SHRM
POLITICS IN THE WORKPLACE
OMNIBUS
SHRM
BETTER WORKPLACES BETTER WORLD®
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).
1 in 10 working Americans say they have personally experienced either differential treatment because of political views or political affiliation bias.

<table>
<thead>
<tr>
<th>Differential Treatment Because of Political Views</th>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>11%</td>
<td></td>
<td>89%</td>
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<table>
<thead>
<tr>
<th>Political Affiliation Bias</th>
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<tbody>
<tr>
<td>12%</td>
<td></td>
<td>88%</td>
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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