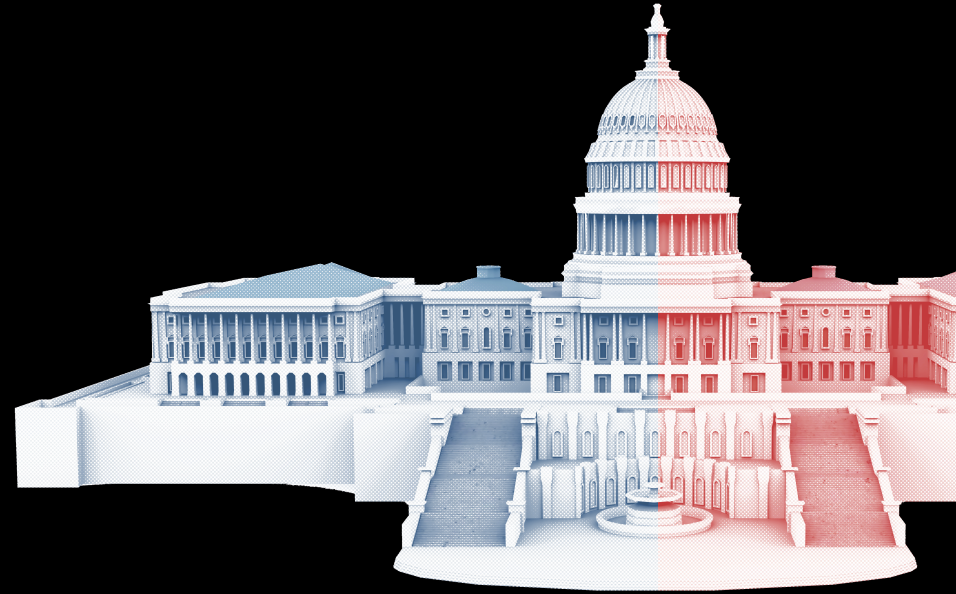


SHRM

POLITICS IN THE

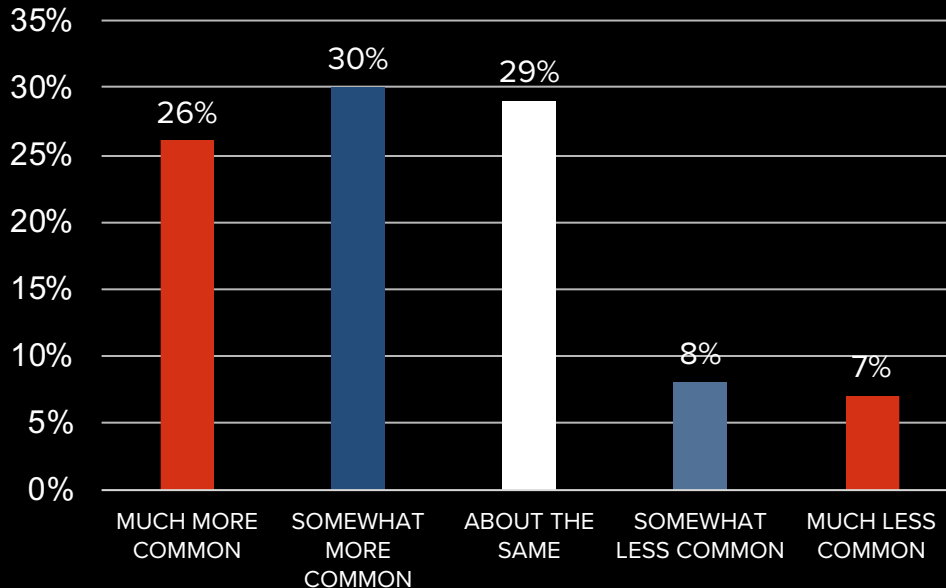
WORKPLACE

— / OMNIBUS / —



SHRM®
BETTER WORKPLACES
BETTER WORLD™

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

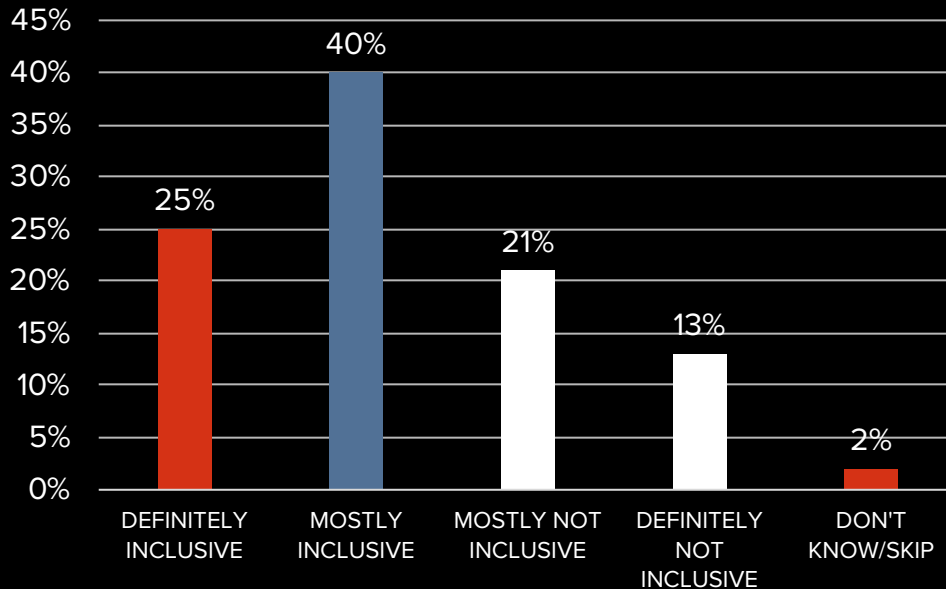


OVER HALF OF WORKING AMERICANS say politics and the discussion of political issues have become more common in the last 4 years.

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

