.6%	31.3%	33.2%	32.5%	33.7%	37.5%
Men	69.3%	69.4%	68.4%	68.7%	66.8%	67.5%	66.3%	62.5%

Tech

	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity								
Asian+	38.6%	42.5%	48.1%	49.7%	51.8%	55.5%	51.3%	54.9%
Black+	2.0%	2.5%	2.2%	2.6%	2.8%	3.5%	6.2%	6.0%
Hispanic/Latinx+	4.8%	4.5%	4.9%	4.9%	5.3%	5.5%	8.4%	7.4%
Native American+	0.9%	0.4%	0.5%	0.7%	0.8%	0.7%	0.6%	0.7%
White+	57.8%	53.1%	48.1%	46.0%	43.5%	38.7%	39.0%	35.8%
U.S. Gender								
Women	21.8%	22.7%	24.4%	25.4%	27.3%	26.7%	28.9%	30.6%
Men	78.2%	77.3%	75.6%	74.6%	72.7%	73.3%	71.1%	69.4%
Global Gender								
Women	20.8%	22.1%	23.6%	24.6%	25.7%	25.6%	27.9%	29.1%
Men	79.2%	77.9%	76.4%	75.4%	74.3%	74.4%	72.1%	70.9%

Google hiring data

Non-tech

	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity								
Asian+	25.5%	24.7%	27.6%	26.2%	26.3%	29.9%	26.5%	28.5%
Black+	7.3%	9.0%	8.2%	8.4%	9.2%	10.6%	13.7%	16.3%
Hispanic/Latinx+	8.8%	11.3%	8.6%	10.4%	10.2%	9.6%	9.5%	12.4%
Native American+	1.0%	1.5%	0.9%	1.1%	1.6%	1.2%	1.0%	1.1%
White+	63.3%	59.6%	60.6%	60.4%	59.3%	54.8%	55.2%	49.2%
U.S. Gender								
Women	48.9%	45.9%	48.7%	45.2%	51.6%	46.6%	41.4%	52.4%
Men	51.1%	54.1%	51.3%	54.8%	48.4%	53.4%	58.6%	47.6%
Global Gender								
Women	46.0%	44.2%	46.8%	43.9%	47.2%	43.9%	41.1%	49.1%
Men	54.0%	55.8%	53.2%	56.1%	52.8%	56.1%	58.9%	50.9%

Leadership

	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity								
Asian+	28.0%	25.3%	33.1%	27.7%	32.7%	28.0%	23.7%	33.3%
Black+	4.8%	2.3%	1.5%	5.7%	3.6%	3.6%	7.1%	12.6%
Hispanic/Latinx+	2.4%	3.4%	2.3%	4.3%	5.1%	4.4%	5.8%	4.9%
Native American+	0.0%	0.0%	1.5%	1.4%	0.5%	0.7%	N/A	N/A
White+	68.3%	69.0%	64.6%	63.1%	59.7%	66.2%	65.8%	51.4%
U.S. Gender								
Women	28.9%	23.0%	27.5%	28.4%	26.0%	24.6%	30.4%	35.1%
Men	71.1%	77.0%	72.5%	71.6%	74.0%	75.4%	69.6%	64.9%
Global Gender								
Women	30.1%	25.7%	29.6%	29.4%	25.9%	26.1%	28.9%	35.9%
Men	69.9%	74.3%	70.4%	70.6%	74.1%	73.9%	71.1%	64.1%

Google intersectional hiring data

Overall

	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women								
Asian+	11.6%	12.2%	14.2%	14.2%	15.6%	16.1%	15.2%	17.4%
Black+	1.2%	1.6%	1.7%	1.4%	2.2%	2.3%	3.4%	4.3%
Hispanic/Latinx+	1.9%	2.1%	1.8%	2.0%	2.7%	2.3%	2.5%	3.2%
Native American+	0.4%	0.3%	0.2%	0.2%	0.5%	0.4%	0.3%	0.3%
White+	16.0%	14.8%	14.1%	14.4%	16.2%	13.0%	13.7%	14.8%
U.S. Men								
Asian+	23.3%	25.2%	28.9%	29.6%	28.3%	32.4%	27.7%	28.9%
Black+	2.3%	2.7%	2.0%	2.6%	2.6%	3.2%	5.4%	5.0%
Hispanic/Latinx+	4.0%	4.4%	4.0%	4.3%	4.1%	4.3%	6.2%	5.8%
Native American+	0.5%	0.4%	0.4%	0.6%	0.5%	0.4%	0.5%	0.5%
White+	43.3%	40.1%	37.0%	35.3%	32.3%	30.1%	30.8%	25.4%

