



Ekelemchi Okpo (ER)

Re: Welcome and Prep Work | AU Race & Justice

To: Ashley Gjovik

5:34 AM

Ashley -

Thanks for the update on the issue confirmation. Regarding the leave, as discussed, you requested to be on paid leave while I investigate your concerns. If you'd like to return to work we can make those arrangements.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

This email and any attachments may be privileged and may contain confidential information intended only for the recipient(s) named above. Any other distribution, forwarding, copying or disclosure of this message is strictly prohibited. If you have received this email in error, please notify me immediately by telephone or return email, and delete this message from your system.

On Aug 20, 2021, at 3:05 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hello,

I continue to struggle to understand just how this current leave is not punishment, retaliation, or otherwise a negative employment action.

P.S. I should get you the updated Issue Confirm before Monday. It's taken a lot of time to sort through and make sense of.

—

Ashley M. Gjovik

Apple Engineering Program Manager

Mac Systems Quality Strategic Planning & Communications

Product Systems Quality Internal Communications; Employee Engagement; Inclusion, Equity, & Diversity

(408) 204-9976

On Aug 20, 2021, at 8:55 AM, Ekelemchi Okpo <eokpo@apple.com> wrote:

Hi Ashley-

Thank you for reaching out. Given that you are on leave, you will need to reschedule and attend a session in the future.



Best,

Ekelemchi Okpo
Corporate Employee Relations
eokpo@apple.com

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On Aug 19, 2021, at 1:12 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Ekelemchi,

I hope you're well.

Yesterday you wrote, "As we previously discussed, you are not expected to participate in any work related assignments while I conduct a thorough and objective investigation into the concerns you've raised."

I was previously invited & registered for this course with Apple University. I was & am very excited to attend. The coursework actually directly complements my current studies at Oxford. Because this course is voluntary and not a "work related assignment" — can you please reply and let me know if I'm allowed to attend? The first class is next Tuesday 8/24 and then continues weekly for a several weeks.

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Re: Welcome and Prep Work I AU Race & Justice
Date: August 19, 2021 at 11:18 AM
To: [REDACTED]@apple.com
Cc: [REDACTED]@apple.com

AG

Thank you very much, [REDACTED]. It is really great to hear from you too and I am very grateful for the continued invitation for this course. It is a very well needed area of study & discussion, and I am thrilled to participate.

I just emailed Apple employee relations (attached) and asked for him to expressly confirm I am able to attend. I'll forward his response to you for your records.



Fwd/ Welcome
and Pr...Justice

Also, confirmed, I have no plans to and promise I will not, Tweet or otherwise share anything that happens in this course. You have my word. (I guess this is something I'm probably going to have to get used to confirming for the rest of my life now. 🤔😭)

Appreciate you both, so much.

-Ashley

Ashley M. Gjovik

🍏 Engineering Program Manager

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On Aug 18, 2021, at 7:59 PM, [REDACTED] <[REDACTED]@apple.com> wrote:

Many thanks for the note, Ashley. Good to hear from you and good to hear that you will be able to attend the class. We are not worried about distraction: the topic commands people's attention.

Two thoughts to add:

1. Could you go back to the ER person and nail down more explicitly that the conditions of the leave permit you to attend? Tell him that we are happy to have you in the course (we are glad to confirm that, should he want confirmation). We do not want the occasion of your attendance to provide some cause of action.
2. We know this goes without saying, but....nothing that happens in the class can end up online, even if someone says (improbably enough): "Professors [REDACTED] and [REDACTED], how could you have let that Ashley attend this class!" What starts in the class stays in the class. As we said: goes without saying, but given all that has been happening, we feel it important to add this.

Hope that the ER guy does not raise any issues. If he does, let us know. Otherwise, see you soon.

