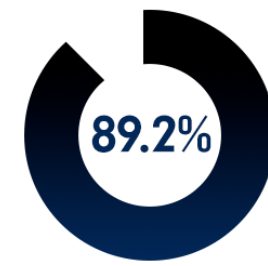


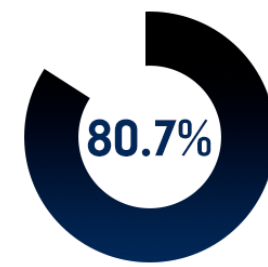
# Exploring the Impact of Ageism on Women in the Workplace

**77.8%**

of respondents have experienced **age-based prejudice** or **discrimination** in the workplace.



of respondents work in a **multigenerational workforce**.



have witnessed women in the workplace **being treated differently** because of their age.

## Who are the culprits?

The perpetrators of ageism are identified across all levels of seniority, from members of the HR team, to co-workers and clients, to managers and executives, and the **majority identified as men**.

Only **one-fifth (21.1%)** of respondents reported having **policies to address ageism at work**.



## The repercussions are far-reaching:

How has your experience with ageism impacted you personally?

- 62.2% Increase in stress
- 61.8% Second-guessing my capabilities
- 59.3% Working harder to prove value
- 55.0% Lower self-confidence
- 51.1% Negative impact on my mental health

How has your experience with ageism impacted you professionally?

- 57.7% Impaired career progression
- 52.1% Lack of sense of belonging at work
- 50.9% Dissatisfaction with my employer
- 44.4% Imposter syndrome
- 39.9% Looked for a new job/role

## It's not all bad news.

Respondents found **ageism to be the nudge they needed** to set out on their own or **advocate to improve the work environment for others**.

## What can organizations do?

1. Raise awareness and provide training and education.
2. Implement preventative policies and hold people accountable.
3. Develop reciprocal mentorship programs.
4. Focus on competencies over age when recruiting and hiring.
5. Include ageism as a part of DEI strategy, initiatives, and programs.

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