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The Combined Black Workforces of Google, Facebook, and Twitter Could Fit on a Single Jumbo Jet

—By [Josh Harkinson \(/authors/josh-harkinson\)](#) | Thu Jul. 2, 2015 2:00 PM EDT

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[Michael Jung \(http://www.shutterstock.com/pic-210383785/stock-photo-young-african-american-businessman-holding-cell-phone-on-airplane.html?src=mkdh7qXvQzk1HD8sFoGD7w-1-13\)](http://www.shutterstock.com/pic-210383785/stock-photo-young-african-american-businessman-holding-cell-phone-on-airplane.html?src=mkdh7qXvQzk1HD8sFoGD7w-1-13) /Shutterstock

We already knew that Google, Facebook, and Twitter [employed relatively few African Americans \(http://www.mothersjones.com/media/2014/05/google-diversity-labor-gender-race-gap-workers-silicon-valley\)](#), but new details show that the gap is truly striking. All three companies have disclosed their full [FEO1 reports \(http://www.eeoc.gov/employers/eeo1survey/\)](#), detailed accounts of their employees' race and gender demographics that the law requires them to submit to the US Equal Employment Opportunity Commission. The reports show that out of a combined 41,000 Twitter, Facebook, and Google employees, only 758, or 1.8 percent, are black. To put this in perspective, all of those workers could fit onto [a single Airbus A380 \(http://www.theRichest.com/rich-list/the-biggest/the-10-biggest-passenger-airplanes/\)](http://www.theRichest.com/rich-list/the-biggest/the-10-biggest-passenger-airplanes/). Have a look:

Number of Black Employees at Leading Tech Companies



[Get the data](#) [Fullscreen](#)

Mother Jones

African Americans comprise 13 percent of the overall workforce, which means they are underrepresented at Google, Facebook, and Twitter by a factor of 7. Here's a visual comparison of the black employees...



versus all other employees:



Race and gender gaps in tech hiring have been hot-button issues as of late. Since last May, when Rev. Jesse Jackson showed up at Google's shareholder meeting, he has won some serious diversity concessions from major tech companies (<http://www.motherjones.com/politics/2015/05/tech-industry-diversity-jesse-jackson>)—but the pace of minority hiring remains slow. As the Guardian noted yesterday (<http://www.theguardian.com/technology/2015/jul/01/facebook-diversity-black-employees>), Facebook hired 1,216 new people last year, and only 36 were black. Since last year, the percentage of black Google workers has not changed (<http://www.motherjones.com/mojo/2015/06/google-diversity-statistics-barely-improved>).

It should be easier to shift workplace demographics at smaller companies. Twitter, with fewer than 3,000 employees in 2014, has a huge black user base that is sometimes referred to as "Black Twitter (<https://twitter.com/hashtag/blacktwitter>)." Jackson wants the company to do more to move the needle. "I am very disappointed," he told *the Guardian*. "We are becoming intolerant with these numbers. There's a big gap between their talk and their implementation."

Airplane image: Anthony Lui/Noun Project (<https://thenounproject.com/search/?q=jumbo-jet&i=15251>)

Correction: An early version of this story misstated the number of black employees at Google and incorrectly suggested that Twitter had released its 2015 EEO1 report. Mother Jones regrets the errors.

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([http://twitter.com/home?status=The combined black workforces of Google, Facebook, and Twitter are not diverse](http://twitter.com/home?status=The%20combined%20black%20workforces%20of%20Google%2C%20Facebook%2C%20and%20Twitter%20are%20not%20diverse))

<http://www.motherjones.com/mojo/2015/07/black-twitter-silicon-valley-diversity>

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[JOSH HARKINSON](http://www.motherjones.com/authors/josh-harkinson) Reporter

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Only 1 in 10 Twitter coders is female. And its numbers on racial diversity aren't much better.

[Google's New Diversity Stats Are Only Slightly Less Embarrassing Than They Were Last Year](http://www.motherjones.com/mojo/2015/06/google-diversity-statistics-barely-improved)
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thebriang · 2 days ago

My question is how exactly are these companies supposed to court those employees? Hey if your black and you get a degree or two in fields that we are actively hiring for, we'll throw you a million dollar signing bonus that no one else gets? Hire Headstart life coaches to starting teaching the value of STEM and plot out career salary goals at an early age? Should we lower the requirements for black hires, white guys at Google need a PhD (or two) but because your black we'll accept a CompSci Bachelors? Maybe start a white guy hiring freeze for a couple years?

