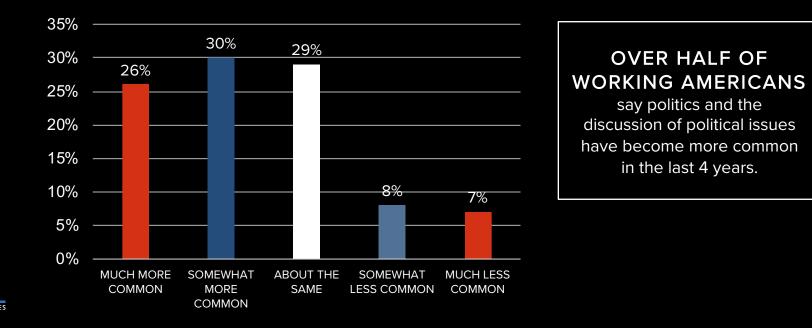
SHRM POLITICS IN THE WORKPLACE



OMNIBUS

HOW COMMON DO YOU THINK POLITICS AND THE DISCUSSION OF POLITICAL ISSUES HAVE BECOME OVER THE LAST FOUR YEARS?

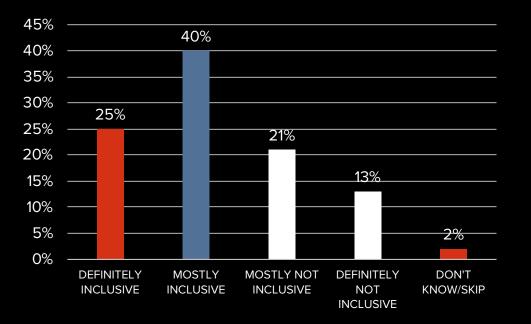


WHILE MOST WORKPLACES ARE INCLUSIVE OR MOSTLY INCLUSIVE ABOUT DIFFERING POLITICAL OPINIONS...

OVER A THIRD ARE NOT.



TO WHAT EXTENT IS YOUR ORGANIZATION INCLUSIVE OF DIFFERING POLITICAL PERSPECTIVES AMONGST STAFF?



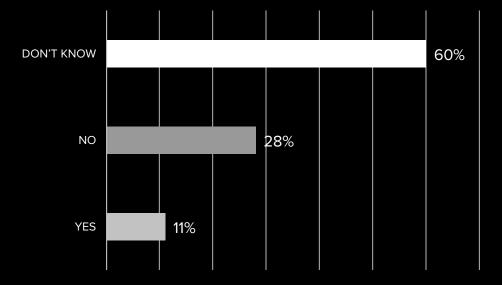
OVER A THIRD OF WORKING AMERICANS

say their workplace is <u>not</u> inclusive of differing political perspectives



IS YOUR ORGANIZATION WORKING TO BECOME MORE INCLUSIVE OF DIFFERING POLITICAL PERSPECTIVES?

Asked to those who indicated their workplace is not definitely inclusive of differing political perspectives. N=381.



ALMOST A THIRD

of working Americans who say their workplace is <u>not</u> totally inclusive say their organization is <u>not</u> working to become more inclusive



ALMOST HALF OF WORKING AMERICANS HAVE PERSONALLY HAD A POLITICAL DISAGREEMENT AT WORK.



HAVE YOU PERSONALLY EXPERIENCED OR WITNESSED POLITICAL DISAGREEMENTS IN THE WORKPLACE?

42% of we person disage

of working Americans have **PERSONALLY EXPERIENCED** political disagreements in the workplace.

44%

of working Americans have WITNESSED OR OBSERVED political disagreements in the workplace.

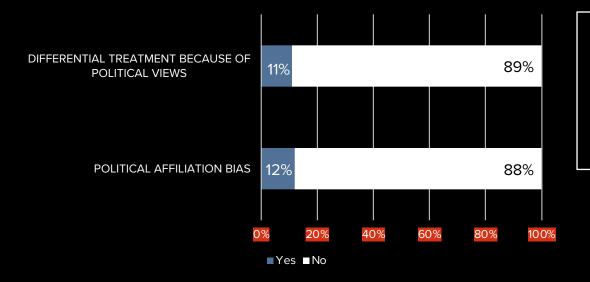


DISAGREEMENT, IN AND OF ITSELF, DOESN'T HAVE TO BE A PROBLEM.

About 1 in 10 working Americans has personally experienced or witnessed differential treatment on the basis of political affiliation, or political affiliation bias (whether positive or negative bias).



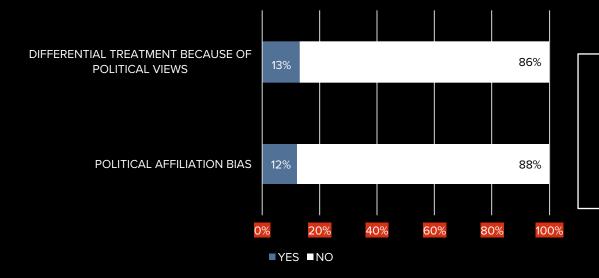
PERSONAL EXPERIENCES: POLITICAL AFFILIATION BIAS AND DIFFERENTIAL TREATMENT



1 in 10 working Americans say they have personally experienced either differential treatment because of political views or political affiliation bias



WITNESSING AND OBSERVING: POLITICAL AFFILIATION BIAS AND DIFFERENTIAL TREATMENT



1 in 10 working Americans say they have witnessed or observed either differential treatment because of political views or political affiliation bias



METHODOLOGY AND CITATION

METHODOLOGY

A sample of 522 Working Americans was surveyed using the Amerispeak Omnibus survey, NORC at the University of Chicago's probability-based panel designed to be representative of the U.S. household population. The survey was administered October 7th to 14th, 2019.

CITATION

SHRM October 2019 Omnibus



For additional information, demographic analysis, and questions please contact the research department via email at cate.supinski@shrm.org