Tech

	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women								
Asian+	10.9%	12.2%	14.2%	14.4%	15.9%	16.5%	17.1%	18.4%
Black+	0.4%	0.6%	0.7%	0.6%	0.8%	1.0%	1.8%	2.0%
Hispanic/Latinx+	0.9%	0.9%	1.0%	1.1%	1.4%	1.4%	1.8%	1.8%
Native American+	0.3%	0.1%	0.1%	0.1%	0.3%	0.3%	0.2%	0.2%
White+	10.2%	9.8%	9.5%	10.4%	10.3%	8.9%	9.6%	9.8%
U.S. Men								
Asian+	27.7%	30.3%	33.7%	35.2%	35.9%	39.0%	34.2%	36.5%
Black+	1.6%	1.9%	1.6%	2.0%	2.0%	2.5%	4.4%	4.0%
Hispanic/Latinx+	3.8%	3.6%	3.9%	3.8%	3.9%	4.1%	6.6%	5.6%
Native American+	0.6%	0.3%	0.4%	0.6%	0.5%	0.4%	0.4%	0.5%
White+	47.5%	43.3%	38.6%	35.6%	33.3%	29.8%	29.4%	26.1%

Google intersectional hiring data

Non-tech								
	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women								
Asian+	13.4%	12.4%	14.1%	13.4%	14.8%	15.2%	11.5%	15.4%
Black+	3.4%	4.0%	4.6%	3.9%	5.2%	5.6%	6.4%	9.2%
Hispanic/Latinx+	4.4%	5.0%	4.2%	4.6%	5.6%	4.6%	4.0%	6.1%
Native American+	0.6%	0.7%	0.4%	0.6%	1.0%	0.7%	0.4%	0.5%
White+	30.7%	27.0%	28.2%	26.0%	29.2%	23.8%	21.7%	25.2%
U.S. Men								
Asian+	12.1%	12.3%	13.4%	12.8%	11.5%	14.6%	15.1%	13.1%
Black+	3.9%	4.9%	3.6%	4.4%	4.0%	5.1%	7.2%	7.0%
Hispanic/Latinx+	4.4%	6.2%	4.4%	5.8%	4.7%	5.1%	5.6%	6.4%
Native American+	0.4%	0.7%	0.5%	0.5%	0.6%	0.6%	0.7%	0.5%
White+	32.5%	32.6%	32.3%	34.4%	30.2%	31.0%	33.6%	24.0%

Leadership								
	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women								
Asian+	10.8%	4.6%	10.8%	9.9%	7.1%	5.8%	6.8%	11.9%
Black+	3.6%	0.0%	0.8%	2.1%	0.5%	1.1%	2.6%	4.7%
Hispanic/Latinx+	0.0%	2.3%	0.8%	0.7%	3.1%	2.2%	N/A	N/A
Native American+	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	N/A	N/A
White+	15.7%	16.1%	15.4%	17.0%	16.3%	17.8%	20.8%	17.8%
U.S. Men								
Asian+	18.1%	20.7%	22.3%	17.7%	25.5%	22.2%	16.8%	21.5%
Black+	1.2%	2.3%	0.8%	3.5%	3.1%	2.6%	4.5%	7.9%
Hispanic/Latinx+	2.4%	1.1%	1.5%	3.5%	2.0%	2.2%	4.5%	3.0%
Native American+	0.0%	0.0%	1.5%	1.4%	0.0%	0.7%	N/A	N/A
White+	51.8%	52.9%	49.2%	46.1%	43.4%	48.4%	45.0%	33.6%