Also this article uses African American and black interchangeably, but I think if were talking about diversity in tech you really need to elaborate because I know a lot more African Africans working in Tech than African Americans. There are some of course, but CompSci doesn't really seem to be a common course of study for most of the African Americans I know.

1 ^ | v · Reply · Share >



battybrain → thebriang · 2 days ago

Yes, but it's a much better headline to imply Twitter and Facebook are racist than to wonder why there aren't more African Americans graduating with degrees in technology, isn't it?

2 ^ | v · Reply · Share >



JohnnyT → battybrain · 21 hours ago

Who on earth implied they're racist?

^ | v · Reply · Share >



jasev01 → thebriang · 2 days ago

Again someone full of it. I have applied to google in the past before co-founding a tech company. Git a nope. I have a bunch of friends Ivy league degrees all nope. I wonder how it happens that only 1.8% are qualified must be theri fault. Makes sense. PS you know there are other jobs other than STEM jobs right? HR? Legal? BD? Marketing? Sales? CRM? The list goes on.

3 ^ | v · Reply · Share >



nycplayboy78 → jasev01 · 2 days ago

AMEN!!!! Say it again....I have my Ph.D in Computer Science and Google told me flat out NO.....I do Computer Security/Cyber Security for the US Government and I am a Military Veteran and I still don't make the cut....IT IS THE CULTURE AT THESE ORGANIZATIONS THAT KEEP BLACK PEOPLE OUT!!!!

3 ^ | v · Reply · Share >



Mcineral → jasev01 · a day ago

I've done hiring in both IT and tech over the last 15 years and of the thousands of resumes i've gotten, 2% black would be an optimistic number.

I've always noticed just how few blacks are in software development field.

Considering how many Indians teach themselves development skills and get overseas jobs and eventually land US based H1b jobs, its quite disappointing we cant' get people already in this country who need jobs to do the necessary training in order to succeed in today's workforce.

As far as your google story, many qualified people get turned down there, not just blacks.

I'd say they are more agist than racist in their hiring discrimination.

^ | v · Reply · Share ›



jasev01 → Mcineral · a day ago

Sorry but again this does not fly. First again not all jobs are in software development. Second how do you know which resumes were black? Third how many were hired?

The first this everyone jumps on is well there are not blacks software developers ok let us except that as true. What about the support roles. Are you suggesting that less than 2% black people apply for any job at any tech company? The articles and other such articles are not about software development jobs its is about eh company as a whole. Are you suggesting that 1.8% is a reasonable number for a whole company? No HR, BD, CRM, etc in support roles. Blacks just are not interested in working for these places?

3 ^ | v · Reply · Share ›



CCD → thebriang · a day ago

They are supposed to "court" those employees like they do everyone else. They shouldn't be setting aside the resume of Jamal, while offering an interview to John. I worked in the Valley for 25 years, and watched every year as fewer and fewer black Americans were able to stay in the Valley. Diversity initiatives allow executives to use people "of color" interchangeably. The rise of H1B's and the decline of black workers are corollaries in my view. The rise of H1B workers will also help explain why you might see African immigrant workers and not Black American citizen workers. It is something that is not talked about a lot, but immigrants of color are treated the same as citizens of color and granted the same remedies, which is a burden to citizens of color and poor white citizens and a boom to immigrants of color.

1 ^ | v · Reply · Share ›



Skeeter 300 BlkOut · 2 days ago

I wish mother Jones would be clear on if they are for equality for all or just certain groups?

The message is hardly clear.

2 ^ | v · Reply · Share ›



TheRaven → Skeeter 300 BlkOut · 2 days ago

Doesn't take much for your ignorance and racism to come out, does it?

5 ^ | v · Reply · Share ›



Skeeter 300 BlkOut → TheRaven · 2 days ago

I'm a human being so probably not much at all.

However what was racist about my question?

^ | v · Reply · Share ›



Jordan → Skeeter 300 BlkOut · a day ago

Who said anything about equality? Equality makes sense when it comes to marriage, because it's not a zero-sum game -- giving gay people the right to marry does not take away from heterosexuals. There isn't a limited number of marriages out there.

