

The Google logo is displayed in its signature multi-colored font (blue, red, yellow, blue, green, red) against a blurred background of a search engine interface. A yellow magnifying glass is positioned over the text, and a search bar with the word "SEARCH" is visible at the bottom of the page.

Google

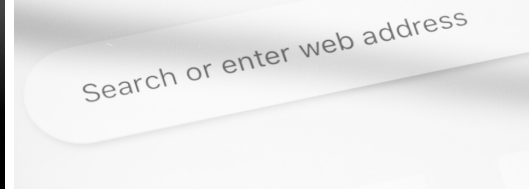
2022

Company Profile

Women's Power & Influence Index (1.0)

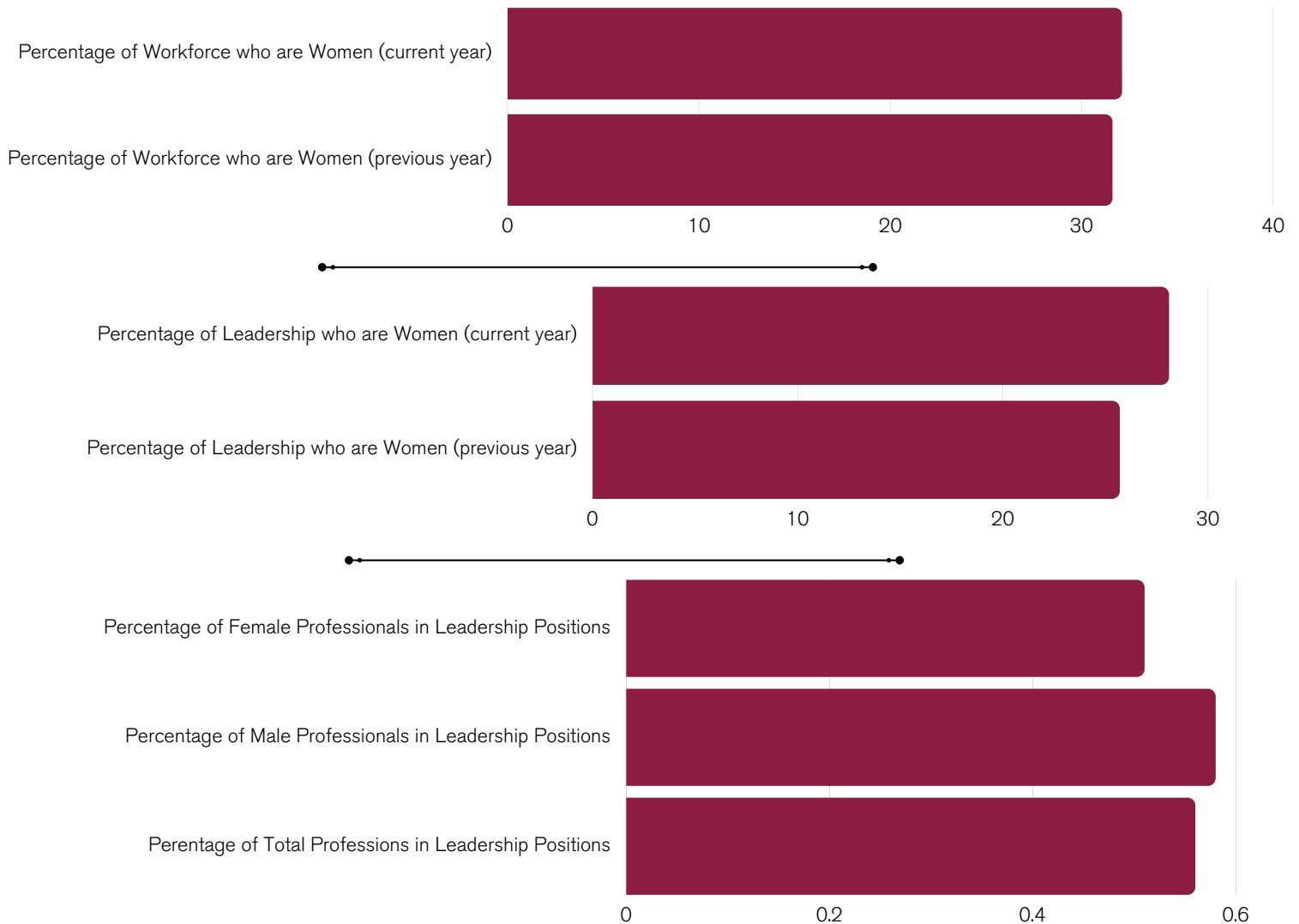
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Google, a corporation that develops and sells technology-related services and products, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power and Influence Index. Google has a caregiver PTO policy of 14 weeks of caregiver leave, childcare benefits, and growing family support. There is also a comprehensive professional development program, Women@Google, focusing on the retention of female employees, creating an inclusive environment, networking, and mentorship opportunities. Based on the most recent Equal Employment Opportunity (EEO) data, 26% of the executive positions are held by women and 31% of the total workforce is female. Google is working towards gender pay equity in the workplace through its annual pay gap review. We could not find any information on recruitment efforts or a gender equality program.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