Google hiring data by region

Overall				
		2021	**2022**	
	Gender			
Americas (non-U.S.)	Women	28.5%	35.8%	
	Men	71.5%	64.2%	
APAC	Women	36.4%	37.2%	
	Men	63.6%	62.8%	
EMEA	Women	33.9%	38.5%	
	Men	66.1%	61.5%	

Tech				
		2021	**2022**	
	Gender			
Americas (non-U.S.)	Women	23.2%	27.1%	
	Men	76.8%	72.9%	
APAC	Women	25.0%	24.9%	
	Men	75.0%	75.1%	
EMEA	Women	27.9%	28.0%	
	Men	72.1%	72.0%	

Non-tech				
		2021	**2022**	
	Gender			
Americas (non-U.S.)	Women	34.1%	40.6%	
	Men	65.9%	59.4%	
APAC	Women	43.3%	46.8%	
	Men	56.7%	53.2%	
EMEA	Women	38.9%	49.2%	
	Men	61.1%	50.8%	

Google hiring data by region

Leadership				
		2021	2022	
	Gender			
Americas (non-U.S.)	**Women**	N/A	N/A	
	Men	75.0%	N/A	
APAC	**Women**	20.8%	27.5%	
	Men	79.2%	72.5%	
EMEA	**Women**	28.8%	47.1%	
	Men	71.2%	52.9%	

Google attrition index data

Overall					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	85	81	80	85	94
Black+	122	112	112	121	102
Hispanic/Latinx+	110	106	97	105	99
Native American+	97	104	131	136	126
White+	110	110	117	112	107
U.S. Gender					
Women	90	86	82	82	80
Men	105	105	108	108	110
Global Gender					
Women	94	90	87	84	83
Men	103	104	106	107	108

Tech					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	84	80	79	86	95
Black+	155	120	121	130	92
Hispanic/Latinx+	120	110	101	110	100
Native American+	71	104	116	103	156
White+	115	114	122	115	109
U.S. Gender					
Women	81	76	79	76	77
Men	107	106	107	108	108
Global Gender					
Women	84	78	83	78	80
Men	105	107	105	107	107

Google attrition index data

Non-tech					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	97	93	85	80	84
Black+	92	96	103	121	112
Hispanic/Latinx+	102	102	87	96	98
Native American+	181	116	133	183	91
White+	101	104	106	106	105
U.S. Gender					
Women	93	95	82	90	85
Men	108	107	117	109	116
Global Gender					
Women	94	92	88	87	86
Men	106	107	110	110	112

Google intersectional attrition index data

Overall					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	73	71	59	66	73
Black+	90	92	110	146	97
Hispanic/Latinx+	92	90	93	81	83
Native American+	100	112	123	148	87
White+	103	94	99	94	86
U.S. Men					
Asian+	92	87	90	95	105
Black+	145	125	114	106	106
Hispanic/Latinx+	117	113	98	117	107
Native American+	140	104	143	127	156
White+	112	117	124	119	116

Tech					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	65	60	50	62	72
Black+	124	84	107	190	84
Hispanic/Latinx+	118	86	88	78	83
Native American+	31	132	70	N/A	144
White+	102	90	116	94	88
U.S. Men					
Asian+	93	88	91	96	105
Black+	160	136	127	110	99
Hispanic/Latinx+	122	112	105	120	106
Native American+	89	96	140	N/A	171
White+	118	120	124	120	114

Google intersectional attrition index data

Non-tech					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	88	95	78	75	75
Black+	68	86	106	137	106
Hispanic/Latinx+	78	86	89	79	85
Native American+	124	80	130	141	N/A
White+	96	95	81	94	88
U.S. Men					
Asian+	108	91	93	87	96
Black+	122	107	98	104	120
Hispanic/Latinx+	115	120	83	107	111
Native American+	140	191	127	246	147
White+	106	113	130	116	123

Google attrition index data by region

Overall

		2021	2022
	Gender		
Americas (non-U.S.)	Women	97	66
	Men	101	117
APAC	Women	79	92
	Men	111	101
EMEA	Women	92	90
	Men	102	105

