

# Getting Real about Bias, Diversity, Harassment and Bullying

## UNCONSCIOUS BIAS

Percentage of people who have hidden biases:

# 100%

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

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

## DIVERSITY AND INCLUSION

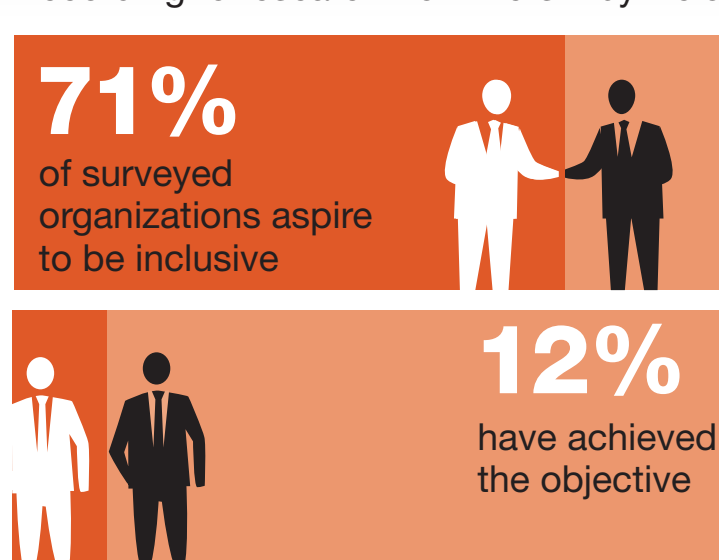
According to a McKinsey & Company report:

- Gender-diverse companies are **15% more likely** to outperform their peers
- Ethnically-diverse companies are **35% more likely** to outperform their peers

Diversity Matters Report, McKinsey & Company, 2015



According to research from Bersin by Deloitte,



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

Among job seekers:



**67%** consider a diverse workforce important when considering job offers

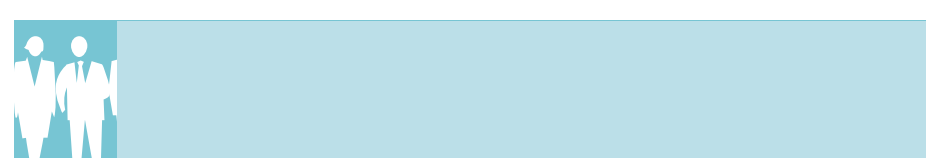
Among current employees:



**57%** think their company should increase workplace diversity



**33%** are aware of company diversity initiatives



**21%** are uncertain whether the company has any diversity initiatives



**46%** are unaware of company diversity initiatives

Glassdoor Diversity Hiring Survey, Glassdoor, 2014

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

"High-Impact Diversity and Inclusion: Maturity Model and Top Findings," Bersin by Deloitte  
<http://www.bersin.com/News/Content.aspx?id=20890>

## HARASSMENT

According to the RAND American Working Conditions Survey:

American workers surveyed reported being exposed to hostile work environment harassment



In the month preceding the survey:

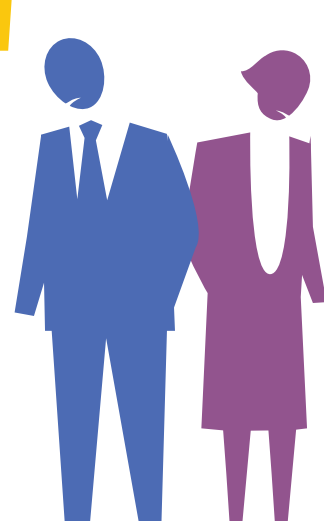


percentage of men who experienced verbal abuse and threats: **13**

percentage of women: **12**

percentage of men who experienced humiliating behaviors: **10**

percentage of women: **8**



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**.

[https://www.rand.org/pubs/research\\_reports/RR2014.html](https://www.rand.org/pubs/research_reports/RR2014.html)

## 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



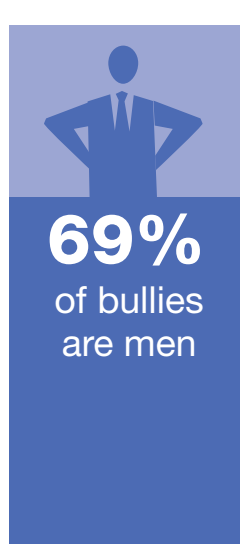
**21%** have witnessed bullying in their workplace



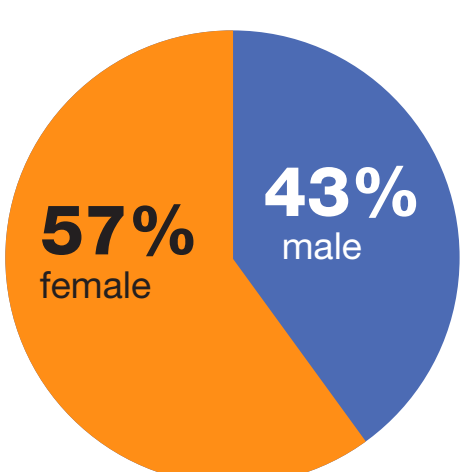
**23%** are aware of bullying in their workplace



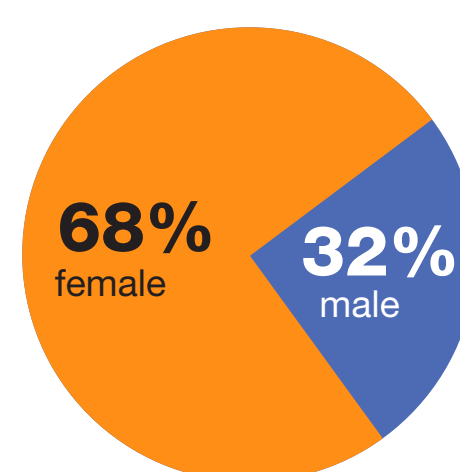
**28%** are not aware of bullying in their workplace



Their targets are:



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## Single Bully Versus Multiple Bullies

**77%** of bullying cases involved one bully



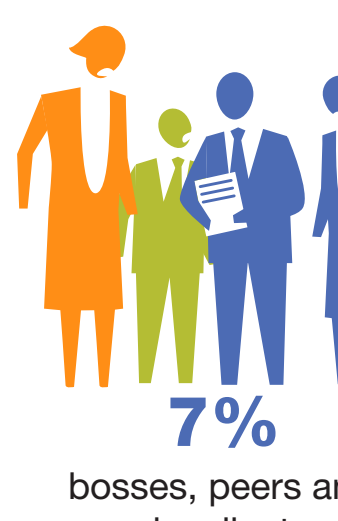
**23%** involved multiple bullies



### Single Bully



### Multiple bullies



U.S. Workplace Bullying Survey, February 2014, Workplace Bullying Institute

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[www.mediapartners.com](http://www.mediapartners.com)