

GETTING REAL ABOUT BIAS, DIVERSITY, HARASSMENT AND BULLYING



UNCONSCIOUS BIAS



100% of people have hidden biases.

Biases can be positive or negative, and can manifest as stereotypes, prejudices, and discrimination. Hidden biases begin forming as young as 6 years old and are often reinforced through social settings and mass media.

Types of Unconscious Bias



Affinity Bias – An unconscious preference towards people who share similar qualities, viewpoints, or life experiences with you or someone close to you.



Confirmation bias – Selectively seeking information to back up an opinion that is already held without looking at the bigger picture.



Halo/Horns Effect – The tendency to think more highly of someone after learning something impressive about them, or, conversely, perceiving someone negatively after learning something unfavorable about them.



Conformity Bias – Very common in group settings, occurs when personal views are swayed or influenced by the views of others (similar to group-think).



Gender Bias – Preference towards one gender over another (often stems from deeply-rooted beliefs and experiences around gender roles and stereotypes).



Ageism – Consciously or unconsciously discriminating against someone on the basis of their age (tends to affect women more than men and negatively impacts both younger and older employees).



Beauty Bias – Judging people based on their perceived attractiveness. People perceived as more attractive tend to be viewed more positively and treated more favorably.



Weight Bias – Judging a person negatively because they are larger or heavier than average.



Name Bias – When you judge a person based on their name and perceived background (common when reviewing resumes).

HARASSMENT

According to the RAND American Working Conditions Survey:

1 in 5

American workers surveyed reported being exposed to hostile work environment harassment

In the month preceding the survey

13% Men
12% Women
Experienced verbal abuse and threats

10% Men
8% Women
Experienced humiliating behaviors

Additionally,

Younger employees more likely to be targets of harassment and bullying than older employees.

Young men more likely to experience verbal abuse.

Young women more likely to experience unwanted sexual attention.

Top 5 Most Common Forms of Harassment

50% Gender/Sex
17% Race/Ethnicity
15% Religion
13% Sexual Orientation
13% Age

Percentages do not equal 100 because many claims cite multiple forms of harassment.

DIVERSITY & INCLUSION

The Case For Diversity

Diverse companies are more likely to financially outperform their peers.

25% **Gender-diverse** companies are 25% more likely to outperform their peers

36% **Ethnically-diverse** companies are 36% more likely to outperform their peers

The Case For Inclusion

Organizations with an inclusive culture versus those without are:

2x as likely to meet or exceed financial targets

6x more likely to be innovative

6x more likely to anticipate change and respond

Slow Progress

Despite the case for diversity & inclusion, overall progress has been slow.

Globally, **female representation on executive teams only rose 1%** from 2017-2019

More than **1/3rd of companies still have no women** at all on their executive teams

Only **13% of US and UK executive teams are ethnically diverse**

Additionally,

researchers are finding that while overall sentiments around diversity are positive, employees still feel their companies have a long way to go when it comes to inclusion.

Among employees:

Overall sentiment on diversity is positive

52% Positive

But sentiment on inclusion is the opposite

61% Negative

Bottom Line:

Hiring diverse talent isn't enough—it's the workplace experience (i.e. inclusion) that shapes whether people remain and thrive.

BULLYING

Workplace bullying is repeated mistreatment and abusive conduct that is

Threatening, humiliating or intimidating

Work sabotage

Verbal abuse

Based on a National Workplace Bullying Survey:

27% reported current or past experience with abusive conduct at work

21% have witnessed bullying in their workplace

23% are aware of bullying in their workplace

Additionally,

69% of bullies are **men**.

Their targets are:

57% female
43% male

31% of bullies are **women**.

Their targets are:

68% female
32% male