Tech

		2021	2022
	Gender		
Americas (non-U.S.)	Women	N/A	52
	Men	108	117
APAC	Women	79	87
	Men	106	105
EMEA	Women	94	93
	Men	103	102

Non-tech

		2021	2022
	Gender		
Americas (non-U.S.)	Women	97	80
	Men	104	113
APAC	Women	75	90
	Men	118	104
EMEA	Women	91	85
	Men	105	115

Google exits representation data

Overall					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	31.0%	31.5%	31.9%	35.2%	39.5%
Black+	4.0%	3.9%	4.1%	5.1%	5.0%
Hispanic/Latinx+	6.1%	6.2%	5.9%	6.5%	6.6%
Native American+	0.8%	0.9%	1.1%	1.1%	1.0%
White+	62.7%	61.5%	61.8%	57.2%	53.2%
U.S. Gender					
Women	27.0%	26.3%	25.6%	26.5%	26.1%
Men	73.0%	73.7%	74.4%	73.5%	73.9%
Global Gender					
Women	29.5%	28.3%	28.2%	27.4%	28.2%
Men	70.5%	71.7%	71.8%	72.6%	71.8%

Tech					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	34.6%	35.2%	36.1%	40.9%	45.8%
Black+	3.1%	2.9%	2.9%	3.1%	3.0%
Hispanic/Latinx+	4.9%	5.0%	4.9%	5.6%	5.4%
Native American+	N/A	0.8%	0.9%	0.6%	1.0%
White+	61.6%	59.7%	60.0%	54.4%	49.9%
U.S. Gender					
Women	17.4%	17.5%	18.8%	19.0%	20.3%
Men	82.6%	82.6%	81.2%	81.0%	79.7%
Global Gender					
Women	17.9%	17.3%	19.1%	18.5%	20.1%
Men	82.1%	82.7%	81.0%	81.5%	79.9%

Google exits representation data

Non-tech					
	2018	2019	2020	2021	2022
Race / Ethnicity					
Asian+	23.6%	22.8%	22.0%	21.1%	22.3%
Black+	5.9%	6.3%	7.1%	9.9%	10.6%
Hispanic/Latinx+	8.4%	9.1%	8.2%	8.7%	9.8%
Native American+	1.6%	1.2%	1.6%	2.3%	1.1%
White+	65.0%	65.6%	66.1%	64.2%	62.3%
U.S. Gender					
Women	46.9%	47.2%	41.7%	45.1%	41.9%
Men	53.1%	52.8%	58.4%	54.9%	58.1%
Global Gender					
Women	45.4%	44.2%	42.3%	41.4%	41.2%
Men	54.7%	55.9%	57.8%	58.6%	58.8%

Google intersectional exits representation data

Overall					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	8.7%	9.1%	7.9%	9.4%	10.7%
Black+	1.2%	1.2%	1.7%	2.5%	2.0%
Hispanic/Latinx+	1.6%	1.8%	1.9%	1.8%	1.9%
Native American+	0.4%	0.4%	0.5%	0.5%	0.3%
White+	16.6%	15.0%	15.3%	14.4%	13.2%
U.S. Men					
Asian+	22.4%	22.3%	24.1%	25.8%	28.8%
Black+	2.8%	2.7%	2.5%	2.6%	3.0%
Hispanic/Latinx+	4.4%	4.4%	4.0%	4.7%	4.7%
Native American+	0.4%	0.5%	0.7%	0.6%	0.7%
White+	46.2%	46.6%	46.5%	42.8%	40.0%
Tech					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	7.4%	7.5%	6.5%	9.0%	10.8%
Black+	0.7%	0.6%	0.7%	1.1%	0.8%
Hispanic/Latinx+	0.8%	1.1%	0.9%	1.0%	1.1%
Native American+	N/A	N/A	N/A	N/A	0.3%
White+	9.6%	8.8%	11.2%	9.1%	8.8%
U.S. Men					
Asian+	27.3%	27.6%	29.6%	31.8%	35.1%
Black+	2.4%	2.3%	2.1%	2.0%	2.1%
Hispanic/Latinx+	4.1%	4.0%	4.0%	4.6%	4.3%
Native American+	N/A	0.5%	0.7%	N/A	0.7%
White+	52.0%	51.1%	48.8%	45.3%	41.0%

