

# Diversity & Discrimination in the Workplace

## Overview

- Definitions/Terminology
- Documentation of discrimination
- Why we discriminate
- How to reduce discrimination
- The benefits of diversity for organizations

## Definitions

[definitions for each could go below]

- Bias
  - Prejudice
  - Stereotype
  - Discrimination
  - Ism's (Institutionalized bias; e.g., racism, ageism, sexism)
- Implicit attitudes
- Diversity

## Prevalence of Discrimination

[Insert statistics from your field or across fields (see links below or field-specific information)]

- [https://www.dol.gov/wb/stats/stats\\_data.htm](https://www.dol.gov/wb/stats/stats_data.htm)
- <http://www.toolsforchangeinstem.org/double-jeopardy-gender-bias-women-color-science/>
- <http://rocunited.org/publications/ending-jim-crow-in-americas-restaurants/>
- <https://www.americanprogress.org/issues/lgbt/news/2011/06/02/9872/gay-and-transgender-people-face-high-rates-of-workplace-discrimination-and-harassment/>

## Resume Study

Mullainathan & Bertrand (2004)

- [Explanation of parameters of study]
- [Outcome/Results of study]
- [Implications of these outcomes]

## Why do we discriminate?

A few of the factors influencing discrimination, covered in the next section:

1. Bias is in the air we breathe
2. Lack of fit theory
3. Similar to me effect
4. Organizational mechanisms

In the air we  
breathe: Everyone  
has bias

- Short video about measurement of implicit prejudice
  - <https://www.youtube.com/watch?v=cykcpqSpVZo>
  - Or <https://www.youtube.com/watch?v=ABSeKU2qJoI>

Lack of fit theory of  
workplace  
discrimination

- [Describe theory here]
- [Examples]
- [Implications]



- [This template gives you an idea of what to create, your template would include the appropriate number of slides for your topic]