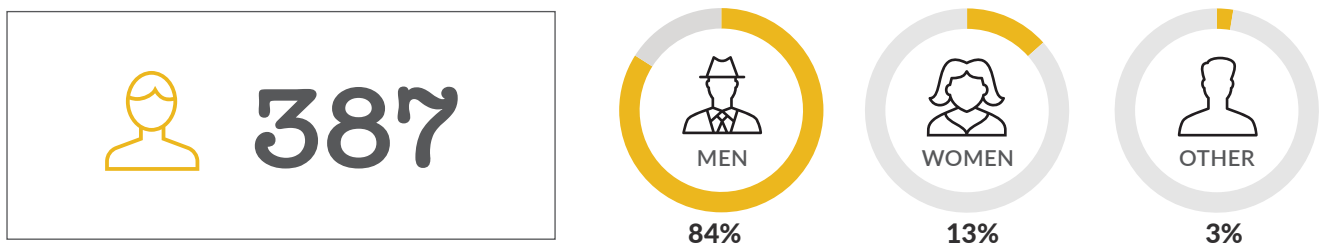# Survey Demographics

The Viewpoint Diversity and Cultural Norms in Silicon Valley survey was conducted between December 1, 2017 and January 6, 2018. All of the voluntary respondents confirmed that they worked at a Silicon Valley-based technology company. We also conducted one-on-one interviews with over 25 tech professionals.
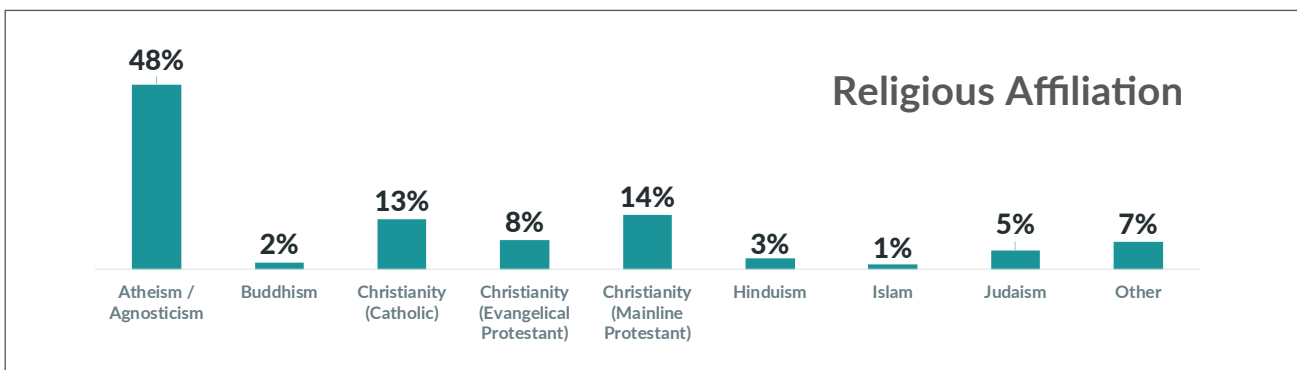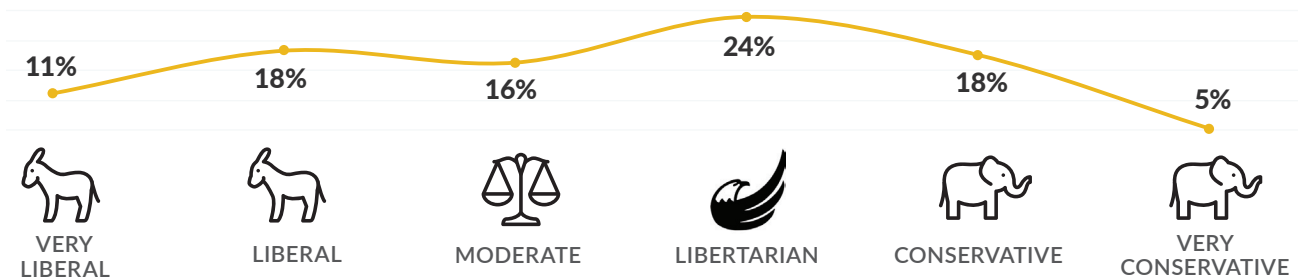
Total Number of Responses

