

## Appendix C: Main Survey Questionnaire and Topline

### Main Survey Questionnaire<sup>13</sup>

[WINTRO\_1]

Thank you for agreeing to participate in our new AmeriSpeak® survey!

This survey is about the place where you work, your experiences on the job, and policies and initiatives related to workplace culture.

#### Q1.

Which of the following best describes your current employment situation?

RESPONSE OPTIONS:

1. Employed, working for pay full-time hours, at least 35 hours per week
  2. Employed, working for pay part-time hours, 34 hours or less per week
  3. Unemployed and looking for paid full- or part-time work - **TERMINATE**
  4. Unemployed and not looking for paid work (includes a stay at home parent or other caregiver) - **TERMINATE**
  5. On temporary furlough from a job (furlough) - **TERMINATE**
  6. In the military - **TERMINATE**
  7. A student (includes all post-secondary work) - **TERMINATE**
  8. Retired, and not currently working for pay - **TERMINATE**
  9. Retired, but currently working for pay for interest or enjoyment - **TERMINATE**
  10. Retired, but currently working for pay for the income it provides
- Unable to work because of a medical condition or disability - **TERMINATE**

[IF Q1 = 3,4,5,6,7,8,9,11,77,98,99, TERMINATE]

<sup>13</sup> Although primarily a web survey, this survey was dual mode, and some respondents took the survey through a telephone interview. The following questionnaire has been simplified to represent just the web mode version. Telephone respondents might have heard slightly different response options more befitting their mode of data collection. This survey was in Spanish and English, but only the English is represented here. AmeriSpeak's standardized introduction and thank you informational screens are not included below. Finally, this includes a TrueNorth survey that included non-probability panelists. These non-probability panelists were asked a series of demographic profile questions that were not asked of AmeriSpeak® panelists because that information was already on file. The demographic profile questions asked only of non-probability panelists are also not included here. At the end of the document, all of the demographic, socioeconomic, and household profile measures that have been asked of AmeriSpeak® prior to the survey and included with the final delivered data are noted.

[SHOW IF Q1=1,2,10 ASK EMPLOYED]

**Q2.**

[SHOW IF Q1=1,2: Thinking about your current job. If you have more than one job, please think about the job you consider your main job.

How would you describe your work arrangement in your main job?

CAWI RESPONSE OPTIONS:

1. I work as an independent contractor, independent consultant, or freelance worker
2. I am on-call, and work only when called to work - **TERMINATE**
3. I am paid by a temporary agency - **TERMINATE**
4. I work for a contractor who provides workers and services to others under contract - **TERMINATE**
5. I am a regular, permanent employee (standard work arrangement)

[IF Q2 =2,3,4,77,98,99, TERMINATE]

[SHOW IF Q2=5]

**Q3.**

Are you employed by government, a private company, a nonprofit organization or are you self-employed or working in a local business?

RESPONSE OPTIONS:

1. Government [including local government (city or county school district), state government (colleges and universities), federal government civilian employee; active duty in Armed Forces or Commissioned Corps]
2. Private company or organization (for-profit)
3. Nonprofit organization including tax exempt and charitable organizations
4. Self-employed or other (owner of non-incorporated or non-incorporated business, professional practice, or farm; worked without pay in a for-profit family business or for more than 15 per week)

[IF Q3 =77,98,99, TERMINATE]

[SHOW IF Q3=1,2,3]

**Q6.**

Thinking about your current job, how are you paid?

RESPONSE OPTIONS:

1. Salary
2. Hourly wage, without tips
3. Hourly wage, with tips
4. Self-employed - **TERMINATE**
5. Receive commission, stipend, or flat-rate fee (such as for a project or task) - **TERMINATE**

[IF Q6 =4, 5,77,98,99, TERMINATE]

**Q7.**

Using your best guess, about how many people work at the place/company/organization where you report to work? If the location where you work is temporarily closed, or if you work remotely from home or another location, please tell us how many people usually work there.

RESPONSE OPTIONS:

1. 1-4
2. 5-9
3. 10-14
4. 15-49
5. 50-99
6. 100-249
7. 250-499
8. 500+

**QSSUP.**

Do you, yourself, supervise or manage others as a part of your main job?

RESPONSE OPTIONS:

1. Yes
2. No

**QSUP.**

Do you have a supervisor, manager, boss, or other superior that you report to on a regular basis as part of your main job?

RESPONSE OPTIONS:

1. Yes
2. No

**QUNI.**

Are you a current or former member of a labor union?

RESPONSE OPTIONS:

1. Yes
2. No

**QEDUC.**

At work, does your employer provide you with opportunities to get more education or training?

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

[SP]

**QPROM.**

At work, does your employer provide you with opportunities for promotion or advancement?

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

**QJIMP.**

Thinking about things that might describe your main job. How important to you are the following aspects of your job?

GRID ITEMS, RANDOMIZE:

- A. The income you earn to support you (and your family)
- B. [SHOW IF QEDUC=1] Having access to opportunities to get more education or training from your employer
- C. [SHOW IF QPROM=1] Having access to opportunities for promotion or advancement from your employer
- D. Feeling included or welcomed in the workplace/by the people you work with (HOVER OVER TEXT: visible, heard, and respected by the people you work with), regardless of your race or ethnicity.
- E. Doing work that is meaningful to you or makes a difference
- F. [SHOW IF QSSUP=1] Your relationship with your supervisor(s)
- G. Your relationship with your colleagues
- H. The opportunity to work remotely, from home, or telework

RESPONSE OPTIONS:

1. Very important
2. Somewhat important
3. Neither important nor unimportant
4. Not too important
5. Not at all important
6. This doesn't apply to me or describe my job
77. Don't know

[SHOW IF QJIMPA=1-5 OR QJIMPB=1-5 OR QJIMPC=1-5 OR QJIMPD=1-5 OR QJIMPE=1-5 OR QJIMPF=1-5 OR QJIMPG=1-5 OR QJIMPH=1-5]

**QJSAT.**

Thinking about your main job...how satisfied are you with...?

GRID ITEMS, MAINTAIN RANDOMIZED ORDER OF QJIMP:

- A. The income you earn to support you (and your family)
- B. Having access to opportunities to get more education or training from your employer
- C. Having access to opportunities for promotion or advancement from your employer
- D. Feeling included or welcomed in the workplace/by the people you work with (HOVER OVER TEXT: visible, heard, and respected by the people you work with), regardless of your race or ethnicity.
- E. Doing work that is meaningful to you or makes a difference
- F. Your relationship with your supervisor(s)
- G. Your relationship with your colleagues
- H. The opportunity to work remotely, from home, or telework

RESPONSE OPTIONS:

- 1. Very satisfied
- 2. Somewhat satisfied
- 3. Neither satisfied nor dissatisfied
- 4. Not too satisfied
- 5. Not at all satisfied
- 77. Don't know

[SHOW IF QPROM=1]

**QPROM2.**

How well do each of the following phrases describe your opportunities for promotion or advancement at work?

GRID ITEMS, RANDOMIZE:

- A. In my job, my opportunities for promotion or advancement are limited.
- B. In my job, I get regular promotions or advance regularly.
- C. I've never had a promotion at work, but want one.
- D. There is a clear path or way for employees to get promoted or advance in my job.

RESPONSE OPTIONS:

- 1. Very well
- 2. Somewhat well
- 3. Does not describe my job at all
- 77. Don't know

**QHWORk.**

Please indicate which of the following two statements come closest to your own views, even if neither is exactly right:

RESPONSE OPTIONS:

- 1. Where I work, most employees like me who want to get ahead can make it if they're willing to work hard
- 2. Where I work, hard work and determination are no guarantee of success for most employees like me

DISPLAYP.

Thinking about you personally...

**Q16.**

Has your race or ethnicity made it harder or easier for you to succeed at work, or has your race or ethnicity not made much difference? [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).]

RESPONSE OPTIONS:

1. Harder
2. No difference
3. Easier

[SHOW IF Q16=1]

**Q17A.**

Why do you think that your race or ethnicity has made it harder to succeed at work?

[MEDIUM TEXTBOX]

[SHOW IF Q16=3]

**Q17B.**

Why do you think that your race or ethnicity has made it easier to succeed at work?

[MEDIUM TEXTBOX]

[SHOW IF RND\_03=0]

**QUNFDAY.**

Thinking about your day-to-day life in general, how often do you feel like you are treated unfairly because of your race or ethnicity?

RESPONSE OPTIONS:

1. Almost everyday
2. At least once a week
3. A few times a month
4. A few times a year
5. Less than once a year
6. Never



[SHOW IF RND\_03=1]

**QDISDAY.**

Thinking about your day-to-day life in general, how often do you experience what you consider to be discrimination, because of your race or ethnicity?

[ADD HOVER TEXT OVER (discrimination because of race or ethnicity): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from)]

RESPONSE OPTIONS:

1. Almost everyday
2. At least once a week
3. A few times a month
4. A few times a year
5. Less than once a year
6. Never

**QWORK1.**

[What about at work? How often do you feel like you are treated unfairly because of your race or ethnicity? / What about at work? How often do you experience what you consider to be discrimination because of your race or ethnicity?]

RESPONSE OPTIONS:

1. Almost everyday
2. At least once a week
3. A few times a month
4. A few times a year
5. Less than once a year
6. Never

[SHOW IF QWORK1=1-6]

**QWORK2.**

[Would you say your everyday experiences with unfair treatment because of your race or ethnicity are better, worse, or the same as what you experience at work? / Would you say your everyday experiences with what you consider to be discrimination because of your race or ethnicity are better, worse, or the same as what you experience at work?]

RESPONSE OPTIONS:

1. Better
2. Worse
3. The same

**QMCSUI.**

Have you ever felt at any time in the past that others at your place of employment got promotions or pay raises faster than you did because of your race or ethnicity?

RESPONSE OPTIONS:

1. Yes
2. No
77. Unsure

DISPLAY1.

The next questions are about racial and ethnic diversity, equity, and inclusion in the workplace. These questions are about workplaces in general.

**Q8.**

How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today? [ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

GRID ITEMS, RANDOMIZED:

- A. Private companies
- B. Your company/organization
- C. Government
- D. Nonprofit organizations

RESPONSE OPTIONS:

- 1. Essential
- 2. Important
- 3. Not very important
- 4. Not at all important

**Q9.**

How important or not important would you say it is for the following workplaces to have racial and ethnic equity today? [ADD HOVER TEXT OVER (racial and ethnic equity): The guarantee of fair treatment, access, opportunity, and advancement for all people, regardless of their race, cultural identity, or national origin (the part of the world they are from or appear to be from). Equity recognizes that there are some historically underserved and underrepresented populations that need fairness in how these things are distributed, to achieve equality.]

GRID ITEMS, RANDOMIZED:

- A. Private companies
- B. Your company/organization
- C. Government
- D. Nonprofit organizations

RESPONSE OPTIONS:

- 1. Essential
- 2. Important
- 3. Not very important
- 4. Not at all important

[SHOW IF Q8A=1,2 OR Q8B=1,2]

**Q13b.**

Should government help employers increase racial and ethnic diversity in workplaces, or is this not a proper role for government? [ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes
2. No
3. Depends
77. Don't know

[SHOW IF Q9A=1,2 OR Q9B=1,2]

**Q14ab.**

Should government help employers increase racial and ethnic equity in workplaces, or is this not a proper role for government? [ADD HOVER OVER (racial and ethnic equity): The guarantee of fair treatment, access, opportunity, and advancement for all people, regardless of their race, cultural identity, or national origin (the part of the world they are from or appear to be from). Equity recognizes that there are some historically underserved and underrepresented populations that need fairness in how these things are distributed, to achieve equality.]

RESPONSE OPTIONS:

1. Yes
2. No
3. Depends
77. Don't know

[SHOW IF Q8A=1,2 OR Q8B=1,2]

**Q13c.**

Should government require employers maintain a certain level of racial and ethnic diversity in workplaces, or is this not a proper role for government? [ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes
2. No
3. Depends
77. Don't know

[SHOW IF Q9A=1,2 OR Q9B=1,2]

[SP]

**Q14ac.**

Should government require employers to increase racial and ethnic equity in workplaces, or is this not a proper role for government? [ADD HOVER OVER (racial and ethnic equity): The guarantee of fair treatment, access, opportunity, and advancement for all people, regardless of their race, cultural identity, or national origin (the part of the world they are from or appear to be from). Equity recognizes that there are some historically underserved and underrepresented populations that need fairness in how these things are distributed, to achieve equality.]

RESPONSE OPTIONS:

1. Yes
2. No
3. Depends
77. Don't know

[SHOW IF Q8A=1,2 OR Q8B=1,2]

**Q14.**

Please indicate how much you agree or disagree with the following statement.

The diversity among a company/organization's employees should reflect the diversity of the city or community in which it is located.

RESPONSE OPTIONS:

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

[SHOW IF Q9A=1,2 OR Q9B=1,2]

**Q14b.**

Please indicate how much you agree or disagree with the following statement.

Workers need unions to help increase racial and ethnic equity in workplaces. [ADD HOVER TEXT OVER (racial and ethnic equity): The guarantee of fair treatment, access, opportunity, and advancement for all people, regardless of their race, cultural identity, or national origin (the part of the world they are from or appear to be from). Equity recognizes that there are some historically underserved and underrepresented populations that need fairness in how these things are distributed, to achieve equality.]

RESPONSE OPTIONS:

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree

DISPLAYWP.

Thinking about your workplace...

**QWORK3.**

Would you say your workplace has racial and ethnic diversity, or not? [ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

**QWORK4.**

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

RESPONSE OPTIONS:

1. Same
2. Different
77. Don't know

**Q19.**

Please indicate how much you agree or disagree with the following statements about your current workplace.

GRID ITEMS:

- A. Where I work, people are treated the same, regardless of their race or ethnicity.
- B. Where I work, managers/supervisors work well with employees of different races and ethnicities.
- C. Where I work, I feel included (HOVER OVER TEXT: visible, heard, and respected by the people you work with), regardless of my race or ethnicity.

RESPONSE OPTIONS:

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
6. Not applicable

**Q10.**

Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today? [ADD HOVER TEXT OVER discrimination because of race or ethnicity]: Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from).]

GRID ITEMS:

- A. Private Companies
- B. Your company/organization
- C. Government
- D. Nonprofit organizations

RESPONSE OPTIONS:

1. Major problem
2. Minor problem
3. Not a problem
77. Don't know



[SHOW IF Q10A =1,2]

**Q32.**

How much do each of the following things contribute to discrimination because of race or ethnicity in workplaces in general today? [ADD HOVER TEXT OVER (discrimination because of race or ethnicity): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from)]

GRID ITEMS:

- A. Intentional prejudice of individual people at work [HOVER OVER TEXT: prejudgment in favor of or against a person or group]
- B. Existing policies, procedures, or systems in the workplace
- C. Unconscious bias of people at work [HOVER OVER TEXT: attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control]

RESPONSE OPTIONS:

- 1. A lot
- 2. A little
- 3. Not at all
- 77. Don't know

[SHOW IF Q10B =1,2]

**Q33.**

How much do each of the following things contribute to discrimination because of race or ethnicity in your workplace? [ADD HOVER TEXT OVER (discrimination because of race or ethnicity): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from)]

GRID ITEMS:

- A. Intentional prejudice of individual people at work [HOVER OVER TEXT: prejudgment in favor of or against a person or group]
- B. Existing policies, procedures, or systems in the workplace
- C. Unconscious bias of people at work [HOVER OVER TEXT: attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control]

RESPONSE OPTIONS:

1. A lot
2. A little
3. Not at all
77. Don't know

[SHOW IF Q10A-Q10D=1,2]

**Q11.**

These days, do you think it is necessary to have laws to protect people from discrimination in hiring because of race or ethnicity, or not? [ADD HOVER TEXT OVER race or ethnicity: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).] Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes, necessary
2. No, not necessary
77. Don't know

[SHOW IF ANY Q10A-Q10D=1,2]

**Q12.**

These days, do you think it is necessary to have laws to protect people from discrimination in promotions at work because of race or ethnicity, or not? [ADD HOVER TEXT OVER race or ethnicity: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes, necessary
2. No, not necessary
77. Don't know

**Q34.**

When it comes to hiring, some people think a person's race and ethnicity should be taken into account, in addition to their qualifications, in order to increase diversity in the workplace.

Other people think a person's qualifications should only be taken into account, even if it results in less diversity in the workplace. Which comes closer to your views?

RESPONSE OPTIONS:

1. A person's race and ethnicity should be taken into account, in addition to their qualifications
2. A person's qualifications should only be taken into account

[SHOW IF RND\_03=0]

**Q35A.**

When it comes to hiring, some people think people of color should be given preference because of past discrimination. Other people think preference in hiring of people of color is wrong because it discriminates against workers of other races and ethnicities. Which comes closer to your views? [ADD HOVER TEXT OVER (people of color): "People of color" is a term that includes people who are Hispanic or Latino; Black or African American; American Indian or Alaska Native; Asian American and Pacific Islander; and people who are biracial or multiracial.]

RESPONSE OPTIONS:

1. When it comes to hiring, people of color should be given preference because of past discrimination
2. Preference in hiring of people of color is wrong because offering preference to some people creates discrimination against workers of other races and ethnicities

[SHOW IF RND\_03=1]

[SP]

**Q35B.**

When it comes to promotions, some people think people of color should be given preference because of past discrimination. Other people think preference in promotion of people of color is wrong because it discriminates against workers of other races and ethnicities. Which comes closer to your views? [ADD HOVER TEXT OVER (people of color): "People of color" is a term that includes people who are Hispanic or Latino; Black or African American; American Indian or Alaska Native; Asian American and Pacific Islander; and people who are biracial or multiracial.]

RESPONSE OPTIONS:

1. When it comes to promotions, people of color should be given preference because of past discrimination
2. Preference in promotion of people of color is wrong because offering preference to some people creates discrimination against workers of other races and ethnicities

**Q36.**

Some workplaces have recruitment, outreach, mentorship or other programs that better assure people of color are treated equally in pursuit of job opportunities. Do you favor or oppose these programs?

[ADD HOVER TEXT OVER (people of color): "People of color" is a term that includes people who are Hispanic or Latino; Black or African American; American Indian or Alaska Native; Asian American and Pacific Islander; and people who are biracial or multiracial. ]

RESPONSE OPTIONS:

1. Favor
2. Oppose
3. No opinion

**Q36a.**

Does your workplace have programs like this, or not?

RESPONSE OPTIONS:

1. Yes
2. No
77. Unsure

DISPLAY2.

Thinking about your work...

**QWORKDAY.**

Here are some situations that can arise at work.

GRID ITEMS:

- A. How often do you feel that you have to work harder than others to get the same treatment or evaluation?
- B. How often are you watched more closely than other workers?
- C. How often are you humiliated in front of others at work?

RESPONSE OPTIONS:

- 1. Once a week or more
- 2. A few times a month
- 3. A few times a year
- 4. Less than once a year
- 5. Never

**Q25.**

Do the following statements describe your current workplace a lot, a little, or not at all?

GRID ITEMS, RANDOMIZE ACROSS ALL SCREENS:

- A. Supervisors value the work of people of some races or ethnicities, more than others.
- B. Some people get better treatment because of their race or ethnicity. [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).]
- C. Where I work, I have sometimes been treated unfairly because of my race or ethnicity. [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).]
- D. Where I work, I have sometimes been discriminated against because of my race or ethnicity. [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).]
- E. There is discrimination against people of color where I work. [ADD HOVER TEXT OVER (people of color): "People of color" is a term that includes people who are Hispanic or Latino; Black or African American; American Indian or Alaska Native; Asian American and Pacific Islander; and people who are biracial or multiracial.]
- F. Workers of some races or ethnicities receive fewer opportunities for training or promotions, compared to workers of other races or ethnicities.

- G. Where I work, I have sometimes been treated poorly because of my race or ethnicity. [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).]
- H. Some people get higher pay in their jobs because of their race or ethnicity. [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).]
- I. I have heard or read comments, insults, or slurs (directed at a co-worker) by another co-worker, because of their race or ethnicity.
- J. I have heard or read comments, insults, or slurs (directed at a co-worker) by a manager, because of their race or ethnicity.

RESPONSE OPTIONS:

- 1. A lot
- 2. A little
- 3. Not at all
- 77. Don't know

[ASK IF Q25C=1,2]

**Q46.**

[When you are treated unfairly because of your race or ethnicity, do you think the person is usually doing it intentionally, or is the person usually unaware that he or she is being unfair? / When you are treated unfairly because of your race or ethnicity, do you think the person is usually unaware that he or she is being unfair, or is the person usually doing it intentionally?]

RESPONSE OPTIONS:

- 1. Doing it intentionally
- 2. Unaware

[ASK IF Q25D=1,2]

**Q47.**

[When people discriminate against you because of your race or ethnicity, do you think the person is usually doing it intentionally, or is the person usually unaware that he or she is being discriminatory? / When people discriminate against you because of your race or ethnicity, do you think the person is usually unaware that he or she is being discriminatory, or is the person usually doing it intentionally?]

RESPONSE OPTIONS:

1. Doing it Intentionally
2. Unaware

PROGRAMMING NOTES:

RANDOMIZE THE PRESENTATION ORDER OF QUESTION BLOCK 1 AND QUESTION BLOCK 2.

BEGIN QUESTION BLOCK 1

[SP]

**Q21.**

[Has there ever been any instance at work where you witnessed or heard about someone being treated unfairly because of their race or ethnicity? / Has there ever been any instance at work where you witnessed or heard about someone being discriminated against because of their race or ethnicity?] [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

1. Yes
2. No
77. Unsure

[SHOW IF Q21=2,77]

**QREP.**

[If you were to experience or see someone else experiencing unfair treatment at work, do you know where to report it, or not? / If you were to experience or see someone else experiencing what you consider to be discrimination at work, do you know where to report it, or not?]

RESPONSE OPTIONS:

1. Yes, specify: [DROP-DOWN MENU: Manager; Supervisor; Human resources; Co-worker(s); Government agency; Representative from the media; Someone else]
2. No
77. Don't know

[SHOW IF Q21=1 ]

**Q22.**

Please describe the situation you witnessed or heard about. What happened?

If you have witnessed or heard about more than one situation, please think about what you consider to be the worst situation.

Please do not to provide complete names of any parties involved to protect their privacy.

[MEDIUM TEXTBOX]

[SHOW IF Q21=1]

**Q23.**

Did you report this experience to a manager/supervisor, human resources representative, a co-worker, a government agency, a representative from the media, or someone else?

RESPONSE OPTIONS:

1. Yes, specify [DROP-DOWN MENU: Manager; Supervisor; Human resources; Co-worker(s); Government agency; Representative from the media; Someone else]
2. No



[SHOW IF Q23=1-7]

**Q24.**

What, if anything, did your company or organization do after you reported it?

[MEDIUM TEXTBOX]

[SHOW IF Q21=1]

**Q43.**

How did the experience make you feel?

Please select all that apply.

RESPONSE OPTIONS:

1. Sad
2. Powerless
3. Vengeful
4. Frustrated
5. Scared
6. Resigned/not surprised
7. Humiliated
8. Angry
9. Inferior
10. Hopeless
11. Worried
12. Vulnerable
13. Something else (specify): [TEXTBOX]

[SHOW IF Q21=1]

**Q44.**

Did you experience any negative consequences after you reported the situation?

RESPONSE OPTIONS:

1. Yes, specify: [TEXTBOX]
2. No

END QUESTION BLOCK 1

BEGIN QUESTION BLOCK 2

**Q26.**

Here are a few things that some people have experienced in their workplace because of their race or ethnicity. Have the following ever happened to you in your current job, in a previous job, or hasn't this happened to you? [ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).]

GRID ITEMS, RANDOMIZE ACROSS ALL SCREENS:

- A. Were denied a promotion
- B. Earned less than a co-worker who was doing the same job
- C. Had someone treat you as if you were less competent or valuable than someone else
- D. Were passed over for the most important assignments or projects
- E. Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor
- F. Heard or read comments, insults, or slurs (directed at you) by a co-worker
- G. Received a threat of physical violence
- H. Were assigned tasks or shifts that were undesirable or unwanted by others
- I. Were denied a raise
- J. Received less helpful advice, less feedback, or fewer opportunities for performance evaluation
- K. Experienced slights about your language or appearance
- L. Received fewer opportunities for education or training

## RESPONSE OPTIONS:

1. Yes, in my current job
2. Yes, in a previous job
3. Never
4. Not sure
5. Not applicable

[SHOW IF YES to Q26 (Q26ANY=1 OR 2)]

**Q49.**

Because of your race or ethnicity, you said you have had the following experience(s).

Do you consider the experience(s) discrimination, or not?

## GRID ITEMS:

- A. [SHOW IF Q26A=1,2] Were denied a promotion
- B. [SHOW IF Q26B=1,2] Earned less than a co-worker who was doing the same job
- C. [SHOW IF Q26C=1,2] Had someone treat you as if you were less competent or valuable than someone else
- D. [SHOW IF Q26D=1,2] Were passed over for the most important assignments or projects
- E. [SHOW IF Q26E=1,2] Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor
- F. [SHOW IF Q26F=1,2] Heard or read comments, insults, or slurs (directed at you) by a co-worker
- G. [SHOW IF Q26G=1,2] Received a threat of physical violence
- H. [SHOW IF Q26H=1,2] Were assigned tasks or shifts that were undesirable or unwanted by others
- I. [SHOW IF Q26I=1,2] Were denied a raise
- J. [SHOW IF Q26J=1,2] Received less helpful advice, less feedback, or fewer opportunities for performance evaluation
- K. [SHOW IF Q26K=1,2] Experienced slights about your language or appearance
- L. [SHOW IF Q26L=1,2] Received fewer opportunities for education or training

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

[IF YES TO Q26 ITEMS (Q26ANY=1 OR 2)]

**Q50.**

Thinking about your (if more than one IN Q26: worst) experience...

Did you report this experience to a manager/supervisor, human resources representative, a co-worker, a

Please select all that apply.

RESPONSE OPTIONS:

1. Manager (1)
2. Supervisor (2)
3. Human resources (3)
4. Co-worker(s) (4)
5. Government agency (5)
6. Representative from the media (6)
7. Someone else (7)
8. No

[SHOW IF Q50=1-7]

**Q51.**

What, if anything, did your company or organization do after you reported it?

[MEDIUM TEXTBOX]

[SHOW IF YES to Q26 (Q26ANY =1 OR 2)]

**Q52.**

How did the experience make you feel?

RESPONSE OPTIONS:

1. Sad
2. Powerless
3. Vengeful
4. Frustrated
5. Scared
6. Resigned/not surprised
7. Humiliated
8. Angry
9. Inferior
10. Hopeless
11. Worried
12. Vulnerable
13. Something else (specify): [TEXTBOX]

[SHOW IF YES to Q26 (Q26ANY =1 OR 2)]

**Q53.**

Did you experience any negative consequences after you reported the situation?

RESPONSE OPTIONS:

1. Yes, specify: [TEXTBOX]
2. No

[SHOW IF YES to Q26 (Q26ANY =1 OR 2)]

**Q54.**

How certain are you that your race or ethnicity was the main reason for this experience?

RESPONSE OPTIONS:

1. Absolutely certain
2. Somewhat certain
3. Not at all certain

[SHOW IF Q54=2,3]

**Q55a.**

Was there anything else about you that may have been the main reason for this experience?

[MEDIUM TEXTBOX]

[SHOW IF YES to Q26 (Q26ANY =1 OR 2)]

**Q55b.**

How stressful was this experience for you? Would you say it was:

RESPONSE OPTIONS:

1. Very stressful
2. Somewhat stressful
3. Not at all stressful

[SHOW IF Q55B=1,2]

**Q55c.**

Did you seek professional help – legal and/or psychological – to deal with the stress of this experience?

Please select all that apply.

RESPONSE OPTIONS:

1. Yes, legal help
2. Yes, psychological help
3. No

[DISPLAY 3 PER SCREEN AND RANDOMIZE ACROSS SCREENS]

[ADD HOVER TEXT OVER RACE OR ETHNICITY: Race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

**Q27a.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your gender or gender identity? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your gender or gender identity?]

**Q27b.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your religion? / Other than your race or ethnicity, have you ever experienced unfair treatment what you consider to be discrimination at work because of your religion?]

**Q27c.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your sexual orientation? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your sexual orientation?]

**Q27d.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your age? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your age?]

**Q27e.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your marital status? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your marital status?]

**Q27f.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your pregnancy or parental status? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your pregnancy or parental status?]

**Q27g.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your disability? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your disability?]

**Q27h.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your education? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your education?]

**Q27i.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your immigration status? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your immigration status?]

**Q27j.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of your previous incarceration or other experience/involvement with the criminal justice system? / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of your previous incarceration or other experience/involvement with the criminal justice system?]

**Q27k.**

[Other than your race or ethnicity, have you ever experienced unfair treatment at work because of something else? Please specify. [TEXTBOX] [ANCHOR] / Other than your race or ethnicity, have you ever experienced what you consider to be discrimination at work because of something else? Please specify. [TEXTBOX] [ANCHOR]]

RESPONSE OPTIONS:

1. Yes
2. No
3. Unsure
4. [ALLOW R TO SELECT ONLY FOR GRID ITEMS F, I, J, K] Not applicable

END QUESTION BLOCK 2



**QINCL.**

Have you ever worked in a job where you did not feel included? (HOVER OVER TEXT included: visible, heard, and respected by the people you work with)

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

**Q58.**

Have you ever thought about quitting a job because you personally experienced or witnessed what you consider to be discrimination because of race or ethnicity?

RESPONSE OPTIONS:

1. Yes, thought about it
2. Yes, quit a job
3. No

**Q59.**

As far as you know, does your current company/organization have policies, procedures, or programs about issues related to racial and ethnic diversity, racial and ethnic equity, inclusion, or discrimination?

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

[SHOW IF Q59=2]

**Q60.**

Why doesn't your company/organization have these policies?

RESPONSE OPTIONS:

1. These issues are not a priority for my company/organization
2. These issues are not a problem in my company/organization
77. I don't know

[SHOW IF Q59=1]

**Q61.**

Would you say those policies, procedures, or programs...

GRID ITEMS:

- A. Help increase racial and ethnic diversity at work? [ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]
- B. Help increase racial and ethnic equity at work? [ADD HOVER TEXT OVER (racial and ethnic equity): The guarantee of fair treatment, access, opportunity, and advancement for all people, regardless of their race, cultural identity, or national origin (the part of the world they are from or appear to be from). Equity recognizes that there are some historically underserved and underrepresented populations that need fairness in how these things are distributed, to achieve equality.]
- C. Help increase inclusion at work? [ADD HOVER TEXT OVER (inclusion) employees feel they are visible, heard, and respected)
- D. Help reduce what you consider to be discrimination because of race or ethnicity at work? [ADD HOVER TEXT OVER discrimination because of race or ethnicity): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from).]
- E. Do enough?
- F. Go too far?
- G. Help make your workplace a better place to work?

RESPONSE OPTIONS:

1. Yes
2. No
77. Don't know

**Q62.**

Do you have any of the following at work, or not?

GRID ITEMS:

- A. Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis
- B. Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working
- C. Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination
- D. Policies to ensure equality in pay, hiring practices, or promotions
- E. A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination
- F. An anonymous hotline or other anonymous way to report discrimination
- G. A mentoring program for employees or other way for employees to obtain a mentor at work
- H. A clear anti-discrimination policy
- I. A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer
- J. Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues
- K. Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace's culture

RESPONSE OPTIONS:

- 1. Yes
- 2. No
- 77. Don't know

[SHOW IF Q10A=1,2]

**Q63.**

You said that you think discrimination because of race or ethnicity is a problem in workplaces today. How helpful would the following things be to reduce discrimination in workplaces?

GRID ITEMS:

- A. Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis
- B. Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working
- C. Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination
- D. Policies to ensure equality in pay, hiring practices, or promotions
- E. A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination
- F. An anonymous hotline or other anonymous way to report discrimination
- G. A mentoring program for employees or other way for employees to obtain a mentor at work
- H. A clear anti-discrimination policy
- I. A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer
- J. Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues
- K. Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture

RESPONSE ITEMS:

- 1. Very helpful
- 2. Somewhat helpful
- 3. Not helpful
- 77. Don't know

[SHOW IF Q10B=1,2 AND HAS ITEMS IN Q62 (Q62ANY=1)]

**Q64A.**

What about your workplace?

How helpful are the following things for reducing discrimination in your workplace?

GRID ITEMS:

- A. [SHOW IF Q62A=1] Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis
- B. [SHOW IF Q62B=1] Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working
- C. [SHOW IF Q62C=1] Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination
- D. [SHOW IF Q62D=1] Policies to ensure equality in pay, hiring practices, or promotions
- E. [SHOW IF Q62E=1] A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination
- F. [SHOW IF Q62F=1] An anonymous hotline or other anonymous way to report discrimination
- G. [SHOW IF Q62G=1] A mentoring program for employees or other way for employees to obtain a mentor at work
- H. [SHOW IF Q62H=1] A clear anti-discrimination policy
- I. [SHOW IF Q62I=1] A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer
- J. [SHOW IF Q62J=1] Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues
- K. [SHOW IF Q62K=1] Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture

RESPONSE OPTIONS:

- 1. Very helpful
- 2. Somewhat helpful
- 3. Not helpful
- 77. Don't know

[SHOW IF Q10B=1,2 AND DOES NOT HAVE ITEMS IN Q62 (Q62ANY=2)]

**Q64B.**

How helpful would be the following things for reducing discrimination in your workplace?

GRID ITEMS:

- A. [SHOW IF Q62A=2] Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis
- B. [SHOW IF Q62B=2] Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working
- C. [SHOW IF Q62C=2] Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination
- D. [SHOW IF Q62D=2] Policies to ensure equality in pay, hiring practices, or promotions
- E. [SHOW IF Q62E=2] A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination
- F. [SHOW IF Q62F=2] An anonymous hotline or other anonymous way to report discrimination
- G. [SHOW IF Q62G=2] A mentoring program for employees or other way for employees to obtain a mentor at work
- H. [SHOW IF Q62H=2] A clear anti-discrimination policy
- I. [SHOW IF Q62I=2] A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer
- J. [SHOW IF Q62J=2] Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues
- K. [SHOW IF Q62K=2] Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture

RESPONSE OPTIONS:

- 1. Very helpful
- 2. Somewhat helpful
- 3. Not helpful
- 77. Don't know

**Q65.**

How much do you agree or disagree with the following statements?

GRID ITEMS, RANDOMIZE:

- A. My company/organization actively speaks out against racial and ethnic discrimination.
- B. I want to work for a company/organization that speaks out against racial and ethnic discrimination.
- C. My company/organization values racial and ethnic diversity.
- D. I want to work for a company/organization that values racial and ethnic diversity.

[ADD HOVER TEXT OVER (racial and ethnic discrimination): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from)]

[ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

GRID ITEMS, RANDOMIZE:

- A. Your company/organization actively speaks out against racial and ethnic discrimination.
- B. You want to work for a company/organization that speaks out against racial and ethnic discrimination.
- C. Your company/organization values racial and ethnic diversity.
- D. You want to work for a company/organization that values racial and ethnic diversity.

[ADD HOVER TEXT OVER (racial and ethnic discrimination): Discrimination because of race or ethnicity is an action, including hiring, firing, and promotion, based on a conscious or unconscious prejudice (a pre-judgment) that favors some people over others because of their race, their cultural identity, or their ethnicity (the part of the world they are from or appear to be from)]

[ADD HOVER TEXT OVER (racial and ethnic diversity): Having people of various racial and ethnic backgrounds, including race, cultural identity, or national origin (the part of the world they are from or appear to be from).]

RESPONSE OPTIONS:

- 1. Strongly agree
- 2. Agree
- 3. Neither agree nor disagree
- 4. Disagree
- 5. Strongly disagree
- 6. Not applicable

**Q29aa.**

If you were to experience discrimination because of your race or ethnicity at work in the future, how comfortable or uncomfortable would you feel reporting it to someone at work?

RESPONSE OPTIONS:

1. Very comfortable
2. Somewhat comfortable
3. Somewhat uncomfortable
4. Very uncomfortable
77. Don't know

**Q29ab.**

If you were to see someone else experiencing what you consider to be discrimination because of race or ethnicity at work in the future, how comfortable or uncomfortable would you feel reporting it to someone at work?

RESPONSE OPTIONS:

1. Very comfortable
2. Somewhat comfortable
3. Somewhat uncomfortable
4. Very uncomfortable
77. Don't know

**Q66.**

Thinking about reporting what you consider to be discrimination that you might experience or see someone else experiencing in the future, how much do you trust your workplace to deal fairly with the report?

RESPONSE OPTIONS:

1. A lot
2. A little
3. Not at all
4. Depends (specify): [TEXTBOX]
77. Don't know



**Q67.**

Thinking about reporting what you consider to be discrimination that you might experience or see someone else experiencing in the future, how concerned are you about possible retaliation (negative consequences) by a supervisor, manager, or co-worker?

RESPONSE OPTIONS:

1. Very concerned
2. Somewhat concerned
3. Not too concerned
4. Not at all concerned
5. Depends (specify): [TEXTBOX]
77. Don't know

DISPLAY - PINCINTRO.

The next question is about your personal income for [CURRENTYEAR-1]. Please include only your own income and not the income of other members living in your household. Please count income before taxes and from all sources (such as wages, salaries, tips, net income from a business, interest, dividends, child support, alimony, and Social Security, public assistance, pensions, or retirement benefits).

**PINCOME.**

Was your total personal income in [CURRENTYEAR-1]...

