



Google Settles \$28m Racial Bias Lawsuit

Description

Google has agreed to pay \$28 million to settle a lawsuit that claimed it treated white and Asian employees better than those from other ethnic backgrounds. The lawsuit, filed in 2021 by former employee Ana Cantu, alleged that Hispanic, Latino, Native American, and other workers were initially paid lower salaries and offered lower job levels compared to their white and Asian colleagues.

The settlement, which has received preliminary approval from a court in California, was based on a leaked internal document that reportedly showed disparities in compensation based on ethnicity. Ms. Cantu's lawyers argued that Google's practice of setting starting pay and job levels based on prior salaries perpetuated historical racial and ethnic inequalities.

The class action lawsuit represented over 6,600 Google employees who worked at the company between February 2018 and December 2024. Cathy Coble, one of the lawyers involved, commended the courage of employees who came forward with their pay data. Google, however, denied any discrimination and stated its commitment to fair pay, hiring, and advancement for all employees.

The settlement comes amid a trend of US companies, including Google, rolling back diversity, equity, and inclusion initiatives. This shift coincides with criticisms from President Donald Trump and his supporters, who have called for an end to such programs.

Vocabulary List:

1. **Settlement** /'set əl mənt/ (noun): An official agreement intended to resolve a dispute or lawsuit.
2. **Disparities** /dɪs'pær ɪ tɪz/ (noun): Inequalities or differences especially in a way that is unfair.
3. **Perpetuated** /pə'rɛtʃ u, eɪ tɪd/ (verb): To make something continue indefinitely or preserve it from extinction.
4. **Alleged** /ə'ledʒd/ (adjective): Claimed or asserted to be the case but not yet proven.
5. **Compensation** /,kɒmpən'seɪʃən/ (noun): Something typically money awarded to someone in recompense for loss injury or suffering.
6. **Initiatives** /ɪ'nɪʃə,tɪvz/ (noun): New plans or processes to achieve something or solve a problem.

Comprehension Questions



Multiple Choice

1. What amount did Google agree to pay in the settlement?
Option: \$10 million
Option: \$28 million
Option: \$50 million
Option: \$100 million

2. Who filed the lawsuit against Google in 2021?
Option: Cathy Coble
Option: Ana Cantu
Option: Donald Trump
Option: Ratan Naval Tata

3. Which ethnic backgrounds were mentioned as being affected in the lawsuit?
Option: Hispanic, Latino, and Native American
Option: White and Asian
Option: African American and Middle Eastern
Option: European and Australian

4. What was the basis of the lawsuit settlement?
Option: A leaked internal document
Option: An anonymous tip
Option: Employee testimonies
Option: Public outcry

5. How many Google employees were represented in the class action lawsuit?
Option: 1,200
Option: 3,500
Option: 6,600
Option: 10,000

6. What did Google deny amidst the discrimination allegation?
Option: Inequality in promotions
Option: Discrimination in hiring
Option: Historical racial and ethnic inequalities
Option: Any discrimination



True-False

7. The lawsuit against Google alleged discrimination in salaries and job levels.
8. Cathy Coble was one of the employees who filed the lawsuit against Google.
9. Google admitted to discriminatory practices in the lawsuit.
10. The settlement received final approval from a court in New York.
11. President Donald Trump supported the diversity, equity, and inclusion initiatives at Google.
12. The settlement coincided with criticisms from President Donald Trump and his supporters.

Gap-Fill

13. The class action lawsuit represented over 6,600 Google employees who worked at the company between February 2018 and _____.
14. Google denied any _____ and stated its commitment to fair pay, hiring, and advancement for all employees.
15. The settlement comes amid a trend of US companies rolling back diversity, equity, and inclusion _____.
16. Cathy Coble, one of the lawyers involved, commended the courage of employees who came forward with their pay _____.
17. Ms. Cantu's lawyers argued that Google's practice of setting starting pay and job levels based on prior salaries perpetuated historical racial and ethnic _____.
18. The lawsuit alleged that Hispanic, Latino, Native American, and other workers were initially paid lower



salaries and offered lower job levels compared to their white and Asian _____.