387

MEN	WOMEN	OTHER
84%	13%	3%

Sample of Self-Identified Employers

ALPHABET   FACEBOOK   McAFEE
AMAZON   GOOGLE   MICROSOFT
APPLE   INSTACART   PAYPAL
DROPBOX   INTEL   SALESFORCE
+ Numerous Startups

TECHNICAL — 72%
NON-TECHNICAL — 28%

Ideological Identification

VERY LIBERAL	LIBERAL	MODERATE	LIBERTARIAN	CONSERVATIVE	VERY CONSERVATIVE
11%	18%	16%	24%	18%	5%

Religious Affiliation

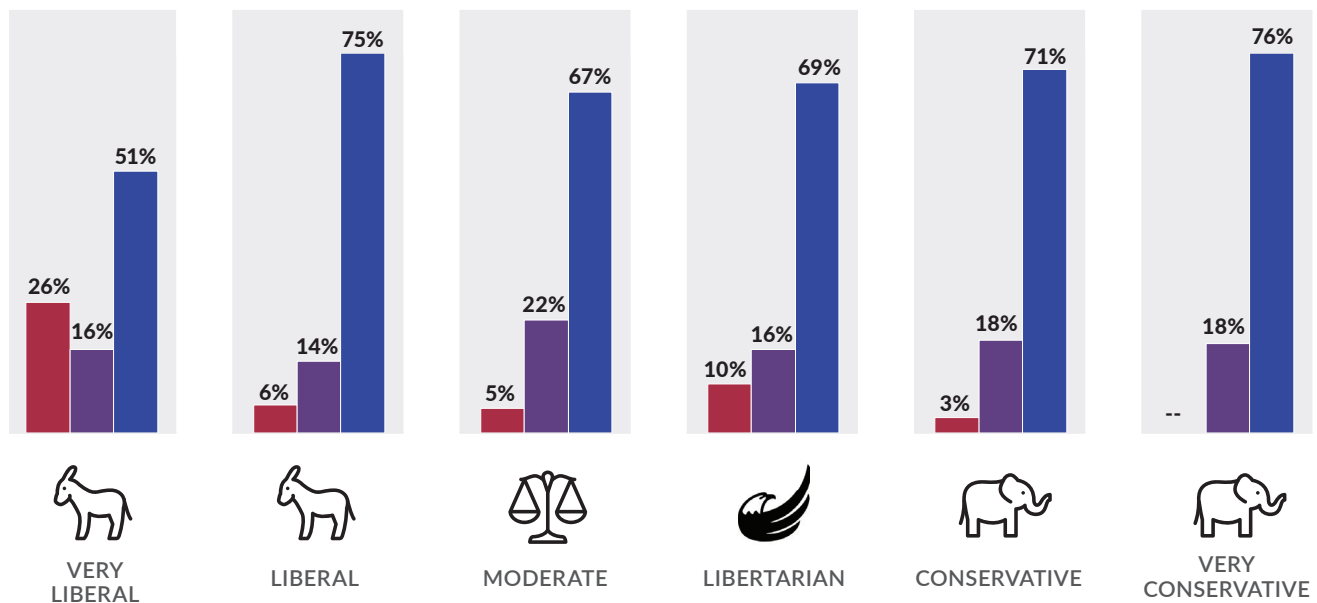| Atheism / Agnosticism	Buddhism	Christianity (Catholic)	Christianity (Evangelical Protestant)	Christianity (Mainline Protestant)	Hinduism	Islam	Judaism	Other
48%	2%	13%	8%	14%	3%	1%	5%	7%

Perceived Ideological Norms of Silicon Valley Tech Firms by Self-Identified Ideology

How would you characterize the ideological and cultural norms in your workplace?

Legend:
- Conservative/Libertarian (red)
- Moderate (purple)
- Liberal/Very Liberal (blue)

	VERY LIBERAL	LIBERAL	MODERATE	LIBERTARIAN	CONSERVATIVE	VERY CONSERVATIVE
Conservative/Libertarian	26%	6%	5%	10%	3%	--
Moderate	16%	14%	22%	16%	18%	18%
Liberal/Very Liberal	51%	75%	67%	69%	71%	76%

Liberal
"There are people who are looking for a reason to be offended, and any sort of disagreement would make them wonder if I'm a secret Trump supporter. The idea of 'I agree with you 90%' is not enough."

