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How are women represented at Google?

Compared to representation in the workforce

How we stack up:

- The entire tech industry is looking to increase the representation of women in the workforce; we're no exception.
- As of January 1, 2014, our workforce is 30% women, with variations across functions and teams.

How do we know how we're doing?

- The labor supply varies from country to country and from role to role, so there's no single set of metrics that we can use as a benchmark.
- To have some point of comparison, we're using data from the US Bureau of Labor Statistics ([Current Population Survey](#))* as a proxy for the eligible workforce.

We aspire to be better.

- Our staffing teams are focused on building a pipeline of qualified female candidates. And Googlers can help, too, by submitting referrals of outstanding female candidates.
- We also realize that we can't just focus on hiring more women; we also need to ensure we've created an environment where women can thrive, grow and develop their careers.

What we're doing:

- We've started to map out our initial approach [here](#).
- But, we all need to continue building an inclusive culture where we make fair and objective decisions.

In leadership

Leadership numbers across the industry:

- Companies across the US report greater representation of women [at the junior levels](#) than at the senior levels, with similar [trends across the globe](#).
- At companies with 5000+ employees, [34% of senior managers](#) are women, though that number drops to just

Percent of roles occupied by women

	Women at Google*	Women in population in similar roles**
Overall	30%	33%
Tech	17%	25%
GBO	45%	40%
G&A	55%	52%

*Google data includes active employees as of 1/1/2014; excludes individual job level 'Other'; excludes individuals with unknown gender

** The Diversity Team undertook an analysis that matched the job families in Google to their closest match in the US Census' American Community Survey. In addition to matching job families, the team also made adjustments to better the demographics of the top talent in the labor pool. We started with US data base because it is the most robust comparison point we have.

21% at the executive level.

- The trend is even more pervasive among women in technical roles. According to the National Center for Women and Information Technology, a staggering [56%](#) of technical women leave at the “mid-level.”

How we stack up:

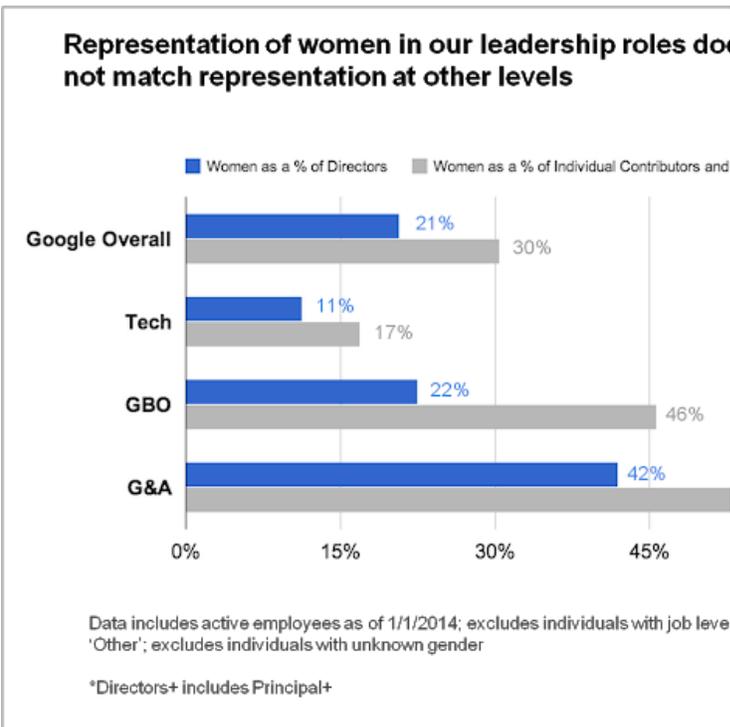
- Google's not immune to these larger trends, as we see similar drop-off rates for women in leadership roles (L8+) in our own workforce.
- The challenge is compounded by the fact that too few women apply for open senior level roles.

Our goals:

- To increase the representation of women who are individual contributors/managers.
- To increase the representation of women who are Directors and above.
- To work toward closing the gap between the two groups.

What we're doing:

- We're proactively identifying senior level candidates to bring into Google, and we are working aggressively to grow and retain female Googlers once they're here.
- We're partnering closely with [Women@Google](#) and [Google Women in Engineering](#) to offer more development opportunities for women at every level.



Click below for more information broken down by function.



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