Google intersectional exits representation data

Non-tech					
	2018	2019	2020	2021	2022
U.S. Women					
Asian+	11.5%	12.9%	10.9%	10.2%	10.4%
Black+	2.4%	2.7%	3.8%	6.0%	5.0%
Hispanic/Latinx+	3.4%	3.6%	4.2%	3.7%	4.0%
Native American+	1.0%	N/A	0.9%	1.1%	N/A
White+	30.8%	29.5%	25.0%	27.8%	25.0%
U.S. Men					
Asian+	12.0%	9.9%	11.1%	10.9%	11.9%
Black+	3.5%	3.6%	3.3%	4.0%	5.5%
Hispanic/Latinx+	5.0%	5.5%	4.0%	5.0%	5.7%
Native American+	N/A	N/A	N/A	1.3%	0.8%
White+	34.2%	36.1%	41.1%	36.4%	37.3%

Google exits representation data by region

Overall			2021	2022
		Gender		
Americas (non-U.S.)		Women	29.0%	21.3%
		Men	71.0%	78.7%
APAC		Women	28.0%	36.5%
		Men	72.0%	63.5%
EMEA		Women	30.8%	31.6%
		Men	69.2%	68.4%

Tech			2021	2022
		Gender		
Americas (non-U.S.)		Women	N/A	9.3%
		Men	90.0%	90.7%
APAC		Women	15.9%	19.8%
		Men	84.1%	80.2%
EMEA		Women	17.1%	21.0%
		Men	82.9%	79.0%

Non-tech			2021	2022
		Gender		
Americas (non-U.S.)		Women	36.7%	32.9%
		Men	63.3%	67.1%
APAC		Women	33.9%	42.7%
		Men	66.1%	57.3%
EMEA		Women	41.1%	39.4%
		Men	58.9%	60.6%

Google workforce representation data

Overall

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity									
Asian+	31.5%	32.7%	33.9%	36.3%	38.1%	39.8%	41.9%	42.3%	43.2%
Black+	2.4%	2.5%	2.8%	2.8%	3.0%	3.3%	3.7%	4.4%	5.3%
Hispanic/Latinx+	4.5%	4.9%	5.2%	5.3%	5.3%	5.7%	5.9%	6.4%	6.9%
Native American+	1.0%	1.0%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%
White+	64.5%	62.9%	61.0%	58.5%	56.6%	54.4%	51.7%	50.4%	48.3%
U.S. Gender									
Women	29.0%	29.2%	29.3%	29.5%	29.8%	31.0%	31.6%	32.2%	33.5%
Men	71.0%	70.8%	70.7%	70.5%	70.2%	69.0%	68.4%	67.8%	66.5%
Global Gender									
Women	30.6%	30.6%	30.6%	30.8%	30.9%	31.6%	32.0%	32.5%	33.9%
Men	69.4%	69.4%	69.4%	69.2%	69.1%	68.4%	68.0%	67.5%	66.1%

Tech

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity									
Asian+	35.1%	36.4%	38.1%	40.6%	42.8%	45.1%	47.6%	48.3%	49.6%
Black+	1.5%	1.6%	1.7%	1.8%	1.9%	2.1%	2.4%	2.9%	3.5%
Hispanic/Latinx+	3.6%	4.0%	4.1%	4.2%	4.3%	4.5%	4.8%	5.3%	5.7%
Native American+	0.8%	0.8%	0.6%	0.6%	0.6%	0.7%	0.7%	0.7%	0.6%
White+	62.3%	60.6%	58.7%	56.1%	53.6%	51.1%	48.1%	46.6%	44.4%
U.S. Gender									
Women	17.4%	18.9%	20.0%	21.1%	22.4%	23.8%	24.7%	25.7%	27.0%
Men	82.6%	81.1%	80.0%	78.9%	77.6%	76.2%	75.3%	74.3%	73.0%
Global Gender									
Women	16.6%	18.0%	19.1%	20.2%	21.4%	22.9%	23.6%	24.6%	25.9%
Men	83.4%	82.0%	80.9%	79.8%	78.6%	77.1%	76.4%	75.4%	74.1%