Liberal
"In general, people in tech are much less political than the media makes it out to be. [. . .] Most people are focused on their jobs and don't care much about other people's political leanings."

Moderate
"My workplace is liberal. And atheist/agnostic. I'm not exactly sure where their moral standard comes from, maybe how they were raised, what they decide feels right, but generally the founders also feel that right now there's a lot of backlash against startups that have poor moral standards so they're trying to maintain some integrity."

Moderate/Libertarian
"No one in their right mind would ever proclaim to agree with anything Trump said or to support him...In numerous conversations, no one ever took the Republican side. The conversation was always around why Hillary was right."

Conservative
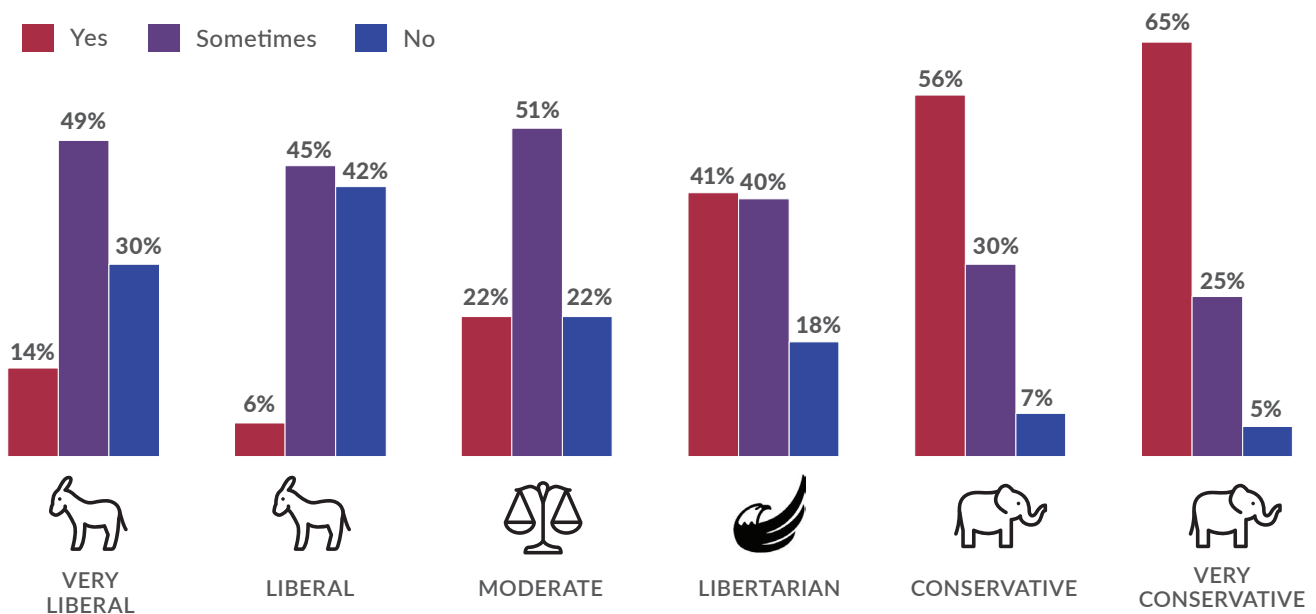*"It's a postmodern secularist Silicon Valley viewpoint. Highly liberal. It's motivated by changing the world masquerading as intellectualism but a lot of times it isn't scientific intellectualism. That's the default system."*

Conservative
"Sometimes they think they're really being open. But when you have an environment where all your coworkers are liberal you have confirmation bias. Everyone thinks they're being open and inclusive, but because they have no dissenting voice, there's no one to check their assumptions."

Tension Between Personal Viewpoints and Workplace Cultural Norms

Do you feel your ideological views are at odds with the cultural norms in your workplace?

Legend: ■ Yes ■ Sometimes ■ No

Data by group:

Category	Yes	Sometimes	No
VERY LIBERAL	14%	49%	30%
LIBERAL	6%	45%	42%
MODERATE	22%	51%	22%
LIBERTARIAN	41%	40%	18%
CONSERVATIVE	56%	30%	7%
VERY CONSERVATIVE	65%	25%	5%

Very Liberal/Libertarian
"Overall irony of mostly leftish views in a mostly proprietary (capitalist, enclosing, monopolistic) software company. Would enjoy more direct confrontation of those opposed objectives."

