

## 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...

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



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