

Three simple things your organization can do to be more Size Friendly!

Additional Resources

National Association to
Advance Fat Acceptance
www.naafaonline.com

Council on Size &
Weight Discrimination
www.cswd.org

Association for Size
Diversity and Health
www.sizediversityandhealth.org

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what's the
big **FAT** deal?

1. ADD "SIZE AND SHAPE" OR "WEIGHT AND HEIGHT" TO YOUR DIVERSITY POLICY.

- Be better than the current outdated law!
- Show applicants and employees you care about inclusivity by including them in the policy.

2. CHAIRS

- For interviews, make sure sturdy, armless chairs are available in all areas where applicants will be interacting.
- For new hires, invest in chairs that are sturdy and fit the employees' needs both in their own workstations and add a few armless chairs in all conference rooms.

3. TRAIN HIRING MANAGERS

- Ensure hiring managers understand that size and shape are not a criteria to be used in hiring decisions.
- Utilize toolkits like NAAFA's HR Training Guide available for free online at naafaonline.com

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Lisa Love



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Why use the word FAT?

Fat is a descriptor. It's no different from thin, tall and short. Fat has been used as a slur in our society and many fat people are still shamed by its use in denigrating our bodies. Additionally, many people of size continue to feel an internalized fat phobia and find the word hurtful and don't use it. I use it to reclaim it's power as a descriptor and to disarm those who wish to wield it against me.

The word fat is very charged even for those who are not fat. When I use it to describe myself, some people will immediately say, "You aren't fat! You're beautiful!" as if the word fat itself is a synonym for ugly. No one ever says, "You aren't thin! You're hideous!" or "You aren't tall, you're purple!" Even well-meaning and kind people don't realize that they are perpetuating a negative connotation with the word using it in this way.

The best way to describe or talk about people who are fat is to use people or person of size. Our hope is that one day, a descriptor is not needed and we are seen as people.

Size Discrimination is real and damaging

According to a 2008 Michigan State University study, and contrary to negative stereotypes, employees of size are just as **Conscientious, Agreeable, Extraverted,** and **Emotionally Stable** as their smaller counterparts.

According to a 2017 Fairygodboss.com survey only 15.6% of hiring professionals said they would hire an overweight woman.

A well known 2004 study found that white females are levied an obesity penalty of **9% LESS in salary** for every 65 pounds they are over average weight counterparts. **This is equivalent to 1.5 years of education or 3 years of work experience!** *John Cawley, The Journal of Human Resources*

No FEDERAL LAW protects workers from workplace discrimination based on body size.

Michigan is the only state that has a law prohibiting discrimination based on weight and height.

Only these few cities that have enacted anti-fat discrimination laws: Washington DC, San Francisco, CA, Santa Cruz, CA, Binghamton, NY, Urbana, IL, Madison, WI

Why does it matter?

THE GENDER & RACE WAGE GAP LOOPHOLE:

- Women are more affected by weight discrimination and salary penalties than men.
- People of color tend to have higher BMIs than white people, subjecting more POC to weight discrimination.
- Allowing weight discrimination to continue gives employers a legal loophole to continue to short change women and people of color.

THE BUSINESS CASE:

- With more than 60% of the population considered "overweight" or "obese", organizations would severely limit their resource pool by eliminating people of size as potential employees.
- Adding another level of diversity leads to better ideas and alternative viewpoints, both indicators of innovation.
- Prejudice in hiring and promotion robs the organization of its most important investment - Employees' performance suffers due to low morale and high turnover, resulting in ongoing training and retraining expenses.

Source: National Association to Advance Fat Acceptance