

Contents

Executive Summary	1
Background	9
Research Questions	11
Survey Goals and Methods	12
Survey Overview	13
Findings	14
Perceptions of Workplace Discrimination	15
In U.S. Workplaces	15
In Workers' Own Workplaces	19
Diversity and Equity, and Inclusion and Discrimination	56
Inclusion and Discrimination	56
Diversity and Equity	59
Opinions and Experiences: Economic Mobility	65
The Role of Government and Employers	70
The Role of Government	70
The Role of Employers	74
Conclusion	92
Questions for Future Research and Work	93

Authors 95

Acknowledgments 96

About the Heldrich Center 96

End Notes 97

References 100