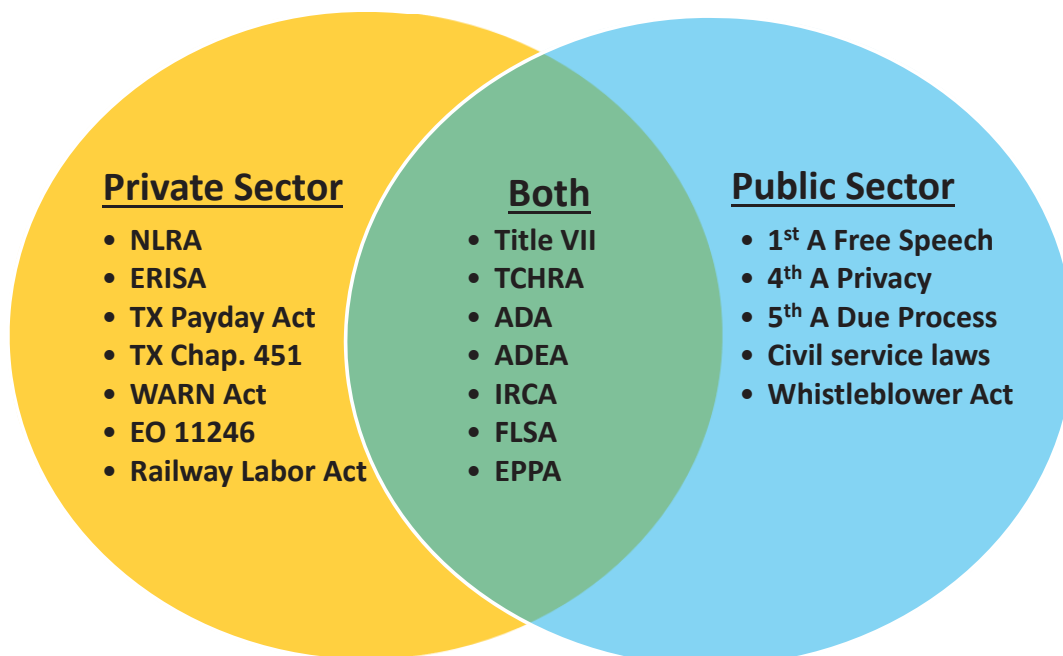


EMPLOYEE IDEOLOGY V. COMPANY VALUES

University of Texas, Continuing Legal Education
Dallas, TX · May 2018



Statutory Employment Laws: Private v. Public



“Women, on average, have more:

- Openness directed towards **feelings and aesthetics rather than ideas**. Women generally also have a **stronger interest in people rather than things**, relative to men (also interpreted as empathizing vs. systemizing).
- These two differences in part explain why **women relatively prefer jobs in social or artistic areas**. More men may like coding because it requires systemizing and even within SWEs, comparatively more women work on front end, which deals with both people and aesthetics.
- Extraversion expressed as **gregariousness rather than assertiveness**. Also, **higher agreeableness**.
- This leads to women generally having a **harder time negotiating salary, asking for raises, speaking up, and leading**. Note that these are just average differences and there’s overlap between men and women, but this is seen solely as a women’s issue. This leads to exclusory programs like Stretch and swaths of **men without support**.
- **Neuroticism (higher anxiety, lower stress tolerance)**. This may contribute to the higher levels of anxiety women report on Googlegeist and to the lower number of women in high stress jobs.”

James Damore (Google)



“If he was on a roster right now, all this negativity and divisiveness could be turned into a positive.” – Chris Long, Philadelphia Eagles

<https://www.nytimes.com/2018/04/25/sports/nfl-owners-kaepernick.html>

Colin Kaepernick (NFL)

Yes, You're Racist
@YesYoureRacist

Follow

If you recognize any of the Nazis marching in [#Charlottesville](#), send me their names/profiles and I'll make them famous [#GoodNightAltRight](#)



9:43 am - 12 Aug 2017

Yes, You're Racist
@YesYoureRacist

Follow

UPDATE: Cole White, the first person I exposed, no longer has a job 🙄
[#GoodNightColeWhite](#) [#ExposeTheAltRight](#)
[#Charlottesville](#)



Thank you for bringing this to our attention. We apologize for the delayed response, however we have been inundated with inquiries regarding the incident involving one of our employees that attended the rally in Charlottesville, Virginia.

We will be releasing a statement on our website tomorrow.

For now, we feel it is imperative to let you know that Cole White is no longer employed by top dog, LLC.

9:42 AM - 13 Aug 2017



<https://www.10news.com/news/steve-wynn-resigns-amid-sexual-misconduct-allegations>

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: Employee Ideology v. Company Values

Also available as part of the eCourse
[2018 Corporate Counsel eConference](#)

First appeared as part of the conference materials for the
40th Annual Corporate Counsel Institute session
"Employee Ideology v. Company Values"