SINGLISM

Unmarried people in the workplace should face no greater demands to justify their lives than married people do.

Singlism is the stereotyping, stigmatizing, and discrimination against people who are single. Although singlism is typically a microaggression, a nonviolent, softer form of prejudice than what is often faced by other stigmatized groups, the impact of singlism is far-reaching. Singles are subjected to unfair treatment in the workplace, the marketplace, healthcare, housing, and even the federal tax structure.

Common types of discriminatory acts that single workers face include being paid less, continuously being delegated heftier workloads than colleagues who have families, consistently being chosen for business travel because they are seen as more 'available', and not being considered for promotions because supervisors and upper management view the single person as less-committed than their married counterparts.

Single people are far more than whom they are (or aren't) married to: they are children, friends, cousins, caregivers, colleagues, etc. To ignore the depth and complexities of these networks is to limit the full range of their emotional experiences and their equal right to work-life balance.

The term 'singlism' was coined in 2005, in the academic article "Singles in society and in science" by Bella DePaulo Ph.D. and Wendy Morris

Brought to you by the DEI Board Awareness Committee
No. 6 of the Poster Series

Mannik Smith GROUP

DEI MONTHLY