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Regarding: Another reason people are being fired for making 'female' co-workers feel uncomfortable or unsafe. To stop honest discussion that may reveal fraud.

Hi James,

I went through a similar experience to yours and have another reason people are being fired for making 'female' co-workers feel uncomfortable or unsafe. To stop honest discussion that may reveal wrongdoing or fraud. I am sure that employers also have ways to get rid of females although it is not likely that females will be accused of making males feel uncomfortable or unsafe; however, they likely have other ways to get rid of females who may be in a position to reveal wrongdoing or fraud. In fact, I have received calls from females who were fired by my former employer as well.

First, I would like to thank you for your efforts to promote honest discussion as stated in your document "Google's Ideological Echo Chamber" (July 2017). Although the change imposed by the former employer can at first be difficult to adjust to, your demeanor of speaking kindly and clearly, in an effort to be truthful, will serve you, and the rest of us, well.

When I first started working for a provincial government's official statistical agency (hired straight out of grad school, fore going a funded PhD opportunity), as an Economist in the position of Population Analyst with the role of expert on migration (from 2002 to 2006 – just over 4 years), I was asked (along with the long-time demographers) to figure out why the method and data that was being used to estimate population produced numbers that were so wrong when compared to the recently released census results.

I came up with a hypothesis, tested it and was successful in finding the problem (and solution); however, the long-term demographers (who came up with the inaccurate methods and data) were not so pleased dismissing my contribution calling it things like "dumb luck". I mention this because there was a negative leaning in the agency where people would come up with reasons for not doing things and for not changing things even if they worked and if they did the recognition was to be negative – back handed compliments.

I continued to provide solutions as per my job description and successfully answering requests to reduce error in information products disseminated by the agency. Management changed in 2004 (when one of the demographers was given the position of population section manager) and instead of positive recognition, improvements were met with increasing negativity including yelling and name calling.

While filling out an application to recognize the eight people, a group of people I was able to put together with the blessing of the former manager, 8 people who participated in an innovative solution that I had initiated, championed, and helped design, (estatsBC) I came across another form recognizing people who promoted an innovative environment. I asked if there were resources to help people who try to promote an innovative environment and was asked why I wanted resources. I explained how improvements were met with negativity and sometimes worse. I was provided with a contact in Human Resources.

The Human Resources representative suggested some courses for the 'team' and that I should get "buy in" from the manager. I explained that the manager was not receptive to innovation but that I would try. The manager told me these courses would only make things worse. Little did I know that he did not want any discussion or improvements because, at that time he was falsifying information to the federal government.

At a meeting with the HR and Union reps and the manager, I began to explain how my solutions were met with yelling and name calling by my co-workers. The manager became very angry saying my coworkers had tried to work with me, but it hadn't worked and that I could not control my behaviour (what behaviour, offering solutions?) and then he accused me of making a female co-worker feel unsafe. Shocked I asked what had I done or said? Why was this not brought to my attention?) The HR rep stopped the meeting saying another procedure would be used. Thereafter, I was removed from all responsibility, given more and more menial tasks with less and less time, and my name was removed from the contacts list. My requests for mediation were ignored.

The Executive Director (who recommended giving the manager position to the demographer) informed me that to have mediation I must file a grievance against the section manager. The Executive Director investigated and said he found deep problems and claimed there were irreconcilable differences. His resolution was that there would be "no resolution".

Shortly after forwarding the grievance to the Deputy Minister, the section manager came to my office ordered me to turn in my security pass and leave the building. The shop steward helped me carry out my belongings.

A week later, I was ordered to attend a meeting where I was told I was registered in a program for employees with documented work problems which included an assessment of a believed "behavioural problem" (what behaviour? providing solutions?). I insisted on mediation but instead was dismissed for insubordination. My request for arbitration was denied on grounds that I went down the wrong channel.

Several years later, while working with other parents to save the only high school in our town (recommended for permanent closure only 7 years after opening a \$10 million-dollar expansion), I discovered that the people who fired me still had not made corrections to the statistical agencies' information products (population estimates and forecasts) now used to justify public school closures.

I wrote to the Minister responsible whose spokesperson dismissed my concerns about the incorrect information by referring to a 2005 study by Statistics Canada that found the province's statistical agency's population estimation methods and data to be of "better quality" than Statistics Canada's when compared to the census results. My many requests to see the study were ignored; therefore, I made a Freedom of Information request but was denied a copy or even the title on grounds claiming, "disclosure harmful to intergovernmental relations or negotiations".

I had also sent a request to Statistics Canada, and being an agency with integrity, was provided with a copy of the study. The title is "The Equalization Program and the Property Tax Base Feasibility Study Conducted by Statistics Canada, Feasibility Report to Finance Canada", (a multi-billion-dollar program annually) wherein I discovered that that study I had done in 2002 had been falsified.

I had never seen this report while working for the public service; however, on the day the report was published (February 28, 2005) was the first day the manager angrily called me into his office and accused me of verbally attacking a female co-worker. Rather than celebrating the endorsement by Statistics Canada ("better quality" methods and data), I came under attack.

Now I know why I was accused of making a "female" co worker feel unsafe and fired with no honest discussion. I finally found out, six years after being fired, why I had been removed from all responsibility,

removed from the contacts list, accused on making female co-workers feel unsafe, fired and denied mediation and arbitration – to cover up the false reporting committed by the accusers - the manager, the Executive Director, and possibly the Deputy Minister who changed hiring practices to hire the manager and who also refused mediation arbitration.

I was in a government position where I would discover and reveal the false reporting; therefore, in order to cover up their wrongdoing they found the best way to deny honest discussion and a fair hearing into the real matters in dispute – simply accuse the person who knew the truth of making female co-workers feel unsafe.

I was even threatened by the BC Public Service Agency lawyer that I would be financially responsible for stress my female co-workers may endure if I continued to pursue mediation and arbitration; therefore, I was never told what I did or said that was wrong – it didn't matter – what mattered was that anyone in my position, anyone who answered the call to figure out what was wrong and who provided easily implementable solution would be fired to cover up the deception. What a convenient way to get rid of someone without honest discussion, mediation, or arbitration. What is remarkable is that falsification could have been avoided if the easily implementable solutions were adopted; however, that would have meant recognizing the contributor and possibly losing out on a promotion. The section manager was promoted to Director after I was fired.

It may be the case that claiming you were fired for stereotyping (were they not stereotyping?) was a distraction to get rid of you because you were in a position to reveal wrongdoing (false reporting) by your former employer.

James now you can work independent of the influence to come up with information products designed mostly to promote the interests of your former employer. You may not have access to as much data nor some of the tools; however, you have the skills and a moral compass (but be cautious about free lunches). With the tsunami of data flooding society and with the abundance of tools (hardware and software) you will find ways to help inform people so that they can intelligently participate in the setting of local to national priorities.

Of course, I went through the problems of the loss of data but have been advocating more public access to information resulting in a wonderfully successful project based on open data with clear methods providing citizens with a verifiable alternative to the monopoly held by government, alternative population estimates and projections calculated directly from censuses of population, for national to local levels – a reference with which to compare numbers being used to justify changes in public service delivery.

Good luck to you James and may your conscience continue to be your guide, it will take you to a remarkable future.