

# Amazon Sued for Alleged Race, Gender Bias in Corporate Hires

---

**B** [bloomberg.com/news/articles/2021-03-01/amazon-is-sued-for-alleged-racial-and-gender-discrimination](https://www.bloomberg.com/news/articles/2021-03-01/amazon-is-sued-for-alleged-racial-and-gender-discrimination)

Erik Larson

Amazon.com Inc. was hit with a federal lawsuit for allegedly discriminating against Black and female workers in hiring employees for its corporate offices.

The suit, filed Monday in Washington, alleges that Amazon hires people of color “at lower levels” and promotes them less than white co-workers with similar qualifications, according to a statement from Wigdor LLP, the law firm behind the suit. The claims include discrimination and harassment as well as violations of the Equal Pay Act.

“These practices have an especially severe effect on Black women at the company,” the statement said.

Amazon didn’t immediately respond to emails seeking comment on the suit.

## Industry Problem

---

Amazon’s lack of racial and gender diversity in its corporate ranks is common throughout the technology industry. Most of Amazon’s workforce diversity is in its blue collar warehouses, where products are packed and shipped to customers.

The suit was filed by Charlotte Newman, a Black woman who was hired four years ago as a public policy manager. She claims she applied for a higher-level job for which she was better qualified.

“Within months of starting at the company, she in fact was assigned and doing the work of a senior manager-level employee while still being paid at and having the title of the manager level,” according to the lawsuit. “To make matters worse, and in defiance of the antidiscrimination laws, Ms. Newman was paid significantly less than her white coworkers, particularly in valuable Amazon stock.”

Newman alleges that many of her colleagues observed a “consistent practice of paying Black employees less than similarly situated white employees.” They also witnessed “a near-total lack of Black representation in and very few women in the upper echelons of the group’s leadership,” according to the suit.

Newman, whose current title is head of underrepresented founder startup business development at Amazon Web Services, previously held the position of head of financial services public policy for the Americas region at the division.

