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# Google Settles \$28m Racial Bias Lawsuit

## Description

Google has agreed to pay \$28 million to settle a lawsuit. The lawsuit claimed that white and Asian employees at Google were paid more and had better job opportunities than employees from other ethnic backgrounds. This was said by a law firm representing the employees who made the claim. Google confirmed that they had come to an agreement but denied the allegations.

The lawsuit was filed by a former employee named Ana Cantu in 2021. She said that Hispanic, Latino, Native American, and other employees started at lower salaries and job levels compared to white and Asian employees. The settlement has been approved by a judge in California.

The case relied on a leaked document from inside Google that showed some ethnic groups were paid less. Some lawyers said that past salaries were used to determine starting pay, which continued historical inequalities.

Google denies any discrimination and says they treat all employees fairly. Recently, some US companies, including Google, have stepped back from diversity and inclusion programs. This move comes as President Donald Trump has criticized these initiatives and ordered their removal.

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## Vocabulary List:

1. **Settlement** /'set(ə)lmənt/ (noun): An official agreement intended to resolve a dispute.
2. **Allegations** /,æ.l.ə'geɪ.fənz/ (noun): Claims or assertions that someone has done something illegal or wrong.
3. **Discrimination** /dɪs,krɪmɪ'neɪʃən/ (noun): The unjust or prejudicial treatment of different categories of people.
4. **Ethnic** /'ɛθ.nɪk/ (adjective): Relating to a population subgroup with a common national or cultural tradition.
5. **Opportunities** /,ɑ:pər'tjunitiz/ (noun): Favorable circumstances to do something.
6. **Inequalities** /,ɪnɪ'kwɑ:lɪtiz/ (noun): Differences that result in unequal treatment or conditions.

## Comprehension Questions

### Multiple Choice

1. Who filed the lawsuit against Google regarding alleged discrimination in pay and job opportunities?  
Option: Ana Cantu



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- Option: John Smith
  - Option: Emily Johnson
  - Option: David Lee

2. What was the amount that Google agreed to pay to settle the lawsuit?

- Option: \$15 million
- Option: \$28 million
- Option: \$50 million
- Option: \$10 million

3. In which year was the lawsuit filed by Ana Cantu against Google?

- Option: 2018
- Option: 2019
- Option: 2020
- Option: 2021

4. What did some lawyers claim was used to determine starting pay at Google for different ethnic groups?

- Option: Educational background
- Option: Past salaries
- Option: Ethnicity
- Option: Gender

5. Which US president criticized diversity and inclusion programs like the ones Google has stepped back from?

- Option: Barack Obama
- Option: George W. Bush
- Option: Joe Biden
- Option: Donald Trump

6. In which state was the judge who approved the settlement in the Google lawsuit located?

- Option: New York
- Option: California
- Option: Texas
- Option: Florida

### True-False

7. Google admitted to discriminating against employees based on their ethnicity in the lawsuit settlement.



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8. Ana Cantu alleged that Hispanic, Latino, and Native American employees at Google had lower starting salaries compared to white and Asian employees.

9. The leaked document from inside Google showed that all ethnic groups were paid equally.

10. President Donald Trump has been supportive of diversity and inclusion programs in US companies.

11. Google was found guilty of discrimination in the lawsuit filed by Ana Cantu.

12. Some US companies, including Google, have drawn away from diversity and inclusion programs recently.

### Gap-Fill

13. The settlement in the Google lawsuit was approved by a judge in \_\_\_\_\_.

14. According to the leaked document, some ethnic groups at Google were paid less due to past \_\_\_\_\_ being used to determine starting pay.

15. Google denies any \_\_\_\_\_ and states that they treat all employees fairly.

16. Recently, some US companies, including Google, have started stepping back from \_\_\_\_\_ programs.

17. Ana Cantu filed the lawsuit against Google in the year \_\_\_\_\_.

18. The lawsuit claimed that white and Asian employees at Google had better job opportunities compared to employees of other \_\_\_\_\_ backgrounds.