But when it comes to a zero-sum game and discrimination, like in employment, it's not equality that's necessary, it's justice, or fairness. This old pic is the perfect demonstration of the difference, and says pretty much everything that needs to be said: <http://i.imgur.com/viBnaje.jpg>

4 ^ | v · Reply · Share ›



Mutated Spleen → Jordan · a day ago

Wonderful! I read the previous comment and then immediately went to go find that picture. Thanks for posting it.

^ | v · Reply · Share ›



BigBearcatBill · 2 days ago

Great job showing that segregation and racism still exist and never went away, just got better at hiding it. Now go on to medical, science, engineering, finance/accounting/business, skilled trades and other fields to show it exists in every middle to upper class career field, some very good working class job fields probably too. Hard to improve in the competition when you have a million pound GOP anchor chained to legs. Hey, just guessing now that I mention them, bet the fraction of blacks

to reg. they, just guessing how that I mention them, but the fraction of blacks represented in GOP about same as these great career fields for some reason...

4 ^ | v · Reply · Share ›



AynRandPaul → BigBearcatBill · 2 days ago

Technology jobs, which are all connected with college majors that are either all or somewhat based on math, will always have a lower percentage of blacks in it compared to other fields. The first is that a college degree is basically required for everyone of those jobs. Since white people are twice as likely to have college degrees by the time they are 29 compared to black people, it is going to dramatically lower the percentage of blacks working in the technology field because of the lack of a diploma. This and the fact that black people only make up less than 13% of the population of the US is one of the main reasons for the low numbers. The second major thing that this article does not point out is the Math scores of blacks compared to whites and other races. Black people on average score much lower on the math side of their SAT's than any other races, with the majority (more than 50%) scoring below average. So, assuming that those scores basically hold true for the college educated black people then you can assume that their degrees are in something other than a math based major (what technology companies look for) seeing as the only point to taking the SAT's is to attempt to go to college. The test numbers I speak of correlate almost exactly to the percentage of workers in the technology fields by race. Asians score by far the highest on the math side of their SAT's, of any other race, which is the reason why

see more

^ | v · Reply · Share ›



BigBearcatBill → AynRandPaul · 2 days ago

white supremacy speak from a mighty whitey from the far righty.

5 ^ | v · Reply · Share ›



AynRandPaul → BigBearcatBill · 2 days ago

How is that white supremacist speak? Because I explained the actual reason for black people being underemployed in the technology sector and backed those up with actual statistics from government websites? What did I say that could even remotely be considered racist? Is it now racist to say anything negative about any minority even if it is fact based on actual numbers? Is it racist for me to say that Asians as a whole are smarter in math than White people? That is something that is easily provable by taking test scores and looking at them by race/ethnicity. But when your whole argument consists of calling people names when they disagree with you it shows your true intelligence. What did I say that was untrue? Everything I said I can back up by actual numbers but I guess if factual numbers don't make minorities look good then they must just be racist hate mongers doing the studies right?

1 ^ | v · Reply · Share ›



jasev01 → AynRandPaul · 2 days ago

You explained nothing. You stated nonsense that a 3rd grader could see the faults in. Your suggestion is that there are only 853 qualified black people to do any job for these companies. Again who cares about the fact that not all jobs are STEM. You know nothing about business if you think all jobs are just programming jobs in these companies. I guess no one does admin work, BD, HR, CRM, etc. That is to suggest no one in the McDonalds corporation does anything except flip burgers.

Asian are smarter than white people? Again a stupid comment. I guess you know all 2 or 3 billion people in Indian and China an they are all smart not just the small sample that has made its way out and who work in these fields.

Again just say you are a racist and people will respect you more.

4 ^ | v · Reply · Share ›



AynRandPaul → jasev01 · a day ago

Again, what did I say that was racist? Everything I said is backed up in test score numbers. I also said the MAJORITY (which means over 50%) of the jobs in the technology sector do require a math intensive degree. This is not really something that is even disputable from your end. Also, do you need to learn reading comprehension skills? I clearly said that "Asians as a whole", meaning the average of the Asians, are smarter in math than white people as a whole.