Libertarian
"At times when I have had a difference of opinion, I have been retaliated against, bullied, verbally intimidated and subject to ridicule for my own opinions that are not accepted by corporate majority rule."

Libertarian
"If you're not part of the liberal Democrat crowd, you're an outsider. Talks are often politicized, whether overtly or not. The entire executive team leans in a certain direction, and you don't want to be the odd one out for fear of beingostracized. While there were many groups devoted to identity politics, there wasn't a single non-liberal non-democrat group. Nobody who didn't fit thecompany's mold talked about their political views. The company was very homogenous in that sense."

Conservative
"There is overwhelming internal support for leftist political candidates, policies, and ideas and they are frequently expressed at corporate Q&As, internal groups, and discussions. There is oversized internal outrage and support if a leftist agenda item is 'wronged' by our product, but zero to very little is done about the mistakes and biases we're responsible for on more conservative issues. There are zero to very few senior people who dare to speak up or represent an alternative (more conservative) point of view in company debates or policy decisions."
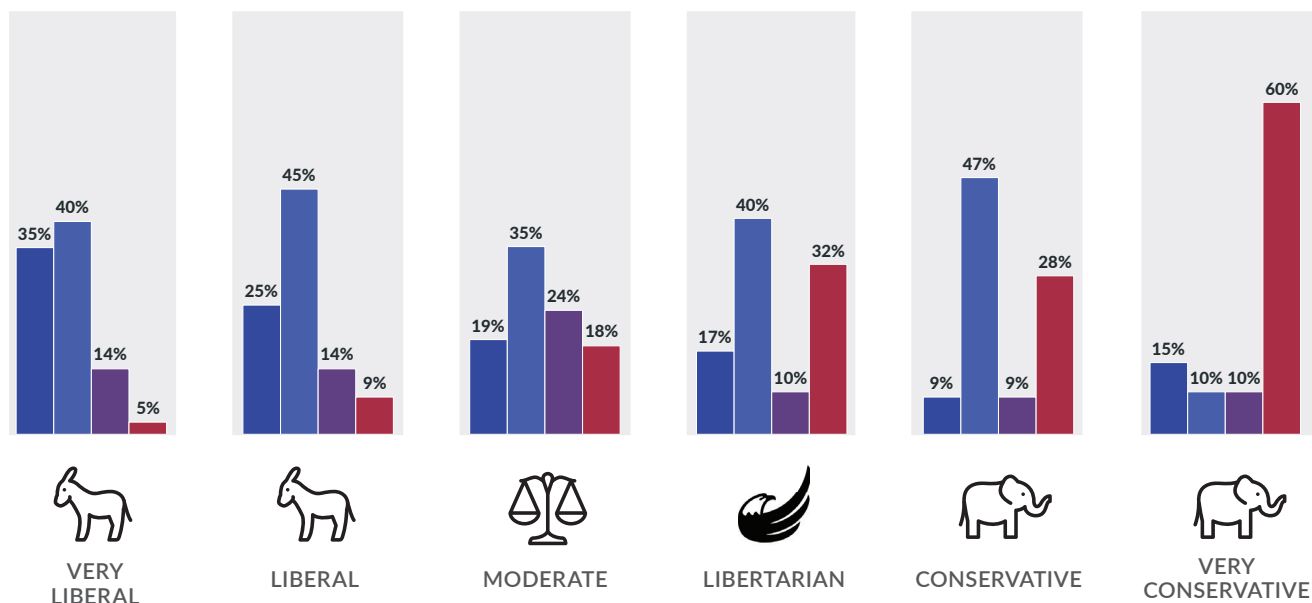
Conservative
"It is unsafe to have any discussions in Silicon Valley that do not subscribe to its tyrannical groupthink. I believe they're already trying to push me out of the industry."

Sharing Views in the Workplace

In casual settings with work colleagues, do you feel comfortable sharing your views on political or cultural issues?

