The bias barrier
Allyship, inclusion, and everyday behaviors

While today's workforce feels like they can be themselves at work and that their organization is inclusive, many report experiencing bias frequently, often in subtle and indirect ways. What can organizations do to continue to advance their inclusive efforts and impact the daily behaviors and experiences of their people?

Organizations are making progress on advancing inclusion

Yet, among professionals who have recently felt they experienced workplace bias...

There is sometimes a gap...

Individually, each of us can exemplify inclusive behaviors in our daily interactions.

The presence of bias in the workplace can affect productivity, well-being, and engagement

Organizations can help close the gap by empowering all of their people to embody allyship

About Deloitte
Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the “Deloitte” name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.

Methodology: This survey gathered online responses in April 2019 of 3,000 nationally representative U.S. adults, employed full-time at companies of 1,000 employees or more. The online questionnaire measured demographic subgroups upfront to ensure a significant sample size for statistical validity.