### Answer

**Multiple Choice:** 1. Ana Cantu 2. \$28 million 3. 2021 4. Past salaries 5. Donald Trump 6. California

**True-False:** 7. False 8. True 9. False 10. False 11. False 12. True

**Gap-Fill:** 13. California 14. salaries 15. discrimination 16. diversity and inclusion 17. 2021 18. ethnic



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## Vocabulary quizzes

### Multiple Choice ( Select the Correct answer for each question. )

1. What is the unfair treatment of a person or group based on certain characteristics known as?  
Option: Opportunities  
Option: Discrimination  
Option: Inequalities  
Option: Capabilities
2. Which term refers to the percentage of total sales in a market that a company has?  
Option: Market Share  
Option: Sales  
Option: Funding  
Option: Affordable
3. What is a useful or valuable quality skill or person known as in business terms?  
Option: Asset  
Option: Seized  
Option: Stockpile  
Option: Critics
4. Which digital or virtual form of currency uses cryptography for security?  
Option: Importance  
Option: Cryptocurrency  
Option: Concern  
Option: Temperatures
5. What term means to give something typically money or efforts to help a situation or achieve a goal?  
Option: Expect  
Option: Protested  
Option: Contribute  
Option: Oppose
6. What term refers to the degree or scale to which something happens or is the case?  
Option: Declining  
Option: Extent  
Option: Ecosystems  
Option: Importance
7. What is the act of ending a dispute or disagreement by mutual agreement?



- Option: Allegations
- Option: Settlement
- Option: Dispute
- Option: Funding

8. What term refers to something that is easy to perceive or understand?

- Option: Protest
- Option: Transparent
- Option: Stockpile
- Option: Seized

9. What term indicates the significance or value of something?

- Option: Oppose
- Option: Expect
- Option: Importance
- Option: Concern

10. What term expresses a worry or regard for something important?

- Option: Concern
- Option: Asset
- Option: Critics
- Option: Capabilities

**Gap-Fill ( Fill in the blanks with the correct word from the vocabulary list. )**

11. \_\_\_\_\_ in opportunities can lead to societal disparities.
12. The group decided to \_\_\_\_\_ the new policy due to its negative impact.
13. We \_\_\_\_\_ better sales results following the marketing campaign.
14. The students organized \_\_\_\_\_ to protest against the tuition fee hike.
15. Due to the funding shortage the project was \_\_\_\_\_ put on hold.
16. Authorities \_\_\_\_\_ the illegal goods during the raid.
17. Her leadership \_\_\_\_\_ were evident in the successful project completion.
18. The citizens \_\_\_\_\_ against the construction of the new factory in the residential area.



19. The NGO was able to continue its operations due to the generous \_\_\_\_\_ received.
20. The team proved they were \_\_\_\_\_ of handling multiple projects simultaneously.

**Matching Sentences ( Match each definition to the correct word from the vocabulary list. )**

21. The company's revenue is directly linked to its performance in selling products and services.
22. The legal team worked tirelessly to resolve the between the two parties.
23. The new housing development aimed to provide options for low-income families.
24. The journalist made serious against the government official regarding corruption.
25. There is a growing about the impact of climate change on the environment.
26. The company faced challenges due to the demand for their products.
27. Conservation efforts are crucial to protect the delicate balance of in the region.
28. Citizens gathered to against the government's decision to increase taxes.
29. The country decided to essential supplies in preparation for the upcoming storm.
30. The film received mixed reviews from with some praising the acting and others criticizing the plot.

**Answer**

**Multiple Choice:** 1. Discrimination 2. Market Share 3. Asset 4. Cryptocurrency 5. Contribute 6. Extent 7. Settlement 8. Transparent 9. Importance 10. Concern

**Gap-Fill:** 11. Inequalities 12. Oppose 13. Expect 14. Demonstrations 15. temporarily 16. Seized 17. Capabilities 18. Protested 19. Funding 20. capable

**Matching sentence:** 1. Sales 2. Dispute 3. Affordable 4. Allegations 5. Concern 6. Declining 7. Ecosystems 8. Protest 9. Stockpile 10. Critics

**CATEGORY**

- 1. Sci/Tech - LEVEL2

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