Google workforce representation data

Non-tech

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity									
Asian+	24.6%	24.5%	24.2%	25.1%	25.0%	25.4%	26.6%	26.7%	27.2%
Black+	4.1%	4.6%	5.2%	5.5%	5.8%	6.6%	7.2%	8.4%	9.8%
Hispanic/Latinx+	6.3%	7.0%	7.8%	7.9%	8.4%	8.9%	9.1%	9.3%	10.0%
Native American+	1.6%	1.4%	1.4%	1.2%	1.1%	1.2%	1.2%	1.2%	1.2%
White+	68.7%	67.9%	66.4%	65.3%	64.7%	63.3%	61.5%	60.4%	58.1%
U.S. Gender									
Women	51.6%	51.4%	51.1%	50.9%	50.2%	50.7%	50.3%	48.8%	50.0%
Men	48.4%	48.6%	48.8%	49.1%	49.8%	49.3%	49.7%	51.2%	50.0%
Global Gender									
Women	48.1%	48.1%	48.1%	48.4%	47.8%	47.9%	47.4%	46.4%	47.4%
Men	51.9%	51.9%	51.9%	51.6%	52.2%	52.1%	52.6%	53.6%	52.6%

Leadership

	2014	2015	2016	2017	2018	2019	2020	2021	2022
Race / Ethnicity									
Asian+	24.2%	25.0%	25.8%	27.1%	27.3%	28.9%	29.6%	29.4%	31.2%
Black+	1.7%	2.0%	1.8%	2.0%	2.4%	2.6%	2.6%	3.0%	4.7%
Hispanic/Latinx+	2.2%	2.0%	2.1%	2.4%	2.7%	3.3%	3.7%	3.9%	4.1%
Native American+	0.6%	0.9%	0.7%	0.8%	0.8%	0.7%	0.5%	0.6%	0.7%
White+	73.2%	72.2%	71.3%	69.6%	68.9%	66.6%	65.9%	65.5%	62.0%
U.S. Gender									
Women	20.6%	23.2%	24.0%	24.2%	25.3%	26.4%	26.9%	28.1%	30.5%
Men	79.4%	76.8%	76.0%	75.8%	74.7%	73.6%	73.1%	71.9%	69.5%
Global Gender									
Women	20.8%	22.9%	24.2%	24.5%	25.5%	26.1%	26.7%	28.1%	30.6%
Men	79.2%	77.1%	75.8%	75.5%	74.5%	73.9%	73.3%	71.9%	69.4%

Google intersectional workforce representation data

Overall									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women									
Asian+	10.0%	10.5%	11.0%	11.8%	12.5%	13.3%	14.2%	14.6%	15.3%
Black+	1.1%	1.0%	1.1%	1.2%	1.2%	1.4%	1.6%	1.8%	2.3%
Hispanic/Latinx+	1.5%	1.6%	1.7%	1.7%	1.7%	2.0%	2.0%	2.2%	2.4%
Native American+	0.5%	0.4%	0.4%	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%
U.S. Men									
Asian+	21.4%	22.1%	22.9%	24.4%	25.7%	26.4%	27.7%	27.7%	27.9%
Black+	1.3%	1.5%	1.7%	1.7%	1.8%	1.9%	2.1%	2.6%	3.0%
Hispanic/Latinx+	3.0%	3.3%	3.5%	3.6%	3.6%	3.8%	3.9%	4.2%	4.6%
Native American+	0.6%	0.5%	0.5%	0.4%	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%