Compensation

Pay Gap

Pay Gap Score

Existence of policy to address the gender pay gap

1

"Each year we run a rigorous statistical analysis to make sure all new salaries, bonuses and equity awards are fair. We take into account things that should impact pay, such as role, level, location and performance. If we find any differences in proposed pay between men and women globally or by race and ethnicity or age in the U.S., we make upward adjustments."

Ref: Pg 1, Google Pay Equity

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

1

"Women@Google is our largest global employee network and is committed to empowering all women at Google by connecting, developing, and retaining female talent, creating a culture of inclusion, and making social impact in local communities. Women@ provides networking and mentoring opportunities, professional development, and community to Googler women across 52 countries."

Ref: pg 6, Google Diversity Commitments

Mentorship

Mentorship Score

Existence of formal mentoring programs to facilitate advancement of careers of female employees

1

"Women@ provides networking and mentoring opportunities, professional development, and community to Googler women across 52 countries."

Ref: pg 6, Google Diversity Commitments

Recruitment Efforts

Recruitment Efforts Score

Written commitment to attracting women to open positions

0

Information related to this criterion could not be found.

Work-Life Balance

Childcare Benefits

Childcare Benefits
Score
1

Existence of childcare subsidies and support

"Expanded emergency and backup care options to reimburse the costs of a caregiver for up to 20 days."

Ref: Pg 34, Google Diversity Report

Caregiver Paid Time Off (PTO)

Caregiver PTO Score
1

Availability of paid caregiver leave in excess of government mandates

"Expanded Carer's leave from 4 to 14 weeks of paid time away from work to help support the many Googlers with caregiving duties, including those with children, those taking care of elderly, and those with family who have been impacted by COVID-19 and other events of 2020."

Ref: Pg 34, Google Diversity Report

Health Benefits

Health Benefits Score
1

Existence of female oriented health benefits

"Fertility and growing family support."

Ref: Pg 2, Benefits-Google Careers

External Stakeholder

Community Engagement

Community
Engagement Score
1

Organizational support of initiatives that drive gender equality and women's empowerment in the community

"Bringing the best of Google's programs, products, people, and technology to women-led tech startups across the U.S. and Canada through our Google for Startups Accelerator: Women Founders Program."

"Reached over 8,000 women in sub-Saharan Africa through a partnership with She Leads Africa. Our WomenWill program helped them navigate the negative socioeconomic impacts of COVID-19 through access to funding, digital skills, and financial literacy training, as well as mentorship and social networking."

Ref: Pg 10, Google Diversity Report

Inclusive Culture

Gender Equality Program

Additional programs that promote gender equality within the industry or the company

Information related to this criterion could not be found.

Gender Equality Program Score

0

Harassment Policy

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

"Harassment at events and in online communities is unfortunately common. Creating an official policy aims to improve this by making it clear that harassment of anyone for any reason is not acceptable within our events and communities. This policy may prevent harassment by clearly defining expectations for behavior, aims to provide reassurance, and encourages people who have had bad experiences at other events to participate in this one."

Ref: Google Anti-Harassment Policy

Harassment Policy Score

1

Harassment and Discrimination Training

Existence of policies mandating discrimination and sexual harassment training

"We will update and expand our mandatory sexual harassment training. From now on if you don't complete your training, you'll receive a one-rating dock in Perf (editor's note: Perf is our performance review system)."

Ref: Google Harassment Training

Harassment & Discrimination Training Score

1