RESPONSE OPTIONS:

1. Less than \$5,000
2. \$5,000 to \$9,999
3. \$10,000 to \$14,999
4. \$15,000 to \$19,999
5. \$20,000 to \$24,999
6. \$25,000 to \$29,999
7. \$30,000 to \$34,999
8. \$35,000 to \$39,999
9. \$40,000 to \$49,999

10. \$50,000 to \$59,999
11. \$60,000 to \$74,999
12. \$75,000 to \$84,999
13. \$85,000 to \$99,999
14. \$100,000 to \$124,999
15. \$125,000 to \$149,999
16. \$150,000 to \$174,999
17. \$175,000 to \$199,999
18. \$200,000 or more

[SHOW IF AmeriSpeak Web Respondent]

**Q30.**

Researchers are interested in learning more about your opinions about workplace culture and how to improve workplaces for workers in the United States. Researchers plan to conduct approximately twenty (20) individual interviews with workers like you to discuss this topic. Interviews will be thirty (30) minutes, will be virtual (not in-person), and you will receive \$100 in the form of an Amazon e-gift card for your time. If you agree to be contacted by researchers to learn more about participating, please indicate "yes" below.

RESPONSE OPTIONS:

1. Yes, I agree to be contacted.
2. No, I do not agree to be contacted.

[SHOW IF Q30=1]

**Q31.**

So that researchers can contact you, please share your first name and e-mail address. Your contact information will only be used by the research team to schedule the interview and will be kept confidential.

Specify name: [SMALL TEXTBOX]

Specify e-mail address: [SMALL TEXTBOX]

## Demographic Profile

Additional questions asked of panelists prior to this survey and are included with the survey data

Variable	Values
Gender	1 = Male 2 = Female
Age	Age in years
Age (7 categories)	1 = 18-24; 2 = 25-34; 3 = 35-44; 4 = 45-54; 5 = 55-64; 6 = 65-74; 7 = 75+
Age (4 categories)	1 = 18-29; 2 = 30-44; 3 = 45-59; 4 = 60+
Education (5 categories)	1 = Less than high school 2 = High school graduate 3 = Vocational/tech school/some college/associate 4 = Bachelor's degree 5 = Post grad study/professional degree
Race/Ethnicity	1 = White, Non-Hispanic 2 = Black, Non-Hispanic 3 = Other, Non-Hispanic 4 = Hispanic 5 = 2+ races, Non-Hispanic 6 = Asian/Pacific Islander, Non-Hispanic
Household Income (18 categories)	1 = Less than \$5,000 2 = \$5,000 to \$9,999 3 = \$10,000 to \$14,999 4 = \$15,000 to \$19,999 5 = \$20,000 to \$24,999 6 = \$25,000 to \$29,999 7 = \$30,000 to \$34,999 8 = \$35,000 to \$39,999 9 = \$40,000 to \$49,999 10 = \$50,000 to \$59,999 11 = \$60,000 to \$74,999 12 = \$75,000 to \$84,999 13 = \$85,000 to \$99,999 14 = \$100,000 to \$124,999 15 = \$125,000 to \$149,999 16 = \$150,000 to \$174,999 17 = \$175,000 to \$199,999 18 = \$200,000 or more

<b>Variable</b>	<b>Values</b>
Household Income (9 categories)	1 = Less than \$10,000 2 = \$10,000 to \$19,999 3 = \$20,000 to \$29,999 4 = \$30,000 to \$39,999 5 = \$40,000 to \$49,999 6 = \$50,000 to \$74,999 7 = \$75,000 to \$99,999 8 = \$100,000 to \$149,999 9 = \$150,000 or more
Household Income (4 categories)	1 = Less than \$30,000 2 = \$30,000 to \$59,999 3 = \$60,000 to \$99,999 4 = \$100,000 or more
Marital Status	1 = Married 2 = Widowed 3 = Divorced 4 = Separated 5 = Never married
Metropolitan Statistical Area Status	0 = Non-Metro 1 = Metro (as defined US OMB Core-Based Statistical Area)
Region 4 (U.S. Census)	1 = Northeast 2 = Midwest 3 = South 4 = West
Region 9 (U.S. Census)	1 = New England 2 = Mid-Atlantic 3 = East-North Central 4 = West-North Central 5 = South Atlantic 6 = East-South Central 7 = West-South Central 8 = Mountain 9 = Pacific

<b>Variable</b>	<b>Values</b>
Region 9 (U.S. Census)	1 = New England 2 = Mid-Atlantic 3 = East-North Central 4 = West-North Central 5 = South Atlantic 6 = East-South Central 7 = West-South Central 8 = Mountain 9 = Pacific
State	State of residence
Current Employment Status	1 = Working - as a paid employee 2 = Working - self-employed 3 = Not working - on temporary layoff from a job 4 = Not working - looking for work 5 = Not working - retired 6 = Not working - disabled 7 = Not working - other
Current Gender	1 = Male 2 = Female 3 = Transgender
PartyID7	1 = Strong Democrat 2 = Not so strong Democrat 3 = Lean Democrat 4 = Don't lean/Independent/None 5 = Lean Republican 6 = Not so strong Republican 7 = Strong Republican

# Topline Survey Results

**A Workplace Divided: Survey Research and Stakeholder Engagement to Advance Equitable Workplaces**

August 2023

## About the Survey

The survey was conducted by the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey and was funded by WorkRise at the Urban Institute using the [NORC at the University of Chicago AmeriSpeak®](#) Panel-Based Research Platform. The area probability sample of 2,539 workers was combined with Lucid nonprobability sample of 738 workers and calibrated using NORC's [TrueNorth](#) methodology. The sample of 3,277 full- and part-time U.S. workers age 18+ was reached online and by phone in English and Spanish between November 15 and December 9, 2022. Respondents were offered the cash equivalent of \$4 to complete the survey. Table 1 represents the minimum margins of error for the total sample of U.S. workers and subsamples of U.S. workers by race and ethnicity. Margins of error for filtered questions and data disaggregated by income, gender, and wage type will be higher.

**Table 1: Survey Sample Sizes and Margins of Error**

	All Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unweighted sample size	3,277	605	915	802	955
Margin of error	+/- 2.89%	+/- 5.39%	+/- 4.35%	+/- 5.23%	+/- 4.22%

Funded and operated by NORC at the University of Chicago, AmeriSpeak® is a probability-based panel designed to be representative of the U.S. household population. Randomly selected U.S. households are sampled using area probability and address-based sampling, with a known, non-zero probability of selection from the NORC National Sample Frame. These sampled households are then contacted by U.S. mail, telephone, and field interviewers (face to face). The panel provides sample coverage of approximately 97% of the U.S. household population. Those excluded from the sample include people with P.O. box-only addresses, some addresses not listed in the U.S. Postal Service Delivery Sequence File, and some newly constructed dwellings. While most AmeriSpeak households participate in surveys by web, non-Internet households can participate in AmeriSpeak surveys by telephone. Households without conventional Internet access but having web access via Smartphones are allowed to participate in AmeriSpeak surveys by web. AmeriSpeak panelists participate in NORC studies or studies conducted by NORC on behalf of government agencies, academic researchers, and media and commercial organizations. A technical overview of NORC's AmeriSpeak Panel methodology can be found [here](#). For more information, visit [AmeriSpeak.norc.org](https://amerispeak.norc.org).

The topline tables that follow show all survey questions asked and tabulated by the total sample and by race and ethnicity, including unweighted and weighted sample sizes and weighted percentages. Column A presents responses of all U.S. workers. Column B shows responses of all white, non-Hispanic workers (the largest subgroup), followed by Column C with responses of all non-white workers, which combines Columns D, E, and F.

The findings from this study are presented in *A Workplace Divided: A National Survey Exploring Workers' Perceptions of Discrimination and Unfair Treatment at Work and How Government and Employers Can Help Advance More Equitable Workplaces* by Carl Van Horn, Ph.D., Ronald Quincy, Ph.D., Jessica Starace, MPP, and Anton House, Ph.D. The report will be available on the [Heldrich Center](#) and [WorkRise](#) websites in July 2023. Data from this study will be archived at the [Roper Center for Public Opinion Research](#) in late 2023 or early 2024.

For more information about this study, please contact [hcwd@ejb.rutgers.edu](mailto:hcwd@ejb.rutgers.edu).

# About the Heldrich Center for Workforce Development

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The **John J. Heldrich Center for Workforce Development** at Rutgers University is devoted to transforming the workforce development system at the local, state, and federal levels. The center, located within the Edward J. Bloustein School of Planning and Public Policy, provides an independent source of analysis for reform and innovation in policymaking and employs cutting-edge research and evaluation methods to identify best practices in workforce development, education, and employment policy. It is also engaged in significant partnerships with the private sector, workforce organizations, and educational institutions to design effective education and training programs. It is deeply committed to assisting job seekers and workers attain the information, education, and skills training they need to move up the economic ladder.



**Q1. Which of the following best describes your current employment situation?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Employed, working for pay full-time hours, at least 35 hours per week	2,583 79%	1,603 78%	981 80%	307 81%	506 80%	167 77%
			<b>A</b>	<b>A</b>		
Employed, working for pay part-time hours, 34 hours or less per week	610 19%	380 19%	229 19%	65 17%	118 19%	46 21%
Retired, but currently working for pay for the income it provides	84 3%	70 3%	14 1%	5 1%	6 1%	3 1%
		<b>aCDEF</b>				
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q2. How would you describe your work arrangement in your main job?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Employed</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Employed</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
I work as an independent contractor, independent consultant, or freelance worker	527 16%	299 15%	229 19%	72 19%	123 20%	33 15%
			<b>ABF</b>	<b>AB</b>	<b>AB</b>	
I am a regular, permanent employee (standard work arrangement)	2,750 84%	1,755 85%	995 81%	306 81%	507 80%	182 85%
		<b>CDE</b>				<b>C</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q3. Are you employed by government, a private company, a nonprofit organization or are you self-employed or working in a local business?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Regular employee</b>	<b>2,781</b>	<b>830</b>	<b>1,951</b>	<b>761</b>	<b>669</b>	<b>521</b>
<b>Weighted Base: Regular employee</b>	<b>2,750</b>	<b>1,755</b>	<b>995</b>	<b>306</b>	<b>507</b>	<b>182</b>
Government [including local government (city or county school district), state government (colleges and universities), federal government civilian employee; active duty in Armed Forces or Commissioned Corps]	573 21%	376 21%	197 20%	67 22%	98 19%	31 17%
Private company or organization (for-profit)	1,809 66%	1,162 66%	647 65%	196 64%	326 64%	126 69%
Nonprofit organization, including tax-exempt and charitable organizations	257 9%	163 9%	94 9%	32 10%	45 9%	17 9%
Self-employed or other (owner of non-incorporated or non-incorporated business, professional practice, or farm; worked without pay in a for-profit family business or for more than 15 per week)	110 4%	53 3%	57 6%	11 4%	38 7%	8 4%
SIGMA	2,750 100%	1,755 100%	995 100%	306 100%	507 100%	182 100%

**Q6. Thinking about your current job, how are you paid?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not self-employed</b>	<b>2,691</b>	<b>806</b>	<b>1,885</b>	<b>742</b>	<b>638</b>	<b>505</b>
<b>Weighted Base: Not self-employed</b>	<b>2,640</b>	<b>1,701</b>	<b>938</b>	<b>295</b>	<b>469</b>	<b>174</b>
Salary	1,114 42%	783 46%	331 35%	92 31%	129 27%	110 63%
		<b>ACDE</b>	<b>DE</b>			<b>ABCDE</b>
Hourly wage, without tips	1,443 55%	866 51%	577 61%	195 66%	325 69%	58 33%
		<b>F</b>	<b>ABF</b>	<b>ABCF</b>	<b>ABCF</b>	
Hourly wage, with tips	82 3%	52 3%	30 3%	8 3%	16 3%	6 4%
SIGMA	2,640 100%	1,701 100%	938 100%	295 100%	469 100%	174 100%





**QSSUP. Do you, yourself, supervise or manage others as a part of your main job?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,151 35%	767 37%	384 31%	110 29%	197 31%	76 35%
		<b>CDE</b>				<b>CD</b>
No	2,119 65%	1,286 63%	832 68%	266 70%	428 68%	139 65%
			<b>ABf</b>	<b>ABcf</b>	<b>b</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	7 0	0 -	7 1%	2 1%	6 1%	0 -
			<b>AB</b>	<b>aB</b>	<b>AB</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**QSUP. Do you have a supervisor, manager, boss, or other superior that you report to on a regular basis as part of your main job?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	2,737 84%	1,734 84%	1,003 82%	304 80%	521 83%	178 83%
		<b>d</b>				
No	517 16%	305 15%	212 17%	72 19%	104 17%	36 17%
			<b>A</b>	<b>AB</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	14 1%	8 1%	2 1%	5 1%	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**QUNI. Are you a current or former member of a labor union?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	595 18%	362 18%	233 19%	79 21%	126 20%	29 13%
		<b>f</b>	<b>aF</b>	<b>AF</b>	<b>F</b>	
No	2,665 81%	1,680 82%	985 80%	296 78%	502 80%	186 87%
			<b>d</b>			<b>AbCDE</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	18 1%	12 1%	6 0	3 1%	3 0	0 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**QEDUC. At work, does your employer provide you with opportunities to get more education or training?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	2,151 66%	1,366 67%	785 64%	251 66%	388 62%	146 68%
No	843 26%	531 26%	312 26%	92 24%	165 26%	55 26%
Don't know	268 8%	147 7%	121 10%	34 9%	73 12%	14 6%
			<b>ABF</b>		<b>ABF</b>	
SKIPPED ON WEB	15 0	10 0	5 0	2 0	4 1%	0 -
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q PROM. At work, does your employer provide you with opportunities for promotion or advancement?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non- Hispanic	Non-white (D, E, F)	Black, non- Hispanic	Latino	Asian American, non- Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,981 60%	1,171 57%	809 66%	259 69%	405 64%	146 68%
			<b>AB</b>	<b>ABc</b>	<b>aB</b>	<b>AB</b>
No	1,006 31%	709 35%	296 24%	85 23%	164 26%	47 22%
		<b>ACDEF</b>				
Don't know	266 8%	157 8%	109 9%	29 8%	60 10%	20 9%
			<b>A</b>			
SKIPPED ON WEB	25 1%	16 1%	9 1%	5 1%	2 0	2 1%
				<b>ACE</b>		<b>e</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**QJIMPA. ...How important to you are the following aspects of your job?**

**The income you earn to support you (and your family)**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	3,015 92%	1,901 93%	1,114 91%	332 88%	582 92%	199 93%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>D</b>
Very important	2,506 76%	1,556 76%	950 78%	292 77%	499 79%	158 74%
			<b>AF</b>		<b>f</b>	
Somewhat important	509 16%	345 17%	164 13%	40 11%	83 13%	41 19%
		<b>cD</b>	<b>D</b>			<b>ACDE</b>
Neither important nor unimportant	140 4%	76 4%	64 5%	30 8%	24 4%	9 4%
			<b>A</b>	<b>ABCEF</b>		
Not Important (NET)	77 2%	47 2%	30 2%	7 2%	18 3%	5 2%
Not too important	61 2%	41 2%	20 2%	4 1%	14 2%	3 1%
			<b>d</b>			
Not at all important	16 0	6 0	10 1%	3 1%	4 1%	2 1%
			<b>A</b>			<b>ab</b>
This doesn't apply to me or describe my job	21 1%	14 1%	7 1%	5 1%	2 0	0 0
				<b>ACef</b>		



**QJIMPB. ...How important to you are the following aspects of your job?**

**Having access to opportunities to get more education or training from your employer**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has training opportunities</b>	<b>2,228</b>	<b>653</b>	<b>1,575</b>	<b>632</b>	<b>520</b>	<b>423</b>
<b>Weighted Base: Has training opportunities</b>	<b>2,151</b>	<b>1,366</b>	<b>785</b>	<b>251</b>	<b>388</b>	<b>146</b>
Important (NET)	1,600 74%	967 71%	633 81%	210 84%	306 79%	117 80%
			<b>AB</b>	<b>ABC</b>	<b>aB</b>	<b>AB</b>
Very important	817 38%	430 31%	387 49%	144 57%	174 45%	69 48%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Somewhat important	783 36%	537 39%	246 31%	66 26%	132 34%	48 33%
		<b>aCDf</b>	<b>D</b>		<b>D</b>	<b>d</b>
Neither important nor unimportant	306 14%	214 16%	92 12%	27 11%	47 12%	18 12%
		<b>cd</b>				
Not Important (NET)	221 10%	175 13%	46 6%	10 4%	26 7%	10 7%
		<b>ACDEF</b>	<b>D</b>			
Not too important	165 8%	128 9%	38 5%	7 3%	24 6%	7 5%
		<b>aCDF</b>	<b>D</b>		<b>d</b>	
Not at all important	55 3%	47 3%	8 1%	3 1%	2 1%	2 2%
		<b>CdE</b>				
This doesn't apply to me or describe my job	11 1%	3 0	8 1%	2 1%	6 2%	0 0
			<b>Abf</b>		<b>AB</b>	



**QJIMPC. ...How important to you are the following aspects of your job?**

**Having access to opportunities for promotion or advancement from your employer**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
Important (NET)	1,627 82%	923 79%	704 87%	226 87%	349 86%	128 88%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Very important	983 50%	510 44%	472 58%	162 63%	231 57%	79 54%
			<b>AB</b>	<b>ABCF</b>	<b>AB</b>	<b>aB</b>
Somewhat important	645 33%	413 35%	231 29%	64 25%	119 29%	49 34%
		<b>CD</b>	<b>D</b>			<b>CD</b>
Neither important nor unimportant	223 11%	152 13%	71 9%	17 7%	44 11%	9 6%
		<b>CDF</b>	<b>Df</b>		<b>df</b>	
Not Important (NET)	112 6%	88 8%	24 3%	8 3%	10 3%	6 4%
		<b>aCDEf</b>				
Not too important	93 5%	72 6%	22 3%	7 3%	10 2%	5 4%
		<b>CDE</b>				
Not at all important	19 1%	16 1%	2 0	1 0	0 0	1 1%
		<b>c</b>				
This doesn't apply to me or describe my job	10 1%	5 0	5 1%	4 2%	1 0	1 0
				<b>ABCE</b>		





### QJIMPD. ...How important to you are the following aspects of your job?

#### Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,564 78%	1,605 78%	960 78%	295 78%	487 77%	178 82%
						<b>ACe</b>
Very important	1,621 49%	967 47%	654 53%	206 55%	336 53%	111 52%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	
Somewhat important	944 29%	637 31%	306 25%	89 24%	150 24%	66 31%
		<b>aCDE</b>				<b>CDE</b>
Neither important nor unimportant	383 12%	238 12%	145 12%	43 11%	78 12%	24 11%
Not Important (NET)	217 7%	144 7%	73 6%	24 6%	38 6%	11 5%
Not too important	150 5%	99 5%	50 4%	17 4%	26 4%	8 4%
Not at all important	67 2%	45 2%	23 2%	8 2%	12 2%	3 1%
This doesn't apply to me or describe my job	76 2%	48 2%	28 2%	9 2%	17 3%	2 1%
			<b>F</b>			



## QJIMPE. ...How important to you are the following aspects of your job?

### Doing work that is meaningful to you or makes a difference

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,674 82%	1,686 82%	988 81%	304 80%	504 80%	181 84%
						<b>C</b>
Very important	1,719 52%	1,061 52%	658 54%	215 57%	333 53%	110 51%
			<b>A</b>	<b>AbCf</b>		
Somewhat important	955 29%	624 30%	331 27%	89 24%	171 27%	71 33%
		<b>D</b>	<b>D</b>			<b>aCDe</b>
Neither important nor unimportant	382 12%	239 12%	142 12%	42 11%	77 12%	23 11%
Not Important (NET)	153 5%	87 4%	65 5%	19 5%	37 6%	10 4%
			<b>A</b>			
Not too important	119 4%	69 3%	50 4%	14 4%	30 5%	6 3%
			<b>Af</b>			
Not at all important	34 1%	18 1%	15 1%	5 1%	7 1%	4 2%
			<b>a</b>			<b>a</b>
This doesn't apply to me or describe my job	36 1%	25 1%	11 1%	5 1%	6 1%	0 -
		<b>f</b>	<b>f</b>	<b>F</b>		



## QJIMPF. ...How important to you are the following aspects of your job?

### Your relationship with your supervisor(s)

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has supervisor</b>	<b>1,283</b>	<b>355</b>	<b>928</b>	<b>341</b>	<b>306</b>	<b>281</b>
<b>Weighted Base: Has supervisor</b>	<b>1,151</b>	<b>767</b>	<b>384</b>	<b>110</b>	<b>197</b>	<b>76</b>
Important (NET)	973 85%	653 85%	320 83%	85 77%	171 87%	63 83%
		<b>D</b>	<b>D</b>		<b>D</b>	
Very important	577 50%	369 48%	208 54%	55 50%	113 57%	41 54%
			<b>AD</b>		<b>Ab</b>	
Somewhat important	395 34%	284 37%	111 29%	30 27%	59 30%	22 29%
		<b>CDf</b>				
Neither important nor unimportant	84 7%	50 7%	34 9%	12 10%	15 7%	8 10%
			<b>A</b>	<b>Ab</b>		<b>a</b>
Not Important (NET)	41 4%	26 3%	15 4%	6 6%	6 3%	3 4%
			<b>A</b>	<b>AC</b>		
Not too important	29 3%	19 2%	10 3%	4 4%	5 2%	1 2%
				<b>a</b>		
Not at all important	12 1%	7 1%	5 1%	2 2%	1 1%	1 2%
			<b>A</b>	<b>A</b>		
This doesn't apply to me or describe my job	42 4%	29 4%	13 3%	6 5%	5 3%	2 2%
				<b>AC</b>		



**QJIMPG. ...How important to you are the following aspects of your job?**

**Your relationship with your colleagues**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,518 77%	1,637 80%	881 72%	259 68%	451 72%	171 80%
		<b>ACDE</b>	<b>D</b>			<b>CDE</b>
Very important	1,333 41%	833 41%	500 41%	137 36%	268 43%	94 44%
			<b>D</b>		<b>d</b>	<b>D</b>
Somewhat important	1,185 36%	803 39%	381 31%	121 32%	183 29%	77 36%
		<b>ACDE</b>				<b>CE</b>
Neither important nor unimportant	400 12%	204 10%	196 16%	70 18%	99 16%	27 13%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	
Not Important (NET)	237 7%	136 7%	101 8%	35 9%	53 8%	14 6%
			<b>Af</b>	<b>Ab</b>		
Not too important	159 5%	88 4%	72 6%	22 6%	38 6%	11 5%
			<b>A</b>			
Not at all important	78 2%	48 2%	29 2%	12 3%	15 2%	3 1%
			<b>F</b>	<b>acF</b>		
This doesn't apply to me or describe my job	90 3%	61 3%	30 2%	9 2%	19 3%	2 1%
		<b>f</b>	<b>F</b>		<b>f</b>	





**QJIMPH. ...How important to you are the following aspects of your job?**

**The opportunity to work remotely, from home, or telework**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	1,430 44%	799 39%	631 52%	198 52%	292 46%	141 66%
			<b>ABE</b>	<b>ABe</b>	<b>B</b>	<b>ABCDE</b>
Very important	885 27%	468 23%	417 34%	140 37%	192 30%	84 39%
			<b>ABe</b>	<b>ABCE</b>	<b>aB</b>	<b>ABCE</b>
Somewhat important	546 17%	331 16%	215 18%	58 15%	100 16%	57 26%
			<b>AD</b>			<b>ABCDE</b>
Neither important nor unimportant	614 19%	382 19%	232 19%	75 20%	125 20%	32 15%
			<b>F</b>	<b>F</b>	<b>f</b>	
Not Important (NET)	545 17%	367 18%	178 15%	47 13%	111 18%	20 9%
		<b>cDF</b>	<b>DF</b>		<b>CDF</b>	
Not too important	270 8%	159 8%	111 9%	29 8%	67 11%	15 7%
			<b>Adf</b>		<b>Abf</b>	
Not at all important	276 8%	208 10%	67 6%	18 5%	44 7%	5 2%
		<b>ACDeF</b>	<b>F</b>	<b>f</b>	<b>F</b>	
This doesn't apply to me or describe my job	649 20%	480 23%	169 14%	51 14%	96 15%	21 10%
		<b>ACDEF</b>	<b>F</b>	<b>f</b>	<b>F</b>	



## QJIMP. Thinking about things that might describe your main job. How important to you are the following aspects of your job?

### Summary of "Important"

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
The income you earn to support you (and your family)	3,015 92%	1,901 93%	1,114 91%	332 88%	582 92%	199 93%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>D</b>
Your relationship with your supervisor(s)	973 85%	653 85%	320 83%	85 77%	171 87%	63 83%
		<b>D</b>	<b>D</b>		<b>D</b>	
Having access to opportunities for promotion or advancement from your employer	1,627 82%	923 79%	704 87%	226 87%	349 86%	128 88%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Doing work that is meaningful to you or makes a difference	2,674 82%	1,686 82%	988 81%	304 80%	504 80%	181 84%
						<b>C</b>
Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity	2,564 78%	1,605 78%	960 78%	295 78%	487 77%	178 82%
						<b>ACe</b>
Your relationship with your colleagues	2,518 77%	1,637 80%	881 72%	259 68%	451 72%	171 80%
		<b>ACDE</b>	<b>D</b>			<b>CDE</b>
Having access to opportunities to get more education or training from your employer	1,600 74%	967 71%	633 81%	210 84%	306 79%	117 80%
			<b>AB</b>	<b>ABC</b>	<b>aB</b>	<b>AB</b>
The opportunity to work remotely, from home, or telework	1,430 44%	799 39%	631 52%	198 52%	292 46%	141 66%
			<b>ABE</b>	<b>ABe</b>	<b>B</b>	<b>ABCDE</b>

## QJIMP. Thinking about things that might describe your main job. How important to you are the following aspects of your job?

### Summary of "Not Important"

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
The opportunity to work remotely, from home, or telework	545 17%	367 18%	178 15%	47 13%	111 18%	20 9%
		<b>cDF</b>	<b>DF</b>		<b>CDF</b>	
Having access to opportunities to get more education or training from your employer	221 10%	175 13%	46 6%	10 4%	26 7%	10 7%
		<b>ACDEF</b>	<b>D</b>			
Your relationship with your colleagues	237 7%	136 7%	101 8%	35 9%	53 8%	14 6%
			<b>Af</b>	<b>Ab</b>		
Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity	217 7%	144 7%	73 6%	24 6%	38 6%	11 5%
Having access to opportunities for promotion or advancement from your employer	112 6%	88 8%	24 3%	8 3%	10 3%	6 4%
		<b>aCDEf</b>				
Doing work that is meaningful to you or makes a difference	153 5%	87 4%	65 5%	19 5%	37 6%	10 4%
			<b>A</b>			
Your relationship with your supervisor(s)	41 4%	26 3%	15 4%	6 6%	6 3%	3 4%
			<b>A</b>	<b>AC</b>		
The income you earn to support you (and your family)	77 2%	47 2%	30 2%	7 2%	18 3%	5 2%

**QJIMPA\_1. ...How important to you are the following aspects of your job?**

**The income you earn to support you (and your family)**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,261</b>	<b>948</b>	<b>2,313</b>	<b>909</b>	<b>800</b>	<b>604</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,256</b>	<b>2,039</b>	<b>1,217</b>	<b>373</b>	<b>629</b>	<b>215</b>
Important (NET)	3,015 93%	1,901 93%	1,114 92%	332 89%	582 93%	199 93%
		<b>D</b>	<b>D</b>		<b>d</b>	<b>d</b>
Very important	2,506 77%	1,556 76%	950 78%	292 78%	499 79%	158 74%
			<b>AF</b>		<b>f</b>	
Somewhat important	509 16%	345 17%	164 13%	40 11%	83 13%	41 19%
		<b>cD</b>	<b>D</b>			<b>ACDE</b>
Neither important nor unimportant	140 4%	76 4%	64 5%	30 8%	24 4%	9 4%
			<b>A</b>	<b>ABCEF</b>		
Not Important (NET)	77 2%	47 2%	30 2%	7 2%	18 3%	5 2%
Not too important	61 2%	41 2%	20 2%	4 1%	14 2%	3 1%
			<b>d</b>			
Not at all important	16 0	6 0	10 1%	3 1%	4 1%	2 1%
			<b>A</b>			<b>ab</b>



**QJIMPB\_1....How important to you are the following aspects of your job?**

**Having access to opportunities to get more education or training from your employer**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has training opportunities and excluding respondents who selected not applicable</b>	<b>2,214</b>	<b>650</b>	<b>1,564</b>	<b>628</b>	<b>515</b>	<b>421</b>
<b>Weighted Base: Has training opportunities and excluding respondents who selected not applicable</b>	<b>2,139</b>	<b>1,363</b>	<b>777</b>	<b>249</b>	<b>382</b>	<b>146</b>
Important (NET)	1,600 75%	967 71%	633 82%	210 84%	306 80%	117 80%
			<b>AB</b>	<b>ABC</b>	<b>AB</b>	<b>AB</b>
Very important	817 38%	430 32%	387 50%	144 58%	174 46%	69 48%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Somewhat important	783 37%	537 39%	246 32%	66 27%	132 35%	48 33%
		<b>aCDf</b>	<b>D</b>		<b>D</b>	<b>d</b>
Neither important nor unimportant	306 14%	214 16%	92 12%	27 11%	47 12%	18 12%
		<b>cd</b>				
Not Important (NET)	221 10%	175 13%	46 6%	10 4%	26 7%	10 7%
		<b>ACDEF</b>	<b>D</b>			
Not too important	165 8%	128 9%	38 5%	7 3%	24 6%	7 5%
		<b>aCDF</b>	<b>D</b>		<b>d</b>	
Not at all important	55 3%	47 3%	8 1%	3 1%	2 1%	2 2%
		<b>CdE</b>				





## QJIMPC\_1. ...How important to you are the following aspects of your job?

### Having access to opportunities for promotion or advancement from your employer

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities and excluding respondents who selected not applicable</b>	<b>2,093</b>	<b>542</b>	<b>1,551</b>	<b>617</b>	<b>521</b>	<b>413</b>
<b>Weighted Base: Has promotion opportunities and excluding respondents who selected not applicable</b>	<b>1,970</b>	<b>1,166</b>	<b>804</b>	<b>255</b>	<b>404</b>	<b>145</b>
Important (NET)	1,627 83%	923 79%	704 88%	226 89%	349 87%	128 88%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Very important	983 50%	510 44%	472 59%	162 64%	231 57%	79 55%
			<b>ABf</b>	<b>ABCF</b>	<b>AB</b>	<b>aB</b>
Somewhat important	645 33%	413 35%	231 29%	64 25%	119 29%	49 34%
		<b>CD</b>	<b>D</b>			<b>CD</b>
Neither important nor unimportant	223 11%	152 13%	71 9%	17 7%	44 11%	9 6%
		<b>CDF</b>	<b>Df</b>		<b>df</b>	
Not Important (NET)	112 6%	88 8%	24 3%	8 3%	10 3%	6 4%
		<b>aCDEf</b>				
Not too important	93 5%	72 6%	22 3%	7 3%	10 2%	5 4%
		<b>CDE</b>				
Not at all important	19 1%	16 1%	2 0	1 1%	0 0	1 1%
		<b>c</b>				



### QJIMPD\_1. ...How important to you are the following aspects of your job?

#### Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,213</b>	<b>931</b>	<b>2,282</b>	<b>897</b>	<b>787</b>	<b>598</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,201</b>	<b>2,005</b>	<b>1,195</b>	<b>369</b>	<b>613</b>	<b>213</b>
Important (NET)	2,564 80%	1,605 80%	960 80%	295 80%	487 79%	178 83%
						<b>ac</b>
Very important	1,621 51%	967 48%	654 55%	206 56%	336 55%	111 52%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
Somewhat important	944 29%	637 32%	306 26%	89 24%	150 25%	66 31%
		<b>aCDE</b>				<b>CDE</b>
Neither important nor unimportant	383 12%	238 12%	145 12%	43 12%	78 13%	24 11%
Not Important (NET)	217 7%	144 7%	73 6%	24 7%	38 6%	11 5%
Not too important	150 5%	99 5%	50 4%	17 4%	26 4%	8 4%
Not at all important	67 2%	45 2%	23 2%	8 2%	12 2%	3 1%
Don't know	19 1%	6 0	13 1%	2 1%	11 2%	0 0
			<b>ABdF</b>		<b>ABf</b>	
SKIPPED ON WEB	17 1%	12 1%	5 0	4 1%	0 -	1 0
				<b>ACE</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,201 100%	2,005 100%	1,195 100%	369 100%	613 100%	213 100%

## QJIMPE\_1. ...How important to you are the following aspects of your job?

### Doing work that is meaningful to you or makes a difference

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,244</b>	<b>944</b>	<b>2,300</b>	<b>902</b>	<b>793</b>	<b>605</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,241</b>	<b>2,029</b>	<b>1,213</b>	<b>373</b>	<b>625</b>	<b>215</b>
Important (NET)	2,674 82%	1,686 83%	988 81%	304 81%	504 81%	181 84%
Very important	1,719 53%	1,061 52%	658 54%	215 58%	333 53%	110 51%
			<b>a</b>	<b>AbCF</b>		
Somewhat important	955 29%	624 31%	331 27%	89 24%	171 27%	71 33%
		<b>D</b>	<b>D</b>			<b>aCDe</b>
Neither important nor unimportant	382 12%	239 12%	142 12%	42 11%	77 12%	23 11%
Not Important (NET)	153 5%	87 4%	65 5%	19 5%	37 6%	10 4%
			<b>A</b>			
Not too important	119 4%	69 3%	50 4%	14 4%	30 5%	6 3%
			<b>Af</b>			
Not at all important	34 1%	18 1%	15 1%	5 1%	7 1%	4 2%
			<b>a</b>			



### QJIMPF\_1. ...How important to you are the following aspects of your job?

#### Your relationship with your supervisor(s)

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has supervisor and excluding respondents who selected not applicable</b>	<b>1,242</b>	<b>343</b>	<b>899</b>	<b>329</b>	<b>297</b>	<b>273</b>
<b>Weighted Base: Has supervisor and excluding respondents who selected not applicable</b>	<b>1,109</b>	<b>738</b>	<b>371</b>	<b>105</b>	<b>192</b>	<b>74</b>
Important (NET)	973 88%	653 88%	320 86%	85 81%	171 89%	63 85%
		<b>D</b>	<b>D</b>		<b>D</b>	
Very important	577 52%	369 50%	208 56%	55 52%	113 59%	41 55%
			<b>Ad</b>		<b>Ab</b>	
Somewhat important	395 36%	284 38%	111 30%	30 29%	59 31%	22 30%
		<b>CDf</b>				
Neither important nor unimportant	84 8%	50 7%	34 9%	12 11%	15 8%	8 10%
			<b>A</b>	<b>Ab</b>		<b>a</b>
Not Important (NET)	41 4%	26 3%	15 4%	6 6%	6 3%	3 4%
			<b>A</b>	<b>AC</b>		
Not too important	29 3%	19 3%	10 3%	4 4%	5 2%	1 2%
				<b>a</b>		
Not at all important	12 1%	7 1%	5 1%	2 2%	1 1%	1 2%
			<b>A</b>	<b>A</b>		



## QJIMPG\_1. ...How important to you are the following aspects of your job?

### Your relationship with your colleagues

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,205</b>	<b>928</b>	<b>2,277</b>	<b>897</b>	<b>782</b>	<b>598</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,187</b>	<b>1,993</b>	<b>1,194</b>	<b>369</b>	<b>611</b>	<b>213</b>
Important (NET)	2,518 79%	1,637 82%	881 74%	259 70%	451 74%	171 80%
		<b>ACDE</b>	<b>D</b>			<b>CDE</b>
Very important	1,333 42%	833 42%	500 42%	137 37%	268 44%	94 44%
			<b>D</b>		<b>D</b>	<b>D</b>
Somewhat important	1,185 37%	803 40%	381 32%	121 33%	183 30%	77 36%
		<b>ACDE</b>				<b>Ce</b>
Neither important nor unimportant	400 13%	204 10%	196 16%	70 19%	99 16%	27 13%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	
Not Important (NET)	237 7%	136 7%	101 8%	35 9%	53 9%	14 6%
			<b>Af</b>	<b>Abf</b>		
Not too important	159 5%	88 4%	72 6%	22 6%	38 6%	11 5%
			<b>A</b>			
Not at all important	78 2%	48 2%	29 2%	12 3%	15 2%	3 1%
			<b>F</b>	<b>acF</b>		





**QJIMPH\_1. ...How important to you are the following aspects of your job?**

**The opportunity to work remotely, from home, or telework**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,747</b>	<b>733</b>	<b>2,014</b>	<b>785</b>	<b>686</b>	<b>543</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,628</b>	<b>1,573</b>	<b>1,055</b>	<b>326</b>	<b>534</b>	<b>194</b>
Important (NET)	1,430 54%	799 51%	631 60%	198 61%	292 55%	141 73%
			<b>ABE</b>	<b>ABe</b>		<b>ABCDE</b>
Very important	885 34%	468 30%	417 39%	140 43%	192 36%	84 43%
			<b>ABe</b>	<b>ABCE</b>	<b>b</b>	<b>ABcE</b>
Somewhat important	546 21%	331 21%	215 20%	58 18%	100 19%	57 29%
			<b>D</b>			<b>ABCDE</b>
Neither important nor unimportant	614 23%	382 24%	232 22%	75 23%	125 23%	32 16%
			<b>F</b>	<b>F</b>	<b>F</b>	
Not Important (NET)	545 21%	367 23%	178 17%	47 15%	111 21%	20 10%
			<b>aCDF</b>	<b>DF</b>	<b>f</b>	<b>CDF</b>
Not too important	270 10%	159 10%	111 11%	29 9%	67 13%	15 8%
			<b>dF</b>		<b>adF</b>	
Not at all important	276 10%	208 13%	67 6%	18 6%	44 8%	5 3%
			<b>ACDEF</b>	<b>F</b>	<b>F</b>	<b>F</b>