Tech									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women									
Asian+	8.3%	9.1%	10.1%	11.2%	12.1%	13.2%	14.2%	14.9%	15.7%
Black+	0.4%	0.4%	0.4%	0.5%	0.5%	0.6%	0.7%	0.9%	1.1%
Hispanic/Latinx+	0.5%	0.7%	0.7%	0.8%	0.9%	1.0%	1.1%	1.3%	1.4%
Native American+	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
White+	8.6%	9.0%	9.2%	9.3%	9.6%	9.9%	9.6%	9.7%	9.8%
U.S. Men									
Asian+	26.8%	27.3%	28.0%	29.5%	30.7%	31.9%	33.4%	33.5%	33.9%
Black+	1.1%	1.3%	1.3%	1.3%	1.4%	1.5%	1.7%	2.1%	2.4%
Hispanic/Latinx+	3.0%	3.3%	3.3%	3.4%	3.4%	3.5%	3.7%	4.0%	4.3%
Native American+	0.6%	0.5%	0.4%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%
White+	53.8%	51.7%	49.5%	46.7%	44.0%	41.3%	38.5%	36.9%	34.6%

Google intersectional workforce representation data

Non-tech									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women									
Asian+	13.3%	13.4%	13.2%	13.6%	13.4%	13.7%	14.3%	13.8%	14.3%
Black+	2.4%	2.5%	2.7%	2.9%	3.1%	3.6%	3.9%	4.3%	5.2%
Hispanic/Latinx+	3.3%	3.6%	3.9%	3.8%	4.0%	4.5%	4.5%	4.5%	4.9%
Native American+	1.0%	0.9%	0.8%	0.7%	0.7%	0.7%	0.7%	0.6%	0.7%
White+	35.1%	34.3%	33.4%	32.7%	31.8%	31.3%	30.3%	28.9%	28.5%
U.S. Men									
Asian+	11.0%	10.9%	10.9%	11.5%	11.7%	11.7%	12.4%	12.9%	12.9%
Black+	1.7%	2.1%	2.5%	2.5%	2.8%	3.0%	3.3%	4.0%	4.5%
Hispanic/Latinx+	3.0%	3.4%	3.9%	4.1%	4.4%	4.4%	4.6%	4.8%	5.2%
Native American+	0.6%	0.6%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%	0.5%
White+	33.8%	33.6%	33.1%	32.6%	32.9%	32.0%	31.2%	31.5%	29.7%

Leadership									
	2014	2015	2016	2017	2018	2019	2020	2021	2022
U.S. Women									
Asian+	6.1%	7.2%	7.5%	7.2%	7.3%	8.1%	8.5%	8.7%	9.8%
Black+	1.0%	1.2%	1.0%	1.1%	1.3%	1.1%	1.1%	1.3%	2.0%
Hispanic/Latinx+	0.4%	0.5%	0.6%	0.8%	0.7%	1.3%	1.5%	1.4%	1.5%
Native American+	0.1%	0.3%	0.3%	0.4%	0.4%	0.4%	0.3%	N/A	0.3%
White+	14.3%	15.0%	15.2%	15.7%	16.4%	16.5%	16.8%	17.8%	18.3%
U.S. Men									
Asian+	18.4%	17.9%	18.4%	20.1%	20.0%	20.9%	21.1%	20.7%	21.4%
Black+	0.8%	0.8%	0.8%	0.9%	1.1%	1.5%	1.5%	1.8%	2.7%
Hispanic/Latinx+	1.8%	1.5%	1.4%	1.6%	1.9%	2.0%	2.2%	2.5%	2.6%
Native American+	0.6%	0.6%	0.3%	0.4%	0.4%	0.3%	0.2%	N/A	0.4%
White+	58.6%	57.2%	56.2%	53.8%	52.4%	50.1%	49.1%	47.7%	43.7%

Google workforce representation data by region

Overall		2021	2022
	Race / Ethnicity		
Americas (non-U.S.)	Asian+	21.8%	23.3%
	Black or African+	3.9%	4.9%
	Hispanic/Latino/Latinx+	33.3%	34.1%
	Indigenous+	1.0%	0.8%
	Middle Eastern or North African+	4.8%	4.7%
	White or European+	48.2%	43.6%
APAC	Asian+	85.8%	88.8%
	Black or African+	0.5%	0.3%
	Hispanic/Latino/Latinx+	1.1%	0.8%
	Indigenous+	0.2%	0.2%
	Middle Eastern or North African+	0.6%	0.5%
	White or European+	13.8%	11.0%
EMEA	Asian+	10.9%	12.1%
	Black or African+	2.8%	3.2%
	Hispanic/Latino/Latinx+	3.8%	3.9%
	Indigenous+	0.3%	0.3%
	Middle Eastern or North African+	7.3%	7.8%
	White or European+	80.4%	78.1%
	Gender		
Americas (non-U.S.)	Women	31.0%	33.4%
	Men	69.0%	66.6%
APAC	Women	34.6%	35.3%
	Men	65.4%	64.7%
EMEA	Women	32.7%	33.8%
	Men	67.3%	66.2%