Legend: ■ Always ■ Depends on the issue ■ Only if they agree with me ■ Never

VERY LIBERAL: Always 35%, Depends on the issue 40%, Only if they agree with me 14%, Never 5%

LIBERAL: Always 25%, Depends on the issue 45%, Only if they agree with me 14%, Never 9%

MODERATE: Always 19%, Depends on the issue 35%, Only if they agree with me 24%, Never 18%

LIBERTARIAN: Always 17%, Depends on the issue 40%, Only if they agree with me 10%, Never 32%

CONSERVATIVE: Always 9%, Depends on the issue 47%, Only if they agree with me 9%, Never 28%

VERY CONSERVATIVE: Always 15%, Depends on the issue 10%, Only if they agree with me 10%, Never 60%

Liberal
"I don't feel that people should discuss political or religious views in the workplace. Why would that ever be ok? Unless your religious or political views prevent you from respecting people equally and respecting their right to make personal decisions for themselves. If your political or religious beliefs impinge on the rights of others, you are the problem."

Libertarian
"I constantly worry about what I can talk about 'publicly' (Facebook, Twitter, blog etc) in fear that anything I could write might effect [sic] future job prospects. I basically don't talk about any issues I care about on those mediums because of that."

Moderate
"The quietest ones are clearly the conservative Christians that don't want to risk the perceived ire of an obviously non-Christian non-conservative majority, but I have found that their perceptions are unfounded and that they are overreacting."

Conservative
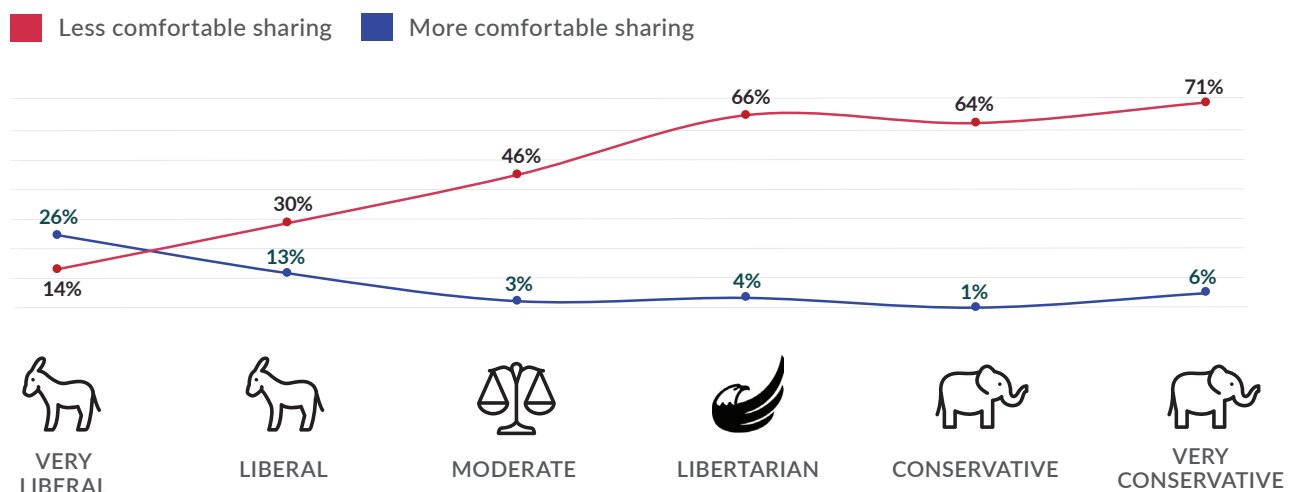"In many instances, business partners make comments disparaging Republicans, unaware that I'm active in Republican politics. Usually I ignore it, but sometimes I bring up my opinions if I think the person is reasonable and open to discussion."

Very Conservative
"It is unsafe to have any discussions in Silicon Valley that do not subscribe to its tyrannical groupthink. I believe they're already trying to push me out of the industry."

Silencing in the Wake of Google's Reaction to the "Diversity Memo"

Following the Google "Diversity Memo" and Google's response, do you feel more or less comfortable sharing your ideological viewpoints with colleagues?

