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
12% of women experienced verbal abuse and threats
10% of men experienced humiliating behaviors
8% of 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 unwarranted sexual attention.

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

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 claim cite multiple forms of harassment

13% of bullies are men.
31% of bullies are women.

Their targets are:

62% female
43% male
40% female
32% male

Bottom Line:

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

BULLYING

Without a workplace culture of inclusion and respect, bullying will have a negative impact.

The Case For Inclusion

Organizations with an inclusive culture versus those without

2x more 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 1/3rd 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.

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

Data Sources:

https://www.catalyst.org/2020/01/02/interrupt-unconscious-bias/

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, where 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 older employees).

Beauty Bias – When you judge a person 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).

Types of 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.

Getting Real About Bias, Diversity, Harassment And Bullying

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