

# No Tech for Apartheid Memory Archiving – Oral Histories of Google Worker Organizing

## INFORMED CONSENT FORM

I am asking you to participate in a research study titled “No Tech for Apartheid Memory Archiving – Oral Histories of Google Worker Organizing”. I will describe this study to you and answer any of your questions. This study is being led by Zelda Montes, Digital Humanities at the Graduate Center, CUNY. The Faculty Advisor for this study is Dr. Aránzazu Borrachero, Queensborough Community College, CUNY.

### What is the study about?

The purpose of this research is to document the labor organizing experiences of Google workers with No Tech for Apartheid. In seeking to further combat the silencing around the nature of labor organizing by Google, this oral history research project will expand on the existing 2023 - 2024 *Google NYC Digital Memory Archive* ([notechforapartheidmemory.com](http://notechforapartheidmemory.com)) to incorporate an oral history component to reflect some of the organizing experiences of Google workers as the Palestinian genocide rages on, elevating the voices of the often suppressed labor narratives of workers in the tech industry.

### What is being asked of you to do?

In this research, you will be asked to interview in-person and on camera. The interview is expected to last about 2 hours. Interviews will be recorded using a video camera with a microphone, and will take place at the time and location of the participants choosing and convenience. Before the interview, participants will receive a document containing guiding questions and details regarding the agreed-upon time and location of the interview.

Some of the questions the interviewer will ask you during the recorded interviews may be upsetting, or you may feel uncomfortable answering them due to the risks described above. If you do not wish to answer a question, you have the right to skip it and go to the next question.

**You have the right to review the video recordings taken as part of this research to determine whether they should be edited or erased in whole or in part.**

The video recordings will be uploaded to Dédalo to create, manage, and publish the interviews as archival data. Dédalo is an open-source cultural heritage management tool. The only person who will have access to the tapes through Dédalo is the principal investigator, Zelda Montes. The edited oral history interview recordings will ultimately be published from Dédalo to *The 2023 - 2024 Google NYC Digital Memory Archive* ([notechforapartheidmemory.com](http://notechforapartheidmemory.com)). The digital archive site is publicly accessible to anyone with an internet connection. The video recordings will not

be erased from Dédalo, however **you have the right to request that your oral history interview not be publicly available on the digital archive site at any time.**

## Risks and discomforts

There is possible economic, legal, and social risk for current and former workers who participate in this oral history research project.

The possible economic risk is minor for former Google workers, but could result in retaliation and discrimination by current and future employers for engagement in labor activities. The possible economic risk is higher for current Google workers, given that Google may unjustly retaliate against them.

The possible legal risk for current and former workers is minor. However, there may be participants in this project who are currently engaged in legal proceedings against Google, or may pursue legal action against Google in the future. It is possible that Google uses the published interviews against workers.

The possible social risk for current and former workers is minimal, given that participants have already previously agreed to speak publicly on behalf of NOTA in the press. Nonetheless, we have observed doxxing and isolation of those engaged in labor organizing around Palestine.

## Benefits

There are no expected direct benefits of participation.

A possible indirect benefit from involvement in this project may result as participants will be able to share their censored experiences of labor organizing efforts around Palestine at Google, and engage in thoughtful reflection that may further guide their organizing work.

Research for this project will result in documented labor oral history reflecting some of the organizing experiences of Google workers as the Palestinian genocide rages on, contributing to much-needed research on the role of the labor movement in liberation struggles.

## Privacy / Confidentiality / Data Security

Informed consent and release forms will be physically saved in a secure location. Additionally, forms will be scanned and saved in electronic format in an encrypted Baserow database that is only accessible to the principal investigator, Zelda Montes.

To protect the privacy of participants during the in-person interviews, interviews will be conducted at a site of the participants choosing and at a time of most convenience to them.

The oral history interview recordings will be stored in Déðalo, installed through CUNY's New Media Lab with password protection set up. While the principal investigator, Zelda Montes, will be the only person with access to the full recordings in Déðalo, the participants will have access to the recordings exported to DVD's.

The final, edited oral history interview video recordings will subsequently be published on the digital archive site and publicly accessible. Participants have the right to request that the interviews not be featured on the site at any time. By agreeing to participate in this research project, participants understand that their oral history interviews will remain publicly accessible on the site unless they reach out to the principal investigator to request that it no longer be on the digital archive site.

## Future use

We might use the information collected from you as part of this project for future research by the researchers of this study. On the checklist below, please indicate if you would permit the researchers to store your oral history interview video recordings for future research.

I agree to allow my oral history interview video recordings to be stored for future research by the researchers of this study.

I do not agree to allow my oral history interview video recordings to be stored or shared for future research.

## Taking part is voluntary

Your participation is voluntary. As a participant, you may refuse to participate before the interview is conducted, you may discontinue involvement at any time. Some of the questions the interviewer will ask you may be upsetting, or you may feel uncomfortable answering them. If you do not wish to answer a question, you can skip it and go to the next question.

## If you have questions

The main researcher conducting this study is Zelda Montes, a graduate student at the Graduate Center, City University of New York. Please ask any questions you have now. If you have questions later, you may contact Zelda Montes at [zelda@montes.earth](mailto:zelda@montes.earth). If you have any questions or concerns regarding your rights as a subject in this study, you may contact the Institutional Review Board (IRB) for Human Participants at (646) 664- 8909 or [HRPP@cuny.edu](mailto:HRPP@cuny.edu). Participants will be given a copy of this form with the contact information above for their own records.

## Statement of Consent

I have read the above information, and have received answers to any questions I asked. I consent to take part in the study.

Your Signature \_\_\_\_\_ Date \_\_\_\_\_

Your Name (printed) \_\_\_\_\_

Signature of person obtaining consent \_\_\_\_\_ Date \_\_\_\_\_

Name of person obtaining consent (printed) \_\_\_\_\_

This signed consent form will be kept by the researcher for at least three (3) years beyond the end of the study.