Answer

Multiple Choice: 1. \$28 million 2. Ana Cantu 3. Hispanic, Latino, and Native American 4. A leaked internal document 5. 6,600 6. Any discrimination

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

Gap-Fill: 13. December 2024 14. discrimination 15. initiatives 16. data 17. inequalities 18. colleagues

Vocabulary quizzes

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

1. What is a resolution of a dispute called?

Option: Settlement

Option: Compensation

Option: Demand

Option: Protest

2. Which term refers to things derived from living matter?

Option: Innovation

Option: Organic

Option: Extraterrestrial

Option: Compounds

3. What is the term for legally taking another individual's child and raising as one's own?

Option: Adoption

Option: Innovation

Option: Funding

Option: Awareness

4. What term means a reduction in quality or value?

Option: Decline

Option: Absence

Option: Surge

Option: Adoption

5. What is the desire for a certain product or service called?

Option: Compensation



- Option: Funding
- Option: Demand
- Option: Equity

6. What is the systematic investigation into and study of materials and sources in order to establish facts and reach new conclusions called?

- Option: Research
- Option: Equity
- Option: Awareness
- Option: Settlement

7. What is the quality of being fair and impartial called?

- Option: Innovation
- Option: Awareness
- Option: Equity
- Option: Regulatory

8. What term is used to describe a sudden powerful forward or upward movement?

- Option: Adoption
- Option: Surge
- Option: Protest
- Option: Compensation

9. What is something typically money awarded to someone in recognition of loss suffering or injury called?

- Option: Compensation
- Option: Regulatory
- Option: Equities
- Option: Influential

10. What is a statement or action expressing disapproval of or objection to something called?

- Option: Innovation
- Option: Protest
- Option: Shipments
- Option: Diversity

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

11. _____ agencies oversee and monitor the compliance of businesses with laws and regulations.



12. Increased _____ about climate change has led to more sustainable practices.
13. The new technology promises _____ fast data transfer speeds.
14. The company saw a sharp increase in product _____ following the holiday season.
15. The lack of _____ delayed the start of the research project.
16. _____ drives progress and development in various fields.
17. The company aims to achieve _____ in its employment practices.
18. Scientists are studying the possibility of life on _____ planets.
19. Increasing _____ in the workplace is essential for creativity and growth.
20. The new policy has wide-ranging _____ for the industry.

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

21. The suspect reportedly committed the crime but nothing has been proven yet.
22. The misinformation was continuously spread causing confusion among the public.
23. Chemical substances formed by the union of two or more elements are known as these.
24. The speaker was a highly regarded and powerful figure who could sway opinions.
25. The steps involved in making a product or achieving a result are referred to as these.
26. Educational campaigns aim to increase knowledge and understanding about certain issues.
27. Taking on the legal responsibilities of a child and treating them as one's own is called this.
28. The citizens gathered in front of the government building to express their dissatisfaction with the new policy.
29. Having a variety of different backgrounds and perspectives within a group is essential for innovation.
30. Ensuring fairness and impartiality in the distribution of resources is a key aspect of this concept.



Answer

Multiple Choice: 1. Settlement 2. Organic 3. Adoption 4. Decline 5. Demand 6. Research 7. Equity 8. Surge 9. Compensation 10. Protest

Gap-Fill: 11. Regulatory 12. Awareness 13. Microlightning 14. Shipments 15. Funding 16. Innovation 17. Equities 18. Extraterrestrial 19. Diversity 20. Implications

Matching sentence: 1. Alleged 2. Perpetuated 3. Compounds 4. Influential 5. Processes 6. Awareness 7. Adoption 8. Protest 9. Diversity 10. Equity

CATEGORY

1. Sci/Tech - LEVEL3

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Author

aimeeyoung99

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