**UNCONSCIOUS BIAS**

Percentage of people who have hidden biases:
- 100% biases can be positive or negative.
- 32% believe they are stereotypes and prejudices.
- 43% believe they are beneficial for young adults.
- 57% believe they are important to consider.

**DIVERSITY AND INCLUSION**

According to a McKinsey & Company report:
- Gender-diverse companies are 15% more likely to outperform their peers.
- Ethnically diverse companies are 35% more likely to outperform their peers.

**Infographic provided courtesy of Media Partners, providers of premier “people skills” and compliance training content.**

**Gender-diversity-bias-impact-of-higher-salary-while-targeting-jobs-**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>20%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of companies with female leaders</td>
<td>10</td>
<td>20</td>
<td>30</td>
<td>40</td>
<td>50</td>
<td>60</td>
<td>70</td>
<td>80</td>
</tr>
</tbody>
</table>

**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:**

**Single Bully Versus Multiple Bullies**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>69%</th>
<th>56%</th>
<th>43%</th>
<th>31%</th>
<th>66%</th>
<th>32%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single bully</td>
<td>27%</td>
<td>21%</td>
<td>23%</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiple bullies</td>
<td>40%</td>
<td>19%</td>
<td>7%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Their targets are:**
- 69% of men
- 57% of women
- 43% of subordinates
- 31% of colleagues
- 66% of bosses
- 32% of peers

**High-Impact Diversity and Inclusion: Maturity Model and Top Findings,** Bersin by Deloitte

<table>
<thead>
<tr>
<th>Percentage</th>
<th>71%</th>
<th>12%</th>
<th>3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male leaders</td>
<td>71%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>Female leaders</td>
<td>71%</td>
<td>12%</td>
<td>3%</td>
</tr>
</tbody>
</table>

**Organizations with an inclusive culture versus those without are:**
- 2x as likely to meet or exceed financial targets
- 6x more likely to anticipate change and respond

**HARASSMENT**

According to the RAND American Working Conditions Survey:
- 1 in 5 American workers surveyed reported being exposed to hostile work environment harassment.

**According to the survey:**
- 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.

**BULLYING**

**Single Bully Versus Multiple Bullies**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>8%</th>
<th>9%</th>
<th>3%</th>
<th>7%</th>
<th>9%</th>
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<th>7%</th>
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<tr>
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<td>3%</td>
<td>7%</td>
<td>9%</td>
<td>9%</td>
<td>7%</td>
<td>7%</td>
</tr>
</tbody>
</table>

**Single Bully**

- 77% of bullying cases involved one bully
- 23% of bullying cases involved multiple bullies

**Multiple bullies**

- 40% of bullying cases the boss is the perpetrator
- 19% of bullying cases it’s a peer
- 7% of bullying cases it’s a subordinate

**High-Impact Diversity and Inclusion: Maturity Model and Top Findings,** Bersin by Deloitte

**race & reality in america, “4 ways you might be displaying hidden bias in everyday life,” emanuella grinberg, cnn, november 25, 2015**

**Harvard business review, “diverse teams feel less comfortable – and that’s why they perform better,” d. rock, h. grant, and j. grey, september 22, 2016**

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