## **List of Tables**

Table 1: Percentage of Workers Having Discrimination Experiences Related to Advancement or Mobility in Previous Job, by Race and Ethnicity	4
Table 2: Percentage of Workers Having Discrimination Experiences Related to Treatment in Previous Job, by Race or Ethnicity	5
Table 3: Margins of Error for Survey Samples	13
Table 4: Discrimination is Major or Minor Problem/Major Problem in Private Workplaces Today, by Race/Ethnicity	16
Table 5: Discrimination is Major or Minor Problem/Major Problem in Private Workplaces Today, by Race/Income, Ranked	16
Table 6: Source of Problem of Discrimination in Private Workplaces, Percent a Lot, by Race and Ethnicity	18
Table 7: Problem of Discrimination in Own Workplace, by Race and Ethnicity	19
Table 8: Major/Minor Problem of Discrimination in Private Workplaces vs. Own Workplace, by Race and Ethnicity	19
Table 9: Problem of Discrimination in Own Workplace, by Race and Ethnicity	20
Table 10: Unfair Treatment/Discrimination Daily/Generally, a Few Times a Month or More, by Race and Ethnicity	23
Table 11: Unfair Treatment/Discrimination at Work, a Few Times a Month or More, by Race and Ethnicity	23
Table 12: Unfair Treatment/Discrimination at Work Combined, a Few Times a Month or More, by Race and Ethnicity	24
Table 13: Unfair Treatment Daily and at Work, a Few Times a Month or More, by Race and Ethnicity	24
Table 14: Discrimination Daily and at Work, a Few Times a Month or More, by Race and Ethnicity	24

Table 15: Comparing Unfair Treatment/Discrimination at Work to Daily Life, by Race and Ethnicity	25
Table 16: Treatment is the Same at Work, by Race and Ethnicity	26
Table 17: Managers/Supervisors' Treatment is the Same at Work, by Race and Ethnicity	26
Table 18: Opinions About Inclusion, by Race and Ethnicity	27
Table 19: Treatment is the Same at Work, by Discrimination in Own Workplace is Problem, U.S. Workers	27
Table 20: Managers/Supervisors' Treatment is the Same at Work, by Discrimination in Own Workplace is Problem, U.S. Workers	27
Table 21: Opinions About Inclusion, by Discrimination in Own Workplace is Problem, U.S. Workers	28
Table 22: Negative Statements About Select Discrimination/Unfair Treatment, Percent a Lot and a Little, by Race and Ethnicity	29
Table 23: Negative Statements About Select Discrimination/Unfair Treatment, Percent a Lot, by Race and Ethnicity	30
Table 24: Negative Statements About Select Discrimination/Unfair Treatment, a Lot/a Little Count, by Race and Ethnicity	32
Table 25: Negative Statements About Select Discrimination/Unfair Treatment, a Lot Count, by Race and Ethnicity	32
Table 26: Better Treatment Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers	33
Table 27: Higher Pay Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers	33
Table 28: Supervisors Value Some Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers	34
Table 29: More Training or Promotion Opportunities Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers	34
Table 30: Discrimination Occurs, by Discrimination in Own Workplace is Problem, U.S. Workers	34

Table 31: Various Experiences at Work, Percent a Few Times a Month or More, by Race and Ethnicity	35
Table 32: Comparing Poor Treatment with Unfair Treatment and Discrimination, Percent a Lot or a Little, by Race and Ethnicity	35
Table 33: Comparing Poor Treatment with Unfair Treatment and Discrimination, Percent a Lot, by Race and Ethnicity	36
Table 34: Experience with Unfair Treatment, by Discrimination is a Problem in Own Workplace, U.S. Workers	37
Table 35: Experience with Discrimination, by Discrimination is a Problem in Own Workplace, U.S. Workers	37
Table 36: Experience with Poor Treatment, by Discrimination is a Problem in Own Workplace, U.S. Workers	37
Table 37: Experience with Unfair Treatment is Intentional or Not, by Race and Ethnicity	38
Table 38: Experience with Discrimination is Intentional or Not, by Race and Ethnicity	38
Table 39: Experience with Advancement/Mobility and Promotion/Raise/Income in Current Job, by Race and Ethnicity	39
Table 40: Experience with Treatment in Current Job, by Race and Ethnicity	40
Table 41: Experience with Advancement/Mobility or Treatment in Current Job, Count, by Race and Ethnicity	40
Table 42: Past Promotions/Pay Raises Faster Because of Race and Ethnicity, by Race and Ethnicity	41
Table 43: Experience with Advancement/Mobility and Promotion/Raise/Income in Previous Job, by Race and Ethnicity	42
Table 44: Experience with Treatment in Previous Job, by Race and Ethnicity	43
Table 45: Experience with Advancement/Mobility or Treatment in Previous Job, Count, by Race and Ethnicity	43
Table 46: Experience with Advancement/Mobility in Any Job and Considered Discrimination, by Race and Ethnicity	47