OVER A THIRD ARE NOT.

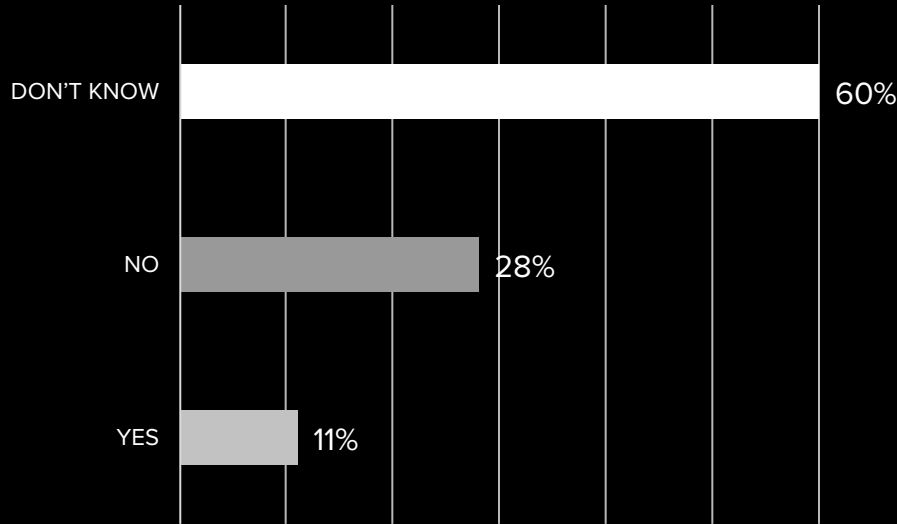
TO WHAT EXTENT IS YOUR ORGANIZATION INCLUSIVE OF DIFFERING POLITICAL PERSPECTIVES **AMONGST STAFF?**



OVER A THIRD OF WORKING AMERICANS say their workplace is not 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 not totally inclusive say their organization is not 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 working Americans have
PERSONALLY EXPERIENCED political
disagreements in the workplace.