🔴 Less comfortable sharing 🔵 More comfortable sharing

VERY LIBERAL	LIBERAL	MODERATE	LIBERTARIAN	CONSERVATIVE	VERY CONSERVATIVE
26%	13%	3%	4%	1%	6%
14%	30%	46%	66%	64%	71%

Liberal

"Hell, Google ain't that liberal of a place, and even it recognized this guy for being a douchebag. Were I his line manager or higher in his reporting chain, you bet your ass I would have fired him. There is zero legitimate case for someone like him to be trolling employees on company dime. "

Liberal

"If I worked at Google, I wouldn't talk about politics at all after Damore."

Moderate

"When Damore presented his ideas for increasing female participation in tech, he precipitated an internal lynch mob at Google. The participants behavior was frightening. Some switch flipped and they were acting like deranged lunatics, as if they had experienced terrible traumas instead of working at one of the richest and [most] generous companies in the world. "

Libertarian

"Out of principle, I refuse to consider working for Google after their reaction to the Damore memo. I no longer consider some friends of mine who work in the industry people I can trust, after hearing them publicly discuss their approval of James Damore's firing."
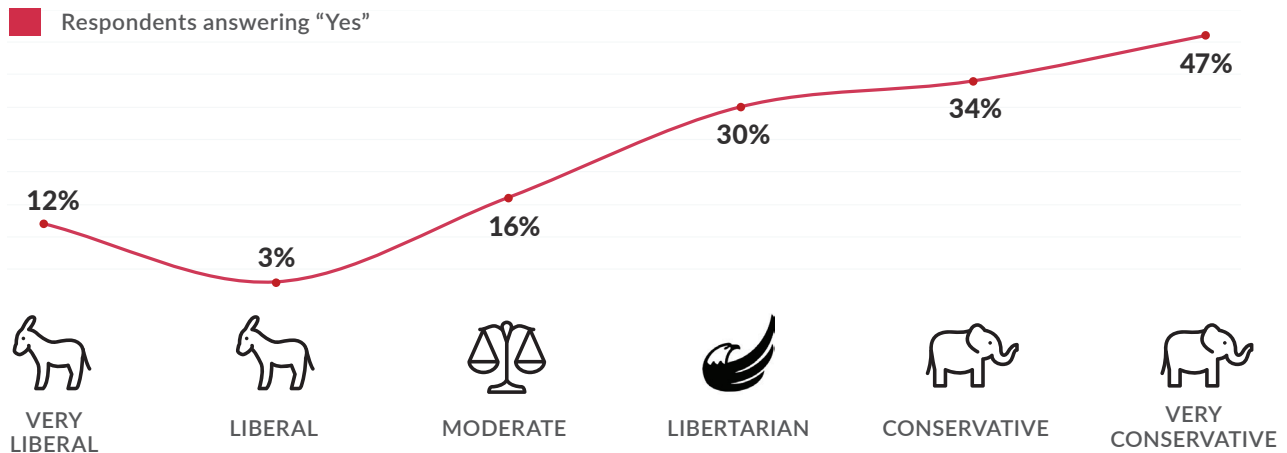
Libertarian

"What I know about the situation around [the memo] does not increase my sympathy for the author. Our culture needs to have some hard conversations about these issues, but the memo's approach was willfully ignorant and designed to fail."

Conservative

"I would definitely be worried about professional repercussions if people knew my political and religious views. James Damore's firing was a huge wake-up call. Silicon Valley has been for my career left-liberal, but now it makes me wonder if we've moved from live and let live to an environment where if you don't go along with the prevailing politics you're out of a livelihood."

Inability to Do Best Work

Do you believe your ideological views being at odds with your workplace norms affects your ability to do your best work?

■ Respondents answering "Yes"

12% — VERY LIBERAL
3% — LIBERAL
16% — MODERATE
30% — LIBERTARIAN
34% — CONSERVATIVE
47% — VERY CONSERVATIVE

Very Liberal
"My main hesitation on sharing views at work is because I'm gay and while company values are okay with that, we have many people from different backgrounds and I can't trust that there won't be individuals who will have a problem with it."

Libertarian
"A friend at a tech company was nearly terminated when his manager found out he was a Republican delegate. His manager lied to VPs about his performance to try to get him fired while telling him that he was performing well. When HR came to him trying to put him on a PIP, he shared recordings of conversations and cleared his performance record of the lies his VP had been told about him, but the manager was not fired."

Libertarian
"There is a concerted purge of conservative employees at Apple."