Table 47: Experience with Treatment in Any Job and Considered Discrimination, by Race and Ethnicity	48
Table 48: Percent Reporting Unfair Treatment/Discrimination by Various Characteristics, by Race and Ethnicity	49
Table 49: Unfair Treatment/Discrimination Other than Race/Ethnicity, Count, by Race and Ethnicity	49
Table 50: Quitting/Thinking About Quitting Job, by Race and Ethnicity	50
Table 51: Hearing or Reading Comments/Insults/Slurs Because of Race or Ethnicity in Current Job, Percent a Lot or a Little, by Race and Ethnicity	51
Table 52: Hearing or Reading Comments/Insults/Slurs Because of Race or Ethnicity in Current Job, Percent a Lot, by Race and Ethnicity	51
Table 53: Hearing or Reading Comments/Insults/Slurs Between Co-workers Because of Race or Ethnicity in Current Job, by Discrimination is Problem/Not a Problem	52
Table 54: Hearing or Reading Comments/Insults/Slurs by Manager/Supervisor Because of Race or Ethnicity in Current Job, by Discrimination is Problem/Not a Problem	52
Table 55: Witnessing Unfair Treatment/Discrimination, by Race and Ethnicity	52
Table 56: Concern About Reporting and Retaliation, by Race and Ethnicity and Gender	54
Table 57: Satisfaction with Inclusion in Current Job, by Race and Ethnicity	56
Table 58: Feel Included in Current Job, by Race and Ethnicity	57
Table 59: Satisfaction with Inclusion in Current Job by Discrimination is Problem/Not a Problem	57
Table 60: Feel Included in Current Job by Discrimination is Problem/Not a Problem	58
Table 61: Ever Worked in Job Where Not Included, by Race and Ethnicity	58
Table 62: Importance of Diversity in Private Companies, by Race and Ethnicity	59
Table 63: Importance of Diversity in Own Company, by Race and Ethnicity	60

Table 64: Importance of Equity in Private Companies, by Race and Ethnicity	60
Table 65: Importance of Equity in Own Company, by Race and Ethnicity	61
Table 66: Racial and Ethnic Diversity in Workplace, by Race and Ethnicity	61
Table 67: Race or Ethnicity Has Made it Harder to Succeed at Work, by Race and Ethnicity and Gender	65
Table 68: Race or Ethnicity Has Made It Harder to Succeed at Work, by Race and Ethnicity and Income	65
Table 69: Coded Responses	66
Table 70: Very Important Job Attributes, by Race and Ethnicity	67
Table 71: Ranking of Very Satisfied Job Attributes, by Race and Ethnicity	67
Table 72: Want Promotion/Never Had One, by Race and Ethnicity and Gender	68
Table 73: Percent Government Should Help Increase Diversity, by Race and Ethnicity	70
Table 74: Percent Government Should Require Increased Diversity, by Race and Ethnicity	71
Table 75: Percent Government Should Help Increase Equity, by Race and Ethnicity	72
Table 76: Percent Government Should Require Increased Equity, by Race and Ethnicity	72
Table 77: Necessary to Have Laws Against Discrimination in Hiring/Promotions, by Race and Ethnicity	73
Table 78: Opinions about the Role of Government, Unions, and Diversity, by Party ID	74
Table 79: Diversity in Company Should Reflect Location's Diversity, by Race and Ethnicity	75
Table 80: Percent Agree Race and Ethnicity Should be Taken into Account When Hiring to Increase Diversity, by Race and Ethnicity	76
Table 81: People of Color Given Preference Because of Past Discrimination, by Race and Ethnicity	76

Table 82: Percent Agree Want to Work for Company That Speaks Out Against Discrimination vs. Company That Does Actively Speak Out, by Race and Ethnicity and Household Income	79
Table 83: Percent Agree Want to Work for Company That Speaks Out Against Discrimination vs. Company That Does Actively Speak Out, by Race and Ethnicity and Hourly/Salary	80
Table 84: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity	80
Table 85: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Age	81
Table 86: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Household Income	82
Table 87: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Hourly/Salary	82
Table 88: Percent Company Without Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination Because Not a Priority or Not a Problem, by Race and Ethnicity	83
Table 89: Percent Agree, Various Descriptors re: Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity	83
Table 90: Percent Has Policies/Procedures/Programs in Workplace, by Company/Organization Size	84
Table 91: Percent Have Various Policies/Programs, Helpful, U.S. Workers	85
Table 92: Percent Have Various Policies/Programs, Based on Race and Ethnicity	86
Table 93: Percent Would Be Very Helpful to Reduce Discrimination in Workplaces Today, by Race and Ethnicity	87