Best, [REDACTED] and [REDACTED]

On Aug 18, 2021, at 3:50 PM, Ashley Gjovik <ashleygjovik@apple.com> wrote:

Hi Folks,

At this point I'm sure you're fully aware of why I'd need to ask this... (sorry for all the drama, but I really hope I can drive some clearly well needed change at this company — I still care deeply about Apple and just want it to do better for itself & all of us).

Anyway, I was seriously looking forward to these AU sessions!!! I'd love to still attend if you'd let me. Last I heard from my ER investigator just now he is only saying I don't need to "participate in any work related assignments" while I'm on this leave. (If you've been following my Twitter, you'll understand the journey it took to get to that statement today...) I think these classes would be allowed then, since it's not an assignment!

But I also don't want to cause drama and distract your other students, and I understand that's entirely possible if I attend. Maybe I could call in the background under a phone number or something so they don't see my name? Or video in but wear a fake mustache? Ugh. I was REALLY looking forward to this. [REDACTED] said it was a phenomenal series.

Hope you're both well. Worst case, maybe you'd be willing to share the materials and I'll study on my own. It became quite clear a couple weeks ago that I'm not going to be allowed to come back to Apple after this leave.... Otherwise I'd say put me on the list for the next round.

Thank you both for everything you do.

I'm at ashleygjovik@icloud.com & [REDACTED] if you want to chat about any of this outside the "workplace." I'm still doing FaceTimes and calls & stuff with lady coworkers I connected with before the embargo. There is so much interest in trying to give us more of a voice and also brainstorming how to drive change in the industry and within these walls. We all really care about Apple and each other and in true Apple employee fashion, are instinctively trying to collaborate together to address issues & innovate, even in the face of adversity. We really do hire the best people, usually.

Best,
-Ashley

—
Ashley M. Gjovik

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On Aug 11, 2021, at 6:01 PM, [REDACTED] <[\[REDACTED\]@apple.com](mailto:[REDACTED]@apple.com)> wrote:

Hello,

Welcome to Apple University's ***Race and Justice in the United States: A Third Reconstruction?*** This course explores the longstanding tensions between the promise of multiracial democracy in the United States and the realities of racial injustice.

Our first session is on **Tuesday, August 24 at 1:05 PM** hosted in Webex, you'll find details for joining in your calendar invite.

Before the first session, please be sure to read:

- [REDACTED]
- [REDACTED]

[REDACTED]

[REDACTED]

IMPORTANT: If you can no longer attend **all four sessions**, please return to [our website](#), find the session under My Invitations, then click Drop. Reply to this email to let us know if you'd like to be invited to the course at a later date.

[REDACTED]

Please let us know if you have any questions.

We look forward to seeing you in class.

All best, [REDACTED] and [REDACTED]

From: Ashley Gjovik ashleygjovik@apple.com
Subject: Re: Welcome and Prep Work | AU Race & Justice
Date: August 20, 2021 at 12:05 PM
To: Ekelemchi Okpo (ER) eokpo@apple.com

AG

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Ashley M. Gjovik

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I checked with Professors [REDACTED] & [REDACTED] last night and they said they are still happy to have me in the course and can confirm that with you if needed. They asked me to confirm directly with you that I can attend though first, as they said they do not want my attendance to invite any sort of disciplinary action.

Thanks,
-Ashley

—
Ashley M. Gjovik

🍏 Engineering Program Manager

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Begin forwarded message:

From: [REDACTED] <[\[REDACTED\]@apple.com](mailto:[REDACTED]@apple.com)>
Subject: Welcome and Prep Work | AU Race & Justice

Date: August 11, 2021 at 6:01:42 PM PDT
To: [REDACTED]@apple.com>

Hello,

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- [REDACTED]
- [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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[REDACTED]
[REDACTED]

Please let us know if you have any questions.

We look forward to seeing you in class.

All best, [REDACTED]

[REDACTED]

[REDACTED]

364 KB

[REDACTED]

[REDACTED]

59.6 MB

[REDACTED]

[REDACTED]

26.9 MB