Felix Situ

James Damore – Reply to Public Response and Misrepresentation

In his memo, former Google Engineer James Damore shares his opinions regarding possible misconceptions about gender discrimination in Google.

Damore explains the many Google employee believe that women are victims to unconscious biases, forcing them to be feel inferior to their male counterparts in tech and leadership. He then stated that the true reason for these biases was from “biological causes” (Damore) and differences between men and women, rather than simply sexism, such as personality differences.

Damore then calls out against Google, claiming that their attempt towards a more inclusive environment could potential harm themselves if they continue to value diversity above individualism.

Finally, Damore offered his own solutions to improve Google. He encourages open discussions even with those of different viewpoints, such as conservatives. He also recommends people in general to avoid viewing others by their race or gender, and instead treat them as unique individuals.

Felix Situ

Stakeholder: Conservatives

Source: Intercollegiate Review (Academic Journal)

Hannah Oh – What ISI Taught Me

Hannah Ho sought to engage in political debates during college. Unfortunately, in her college environment, conservative viewpoints were limited. Any conservative-leaning students were “ridiculed rather than debated” and articles were “trashed rather than read” (Ho 1). To experience different viewpoints, Ho joined the Intercollegiate Studies Institute (ISI) to challenge herself with new ideas.

Ho made it clear that she enjoyed her experiences in ISI. Instead of forcing a set of beliefs upon her, ISI offered her lectures and people with different views and allowed open discussions. According to Ho, ISI provided her the “rare opportunity to be exposed to different views and to exercise [her] academic freedoms” (Ho 1).

Work Cited

HANNAH, OH. "What Isi Taught Me." Intercollegiate Review, Fall2016, p. 27. EBSCOhost, search.ebscohost.com/login.aspx?direct=true&db=aph&AN=119186951&site=ehost-live.

Felix Situ

Stakeholder: Conservatives

Source: USA Today (Credible Website)

Google Feud: How to have an opinion and still keep your job

In response to the controversy surrounding the firing of a Google employee who released the anti-diversity memo, Charisse Jones and Elizabeth Weise offered a simple solution as to how to share an opinion without being fired: just say “what your individual employer allows” (Charisse and Jones 1). Jones and Weise argued that when one works for a private employer, that person loses the right to express themselves. According to Google, they allow employees to exchange opinions. However, if they violate the Code of Conduct, their right to free speech is prohibited.

The article also pointed out that several conservative groups and human resource professionals have spoken out against Google, claiming that firing Damore had harmed the company’s reputation.

Despite all oppositions and controversy, Google is in an at-will work state, allowing them to fire anyone anytime regardless of the reasons.

Work Cited

Charisse, Jones, et al. "GOOGLE FEUD: How to Have an Opinion and Still Keep .." USA Today, n.d. EBSCOhost, search.ebscohost.com/login.aspx?direct=true&db=aph&AN=J0E105332571517&site=ehost-live.