According to every major math aptitude test Asians, as a whole, score much higher than whites, as a whole, and actually score higher than any other race on the math side of their SAT's. This helps explain why there is a larger percentage of Asian workers in the Tech industry than there are Asians as a percentage of the US population. The math SAT score for each race correlates almost identically to the percentage of US population that each race makes up. I would say I am pretty spot on when using that as a barometer for seeing what percentage each race makes up in the workforce of tech companies. So, again, I ask what did I say that was racist? I showed very meaningful numbers that help to explain why there are

see more

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jasev01 → AynRandPaul · a day ago

If you can't see what you said is racist then that is your first problem. What you said is backed up by nothing but anecdotal nonsense. Further it ignores the fact that even if what you said is true, that does not mean that of the what 30-40 million black people in this country only 758 of them are qualified to work in these jobs. If you honestly believe that I don't know what to tell you. The MAJORITY of jobs in these companies if you knew what you are talking about are not math jobs. In fact math has little to nothing to do with programming. I am fairly familiar with writing 3 languages, python, ruby, and javascript and baring logic if then than that statements I don;t need math. I don;t do calculus when writing programs. I am self taught. The fact is my company has 3 programmers, the front end guy, the back end guy and CTO. The majority of the nearly 50 people work in support sales marketing BD etc. Again I don't know where you get this concept that tech companies are just a bunch of guys in a room coding but let me dispel that and tell you that someone does the business side and support functions especially in large companies like FB or Google

see more

1 ^ | v · Reply · Share ›



Donzo46 → jasev01 · a day ago

Please proofread your comments. I think many salient points you make are lost because of missing or auto-corrected words.

^ | v · Reply · Share ›



Jasev01 → Donzo46 · a day ago

Yes, that is a bad habit of mine on blog replies, especially late night or I am distracted doing multiple things.

^ | v · Reply · Share ›



perhaps → AynRandPaul · a day ago

sources??

^ | v · Reply · Share ›



jasev01 → AynRandPaul · 2 days ago

The way you all bend yourselves to fit your racism is amazing. Ok let's say are less likely to have diplomas by 29. Why are they not hiring them at 30? Not good at math,Ok. What about non-math jobs, HR, Legal, BD, marketing, Sales CRM etc. Oh I guess whites are just umm yeah right Again I know personally of black people ivy league grads who have applied to these and other companies and can't get to a screening interview. Oh your name is ethnic; oh I hired a friend of mine; oh you don't know someone who already works here. Again thee stupid excuses are just examples of the just over the next hill black people have to go through. Oh we were not hiring blacks because they had no college degrees (mind you Zuckerberg does not have a college degree either nor does Bill Gates nor do many white people in good jobs see Brian Williams). Black people get degrees... no no we mean master... no no PhDs.... no it wasn't the right field... no not the right school. Just the next hill. I rather you just say I'm racist and we are saving these spots for whites and be done.

Then there is the ubiquitous NBA is racist too argument The stupid people who use this fail to realize: there are white NBA players, a lot and coaches and management , and staff and executives. You see it's not just the few people on the court. Plus there is an issue of who applies. If you are saying a black person with no experience in programming is applying for a senior

or junior programming job fine don't hire him or her but you can't tell me no black people apply to any jobs that they are remotely qualified for. Again just say you are racist be open . People will respect you more.

7 ^ | v · Reply · Share ›



AynRandPaul → jasev01 · a day ago

1. Lets say they are less likely? It is not "lets say". The factual numbers prove that white people are twice as likely to have a degree by the time they are 29. Nothing I stated about these numbers was an opinion and were taken from government websites showing these numbers.

2. The majority of jobs in the technology field require a math based degree. Again this is not an arguable point, so I do not know what you are trying to do. Are you saying that more than 50% of jobs with the companies we are talking about do not require a math based degree?

3. I do not disagree that there are plenty of black people with degrees. I am just saying that there is a much lower percentage of the black population that has degrees compared to the percentage of white people and Asian people with degrees. Also, the black people with those degrees are more than likely not getting degrees in any math intensive major if you use the math SAT scores and the fact that black people score the lowest as a whole compared to all other races/ethnicities and have the highest percentage of people in

see more

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jasev01 → AynRandPaul · a day ago

Where are these websites with these facts. Again if you say white people are fine. When I was 29 I was an ivy league graduate with a JD who studies law and business on 3 continents who was admitted to practice in front of the SCOTUS and who started a company and was on my way to my second company. So again you "statistics" do not apply to everyone. You don't understand how this stuff works.