## QJSATA. Thinking about your main job...how satisfied are you with...?

### The income you earn to support you (and your family)

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	2,324 71%	1,464 72%	860 71%	269 72%	436 70%	154 72%
Very satisfied	996 31%	598 29%	398 33%	136 36%	201 32%	61 29%
			<b>AF</b>	<b>ABCF</b>		
Somewhat satisfied	1,328 41%	866 42%	462 38%	133 36%	235 38%	93 43%
		<b>cD</b>	<b>d</b>			<b>CD</b>
Neither satisfied nor dissatisfied	404 12%	246 12%	158 13%	51 14%	80 13%	26 12%
Not Satisfied (NET)	503 15%	317 16%	185 15%	50 13%	104 17%	32 15%
			<b>D</b>			
Not too satisfied	344 11%	219 11%	126 10%	32 9%	72 11%	22 10%
			<b>D</b>			
Not at all satisfied	158 5%	99 5%	60 5%	18 5%	32 5%	10 5%
Don't know	10 0	3 0	7 1%	2 1%	4 1%	1 1%
			<b>A</b>			
SKIPPED ON WEB	16 0	10 0	6 0	3 1%	2 0	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,256 100%	2,041 100%	1,215 100%	374 100%	626 100%	215 100%

**QJSATB. Thinking about your main job...how satisfied are you with...?**

**Having access to opportunities to get more education or training from your employer**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	1,872 57%	1,102 54%	770 63%	241 65%	394 63%	135 62%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Very satisfied	972 30%	591 29%	381 31%	124 33%	203 32%	54 25%
			<b>AF</b>	<b>AF</b>	<b>F</b>	
Somewhat satisfied	900 28%	511 25%	389 32%	118 31%	191 31%	81 37%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>ABCdE</b>
Neither satisfied nor dissatisfied	919 28%	651 32%	268 22%	74 20%	136 22%	57 27%
		<b>ACDEf</b>	<b>d</b>			<b>CD</b>
Not Satisfied (NET)	363 11%	219 11%	143 12%	47 13%	77 12%	19 9%
			<b>aF</b>	<b>f</b>		
Not too satisfied	210 6%	128 6%	82 7%	29 8%	41 7%	12 6%
				<b>a</b>		
Not at all satisfied	152 5%	91 4%	61 5%	18 5%	37 6%	7 3%
			<b>F</b>		<b>f</b>	



## QJSATC. Thinking about your main job...how satisfied are you with...?

### Having access to opportunities for promotion or advancement from your employer

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	1,832 56%	1,067 52%	765 63%	241 65%	398 64%	126 58%
			<b>ABF</b>	<b>ABf</b>	<b>AB</b>	<b>b</b>
Very satisfied	906 28%	499 24%	407 33%	129 34%	220 35%	58 27%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
Somewhat satisfied	927 28%	568 28%	358 29%	112 30%	178 28%	68 32%
			<b>a</b>			
Neither satisfied nor dissatisfied	821 25%	555 27%	266 22%	80 21%	131 21%	56 26%
		<b>CDE</b>				<b>Cde</b>
Not Satisfied (NET)	523 16%	365 18%	158 13%	45 12%	85 14%	28 13%
		<b>aCDef</b>				
Not too satisfied	320 10%	233 11%	87 7%	26 7%	44 7%	17 8%
		<b>aCDef</b>				
Not at all satisfied	203 6%	131 6%	72 6%	19 5%	41 7%	12 5%





**QJSATD. Thinking about your main job...how satisfied are you with...?**

**Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity.**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	2,542 78%	1,628 80%	915 75%	283 76%	463 74%	169 79%
		<b>CdE</b>				<b>c</b>
Very satisfied	1,471 45%	959 47%	513 42%	165 44%	270 43%	78 36%
		<b>cF</b>	<b>F</b>	<b>F</b>	<b>f</b>	
Somewhat satisfied	1,071 33%	669 33%	402 33%	118 32%	193 31%	91 42%
						<b>ABCDE</b>
Neither satisfied nor dissatisfied	528 16%	307 15%	221 18%	63 17%	124 20%	34 16%
			<b>Ab</b>		<b>AB</b>	
Not Satisfied (NET)	161 5%	97 5%	64 5%	20 5%	34 5%	10 5%
Not too satisfied	114 3%	70 3%	44 4%	14 4%	23 4%	8 4%
Not at all satisfied	47 1%	27 1%	20 2%	6 2%	12 2%	2 1%
Don't know	16 0%	6 0%	10 1%	6 2%	2 0%	2 1%
			<b>A</b>	<b>ABCE</b>		
SKIPPED ON WEB	9 0%	4 0%	5 0%	1 0%	3 0%	1 0%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,256 100%	2,041 100%	1,215 100%	374 100%	626 100%	215 100%

## QJSATE. Thinking about your main job...how satisfied are you with...?

### Doing work that is meaningful to you or makes a difference

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	2,394 74%	1,513 74%	881 73%	277 74%	446 71%	158 73%
Very satisfied	1,315 40%	801 39%	514 42%	168 45%	270 43%	75 35%
			<b>AF</b>	<b>ABcF</b>	<b>F</b>	
Somewhat satisfied	1,080 33%	712 35%	368 30%	109 29%	176 28%	83 38%
		<b>CDE</b>				<b>ACDE</b>
Neither satisfied nor dissatisfied	554 17%	338 17%	217 18%	63 17%	114 18%	40 19%
			<b>a</b>			
Not Satisfied (NET)	268 8%	163 8%	105 9%	29 8%	60 10%	16 7%
Not too satisfied	183 6%	109 5%	74 6%	16 4%	45 7%	13 6%
			<b>D</b>		<b>d</b>	
Not at all satisfied	85 3%	54 3%	32 3%	13 4%	15 2%	3 1%
			<b>f</b>	<b>acF</b>		



## QJSATF. Thinking about your main job...how satisfied are you with...?

### Your relationship with your supervisor(s)

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	2,415 74%	1,525 75%	890 73%	264 71%	461 74%	165 77%
			<b>D</b>			<b>cD</b>
Very satisfied	1,395 43%	892 44%	503 41%	146 39%	278 44%	79 37%
		<b>dF</b>	<b>dF</b>		<b>dF</b>	
Somewhat satisfied	1,021 31%	633 31%	387 32%	118 32%	183 29%	85 40%
						<b>ABCDE</b>
Neither satisfied nor dissatisfied	475 15%	274 13%	201 16%	72 19%	100 16%	29 14%
			<b>Abf</b>	<b>ABCF</b>		
Not Satisfied (NET)	267 8%	174 9%	93 8%	26 7%	51 8%	16 8%
Not too satisfied	184 6%	125 6%	59 5%	16 4%	33 5%	10 5%
Not at all satisfied	83 3%	49 2%	34 3%	10 3%	18 3%	6 3%
Don't know	70 2%	44 2%	26 2%	8 2%	14 2%	4 2%
SKIPPED ON WEB	25 1%	19 1%	5 0	4 1%	1 0	1 0
				<b>CE</b>		
REFUSED	4 0	4 0	0 -	0 -	0 -	0 -
SIGMA	3,256 100%	2,041 100%	1,215 100%	374 100%	626 100%	215 100%

## QJSATG. Thinking about your main job...how satisfied are you with...?

### Your relationship with your colleagues

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	2,490 76%	1,621 79%	869 71%	260 69%	442 71%	167 78%
		<b>ACDE</b>				<b>CDE</b>
Very satisfied	1,331 41%	848 42%	482 40%	147 39%	256 41%	79 37%
Somewhat satisfied	1,159 36%	773 38%	386 32%	113 30%	186 30%	87 41%
		<b>CDE</b>				<b>ACDE</b>
Neither satisfied nor dissatisfied	543 17%	296 14%	248 20%	85 23%	128 20%	34 16%
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	
Not Satisfied (NET)	186 6%	108 5%	78 6%	22 6%	44 7%	12 6%
			<b>A</b>			
Not too satisfied	124 4%	77 4%	47 4%	12 3%	28 4%	7 3%
Not at all satisfied	61 2%	31 2%	30 3%	10 3%	16 3%	5 2%
			<b>A</b>			
Don't know	27 1%	10 1%	16 1%	5 1%	10 2%	2 1%
			<b>Ab</b>	<b>ab</b>	<b>ab</b>	
SKIPPED ON WEB	10 0	5 0	5 0	2 1%	3 0	0 0
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,256 100%	2,041 100%	1,215 100%	374 100%	626 100%	215 100%

## QJSATH. Thinking about your main job...how satisfied are you with...?

### The opportunity to work remotely, from home, or telework

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Satisfied (NET)	1,504 46%	897 44%	607 50%	187 50%	291 46%	129 60%
			<b>ABe</b>	<b>AB</b>		<b>ABCDE</b>
Very satisfied	1,005 31%	601 29%	404 33%	125 34%	194 31%	85 39%
			<b>A</b>	<b>a</b>		<b>ABCdE</b>
Somewhat satisfied	499 15%	296 14%	203 17%	62 16%	97 16%	44 21%
			<b>A</b>			<b>ABCe</b>
Neither satisfied nor dissatisfied	1,005 31%	675 33%	330 27%	106 28%	170 27%	53 25%
		<b>CdEF</b>				
Not Satisfied (NET)	396 12%	232 11%	164 14%	45 12%	96 15%	23 11%
			<b>AF</b>		<b>AbF</b>	
Not too satisfied	190 6%	104 5%	85 7%	20 5%	54 9%	11 5%
			<b>AbDf</b>		<b>ABDf</b>	
Not at all satisfied	206 6%	127 6%	79 6%	25 7%	42 7%	11 5%

Don't know	333	224	109	32	67	10
	10%	11%	9%	9%	11%	4%
		<b>F</b>	<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	18	13	6	3	1	1
	1%	1%	0	1%	0	0
				<b>C</b>		
REFUSED	0	0	0	0	0	0
	0	-	0	0	-	-
SIGMA	3,256	2,041	1,215	374	626	215
	100%	100%	100%	100%	100%	100%

**QJSAT. Thinking about your main job...how satisfied are you with...?**

**Summary of “Satisfied”**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity.	2,542 78%	1,628 80%	915 75%	283 76%	463 74%	169 79%
		<b>CdE</b>				<b>c</b>
Your relationship with your colleagues	2,490 76%	1,621 79%	869 71%	260 69%	442 71%	167 78%
		<b>ACDE</b>				<b>CDE</b>
Your relationship with your supervisor(s)	2,415 74%	1,525 75%	890 73%	264 71%	461 74%	165 77%
			<b>D</b>			<b>cD</b>
Doing work that is meaningful to you or makes a difference	2,394 74%	1,513 74%	881 73%	277 74%	446 71%	158 73%
The income you earn to support you (and your family)	2,324 71%	1,464 72%	860 71%	269 72%	436 70%	154 72%
Having access to opportunities to get more education or training from your employer	1,872 57%	1,102 54%	770 63%	241 65%	394 63%	135 62%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Having access to opportunities for promotion or advancement from your employer	1,832 56%	1,067 52%	765 63%	241 65%	398 64%	126 58%
			<b>ABF</b>	<b>ABf</b>	<b>AB</b>	<b>b</b>
The opportunity to work remotely, from home, or telework	1,504 46%	897 44%	607 50%	187 50%	291 46%	129 60%
			<b>ABe</b>	<b>AB</b>		<b>ABCDE</b>



## QJSAT. Thinking about your main job...how satisfied are you with...?

### Summary of "Not Satisfied"

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Job characteristic is important/not important</b>	<b>3,262</b>	<b>949</b>	<b>2,313</b>	<b>909</b>	<b>799</b>	<b>605</b>
<b>Weighted Base: Job characteristic is important/not important</b>	<b>3,256</b>	<b>2,041</b>	<b>1,215</b>	<b>374</b>	<b>626</b>	<b>215</b>
Having access to opportunities for promotion or advancement from your employer	523 16%	365 18%	158 13%	45 12%	85 14%	28 13%
		<b>aCDef</b>				
The income you earn to support you (and your family)	503 15%	317 16%	185 15%	50 13%	104 17%	32 15%
			<b>D</b>			
The opportunity to work remotely, from home, or telework	396 12%	232 11%	164 14%	45 12%	96 15%	23 11%
			<b>AF</b>		<b>AbF</b>	
Having access to opportunities to get more education or training from your employer	363 11%	219 11%	143 12%	47 13%	77 12%	19 9%
			<b>aF</b>	<b>f</b>		
Doing work that is meaningful to you or makes a difference	268 8%	163 8%	105 9%	29 8%	60 10%	16 7%
Your relationship with your supervisor(s)	267 8%	174 9%	93 8%	26 7%	51 8%	16 8%
Your relationship with your colleagues	186 6%	108 5%	78 6%	22 6%	44 7%	12 6%
			<b>A</b>			
Feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity.	161 5%	97 5%	64 5%	20 5%	34 5%	10 5%

**Q PROM2A. How well do each of the following phrases describe your opportunities for promotion or advancement at work?**

**In my job, my opportunities for promotion or advancement are limited**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
Well (NET)	1,192 60%	715 61%	477 59%	152 59%	227 56%	97 67%
						<b>ACDE</b>
Very well	325 16%	163 14%	162 20%	58 22%	73 18%	31 21%
			<b>AB</b>	<b>ABc</b>		<b>AB</b>
Somewhat well	866 44%	552 47%	315 39%	94 36%	154 38%	67 46%
		<b>aCDE</b>				<b>CDe</b>
Does not describe my job at all	649 33%	373 32%	276 34%	84 32%	153 38%	39 27%
			<b>AF</b>		<b>AF</b>	
Don't know	133 7%	83 7%	51 6%	19 7%	23 6%	9 6%
SKIPPED ON WEB	7 0	1 0	6 1%	3 1%	2 0	1 0
			<b>Ab</b>	<b>ABc</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,981 100%	1,171 100%	809 100%	259 100%	405 100%	146 100%

**QPR0M2B. How well do each of the following phrases describe your opportunities for promotion or advancement at work?**

**In my job, I get regular promotions or advance regularly**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
Well (NET)	1,114 56%	626 53%	488 60%	155 60%	240 59%	92 63%
			<b>AB</b>	<b>Ab</b>		<b>AB</b>
Very well	286 14%	126 11%	160 20%	59 23%	75 19%	26 18%
			<b>AB</b>	<b>ABC</b>	<b>AB</b>	<b>aB</b>
Somewhat well	828 42%	500 43%	329 41%	97 37%	166 41%	66 45%
			<b>d</b>			<b>CD</b>
Does not describe my job at all	749 38%	483 41%	267 33%	85 33%	136 34%	46 31%
		<b>aCDeF</b>				
Don't know	108 5%	60 5%	47 6%	15 6%	25 6%	7 5%
SKIPPED ON WEB	9 0	2 0	7 1%	4 2%	2 1%	0 0
			<b>A</b>	<b>ABC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,981 100%	1,171 100%	809 100%	259 100%	405 100%	146 100%

**Q PROM2C. How well do each of the following phrases describe your opportunities for promotion or advancement at work?**

**I've never had a promotion at work, but want one**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
Well (NET)	690 35%	312 27%	378 47%	122 47%	189 47%	67 46%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Very well	248 13%	92 8%	156 19%	52 20%	76 19%	29 20%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Somewhat well	442 22%	220 19%	222 27%	71 27%	114 28%	38 26%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>aB</b>
Does not describe my job at all	1,161 59%	773 66%	388 48%	120 46%	199 49%	70 48%
		<b>ACDEF</b>				
Don't know	117 6%	79 7%	37 5%	14 5%	14 3%	9 6%
		<b>e</b>				
SKIPPED ON WEB	13 1%	7 1%	6 1%	3 1%	3 1%	0 0
				<b>a</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,981 100%	1,171 100%	809 100%	259 100%	405 100%	146 100%

**Q PROM2D. How well do each of the following phrases describe your opportunities for promotion or advancement at work?**

**There is a clear path or way for employees to get promoted or advance in my job**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
Well (NET)	1,545 78%	903 77%	641 79%	206 80%	323 80%	112 77%
			<b>A</b>			
Very well	540 27%	264 23%	276 34%	88 34%	145 36%	42 29%
			<b>ABF</b>	<b>AB</b>	<b>AB</b>	<b>b</b>
Somewhat well	1,005 51%	639 55%	366 45%	118 45%	178 44%	70 48%
		<b>aCDE</b>				
Does not describe my job at all	333 17%	208 18%	125 15%	37 14%	61 15%	27 19%
						<b>c</b>
Don't know	97 5%	57 5%	40 5%	14 5%	20 5%	5 4%
SKIPPED ON WEB	6 0	3 0	3 0	2 1%	0 0	1 1%
				<b>Ace</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,981 100%	1,171 100%	809 100%	259 100%	405 100%	146 100%

**QPR0M2. How well do each of the following phrases describe your opportunities for promotion or advancement at work?**

**Summary of "Well"**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has promotion opportunities</b>	<b>2,104</b>	<b>545</b>	<b>1,559</b>	<b>623</b>	<b>522</b>	<b>414</b>
<b>Weighted Base: Has promotion opportunities</b>	<b>1,981</b>	<b>1,171</b>	<b>809</b>	<b>259</b>	<b>405</b>	<b>146</b>
There is a clear path or way for employees to get promoted or advance in my job.	1,545 78%	903 77%	641 79%	206 80%	323 80%	112 77%
			<b>A</b>			
In my job, my opportunities for promotion or advancement are limited.	1,192 60%	715 61%	477 59%	152 59%	227 56%	97 67%
						<b>ACDE</b>
In my job, I get regular promotions or advance regularly.	1,114 56%	626 53%	488 60%	155 60%	240 59%	92 63%
			<b>AB</b>	<b>Ab</b>		<b>AB</b>
I've never had a promotion at work, but want one.	690 35%	312 27%	378 47%	122 47%	189 47%	67 46%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>

**QHWORk.** Please indicate which of the following two statements come closest to your own views, even if neither is exactly right:

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Where I work, most employees like me who want to get ahead can make it if they're willing to work hard	2,172 66%	1,359 66%	813 66%	253 67%	419 66%	142 66%
Where I work, hard work and determination are no guarantee of success for most employees like me	1,072 33%	668 33%	404 33%	123 33%	208 33%	73 34%
DON'T KNOW	0 0	0 -	0 0	0 0	0 -	0 -
SKIPPED ON WEB	33 1%	26 1%	7 1%	2 1%	4 1%	1 0
REFUSED	1 0	1 0	0 0	0 0	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q16. Has your race or ethnicity made it harder or easier for you to succeed at work, or has your race or ethnicity not made much difference?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Harder	353 11%	70 3%	284 23%	115 30%	113 18%	55 26%
			<b>ABE</b>	<b>ABCE</b>	<b>AB</b>	<b>ABE</b>
No difference	2,645 81%	1,738 85%	907 74%	252 67%	499 79%	156 72%
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>d</b>
Easier	275 8%	246 12%	29 2%	7 2%	18 3%	4 2%
		<b>ACDEF</b>				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	4 0	0 -	4 0	3 1%	0 -	0 0
			<b>Ab</b>	<b>ABCE</b>		<b>B</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**QUNFDAY. Thinking about your day-to-day life in general, how often do you feel like you are treated unfairly because of your race or ethnicity?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Unfair treatment group</b>	<b>1,635</b>	<b>489</b>	<b>1,146</b>	<b>446</b>	<b>394</b>	<b>306</b>
<b>Weighted Base: Unfair treatment group</b>	<b>1,666</b>	<b>1,064</b>	<b>602</b>	<b>189</b>	<b>307</b>	<b>107</b>
A few times a month or more (NET)	207 12%	58 5%	149 25%	64 34%	68 22%	17 16%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>aB</b>
Almost everyday	57 3%	11 1%	46 8%	20 11%	23 8%	3 3%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
At least once a week	55 3%	11 1%	44 7%	19 10%	20 6%	5 5%
			<b>AB</b>	<b>ABCf</b>	<b>AB</b>	<b>aB</b>
A few times a month	95 6%	36 3%	59 10%	25 13%	25 8%	9 8%
			<b>AB</b>	<b>ABCef</b>	<b>B</b>	<b>AB</b>
A few times a year or less (NET)	372 22%	175 16%	196 33%	66 35%	86 28%	45 42%
			<b>ABe</b>	<b>ABe</b>	<b>AB</b>	<b>ABCE</b>
A few times a year	204 12%	95 9%	108 18%	44 23%	43 14%	22 20%
			<b>ABe</b>	<b>ABCE</b>	<b>b</b>	<b>ABe</b>
Less than once a year	168 10%	80 8%	88 15%	22 12%	43 14%	23 22%
			<b>ABD</b>	<b>b</b>	<b>AB</b>	<b>ABCDE</b>
Never	1,083 65%	829 78%	254 42%	56 30%	154 50%	44 42%
		<b>ACDEF</b>	<b>D</b>		<b>CDf</b>	<b>D</b>



**QDISDAY. Thinking about your day-to-day life in general, how often do you experience what you consider to be discrimination, because of your race or ethnicity?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Discrimination group</b>	<b>1,642</b>	<b>466</b>	<b>1,176</b>	<b>469</b>	<b>408</b>	<b>299</b>
<b>Weighted Base: Discrimination group</b>	<b>1,611</b>	<b>990</b>	<b>621</b>	<b>189</b>	<b>324</b>	<b>109</b>
A few times a month or more (NET)	203 13%	35 4%	168 27%	62 33%	84 26%	23 21%
			<b>ABF</b>	<b>ABCeF</b>	<b>AB</b>	<b>AB</b>
Almost everyday	40 2%	4 0	36 6%	17 9%	16 5%	3 3%
			<b>ABF</b>	<b>ABCeF</b>	<b>AB</b>	<b>B</b>
At least once a week	60 4%	10 1%	50 8%	21 11%	19 6%	10 10%
			<b>AB</b>	<b>ABCE</b>	<b>AB</b>	<b>AB</b>
A few times a month	103 6%	21 2%	82 13%	24 13%	49 15%	9 9%
			<b>ABF</b>	<b>AB</b>	<b>ABf</b>	<b>B</b>
A few times a year or less (NET)	439 27%	229 23%	211 34%	80 42%	83 26%	48 44%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>
A few times a year	206 13%	90 9%	116 19%	51 27%	38 12%	28 26%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>
Less than once a year	233 14%	139 14%	95 15%	29 15%	45 14%	20 19%
						<b>a</b>
Never	961 60%	723 73%	238 38%	44 24%	157 48%	37 34%
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>



**QWORK1. What about at work? How often do you [feel like you are treated unfairly/experience what you consider discrimination] because of your race or ethnicity?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
			C	D	E	F	
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>	
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>	
A few times a month or more (NET)	332 10%	75 4%	257 21%	94 25%	133 21%	29 14%	
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	<b>AB</b>	
Almost everyday	76 2%	10 0	66 5%	34 9%	29 5%	3 1%	
			<b>ABF</b>	<b>ABCEF</b>	<b>ABF</b>	<b>b</b>	
At least once a week	84 3%	15 1%	69 6%	21 6%	36 6%	12 6%	
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>	
A few times a month	172 5%	51 2%	121 10%	38 10%	68 11%	15 7%	
			<b>ABF</b>	<b>ABf</b>	<b>ABf</b>	<b>B</b>	
A few times a year or less (NET)	589 18%	263 13%	325 27%	125 33%	124 20%	76 35%	
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABCE</b>	
A few times a year	243 7%	98 5%	145 12%	67 18%	47 7%	31 14%	
			<b>ABE</b>	<b>ABCE</b>	<b>b</b>	<b>ABcE</b>	
Less than once a year	345 11%	165 8%	180 15%	58 15%	77 12%	45 21%	
			<b>ABe</b>	<b>AB</b>	<b>B</b>	<b>ABCDE</b>	
Never	2,330 71%	1,701 83%	628 51%	154 41%	366 58%	108 50%	
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>	



**QWORK2. Would you say your everyday experiences with [unfair treatment/what you consider to be discrimination] because of your race or ethnicity are better, worse, or the same as what you experience at work?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Has opinion on treatment at work</b>	<b>3,246</b>	<b>947</b>	<b>2,299</b>	<b>904</b>	<b>794</b>	<b>601</b>
<b>Weighted Base: Has opinion on treatment at work</b>	<b>3,251</b>	<b>2,040</b>	<b>1,211</b>	<b>373</b>	<b>624</b>	<b>214</b>
Better	300 9%	135 7%	165 14%	67 18%	74 12%	24 11%
			<b>ABf</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Worse	278 9%	67 3%	211 17%	80 21%	93 15%	38 18%
			<b>ABe</b>	<b>ABCE</b>	<b>AB</b>	<b>AB</b>
The same	2,630 81%	1,808 89%	821 68%	220 59%	450 72%	152 71%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
DON'T KNOW	0 0	0 -	0 0	0 0	0 -	0 -
SKIPPED ON WEB	39 1%	25 1%	14 1%	6 2%	7 1%	1 0
			<b>F</b>	<b>f</b>		
REFUSED	4 0	4 0	0 -	0 -	0 -	0 -
SIGMA	3,251 100%	2,040 100%	1,211 100%	373 100%	624 100%	214 100%

**QMCSUI. Have you ever felt at any time in the past that others at your place of employment got promotions or pay raises faster than you did because of your race or ethnicity?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	410 13%	136 7%	274 22%	126 33%	109 17%	39 18%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
No	2,281 70%	1,633 80%	648 53%	160 42%	367 58%	121 56%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Unsure	563 17%	273 13%	290 24%	86 23%	151 24%	54 25%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
SKIPPED ON WEB	22 1%	11 1%	11 1%	6 2%	3 0	2 1%
			<b>A</b>	<b>ABCe</b>		
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q8A. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Private companies**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,393 73%	1,438 70%	954 78%	322 85%	450 71%	182 85%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>
Essential	1,186 36%	687 33%	500 41%	189 50%	228 36%	83 38%
			<b>ABE</b>	<b>ABCEF</b>		
Important	1,206 37%	751 37%	455 37%	133 35%	222 35%	100 46%
						<b>ABCDE</b>
Not Important (NET)	850 26%	589 29%	262 21%	53 14%	178 28%	31 14%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Not very important	539 16%	357 17%	182 15%	38 10%	121 19%	23 11%
		<b>DF</b>	<b>DF</b>		<b>aCDF</b>	
Not at all important	311 9%	232 11%	80 7%	15 4%	56 9%	8 4%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	34 1%	27 1%	7 1%	3 1%	3 0	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q8B. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Your company/organization**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,451 75%	1,449 71%	1,002 82%	334 88%	492 78%	175 82%
			<b>ABE</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Essential	1,269 39%	730 36%	539 44%	206 54%	245 39%	88 41%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Important	1,182 36%	719 35%	463 38%	128 34%	247 39%	87 41%
			<b>AD</b>		<b>d</b>	<b>AbD</b>
Not Important (NET)	798 24%	582 28%	216 18%	41 11%	137 22%	39 18%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not very important	505 15%	348 17%	157 13%	27 7%	100 16%	30 14%
		<b>CD</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not at all important	293 9%	234 11%	59 5%	14 4%	36 6%	9 4%
		<b>ACDEF</b>	<b>d</b>			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	27 1%	22 1%	5 0	3 1%	1 0	1 0
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q8C. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Government**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,583 79%	1,552 76%	1,032 84%	335 89%	510 81%	187 87%
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABE</b>
Essential	1,512 46%	886 43%	626 51%	232 61%	289 46%	106 49%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Important	1,071 33%	666 32%	406 33%	103 27%	222 35%	81 38%
		<b>d</b>	<b>D</b>		<b>D</b>	<b>AbCD</b>
Not Important (NET)	659 20%	473 23%	185 15%	40 11%	118 19%	28 13%
		<b>ACDeF</b>	<b>D</b>		<b>CDF</b>	
Not very important	387 12%	268 13%	119 10%	23 6%	77 12%	19 9%
		<b>CDF</b>	<b>D</b>		<b>CD</b>	<b>d</b>
Not at all important	272 8%	205 10%	67 5%	17 5%	41 6%	9 4%
		<b>ACDeF</b>				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	35 1%	29 1%	7 1%	3 1%	2 0	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q8D. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Nonprofit organizations**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,486 76%	1,499 73%	987 81%	329 87%	482 77%	176 82%
			<b>ABE</b>	<b>ABCEF</b>		<b>ABe</b>
Essential	1,280 39%	753 37%	527 43%	194 51%	242 38%	91 42%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Important	1,206 37%	746 36%	460 38%	135 36%	240 38%	85 40%
Not Important (NET)	758 23%	527 26%	231 19%	47 12%	147 23%	38 17%
		<b>ACDF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Not very important	482 15%	319 16%	163 13%	33 9%	100 16%	30 14%
		<b>D</b>	<b>D</b>		<b>cD</b>	<b>D</b>
Not at all important	276 8%	207 10%	68 6%	14 4%	47 7%	8 4%
		<b>ACDF</b>	<b>DF</b>		<b>cDF</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	33 1%	28 1%	5 0	2 1%	1 0	2 1%
		<b>ce</b>				
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q8. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Summary of "Important"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Government	2,583 79%	1,552 76%	1,032 84%	335 89%	510 81%	187 87%
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABE</b>
Nonprofit organizations	2,486 76%	1,499 73%	987 81%	329 87%	482 77%	176 82%
			<b>ABE</b>	<b>ABCEF</b>		<b>ABe</b>
Your company/organization	2,451 75%	1,449 71%	1,002 82%	334 88%	492 78%	175 82%
			<b>ABE</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Private companies	2,393 73%	1,438 70%	954 78%	322 85%	450 71%	182 85%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>

**Q8. How important or not important would you say it is for the following workplaces to have racial and ethnic diversity today?**

**Summary of "Not Important"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Private companies	850 26%	589 29%	262 21%	53 14%	178 28%	31 14%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Your company/organization	798 24%	582 28%	216 18%	41 11%	137 22%	39 18%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Nonprofit organizations	758 23%	527 26%	231 19%	47 12%	147 23%	38 17%
		<b>ACDF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Government	659 20%	473 23%	185 15%	40 11%	118 19%	28 13%
		<b>ACDeF</b>	<b>D</b>		<b>CDF</b>	

**Q9A. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Private companies**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,471 75%	1,477 72%	994 81%	323 86%	492 78%	180 83%
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABe</b>
Essential	1,306 40%	758 37%	548 45%	200 53%	258 41%	91 42%
			<b>ABe</b>	<b>ABCEF</b>		
Important	1,165 36%	719 35%	446 36%	124 33%	233 37%	89 41%
			<b>D</b>			<b>ABCD</b>
Not Important (NET)	755 23%	540 26%	215 18%	47 12%	136 22%	32 15%
		<b>ACDeF</b>	<b>Df</b>		<b>CDF</b>	
Not very important	472 14%	328 16%	144 12%	28 7%	91 14%	25 12%
		<b>CDf</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not at all important	283 9%	212 10%	71 6%	19 5%	45 7%	7 3%
		<b>ACDeF</b>	<b>F</b>		<b>F</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	50 2%	36 2%	14 1%	8 2%	2 0	4 2%
		<b>e</b>	<b>E</b>	<b>CE</b>		<b>E</b>
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q9B. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Your company/organization**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,476 76%	1,467 71%	1,009 82%	330 87%	497 79%	183 85%
			<b>ABE</b>	<b>ABCE</b>	<b>aB</b>	<b>ABE</b>
Essential	1,364 42%	792 39%	572 47%	212 56%	264 42%	95 44%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Important	1,112 34%	675 33%	438 36%	117 31%	233 37%	87 41%
			<b>AD</b>		<b>d</b>	<b>ABCD</b>
Not Important (NET)	746 23%	546 27%	200 16%	41 11%	130 21%	29 13%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Not very important	445 14%	307 15%	138 11%	30 8%	85 14%	23 11%
		<b>CDf</b>	<b>D</b>		<b>cD</b>	
Not at all important	301 9%	239 12%	62 5%	12 3%	45 7%	5 3%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	54 2%	40 2%	14 1%	7 2%	4 1%	4 2%
		<b>e</b>		<b>ce</b>		<b>e</b>
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q9C. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Government**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,591 79%	1,566 76%	1,025 84%	325 86%	513 81%	186 87%
			<b>AB</b>	<b>ABCe</b>	<b>b</b>	<b>ABce</b>
Essential	1,540 47%	913 44%	627 51%	228 60%	294 47%	104 48%
			<b>ABE</b>	<b>ABCEF</b>		
Important	1,051 32%	653 32%	398 33%	97 26%	219 35%	82 38%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>ABCD</b>
Not Important (NET)	635 19%	454 22%	181 15%	44 12%	112 18%	24 11%
		<b>ACDeF</b>	<b>DF</b>		<b>CDF</b>	
Not very important	365 11%	253 12%	112 9%	31 8%	65 10%	16 8%
		<b>CDF</b>				
Not at all important	270 8%	201 10%	68 6%	13 3%	47 8%	8 4%
		<b>aCDF</b>	<b>Df</b>		<b>CDF</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	51 2%	33 2%	18 1%	9 2%	5 1%	4 2%
				<b>ACE</b>		<b>e</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q9D. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Nonprofit organizations**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Important (NET)	2,526 77%	1,523 74%	1,003 82%	320 85%	500 79%	183 85%
			<b>ABe</b>	<b>ABCE</b>	<b>b</b>	<b>ABCE</b>
Essential	1,387 42%	810 39%	577 47%	208 55%	272 43%	97 45%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Important	1,139 35%	714 35%	425 35%	112 30%	228 36%	86 40%
		<b>d</b>	<b>D</b>		<b>D</b>	<b>AbCD</b>
Not Important (NET)	700 21%	496 24%	203 17%	49 13%	127 20%	27 13%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Not very important	431 13%	297 14%	134 11%	35 9%	78 12%	22 10%
		<b>CDf</b>	<b>D</b>			
Not at all important	268 8%	199 10%	69 6%	14 4%	49 8%	6 3%
		<b>aCDF</b>	<b>DF</b>		<b>CDF</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	51 2%	34 2%	18 1%	9 2%	4 1%	5 2%
			<b>e</b>	<b>ACE</b>		<b>E</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q9. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Summary of "Important"**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Government	2,591 79%	1,566 76%	1,025 84%	325 86%	513 81%	186 87%
			<b>AB</b>	<b>ABCe</b>	<b>b</b>	<b>ABce</b>
Nonprofit organizations	2,526 77%	1,523 74%	1,003 82%	320 85%	500 79%	183 85%
			<b>ABe</b>	<b>ABCE</b>	<b>b</b>	<b>ABCE</b>
Your company/organization	2,476 76%	1,467 71%	1,009 82%	330 87%	497 79%	183 85%
			<b>ABE</b>	<b>ABCE</b>	<b>aB</b>	<b>ABE</b>
Private companies	2,471 75%	1,477 72%	994 81%	323 86%	492 78%	180 83%
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABe</b>

**Q9. How important or not important would you say it is for the following workplaces to have racial and ethnic equity today?**

**Summary of "Not Important"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Private companies	755 23%	540 26%	215 18%	47 12%	136 22%	32 15%
		<b>ACDeF</b>	<b>Df</b>		<b>CDF</b>	
Your company/organization	746 23%	546 27%	200 16%	41 11%	130 21%	29 13%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Nonprofit organizations	700 21%	496 24%	203 17%	49 13%	127 20%	27 13%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Government	635 19%	454 22%	181 15%	44 12%	112 18%	24 11%
		<b>ACDeF</b>	<b>DF</b>		<b>CDF</b>	





**Q13C. Should government require employers maintain a certain level of racial and ethnic diversity in workplaces, or is this not a proper role for government?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Diversity is important in private companies/employers</b>	<b>2,802</b>	<b>716</b>	<b>2,086</b>	<b>863</b>	<b>685</b>	<b>538</b>
<b>Weighted Base: Diversity is important in private companies/employers</b>	<b>2,547</b>	<b>1,495</b>	<b>1,051</b>	<b>350</b>	<b>512</b>	<b>190</b>
Yes	697 27%	259 17%	437 42%	181 52%	187 37%	69 36%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
No	926 36%	691 46%	234 22%	51 15%	135 26%	49 26%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Depends	628 25%	382 26%	246 23%	83 24%	111 22%	52 27%
						<b>Ce</b>
Don't know	277 11%	155 10%	122 12%	31 9%	73 14%	19 10%
			<b>AD</b>		<b>AbcDf</b>	
SKIPPED ON WEB	19 1%	8 1%	12 1%	4 1%	6 1%	1 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,547 100%	1,495 100%	1,051 100%	350 100%	512 100%	190 100%