Google workforce representation data by region

Tech		2021	2022
	Race / Ethnicity		
Americas (non-U.S.)	Asian+	30.4%	33.9%
	Black or African+	3.2%	3.8%
	Hispanic/Latino/Latinx+	19.2%	17.8%
	Indigenous+	0.8%	0.7%
	Middle Eastern or North African+	6.5%	6.3%
	White or European+	50.1%	46.2%
APAC	Asian+	89.2%	91.5%
	Black or African+	0.4%	0.3%
	Hispanic/Latino/Latinx+	0.7%	0.6%
	Indigenous+	N/A	0.1%
	Middle Eastern or North African+	0.5%	0.4%
	White or European+	10.6%	8.4%
EMEA	Asian+	11.3%	13.0%
	Black or African+	1.9%	2.3%
	Hispanic/Latino/Latinx+	3.9%	4.0%
	Indigenous+	0.3%	0.3%
	Middle Eastern or North African+	7.9%	8.5%
	White or European+	80.5%	77.7%
	Gender		
Americas (non-U.S.)	Women	20.4%	23.5%
	Men	79.6%	76.5%
APAC	Women	22.5%	23.5%
	Men	77.5%	76.5%
EMEA	Women	21.0%	22.7%
	Men	79.0%	77.3%

Google workforce representation data by region

Non-tech		2021	2022
	Race / Ethnicity		
Americas (non-U.S.)	Asian+	14.7%	15.1%
	Black or African+	4.6%	5.9%
	Hispanic/Latino/Latinx+	45.0%	47.0%
	Indigenous+	1.2%	0.9%
	Middle Eastern or North African+	3.3%	3.5%
	White or European+	46.7%	41.6%
APAC	Asian+	82.0%	85.5%
	Black or African+	0.5%	0.4%
	Hispanic/Latino/Latinx+	1.6%	1.1%
	Indigenous+	0.3%	0.2%
	Middle Eastern or North African+	0.7%	0.6%
	White or European+	17.3%	14.1%
EMEA	Asian+	10.5%	11.1%
	Black or African+	3.7%	4.3%
	Hispanic/Latino/Latinx+	3.6%	3.8%
	Indigenous+	0.4%	0.4%
	Middle Eastern or North African+	6.7%	6.9%
	White or European+	80.3%	78.6%
	Gender		
Americas (non-U.S.)	Women	39.7%	40.5%
	Men	60.3%	59.5%
APAC	Women	44.3%	45.3%
	Men	55.7%	54.7%
EMEA	Women	44.4%	45.4%
	Men	55.6%	54.6%

Google workforce representation data by region

Leadership		2021	2022
	Race / Ethnicity		
Americas (non-U.S.)	Asian+	N/A	N/A
	Black or African+	N/A	N/A
	Hispanic/Latino/Latinx+	43.8%	40.9%
	Indigenous+	N/A	N/A
	Middle Eastern or North African+	N/A	N/A
	White or European+	50.0%	52.3%
APAC	Asian+	70.8%	72.1%
	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+	28.8%	27.9%
EMEA	Asian+	6.6%	6.6%
	Black or African+	3.3%	3.8%
	Hispanic/Latino/Latinx+	N/A	N/A
	Indigenous+	N/A	N/A
	Middle Eastern or North African+	4.5%	5.8%
	White or European+	87.7%	85.8%
	Gender		
Americas (non-U.S.)	Women	29.8%	34.3%
	Men	70.2%	65.7%
APAC	Women	29.2%	31.8%
	Men	70.8%	68.2%
EMEA	Women	26.9%	29.7%
	Men	73.1%	70.3%

Google self-identification data

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