



JOCELYN GREENKY
CREATING ENVIRONMENTS FOR SUCCESS
• TRUST, CULTURE, DIVERSITY EXPERTISE •

Losing New Ideas Due to Bias: Women Still Lacking Support in Workplace

New Sider Road Survey Maps Employees on “Psychological Safety Scale”

Scarsdale, N.Y. – Innovation is key to growth in our new economy, yet gender and racial bias continue to create an unhealthy climate for new ideas. A recent survey of professionals conducted by Sider Road found that, while most people feel supported at their place of work, women are less likely to feel that their supervisor encourages them to take risks. Furthermore, nearly 25% of women of color felt that their boss or supervisor rejects their ideas and suggestions.

According to Jocelyn Greenky of Sider Road, “Women, who are already risk-averse due to societal norms, feel less encouraged to speak up and take initiative in the workplace. Gender discrimination takes many forms, some obvious and some not. Efforts such as the #MeToo movement are critical in combating the bias that prevents women from excelling professionally and effectively contributing to businesses’ bottom lines.” Women of color are a growing percentage of the labor market with new ideas and perspectives that are not being heard and supported*.

Sider Road’s online poll of 587 individuals, sponsored by Mercy College, was designed to determine how today’s workers fall on the “Psychological Safety Scale,” a measure developed by Greenky to analyze whether employees felt trusted by their managers, and were encouraged to take the actions or risks that often lead to innovation in the workplace.

The results, analyzed by BLS Research & Consulting, uncovered notable inequalities in employee attitudes on the basis of race and gender concluded:

- People of color, in general, feel that their boss/supervisor rejects their ideas and suggestions more often;
- White people are more likely to feel that their boss or supervisor would not deliberately act in a way that would undermine their efforts;
- While most people feel supported at their place of work, women are less likely to feel that their supervisor makes it safe for them to take risks; and
- Women of color felt that their “boss or supervisor rejects their ideas and suggestions” more often than white men, white women, or men of color.

Greenky, who serves as an adjunct professor at Mercy College, said, “Our survey indicates that, still, in this day and age, white employees feel more supported in the workplace, while 23% of people of color simply do not. Bias along racial and gender lines, whether conscious or unconscious, undermines teamwork and innovation, which ultimately affects business success. Our Psychological Safety Scale

illustrates that companies need to acknowledge that this issue exists and take proactive steps to build understanding within an increasingly diverse workforce.”

About Sider Road

Sider Road works with companies and individuals to untangle problems in communication and employee engagement, and lay the groundwork for higher profitability and low turnover. Serving both Fortune 500 companies and startups, we promote inclusiveness, engagement and innovation through programs, workshops and coaching sessions.

Jocelyn Greenky, is an accomplished digital, creative and business development executive, and an internationally published author with deep media, consumer marketing, and branding experience. She has advised numerous organizations across a variety of industries in the areas of strategy, business development, revenue generation and emerging technologies. She holds an M.B.A. in Organizational Leadership and International Management. She is the author of *The Big Sister's Guide to the World of Work: The Inside Rules Every Working Girl Must Know*, a Simon & Schuster Publication.

*<https://www.catalyst.org/research/women-of-color-in-the-united-states/>

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