No Tech for Apartheid Memory Archiving – Oral Histories of Google Worker Organizing

Principal Investigator: Zelda Montes, The CUNY Graduate Center

Interview Guide

Overview

1. **Welcome** (2 minutes): The principal investigator and interviewer, Zelda Montes, will introduce themself, provide some background information about the "No Tech for Apartheid Memory Archiving – Oral Histories of Google Worker Organizing" project, explain their role in the interview process, and answer any questions you might have.

2. **Consent** (10 minutes): The principal investigator and interviewer, Zelda Montes, will explain the informed consent form, answer any questions you might have about it, and ask you to sign it.

3. **Image and sound-check** (5 minutes): Once you are ready to proceed with the interview, the principal investigator and interviewer, Zelda Montes, will make sure you are positioned well for video-recording and check the audio levels.

4. **Interview** (1-2 hours): The principal investigator and interviewer, Zelda Montes, will ask you some questions about yourself to get the conversation started. While the guiding questions provided in this document below are suggested starting points for framing the focus of these oral history interviews, you ultimately decide what experiences you'd like to share.

5. **Release** (10 minutes): When the interview is over, the principal investigator and interviewer, Zelda Montes, will explain the copyright release form, which allows them to make your interview public and use it in future research.

Guiding questions

Getting started

- Tell me about yourself.
- Where are you currently based?
- When did you start working at Google?
- Are you still at Google? If so, how long have you worked there for? If not, how long did you work there for?
- What Google offices have you worked in?
- What team(s) did you work on?
- What was your role at Google?

Political background

- Prior to NOTA, were you involved in any organizing work?
- Prior to NOTA, what did you know about the Palestinian liberation struggle?
- How would you describe your political background?
- How does your work with NOTA fit into your current political alignments?

Involvement in No Tech for Apartheid (NOTA)

- How did you find out about NOTA?
- When did you join NOTA?
- What motivated you to join?
- How did you remain engaged in NOTA?
- What NOTA actions and efforts have you been involved in?
- What do you understand to be NOTA's mission?
- What responsibilities have you taken on in your organizing work with NOTA?
- What are some of the experiences you've had in organizing Google workers with NOTA in trying to build worker power to oppose Project Nimbus?
- What are some challenges you faced as an organizer with NOTA?
- What are some NOTA wins you'd like to celebrate?
- Have you faced silencing, censorship, or repression from Google? If so, could you share more about those experiences?
- How has your relationship to labor changed by your experiences organizing?
- Why do you continue to choose to organize Google workers with NOTA?
- How have you witnessed yourself change over the course of your organizing with NOTA?
- What do you wish current Google workers knew about labor organizing with NOTA?
- How do you balance the risks of doing this kind of organizing work with NOTA?