2. The majority of jobs in a tech company do not require a "math based degree" any more than the majority of jobs at Nike require knowing how to sew or at Burger king how to flip a burger. The program is the product and there are numbers of people who work on the business support of bringing that product to market who never touch the product of its production. You don't know what you are talking about. I teach this in college and grad school I started and own a tech company and a consulting company what work on this. Why do you need math to do business development. I sat at the same table as our coders for months no one is doing math.

see more

3 ^ | v · Reply · Share ›



battybrain → jasev01 · 21 hours ago

Do you have any concept at all of how data works? Your anecdotal evidence (your own personal experience) doesn't contradict statistical data, it means you are part of the smaller statistic.

Here's the sites you asked for, easily obtained online:

<https://nces.ed.gov/fastfacts/...>

SAT scores for each race. Blacks have consistently lower scores for 30 years.

<https://www.census.gov/prod/20...>

Table, page 2.

Percentage of each race with college degrees, 2006-2010. Blacks at less than 20%.

No one is saying that blacks aren't capable of doing better, but that the educational system is not succeeding for them, and it causes problems like this down the line.

Direct your anger and wish for change at the correct problem.

^ | v · Reply · Share ›



jasev01 → battybrain · 19 hours ago

Do I know how data works? Seriously? This coming from you. You

Do I know how data works? Seriously? This coming from you. You have shown you have no clue how math or statistics work. You just like to throw a number up and say see with not analysis or thinking.

Black SAT scores are lower, ok fine now what? As I detailed out in math when you look at the raw numbers things still don't work In a previous post I showed how blacks can average 71/100 and Asians 90/100 and there still should be just as many, actually more blacks who meet the grade if 80 was the cut off due to the fact that there are 2.6 times more blacks. The percent of white people with degrees is only 40% where black is 20% and yet look at the employment numbers. You can throw up numbers all you want but if you don't know or understand how to apply them to the facts and the real world, you know do some analysis, they mean nothing. You are looking at numbers from 2006-2010 because the numbers from 2013 which are more recent don't fit your racist thought pattern and agenda. let us take your chart though for EVERYTHING it is worth.

[see more](#)

[^](#) | [v](#) · [Reply](#) · [Share](#)



battybrain → [jasev01](#) · 14 hours ago

Actually, the 2013 data reflects the same thing:

Out of 29 million black people in the country, 5 million ages 25 and over have college degrees. That's... wait for it.. less than 20%.

If you're wondering, under 7 million ages 18 and over have college degrees. Comes in at 24%.

<http://www.census.gov/hhes/soc...>

[^](#) | [v](#) · [Reply](#) · [Share](#)



jasev01 → [battybrain](#) · 8 hours ago

Again why don't you compare that number to the population as a whole or white people because again it would show how foolish your statement is. White people are about 2 times as likely to have a BA but 54.56 times more likely to have a job in this situation. That makes sense.

[^](#) | [v](#) · [Reply](#) · [Share](#)



perhaps → [AynRandPaul](#) · a day ago

Sources please? Oh and what about African universities where majority are black?

1 [^](#) | [v](#) · [Reply](#) · [Share](#)



battybrain · 2 days ago

Here's a more important question: How many black people are graduating colleges in tech fields, qualified to take on these jobs? How many people applied for those 1216 jobs? What percentage were qualified? What percentage that were qualified were also black?

I bet if you represented the Asian population with those planes, it'd be an awful lot of them.

Keep in mind, I'm not saying that black people aren't qualified biologically or anything like that. Poverty is a huge roadblock to the education that opens these jobs up.

The problem I have is that articles like this always frame it as if the companies are actively avoiding hiring minorities. No company is doing that. This is writing an article to suit a narrative rather than convey truth, and MJ is better than this.

1 [^](#) | [v](#) · [Reply](#) · [Share](#)



Genetic007 → [battybrain](#) · 2 days ago

I only disagree with you jokingly on one thing you said, "...and MJ is better than this." Otherwise, I feel you were right on point! The article conveniently left out grad rates in fields needed to work at these type of companies. Sad journalism.