Conservative
"Fortunately, the severe examples of this problem appear to be limited to the larger, public firms, unlike my own, as they employ greater numbers of very young, recent grads who are exhibiting this extreme political-correctness policing and desire to invoke policing forces against others."
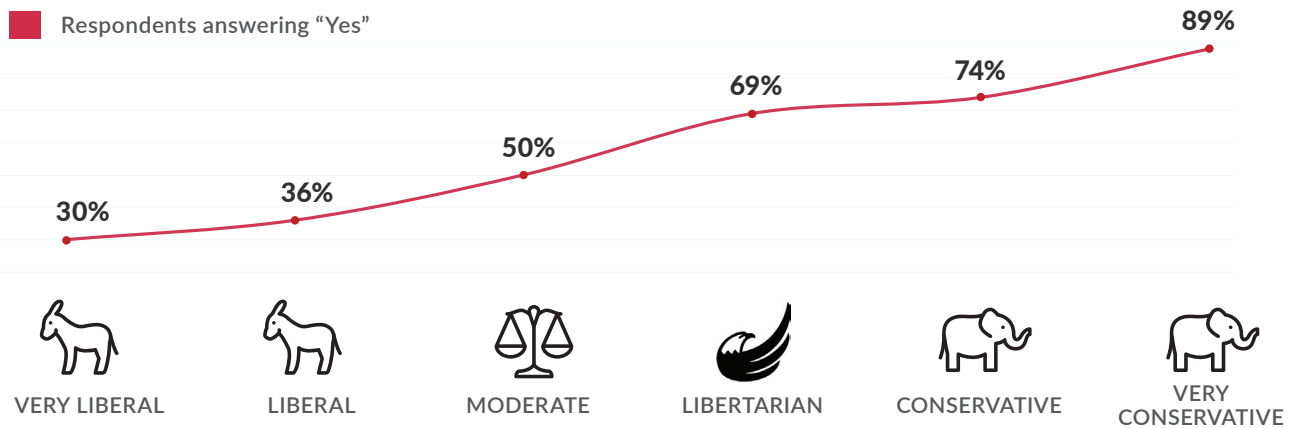
Conservative
"I don't have a way to measure whether not being able to by myself affects my work. It's always been the norm when I've worked in SV. I do a lot more eggshell-walking here [than in the previous city in which I worked]. I'm not sure how much it affects my productivity—as an engineer you can get away with that, as long as you stick your nose to the grind."

Very Conservative
"It doesn't feel like it affects my ability to do my best work. But maybe that's due to habit."

Can People Truly Bring Their Whole Selves to Work?

Based on your ideological viewpoints, and the cultural norms in your workplace, are you hesitant to be yourself at work?

■ Respondents answering "Yes"

30% — **VERY LIBERAL**
36% — **LIBERAL**
50% — **MODERATE**
69% — **LIBERTARIAN**
74% — **CONSERVATIVE**
89% — **VERY CONSERVATIVE**

Very Liberal
"My company is towards the far end of political correctness and inclusion. I imagine a right-wing type person might not feel that comfortable, although we try to be inclusive even of them. For the most part this is a good thing, but sometimes it takes the focus off of work."

Liberal
"The Senior VP of HR, in a company wide meeting, described the fact that labor laws prohibit racial discrimination against white employees as 'idiocy.'"

Liberal
"I witnessed repeated calls from managers and non-managers alike for people to be fired for the political views they expressed."

Moderate
"Despite being a co-founder, I STILL feel uncomfortable talking about a wide range of topics. I fear that if my team knew about my politics, more than half would quit on the spot."

Libertarian
*"There are certain things you *can't* talk about (eg. gender differences, value of diversity and diversity initiatives) without serious risk to your career. This was true before the Google memo."*

Conservative
"I have learned to hide any affiliation with anything conservative in order to remain employed. Management and senior technical people feel free to have highly leftist conversations with impunity and do not consider opposite viewpoints to be reasonable or worthy of their consideration."

Conservative
"As a woman, everyone assumed I voted for Hillary and I didn't correct them otherwise. My family and I attended the inauguration...but I did not tell anyone at work that I was traveling to DC...Had they known I attended the inauguration I would have been ridiculed and questioned."