**Q14. Please indicate how much you agree or disagree with the following statement.**

**The diversity among a company/organization's employees should reflect the diversity of the city or community in which it is located**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Diversity is important in private companies/employers</b>	<b>2,802</b>	<b>716</b>	<b>2,086</b>	<b>863</b>	<b>685</b>	<b>538</b>
<b>Weighted Base: Diversity is important in private companies/employers</b>	<b>2,547</b>	<b>1,495</b>	<b>1,051</b>	<b>350</b>	<b>512</b>	<b>190</b>
Agree (NET)	1,561 61%	890 60%	671 64%	227 65%	318 62%	127 67%
			<b>A</b>	<b>Ab</b>		<b>AB</b>
Strongly agree	672 26%	343 23%	329 31%	120 34%	161 31%	48 25%
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	
Agree	889 35%	546 37%	343 33%	106 30%	157 31%	79 42%
		<b>De</b>	<b>d</b>			<b>ACDE</b>
Neither agree nor disagree	816 32%	503 34%	313 30%	97 28%	169 33%	47 25%
		<b>DF</b>	<b>F</b>		<b>dF</b>	
Disagree (NET)	163 6%	101 7%	63 6%	25 7%	22 4%	16 8%
				<b>e</b>		<b>aCE</b>
Disagree	128 5%	83 6%	45 4%	17 5%	15 3%	13 7%
		<b>e</b>				<b>aCE</b>
Strongly disagree	35 1%	17 1%	18 2%	7 2%	7 1%	3 1%
			<b>A</b>	<b>A</b>		



**Q14B. Please indicate how much you agree or disagree with the following statement.**

**Workers need unions to help increase racial and ethnic equity in workplaces**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Equity is important in private companies/employers</b>	<b>2,809</b>	<b>722</b>	<b>2,087</b>	<b>854</b>	<b>693</b>	<b>540</b>
<b>Weighted Base: Equity is important in private companies/employers</b>	<b>2,579</b>	<b>1,527</b>	<b>1,052</b>	<b>342</b>	<b>521</b>	<b>188</b>
Agree (NET)	897	438	460	174	208	77
	35%	29%	44%	51%	40%	41%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Strongly agree	402	194	207	78	95	34
	16%	13%	20%	23%	18%	18%
			<b>AB</b>	<b>ABCef</b>	<b>aB</b>	<b>B</b>
Agree	496	243	252	96	113	43
	19%	16%	24%	28%	22%	23%
			<b>AB</b>	<b>ABCEf</b>	<b>B</b>	<b>AB</b>
Neither agree nor disagree	1,085	626	459	138	239	81
	42%	41%	44%	40%	46%	43%
			<b>AD</b>		<b>ad</b>	
Disagree (NET)	591	463	128	28	71	29
	23%	30%	12%	8%	14%	16%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Disagree	443	355	88	22	47	20
	17%	23%	8%	6%	9%	11%
		<b>ACDEF</b>	<b>D</b>			<b>cD</b>
Strongly disagree	147	107	40	6	24	9
	6%	7%	4%	2%	5%	5%
		<b>CD</b>	<b>D</b>		<b>D</b>	<b>D</b>



**QWORK3. Would you say your workplace has racial and ethnic diversity, or not?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	2,213 68%	1,383 67%	830 68%	262 69%	424 67%	144 67%
No	757 23%	500 24%	257 21%	72 19%	133 21%	53 24%
		<b>D</b>	<b>d</b>			<b>CD</b>
Don't know	304 9%	170 8%	134 11%	42 11%	73 12%	19 9%
			<b>Abf</b>	<b>Ab</b>	<b>ab</b>	
SKIPPED ON WEB	3 0	1 0	3 0	2 0	1 0	0 0
			<b>A</b>	<b>AB</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**QWORK4. At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Same	1,525 47%	1,177 57%	347 28%	112 30%	191 30%	44 21%
		<b>ACDEF</b>	<b>F</b>	<b>F</b>	<b>F</b>	
Different	1,399 43%	666 32%	733 60%	221 58%	362 57%	151 70%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>ABCDE</b>
Don't know	347 11%	208 10%	139 11%	42 11%	77 12%	19 9%
			<b>Af</b>			
SKIPPED ON WEB	5 0	1 0	4 0	2 1%	1 0	1 0
			<b>Ab</b>	<b>AB</b>		<b>B</b>
REFUSED	1 0	1 0	0 0	0 0	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q19A. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, people are treated the same, regardless of their race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	2,483 76%	1,645 80%	838 69%	221 58%	465 74%	152 71%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,435 44%	981 48%	454 37%	106 28%	288 46%	61 28%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,048 32%	664 32%	384 31%	115 30%	177 28%	91 42%
			<b>e</b>			<b>ABCDE</b>
Neither agree nor disagree	497 15%	246 12%	251 20%	100 26%	107 17%	44 20%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Disagree (NET)	239 7%	116 6%	123 10%	52 14%	53 8%	18 8%
			<b>AB</b>	<b>ABCEF</b>	<b>b</b>	<b>b</b>
Disagree	185 6%	89 4%	95 8%	37 10%	44 7%	14 7%
			<b>AB</b>	<b>ABCf</b>	<b>b</b>	
Strongly disagree	55 2%	27 1%	28 2%	15 4%	9 1%	4 2%
			<b>A</b>	<b>ABCEF</b>		
Not applicable	55 2%	46 2%	9 1%	5 1%	3 1%	1 1%
		<b>CEf</b>		<b>c</b>		





**Q19B. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, managers/supervisors work well with employees of different races and ethnicities**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	2,526 77%	1,639 80%	887 72%	243 64%	485 77%	159 74%
		<b>ACDF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,455 44%	994 48%	461 38%	111 29%	283 45%	66 31%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,071 33%	646 31%	426 35%	132 35%	201 32%	93 43%
			<b>A</b>			<b>ABCDE</b>
Neither agree nor disagree	485 15%	259 13%	226 18%	93 25%	92 15%	40 19%
			<b>ABE</b>	<b>ABCEF</b>		<b>AB</b>
Disagree (NET)	161 5%	71 3%	90 7%	33 9%	44 7%	13 6%
			<b>AB</b>	<b>ABc</b>	<b>AB</b>	<b>B</b>
Disagree	131 4%	60 3%	71 6%	23 6%	37 6%	10 5%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
Strongly disagree	31 1%	11 1%	20 2%	10 3%	7 1%	3 1%
			<b>AB</b>	<b>ABCE</b>		<b>b</b>
Not applicable	98 3%	81 4%	16 1%	7 2%	7 1%	3 1%
		<b>aCDEF</b>				



**Q19C. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, I feel included, regardless of my race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	2,626 80%	1,732 84%	895 73%	251 66%	483 77%	160 75%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,518 46%	1,048 51%	470 38%	114 30%	283 45%	73 34%
		<b>ACDeF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,108 34%	684 33%	424 35%	136 36%	201 32%	87 40%
						<b>ABCE</b>
Neither agree nor disagree	434 13%	210 10%	224 18%	87 23%	97 15%	40 19%
			<b>ABE</b>	<b>ABCEf</b>	<b>B</b>	<b>AB</b>
Disagree (NET)	139 4%	57 3%	82 7%	33 9%	35 6%	13 6%
			<b>AB</b>	<b>ABCE</b>	<b>B</b>	<b>AB</b>
Disagree	106 3%	42 2%	64 5%	21 6%	32 5%	11 5%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Strongly disagree	33 1%	15 1%	18 1%	12 3%	4 1%	3 1%
			<b>AE</b>	<b>ABCEF</b>		
Not applicable	60 2%	43 2%	17 1%	5 1%	10 2%	2 1%



**Q19. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Summary of "Agree"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Where I work, I feel included, regardless of my race or ethnicity	2,626 80%	1,732 84%	895 73%	251 66%	483 77%	160 75%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Where I work, managers/supervisors work well with employees of different races and ethnicities	2,526 77%	1,639 80%	887 72%	243 64%	485 77%	159 74%
		<b>ACDF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Where I work, people are treated the same, regardless of their race or ethnicity	2,483 76%	1,645 80%	838 69%	221 58%	465 74%	152 71%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>

**Q19. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Summary of “Disagree”**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Where I work, people are treated the same, regardless of their race or ethnicity	239 7%	116 6%	123 10%	52 14%	53 8%	18 8%
			<b>AB</b>	<b>ABCEF</b>	<b>b</b>	<b>b</b>
Where I work, managers/supervisors work well with employees of different races and ethnicities	161 5%	71 3%	90 7%	33 9%	44 7%	13 6%
			<b>AB</b>	<b>ABc</b>	<b>AB</b>	<b>B</b>
Where I work, I feel included, regardless of my race or ethnicity	139 4%	57 3%	82 7%	33 9%	35 6%	13 6%
			<b>AB</b>	<b>ABCE</b>	<b>B</b>	<b>AB</b>

**Q19A\_1. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, people are treated the same, regardless of their race or ethnicity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,231</b>	<b>933</b>	<b>2,298</b>	<b>905</b>	<b>793</b>	<b>600</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,222</b>	<b>2,008</b>	<b>1,214</b>	<b>373</b>	<b>627</b>	<b>214</b>
Agree (NET)	2,483 77%	1,645 82%	838 69%	221 59%	465 74%	152 71%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,435 45%	981 49%	454 37%	106 28%	288 46%	61 28%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,048 33%	664 33%	384 32%	115 31%	177 28%	91 43%
			<b>e</b>			<b>ABCDE</b>
Neither agree nor disagree	497 15%	246 12%	251 21%	100 27%	107 17%	44 20%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Disagree (NET)	239 7%	116 6%	123 10%	52 14%	53 8%	18 8%
			<b>AB</b>	<b>ABCEF</b>	<b>b</b>	
Disagree	185 6%	89 4%	95 8%	37 10%	44 7%	14 7%
			<b>AB</b>	<b>ABCf</b>	<b>b</b>	
Strongly disagree	55 2%	27 1%	28 2%	15 4%	9 1%	4 2%
			<b>A</b>	<b>ABCEF</b>		





**Q19B\_1. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, managers/supervisors work well with employees of different races and ethnicities**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,196</b>	<b>914</b>	<b>2,282</b>	<b>897</b>	<b>790</b>	<b>595</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,179</b>	<b>1,972</b>	<b>1,207</b>	<b>371</b>	<b>624</b>	<b>212</b>
Agree (NET)	2,526 79%	1,639 83%	887 73%	243 66%	485 78%	159 75%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,455 46%	994 50%	461 38%	111 30%	283 45%	66 31%
		<b>ACDF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,071 34%	646 33%	426 35%	132 36%	201 32%	93 44%
			<b>A</b>			<b>ABCDE</b>
Neither agree nor disagree	485 15%	259 13%	226 19%	93 25%	92 15%	40 19%
			<b>ABE</b>	<b>ABCEF</b>		<b>AB</b>
Disagree (NET)	161 5%	71 4%	90 7%	33 9%	44 7%	13 6%
			<b>AB</b>	<b>ABc</b>	<b>AB</b>	<b>B</b>
Disagree	131 4%	60 3%	71 6%	23 6%	37 6%	10 5%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
Strongly disagree	31 1%	11 1%	20 2%	10 3%	7 1%	3 1%
			<b>AB</b>	<b>ABCE</b>		



**Q19C\_1. Please indicate how much you agree or disagree with the following statements about your current workplace.**

**Where I work, I feel included, regardless of my race or ethnicity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,222</b>	<b>929</b>	<b>2,293</b>	<b>903</b>	<b>791</b>	<b>599</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,217</b>	<b>2,010</b>	<b>1,207</b>	<b>373</b>	<b>621</b>	<b>213</b>
Agree (NET)	2,626 82%	1,732 86%	895 74%	251 67%	483 78%	160 75%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strongly agree	1,518 47%	1,048 52%	470 39%	114 31%	283 46%	73 34%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Agree	1,108 34%	684 34%	424 35%	136 37%	201 32%	87 41%
						<b>ABCE</b>
Neither agree nor disagree	434 13%	210 10%	224 19%	87 23%	97 16%	40 19%
			<b>ABE</b>	<b>ABCEf</b>	<b>B</b>	<b>AB</b>
Disagree (NET)	139 4%	57 3%	82 7%	33 9%	35 6%	13 6%
			<b>AB</b>	<b>ABCE</b>	<b>B</b>	<b>AB</b>
Disagree	106 3%	42 2%	64 5%	21 6%	32 5%	11 5%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Strongly disagree	33 1%	15 1%	18 2%	12 3%	4 1%	3 1%
			<b>AE</b>	<b>ABCEF</b>		



**Q10A. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

**Private Companies**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Major problem	919 28%	462 22%	458 37%	185 49%	207 33%	66 31%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Minor problem	1,068 33%	703 34%	364 30%	96 25%	182 29%	86 40%
		<b>cDe</b>	<b>D</b>			<b>AbCDE</b>
Not a problem	663 20%	450 22%	213 17%	42 11%	143 23%	28 13%
		<b>CDF</b>	<b>DF</b>		<b>CDF</b>	
Don't know	613 19%	429 21%	184 15%	53 14%	96 15%	35 16%
		<b>aCDEf</b>				
SKIPPED ON WEB	14 0	10 0	5 0	2 1%	2 0	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q10B. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

**Your company/organization**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Major problem	301 9%	101 5%	200 16%	88 23%	77 12%	35 16%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>ABe</b>
Minor problem	771 24%	449 22%	322 26%	109 29%	154 24%	59 27%
			<b>AB</b>	<b>ABC</b>		<b>AB</b>
Not a problem	1,837 56%	1,251 61%	585 48%	138 37%	347 55%	100 47%
		<b>ACDeF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Don't know	351 11%	242 12%	109 9%	38 10%	50 8%	21 10%
		<b>ce</b>				
SKIPPED ON WEB	17 1%	10 0	7 1%	4 1%	3 0	0 -
				<b>AbCF</b>		
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q10C. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

**Government**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Major problem	897 27%	426 21%	471 38%	184 49%	214 34%	73 34%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Minor problem	972 30%	618 30%	354 29%	92 24%	183 29%	80 37%
		<b>D</b>	<b>D</b>			<b>ABCDE</b>
Not a problem	812 25%	594 29%	218 18%	51 13%	138 22%	29 14%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Don't know	574 18%	402 20%	172 14%	46 12%	93 15%	33 15%
		<b>aCDe</b>	<b>d</b>			
SKIPPED ON WEB	21 1%	13 1%	8 1%	5 1%	2 0	1 0
				<b>ACEf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q10D. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

### Nonprofit organizations

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Major problem	454 14%	191 9%	262 21%	109 29%	113 18%	41 19%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Minor problem	1,000 31%	619 30%	381 31%	108 29%	194 31%	79 37%
			<b>D</b>			<b>ABCDE</b>
Not a problem	877 27%	605 29%	272 22%	64 17%	167 26%	42 19%
		<b>ACDF</b>	<b>Df</b>		<b>CDF</b>	
Don't know	910 28%	617 30%	293 24%	91 24%	151 24%	51 24%
		<b>aCDEF</b>				
SKIPPED ON WEB	36 1%	21 1%	15 1%	7 2%	5 1%	3 1%
				<b>Ac</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q10. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

**Summary of "Major Problem"**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Private Companies	919 28%	462 22%	458 37%	185 49%	207 33%	66 31%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Government	897 27%	426 21%	471 38%	184 49%	214 34%	73 34%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Nonprofit organizations	454 14%	191 9%	262 21%	109 29%	113 18%	41 19%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Your company/organization	301 9%	101 5%	200 16%	88 23%	77 12%	35 16%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>ABe</b>

**Q10. Do you think discrimination because of race or ethnicity is a major problem, a minor problem, or not a problem in the following workplaces today?**

**Summary of "Minor Problem"**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Private Companies	1,068 33%	703 34%	364 30%	96 25%	182 29%	86 40%
		<b>cDe</b>	<b>D</b>			<b>AbCDE</b>
Nonprofit organizations	1,000 31%	619 30%	381 31%	108 29%	194 31%	79 37%
			<b>D</b>			<b>ABCDe</b>
Government	972 30%	618 30%	354 29%	92 24%	183 29%	80 37%
		<b>D</b>	<b>D</b>			<b>ABCDE</b>
Your company/organization	771 24%	449 22%	322 26%	109 29%	154 24%	59 27%
			<b>AB</b>	<b>ABC</b>		<b>AB</b>

**Q32A. How much do each of the following things contribute to discrimination because of race or ethnicity in workplaces in general today?**

**Intentional prejudice of individual people at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
A lot	556 28%	255 22%	301 37%	125 44%	130 33%	46 30%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
A little	1,063 54%	691 59%	373 45%	113 40%	181 46%	79 52%
		<b>ACDEF</b>	<b>D</b>			<b>CD</b>
Not at all	204 10%	126 11%	77 9%	21 8%	41 11%	15 10%
			<b>D</b>			
Don't know	161 8%	93 8%	68 8%	21 7%	36 9%	11 7%
SKIPPED ON WEB	3 0	0 -	3 0	1 0	1 0	0 0
			<b>A</b>	<b>AB</b>		<b>B</b>
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q32B. How much do each of the following things contribute to discrimination because of race or ethnicity in workplaces in general today?**

**Existing policies, procedures, or systems in the workplace**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
A lot	522 26%	259 22%	263 32%	106 38%	119 31%	37 25%
			<b>ABF</b>	<b>ABCEF</b>	<b>aB</b>	
A little	930 47%	562 48%	368 45%	118 42%	174 45%	76 50%
		<b>d</b>	<b>d</b>			<b>CD</b>
Not at all	323 16%	216 19%	107 13%	28 10%	54 14%	25 17%
		<b>CD</b>	<b>D</b>			<b>CD</b>
Don't know	203 10%	126 11%	77 9%	25 9%	39 10%	13 8%
SKIPPED ON WEB	9 0	2 0	6 1%	3 1%	2 1%	0 0
			<b>A</b>	<b>AB</b>		
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q32C. How much do each of the following things contribute to discrimination because of race or ethnicity in workplaces in general today?**

**Unconscious bias of people at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
A lot	845 43%	479 41%	366 45%	150 53%	150 38%	66 43%
			<b>AE</b>	<b>ABCEF</b>		
A little	808 41%	506 43%	302 37%	87 31%	150 39%	65 43%
		<b>CD</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Not at all	180 9%	97 8%	83 10%	21 8%	51 13%	11 7%
			<b>ADF</b>		<b>ABcDF</b>	
Don't know	141 7%	77 7%	64 8%	21 7%	34 9%	9 6%
			<b>A</b>			
SKIPPED ON WEB	12 1%	5 0	7 1%	2 1%	5 1%	1 1%
			<b>A</b>			
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q32. How much do each of the following things contribute to discrimination because of race or ethnicity in workplaces in general today?**

**Summary of "A lot"**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Unconscious bias of people at work	845 43%	479 41%	366 45%	150 53%	150 38%	66 43%
			<b>AE</b>	<b>ABCEF</b>		
Intentional prejudice of individual people at work	556 28%	255 22%	301 37%	125 44%	130 33%	46 30%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Existing policies, procedures, or systems in the workplace	522 26%	259 22%	263 32%	106 38%	119 31%	37 25%
			<b>ABF</b>	<b>ABCEF</b>	<b>aB</b>	

**Q33A. How much do each of the following things contribute to discrimination because of race or ethnicity in your workplace?**

**Intentional prejudice of individual people at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used, \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in employer company is a problem</b>	<b>1,361</b>	<b>254</b>	<b>1,107</b>	<b>512</b>	<b>322</b>	<b>273</b>
<b>Weighted Base: Racial discrimination in employer company is a problem</b>	<b>1,072</b>	<b>550</b>	<b>522</b>	<b>197</b>	<b>231</b>	<b>94</b>
A lot	212 20%	70 13%	142 27%	63 32%	60 26%	19 20%
			<b>BF</b>	<b>ABCF</b>	<b>AB</b>	<b>b</b>
A little	515 48%	283 51%	232 44%	89 45%	89 38%	54 57%
		<b>E</b>	<b>e</b>			<b>ACDE</b>
Not at all	231 22%	140 25%	91 17%	22 11%	53 23%	16 17%
		<b>CDf</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Don't know	109 10%	57 10%	53 10%	21 11%	27 12%	4 4%
		<b>f</b>	<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	5 0	0 -	5 1%	2 1%	2 1%	1 1%
				<b>ab</b>		<b>AB</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,072 100%	550 100%	522 100%	197 100%	231 100%	94 100%

**Q33B. How much do each of the following things contribute to discrimination because of race or ethnicity in your workplace?**

**Existing policies, procedures, or systems in the workplace**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used, \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in employer company is a problem</b>	<b>1,361</b>	<b>254</b>	<b>1,107</b>	<b>512</b>	<b>322</b>	<b>273</b>
<b>Weighted Base: Racial discrimination in employer company is a problem</b>	<b>1,072</b>	<b>550</b>	<b>522</b>	<b>197</b>	<b>231</b>	<b>94</b>
A lot	202 19%	64 12%	138 27%	61 31%	59 25%	18 19%
			<b>BF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>
A little	468 44%	247 45%	221 42%	81 41%	95 41%	45 48%
						<b>c</b>
Not at all	295 28%	193 35%	102 19%	31 16%	49 21%	22 23%
		<b>ACDEF</b>	<b>D</b>			<b>D</b>
Don't know	98 9%	45 8%	53 10%	21 11%	25 11%	7 7%
				<b>a</b>		
SKIPPED ON WEB	8 1%	0 -	8 2%	2 1%	4 2%	2 2%
			<b>B</b>	<b>B</b>	<b>B</b>	<b>AB</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,072 100%	550 100%	522 100%	197 100%	231 100%	94 100%



**Q33C. How much do each of the following things contribute to discrimination because of race or ethnicity in your workplace?**

**Unconscious bias of people at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used, \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in employer company is a problem</b>	<b>1,361</b>	<b>254</b>	<b>1,107</b>	<b>512</b>	<b>322</b>	<b>273</b>
<b>Weighted Base: Racial discrimination in employer company is a problem</b>	<b>1,072</b>	<b>550</b>	<b>522</b>	<b>197</b>	<b>231</b>	<b>94</b>
A lot	337 31%	165 30%	172 33%	77 39%	67 29%	29 31%
				<b>ABCEf</b>		
A little	491 46%	264 48%	227 43%	82 42%	101 44%	44 47%
Not at all	166 15%	94 17%	72 14%	19 10%	38 17%	15 16%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>d</b>
Don't know	72 7%	27 5%	45 9%	18 9%	23 10%	4 4%
			<b>bF</b>	<b>Abf</b>	<b>Abf</b>	
SKIPPED ON WEB	6 1%	0 -	6 1%	2 1%	2 1%	2 2%
			<b>b</b>	<b>b</b>		<b>ABc</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,072 100%	550 100%	522 100%	197 100%	231 100%	94 100%

**Q33. How much do each of the following things contribute to discrimination because of race or ethnicity in your workplace?**

**Summary of "A lot"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in employer company is a problem</b>	<b>1,361</b>	<b>254</b>	<b>1,107</b>	<b>512</b>	<b>322</b>	<b>273</b>
<b>Weighted Base: Racial discrimination in employer company is a problem</b>	<b>1,072</b>	<b>550</b>	<b>522</b>	<b>197</b>	<b>231</b>	<b>94</b>
Unconscious bias of people at work	337 31%	165 30%	172 33%	77 39%	67 29%	29 31%
				<b>ABCEf</b>		
Intentional prejudice of individual people at work	212 20%	70 13%	142 27%	63 32%	60 26%	19 20%
			<b>BF</b>	<b>ABCF</b>	<b>AB</b>	<b>b</b>
Existing policies, procedures, or systems in the workplace	202 19%	64 12%	138 27%	61 31%	59 25%	18 19%
			<b>BF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>

**Q11. These days, do you think it is necessary to have laws to protect people from discrimination in hiring because of race or ethnicity, or not?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Race/Ethnicity					
	Total	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem</b>	<b>2,528</b>	<b>627</b>	<b>1,901</b>	<b>785</b>	<b>616</b>	<b>500</b>
<b>Weighted Base: Racial discrimination is a problem</b>	<b>2,272</b>	<b>1,308</b>	<b>964</b>	<b>318</b>	<b>471</b>	<b>175</b>
Yes, necessary	1,686 74%	943 72%	743 77%	265 83%	347 74%	131 75%
			<b>Abe</b>	<b>ABCEF</b>		
No, not necessary	391 17%	240 18%	150 16%	34 11%	87 18%	29 16%
		<b>D</b>	<b>D</b>		<b>cD</b>	<b>D</b>
Don't know	192 8%	124 10%	68 7%	18 6%	36 8%	14 8%
		<b>D</b>	<b>d</b>			
SKIPPED ON WEB	4 0	0 -	4 0	1 0	1 0	1 1%
			<b>A</b>			<b>AB</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,272 100%	1,308 100%	964 100%	318 100%	471 100%	175 100%

**Q12. These days, do you think it is necessary to have laws to protect people from discrimination in promotions at work because of race or ethnicity, or not?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem</b>	<b>2,528</b>	<b>627</b>	<b>1,901</b>	<b>785</b>	<b>616</b>	<b>500</b>
<b>Weighted Base: Racial discrimination is a problem</b>	<b>2,272</b>	<b>1,308</b>	<b>964</b>	<b>318</b>	<b>471</b>	<b>175</b>
Yes, necessary	1,595 70%	884 68%	711 74%	260 82%	327 70%	123 70%
			<b>ABE</b>	<b>ABCEF</b>		
No, not necessary	421 19%	266 20%	154 16%	31 10%	93 20%	30 17%
		<b>cD</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Don't know	236 10%	153 12%	83 9%	20 6%	45 10%	18 10%
		<b>cD</b>	<b>D</b>		<b>d</b>	<b>D</b>
SKIPPED ON WEB	20 1%	4 0	16 2%	8 2%	5 1%	3 2%
			<b>AB</b>	<b>ABc</b>		<b>AB</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,272 100%	1,308 100%	964 100%	318 100%	471 100%	175 100%

**Q34. When it comes to hiring, some people think a person's race and ethnicity should be taken into account... Which comes closer to your views?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A person's race and ethnicity should be taken into account, in addition to their qualifications	654 20%	346 17%	308 25%	119 32%	136 22%	52 24%
			<b>ABE</b>	<b>ABCEF</b>	<b>b</b>	<b>AB</b>
A person's qualifications should only be taken into account	2,592 79%	1,693 82%	899 73%	252 67%	487 77%	160 75%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
DON'T KNOW	0	0	0	0	0	0
	0	-	0	-	0	-
SKIPPED ON WEB	31 1%	14 1%	17 1%	7 2%	7 1%	3 1%
			<b>A</b>	<b>AB</b>		
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q35A. When it comes to hiring, some people think people of color should be given preference... Which comes closer to your views?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Unfair treatment group</b>	<b>1,635</b>	<b>489</b>	<b>1,146</b>	<b>446</b>	<b>394</b>	<b>306</b>
<b>Weighted Base: Unfair treatment group</b>	<b>1,666</b>	<b>1,064</b>	<b>602</b>	<b>189</b>	<b>307</b>	<b>107</b>
When it comes to hiring, people of color should be given preference because of past discrimination	270 16%	130 12%	139 23%	71 37%	51 17%	18 17%
			<b>ABEF</b>	<b>ABCEF</b>		
Preference in hiring of people of color is wrong because offering preference to some people creates discrimination against workers of other races and ethnicities	1,361 82%	913 86%	447 74%	113 60%	247 81%	87 82%
		<b>ACD</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
DON'T KNOW	0	0	0	0	0	0
	0	-	0	0	-	-
SKIPPED ON WEB	35 2%	20 2%	15 3%	5 3%	8 3%	2 2%
REFUSED	0	0	0	0	0	0
	0	-	0	0	-	-
SIGMA	1,666 100%	1,064 100%	602 100%	189 100%	307 100%	107 100%

**Q35B. When it comes to promotions, some people think people of color should be given preference... Which comes closer to your views?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Discrimination group</b>	<b>1,642</b>	<b>466</b>	<b>1,176</b>	<b>469</b>	<b>408</b>	<b>299</b>
<b>Weighted Base: Discrimination group</b>	<b>1,611</b>	<b>990</b>	<b>621</b>	<b>189</b>	<b>324</b>	<b>109</b>
When it comes to promotions, people of color should be given preference because of past discrimination	202 13%	79 8%	123 20%	57 30%	50 15%	16 15%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Preference in promotion of people of color is wrong because offering preference to some people creates discrimination against workers of other races and ethnicities	1,375 85%	897 91%	478 77%	126 67%	261 81%	91 84%
		<b>ACDEF</b>	<b>D</b>		<b>cD</b>	<b>CD</b>
DON'T KNOW	4 0	0 -	4 1%	0 -	4 1%	0 -
			<b>Ab</b>		<b>AB</b>	
SKIPPED ON WEB	29 2%	13 1%	16 3%	6 3%	9 3%	1 1%
			<b>A</b>	<b>Ab</b>		
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	1,611 100%	990 100%	621 100%	189 100%	324 100%	109 100%

**Q36. Some workplaces have recruitment, outreach, mentorship or other programs that better assure people of color are treated equally in pursuit of job opportunities. Do you favor or oppose these programs?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Favor	1,551 47%	913 44%	638 52%	247 65%	283 45%	108 50%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Oppose	567 17%	386 19%	180 15%	31 8%	119 19%	31 14%
		<b>CDf</b>	<b>D</b>		<b>CDf</b>	<b>D</b>
No opinion	1,145 35%	749 36%	396 32%	97 26%	224 36%	75 35%
		<b>cD</b>	<b>D</b>		<b>cD</b>	<b>D</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	14 0	4 0	10 1%	3 1%	5 1%	2 1%
			<b>Ab</b>	<b>AB</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q36A. Does your workplace have programs like this, or not?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	444 14%	277 13%	167 14%	53 14%	77 12%	37 17%
						<b>AbCE</b>
No	1,457 44%	899 44%	558 46%	171 45%	295 47%	92 43%
Unsure	1,367 42%	874 43%	493 40%	152 40%	257 41%	84 39%
SKIPPED ON WEB	7 0	3 0	5 0	2 0	1 0	2 1%
			<b>A</b>			<b>ABce</b>
REFUSED	1 0	1 0	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**QWORKDAYA.** Here are some situations that can arise at work.

**How often do you feel that you have to work harder than others to get the same treatment or evaluation?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A few times a month or more (NET)	765 23%	360 18%	405 33%	140 37%	202 32%	64 30%
			<b>ABf</b>	<b>ABCF</b>	<b>AB</b>	<b>AB</b>
Once a week or more	379 12%	167 8%	212 17%	79 21%	106 17%	27 12%
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	<b>B</b>
A few times a month	386 12%	193 9%	193 16%	61 16%	95 15%	37 17%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
A few times a year or less (NET)	685 21%	403 20%	281 23%	93 25%	136 22%	52 24%
			<b>A</b>	<b>AB</b>		<b>ab</b>
A few times a year	479 15%	285 14%	194 16%	69 18%	89 14%	36 17%
			<b>A</b>	<b>ABCe</b>		
Less than once a year	206 6%	118 6%	87 7%	25 7%	46 7%	16 8%
			<b>A</b>			
Never	1,802 55%	1,271 62%	531 43%	140 37%	293 46%	99 46%
			<b>ACDEF</b>	<b>D</b>		<b>D</b>
					<b>D</b>	<b>D</b>



**QWORKDAYB.** Here are some situations that can arise at work.

**How often are you watched more closely than other workers?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A few times a month or more (NET)	577 18%	241 12%	336 27%	124 33%	167 26%	45 21%
			<b>ABF</b>	<b>ABCEF</b>	<b>ABf</b>	<b>AB</b>
Once a week or more	270 8%	116 6%	155 13%	63 17%	72 11%	20 9%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
A few times a month	307 9%	125 6%	182 15%	61 16%	95 15%	25 12%
			<b>ABF</b>	<b>ABf</b>	<b>AB</b>	<b>aB</b>
A few times a year or less (NET)	728 22%	434 21%	293 24%	94 25%	146 23%	53 25%
			<b>A</b>	<b>A</b>		
A few times a year	403 12%	235 11%	169 14%	64 17%	74 12%	31 14%
			<b>A</b>	<b>ABCE</b>		
Less than once a year	325 10%	200 10%	125 10%	31 8%	72 11%	22 10%
			<b>D</b>		<b>d</b>	
Never	1,951 60%	1,366 67%	585 48%	154 41%	316 50%	116 54%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CD</b>



**QWORKDAYC.** Here are some situations that can arise at work.

**How often are you humiliated in front of others at work?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A few times a month or more (NET)	236 7%	85 4%	151 12%	58 15%	69 11%	23 11%
			<b>AB</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Once a week or more	83 3%	20 1%	63 5%	19 5%	32 5%	12 6%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
A few times a month	153 5%	65 3%	88 7%	39 10%	38 6%	11 5%
			<b>ABF</b>	<b>ABCEF</b>	<b>B</b>	
A few times a year or less (NET)	584 18%	319 16%	265 22%	72 19%	141 22%	53 24%
			<b>ABD</b>	<b>b</b>	<b>AB</b>	<b>ABD</b>
A few times a year	239 7%	109 5%	130 11%	34 9%	72 11%	25 11%
			<b>ABD</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Less than once a year	345 11%	210 10%	135 11%	38 10%	69 11%	28 13%
						<b>a</b>
Never	2,430 74%	1,634 80%	797 65%	244 64%	414 66%	139 64%
			<b>ACDEF</b>			



**QWORKDAY. Here are some situations that can arise at work.**

**Summary of "A few times a month or more"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
How often do you feel that you have to work harder than others to get the same treatment or evaluation?	765 23%	360 18%	405 33%	140 37%	202 32%	64 30%
			<b>ABf</b>	<b>ABCF</b>	<b>AB</b>	<b>AB</b>
How often are you watched more closely than other workers?	577 18%	241 12%	336 27%	124 33%	167 26%	45 21%
			<b>ABF</b>	<b>ABCEF</b>	<b>ABf</b>	<b>AB</b>
How often are you humiliated in front of others at work?	236 7%	85 4%	151 12%	58 15%	69 11%	23 11%
			<b>AB</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>



**QWORKDAY. Here are some situations that can arise at work.**

**Summary of "A few times a year or less"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1224</b>	<b>378</b>	<b>630</b>	<b>215</b>
How often are you watched more closely than other workers?	728 22%	434 21%	293 24%	94 25%	146 23%	53 25%
			<b>A</b>	<b>A</b>		
How often do you feel that you have to work harder than others to get the same treatment or evaluation?	685 21%	403 20%	281 23%	93 25%	136 22%	52 24%
			<b>A</b>	<b>AB</b>		<b>ab</b>
How often are you humiliated in front of others at work?	584 18%	319 16%	265 22%	72 19%	141 22%	53 24%
			<b>ABD</b>	<b>b</b>	<b>AB</b>	<b>ABD</b>

**Q25A. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Supervisors value the work of people of some races or ethnicities, more than others**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	188 6%	47 2%	141 12%	61 16%	62 10%	18 8%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
A little	452 14%	206 10%	246 20%	94 25%	106 17%	46 21%
			<b>ABE</b>	<b>ABCE</b>	<b>AB</b>	<b>ABe</b>
Not at all	2,084 64%	1,448 71%	636 52%	150 40%	365 58%	121 56%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Don't know	532 16%	337 16%	195 16%	72 19%	94 15%	29 13%
			<b>f</b>	<b>ACeF</b>		
SKIPPED ON WEB	21 1%	15 1%	6 0	1 0	4 1%	1 0
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25B. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Some people get better treatment because of their race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	234 7%	66 3%	168 14%	76 20%	65 10%	26 12%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
A little	600 18%	315 15%	285 23%	102 27%	129 20%	54 25%
			<b>ABe</b>	<b>ABCE</b>	<b>B</b>	<b>AB</b>
Not at all	1,955 60%	1,345 66%	610 50%	138 37%	366 58%	106 49%
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Don't know	470 14%	314 15%	156 13%	61 16%	68 11%	28 13%
		<b>E</b>		<b>CE</b>		
SKIPPED ON WEB	17 1%	12 1%	5 0	1 0	3 0	2 1%
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25C. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Where I work, I have sometimes been treated unfairly because of my race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	103 3%	22 1%	81 7%	33 9%	36 6%	11 5%
			<b>AB</b>	<b>ABCeF</b>	<b>AB</b>	<b>AB</b>
A little	404 12%	156 8%	248 20%	94 25%	110 17%	45 21%
			<b>ABe</b>	<b>ABCE</b>	<b>AB</b>	<b>AB</b>
Not at all	2,501 76%	1,726 84%	775 63%	201 53%	438 69%	136 63%
		<b>ACDEF</b>	<b>D</b>		<b>CDf</b>	<b>D</b>
Don't know	258 8%	145 7%	112 9%	46 12%	44 7%	22 10%
			<b>Ae</b>	<b>ABCE</b>		<b>ABe</b>
SKIPPED ON WEB	11 0	4 0	7 1%	4 1%	2 0	1 1%
			<b>A</b>	<b>ABc</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25D. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Where I work, I have sometimes been discriminated against because of my race or ethnicity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	109 3%	25 1%	84 7%	31 8%	40 6%	12 6%
			<b>AB</b>	<b>ABC</b>	<b>AB</b>	<b>AB</b>
A little	399 12%	161 8%	239 19%	89 24%	103 16%	47 22%
			<b>ABE</b>	<b>ABCE</b>	<b>AB</b>	<b>ABE</b>
Not at all	2,444 75%	1,675 82%	769 63%	203 54%	431 68%	135 63%
		<b>ACDEF</b>	<b>D</b>		<b>CDf</b>	<b>D</b>
Don't know	305 9%	185 9%	121 10%	50 13%	51 8%	20 9%
				<b>ABCEf</b>		
SKIPPED ON WEB	19 1%	8 0	11 1%	4 1%	6 1%	2 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25E. Do the following statements describe your current workplace a lot, a little, or not at all?**

