
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

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Executive Summary

The [John J. Heldrich Center for Workforce Development](#) at Rutgers, The State University of New Jersey explored workers' perceptions of and experiences with racial and ethnic discrimination at work, and opinions of diversity, equity, and inclusion policies and practices in November and December 2022 in a landscape study using a comprehensive, national probability-based sample of **3,277 full- and part-time U.S. workers, including:**

- 605 Asian-American workers,
- 915 Black workers,
- 802 Latino workers, and
- 955 White workers.¹

The study, funded by [WorkRise](#) at the Urban Institute, included collaborations with the [National Opinion Research Center](#) (NORC) at the University of Chicago and an expert advisory panel.² In preparing the survey, Heldrich Center researchers completed a comprehensive review of the literature on workplace discrimination, interviewed subject-matter experts, conducted a pilot survey fielded by NORC, and completed 18 individual interviews with workers to test question wording. Following the nationwide survey, Heldrich Center researchers conducted 20 in-depth, one-on-one interviews with workers to explore the nuances of the issues raised in the survey. Some of the principal study findings are listed below.

Perceptions of Discrimination and Unfair Treatment at Work³

- Significant percentages of Asian-American, Black, and Latino workers say that discrimination based on race and ethnicity occurs in private-sector and government workplaces.
- Black workers are twice as likely to say that they think workplace discrimination is a major problem in private workplaces today, compared to White workers: one in two Black workers say discrimination because of race or ethnicity is a major problem in private companies (49%); one in five White workers say the same (22%).
- Black female workers are more likely than other races, ethnicities, and gender identities to report that discrimination at work is a problem, generally and in their own workplaces (Figure 1). Three in four Black females (76%) say discrimination is a major or minor problem in private workplaces; one in two (55%) say it is a major problem.

Question:

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/Your company/organization.

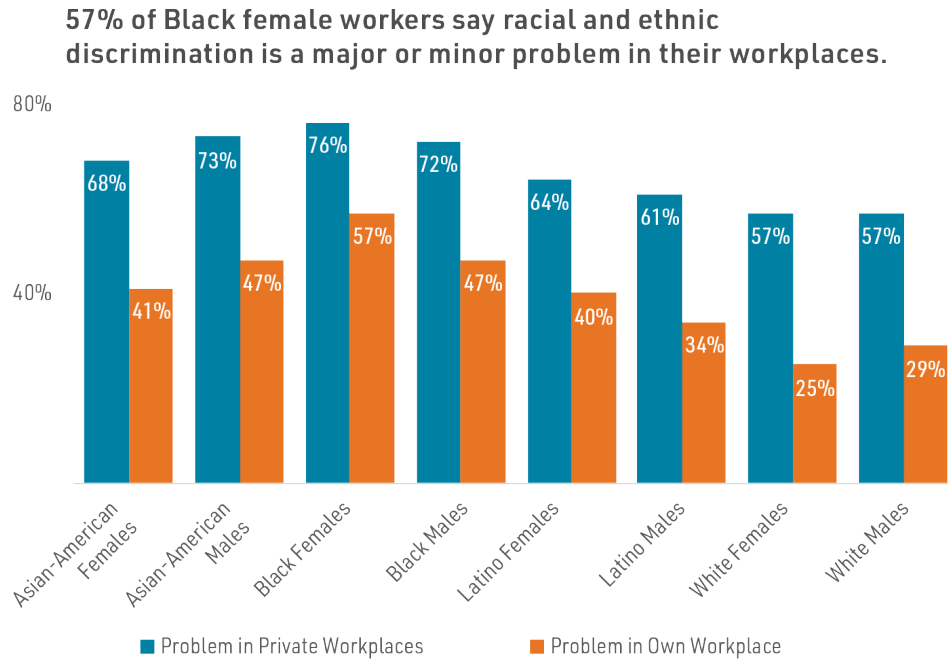


Figure 1: Percentage of Workers Who Say Racial and Ethnic Discrimination is Major/Minor Problem in Private Workplaces in General vs. Own Workplace, by Race and Ethnicity and Gender

- Among respondents who think that racial and ethnic discrimination is a problem in workplaces today, 4 in 10 Asian-American workers (43%), White workers (41%), and Latino workers (38%) and 5 in 10 Black workers (53%) say unconscious bias contributes a lot to discrimination.
- Approximately one-third of Black workers, one-quarter of Latino workers, and one-quarter of Asian-American workers report that they have been treated poorly, discriminated against, or unfairly treated in their current job because of their race or ethnicity.
- Two-thirds of Black workers who say they have either been treated unfairly or discriminated against say they think the actions they experience are intentional (66%), compared to fewer (49%) Asian-American workers.⁴
- Overall, Black female workers are more likely than other workers to report that they have been denied a promotion; earned less than a co-worker doing the same job; treated as less competent; passed over for important projects; heard comments, insults, or slurs from managers or co-workers; were assigned unwanted shifts or tasks; received a threat of physical violence; were denied a raise; received fewer opportunities for education or training; and received less helpful advice.

- One in 10 workers report that they have witnessed or heard about workplace discrimination that was not against them personally.
- One in 10 Black workers and 1 in 10 White workers say they have been treated unfairly/experienced what they consider to be discrimination at work because of their gender/gender identity or age.
- One in four Black workers and one in five Asian-American workers say they have thought about quitting a job because they personally experienced or witnessed what they consider to be discrimination because of race or ethnicity.