[^](#) | [v](#) · [Reply](#) · [Share](#)




jasev01 → [battybrain](#) · 2 days ago

How many business side jobs don't require a tech degree?

2 [^](#) | [v](#) · [Reply](#) · [Share](#)



battybrain → [jasev01](#) · 2 days ago

 I don't understand what you're asking here.

^ | v · Reply · Share ›

 **jasev01** → [battybrain](#) · 2 days ago

I am asking what about the 10s of thousands of jobs that do not require a tech degree. You suggested blacks are not hired because they don't have degrees in tech fields, what about the jobs that do not require tech degrees. What about HR, BD, legal, sales, marketing, CRM, etc. How do you explain why minorities are not hired for those jobs? I mean if you are suggesting minorities don't have the backgrounds to have programming jobs ok less give the principle of charity and assume that is true the article did not say there are no blacks in the programming jobs they said in the 44,000 employees in total there is 1.8%. Let us assume 75% of the jobs are tech related. That means there are 25% that are not. You still have less than 10% black people in those jobs. 10% would be 2.5% of the employees here we have 1.8% 0.7% less and the average black workforce is 13% not 10%.

4 ^ | v · Reply · Share ›

 **battybrain** → [jasev01](#) · 2 days ago

I'm not about to pull numbers from the air like you, but I can tell you that it's not tens of thousands, considering you're talking about three companies with about 70,000 workers total.

It must also be asked how many of those jobs are actually housed within the company's payroll and how many are third party contractors and consultants. HR, probably in house. Legal, almost certainly not, even if they are exclusively working for Google or Facebook.

Next, the Bay Area is about 6.7% black, and Silicon Valley even less so (<http://www.bayareacensus.ca.go>.... It shouldn't be surprising that the numbers of black workers in the companies are extremely low, considering that small of a population to being with.

My issue is with the framing of the article implying these companies are somehow doing this on purpose. Considering that they represent literally the most likely way for reports of discrimination to spread, it'd be immensely stupid, and totally without reward, for them to do so.

1 ^ | v · Reply · Share ›

 **jasev01** → [battybrain](#) · 2 days ago

What numbers are pulled from the air? The 1.8% and 13% are in the article as is the 758/41000. Those are the key numbers. I am just applying those numbers to the facts and giving a generous treatment to your side hat 75% or 3/4 of at the jobs at a company are in programming and only 25% of people do anything else, at all.

Again you are the one pulling facts FMA. Google has one of the larges legal policy departments of any company. Go to google jobs, and look at the categories. they don't hire consultants and there is not some separate payroll that is ridiculous . Again mental gymnastics just not to admit the facts. You thing they have separate payroll or hire all consultants to do HR. Do you know how large the google legal department is. Look it up. Facebook too. You have no clue you are just making this up as you go.

the bay area is 6.7% black Silicon Valley even less: YES!! BECAUSE BLACK PEOPLE DON'T HAVE JOBS IN THE SILICON VALLEY !!
You don't live somewhere where you can't find work. Most people

[see more](#)

2 ^ | v · Reply · Share ›

 **battybrain** → [jasev01](#) · 21 hours ago

What numbers are pulled from the air?

"Let us assume 75% of the jobs are tech related. That means there are 25% that are not. You still have less than 10% black people in those jobs"

Those are your words, are they not?

People that want to work in tech move to Silicon Valley. That's true as much as people who want to be on Broadway move to New York. The jobs are there, you move to the job.

"These companies do it on purpose." Pick your argument. Are they doing it on purpose (through direct racism) or through nepotism (indirect racism)?

And again, if its indirect racism through nepotism, how do you solve that? What practical, real-world solution do you suggest to fix this problem?

I would suggest the issue is getting more black people into higher education, where they can make the connections needed for that nepotism. That's a problem that starts in primary schools, in neighborhoods mired in poverty, and in cultural attitudes.

^ | v · Reply · Share ›



jasev01 → battybrain · 19 hours ago

Again a stupid comment. So the average 1 bedroom in San Francisco is over \$3.1K/month and so a person who has no job but WANTS TO work in tech is supposed to move there pull \$3K a month out of the air and wait to find a job right? Just stupid. In the real world people get the job and then the move out or the company pays to move them out. You just sound dumb a this point.

