

THEBIASSTATS

100% of people have hidden bias

Source 1

Unconscious (hidden) bias is sometimes expressed as a microaggression.

Microaggression (n.):

"A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)."

Source 2

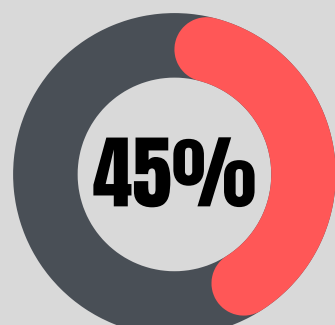
Top 5 Identity Dimensions for Microaggressions

- Gender
- Race
- Age
- Physical Appearance
- Sexual Orientation

Source 3

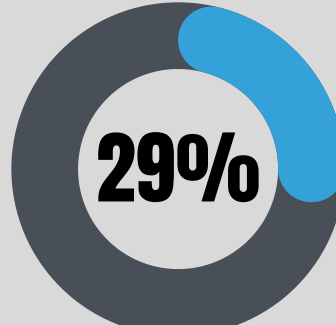
Most Common Workplace Microaggressions

#1 Being addressed unprofessionally



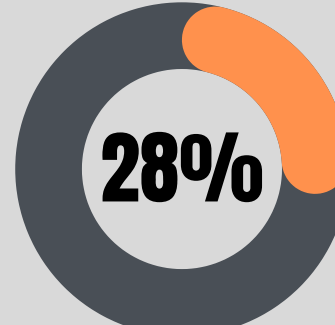
of workers say this would upset them

#2 Being told "you're well-spoken"



of employees have experienced this

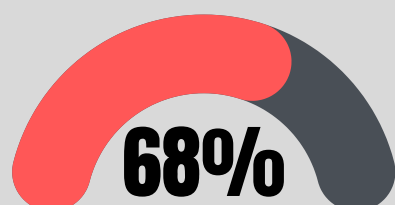
#3 Being spoken over



of employees have experienced this

Source 4

How Often Do Workplace Microaggressions Occur?



Agree that microaggression is a serious problem.



1 in 4 Americans have experienced microaggressions at work.



1 in 3 Americans have witnessed microaggressions at work.

Source 4

Impact of Workplace Bias and Microaggressions

Two-Thirds of employees attribute declines in their work performance to disrespect.

Of employees who perceive bias in their workplace:

33% feel regularly alienated at work

34% have withheld ideas or solutions

80% have not referred people to their employer

Sources 5 and 6

How to Take Action

Be Aware:

- Stop and Think. Be wary of first impressions.
- Switch it up and ask yourself, "what if the roles were reversed?"
- Explore where the stereotype or comment came from.
- Overwrite the stereotype.

Be Proactive:

- Filter what you say and do at work.
- Speak up if you experience or witness disrespect, stereotypes, demeaning comments, or microaggressions.

Source 7

UNintentional **still** HURTS
Overcoming Unconscious Bias

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