

what's the  
**bigFAT**deal?

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# Size Discrimination is Real & Damaging

- Contrary to negative stereotypes, employees of size are as conscientious, agreeable, extroverted, and emotionally stable as their smaller counterparts.

*--Michigan State University, 2008*

- White females earn 9% less in salary for every 65 pounds they are over average weight counterparts, equaling 1.5 years of education or 3 years of work experience.

*--The Journal of Human Resources, 2004*

- Only 15.6% of hiring professionals said they would hire an overweight woman. 20% described fat women as lazy, 21% deemed them unprofessional and only 18% said they had leadership potential.

*--Fairygodboss.com, 2017*

# Size Discrimination is Real & Damaging

- 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, including Washington DC, San Francisco, CA, Santa Cruz, CA, Birmingham, NY, Urbana, IL and 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.

# Why Does it Matter?

## 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*

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

- Add “size and shape” or “weight and height” to your diversity policy.
- Chairs! Chairs! Chairs!
- Train hiring managers.