Conservative
"Some of my colleagues will openly mock conservatives, assuming that everyone within earshot is liberal. Multiple times I've had to sit through cruel mockery of my home state while others nodded and laughed along."
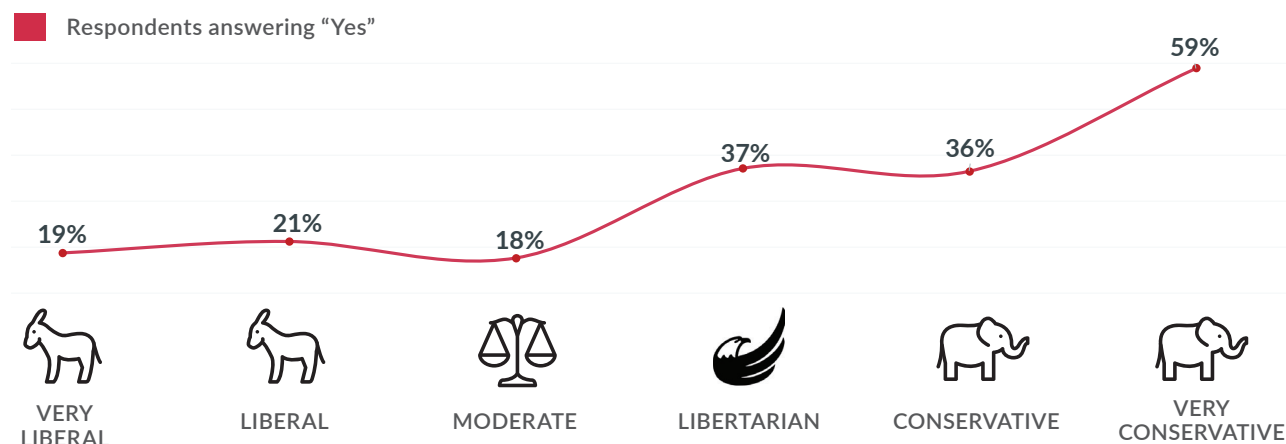
Conservative
"People in my workplace certainly can't know who I really am. Or in general, everyone would prefer not to know who I am because a lot of people have this mindset that intellectually capable, smart people are atheist and rational."

Very Conservative
"After the election, the head of a department made multiple insinuations we should fire employees who voted for Trump. Also, the CEO of a friend's smaller startup openly called for anyone who supported Trump to quit or be fired."

Exiting Tech Due to Conflicts with Personal Viewpoints

I know someone who did not pursue or left a career in tech because of perceived conflicts in viewpoints.

■ Respondents answering "Yes"

19%	21%	18%	37%	36%	59%
VERY LIBERAL	LIBERAL	MODERATE	LIBERTARIAN	CONSERVATIVE	VERY CONSERVATIVE

Moderate/Libertarian
"I've never heard of anyone who has left tech because of their views. That's ridiculous. It's ridiculous because that's not why people get into tech. People in the tech sector are attracted to a number of things. A lot of people that come to Silicon Valley come from elite schools and turn down lucrative jobs at big companies or Wall Street so they can feel their impact. They're looking for organizations that are fast-moving and adopt tech quickly. I think that drives a lot of people. I don't think people come to Silicon Valley or choose to work in tech because they're interested in social justice. That's not the perception I've gotten. I think it would be delusional to leave an entire industry over political views because there's politics in every industry."

Libertarian
"I have lost multiple talented colleagues who resigned rather than continue in the face of an increasingly extreme, narrow-minded, and regressive environment here at Google. It's terrifying here. A real horror show. Every day could be my last."

Center-Right
"XYZ company pays well but they're so outwardly left-leaning I don't think I could apply for a job there. [. . .] You know you could do a good job and add value especially being a diverse candidate but having to deal with rhetoric at work would be too much for me."

Conservative
"Top tech companies have a lot of influence in terms of the job market.

When you work at one of the top tech companies, an amazing amount of opportunities open up for you. Pay can be double what you'd be making at another company. My company controls my livelihood."

Very Conservative
"I personally have 20+ years in tech and Federal Government Tech contracting, and I would like to switch to a different industry to get away from the Silicon Valley companies who are pushing their agenda on everyone in every way possible from collecting usage statistics to feeding Left-slanted news articles to me on my phone."