**There is discrimination against people of color where I work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
	<b>A</b>	<b>B</b>	<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>
			<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	119 4%	28 1%	90 7%	35 9%	45 7%	11 5%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>
A little	441 13%	190 9%	251 21%	100 26%	109 17%	43 20%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Not at all	2,243 68%	1,532 75%	711 58%	180 48%	399 63%	132 61%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Don't know	447 14%	290 14%	157 13%	60 16%	67 11%	29 14%
			<b>e</b>	<b>ACE</b>		
SKIPPED ON WEB	27 1%	13 1%	14 1%	3 1%	10 2%	1 0
			<b>Af</b>		<b>a</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25F. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Workers of some races or ethnicities receive fewer opportunities for training or promotions, compared to workers of other races or ethnicities**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	164 5%	44 2%	120 10%	50 13%	59 9%	11 5%
			<b>ABF</b>	<b>ABCEF</b>	<b>ABF</b>	<b>B</b>
A little	438 13%	193 9%	245 20%	91 24%	111 18%	44 20%
			<b>AB</b>	<b>ABCE</b>	<b>AB</b>	<b>AB</b>
Not at all	2,135 65%	1,470 72%	666 54%	166 44%	375 60%	125 58%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Don't know	525 16%	335 16%	190 16%	69 18%	85 14%	36 17%
				<b>ACE</b>		
SKIPPED ON WEB	15 0	12 1%	3 0	2 0	1 0	0 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25G. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Where I work, I have sometimes been treated poorly because of my race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	109 3%	20 1%	89 7%	39 10%	36 6%	14 7%
			<b>AB</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
A little	330 10%	109 5%	221 18%	83 22%	101 16%	36 17%
			<b>AB</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Not at all	2,565 78%	1,771 86%	794 65%	205 54%	442 70%	147 68%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Don't know	255 8%	143 7%	112 9%	46 12%	50 8%	17 8%
			<b>Ab</b>	<b>ABCEF</b>		
SKIPPED ON WEB	18 1%	10 1%	8 1%	5 1%	1 0	1 0
				<b>ABCE</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q25H. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Some people get higher pay in their jobs because of their race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	191 6%	46 2%	145 12%	65 17%	61 10%	19 9%
			<b>ABeF</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
A little	406 12%	190 9%	215 18%	79 21%	91 14%	46 21%
			<b>ABE</b>	<b>ABCE</b>	<b>B</b>	<b>ABCE</b>
Not at all	1,962 60%	1,359 66%	604 49%	142 37%	359 57%	103 48%
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Don't know	700 21%	445 22%	254 21%	90 24%	117 19%	47 22%
				<b>ACE</b>		
SKIPPED ON WEB	19 1%	13 1%	6 0	3 1%	2 0	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25I. Do the following statements describe your current workplace a lot, a little, or not at all?**

**I have heard or read comments, insults, or slurs (directed at a co-worker) by another co-worker, because of their race or ethnicity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	135 4%	30 1%	105 9%	40 11%	54 9%	12 5%
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	<b>B</b>
A little	439 13%	200 10%	239 19%	81 21%	114 18%	44 20%
			<b>AB</b>	<b>ABc</b>	<b>AB</b>	<b>AB</b>
Not at all	2,403 73%	1,653 80%	750 61%	207 55%	409 65%	134 62%
		<b>ACDEF</b>	<b>D</b>		<b>cD</b>	<b>D</b>
Don't know	285 9%	162 8%	123 10%	49 13%	51 8%	24 11%
			<b>Ae</b>	<b>ABCE</b>		<b>Ab</b>
SKIPPED ON WEB	15 0	8 0	7 1%	2 1%	4 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25J. Do the following statements describe your current workplace a lot, a little, or not at all?**

**I have heard or read comments, insults, or slurs (directed at a co-worker) by a manager, because of their race or ethnicity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot	103 3%	22 1%	81 7%	28 7%	45 7%	8 4%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	<b>B</b>
A little	334 10%	131 6%	203 17%	65 17%	97 15%	41 19%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Not at all	2,539 77%	1,733 84%	806 66%	234 62%	431 68%	140 65%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	
Don't know	284 9%	159 8%	125 10%	46 12%	53 8%	26 12%
			<b>Ab</b>	<b>ABCE</b>		<b>ABe</b>
SKIPPED ON WEB	16 1%	8 0	9 1%	4 1%	4 1%	1 0
			<b>A</b>	<b>A</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q25. Do the following statements describe your current workplace a lot, a little, or not at all?**

**Summary of "A lot"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
			C	D	E	F	
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>	
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>	
Some people get better treatment because of their race or ethnicity	234 7%	66 3%	168 14%	76 20%	65 10%	26 12%	
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>	
Some people get higher pay in their jobs because of their race or ethnicity	191 6%	46 2%	145 12%	65 17%	61 10%	19 9%	
			<b>ABeF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>	
Supervisors value the work of people of some races or ethnicities, more than others	188 6%	47 2%	141 12%	61 16%	62 10%	18 8%	
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>	
Workers of some races or ethnicities receive fewer opportunities for training or promotions, compared to workers of other races or ethnicities	164 5%	44 2%	120 10%	50 13%	59 9%	11 5%	
			<b>ABF</b>	<b>ABCEF</b>	<b>ABF</b>	<b>B</b>	
I have heard or read comments, insults, or slurs (directed at a co-worker) by another co-worker, because of their race or ethnicity	135 4%	30 1%	105 9%	40 11%	54 9%	12 5%	
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	<b>B</b>	
There is discrimination against people of color where I work	119 4%	28 1%	90 7%	35 9%	45 7%	11 5%	
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>	
Where I work, I have sometimes been treated poorly because of my race or ethnicity	109 3%	20 1%	89 7%	39 10%	36 6%	14 7%	
			<b>AB</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>	

Where I work, I have sometimes been discriminated against because of my race or ethnicity	109 3%	25 1%	84 7%	31 8%	40 6%	12 6%
			<b>AB</b>	<b>ABC</b>	<b>AB</b>	<b>AB</b>
I have heard or read comments, insults, or slurs (directed at a co-worker) by a manager, because of their race or ethnicity	103 3%	22 1%	81 7%	28 7%	45 7%	8 4%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	<b>B</b>
Where I work, I have sometimes been treated unfairly because of my race or ethnicity	103 3%	22 1%	81 7%	33 9%	36 6%	11 5%
			<b>AB</b>	<b>ABCeF</b>	<b>AB</b>	<b>AB</b>





**Q21. Has there ever been any instance at work where you witnessed or heard about someone being [treated unfairly/discriminated against] because of their race or ethnicity?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	461 14%	218 11%	243 20%	104 27%	105 17%	34 16%
			<b>ABEF</b>	<b>ABCEF</b>	<b>aB</b>	<b>B</b>
No	2,439 74%	1,636 80%	803 66%	217 57%	440 70%	146 68%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Unsure	355 11%	187 9%	167 14%	56 15%	77 12%	34 16%
			<b>AB</b>	<b>AB</b>		<b>AB</b>
SKIPPED ON WEB	23 1%	12 1%	10 1%	1 0	8 1%	1 1%
			<b>D</b>		<b>ad</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**QREP. [Yes] If you were to experience or see someone else experiencing [unfair treatment/what you consider to be discrimination] at work, do you know where to report it, or not?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>1,837</b>	<b>641</b>	<b>1,196</b>	<b>425</b>	<b>452</b>	<b>319</b>
<b>Weighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>2,006</b>	<b>1,387</b>	<b>619</b>	<b>172</b>	<b>336</b>	<b>111</b>
Manager	447 22%	304 22%	143 23%	40 23%	75 22%	28 25%
Supervisor	429 21%	293 21%	136 22%	34 20%	81 24%	21 19%
Human resources	943 47%	661 48%	282 46%	80 46%	149 44%	52 47%
Co-worker(s)	19 1%	10 1%	9 1%	4 2%	4 1%	1 1%
			<b>A</b>	<b>AB</b>		
Government agency	38 2%	28 2%	11 2%	2 1%	7 2%	1 1%
Representative from the media	8 0	2 0	6 1%	4 2%	1 0	1 1%
			<b>Ab</b>	<b>ABCE</b>		
Someone else	89 4%	68 5%	21 3%	7 4%	9 3%	4 4%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	32 2%	20 1%	12 2%	2 1%	8 3%	2 1%
REFUSED	1 0	1 0	0 0	0 -	0 -	0 0
						<b>Ac</b>
SIGMA	2,006 100%	1,387 100%	619 100%	172 100%	336 100%	111 100%

**QREPA. If you were to experience or see someone else experiencing [unfair treatment/what you consider to be discrimination] at work, do you know where to report it, or not?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>800</b>	<b>205</b>	<b>595</b>	<b>216</b>	<b>194</b>	<b>185</b>
<b>Weighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>819</b>	<b>456</b>	<b>363</b>	<b>103</b>	<b>189</b>	<b>71</b>
No	469 57%	247 54%	222 61%	61 59%	119 63%	42 60%
Don't know	318 39%	189 42%	129 36%	40 39%	62 33%	27 38%
SKIPPED ON WEB	32 4%	20 4%	12 3%	2 2%	8 4%	2 2%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	819 100%	456 100%	363 100%	103 100%	189 100%	71 100%

**Q23. [Yes] Did you report this experience to a manager/supervisor, human resources representative, a co-worker, a government agency, a representative from the media, or someone else?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>303</b>	<b>46</b>	<b>257</b>	<b>143</b>	<b>65</b>	<b>49</b>
<b>Weighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>194</b>	<b>90</b>	<b>103</b>	<b>53</b>	<b>35</b>	<b>16**</b>
Manager	63 32%	30 34%	32 31%	17 33%	11 31%	4 25%
Supervisor	46 24%	24 27%	22 21%	10 20%	9 25%	3 16%
Human resources	34 18%	19 21%	16 15%	10 19%	4 11%	2 11%
Co-worker(s)	17 9%	7 8%	10 9%	4 8%	3 10%	2 15%
Government agency	1 1%	0 -	1 1%	1 1%	1 2%	0 -
Representative from the media	0 -	0 -	0 -	0 -	0 -	0 -
Someone else	25 13%	10 11%	15 15%	7 14%	4 12%	3 21%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	8 4%	0 -	8 7%	3 5%	3 9%	2 12%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	194 100%	90 100%	103 100%	53 100%	35 100%	16 100%



**Q43. How did the experience make you feel?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>642</b>	<b>110</b>	<b>532</b>	<b>274</b>	<b>157</b>	<b>101</b>
<b>Weighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>461</b>	<b>218</b>	<b>243</b>	<b>104</b>	<b>105</b>	<b>34</b>
Any (NET)	461	218	242	103	105	34
	100%	100%	100%	100%	100%	100%
Frustrated	250	127	122	53	52	18
	54%	58%	50%	51%	50%	52%
Angry	221	108	113	48	52	14
	48%	49%	47%	46%	49%	42%
Sad	215	114	102	47	40	15
	47%	52%	42%	45%	38%	43%
		<b>e</b>				
Powerless	125	51	74	37	27	10
	27%	24%	30%	36%	26%	29%
				<b>AbCe</b>		
Resigned/not surprised	103	65	37	19	12	7
	22%	30%	15%	18%	11%	19%
		<b>aCdE</b>				
Worried	79	32	47	17	25	6
	17%	15%	20%	16%	23%	17%
			<b>d</b>		<b>a</b>	
Hopeless	60	27	33	13	16	4
	13%	12%	13%	12%	15%	12%
Vengeful	36	15	21	11	8	3
	8%	7%	9%	10%	7%	8%
				<b>A</b>		

Vulnerable	32	7	25	11	11	3
	7%	3%	10%	11%	10%	10%
			<b>B</b>	<b>AB</b>	<b>b</b>	<b>b</b>
Inferior	31	5	26	9	13	4
	7%	2%	11%	9%	12%	12%
			<b>B</b>	<b>AB</b>	<b>AB</b>	<b>aB</b>
Humiliated	26	5	22	10	8	3
	6%	2%	9%	10%	8%	9%
			<b>B</b>	<b>AB</b>	<b>b</b>	<b>B</b>
Scared	19	4	15	8	6	1
	4%	2%	6%	7%	6%	4%
				<b>AB</b>		
Something else	14	7	7	5	2	0
	3%	3%	3%	4%	2%	1%
				<b>Ac</b>		
DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	0	0	0	0	0	0
	0	-	0	0	-	-
				<b>A</b>		
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	1,211	567	645	286	270	88
	263%	260%	265%	276%	257%	260%

**Q44. Did you experience any negative consequences after you reported the situation?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>642</b>	<b>110</b>	<b>532</b>	<b>274</b>	<b>157</b>	<b>101</b>
<b>Weighted Base: Not witnessed unfair treatment/discrimination because of race at work</b>	<b>461</b>	<b>218</b>	<b>243</b>	<b>104</b>	<b>105</b>	<b>34</b>
Yes	27 6%	10 4%	18 7%	9 9%	7 6%	2 6%
				<b>A</b>		
No	429 93%	208 96%	221 91%	93 90%	96 91%	32 94%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	4 1%	0 -	4 2%	1 1%	3 3%	0 -
					<b>ab</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	461 100%	218 100%	243 100%	104 100%	105 100%	34 100%

**Q26A. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were denied a promotion**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	475 14%	202 10%	273 22%	122 32%	105 17%	46 22%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Yes, in my current job	155 5%	57 3%	97 8%	40 10%	42 7%	16 7%
			<b>AB</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	349 11%	151 7%	199 16%	90 24%	74 12%	34 16%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Never	2,077 63%	1,415 69%	662 54%	162 43%	379 60%	121 56%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not sure	415 13%	243 12%	172 14%	56 15%	86 14%	30 14%
			<b>A</b>	<b>A</b>		
Not applicable	292 9%	184 9%	107 9%	33 9%	57 9%	17 8%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	18 1%	9 0	9 1%	4 1%	5 1%	1 0
			<b>A</b>	<b>A</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,306 101%	2,060 100%	1,247 102%	385 102%	642 102%	219 102%



**Q26B. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Earned less than a co-worker who was doing the same job**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	741 23%	384 19%	358 29%	155 41%	151 24%	52 24%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Yes, in my current job	274 8%	127 6%	147 12%	63 17%	64 10%	20 9%
			<b>ABF</b>	<b>ABCEF</b>	<b>B</b>	<b>b</b>
Yes, in a previous job	519 16%	276 13%	243 20%	108 29%	97 15%	38 17%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Never	1,703 52%	1,163 57%	540 44%	124 33%	311 49%	104 49%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	600 18%	354 17%	245 20%	72 19%	125 20%	49 23%
			<b>A</b>			<b>AB</b>
Not applicable	210 6%	144 7%	66 5%	20 5%	38 6%	8 4%
		<b>f</b>				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	9 0	14 1%	7 2%	5 1%	2 1%
			<b>Ab</b>	<b>ABC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,328 102%	2,073 101%	1,256 103%	395 104%	640 101%	221 103%

**Q26C. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Had someone treat you as if you were less competent or valuable than someone else**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	694 21%	327 16%	368 30%	155 41%	155 25%	57 26%
			<b>ABEf</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	251 8%	109 5%	142 12%	57 15%	65 10%	19 9%
			<b>ABf</b>	<b>ABCEf</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	507 15%	246 12%	262 21%	115 30%	104 16%	43 20%
			<b>ABE</b>	<b>ABCEf</b>	<b>B</b>	<b>AB</b>
Never	2,075 63%	1,446 70%	629 51%	153 41%	360 57%	116 54%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not sure	301 9%	162 8%	139 11%	39 10%	69 11%	31 15%
			<b>AB</b>		<b>b</b>	<b>ABCd</b>
Not applicable	183 6%	106 5%	77 6%	24 6%	43 7%	9 4%
			<b>AF</b>			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	11 1%	6 2%	3 1%	2 1%
			<b>a</b>	<b>ABCe</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,341 102%	2,081 101%	1,259 103%	395 104%	644 102%	221 103%

**Q26D. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were passed over for the most important assignments or projects**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	467 14%	211 10%	256 21%	116 31%	95 15%	45 21%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABE</b>
Yes, in my current job	155 5%	58 3%	96 8%	41 11%	39 6%	16 8%
			<b>AB</b>	<b>ABCEf</b>	<b>aB</b>	<b>AB</b>
Yes, in a previous job	343 10%	162 8%	181 15%	84 22%	65 10%	31 15%
			<b>ABE</b>	<b>ABCEF</b>		<b>ABe</b>
Never	2,066 63%	1,424 69%	642 52%	153 40%	364 58%	125 58%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	470 14%	267 13%	203 17%	71 19%	103 16%	29 13%
			<b>ABF</b>	<b>ABCF</b>		
Not applicable	256 8%	148 7%	108 9%	32 8%	62 10%	15 7%
			<b>Af</b>		<b>a</b>	
DON'T KNOW	0	0	0	0	0	0
	0	-	0	0	-	-
SKIPPED ON WEB	18 1%	4 0	14 1%	6 2%	6 1%	3 1%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>AB</b>
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,307 101%	2,063 100%	1,245 102%	387 102%	639 101%	218 101%

**Q26E. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	416 13%	182 9%	233 19%	95 25%	104 16%	34 16%
			<b>ABef</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	124 4%	47 2%	77 6%	37 10%	29 5%	12 6%
			<b>ABe</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Yes, in a previous job	319 10%	147 7%	172 14%	66 17%	81 13%	25 12%
			<b>ABf</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Never	2,361 72%	1,599 78%	762 62%	207 55%	407 65%	148 69%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Not sure	285 9%	138 7%	148 12%	43 11%	83 13%	22 10%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>B</b>
Not applicable	189 6%	117 6%	72 6%	29 8%	33 5%	10 5%
				<b>ACf</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	17 1%	9 1%	4 1%	4 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,304 101%	2,065 101%	1,239 101%	385 102%	637 101%	218 101%

**Q26F. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Heard or read comments, insults, or slurs (directed at you) by a co-worker**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	489 15%	212 10%	277 23%	118 31%	122 19%	37 17%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Yes, in my current job	165 5%	55 3%	110 9%	41 11%	55 9%	14 7%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>aB</b>
Yes, in a previous job	356 11%	164 8%	191 16%	88 23%	77 12%	26 12%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Never	2,268 69%	1,546 75%	723 59%	182 48%	400 63%	140 65%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	282 9%	161 8%	121 10%	42 11%	57 9%	22 10%
			<b>A</b>	<b>AB</b>		
Not applicable	211 6%	123 6%	88 7%	30 8%	44 7%	14 7%
			<b>A</b>	<b>a</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	11 1%	15 1%	6 2%	7 1%	1 1%
			<b>A</b>	<b>AB</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,309 101%	2,061 100%	1,248 102%	389 103%	641 102%	218 101%

**Q26G. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received a threat of physical violence**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	253 8%	123 6%	130 11%	56 15%	56 9%	18 8%
			<b>ABF</b>	<b>ABCEF</b>	<b>b</b>	
Yes, in my current job	77 2%	28 1%	50 4%	22 6%	22 3%	6 3%
			<b>AB</b>	<b>ABCeF</b>	<b>aB</b>	<b>B</b>
Yes, in a previous job	182 6%	100 5%	82 7%	36 9%	34 5%	12 6%
			<b>A</b>	<b>ABCEF</b>		
Never	2,598 79%	1,700 83%	897 73%	258 68%	471 75%	168 78%
		<b>ACDEf</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Not sure	181 6%	89 4%	92 8%	27 7%	48 8%	17 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Not applicable	224 7%	129 6%	95 8%	30 8%	52 8%	12 6%
			<b>Af</b>			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	21 1%	11 1%	10 1%	6 2%	2 0	1 0
				<b>ABCEf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,284 100%	2,058 100%	1,226 100%	379 100%	630 100%	217 101%

**Q26H. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were assigned tasks or shifts that were undesirable or unwanted by others**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	679 21%	313 15%	366 30%	142 38%	168 27%	56 26%
			<b>ABeF</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	250 8%	114 6%	136 11%	52 14%	64 10%	20 9%
			<b>AB</b>	<b>ABCef</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	478 15%	226 11%	252 21%	99 26%	112 18%	40 19%
			<b>ABe</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Never	2,002 61%	1,390 68%	612 50%	152 40%	342 54%	118 55%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	324 10%	181 9%	144 12%	50 13%	67 11%	27 12%
			<b>AB</b>	<b>AB</b>		<b>ab</b>
Not applicable	248 8%	157 8%	91 7%	29 8%	48 8%	14 7%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	10 1%	5 1%	5 1%	0 0
			<b>f</b>	<b>AbCf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,326 101%	2,080 101%	1,246 102%	387 102%	639 101%	220 102%

**Q261. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were denied a raise**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	479 15%	203 10%	275 23%	107 28%	123 20%	45 21%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	163 5%	56 3%	107 9%	41 11%	53 8%	13 6%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	351 11%	157 8%	194 16%	76 20%	82 13%	35 16%
			<b>ABe</b>	<b>ABCE</b>	<b>aB</b>	<b>AB</b>
Never	2,115 65%	1,453 71%	662 54%	179 47%	361 57%	122 57%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>D</b>
Not sure	390 12%	219 11%	171 14%	52 14%	89 14%	29 13%
			<b>AB</b>	<b>ab</b>	<b>ab</b>	
Not applicable	261 8%	159 8%	102 8%	34 9%	50 8%	18 8%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	33 1%	19 1%	14 1%	5 1%	8 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,312 101%	2,063 100%	1,248 102%	387 102%	643 102%	219 102%



**Q26J. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received less helpful advice, less feedback, or fewer opportunities for performance evaluation**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	536 16%	233 11%	303 25%	136 36%	120 19%	47 22%
			<b>ABEf</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Yes, in my current job	186 6%	64 3%	122 10%	55 15%	48 8%	19 9%
			<b>ABE</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Yes, in a previous job	394 12%	180 9%	214 17%	94 25%	88 14%	32 15%
			<b>ABEf</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Never	2,101 64%	1,468 71%	634 52%	155 41%	356 56%	123 57%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	404 12%	212 10%	192 16%	57 15%	101 16%	34 16%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Not applicable	216 7%	130 6%	86 7%	26 7%	49 8%	11 5%
			<b>f</b>			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	19 1%	11 1%	8 1%	4 1%	4 1%	1 0
				<b>a</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,320 101%	2,064 101%	1,256 103%	391 103%	646 102%	219 102%

**Q26K. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Experienced slights about your language or appearance**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	469 14%	191 9%	278 23%	95 25%	132 21%	52 24%
			<b>AB</b>	<b>ABc</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	175 5%	63 3%	113 9%	36 9%	60 10%	17 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	341 10%	155 8%	187 15%	65 17%	84 13%	37 17%
			<b>AB</b>	<b>ABce</b>	<b>AB</b>	<b>AB</b>
Never	2,272 69%	1,563 76%	710 58%	201 53%	380 60%	129 60%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>D</b>
Not sure	309 9%	162 8%	146 12%	47 12%	77 12%	22 10%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
Not applicable	209 6%	128 6%	81 7%	31 8%	39 6%	11 5%
				<b>ACf</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	17 1%	9 0	8 1%	4 1%	3 0	1 0
			<b>a</b>	<b>Abc</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,324 101%	2,080 101%	1,245 102%	384 102%	643 102%	218 101%

**Q26L. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received fewer opportunities for education or training**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Any yes (NET)	376 11%	138 7%	238 19%	107 28%	96 15%	35 16%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	130 4%	37 2%	93 8%	38 10%	42 7%	14 6%
			<b>AB</b>	<b>ABCef</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	272 8%	105 5%	167 14%	77 20%	66 10%	24 11%
			<b>ABEf</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Never	2,197 67%	1,506 73%	691 56%	175 46%	385 61%	131 61%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	394 12%	219 11%	176 14%	58 15%	88 14%	29 14%
			<b>AB</b>	<b>AB</b>	<b>b</b>	
Not applicable	279 9%	171 8%	108 9%	34 9%	57 9%	18 8%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	31 1%	19 1%	11 1%	5 1%	4 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,303 101%	2,058 100%	1,245 102%	385 102%	641 102%	218 101%

**Q26. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Summary of "Yes, in your current job"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used.

	Total		Race/Ethnicity				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
			C	D	E	F	
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>	
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>	
Earned less than a co-worker who was doing the same job	274 8%	127 6%	147 12%	63 17%	64 10%	20 9%	
			<b>ABF</b>	<b>ABCEF</b>	<b>B</b>	<b>b</b>	
Had someone treat you as if you were less competent or valuable than someone else	251 8%	109 5%	142 12%	57 15%	65 10%	19 9%	
			<b>ABf</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>	
Were assigned tasks or shifts that were undesirable or unwanted by others	250 8%	114 6%	136 11%	52 14%	64 10%	20 9%	
			<b>AB</b>	<b>ABCef</b>	<b>AB</b>	<b>B</b>	
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	186 6%	64 3%	122 10%	55 15%	48 8%	19 9%	
			<b>ABE</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>	
Experienced slights about your language or appearance	175 5%	63 3%	113 9%	36 9%	60 10%	17 8%	
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>	
Heard or read comments, insults, or slurs (directed at you) by a co-worker	165 5%	55 3%	110 9%	41 11%	55 9%	14 7%	
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>aB</b>	
Were denied a raise	163 5%	56 3%	107 9%	41 11%	53 8%	13 6%	
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>	
Were denied a promotion	155 5%	57 3%	97 8%	40 10%	42 7%	16 7%	
			<b>AB</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>	

Were passed over for the most important assignments or projects	155 5%	58 3%	96 8%	41 11%	39 6%	16 8%
			<b>AB</b>	<b>ABCEf</b>	<b>aB</b>	<b>AB</b>
Received fewer opportunities for education or training	130 4%	37 2%	93 8%	38 10%	42 7%	14 6%
			<b>AB</b>	<b>ABCef</b>	<b>AB</b>	<b>AB</b>
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	124 4%	47 2%	77 6%	37 10%	29 5%	12 6%
			<b>ABe</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Received a threat of physical violence	77 2%	28 1%	50 4%	22 6%	22 3%	6 3%
			<b>AB</b>	<b>ABCeF</b>	<b>aB</b>	<b>B</b>

**Q26. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Summary of "Yes, in a previous job"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Earned less than a co-worker who was doing the same job	519 16%	276 13%	243 20%	108 29%	97 15%	38 17%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Had someone treat you as if you were less competent or valuable than someone else	507 15%	246 12%	262 21%	115 30%	104 16%	43 20%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Were assigned tasks or shifts that were undesirable or unwanted by others	478 15%	226 11%	252 21%	99 26%	112 18%	40 19%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	394 12%	180 9%	214 17%	94 25%	88 14%	32 15%
			<b>ABEf</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Heard or read comments, insults, or slurs (directed at you) by a co-worker	356 11%	164 8%	191 16%	88 23%	77 12%	26 12%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Were denied a raise	351 11%	157 8%	194 16%	76 20%	82 13%	35 16%
			<b>ABe</b>	<b>ABCE</b>	<b>aB</b>	<b>AB</b>
Were denied a promotion	349 11%	151 7%	199 16%	90 24%	74 12%	34 16%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>

Were passed over for the most important assignments or projects	343 10%	162 8%	181 15%	84 22%	65 10%	31 15%
			<b>ABE</b>	<b>ABCEF</b>		<b>ABe</b>
Experienced slights about your language or appearance	341 10%	155 8%	187 15%	65 17%	84 13%	37 17%
			<b>AB</b>	<b>ABce</b>	<b>AB</b>	<b>AB</b>
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	319 10%	147 7%	172 14%	66 17%	81 13%	25 12%
			<b>ABf</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Received fewer opportunities for education or training	272 8%	105 5%	167 14%	77 20%	66 10%	24 11%
			<b>ABEf</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Received a threat of physical violence	182 6%	100 5%	82 7%	36 9%	34 5%	12 6%
			<b>A</b>	<b>ABCEF</b>		

**Q26A\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were denied a promotion**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,979</b>	<b>875</b>	<b>2,104</b>	<b>834</b>	<b>721</b>	<b>549</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,985</b>	<b>1,869</b>	<b>1,116</b>	<b>345</b>	<b>574</b>	<b>198</b>
Any yes (NET)	475 16%	202 11%	273 24%	122 35%	105 18%	46 23%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Yes, in my current job	155 5%	57 3%	97 9%	40 12%	42 7%	16 8%
			<b>AB</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	349 12%	151 8%	199 18%	90 26%	74 13%	34 17%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Never	2,077 70%	1,415 76%	662 59%	162 47%	379 66%	121 61%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not sure	415 14%	243 13%	172 15%	56 16%	86 15%	30 15%
			<b>A</b>	<b>A</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	18 1%	9 0	9 1%	4 1%	5 1%	1 0
			<b>A</b>	<b>A</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,015 101%	1,875 100%	1,139 102%	352 102%	586 102%	202 102%



**Q26B\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Earned less than a co-worker who was doing the same job**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,079</b>	<b>895</b>	<b>2,184</b>	<b>873</b>	<b>738</b>	<b>573</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,067</b>	<b>1,909</b>	<b>1,157</b>	<b>358</b>	<b>592</b>	<b>207</b>
Any yes (NET)	741 24%	384 20%	358 31%	155 43%	151 26%	52 25%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>b</b>
Yes, in my current job	274 9%	127 7%	147 13%	63 18%	64 11%	20 10%
			<b>ABF</b>	<b>ABCEF</b>	<b>B</b>	<b>b</b>
Yes, in a previous job	519 17%	276 14%	243 21%	108 30%	97 16%	38 18%
			<b>ABE</b>	<b>ABCEF</b>		
Never	1,703 56%	1,163 61%	540 47%	124 35%	311 53%	104 50%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Not sure	600 20%	354 19%	245 21%	72 20%	125 21%	49 24%
			<b>A</b>			<b>Ab</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	9 0	14 1%	7 2%	5 1%	2 1%
			<b>Ab</b>	<b>ABC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,118 102%	1,929 101%	1,189 103%	375 105%	602 102%	213 103%

**Q26C\_1 ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Had someone treat you as if you were less competent or valuable than someone else**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic C	Non-white (D, E, F)	Black, non-Hispanic D	Latino E
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,081</b>	<b>906</b>	<b>2,175</b>	<b>864</b>	<b>741</b>	<b>570</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,094</b>	<b>1,947</b>	<b>1,147</b>	<b>354</b>	<b>587</b>	<b>206</b>
Any yes (NET)	694 22%	327 17%	368 32%	155 44%	155 26%	57 28%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	251 8%	109 6%	142 12%	57 16%	65 11%	19 9%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	507 16%	246 13%	262 23%	115 32%	104 18%	43 21%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Never	2,075 67%	1,446 74%	629 55%	153 43%	360 61%	116 56%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Not sure	301 10%	162 8%	139 12%	39 11%	69 12%	31 15%
			<b>AB</b>	<b>b</b>	<b>b</b>	<b>ABCd</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	11 1%	6 2%	3 1%	2 1%
			<b>a</b>	<b>ABCe</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,158 102%	1,975 101%	1,183 103%	370 105%	601 102%	212 103%

**Q26D\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were passed over for the most important assignments or projects**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,005</b>	<b>888</b>	<b>2,117</b>	<b>837</b>	<b>718</b>	<b>562</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,021</b>	<b>1,906</b>	<b>1,115</b>	<b>346</b>	<b>568</b>	<b>201</b>
Any yes (NET)	467 15%	211 11%	256 23%	116 34%	95 17%	45 22%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Yes, in my current job	155 5%	58 3%	96 9%	41 12%	39 7%	16 8%
			<b>AB</b>	<b>ABCEf</b>	<b>aB</b>	<b>AB</b>
Yes, in a previous job	343 11%	162 8%	181 16%	84 24%	65 11%	31 16%
			<b>ABE</b>	<b>ABCEF</b>		<b>ABe</b>
Never	2,066 68%	1,424 75%	642 58%	153 44%	364 64%	125 62%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	470 16%	267 14%	203 18%	71 21%	103 18%	29 14%
			<b>ABF</b>	<b>ABCF</b>	<b>b</b>	
DON'T KNOW	0	0	0	0	0	0
	0	-	0	0	-	-
SKIPPED ON WEB	18 1%	4 0	14 1%	6 2%	6 1%	3 1%
			<b>AB</b>	<b>AB</b>	<b>B</b>	<b>AB</b>
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,051 101%	1,915 100%	1,136 102%	355 103%	577 102%	204 101%

**Q26E\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,066</b>	<b>898</b>	<b>2,168</b>	<b>854</b>	<b>747</b>	<b>567</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,088</b>	<b>1,936</b>	<b>1,152</b>	<b>349</b>	<b>598</b>	<b>205</b>
Any yes (NET)	416 13%	182 9%	233 20%	95 27%	104 17%	34 17%
			<b>ABeF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	124 4%	47 2%	77 7%	37 10%	29 5%	12 6%
			<b>ABe</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Yes, in a previous job	319 10%	147 8%	172 15%	66 19%	81 14%	25 12%
			<b>ABf</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Never	2,361 76%	1,599 83%	762 66%	207 59%	407 68%	148 72%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Not sure	285 9%	138 7%	148 13%	43 12%	83 14%	22 11%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>B</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	17 1%	9 1%	4 1%	4 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,115 101%	1,947 101%	1,168 101%	356 102%	604 101%	208 101%

**Q26F\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Heard or read comments, insults, or slurs (directed at you) by a co-worker**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used.