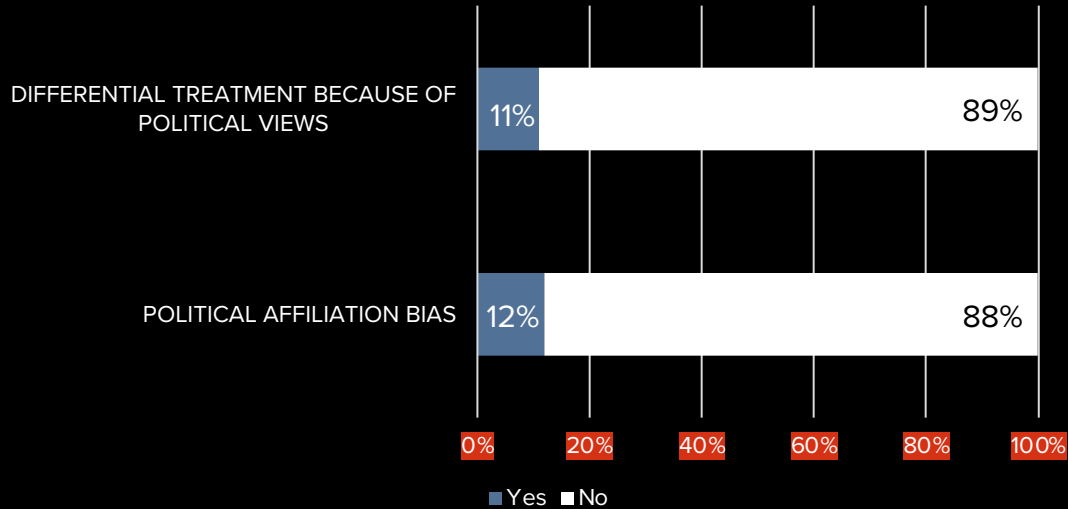
44%

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

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

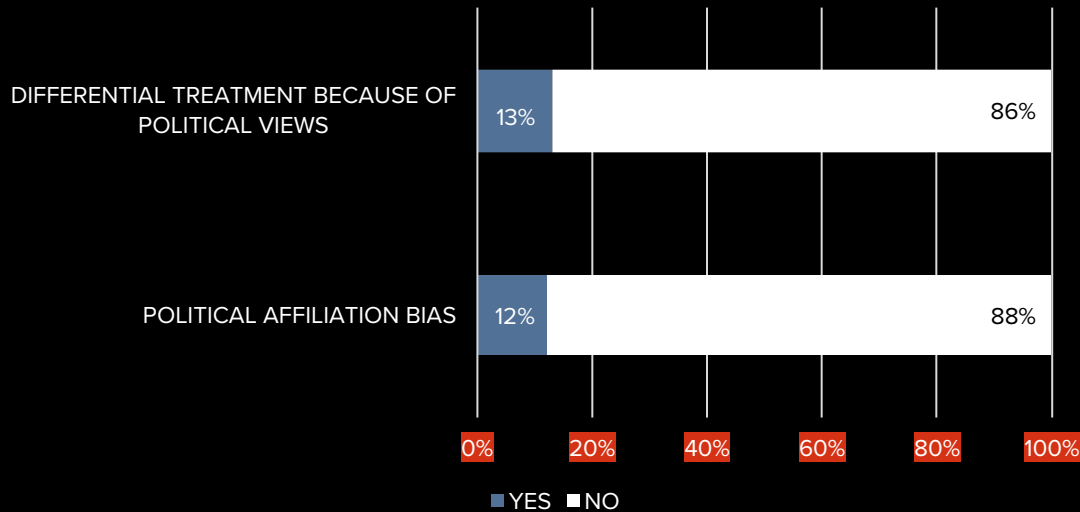
About 1 in 10 working Americans has personally experienced or witnessed differential treatment on the basis of political affiliation, or political affiliation bias (whether positive or negative bias).

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