Yes you can do something one purpose and not realize it has a racist effect. I hired only friends and family, all my friends and family are white, therefore I hired no minorities. Did you go out with the intent of not hiring minorities, no. Did it have the same effect, yes. i don't like that guy because s/he make me feel uncomfortable. Why well they have a hard name to pronounce and its just awkward because I don't think we are much alike they like urban stuff. even if all of this is true it is not I'm not hiring the minority but has the same effect.

I don't know why you live in a world of either or which show a lack

see more

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battybrain → jasev01 · 14 hours ago

Actually, yes, I would expect people to just pick up and move to the area where their desired industry thrives. Manhattan apartments average \$3,000 as well, so the Broadway analogy is even more apt.

^ | v · Reply · Share ›



jasev01 → battybrain · 8 hours ago

And let me be the first to tell you people in the real world who don't have the first last and security ie about \$7-9K don't pick up and move without a job. Honestly with respect that is just the stupidest thing I've heard in a while and is blatantly just lala land ignorant of the world. People live where they can get world and afford. If you graduate from any lvy you don't "live" in silicon valley when you interview in oci. They recruit you and you move when you get the job. You don't walk into google and fill out an application and wait for them to call you Friday for an interview. Let me explain the process to you: You fill the application out online with your resume. It goes into a resume scanner where it is graded by key words. Those with good scores get a person to look at them for all of 6 seconds and decide to give a screening interview or not. You might get two of those. Then if you are competitive they fly you out to for a panel interview usually a full day. They you wait and if you are lucky, you re made an offer which usually includes moving you from where you are to the area.

see more

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battybrain → jasev01 · 14 hours ago

So your solution is to mandate hiring, through affirmative action. Basically, to enact a law to force a company to do something it already says it wants to do.

Again, I ask, what's the motive for these companies working directly against their own stated purposes?

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jasev01 → battybrain · 8 hours ago

Yes if you are going to discriminate one way discriminate for both sides. The alternative is just taking it when people call you racist and the consequences. These are private companies and they can do what they want but what that means is there are consequences. When they are cut off from government contracts and funding and people boycott that is the other end of the sword. Plus we have rules against discrimination in this country. This is the world.

I don't understand again what you can't understand so i'm not sure if you are trolling or you can't understand what is a very basic concept I've explained several times. You don't have to go out and say I hate minorities and act on that to have a racist consequence. If you only hire from a group that does not include another group the later group is still being discriminated against indirectly. they can say all they want we want to hire minorities but when it comes down to it they don't. There are more than 758 qualified black people in the world. Saying you want to hire more is great PR but in reality you want to hire your buddies and there is just no room. Yo can't say this is a closed club with a public company so you say we want to hire more and everyone says great and then you don't and when you are called out you float this nonsense with people like you that there are no qualified black people out there. i can give them a list if they want all Ivy league or a mix. They don't want it because that means less places for friends and people like them.

^ | v · Reply · Share ›



Mcineral → jasev01 · a day ago

I assure you, almost all the jobs at twitter and facebook are CS related (outside of sales).

As for the few hundred front office and HR jobs, that is where a good amount of the blacks mentioned in this article DO in fact work.

1 ^ | v · Reply · Share ›



jasev01 → Mcineral · a day ago

Again factual untrue. Just look at their job listing. What is BD requires CS? Legal? HR? general business support. With all of that let us again accept this as true and what then if 75% of the jobs require CS and there are 0 qualified blacks for those 10%(even though black people are 13% of the workforce according to the article) of 25% is 2.5% which is 0.7% more than the 1.8% which means there is still under representation.

1 ^ | v · Reply · Share ›



TheRaven · 2 days ago

To be fair Google employs almost 5-times as many African-Americans as Twitter and Facebook combined. Google has a diversity issue. Twitter and Facebook have a discrimination problem.

8 ^ | v · Reply · Share ›



Skeeter 300 BlkOut → TheRaven · 2 days ago

It will take time to address all the causes but the majority of tech companies are on the right track by funding programs that are designed to interest minorities and women in the field.

2 ^ | v · Reply · Share ›



PatriciaBCannon → Skeeter 300 BlkOut · a day ago

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