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,043</b>	<b>899</b>	<b>2,144</b>	<b>846</b>	<b>736</b>	<b>562</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,066</b>	<b>1,930</b>	<b>1,136</b>	<b>348</b>	<b>587</b>	<b>201</b>
Any yes (NET)	489 16%	212 11%	277 24%	118 34%	122 21%	37 19%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>B</b>
Yes, in my current job	165 5%	55 3%	110 10%	41 12%	55 9%	14 7%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>aB</b>
Yes, in a previous job	356 12%	164 9%	191 17%	88 25%	77 13%	26 13%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Never	2,268 74%	1,546 80%	723 64%	182 52%	400 68%	140 70%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	282 9%	161 8%	121 11%	42 12%	57 10%	22 11%
			<b>A</b>	<b>AB</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	11 1%	15 1%	6 2%	7 1%	1 1%
			<b>A</b>	<b>AB</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,097 101%	1,937 100%	1,160 102%	359 103%	597 102%	204 101%

**Q26G\_1. ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received a threat of physical violence**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,031</b>	<b>898</b>	<b>2,133</b>	<b>847</b>	<b>722</b>	<b>564</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,053</b>	<b>1,924</b>	<b>1,129</b>	<b>348</b>	<b>578</b>	<b>203</b>
Any yes (NET)	253 8%	123 6%	130 12%	56 16%	56 10%	18 9%
			<b>ABF</b>	<b>ABCEF</b>	<b>b</b>	
Yes, in my current job	77 3%	28 1%	50 4%	22 6%	22 4%	6 3%
			<b>AB</b>	<b>ABCeF</b>	<b>aB</b>	<b>B</b>
Yes, in a previous job	182 6%	100 5%	82 7%	36 10%	34 6%	12 6%
			<b>Ab</b>	<b>ABCEF</b>		
Never	2,598 85%	1,700 88%	897 79%	258 74%	471 82%	168 83%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>cD</b>
Not sure	181 6%	89 5%	92 8%	27 8%	48 8%	17 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	21 1%	11 1%	10 1%	6 2%	2 0	1 0
				<b>ABCEf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,060 100%	1,928 100%	1,131 100%	349 100%	578 100%	204 101%

**Q26H\_1 ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were assigned tasks or shifts that were undesirable or unwanted by others**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,020</b>	<b>888</b>	<b>2,132</b>	<b>841</b>	<b>727</b>	<b>564</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,029</b>	<b>1,896</b>	<b>1,133</b>	<b>349</b>	<b>583</b>	<b>201</b>
Any yes (NET)	679 22%	313 17%	366 32%	142 41%	168 29%	56 28%
			<b>ABeF</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	250 8%	114 6%	136 12%	52 15%	64 11%	20 10%
			<b>AB</b>	<b>ABCeF</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	478 16%	226 12%	252 22%	99 28%	112 19%	40 20%
			<b>ABe</b>	<b>ABCEf</b>	<b>AB</b>	<b>AB</b>
Never	2,002 66%	1,390 73%	612 54%	152 44%	342 59%	118 59%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	324 11%	181 10%	144 13%	50 14%	67 12%	27 13%
			<b>AB</b>	<b>AB</b>		<b>ab</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	10 1%	5 2%	5 1%	0 0
			<b>f</b>	<b>AbCf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,078 102%	1,923 101%	1,155 102%	358 103%	591 101%	206 103%

**Q261\_1.... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Were denied a raise**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,990</b>	<b>884</b>	<b>2,106</b>	<b>834</b>	<b>723</b>	<b>549</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,016</b>	<b>1,894</b>	<b>1,122</b>	<b>344</b>	<b>581</b>	<b>198</b>
Any yes (NET)	479 16%	203 11%	275 25%	107 31%	123 21%	45 23%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	163 5%	56 3%	107 9%	41 12%	53 9%	13 7%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>
Yes, in a previous job	351 12%	157 8%	194 17%	76 22%	82 14%	35 18%
			<b>ABE</b>	<b>ABCE</b>	<b>aB</b>	<b>AB</b>
Never	2,115 70%	1,453 77%	662 59%	179 52%	361 62%	122 62%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>D</b>
Not sure	390 13%	219 12%	171 15%	52 15%	89 15%	29 15%
			<b>AB</b>	<b>Ab</b>	<b>ab</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	33 1%	19 1%	14 1%	5 1%	8 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,051 101%	1,904 101%	1,147 102%	353 103%	593 102%	201 102%



**Q26J\_1 ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received less helpful advice, less feedback, or fewer opportunities for performance evaluation**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,054</b>	<b>894</b>	<b>2,160</b>	<b>857</b>	<b>738</b>	<b>565</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,061</b>	<b>1,923</b>	<b>1,138</b>	<b>352</b>	<b>582</b>	<b>204</b>
Any yes (NET)	536 18%	233 12%	303 27%	136 39%	120 21%	47 23%
			<b>ABEF</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Yes, in my current job	186 6%	64 3%	122 11%	55 16%	48 8%	19 9%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	394 13%	180 9%	214 19%	94 27%	88 15%	32 16%
			<b>ABEf</b>	<b>ABCEF</b>	<b>B</b>	<b>aB</b>
Never	2,101 69%	1,468 76%	634 56%	155 44%	356 61%	123 60%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	404 13%	212 11%	192 17%	57 16%	101 17%	34 17%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	19 1%	11 1%	8 1%	4 1%	4 1%	1 0
				<b>a</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,105 101%	1,934 101%	1,170 103%	365 104%	597 103%	208 102%

**Q26K\_1 ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Experienced slights about your language or appearance**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,065</b>	<b>899</b>	<b>2,166</b>	<b>848</b>	<b>747</b>	<b>571</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,068</b>	<b>1,925</b>	<b>1,143</b>	<b>347</b>	<b>592</b>	<b>204</b>
Any yes (NET)	469 15%	191 10%	278 24%	95 27%	132 22%	52 25%
			<b>AB</b>	<b>ABCe</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	175 6%	63 3%	113 10%	36 10%	60 10%	17 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	341 11%	155 8%	187 16%	65 19%	84 14%	37 18%
			<b>AB</b>	<b>ABCe</b>	<b>AB</b>	<b>AB</b>
Never	2,272 74%	1,563 81%	710 62%	201 58%	380 64%	129 63%
		<b>ACDEF</b>	<b>D</b>		<b>d</b>	
Not sure	309 10%	162 8%	146 13%	47 13%	77 13%	22 11%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	17 1%	9 0	8 1%	4 1%	3 1%	1 0
			<b>a</b>	<b>AbC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,115 102%	1,951 101%	1,164 102%	353 102%	604 102%	206 101%

**Q26L\_1 ... Has the following ever happened to you in your current job, in a previous job, or hasn't this happened to you?**

**Received fewer opportunities for education or training**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,985</b>	<b>880</b>	<b>2,105</b>	<b>831</b>	<b>719</b>	<b>555</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,998</b>	<b>1,882</b>	<b>1,116</b>	<b>344</b>	<b>574</b>	<b>198</b>
Any yes (NET)	376 13%	138 7%	238 21%	107 31%	96 17%	35 18%
			<b>ABEF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, in my current job	130 4%	37 2%	93 8%	38 11%	42 7%	14 7%
			<b>AB</b>	<b>ABCeF</b>	<b>AB</b>	<b>AB</b>
Yes, in a previous job	272 9%	105 6%	167 15%	77 22%	66 11%	24 12%
			<b>ABEf</b>	<b>ABCEF</b>	<b>aB</b>	<b>AB</b>
Never	2,197 73%	1,506 80%	691 62%	175 51%	385 67%	131 66%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
Not sure	394 13%	219 12%	176 16%	58 17%	88 15%	29 15%
			<b>AB</b>	<b>AB</b>	<b>b</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	31 1%	19 1%	11 1%	5 1%	4 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,024 101%	1,887 100%	1,137 102%	352 102%	585 102%	201 101%

**Q49A. ... Do you consider the experience(s) discrimination, or not?**

**Were denied a promotion**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>708</b>	<b>106</b>	<b>602</b>	<b>316</b>	<b>156</b>	<b>130</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>475</b>	<b>202</b>	<b>273</b>	<b>122</b>	<b>105</b>	<b>46</b>
Yes	267 56%	94 46%	174 64%	86 70%	63 60%	24 53%
			<b>BF</b>	<b>ABCF</b>	<b>b</b>	
No	140 29%	73 36%	67 24%	24 19%	29 27%	14 31%
		<b>CD</b>	<b>D</b>			D
Don't know	64 13%	35 17%	29 10%	11 9%	13 12%	5 10%
		<b>d</b>				
SKIPPED ON WEB	4 1%	0 -	4 2%	2 1%	0 -	3 6%
						<b>ABCDE</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	475 100%	202 100%	273 100%	122 100%	105 100%	46 100%



**Q49C. ... Do you consider the experience(s) discrimination, or not?**

**Had someone treat you as if you were less competent or valuable than someone else**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>994</b>	<b>168</b>	<b>826</b>	<b>420</b>	<b>236</b>	<b>170</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>694</b>	<b>327</b>	<b>368</b>	<b>155</b>	<b>155</b>	<b>57</b>
Yes	446 64%	182 56%	264 72%	119 76%	111 71%	35 61%
			<b>BF</b>	<b>ABCF</b>	<b>ABf</b>	
No	165 24%	96 29%	69 19%	25 16%	29 19%	15 26%
		<b>CDe</b>	<b>d</b>			<b>CD</b>
Don't know	78 11%	49 15%	30 8%	8 5%	16 10%	6 10%
		<b>CD</b>	<b>D</b>		<b>d</b>	
SKIPPED ON WEB	5 1%	0 -	5 1%	3 2%	0 -	2 3%
				<b>ABe</b>		<b>ABcE</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	694 100%	327 100%	368 100%	155 100%	155 100%	57 100%

**Q49D. ... Do you consider the experience(s) discrimination, or not?**

**Were passed over for the most important assignments or projects**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>709</b>	<b>108</b>	<b>601</b>	<b>309</b>	<b>147</b>	<b>145</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>467</b>	<b>211</b>	<b>256</b>	<b>116</b>	<b>95</b>	<b>45</b>
Yes	283 61%	102 48%	181 71%	88 76%	66 69%	27 61%
			<b>BF</b>	<b>ABCF</b>	<b>aB</b>	
No	116 25%	66 31%	51 20%	21 18%	20 21%	10 23%
		<b>CD</b>				
Don't know	66 14%	43 20%	23 9%	7 6%	10 10%	7 15%
		<b>aCDe</b>	<b>D</b>			<b>CD</b>
SKIPPED ON WEB	1 0	0 -	1 1%	1 1%	0 -	1 2%
				<b>a</b>		<b>Ab</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	467 100%	211 100%	256 100%	116 100%	95 100%	45 100%





**Q49F. ... Do you consider the experience(s) discrimination, or not?**

**Heard or read comments, insults, or slurs (directed at you) by a co-worker**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Experienced unfairness due to race/ ethnicity</b>	<b>689</b>	<b>111</b>	<b>578</b>	<b>292</b>	<b>173</b>	<b>113</b>
<b>Weighted Base: Experienced unfairness due to race/ ethnicity</b>	<b>489</b>	<b>212</b>	<b>277</b>	<b>118</b>	<b>122</b>	<b>37</b>
Yes	304 62%	124 58%	180 65%	87 74%	70 57%	24 64%
			<b>Ae</b>	<b>ABCEf</b>		
No	137 28%	73 34%	64 23%	23 20%	30 25%	11 28%
		<b>CD</b>	<b>D</b>			
Don't know	48 10%	16 7%	32 12%	8 6%	22 18%	3 8%
			<b>AD</b>		<b>ABcDf</b>	
SKIPPED ON WEB	1 0	0 -	1 0	0 0	0 0	0 0
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	489 100%	212 100%	277 100%	118 100%	122 100%	37 100%









**Q49K. ... Do you consider the experience(s) discrimination, or not?**

**Experienced slights about your language or appearance**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>677</b>	<b>89</b>	<b>588</b>	<b>241</b>	<b>192</b>	<b>155</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>469</b>	<b>191</b>	<b>278</b>	<b>95</b>	<b>132</b>	<b>52</b>
Yes	292 62%	105 55%	187 67%	64 67%	93 70%	30 59%
			<b>bF</b>	<b>Ab</b>	<b>ABf</b>	
No	112 24%	49 25%	63 23%	22 23%	26 20%	15 29%
						<b>c</b>
Don't know	61 13%	35 18%	26 9%	7 8%	12 9%	6 12%
		<b>CD</b>				
SKIPPED ON WEB	5 1%	2 1%	3 1%	2 2%	0 0	0 1%
				<b>ac</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	469 100%	191 100%	278 100%	95 100%	132 100%	52 100%

**Q49L. ... Do you consider the experience(s) discrimination, or not?**

**Received fewer opportunities for education or training**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>589</b>	<b>65</b>	<b>524</b>	<b>281</b>	<b>135</b>	<b>108</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>376</b>	<b>138</b>	<b>238</b>	<b>107</b>	<b>96</b>	<b>35</b>
Yes	203 54%	58 42%	145 61%	73 69%	51 53%	20 58%
			<b>B</b>	<b>ABCE</b>		<b>b</b>
No	115 31%	50 36%	65 27%	25 24%	28 29%	12 33%
			<b>D</b>			
Don't know	47 13%	29 21%	18 8%	7 6%	9 9%	3 9%
		<b>aCDef</b>				
SKIPPED ON WEB	11 3%	1 1%	10 4%	2 2%	8 8%	0 -
			<b>Df</b>		<b>AbcDF</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	376 100%	138 100%	238 100%	107 100%	96 100%	35 100%

#### Q49. Do you consider the experience(s) discrimination, or not?

##### Summary of "Yes"

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,704</b>	<b>359</b>	<b>1,345</b>	<b>621</b>	<b>414</b>	<b>310</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,395</b>	<b>734</b>	<b>662</b>	<b>247</b>	<b>307</b>	<b>108</b>
Had someone treat you as if you were less competent or valuable than someone else	446 64%	182 56%	264 72%	119 76%	111 71%	35 61%
			<b>BF</b>	<b>ABCF</b>	<b>ABf</b>	
Experienced slights about your language or appearance	292 62%	105 55%	187 67%	64 67%	93 70%	30 59%
			<b>bF</b>	<b>Ab</b>	<b>ABf</b>	
Heard or read comments, insults, or slurs (directed at you) by a co-worker	304 62%	124 58%	180 65%	87 74%	70 57%	24 64%
			<b>Ae</b>	<b>ABCEf</b>		
Were passed over for the most important assignments or projects	283 61%	102 48%	181 71%	88 76%	66 69%	27 61%
			<b>BF</b>	<b>ABCF</b>	<b>aB</b>	
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	243 58%	98 54%	145 62%	70 74%	55 53%	19 56%
			<b>e</b>	<b>ABCEF</b>		
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	311 58%	103 44%	209 69%	103 76%	76 63%	30 64%
			<b>B</b>	<b>ABCEF</b>	<b>B</b>	<b>B</b>
Were denied a promotion	267 56%	94 46%	174 64%	86 70%	63 60%	24 53%
			<b>BF</b>	<b>ABCF</b>	<b>b</b>	
Earned less than a co-worker who was doing the same job	409 55%	169 44%	240 67%	111 72%	98 65%	31 61%
			<b>B</b>	<b>ABCf</b>	<b>AB</b>	<b>B</b>



Received fewer opportunities for education or training	203 54%	58 42%	145 61%	73 69%	51 53%	20 58%
			<b>B</b>	<b>ABCE</b>		<b>b</b>
Were assigned tasks or shifts that were undesirable or unwanted by others	352 52%	120 38%	232 63%	103 73%	98 58%	31 55%
			<b>ABF</b>	<b>ABCEF</b>	<b>aB</b>	<b>B</b>
Were denied a raise	248 52%	83 41%	164 60%	71 66%	69 56%	25 54%
			<b>B</b>	<b>ABCef</b>	<b>b</b>	
Received a threat of physical violence	129 51%	63 51%	66 51%	31 55%	27 48%	8 48%

**Q50. Thinking about your worst experience... Did you report this experience to ...?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
			C	D	E	F	
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,704</b>	<b>359</b>	<b>1,345</b>	<b>621</b>	<b>414</b>	<b>310</b>	
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,395</b>	<b>734</b>	<b>662</b>	<b>247</b>	<b>307</b>	<b>108</b>	
Any (NET)	641 46%	283 39%	357 54%	152 61%	150 49%	56 51%	
			<b>ABe</b>	<b>ABCEF</b>	<b>B</b>	<b>aB</b>	
Manager	273 20%	141 19%	132 20%	58 23%	51 17%	24 22%	
			<b>A</b>	<b>ACE</b>			
Supervisor	252 18%	107 15%	145 22%	66 27%	58 19%	21 19%	
			<b>AB</b>	<b>ABCEF</b>			
Human resources	204 15%	73 10%	131 20%	62 25%	52 17%	17 15%	
			<b>ABf</b>	<b>ABCEF</b>	<b>B</b>	<b>b</b>	
Co-worker(s)	165 12%	68 9%	97 15%	40 16%	42 14%	15 14%	
			<b>AB</b>	<b>AB</b>			
Government agency	39 3%	17 2%	23 3%	10 4%	10 3%	2 2%	
			<b>A</b>	<b>A</b>			
Representative from the media	11 1%	2 0	10 1%	5 2%	3 1%	2 2%	
			<b>Ab</b>	<b>AB</b>		<b>AB</b>	
Someone else	77 6%	35 5%	42 6%	19 8%	16 5%	7 7%	
			<b>A</b>	<b>Ac</b>			
No	750 54%	449 61%	301 45%	94 38%	155 50%	52 49%	
			<b>ACDEF</b>	<b>D</b>	<b>cD</b>	<b>D</b>	

DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	5	1	4	1	2	0
	0	0	1%	1%	1%	-
			<b>A</b>			
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	1,777	892	885	356	389	141
	127%	122%	134%	144%	127%	130%

## Q52. How did the experience make you feel?

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,704</b>	<b>359</b>	<b>1,345</b>	<b>621</b>	<b>414</b>	<b>310</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,395</b>	<b>734</b>	<b>662</b>	<b>247</b>	<b>307</b>	<b>108</b>
Any (NET)	1,370	716	654	246	301	108
	98%	98%	99%	99%	98%	100%
			<b>A</b>	<b>Ac</b>		<b>a</b>
Frustrated	701	394	306	119	137	51
	50%	54%	46%	48%	45%	47%
		<b>Ce</b>				
Angry	552	290	263	110	119	34
	40%	39%	40%	44%	39%	32%
		<b>f</b>	<b>F</b>	<b>ACF</b>		
Sad	454	208	246	86	114	46
	33%	28%	37%	35%	37%	42%
			<b>AB</b>	<b>b</b>	<b>aB</b>	<b>ABcd</b>
Powerless	387	189	198	82	85	31
	28%	26%	30%	33%	28%	29%
			<b>A</b>	<b>ABC</b>		
Resigned/not surprised	258	154	104	46	41	17
	18%	21%	16%	19%	13%	16%
		<b>cE</b>		<b>Ce</b>		
Humiliated	221	87	134	44	70	20
	16%	12%	20%	18%	23%	19%
			<b>ABD</b>	<b>aB</b>	<b>AB</b>	<b>B</b>
Inferior	205	113	92	31	46	15
	15%	15%	14%	13%	15%	14%

Vulnerable	199	112	88	32	41	14
	14%	15%	13%	13%	14%	13%
Hopeless	189	85	105	39	45	21
	14%	12%	16%	16%	15%	19%
			<b>Ab</b>	<b>A</b>		<b>AB</b>
Worried	157	70	87	28	44	14
	11%	10%	13%	11%	14%	13%
			<b>A</b>		<b>ab</b>	
Vengeful	112	45	67	31	25	11
	8%	6%	10%	13%	8%	10%
			<b>Ab</b>	<b>ABCe</b>		
Scared	76	34	42	13	24	6
	5%	5%	6%	5%	8%	6%
			<b>Ad</b>		<b>a</b>	
Something else	68	36	32	7	21	3
	5%	5%	5%	3%	7%	3%
			<b>D</b>		<b>Df</b>	
DON'T KNOW	3	3	0	0	0	0
	0	0	-	-	-	-
SKIPPED ON WEB	23	15	8	2	6	0
	2%	2%	1%	1%	2%	0
			<b>d</b>			
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,606	1,834	1,772	670	818	284
	258%	250%	268%	271%	267%	263%

**Q53. Did you experience any negative consequences after you reported the situation?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,704</b>	<b>359</b>	<b>1,345</b>	<b>621</b>	<b>414</b>	<b>310</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,395</b>	<b>734</b>	<b>662</b>	<b>247</b>	<b>307</b>	<b>108</b>
Yes	113 8%	45 6%	68 10%	26 10%	33 11%	9 9%
			<b>AB</b>	<b>AB</b>	<b>b</b>	
No	1,254 90%	671 91%	583 88%	217 88%	268 87%	98 91%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	29 2%	18 2%	11 2%	4 2%	6 2%	0 0
REFUSED	0 0	0 -	0 0	0 0	0 -	0 -
			<b>A</b>			
SIGMA	1,395 100%	734 100%	662 100%	247 100%	307 100%	108 100%



**Q55B. How stressful was this experience for you? Would you say it was:**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,704</b>	<b>359</b>	<b>1,345</b>	<b>621</b>	<b>414</b>	<b>310</b>
<b>Weighted Base: Experienced unfairness due to race/ethnicity</b>	<b>1,395</b>	<b>734</b>	<b>662</b>	<b>247</b>	<b>307</b>	<b>108</b>
Very stressful	403 29%	177 24%	225 34%	100 41%	101 33%	24 22%
			<b>ABF</b>	<b>ABCeF</b>	<b>BF</b>	
Somewhat stressful	729 52%	400 54%	329 50%	111 45%	150 49%	68 63%
		<b>D</b>	<b>D</b>			<b>AbCDE</b>
Not at all stressful	249 18%	147 20%	102 15%	33 13%	53 17%	15 14%
		<b>D</b>	<b>d</b>			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	15 1%	9 1%	6 1%	3 1%	3 1%	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,395 100%	734 100%	662 100%	247 100%	307 100%	108 100%



**Q55C. Did you seek professional help – legal and/or psychological – to deal with the stress of this experience?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Unfair experience was stressful</b>	<b>1,439</b>	<b>279</b>	<b>1,160</b>	<b>536</b>	<b>356</b>	<b>268</b>
<b>Weighted Base: Unfair experience was stressful</b>	<b>1,131</b>	<b>577</b>	<b>554</b>	<b>211</b>	<b>251</b>	<b>92</b>
Any (NET)	167	50	117	43	56	18
	15%	9%	21%	20%	22%	19%
			<b>B</b>	<b>AB</b>	<b>AB</b>	<b>aB</b>
Yes, psychological help	115	40	75	25	38	12
	10%	7%	13%	12%	15%	13%
			<b>B</b>	<b>ab</b>	<b>AB</b>	<b>B</b>
Yes, legal help	63	10	53	25	22	7
	6%	2%	10%	12%	9%	7%
			<b>B</b>	<b>ABC</b>	<b>AB</b>	<b>B</b>
No	963	527	437	168	194	74
	85%	91%	79%	79%	77%	81%
		<b>ACDEF</b>				
DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	1	0	1	0	0	0
	0	-	0	0	0	0
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	1,143	577	565	218	254	93
	101%	100%	102%	103%	101%	101%

**Q27A. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your gender or gender identity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	400 12%	287 14%	113 9%	39 10%	58 9%	16 8%
		<b>aCdEF</b>				
No	2,536 77%	1,564 76%	972 79%	288 76%	506 80%	177 82%
			<b>AD</b>		<b>a</b>	<b>ABcD</b>
Unsure	305 9%	177 9%	129 11%	45 12%	62 10%	22 10%
			<b>A</b>	<b>AB</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 1%	10 1%	5 1%	4 1%	0 0
			<b>f</b>	<b>Cf</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27B. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your religion**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	133 4%	64 3%	69 6%	21 6%	35 6%	12 6%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	<b>AB</b>
No	2,843 87%	1,832 89%	1,012 83%	311 82%	527 84%	175 81%
		<b>ACDEF</b>				
Unsure	276 8%	148 7%	129 11%	39 10%	64 10%	26 12%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	10 0	14 1%	7 2%	5 1%	2 1%
			<b>A</b>	<b>ABC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27C. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your sexual orientation**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	149 5%	81 4%	68 6%	26 7%	32 5%	11 5%
			<b>A</b>	<b>ABc</b>		
No	2,850 87%	1,820 89%	1,030 84%	304 81%	540 86%	186 86%
		<b>aCD</b>	<b>D</b>		<b>D</b>	<b>D</b>
Unsure	236 7%	123 6%	113 9%	43 11%	53 8%	17 8%
			<b>AB</b>	<b>ABCf</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	42 1%	29 1%	12 1%	5 1%	6 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27D. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your age**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	446 14%	288 14%	158 13%	50 13%	85 13%	22 10%
		<b>f</b>	<b>f</b>			
No	2,389 73%	1,502 73%	887 72%	265 70%	464 74%	158 73%
			<b>d</b>			
Unsure	408 12%	244 12%	164 13%	57 15%	72 11%	35 16%
			<b>A</b>	<b>Abce</b>		<b>ABce</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	34 1%	19 1%	15 1%	6 1%	9 1%	0 0
			<b>F</b>	<b>F</b>	<b>f</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27E. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your marital status**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	149 5%	94 5%	54 4%	21 6%	25 4%	9 4%
				<b>c</b>		
No	2,848 87%	1,817 88%	1,032 84%	310 82%	539 85%	183 85%
		<b>CD</b>	<b>D</b>			
Unsure	258 8%	133 6%	125 10%	41 11%	62 10%	22 10%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	22 1%	10 0	13 1%	6 2%	5 1%	1 1%
			<b>A</b>	<b>ABc</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27F. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your pregnancy or parental status**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	192 6%	126 6%	66 5%	26 7%	27 4%	13 6%
No	2,141 65%	1,345 66%	796 65%	246 65%	409 65%	140 65%
Unsure	221 7%	116 6%	106 9%	30 8%	59 9%	17 8%
Not applicable	695 21%	455 22%	240 20%	68 18%	129 20%	43 20%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	27 1%	12 1%	15 1%	7 2%	6 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27G. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your disability**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	122 4%	70 3%	52 4%	25 7%	21 3%	7 3%
			<b>A</b>	<b>ABCEF</b>		
No	2,886 88%	1,847 90%	1,039 85%	304 80%	547 87%	188 87%
		<b>ACD</b>	<b>D</b>		<b>D</b>	<b>cD</b>
Unsure	236 7%	115 6%	121 10%	43 11%	58 9%	20 9%
			<b>AB</b>	<b>ABc</b>	<b>aB</b>	<b>aB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	34 1%	22 1%	12 1%	6 2%	5 1%	1 0
				<b>aC</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q27H. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your education**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	237 7%	120 6%	117 10%	43 11%	58 9%	16 7%
			<b>ABf</b>	<b>ABCF</b>	<b>aB</b>	
No	2,718 83%	1,758 86%	960 78%	283 75%	499 79%	178 83%
		<b>ACDE</b>	<b>D</b>			<b>CD</b>
Unsure	297 9%	162 8%	135 11%	48 13%	68 11%	19 9%
			<b>AB</b>	<b>ABcf</b>		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	14 1%	12 1%	5 1%	6 1%	2 1%
			<b>a</b>	<b>a</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q271. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your immigration status**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	74 2%	7 0	67 5%	18 5%	32 5%	17 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>ABCDE</b>
No	2,170 66%	1,388 68%	782 64%	235 62%	403 64%	144 67%
		<b>d</b>				
Unsure	167 5%	55 3%	111 9%	33 9%	55 9%	23 11%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Not applicable	830 25%	578 28%	252 21%	86 23%	136 22%	29 14%
		<b>ACDEF</b>	<b>F</b>	<b>CF</b>	<b>F</b>	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 1%	11 1%	5 1%	4 1%	2 1%
				<b>c</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27J. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your previous incarceration or other experience/involvement with the criminal justice system**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	104 3%	42 2%	62 5%	22 6%	33 5%	7 3%
			<b>ABF</b>	<b>ABf</b>	<b>AB</b>	
No	1,979 60%	1,231 60%	747 61%	228 60%	382 61%	138 64%
						<b>a</b>
Unsure	183 6%	74 4%	109 9%	33 9%	59 9%	18 8%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Not applicable	987 30%	690 34%	297 24%	91 24%	153 24%	53 25%
		<b>ACDEF</b>				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	15 1%	9 1%	4 1%	4 1%	0 0
			<b>F</b>	<b>f</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27K. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Something else**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	107 3%	76 4%	31 3%	13 3%	14 2%	4 2%
				<b>c</b>		
No	2,399 73%	1,534 75%	864 71%	258 68%	446 71%	160 75%
		<b>cD</b>	<b>d</b>			<b>CD</b>
Unsure	394 12%	197 10%	197 16%	65 17%	102 16%	30 14%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>B</b>
Not applicable	336 10%	221 11%	116 9%	36 10%	60 10%	19 9%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	40 1%	26 1%	15 1%	5 1%	8 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q27F\_1. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your pregnancy or parental status**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,653</b>	<b>764</b>	<b>1,889</b>	<b>746</b>	<b>659</b>	<b>484</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,582</b>	<b>1,599</b>	<b>983</b>	<b>310</b>	<b>501</b>	<b>172</b>
Yes	192 7%	126 8%	66 7%	26 8%	27 5%	13 8%
No	2,141 83%	1,345 84%	796 81%	246 80%	409 82%	140 82%
Unsure	221 9%	116 7%	106 11%	30 10%	59 12%	17 10%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	27 1%	12 1%	15 2%	7 2%	6 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,582 100%	1,599 100%	983 100%	310 100%	501 100%	172 100%

**Q271\_1. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your immigration status**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,508</b>	<b>688</b>	<b>1,820</b>	<b>682</b>	<b>616</b>	<b>522</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,447</b>	<b>1,475</b>	<b>972</b>	<b>292</b>	<b>495</b>	<b>186</b>
Yes	74 3%	7 0	67 7%	18 6%	32 6%	17 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>ABC</b>
No	2,170 89%	1,388 94%	782 80%	235 81%	403 82%	144 77%
		<b>ACDEF</b>	<b>f</b>			
Unsure	167 7%	55 4%	111 11%	33 11%	55 11%	23 12%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 2%	11 1%	5 2%	4 1%	2 1%
				<b>c</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,447 100%	1,475 100%	972 100%	292 100%	495 100%	186 100%

**Q27J\_1. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Your previous incarceration or other experience/involvement with the criminal justice system**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,322</b>	<b>645</b>	<b>1,677</b>	<b>666</b>	<b>562</b>	<b>449</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,290</b>	<b>1,363</b>	<b>927</b>	<b>287</b>	<b>478</b>	<b>163</b>
Yes	104 5%	42 3%	62 7%	22 8%	33 7%	7 4%
			<b>ABF</b>	<b>ABf</b>	<b>AB</b>	
No	1,979 86%	1,231 90%	747 81%	228 79%	382 80%	138 85%
		<b>ACDEF</b>				<b>Cd</b>
Unsure	183 8%	74 5%	109 12%	33 11%	59 12%	18 11%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	15 1%	9 1%	4 1%	4 1%	0 0
			<b>F</b>	<b>f</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,290 100%	1,363 100%	927 100%	287 100%	478 100%	163 100%

**Q27K\_1. Other than your race or ethnicity, have you ever experienced [unfair treatment/what you consider to be discrimination] at work because of...?**

**Something else**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,953</b>	<b>856</b>	<b>2,097</b>	<b>825</b>	<b>726</b>	<b>546</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,941</b>	<b>1,833</b>	<b>1,108</b>	<b>342</b>	<b>570</b>	<b>196</b>
Yes	107 4%	76 4%	31 3%	13 4%	14 2%	4 2%
No	2,399 82%	1,534 84%	864 78%	258 76%	446 78%	160 82%
Unsure	394 13%	197 11%	197 18%	65 19%	102 18%	30 15%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	40 1%	26 1%	15 1%	5 2%	8 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,941 100%	1,833 100%	1,108 100%	342 100%	570 100%	196 100%



**QINCL. Have you ever worked in a job where you did not feel included?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total Respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total Respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	963 29%	605 29%	358 29%	126 33%	173 27%	58 27%
				<b>ACEF</b>		
No	2,063 63%	1,305 64%	758 62%	215 57%	405 64%	138 64%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>D</b>
Don't know	240 7%	141 7%	99 8%	33 9%	47 8%	18 8%
			<b>A</b>	<b>a</b>		
SKIPPED ON WEB	12 0	3 0	9 1%	3 1%	5 1%	1 0
			<b>AB</b>	<b>AB</b>	<b>b</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q58. Have you ever thought about quitting a job because you personally experienced or witnessed what you consider to be discrimination because of race or ethnicity?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes (NET)	678 21%	264 13%	414 34%	162 43%	186 29%	66 31%
			<b>ABE</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, thought about it	407 12%	171 8%	237 19%	93 25%	104 16%	40 19%
			<b>ABe</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
Yes, quit a job	271 8%	94 5%	177 14%	69 18%	82 13%	26 12%
			<b>AB</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
No	2,568 78%	1,774 86%	794 65%	211 56%	435 69%	148 69%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>CD</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	31 1%	15 1%	16 1%	6 2%	10 2%	0 0
			<b>AF</b>	<b>aF</b>	<b>f</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q59. As far as you know, does your current company/organization have policies, procedures, or programs about issues related to racial and ethnic diversity, racial and ethnic equity, inclusion, or discrimination?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,641 50%	1,084 53% <b>aCDE</b>	558 46%	164 43%	288 46%	106 49% <b>cd</b>
No	812 25%	449 22%	363 30%	118 31%	181 29%	63 29%
Don't know			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
	786 24%	504 25%	282 23%	87 23%	152 24%	42 20%
SKIPPED ON WEB		<b>f</b>	<b>f</b>			
	38 1%	16 1%	22 2%	8 2%	9 1%	4 2%
REFUSED			<b>Ab</b>	<b>AB</b>		<b>b</b>
	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q60. Why doesn't your company/organization have these policies?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Current company does not have equity policies</b>	<b>802</b>	<b>185</b>	<b>617</b>	<b>230</b>	<b>213</b>	<b>174</b>
<b>Weighted Base: Current company does not have equity policies</b>	<b>812</b>	<b>449</b>	<b>363</b>	<b>118</b>	<b>181</b>	<b>63</b>
These issues are not a priority for my company/organization	93 11%	38 8%	54 15%	17 15%	28 15%	9 15%
			<b>b</b>	<b>ab</b>	<b>b</b>	
These issues are not a problem in my company/organization	400 49%	246 55%	154 42%	49 42%	71 39%	34 54%
		<b>CDE</b>				<b>CdE</b>
I don't know	316 39%	165 37%	151 42%	51 44%	80 44%	19 31%
			<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	4 0	0 -	4 1%	0 -	3 2%	0 0
					<b>Ab</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	812 100%	449 100%	363 100%	118 100%	181 100%	63 100%

### Q61A. Would you say those policies, procedures, or programs...?

#### Help increase racial and ethnic diversity at work

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Yes	911 56%	569 52%	343 61%	103 63%	172 60%	68 64%
			<b>AB</b>	<b>AB</b>		<b>AB</b>
No	253 15%	152 14%	101 18%	31 19%	55 19%	15 14%
			<b>Af</b>	<b>Ab</b>		
Don't know	474 29%	363 34%	111 20%	29 18%	59 21%	22 21%
		<b>ACDEF</b>				
SKIPPED ON WEB	4 0	0 -	4 1%	1 1%	2 1%	0 0
			<b>AB</b>	<b>AB</b>	<b>B</b>	<b>B</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,641 100%	1,084 100%	558 100%	164 100%	288 100%	106 100%



### Q61C. Would you say those policies, procedures, or programs...?

#### Help increase inclusion at work

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Yes	942 57%	588 54%	353 63%	103 63%	180 63%	70 67%
			<b>AB</b>	<b>AB</b>	<b>ab</b>	<b>AB</b>
No	222 13%	133 12%	88 16%	30 19%	43 15%	15 14%
			<b>A</b>	<b>ABC</b>		
Don't know	456 28%	346 32%	109 20%	30 18%	61 21%	18 17%
		<b>ACDEF</b>				
SKIPPED ON WEB	23 1%	16 1%	7 1%	1 1%	4 1%	2 2%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,641 100%	1,084 100%	558 100%	164 100%	288 100%	106 100%





## Q61E. Would you say those policies, procedures, or programs...?

## Do enough

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Yes	782 48%	504 46%	278 50%	78 48%	149 52%	51 48%
No	272 17%	148 14%	123 22%	44 27%	58 20%	22 21%
Don't know	574 35%	422 39%	152 27%	42 26%	78 27%	31 30%
SKIPPED ON WEB	12 1%	8 1%	4 1%	0 0	3 1%	1 1%
REFUSED	2 0	2 0	0 -	0 -	0 -	0 -
SIGMA	1,641 100%	1,084 100%	558 100%	164 100%	288 100%	106 100%

**Q61F. Would you say those policies, procedures, or programs...?**

**Go too far**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Yes	206 13%	137 13%	69 12%	20 12%	33 11%	16 15%
No	949 58%	602 56%	346 62%	114 70%	169 59%	64 60%
Don't know	470 29%	331 31%	139 25%	29 18%	84 29%	25 24%
SKIPPED ON WEB	15 1%	11 1%	4 1%	1 1%	2 1%	1 1%
REFUSED	2 0	2 0	0 -	0 -	0 -	0 -
SIGMA	1,641 100%	1,084 100%	558 100%	164 100%	288 100%	106 100%

**Q61G. Would you say those policies, procedures, or programs...?**

**Help make your workplace a better place to work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Yes	986 60%	613 57%	374 67%	114 69%	186 65%	73 69%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>AB</b>
No	217 13%	139 13%	78 14%	24 15%	43 15%	11 11%
			<b>f</b>			
Don't know	425 26%	327 30%	98 18%	25 15%	56 19%	18 17%
		<b>ACDEF</b>	<b>d</b>			
SKIPPED ON WEB	13 1%	5 0	8 1%	2 1%	3 1%	3 3%
			<b>A</b>			<b>ABC</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,641 100%	1,084 100%	558 100%	164 100%	288 100%	106 100%

### Q61. Would you say those policies, procedures, or programs...?

#### Summary of "Yes"

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Current company does have equity policies</b>	<b>1,703</b>	<b>539</b>	<b>1,164</b>	<b>472</b>	<b>388</b>	<b>304</b>
<b>Weighted Base: Current company does have equity policies</b>	<b>1,641</b>	<b>1,084</b>	<b>558</b>	<b>164</b>	<b>288</b>	<b>106</b>
Help make your workplace a better place to work	986 60%	613 57%	374 67%	114 69%	186 65%	73 69%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>AB</b>
Help increase racial and ethnic equity at work	958 58%	595 55%	364 65%	102 62%	193 67%	69 65%
			<b>ABd</b>	<b>ab</b>	<b>AB</b>	<b>AB</b>
Help reduce what you consider to be discrimination because of race or ethnicity at work	953 58%	586 54%	366 66%	107 65%	189 66%	71 67%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Help increase inclusion at work	942 57%	588 54%	353 63%	103 63%	180 63%	70 67%
			<b>AB</b>	<b>AB</b>	<b>ab</b>	<b>AB</b>
Help increase racial and ethnic diversity at work	911 56%	569 52%	343 61%	103 63%	172 60%	68 64%
			<b>AB</b>	<b>AB</b>		<b>AB</b>
Do enough	782 48%	504 46%	278 50%	78 48%	149 52%	51 48%
			<b>A</b>			
Go too far	206 13%	137 13%	69 12%	20 12%	33 11%	16 15%

**Q62A. Do you have any of the following at work, or not?**

**Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,312 40%	843 41%	469 38%	143 38%	223 35%	103 48%
		<b>e</b>				<b>ABCDE</b>
No	1,368 42%	846 41%	521 43%	165 44%	279 44%	78 36%
			<b>F</b>	<b>F</b>	<b>F</b>	
Don't know	579 18%	356 17%	223 18%	67 18%	123 19%	33 15%
			<b>f</b>			
SKIPPED ON WEB	19 1%	8 0	10 1%	3 1%	6 1%	1 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62B. Do you have any of the following at work, or not?**

**Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,290 39%	788 38%	503 41%	148 39%	246 39%	108 50%
			<b>A</b>			<b>ABCDE</b>
No	1,325 40%	836 41%	489 40%	157 41%	261 41%	71 33%
		<b>F</b>	<b>F</b>	<b>F</b>	<b>F</b>	
Don't know	636 19%	415 20%	220 18%	69 18%	117 19%	34 16%
SKIPPED ON WEB	27 1%	14 1%	12 1%	5 1%	6 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62C. Do you have any of the following at work, or not?**

**Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,000 31%	615 30%	384 31%	120 32%	183 29%	81 38%
			<b>a</b>			<b>ABCdE</b>
No	1,410 43%	883 43%	526 43%	162 43%	282 45%	83 38%
			<b>F</b>		<b>f</b>	
Don't know	837 26%	541 26%	295 24%	91 24%	156 25%	49 23%
SKIPPED ON WEB	31 1%	13 1%	18 1%	5 1%	10 2%	3 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62D. Do you have any of the following at work, or not?**

