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: Often common in group settings, occurs when personal views are swayed by the views of others (similar to group-think).
- Confirmation bias: 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: The tendency to do what others do in a group setting.
- Affinity Bias: A preference towards people who share similar qualities, viewpoints, or life experiences with you or someone close to you.

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 one.

- 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 100% of companies still have no women at all on their executive teams
- Only 10% 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
- But sentiment on inclusion is the opposite

Bottom Line:

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

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% of men experienced verbal abuse and threats
- 8% of women experienced humiliating behaviors

Additionally:

- Younger employees are more likely to experience harassment and bullying than older employees.
- Men more likely to experience verbal abuse.
- Younger workers more likely to experience unwanted sexual attention.

Top 5 Most Common Forms of Harassment

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

Percentage do not equal 100 because many claim cite multiple forms of harassment.

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:
  - 62% female
  - 43% male
- 31% of bullies are women.
- Their targets are:
  - 60% female
  - 40% male