**Policies to ensure equality in pay, hiring practices, or promotions**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,333 41%	829 40%	504 41%	157 42%	239 38%	108 50%
			<b>e</b>			<b>ABCDE</b>
No	952 29%	589 29%	363 30%	114 30%	188 30%	62 29%
Don't know	946 29%	615 30%	330 27%	100 27%	187 30%	43 20%
		<b>F</b>	<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	46 1%	20 1%	26 2%	6 2%	18 3%	2 1%
			<b>ABf</b>		<b>AB</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**Q62E. Do you have any of the following at work, or not?****A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	871 27%	555 27%	315 26%	92 24%	146 23%	77 36%
						<b>ABCDE</b>
No	1,507 46%	951 46%	556 45%	182 48%	291 46%	83 38%
		<b>F</b>	<b>F</b>	<b>CF</b>	<b>F</b>	
Don't know	880 27%	542 26%	338 28%	98 26%	186 29%	53 25%
SKIPPED ON WEB	20 1%	5 0	14 1%	5 1%	7 1%	2 1%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	<b>b</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62F. Do you have any of the following at work, or not?****An anonymous hotline or other anonymous way to report discrimination**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,078 33%	639 31%	439 36%	153 40%	204 32%	82 38%
			<b>ABe</b>	<b>ABCE</b>		<b>ABe</b>
No	1,337 41%	876 43%	461 38%	135 36%	245 39%	80 37%
		<b>Cdf</b>				
Don't know	827 25%	518 25%	309 25%	85 23%	173 27%	51 24%
			<b>D</b>		<b>d</b>	
SKIPPED ON WEB	36 1%	21 1%	15 1%	4 1%	9 1%	2 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62G. Do you have any of the following at work, or not?**

**A mentoring program for employees or other way for employees to obtain a mentor at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	884 27%	577 28%	307 25%	93 25%	141 22%	73 34%
		<b>E</b>				<b>ABCDE</b>
No	1,448 44%	895 44%	553 45%	175 46%	286 45%	92 43%
			<b>a</b>			
Don't know	918 28%	571 28%	346 28%	105 28%	194 31%	48 22%
		<b>f</b>	<b>F</b>	<b>f</b>	<b>F</b>	
SKIPPED ON WEB	28 1%	10 1%	18 1%	5 1%	10 2%	2 1%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

### Q62H. Do you have any of the following at work, or not?

#### A clear anti-discrimination policy

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,874 57%	1,253 61%	621 51%	189 50%	311 49%	122 57%
		<b>ACDE</b>				<b>CDE</b>
No	742 23%	413 20%	329 27%	97 26%	180 29%	53 24%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	
Don't know	620 19%	374 18%	246 20%	83 22%	126 20%	37 17%
			<b>Af</b>	<b>Abcf</b>		
SKIPPED ON WEB	41 1%	13 1%	28 2%	9 2%	14 2%	4 2%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>B</b>
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62I. Do you have any of the following at work, or not?**

**A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	676 21%	428 21%	248 20%	77 20%	118 19%	53 25%
						<b>ACE</b>
No	1,500 46%	934 45%	567 46%	172 46%	292 46%	103 48%
Don't know	1,072 33%	678 33%	394 32%	125 33%	212 34%	57 26%
		<b>F</b>	<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	28 1%	14 1%	15 1%	4 1%	9 1%	2 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62J. Do you have any of the following at work, or not?****Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	511 16%	284 14%	227 19%	71 19%	111 18%	45 21%
			<b>AB</b>	<b>AB</b>	<b>b</b>	<b>AB</b>
No	1,564 48%	1,004 49%	560 46%	168 44%	292 46%	100 46%
Don't know	1,166 36%	748 36%	419 34%	134 36%	217 34%	68 31%
SKIPPED ON WEB	36 1%	18 1%	18 1%	5 1%	11 2%	2 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q62K. Do you have any of the following at work, or not?**

Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace's culture

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Yes	1,123 34%	692 34%	431 35%	143 38%	201 32%	87 41%
			<b>ae</b>	<b>AcE</b>		<b>ABCE</b>
No	1,394 43%	896 44%	498 41%	147 39%	272 43%	79 37%
		<b>dF</b>	<b>F</b>		<b>f</b>	
Don't know	714 22%	446 22%	268 22%	79 21%	142 23%	46 22%
SKIPPED ON WEB	46 1%	20 1%	26 2%	9 2%	15 2%	3 1%
			<b>AB</b>	<b>AB</b>	<b>ab</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

## Q62. Do you have any of the following at work, or not?

### Summary of "Yes"

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A clear anti-discrimination policy	1,874 57%	1,253 61%	621 51%	189 50%	311 49%	122 57%
		<b>ACDE</b>				<b>CDE</b>
Policies to ensure equality in pay, hiring practices, or promotions	1,333 41%	829 40%	504 41%	157 42%	239 38%	108 50%
			<b>e</b>			<b>ABCDE</b>
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis	1,312 40%	843 41%	469 38%	143 38%	223 35%	103 48%
		<b>e</b>				<b>ABCDE</b>
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working	1,290 39%	788 38%	503 41%	148 39%	246 39%	108 50%
			<b>A</b>			<b>ABCDE</b>
Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace's culture	1,123 34%	692 34%	431 35%	143 38%	201 32%	87 41%
			<b>ae</b>	<b>AcE</b>		<b>ABCE</b>
An anonymous hotline or other anonymous way to report discrimination	1,078 33%	639 31%	439 36%	153 40%	204 32%	82 38%
			<b>ABe</b>	<b>ABCE</b>		<b>ABe</b>
Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination	1,000 31%	615 30%	384 31%	120 32%	183 29%	81 38%
			<b>a</b>			<b>ABCdE</b>



A mentoring program for employees or other way for employees to obtain a mentor at work	884 27%	577 28%	307 25%	93 25%	141 22%	73 34%	<b>E</b>	<b>ABCDE</b>
A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination	871 27%	555 27%	315 26%	92 24%	146 23%	77 36%		<b>ABCDE</b>
A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer	676 21%	428 21%	248 20%	77 20%	118 19%	53 25%		<b>ACE</b>
Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion or discrimination issues	511 16%	284 14%	227 19%	71 19%	111 18%	45 21%	<b>AB</b>	<b>AB</b>

**Q63A. ... How helpful would the following things be to reduce discrimination in workplaces?**

**Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,509 76%	860 74%	649 79%	219 78%	311 80%	119 78%
			<b>Ab</b>	<b>a</b>	<b>ab</b>	
Very helpful	695 35%	355 30%	340 41%	128 45%	162 42%	51 34%
			<b>ABF</b>	<b>ABCF</b>	<b>ABf</b>	
Somewhat helpful	814 41%	506 43%	308 38%	92 33%	149 38%	68 45%
		<b>cD</b>	<b>D</b>			<b>CD</b>
Not helpful	245 12%	172 15%	73 9%	28 10%	23 6%	23 15%
		<b>aCDE</b>	<b>E</b>	<b>E</b>		<b>aCDE</b>
Don't know	212 11%	122 10%	90 11%	30 11%	51 13%	9 6%
		<b>f</b>	<b>F</b>	<b>F</b>	<b>F</b>	
SKIPPED ON WEB	22 1%	12 1%	10 1%	4 1%	5 1%	1 0
			<b>f</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q63B. ... How helpful would the following things be to reduce discrimination in workplaces?**

**Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,513 76%	867 74%	645 79%	227 81%	304 78%	114 75%
			<b>A</b>	<b>ABcf</b>		
Very helpful	720 36%	374 32%	346 42%	131 47%	164 42%	50 33%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
Somewhat helpful	793 40%	493 42%	300 36%	95 34%	140 36%	64 43%
		<b>cD</b>	<b>d</b>			<b>CD</b>
Not helpful	224 11%	151 13%	73 9%	20 7%	28 7%	26 17%
		<b>CDE</b>	<b>D</b>			<b>ACDE</b>
Don't know	223 11%	133 11%	90 11%	28 10%	52 13%	10 7%
		<b>f</b>	<b>F</b>		<b>F</b>	
SKIPPED ON WEB	28 1%	14 1%	14 2%	7 2%	6 1%	1 1%
			<b>A</b>	<b>Ac</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q63C. ... How helpful would the following things be to reduce discrimination in workplaces?**

**Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,325 67%	742 64%	583 71%	200 71%	277 71%	106 70%
			<b>AB</b>	<b>AB</b>	<b>ab</b>	
Very helpful	529 27%	236 20%	293 36%	116 41%	135 35%	43 28%
			<b>ABF</b>	<b>ABCeF</b>	<b>AB</b>	<b>B</b>
Somewhat helpful	796 40%	506 43%	290 35%	84 30%	143 37%	63 42%
		<b>aCDe</b>	<b>D</b>		<b>d</b>	<b>CD</b>
Not helpful	354 18%	236 20%	118 14%	40 14%	50 13%	28 18%
		<b>CDE</b>				<b>Ce</b>
Don't know	283 14%	176 15%	108 13%	36 13%	55 14%	17 11%
SKIPPED ON WEB	25 1%	12 1%	13 2%	5 2%	7 2%	1 1%
			<b>A</b>			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%







**Q63G. ... How helpful would the following things be to reduce discrimination in workplaces?**

**A mentoring program for employees or other way for employees to obtain a mentor at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,400 70%	810 70%	590 72%	209 74%	272 70%	110 72%
			<b>A</b>	<b>Ac</b>		
Very helpful	701 35%	377 32%	323 39%	121 43%	151 39%	51 34%
			<b>ABF</b>	<b>ABCF</b>	<b>b</b>	
Somewhat helpful	699 35%	433 37%	267 32%	88 31%	121 31%	58 38%
		<b>d</b>				<b>Cde</b>
Not helpful	247 12%	143 12%	103 13%	30 11%	51 13%	22 15%
			<b>d</b>			
Don't know	311 16%	195 17%	116 14%	38 13%	61 16%	17 11%
		<b>f</b>	<b>f</b>			
SKIPPED ON WEB	29 1%	16 1%	13 2%	5 2%	6 1%	3 2%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%



**Q63H. ... How helpful would the following things be to reduce discrimination in workplaces?**

**A clear anti-discrimination policy**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,664 84%	992 85%	673 82%	227 81%	322 83%	123 81%
		<b>d</b>				
Very helpful	1,138 57%	677 58%	461 56%	163 58%	215 55%	82 54%
Somewhat helpful	526 26%	315 27%	212 26%	64 23%	107 27%	41 27%
			<b>D</b>			
Not helpful	124 6%	65 6%	59 7%	19 7%	26 7%	14 9%
			<b>A</b>			<b>Ab</b>
Don't know	163 8%	94 8%	68 8%	26 9%	32 8%	11 7%
SKIPPED ON WEB	36 2%	14 1%	22 3%	8 3%	10 3%	4 2%
			<b>Ab</b>	<b>Ab</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

**Q631. ... How helpful would the following things be to reduce discrimination in workplaces?**

**A single person (employee) responsible for diversity, equity, inclusion, or discrimination issues such as a Chief Diversity Officer**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
Helpful (NET)	1,199 60%	647 55%	552 67%	197 70%	258 66%	97 64%
			<b>AB</b>	<b>ABCf</b>	<b>AB</b>	<b>B</b>
Very helpful	475 24%	219 19%	256 31%	100 36%	118 30%	38 25%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>b</b>
Somewhat helpful	724 36%	428 37%	297 36%	96 34%	141 36%	59 39%
Not helpful	391 20%	273 23%	119 14%	38 14%	51 13%	30 20%
		<b>ACDE</b>				<b>CDE</b>
Don't know	363 18%	220 19%	143 17%	42 15%	77 20%	23 15%
			<b>D</b>			
SKIPPED ON WEB	34 2%	26 2%	9 1%	4 1%	4 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%





### Q63. ... How helpful would the following things be to reduce discrimination in workplaces?

#### Summary of "Helpful"

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination in private company is a problem</b>	<b>2,225</b>	<b>549</b>	<b>1,676</b>	<b>710</b>	<b>527</b>	<b>439</b>
<b>Weighted Base: Racial discrimination in private company is a problem</b>	<b>1,987</b>	<b>1,165</b>	<b>822</b>	<b>281</b>	<b>390</b>	<b>152</b>
A clear anti-discrimination policy	1,664 84%	992 85%	673 82%	227 81%	322 83%	123 81%
		<b>d</b>				
Policies to ensure equality in pay, hiring practices, or promotions	1,606 81%	952 82%	654 80%	225 80%	300 77%	129 85%
						<b>ACdE</b>
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working	1,513 76%	867 74%	645 79%	227 81%	304 78%	114 75%
			<b>A</b>	<b>ABcf</b>		
Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture	1,510 76%	872 75%	639 78%	220 78%	305 78%	114 75%
			<b>A</b>	<b>a</b>		
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis	1,509 76%	860 74%	649 79%	219 78%	311 80%	119 78%
			<b>Ab</b>	<b>a</b>	<b>ab</b>	
An anonymous hotline or other anonymous way to report discrimination	1,477 74%	858 74%	619 75%	215 77%	291 75%	113 75%
			<b>A</b>	<b>a</b>		

A mentoring program for employees or other way for employees to obtain a mentor at work	1,400 70%	810 70%	590 72%	209 74%	272 70%	110 72%
			<b>A</b>	<b>Ac</b>		
A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination	1,360 68%	754 65%	606 74%	215 77%	277 71%	114 75%
			<b>AB</b>	<b>ABCe</b>		<b>AB</b>
Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination	1,325 67%	742 64%	583 71%	200 71%	277 71%	106 70%
			<b>AB</b>	<b>AB</b>	<b>ab</b>	
Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion, or discrimination issues	1,273 64%	696 60%	577 70%	205 73%	269 69%	103 68%
			<b>AB</b>	<b>ABC</b>	<b>AB</b>	<b>B</b>
A single person (employee) responsible for diversity, equity, inclusion, or discrimination issues such as a Chief Diversity Officer	1,199 60%	647 55%	552 67%	197 70%	258 66%	97 64%
			<b>AB</b>	<b>ABCf</b>	<b>AB</b>	<b>B</b>

**Q64AA. How helpful are the following things for reducing discrimination in your workplace?****Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>700</b>	<b>141</b>	<b>559</b>	<b>261</b>	<b>149</b>	<b>149</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>505</b>	<b>273</b>	<b>232</b>	<b>88</b>	<b>92</b>	<b>52</b>
Helpful (NET)	399 79%	199 73%	200 86%	79 90%	78 84%	43 84%
			<b>B</b>	<b>ABC</b>	<b>b</b>	
Very helpful	200 40%	89 33%	111 48%	47 54%	39 42%	25 48%
			<b>B</b>	<b>ABCe</b>		<b>AB</b>
Somewhat helpful	199 39%	110 40%	89 38%	32 36%	39 42%	18 36%
Not helpful	63 13%	41 15%	22 10%	6 7%	11 12%	5 10%
		<b>d</b>	<b>D</b>			
Don't know	38 7%	29 11%	8 4%	2 2%	4 4%	2 5%
		<b>CD</b>				
SKIPPED ON WEB	5 1%	4 1%	1 0	0 0	0 -	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	505 100%	273 100%	232 100%	88 100%	92 100%	52 100%















**Q64AH. How helpful are the following things for reducing discrimination in your workplace?****A clear anti-discrimination policy**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>764</b>	<b>167</b>	<b>597</b>	<b>285</b>	<b>153</b>	<b>159</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>603</b>	<b>360</b>	<b>243</b>	<b>97</b>	<b>89</b>	<b>57</b>
Helpful (NET)	497 83%	294 82%	204 84%	86 89%	73 82%	45 78%
			<b>f</b>	<b>AbCF</b>		
Very helpful	319 53%	186 52%	134 55%	55 57%	48 54%	31 54%
				<b>A</b>		
Somewhat helpful	178 30%	108 30%	70 29%	31 32%	25 28%	14 24%
				<b>a</b>		
Not helpful	42 7%	18 5%	23 9%	7 7%	9 10%	7 12%
			<b>d</b>		<b>a</b>	<b>AB</b>
Don't know	47 8%	34 9%	13 5%	2 3%	5 5%	6 10%
		<b>D</b>	<b>D</b>			<b>CD</b>
SKIPPED ON WEB	17 3%	13 4%	3 1%	1 1%	2 2%	0 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	603 100%	360 100%	243 100%	97 100%	89 100%	57 100%

**Q64AI. How helpful are the following things for reducing discrimination in your workplace?**

**A single person (employee) responsible for diversity, equity, inclusion, or discrimination issues such as a Chief Diversity Officer**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>382</b>	<b>73</b>	<b>309</b>	<b>140</b>	<b>84</b>	<b>85</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>291</b>	<b>164</b>	<b>127</b>	<b>49</b>	<b>51</b>	<b>27</b>
Helpful (NET)	227 78%	115 70%	112 88%	45 91%	42 83%	25 92%
			<b>B</b>	<b>AB</b>		<b>AB</b>
Very helpful	102 35%	42 26%	60 47%	25 51%	22 44%	12 45%
			<b>B</b>	<b>AB</b>	<b>ab</b>	<b>aB</b>
Somewhat helpful	125 43%	73 45%	52 41%	20 40%	20 39%	13 47%
Not helpful	41 14%	31 19%	10 8%	3 7%	6 12%	1 4%
		<b>cdf</b>				
Don't know	18 6%	13 8%	5 4%	1 2%	3 5%	1 4%
SKIPPED ON WEB	5 2%	5 3%	0 0	0 -	0 -	0 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	291 100%	164 100%	127 100%	49 100%	51 100%	27 100%







### Q64A. How helpful are the following things for reducing discrimination in your workplace?

#### Summary of "Helpful"

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>1,072</b>	<b>205</b>	<b>867</b>	<b>408</b>	<b>241</b>	<b>218</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and has program</b>	<b>807</b>	<b>430</b>	<b>377</b>	<b>145</b>	<b>156</b>	<b>75</b>
Policies to ensure equality in pay, hiring practices, or promotions	394 89%	208 90%	186 88%	72 88%	67 86%	46 91%
A mentoring program for employees or other way for employees to obtain a mentor at work	291 84%	165 84%	126 86%	52 90%	43 79%	31 88%
A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination	281 83%	146 77%	135 90%	49 90%	52 91%	34 89%
A clear anti-discrimination policy	497 83%	294 82%	204 84%	86 89%	73 82%	45 78%
Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion, or discrimination issues	207 82%	111 78%	96 89%	34 89%	41 85%	21 94%
Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture	351 81%	179 75%	171 88%	71 92%	60 83%	40 90%

Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis	399 79%	199 73%	200 86%	79 90%	78 84%	43 84%
			<b>B</b>	<b>ABC</b>	<b>b</b>	
An anonymous hotline or other anonymous way to report discrimination	309 79%	142 69%	167 90%	68 91%	63 91%	36 85%
			<b>B</b>	<b>AB</b>	<b>AB</b>	<b>B</b>
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working	380 79%	178 73%	202 85%	75 89%	84 84%	43 80%
			<b>B</b>	<b>ABCf</b>		
A single person (employee) responsible for diversity, equity, inclusion, or discrimination issues such as a Chief Diversity Officer	227 78%	115 70%	112 88%	45 91%	42 83%	25 92%
			<b>B</b>	<b>AB</b>		<b>AB</b>
Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination	312 75%	165 70%	148 81%	54 81%	61 83%	33 77%
			<b>b</b>	<b>Ab</b>	<b>ab</b>	





### Q64BC. How helpful would be the following things for reducing discrimination in your workplace?

#### Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>516</b>	<b>84</b>	<b>432</b>	<b>211</b>	<b>128</b>	<b>93</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>398</b>	<b>179</b>	<b>219</b>	<b>86</b>	<b>101</b>	<b>32</b>
Helpful (NET)	267 67%	118 66%	149 68%	62 72%	66 66%	21 65%
Very helpful	83 21%	27 15%	56 26%	26 30%	24 24%	6 18%
Somewhat helpful	184 46%	90 51%	94 43%	36 42%	42 42%	15 47%
Not helpful	80 20%	33 18%	48 22%	17 20%	21 20%	10 31%
Don't know	43 11%	24 14%	19 9%	6 7%	12 12%	1 3%
SKIPPED ON WEB	7 2%	4 2%	3 1%	0 0%	2 2%	0 2%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	398 100%	179 100%	219 100%	86 100%	101 100%	32 100%



**Q64BE. How helpful would be the following things for reducing discrimination in your workplace?**

**A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>528</b>	<b>90</b>	<b>438</b>	<b>210</b>	<b>129</b>	<b>99</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>427</b>	<b>197</b>	<b>230</b>	<b>87</b>	<b>110</b>	<b>33</b>
Helpful (NET)	294 69%	131 66%	163 71%	65 75%	77 70%	21 66%
Very helpful	108 25%	34 17%	74 32%	32 37%	35 32%	7 23%
Somewhat helpful	186 44%	97 49%	89 39%	33 38%	42 38%	14 43%
Not helpful	86 20%	45 23%	41 18%	14 16%	18 17%	8 26%
Don't know	37 9%	15 8%	22 10%	7 8%	13 11%	2 7%
SKIPPED ON WEB	10 2%	6 3%	3 1%	1 1%	2 2%	0 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	427 100%	197 100%	230 100%	87 100%	110 100%	33 100%





**Q64BG. How helpful would be the following things for reducing discrimination in your workplace?****A mentoring program for employees or other way for employees to obtain a mentor at work**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>551</b>	<b>97</b>	<b>454</b>	<b>217</b>	<b>134</b>	<b>103</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>433</b>	<b>196</b>	<b>238</b>	<b>86</b>	<b>114</b>	<b>38</b>
Helpful (NET)	273 63%	113 58%	160 67%	66 77%	70 62%	23 62%
				<b>ABCEF</b>		
Very helpful	123 28%	44 23%	79 33%	37 43%	34 29%	8 22%
			<b>bF</b>	<b>ABCEF</b>		
Somewhat helpful	150 35%	69 35%	81 34%	29 34%	37 32%	15 40%
Not helpful	108 25%	61 31%	47 20%	11 12%	26 23%	10 26%
		<b>cD</b>	<b>D</b>		<b>d</b>	<b>D</b>
Don't know	45 10%	17 9%	27 12%	8 9%	15 13%	4 11%
SKIPPED ON WEB	7 2%	4 2%	3 1%	1 1%	2 2%	0 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	433 100%	196 100%	238 100%	86 100%	114 100%	38 100%



**Q64BI. How helpful would be the following things for reducing discrimination in your workplace?**

**A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>563</b>	<b>92</b>	<b>471</b>	<b>211</b>	<b>135</b>	<b>125</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>419</b>	<b>191</b>	<b>228</b>	<b>82</b>	<b>104</b>	<b>42</b>
Helpful (NET)	264 63%	106 55%	158 69%	58 71%	71 68%	29 69%
			<b>B</b>	<b>AB</b>		
Very helpful	94 22%	28 14%	66 29%	26 32%	31 30%	9 21%
			<b>BF</b>	<b>ABf</b>	<b>aB</b>	
Somewhat helpful	170 41%	78 41%	92 40%	32 39%	40 38%	20 48%
						<b>ac</b>
Not helpful	104 25%	58 30%	45 20%	17 21%	18 18%	10 23%
		<b>ce</b>				
Don't know	47 11%	24 12%	23 10%	6 8%	14 13%	3 7%
SKIPPED ON WEB	5 1%	3 2%	2 1%	1 1%	1 1%	0 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	419 100%	191 100%	228 100%	82 100%	104 100%	42 100%

**Q64BJ. How helpful would be the following things for reducing discrimination in your workplace?**

**Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion, or discrimination issues**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>550</b>	<b>88</b>	<b>462</b>	<b>213</b>	<b>124</b>	<b>125</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>413</b>	<b>188</b>	<b>225</b>	<b>85</b>	<b>96</b>	<b>45</b>
Helpful (NET)	286 69%	118 63%	168 75%	66 78%	74 78%	28 62%
			<b>bF</b>	<b>ABF</b>	<b>abF</b>	
Very helpful	113 27%	43 23%	70 31%	30 36%	28 29%	11 25%
				<b>Abcf</b>		
Somewhat helpful	173 42%	75 40%	98 44%	36 42%	46 48%	17 37%
Not helpful	78 19%	43 23%	35 16%	10 11%	13 14%	12 28%
		<b>d</b>	<b>D</b>			<b>ACDE</b>
Don't know	42 10%	24 13%	17 8%	7 8%	7 7%	4 9%
SKIPPED ON WEB	8 2%	3 2%	4 2%	3 3%	1 1%	0 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	413 100%	188 100%	225 100%	85 100%	96 100%	45 100%



**Q64B. How helpful would be the following things for reducing discrimination in your workplace?****Summary of "Helpful"**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>1,023</b>	<b>174</b>	<b>849</b>	<b>397</b>	<b>250</b>	<b>202</b>
<b>Weighted Base: Racial discrimination is a problem at employer company and does not have program</b>	<b>781</b>	<b>374</b>	<b>407</b>	<b>153</b>	<b>184</b>	<b>70</b>
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination when the employee is hired/starts working	281 74%	129 70%	152 78%	63 79% <b>A</b>	70 78%	19 74%
Employee surveys that ask you questions about your feelings about work, interactions with your colleagues, or other aspects of your workplace culture	283 74%	131 72%	152 76% <b>F</b>	61 83% <b>ACF</b>	72 74%	20 66%
Required training for employees on issues related to diversity, equity, inclusion, or reducing discrimination given on a regular basis	279 73%	122 68%	158 77%	62 77%	75 79%	21 72%
Policies to ensure equality in pay, hiring practices, or promotions	213 70%	98 68%	115 72%	43 75% <b>A</b>	54 70%	18 68%
A clear anti-discrimination policy	180 70%	62 61%	118 76% <b>Ab</b>	39 77% <b>A</b>	63 74%	16 81% <b>Ab</b>
Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion, or discrimination issues	286 69%	118 63%	168 75% <b>bF</b>	66 78% <b>ABF</b>	74 78% <b>abF</b>	28 62%

A group, such as a task force or committee, to deal with diversity, equity, inclusion, or reducing discrimination	294 69%	131 66%	163 71%	65 75%	77 70%	21 66%
				<b>A</b>		
An anonymous hotline or other anonymous way to report discrimination	274 68%	128 66%	146 70%	57 77%	70 69%	19 61%
			<b>AF</b>	<b>ACF</b>		
Optional training for employees on issues related to diversity, equity, inclusion, or reducing discrimination	267 67%	118 66%	149 68%	62 72%	66 66%	21 65%
				<b>Ac</b>		
A mentoring program for employees or other way for employees to obtain a mentor at work	273 63%	113 58%	160 67%	66 77%	70 62%	23 62%
				<b>ABCEF</b>		
A single person (employee) responsible for diversity, equity, inclusion or discrimination issues such as a Chief Diversity Officer	264 63%	106 55%	158 69%	58 71%	71 68%	29 69%
			<b>B</b>	<b>AB</b>		



**Q65A. How much do you agree or disagree with the following statements?**

**My company/organization actively speaks out against racial and ethnic discrimination**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	1,453 44%	912 44%	540 44%	160 42%	276 44%	104 48%
						<b>aCd</b>
Strongly agree	647 20%	401 20%	246 20%	73 19%	132 21%	40 19%
Agree	806 25%	512 25%	295 24%	87 23%	144 23%	64 30%
						<b>ACDE</b>
Neither agree nor disagree	1,029 31%	631 31%	398 32%	128 34%	198 31%	71 33%
			<b>a</b>	<b>a</b>		
Disagree (NET)	385 12%	228 11%	157 13%	52 14%	79 13%	25 12%
			<b>A</b>	<b>A</b>		
Disagree	255 8%	141 7%	114 9%	36 10%	60 10%	18 8%
			<b>Ab</b>	<b>Ab</b>		
Strongly disagree	130 4%	87 4%	43 4%	16 4%	19 3%	8 4%
Not applicable	379 12%	262 13%	117 10%	34 9%	69 11%	14 6%
			<b>F</b>		<b>F</b>	



**Q65B. How much do you agree or disagree with the following statements?**

**I want to work for a company/organization that speaks out against racial and ethnic discrimination**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	1,692 52%	993 48%	698 57%	240 63%	325 51%	134 62%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>
Strongly agree	831 25%	456 22%	375 31%	137 36%	174 28%	64 30%
			<b>ABe</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Agree	861 26%	537 26%	323 26%	102 27%	151 24%	70 33%
						<b>ABCdE</b>
Neither agree nor disagree	1,026 31%	689 34%	337 28%	87 23%	194 31%	55 26%
		<b>aCDF</b>	<b>D</b>		<b>cD</b>	
Disagree (NET)	236 7%	148 7%	88 7%	19 5%	56 9%	13 6%
			<b>D</b>		<b>D</b>	
Disagree	126 4%	79 4%	47 4%	12 3%	27 4%	8 4%
Strongly disagree	110 3%	69 3%	41 3%	7 2%	29 5%	5 2%
			<b>D</b>		<b>cDf</b>	
Not applicable	289 9%	203 10%	87 7%	26 7%	49 8%	12 6%
		<b>CdF</b>				



**Q65C. How much do you agree or disagree with the following statements?**

**My company/organization values racial and ethnic diversity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	1,890 58%	1,235 60%	656 54%	204 54%	324 51%	128 60%
		<b>aCDE</b>				<b>CdE</b>
Strongly agree	749 23%	473 23%	276 23%	91 24%	135 21%	50 23%
Agree	1,141 35%	762 37%	379 31%	112 30%	188 30%	79 37%
		<b>CDE</b>				<b>CDE</b>
Neither agree nor disagree	889 27%	552 27%	337 28%	111 29%	170 27%	56 26%
				<b>a</b>		
Disagree (NET)	179 5%	55 3%	125 10%	34 9%	72 11%	19 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Disagree	118 4%	33 2%	84 7%	24 6%	47 7%	13 6%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Strongly disagree	62 2%	21 1%	40 3%	10 3%	25 4%	6 3%
			<b>AB</b>	<b>aB</b>	<b>AB</b>	<b>B</b>
Not applicable	290 9%	196 10%	94 8%	24 6%	60 10%	10 5%
		<b>DF</b>	<b>dF</b>		<b>cdF</b>	



**Q65D. How much do you agree or disagree with the following statements?**

**I want to work for a company/organization that values racial and ethnic diversity**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Agree (NET)	1,961 60%	1,199 58%	762 62%	260 69%	352 56%	150 70%
			<b>AE</b>	<b>ABCE</b>		<b>ABCE</b>
Strongly agree	913 28%	523 25%	389 32%	148 39%	176 28%	66 31%
			<b>ABE</b>	<b>ABCEF</b>		<b>b</b>
Agree	1,048 32%	676 33%	372 30%	112 30%	176 28%	84 39%
		<b>e</b>				<b>ABCDE</b>
Neither agree nor disagree	875 27%	582 28%	293 24%	75 20%	173 27%	45 21%
		<b>CDF</b>	<b>Df</b>		<b>CDF</b>	
Disagree (NET)	161 5%	91 4%	70 6%	14 4%	44 7%	12 5%
			<b>AD</b>		<b>AbD</b>	
Disagree	88 3%	42 2%	46 4%	10 3%	28 4%	8 4%
			<b>ABD</b>		<b>AB</b>	<b>b</b>
Strongly disagree	72 2%	49 2%	24 2%	4 1%	16 2%	3 2%
			<b>D</b>			
Not applicable	244 7%	162 8%	82 7%	22 6%	52 8%	7 3%
		<b>F</b>	<b>F</b>	<b>f</b>	<b>F</b>	







**Q65. How much do you agree or disagree with the following statements?**

**Summary of “Disagree”**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used; \*\* very small base (under 30) ineligible for sig testing

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
My company/organization actively speaks out against racial and ethnic discrimination	385 12%	228 11%	157 13%	52 14%	79 13%	25 12%
			<b>A</b>	<b>A</b>		
I want to work for a company/organization that speaks out against racial and ethnic discrimination	236 7%	148 7%	88 7%	19 5%	56 9%	13 6%
			<b>D</b>		<b>D</b>	
My company/organization values racial and ethnic diversity	179 5%	55 3%	125 10%	34 9%	72 11%	19 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
I want to work for a company/organization that values racial and ethnic diversity	161 5%	91 4%	70 6%	14 4%	44 7%	12 5%
			<b>AD</b>		<b>AbD</b>	

## Q65A\_1. How much do you agree or disagree with the following statements?

## My company/organization actively speaks out against racial and ethnic discrimination

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>2,957</b>	<b>836</b>	<b>2,121</b>	<b>839</b>	<b>718</b>	<b>564</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,898</b>	<b>1,791</b>	<b>1,107</b>	<b>344</b>	<b>562</b>	<b>201</b>
Agree (NET)	1,453 50%	912 51%	540 49%	160 47%	276 49%	104 52%
Strongly agree	647 22%	401 22%	246 22%	73 21%	132 24%	40 20%
Agree	806 28%	512 29%	295 27%	87 25%	144 26%	64 32%
						<b>aCDe</b>
Neither agree nor disagree	1,029 35%	631 35%	398 36%	128 37%	198 35%	71 35%
Disagree (NET)	385 13%	228 13%	157 14%	52 15%	79 14%	25 13%
			<b>A</b>	<b>a</b>		
Disagree	255 9%	141 8%	114 10%	36 10%	60 11%	18 9%
			<b>A</b>	<b>a</b>		
Strongly disagree	130 4%	87 5%	43 4%	16 5%	19 3%	8 4%
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	32 1%	19 1%	12 1%	4 1%	8 1%	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	2,898 100%	1,791 100%	1,107 100%	344 100%	562 100%	201 100%

**Q65B\_1. How much do you agree or disagree with the following statements?**

**I want to work for a company/organization that speaks out against racial and ethnic discrimination**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,051</b>	<b>871</b>	<b>2,180</b>	<b>861</b>	<b>742</b>	<b>577</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,988</b>	<b>1,850</b>	<b>1,137</b>	<b>352</b>	<b>582</b>	<b>203</b>
Agree (NET)	1,692 57%	993 54%	698 61%	240 68%	325 56%	134 66%
			<b>ABE</b>	<b>ABCE</b>		<b>ABCE</b>
Strongly agree	831 28%	456 25%	375 33%	137 39%	174 30%	64 31%
			<b>AB</b>	<b>ABCEF</b>	<b>b</b>	<b>aB</b>
Agree	861 29%	537 29%	323 28%	102 29%	151 26%	70 35%
						<b>AbCdE</b>
Neither agree nor disagree	1,026 34%	689 37%	337 30%	87 25%	194 33%	55 27%
		<b>ACDF</b>	<b>D</b>		<b>CDf</b>	
Disagree (NET)	236 8%	148 8%	88 8%	19 5%	56 10%	13 6%
		<b>d</b>	<b>D</b>		<b>D</b>	
Disagree	126 4%	79 4%	47 4%	12 3%	27 5%	8 4%
Strongly disagree	110 4%	69 4%	41 4%	7 2%	29 5%	5 2%
		<b>d</b>	<b>D</b>		<b>cDf</b>	



**Q65C\_1. How much do you agree or disagree with the following statements?**

**My company/organization values racial and ethnic diversity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,055</b>	<b>879</b>	<b>2,176</b>	<b>864</b>	<b>732</b>	<b>580</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>2,987</b>	<b>1,857</b>	<b>1,129</b>	<b>354</b>	<b>570</b>	<b>205</b>
Agree (NET)	1,890 63%	1,235 66%	656 58%	204 57%	324 57%	128 63%
		<b>ACDE</b>				<b>C</b>
Strongly agree	749 25%	473 25%	276 24%	91 26%	135 24%	50 24%
Agree	1,141 38%	762 41%	379 34%	112 32%	188 33%	79 38%
		<b>aCDE</b>				<b>CD</b>
Neither agree nor disagree	889 30%	552 30%	337 30%	111 31%	170 30%	56 27%
Disagree (NET)	179 6%	55 3%	125 11%	34 10%	72 13%	19 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Disagree	118 4%	33 2%	84 7%	24 7%	47 8%	13 6%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Strongly disagree	62 2%	21 1%	40 4%	10 3%	25 4%	6 3%
			<b>AB</b>	<b>B</b>	<b>AB</b>	<b>B</b>



**Q65D\_1. How much do you agree or disagree with the following statements?**

**I want to work for a company/organization that values racial and ethnic diversity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Excluding respondents who selected not applicable</b>	<b>3,097</b>	<b>895</b>	<b>2,202</b>	<b>871</b>	<b>744</b>	<b>587</b>
<b>Weighted Base: Excluding respondents who selected not applicable</b>	<b>3,033</b>	<b>1,891</b>	<b>1,142</b>	<b>356</b>	<b>578</b>	<b>208</b>
Agree (NET)	1,961 65%	1,199 63%	762 67%	260 73%	352 61%	150 72%
			<b>AE</b>	<b>ABCE</b>		<b>ABCE</b>
Strongly agree	913 30%	523 28%	389 34%	148 42%	176 30%	66 32%
			<b>ABe</b>	<b>ABCEF</b>		
Agree	1,048 35%	676 36%	372 33%	112 31%	176 31%	84 40%
		<b>e</b>				<b>ACDE</b>
Neither agree nor disagree	875 29%	582 31%	293 26%	75 21%	173 30%	45 22%
		<b>CDF</b>	<b>DF</b>		<b>CDF</b>	
Disagree (NET)	161 5%	91 5%	70 6%	14 4%	44 8%	12 6%
			<b>AD</b>		<b>AbD</b>	
Disagree	88 3%	42 2%	46 4%	10 3%	28 5%	8 4%
			<b>ABD</b>		<b>AB</b>	<b>b</b>
Strongly disagree	72 2%	49 3%	24 2%	4 1%	16 3%	3 2%
			<b>D</b>			





**Q29AA. If you were to experience discrimination because of your race or ethnicity at work in the future, how comfortable or uncomfortable would you feel reporting it to someone at work?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Comfortable (NET)	1,986 61%	1,239 60%	746 61%	238 63%	381 60%	128 59%
Very comfortable	1,118 34%	681 33%	436 36%	148 39%	242 38%	46 21%
		<b>F</b>	<b>AF</b>	<b>ABCF</b>	<b>AbF</b>	
Somewhat comfortable	868 26%	558 27%	310 25%	89 24%	139 22%	82 38%
		<b>e</b>	<b>E</b>			<b>ABCDE</b>
Uncomfortable (NET)	854 26%	510 25%	344 28%	95 25%	183 29%	66 31%
			<b>AD</b>			<b>ABd</b>
Somewhat uncomfortable	597 18%	383 19%	214 18%	54 14%	113 18%	46 22%
		<b>d</b>	<b>D</b>			<b>ACD</b>
Very uncomfortable	257 8%	127 6%	130 11%	41 11%	69 11%	20 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>b</b>
Don't know	402 12%	282 14%	120 10%	39 10%	61 10%	20 9%
		<b>Cdef</b>				
SKIPPED ON WEB	35 1%	22 1%	13 1%	5 1%	7 1%	1 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q29AB. If you were to see someone else experiencing what you consider to be discrimination because of race or ethnicity at work in the future, how comfortable or uncomfortable would you feel reporting it to someone at work?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Comfortable (NET)	2,139 65%	1,395 68%	744 61%	235 62%	383 61%	125 58%
		<b>aCDEF</b>				
Very comfortable	1,145 35%	724 35%	421 34%	139 37%	236 37%	46 22%
		<b>F</b>	<b>F</b>	<b>cF</b>	<b>F</b>	
Somewhat comfortable	994 30%	671 33%	323 26%	97 26%	147 23%	79 37%
		<b>aCDE</b>	<b>e</b>			<b>ACDE</b>
Uncomfortable (NET)	738 23%	413 20%	325 27%	90 24%	170 27%	65 30%
			<b>ABD</b>		<b>AB</b>	<b>ABCD</b>
Somewhat uncomfortable	510 16%	301 15%	209 17%	57 15%	106 17%	45 21%
			<b>Ad</b>			<b>ABCD</b>
Very uncomfortable	228 7%	111 5%	116 10%	33 9%	64 10%	20 9%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>AB</b>
Don't know	350 11%	217 11%	134 11%	44 12%	67 11%	22 10%
SKIPPED ON WEB	50 2%	29 1%	21 2%	9 2%	10 2%	3 1%
				<b>A</b>		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q66. Thinking about reporting what you consider to be discrimination that you might experience or see someone else experiencing in the future, how much do you trust your workplace to deal fairly with the report?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
A lot/A little (NET)	2,257 69%	1,457 71%	801 65%	242 64%	407 65%	152 71%
		<b>CDE</b>				<b>CDe</b>
A lot	1,324 40%	911 44%	413 34%	113 30%	235 37%	65 30%
		<b>ACDEF</b>	<b>Df</b>		<b>cDF</b>	
A little	933 28%	545 27%	388 32%	129 34%	172 27%	87 41%
			<b>ABE</b>	<b>ABcE</b>		<b>ABCDE</b>
Not at all	360 11%	196 10%	164 13%	56 15%	84 13%	24 11%
			<b>AB</b>	<b>AB</b>	<b>aB</b>	
Depends	40 1%	29 1%	11 1%	2 1%	8 1%	1 0
Don't know	593 18%	357 17%	236 19%	74 19%	125 20%	37 17%
			<b>A</b>			
SKIPPED ON WEB	27 1%	16 1%	12 1%	5 1%	6 1%	1 0
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**Q67. Thinking about reporting what you consider to be discrimination that you might experience or see someone else experiencing in the future, how concerned are you about possible retaliation (negative consequences) by a supervisor, manager, or co-worker?**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Concerned (NET)	967 29%	473 23%	494 40%	166 44%	224 36%	104 48%
			<b>ABE</b>	<b>ABCE</b>	<b>AB</b>	<b>ABCE</b>
Very concerned	287 9%	120 6%	167 14%	62 16%	82 13%	23 11%
			<b>ABF</b>	<b>ABCF</b>	<b>AB</b>	<b>B</b>
Somewhat concerned	680 21%	352 17%	328 27%	104 28%	142 23%	81 38%
			<b>ABE</b>	<b>ABe</b>	<b>B</b>	<b>ABCDE</b>
Not Concerned (NET)	1,784 54%	1,269 62%	515 42%	146 39%	293 47%	76 35%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Not too concerned	921 28%	647 31%	274 22%	81 22%	147 23%	46 21%
		<b>ACDEF</b>				
Not at all concerned	863 26%	622 30%	241 20%	64 17%	147 23%	30 14%
		<b>ACDEF</b>	<b>DF</b>		<b>CDF</b>	
Depends	7 0	5 0	2 0	1 0	0 -	0 0
				<b>c</b>		
Don't know	485 15%	288 14%	198 16%	59 16%	107 17%	32 15%
			<b>A</b>			
SKIPPED ON WEB	35 1%	20 1%	15 1%	6 2%	6 1%	3 1%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**GENDER\_CURRENT. What is your current gender?**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Female	1,536 47%	943 46%	594 49%	202 54%	290 46%	102 47%
			<b>A</b>	<b>ABCEf</b>		
Male	1,694 52%	1,073 52%	621 51%	174 46%	335 53%	113 52%
		<b>D</b>	<b>D</b>		<b>D</b>	<b>d</b>
Transgender	26 1%	20 1%	5 0	2 1%	3 0	1 0
I use a different term	19 1%	17 1%	1 0	0 -	1 0	0 0
		<b>cd</b>				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	2 0	0 -	2 0	0 0	2 0	0 -
			<b>A</b>		<b>ab</b>	
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

## PartyID7. DATA-ONLY: Computed Seven-level Party ID

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Democrat (NET)	1,415 43%	754 37%	661 54%	268 71%	286 45%	107 50%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Strong Democrat	605 18%	338 16%	267 22%	136 36%	96 15%	35 16%
			<b>ABEF</b>	<b>ABCEF</b>		
Not so strong Democrat	480 15%	215 10%	265 22%	92 24%	121 19%	52 24%
			<b>AB</b>	<b>ABCe</b>	<b>AB</b>	<b>ABe</b>
Lean Democrat	330 10%	201 10%	129 11%	40 11%	69 11%	20 9%
Don't Lean/Independent/ None	600 18%	334 16%	266 22%	78 21%	138 22%	50 23%
			<b>AB</b>	<b>aB</b>	<b>AB</b>	<b>AB</b>
Republican (NET)	1,258 38%	965 47%	294 24%	32 9%	203 32%	58 27%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Lean Republican	308 9%	237 12%	71 6%	11 3%	44 7%	17 8%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Not so strong Republican	430 13%	331 16%	100 8%	11 3%	69 11%	20 9%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>D</b>
Strong Republican	520 16%	397 19%	123 10%	11 3%	91 14%	21 10%
		<b>ACDEF</b>	<b>D</b>		<b>CDf</b>	<b>D</b>
Unknown	3 0	0 -	3 0	0 -	3 1%	0 -
			<b>Ab</b>		<b>AB</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

## PartyID5. DATA-ONLY: Computed Five-level Party ID

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Democrat (NET)	1,415 43%	754 37%	661 54%	268 71%	286 45%	107 50%
			<b>ABEF</b>	<b>ABCEF</b>	<b>B</b>	<b>AB</b>
Democrat	1,086 33%	553 27%	533 44%	228 60%	217 34%	87 41%
			<b>ABE</b>	<b>ABCEF</b>	<b>B</b>	<b>ABe</b>
Lean Democrat	330 10%	201 10%	129 11%	40 11%	69 11%	20 9%
Don't Lean/Independent/ None	600 18%	334 16%	266 22%	78 21%	138 22%	50 23%
			<b>AB</b>	<b>aB</b>	<b>AB</b>	<b>AB</b>
Republican (NET)	1,258 38%	965 47%	294 24%	32 9%	203 32%	58 27%
		<b>ACDEF</b>	<b>D</b>		<b>CD</b>	<b>cD</b>
Lean Republican	308 9%	237 12%	71 6%	11 3%	44 7%	17 8%
		<b>ACDEf</b>	<b>D</b>		<b>D</b>	<b>CD</b>
Republican	950 29%	728 35%	223 18%	22 6%	159 25%	42 19%
		<b>ACDEF</b>	<b>D</b>		<b>CDF</b>	<b>D</b>
Unknown	3 0	0 -	3 0	0 -	3 1%	0 -
			<b>Ab</b>		<b>AB</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**PINCOME. Was your total personal income in 2021...**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
<\$30K (NET)	923 28%	535 26%	389 32%	125 33%	228 36%	36 17%
		<b>F</b>	<b>ABF</b>	<b>ABF</b>	<b>ABCF</b>	
Less than \$5,000	161 5%	91 4%	70 6%	33 9%	32 5%	6 3%
			<b>AF</b>	<b>ABCEF</b>		
\$5,000 to \$9,999	93 3%	52 3%	41 3%	12 3%	24 4%	5 2%
			<b>A</b>			
\$10,000 to \$14,999	124 4%	75 4%	49 4%	10 3%	34 5%	4 2%
			<b>DF</b>		<b>AcDF</b>	
\$15,000 to \$19,999	148 5%	104 5%	43 4%	11 3%	28 4%	4 2%
		<b>dF</b>	<b>F</b>		<b>f</b>	
\$20,000 to \$24,999	202 6%	109 5%	93 8%	28 7%	57 9%	7 3%
			<b>AbF</b>	<b>aF</b>	<b>ABF</b>	
\$25,000 to \$29,999	196 6%	103 5%	92 8%	31 8%	53 8%	9 4%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
\$30K-<\$60K (NET)	1,024 31%	594 29%	430 35%	151 40%	225 36%	54 25%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
\$30,000 to \$34,999	219 7%	132 6%	88 7%	38 10%	43 7%	7 3%
		<b>F</b>	<b>F</b>	<b>ABCeF</b>	<b>F</b>	

\$35,000 to \$39,999	154	77	77	22	47	8
	5%	4%	6%	6%	7%	4%
			<b>ABF</b>	<b>ab</b>	<b>ABF</b>	
\$40,000 to \$49,999	323	189	135	41	73	20
	10%	9%	11%	11%	12%	9%
			<b>A</b>			
\$50,000 to \$59,999	327	197	130	50	62	19
	10%	10%	11%	13%	10%	9%
			<b>a</b>	<b>ABCeF</b>		
\$60K-<\$100K (NET)	761	512	249	71	119	59
	23%	25%	20%	19%	19%	28%
		<b>CDE</b>				<b>ACDE</b>
\$60,000 to \$74,999	296	187	108	33	56	19
	9%	9%	9%	9%	9%	9%
\$75,000 to \$84,999	254	174	81	24	36	21
	8%	8%	7%	6%	6%	10%
						<b>CdE</b>
\$85,000 to \$99,999	211	151	60	14	27	20
	6%	7%	5%	4%	4%	9%
		<b>cDe</b>	<b>D</b>			<b>ACDE</b>
\$100K+ (NET)	542	389	153	29	58	66
	17%	19%	13%	8%	9%	31%
		<b>ACDE</b>	<b>DE</b>			<b>ABCDE</b>
\$100,000 to \$124,999	230	166	64	15	24	26
	7%	8%	5%	4%	4%	12%
		<b>CDE</b>	<b>De</b>			<b>ABCDE</b>
\$125,000 to \$149,999	116	89	27	4	10	13
	4%	4%	2%	1%	2%	6%
		<b>CDE</b>	<b>D</b>			<b>ACDE</b>
\$150,000 to \$174,999	73	51	22	3	9	9
	2%	3%	2%	1%	2%	4%
		<b>d</b>	<b>D</b>			<b>ACDE</b>
\$175,000 to \$199,999	41	26	15	4	7	5
	1%	1%	1%	1%	1%	2%
						<b>ac</b>
\$200,000 or more	82	57	25	3	8	14
	3%	3%	2%	1%	1%	6%
		<b>D</b>	<b>D</b>			<b>ABCDE</b>

DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	26	23	3	2	1	1
	1%	1%	0	0	0	0
		<b>Ce</b>				
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,277	2,053	1,224	378	630	215
	100%	100%	100%	100%	100%	100%
Mean	62,377.40	66,158.12	56,089.77	48,895.06	50,547.89	84,946.98
			<b>DE</b>			<b>ABCDE</b>
STD. DEV.	50,100.21	51,647.67	46,763.16	38,212.33	42,078.67	60,735.02
STD. ERR.	877.74	1,680.99	972.13	1,266.73	1,486.78	2,473.32
MEDIAN	55,000	55,000	45,000	45,000	37,500	67,500

**SURV\_LANG. Survey Language**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
English	3,200 98%	2,053 100%	1,146 94%	378 100%	553 88%	215 100%
		<b>ACE</b>	<b>E</b>	<b>ACE</b>		<b>ACE</b>
Spanish	77 2%	0 -	77 6%	0 -	77 12%	0 -
			<b>ABDF</b>		<b>ABCDF</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**SURV\_MODE. Survey interview mode (online or phone)**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Phone interview	31 1%	22 1%	10 1%	3 1%	6 1%	1 0
Web Interview	3,246 99%	2,032 99%	1,214 99%	375 99%	625 99%	215 100%
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**DEVICE. Device**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Desktop	1,064 32%	774 38%	290 24%	78 21%	134 21%	77 36%
		<b>ACDE</b>	<b>D</b>			<b>aCDE</b>
Phone interview (not online)	31 1%	22 1%	10 1%	3 1%	6 1%	1 0
Smartphone	2,152 66%	1,238 60%	914 75%	294 78%	484 77%	136 63%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
Tablet	27 1%	18 1%	9 1%	3 1%	4 1%	2 1%
Unknown	3 0	1 0	2 0	0 -	2 0	0 -
			<b>A</b>		<b>a</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**GENDER. Gender**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Male	1,735 53%	1,098 53%	638 52%	177 47%	349 55%	112 52%
		<b>D</b>	<b>D</b>		<b>cD</b>	
Female	1,542 47%	956 47%	586 48%	201 53%	281 45%	104 48%
			<b>e</b>	<b>ABCE</b>		
Unknown	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**AGE4. Age - Four categories**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
18-29	604 18%	320 16%	284 23%	82 22%	164 26%	37 17%
			<b>ABF</b>	<b>ABf</b>	<b>ABcF</b>	
30-44	1,271 39%	771 38%	500 41%	151 40%	252 40%	97 45%
			<b>A</b>			<b>ABC</b>
45-59	915 28%	600 29%	315 26%	98 26%	161 26%	56 26%
60+	487 15%	362 18%	125 10%	47 12%	52 8%	25 12%
		<b>ACDEF</b>		<b>CE</b>		<b>e</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%
Mean	43.02	44.58	40.4	41.41	39.24	42.01
		<b>ACDEF</b>	<b>E</b>	<b>CE</b>		<b>CE</b>
STD. DEV.	14.23	14.49	13.39	13.53	13.36	12.96
STD. ERR.	0.25	0.47	0.28	0.45	0.47	0.53
MEDIAN	41	43	39	40	38	41

## AGE7. Age - Seven categories

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
18-24	299 9%	145 7%	154 13%	36 9%	101 16%	17 8%
			<b>ABDF</b>		<b>ABCDF</b>	
25-34	817 25%	504 25%	313 26%	104 27%	158 25%	52 24%
				<b>a</b>		
35-44	760 23%	442 22%	317 26%	94 25%	158 25%	65 30%
			<b>AB</b>			<b>ABCd</b>
45-54	551 17%	330 16%	221 18%	69 18%	114 18%	38 18%
			<b>A</b>			
55-64	617 19%	452 22%	165 13%	55 15%	79 12%	31 14%
		<b>ACDEF</b>				
65-74	207 6%	157 8%	50 4%	20 5%	19 3%	11 5%
		<b>aCE</b>		<b>Ce</b>		<b>e</b>
75+	27 1%	23 1%	4 0	1 0	2 0	0 0
		<b>c</b>				
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%
Mean	43.02	44.58	40.4	41.41	39.24	42.01
		<b>ACDEF</b>	<b>E</b>	<b>CE</b>		<b>CE</b>
STD. DEV.	14.23	14.49	13.39	13.53	13.36	12.96
STD. ERR.	0.25	0.47	0.28	0.45	0.47	0.53
MEDIAN	41	43	39	40	38	41



**RACETHNICITY. Combined Race/Ethnicity**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
White, non-Latino	2,053 63%	2,053 100%	0 -	0 -	0 -	0 -
		<b>ACDEF</b>				
Black, non-Latino	378 12%	0 -	378 31%	378 100%	0 -	0 -
			<b>ABEF</b>	<b>ABCEF</b>		
Latino	630 19%	0 -	630 52%	0 -	630 100%	0 -
			<b>ABDF</b>		<b>ABCDF</b>	
Asian, non-Latino	215 7%	0 -	215 18%	0 -	0 -	215 100%
			<b>ABDE</b>			<b>ABCDE</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

## EDUC5. Five-level education

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Less than high school	208 6%	87 4%	121 10%	15 4%	97 15%	9 4%
			<b>ABDF</b>		<b>ABCDF</b>	
High school graduate or equivalent	863 26%	482 23%	381 31%	123 32%	225 36%	34 16%
		<b>F</b>	<b>ABF</b>	<b>ABF</b>	<b>ABCDF</b>	
Vocational/tech school/ some college/associate	984 30%	629 31%	356 29%	135 36%	179 28%	42 19%
		<b>F</b>	<b>F</b>	<b>AbCEF</b>	<b>F</b>	
BA+ (NET)	1,222 37%	856 42%	365 30%	105 28%	130 21%	131 61%
		<b>ACDE</b>	<b>E</b>	<b>E</b>		<b>ABCDE</b>
Bachelor's degree	719 22%	494 24%	225 18%	63 17%	89 14%	73 34%
		<b>aCDE</b>	<b>E</b>			<b>ABCDE</b>
Post-graduate study/ professional degree	503 15%	363 18%	140 11%	42 11%	41 7%	57 27%
		<b>ACDE</b>	<b>E</b>	<b>E</b>		<b>ABCDE</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**MARITAL. Marital Status**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Married	1,673 51%	1,182 58%	491 40%	114 30%	270 43%	107 50%
		<b>ACDEF</b>	<b>D</b>		<b>D</b>	<b>CDE</b>
Not Married (NET)	1,604 49%	872 42%	732 60%	264 70%	361 57%	108 50%
			<b>ABF</b>	<b>ABCEF</b>	<b>ABF</b>	<b>B</b>
Widowed	92 3%	67 3%	25 2%	7 2%	15 2%	2 1%
		<b>F</b>	<b>f</b>			
Divorced	279 9%	172 8%	107 9%	38 10%	49 8%	20 9%
				<b>a</b>		
Separated	131 4%	87 4%	44 4%	23 6%	19 3%	2 1%
		<b>F</b>	<b>F</b>	<b>AbCEF</b>	<b>f</b>	
Never married	1,102 34%	545 27%	557 45%	195 52%	278 44%	84 39%
			<b>ABF</b>	<b>ABCEF</b>	<b>AB</b>	<b>AB</b>
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	0 -	0 -	0 -	0 -	0 -	0 -
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**EMPLOY. Current Employment Status**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Employed (NET)	2,979 91%	1,880 92%	1,100 90%	329 87%	567 90%	204 95%
		<b>D</b>	<b>D</b>			<b>AbCDE</b>
Working - as a paid employee	2,555 78%	1,612 78%	943 77%	284 75%	472 75%	187 87%
						<b>ABCDE</b>
Working - self-employed	425 13%	268 13%	157 13%	44 12%	95 15%	18 8%
		<b>F</b>	<b>F</b>	<b>f</b>	<b>cF</b>	
Not Employed (NET)	298 9%	174 8%	124 10%	49 13%	63 10%	11 5%
		<b>f</b>	<b>AF</b>	<b>ABCF</b>	<b>F</b>	
Not working - on temporary layoff from a job	86 3%	56 3%	30 2%	15 4%	12 2%	3 1%
			<b>f</b>	<b>ACEF</b>		
Not working - looking for work	88 3%	40 2%	48 4%	23 6%	21 3%	4 2%
			<b>ABF</b>	<b>ABCEF</b>		
Not working - retired	2 0	0 -	2 0	1 0	0 -	1 0
			<b>A</b>	<b>AB</b>		<b>ABe</b>
Not working - disabled	0 -	0 -	0 -	0 -	0 -	0 -
Not working - other	121 4%	78 4%	44 4%	11 3%	30 5%	3 2%
		<b>f</b>	<b>F</b>		<b>F</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**INCOME. Household Income**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non- Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
<\$30K (NET)	559 17%	266 13%	293 24%	104 28%	167 26%	22 10%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
(4999) Less than \$5,000	75 2%	25 1%	50 4%	20 5%	27 4%	3 1%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
(7499.5) \$5,000 to \$9,999	33 1%	12 1%	21 2%	10 3%	10 2%	1 1%
			<b>ABF</b>	<b>ABCF</b>	<b>b</b>	
(12499.5) \$10,000 to \$14,999	92 3%	50 2%	42 3%	8 2%	30 5%	4 2%
			<b>ADF</b>		<b>ABcDF</b>	
(17499.5) \$15,000 to \$19,999	107 3%	62 3%	45 4%	18 5%	25 4%	2 1%
		<b>F</b>	<b>aF</b>	<b>AbCF</b>	<b>F</b>	
(22499.5) \$20,000 to \$24,999	105 3%	37 2%	68 6%	22 6%	40 6%	6 3%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
(27499.5) \$25,000 to \$29,999	148 5%	81 4%	67 5%	26 7%	35 6%	6 3%
			<b>AF</b>	<b>ABcF</b>	<b>f</b>	
\$30K-<\$60K (NET)	868 26%	491 24%	377 31%	124 33%	207 33%	46 21%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
(32499.5) \$30,000 to \$34,999	148 5%	78 4%	70 6%	28 7%	36 6%	7 3%
			<b>AbF</b>	<b>ABCF</b>		

(37499.5) \$35,000 to \$39,999	138	75	63	19	38	6
	4%	4%	5%	5%	6%	3%
			<b>AF</b>	<b>f</b>	<b>AbF</b>	
(44999.5) \$40,000 to \$49,999	299	179	121	33	73	15
	9%	9%	10%	9%	12%	7%
			<b>AF</b>		<b>AF</b>	
(54999.5) \$50,000 to \$59,999	282	159	122	44	60	18
	9%	8%	10%	12%	9%	9%
			<b>A</b>	<b>ABc</b>		
\$60K-<\$100K (NET)	850	550	300	98	141	61
	26%	27%	25%	26%	22%	28%
						<b>CE</b>
(67499.5) \$60,000 to \$74,999	319	185	134	49	61	24
	10%	9%	11%	13%	10%	11%
			<b>A</b>	<b>ABCe</b>		
(79999.5) \$75,000 to \$84,999	201	121	80	21	41	19
	6%	6%	7%	6%	6%	9%
						<b>AbCd</b>
(92499.5) \$85,000 to \$99,999	330	244	86	28	40	19
	10%	12%	7%	7%	6%	9%
		<b>ACDE</b>				
\$100K+ (NET)	1,000	747	253	52	115	86
	31%	36%	21%	14%	18%	40%
		<b>ACDE</b>	<b>D</b>		<b>d</b>	<b>ACDE</b>
(112499.5) \$100,000 to \$124,999	366	272	94	22	37	34
	11%	13%	8%	6%	6%	16%
		<b>ACDE</b>	<b>De</b>			<b>ACDE</b>
(137499.5) \$125,000 to \$149,999	214	155	59	9	38	12
	7%	8%	5%	2%	6%	5%
		<b>CD</b>	<b>D</b>		<b>D</b>	<b>D</b>
(162499.5) \$150,000 to \$174,999	126	92	33	9	14	10
	4%	4%	3%	2%	2%	5%
		<b>cde</b>				<b>CdE</b>
(187499.5) \$175,000 to \$199,999	107	82	25	5	12	8
	3%	4%	2%	1%	2%	4%
		<b>CDe</b>	<b>d</b>			<b>CDe</b>

(250000) \$200,000 or more	188	146	42	6	14	22
	6%	7%	3%	2%	2%	10%
		<b>aCDE</b>	<b>De</b>			<b>AbCDE</b>
SIGMA	3,277	2,053	1,224	378	630	215
	100%	100%	100%	100%	100%	100%
Mean	83,967.38	92,791.39	69,159.52	59,958.5	64,175.99	99,908.05
		<b>ACDE</b>	<b>DE</b>			<b>AbCDE</b>
STD. DEV.	60,462.10	62,284.08	54,157.24	46,148.84	50,291.59	66,236.88
STD. ERR.	1,056.20	2,015.47	1,123.89	1,525.63	1,775.86	2,692.91
MEDIAN	67,500	80,000	55,000	55,000	55,000	80,000

**INCOME4. Four-level Household Income**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Less than \$30,000	559 17%	266 13%	293 24%	104 28%	167 26%	22 10%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
\$30,000 to under \$60,000	868 26%	491 24%	377 31%	124 33%	207 33%	46 21%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
\$60,000 to under \$100,000	850 26%	550 27%	300 25%	98 26%	141 22%	61 28%
						<b>CE</b>
\$100,000 or more	1,000 31%	747 36%	253 21%	52 14%	115 18%	86 40%
		<b>ACDE</b>	<b>D</b>		<b>d</b>	<b>ACDE</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**INCOME9. Nine-level Household Income**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	<b>Total</b>		<b>Race/Ethnicity</b>			
		<b>White, non-Hispanic</b>	<b>Non-white (D, E, F)</b>	<b>Black, non-Hispanic</b>	<b>Latino</b>	<b>Asian American, non-Hispanic</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Under \$10,000	108 3%	36 2%	71 6%	30 8%	37 6%	4 2%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
\$10,000 to under \$20,000	200 6%	113 5%	87 7%	26 7%	54 9%	6 3%
		<b>f</b>	<b>AF</b>	<b>F</b>	<b>ABF</b>	
\$20,000 to under \$30,000	252 8%	117 6%	135 11%	48 13%	75 12%	12 6%
			<b>ABF</b>	<b>ABcF</b>	<b>ABF</b>	
\$30,000 to under \$40,000	287 9%	153 7%	134 11%	47 12%	74 12%	13 6%
			<b>ABF</b>	<b>ABF</b>	<b>ABF</b>	
\$40,000 to under \$50,000	299 9%	179 9%	121 10%	33 9%	73 12%	15 7%
			<b>AF</b>		<b>AF</b>	
\$50,000 to under \$75,000	600 18%	344 17%	256 21%	93 25%	121 19%	42 20%
			<b>AB</b>	<b>ABCEf</b>		
\$75,000 to under \$100,000	531 16%	365 18%	166 14%	49 13%	80 13%	37 17%
		<b>CDE</b>				<b>Cde</b>
\$100,000 to under \$150,000	580 18%	427 21%	153 12%	31 8%	76 12%	46 21%
		<b>ACDE</b>	<b>D</b>		<b>d</b>	<b>ACDE</b>
\$150,000 or more	420 13%	320 16%	100 8%	21 5%	39 6%	40 19%
		<b>ACDE</b>	<b>De</b>			<b>ACDE</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

**STATE. State**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F  
 Overlap formulae used

	Total		Race/Ethnicity			
	A	B	C	D	E	F
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Alaska	5	5	0	0	0	0
	0	0	0	-	-	0
Alabama	63	43	20	13	5	2
	2%	2%	2%	4%	1%	1%
			<b>E</b>	<b>AbCEF</b>		
Arkansas	13	9	4	3	0	0
	0	0	0	1%	0	0
				<b>ACE</b>		
Arizona	84	39	45	3	36	5
	3%	2%	4%	1%	6%	3%
			<b>ABD</b>		<b>ABCDF</b>	<b>D</b>
California	348	126	223	17	144	61
	11%	6%	18%	5%	23%	28%
			<b>ABD</b>		<b>ABCD</b>	<b>ABCDe</b>
Colorado	66	49	17	3	13	2
	2%	2%	1%	1%	2%	1%
		<b>df</b>	<b>D</b>			
Connecticut	40	25	16	9	4	3
	1%	1%	1%	2%	1%	1%
				<b>ACE</b>		
District of Columbia	2	1	2	1	1	0
	0	0	0	0	0	-
			<b>a</b>			
Delaware	10	6	3	3	0	0
	0	0	0	1%	-	0
				<b>ACE</b>		

Florida	247	110	137	31	96	10
	8%	5%	11%	8%	15%	5%
			<b>ABDF</b>	<b>BF</b>	<b>ABCDF</b>	
Georgia	96	54	42	29	7	5
	3%	3%	3%	8%	1%	2%
			<b>AE</b>	<b>ABCEF</b>		
Hawaii	11	0	11	0	2	9
	0	-	1%	-	0	4%
			<b>ABDe</b>		<b>b</b>	<b>ABCDE</b>
Iowa	31	26	5	3	1	0
	1%	1%	0	1%	0	0
		<b>ce</b>		<b>C</b>		
Idaho	23	16	7	0	6	0
	1%	1%	1%	0	1%	0
			<b>D</b>			
Illinois	131	84	47	14	23	10
	4%	4%	4%	4%	4%	5%
Indiana	58	40	18	7	10	1
	2%	2%	1%	2%	2%	1%
			<b>f</b>			
Kansas	22	17	6	1	3	1
	1%	1%	0	0	1%	0
Kentucky	48	41	8	3	5	0
	1%	2%	1%	1%	1%	0
		<b>CdF</b>	<b>f</b>			
Louisiana	52	27	25	17	7	1
	2%	1%	2%	5%	1%	0
			<b>AeF</b>	<b>ABCEF</b>		
Massachusetts	84	64	19	2	12	6
	3%	3%	2%	0	2%	3%
		<b>cD</b>	<b>D</b>		<b>D</b>	<b>cD</b>
Maryland	64	40	23	16	3	4
	2%	2%	2%	4%	1%	2%
		<b>e</b>	<b>E</b>	<b>ABCEF</b>		<b>e</b>
Maine	24	24	0	0	0	0
	1%	1%	-	-	-	-
		<b>CDef</b>				
Michigan	100	81	19	14	2	4
	3%	4%	2%	4%	0	2%
		<b>aCEf</b>	<b>E</b>	<b>CEf</b>		<b>E</b>

Minnesota	35	30	5	0	2	3
	1%	1%	0	0	0	1%
		<b>CDe</b>	<b>d</b>			<b>CDE</b>
Missouri	69	56	13	9	3	2
	2%	3%	1%	2%	0	1%
		<b>CEf</b>	<b>e</b>	<b>CEf</b>		
Mississippi	16	7	9	7	2	0
	0	0	1%	2%	0	-
			<b>A</b>	<b>ABCEF</b>		
Montana	9	9	1	0	0	0
	0	0	0	0	-	0
North Carolina	103	65	38	24	13	2
	3%	3%	3%	6%	2%	1%
		<b>F</b>	<b>F</b>	<b>ABCEF</b>		
North Dakota	1	1	0	0	0	0
	0	0	0	-	0	-
Nebraska	28	26	2	1	1	0
	1%	1%	0	0	0	0
		<b>Ce</b>				
New Hampshire	11	9	2	0	2	0
	0	0	0	-	0	-
New Jersey	96	56	40	10	19	10
	3%	3%	3%	3%	3%	5%
						<b>AbCd</b>
New Mexico	18	1	16	0	16	0
	1%	0	1%	0	3%	-
			<b>ABDF</b>		<b>ABCDF</b>	
Nevada	25	10	15	4	9	3
	1%	0	1%	1%	1%	1%
			<b>Ab</b>		<b>b</b>	<b>b</b>
New York	159	98	61	20	22	19
	5%	5%	5%	5%	4%	9%
			<b>e</b>			<b>ABCDE</b>
Oregon	53	47	6	0	1	5
	2%	2%	0	0	0	2%
		<b>aCDE</b>	<b>D</b>			<b>CDE</b>
Ohio	113	89	24	12	9	3
	3%	4%	2%	3%	1%	1%
		<b>CEF</b>		<b>CEF</b>		

Oklahoma	27	16	11	3	5	2
	1%	1%	1%	1%	1%	1%
Pennsylvania	143	99	44	15	23	6
	4%	5%	4%	4%	4%	3%
Rhode Island	5	4	2	0	2	0
	0	0	0	-	0	-
South Carolina	74	61	13	11	0	2
	2%	3%	1%	3%	0	1%
		<b>CEf</b>	<b>E</b>	<b>CEf</b>		<b>E</b>
South Dakota	20	19	1	0	1	0
	1%	1%	0	-	0	-
		<b>Cd</b>				
Tennessee	68	53	16	8	5	2
	2%	3%	1%	2%	1%	1%
		<b>cef</b>		<b>Ce</b>		
Texas	238	96	142	40	86	16
	7%	5%	12%	11%	14%	7%
			<b>ABF</b>	<b>ABf</b>	<b>ABF</b>	<b>B</b>
Utah	28	19	9	0	6	2
	1%	1%	1%	0	1%	1%
			<b>D</b>		<b>d</b>	<b>D</b>
Virginia	85	61	24	14	6	4
	3%	3%	2%	4%	1%	2%
		<b>E</b>	<b>e</b>	<b>ACEf</b>		
Virgin Islands	0	0	0	0	0	0
	-	-	-	-	-	-
Vermont	16	14	1	0	0	0
	0	1%	0	0	0	0
		<b>c</b>				
Washington	87	68	18	3	8	7
	3%	3%	1%	1%	1%	3%
		<b>CDe</b>	<b>d</b>			<b>CDe</b>
Wisconsin	97	86	11	3	5	3
	3%	4%	1%	1%	1%	1%
		<b>ACDEF</b>				



**REGION4. Region - Four level**

Proportions/Means: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Northeast	577 18%	392 19%	185 15%	56 15%	85 14%	44 20%
		<b>CdE</b>				<b>aCDE</b>
Midwest	704 21%	553 27%	151 12%	65 17%	60 9%	27 12%
		<b>ACDEF</b>	<b>E</b>	<b>CEf</b>		
South	1,229 37%	710 35%	519 42%	225 60%	244 39%	50 23%
		<b>F</b>	<b>ABeF</b>	<b>ABCEF</b>	<b>F</b>	
West	766 23%	398 19%	369 30%	33 9%	242 38%	94 44%
		<b>D</b>	<b>ABD</b>		<b>ABCD</b>	<b>ABCD</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

## REGION9. Region - Nine level

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total		Race/Ethnicity			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
New England	180 5%	140 7%	40 3%	11 3%	20 3%	8 4%
		<b>aCDEf</b>				
Mid-Atlantic	398 12%	252 12%	146 12%	45 12%	65 10%	36 17%
						<b>AbCDE</b>
East North Central	498 15%	379 18%	119 10%	50 13%	49 8%	20 9%
		<b>ACDEF</b>	<b>e</b>	<b>CEf</b>		
West North Central	206 6%	174 8%	32 3%	15 4%	11 2%	6 3%
		<b>ACDEF</b>		<b>CE</b>		
South Atlantic	703 21%	419 20%	284 23%	130 34%	128 20%	26 12%
		<b>F</b>	<b>AeF</b>	<b>ABCEF</b>	<b>F</b>	
East South Central	195 6%	143 7%	53 4%	31 8%	18 3%	4 2%
		<b>CEF</b>	<b>EF</b>	<b>ACEF</b>		
West South Central	330 10%	148 7%	182 15%	64 17%	98 16%	19 9%
			<b>ABF</b>	<b>ABCF</b>	<b>ABF</b>	
Mountain	263 8%	152 7%	111 9%	12 3%	86 14%	13 6%
		<b>D</b>	<b>ADF</b>		<b>ABCDF</b>	<b>D</b>
Pacific	504 15%	246 12%	258 21%	21 5%	156 25%	81 38%
		<b>D</b>	<b>ABD</b>		<b>ABCD</b>	<b>ABCDE</b>
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%



**METRO. Metropolitan area flag**

Proportions/Mean: Columns tested (5%, 10% risk level) - A/B/C/D/E/F

Overlap formulae used

	Total	Race/Ethnicity				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
<b>Unweighted Base: Total respondents</b>	<b>3,277</b>	<b>955</b>	<b>2,322</b>	<b>915</b>	<b>802</b>	<b>605</b>
<b>Weighted Base: Total respondents</b>	<b>3,277</b>	<b>2,053</b>	<b>1,224</b>	<b>378</b>	<b>630</b>	<b>215</b>
Non-Metro Area	431 13%	346 17%	85 7%	24 6%	53 8%	7 3%
		<b>ACDEF</b>	<b>F</b>	<b>F</b>	<b>F</b>	
Metro Area	2,844 87%	1,708 83%	1,136 93%	353 94%	575 91%	208 97%
			<b>AB</b>	<b>AB</b>	<b>AB</b>	<b>ABCDE</b>
SKIPPED ON WEB	2 0	0 -	2 0	0 0	2 0	0 -
			<b>A</b>		<b>ab</b>	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%