Most Frequent Forms of Discrimination Reported by Workers

- Workers of color say the following situations occur the most frequently in the workplace: being treated as less competent or valuable, earning less than a co-worker doing the same job, and being assigned unwanted/undesirable shifts or tasks.
- Eighteen percent of White workers say they agree a lot or a little with the statement that “some people get better treatment because of their race or ethnicity” in their current job. In contrast, 47% of Black workers, 37% of Asian-American workers, and 30% of Latino workers agree a lot or a little.
- Respondents are more likely to report that they have experienced unfair treatment or discrimination in a previous job than in their current job. Three in 10 Black workers say, in a **previous** job, they had someone treat them as if they were less competent or valuable than someone else; earned less than a co-worker doing the same job; were assigned undesirable or unwanted tasks or shifts; and received less helpful advice, feedback, or other performance evaluation opportunities (Tables 1 and 2).

A worker's description of what she considers racial and ethnic discrimination witnessed in her own workplace

“A co-worker was retained as a temp worker even after a full-time position opened. I discussed this with my supervisor at the time and he cited ‘cultural issues’ for keeping this worker on a subpar contract. This individual is a Black American, and while my team did eventually hire him full time, the perception was that despite all his work being vital, he was simply less valuable.”

- White female working in private company having 500+ employees

Question:

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? (Excludes not applicable responses.)

	Asian American	Black	Latino	White
Denied a promotion	17%	26%*	13%	8%*
Earned less than a co-worker doing the same job as you	18%	30%*	16%	14%
Denied a raise	18%	22%***	14%	8%*
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	16%	27%*	15%	9%*
Received fewer opportunities for education or training	12%	22%*	11%	6%*
Were passed over for the most important assignments or projects	16%**	24%*	11%	8%
Were assigned tasks or shifts that were undesirable or unwanted by others	20%	28%*	19%	12%*

Table 1: Percentage of Workers Having Discrimination Experiences Related to Advancement or Mobility in Previous Job, by Race and Ethnicity

* statistically significant at $p < .05$ compared to all other workers

** statistically significant at $p < .05$ compared to White workers

*** statistically significant at $p < .05$ compared to Latino and White workers

Question:

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? (Excludes not applicable responses.)

	Asian American	Black	Latino	White
Had someone treat you as if you were less competent or valuable than someone else	21%	32%*	18%	13%*
Experienced slights about your language or appearance	18%	19%	14%	8%*
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	12%	19%*	14%	8%*
Heard or read comments, insults, or slurs (directed at you) by a co-worker	13%	25%*	13%	9%*
Received a threat of physical violence ⁵	6%	10%	6%	5%

Table 2: Percentage of Workers Having Discrimination Experiences Related to Treatment in Previous Job, by Race or Ethnicity

* statistically significant at $p < .05$ compared to all other workers

- Fifty-six percent of Black workers, 42% of Asian-American workers, 39% of Latino workers, and 28% of White workers say they have experienced at least one of the proposed situations in a **previous** job, while 38% of Black workers, 24% of Asian-American workers, 28% of Latino workers, and 15% of White workers experienced these situations in their **current** jobs.
- U.S. employees who work in larger companies – those with 250 or more employees – are more likely than those in smaller organizations to say that:
 - ▶ some people get higher pay because of their race or ethnicity,
 - ▶ some people get better treatment because of their race or ethnicity, and
 - ▶ there is discrimination or unfair treatment for others or themselves at work.
- Forty-eight percent of Asian-American workers and 44% of Black workers say they would be concerned about possible retaliation by a supervisor, manager, or co-worker after reporting a discrimination experience.

Included and Welcomed at Work

- Overall, 8 in 10 U.S. workers say feeling included and/or welcomed in the workplace is a very or somewhat important aspect of their job.
- Three-quarters of all workers say they are very or somewhat satisfied with feeling included/welcomed in their current workplace.
- Majorities of workers, but fewer Black workers, say they agree that they feel included at work, regardless of their race or ethnicity.
- Thirty-one percent of Black workers and 34% of Asian-American workers say they strongly agree that they feel included at work, regardless of their race or ethnicity, compared to 46% of Latino workers and 52% of White workers.

Impact of Workplace Discrimination

- Workers associate their discrimination experiences – or the possibility that they might experience discrimination in the future – with their ability to advance in the workplace. Asked if their race or ethnicity has affected their success at work – if it has made it harder, easier, or not made much difference – one in three Black female workers (36%) and Asian-American male workers (29%) say their race or ethnicity has made success more difficult, compared to 2% of White female workers and 5% of White male workers. There are no differences by income on this measure.

On the relationship between discrimination against workers of color and advancing in the workplace

“It’s not what you know, it’s who you know. If you don’t put yourself out there, they’re not going to come to you. We have to take it into our own hands, if you’re not close to those certain people.”

- Black female warehouse worker

Government and Employer Policies and Practices

- Workers are uncertain about whether leaders of their business, government, or nonprofit organizations are addressing discrimination in their workplaces, but want something done about it.
- Nearly 6 in 10 (57%) report that their workplaces have non-discrimination policies; however, workers are uncertain about which policies and programs help, and which do not help.
- There is broad support for laws that protect workers from discrimination. Seventy-four percent of workers say it is necessary to have laws to protect people from discriminating in hiring because of race and ethnicity; 70% of workers say it is necessary to have laws to protect people from discriminating in promotions because of race or ethnicity.
- However, one in five workers say they are opposed to workplace programs that better assure people of color are treated equally in pursuit of job opportunities.

- A majority of workers say that diversity and equity are important, but don't necessarily distinguish between the two.
- Workers of color are more likely to say that diversity and equity are important, compared to White workers. A majority of all workers (6 in 10) say they think that the diversity of a business should reflect the diversity of the community where that business is located.
- Majorities of workers say they want to work for companies that actively speak out against racial and ethnic discrimination: 68% of Black workers, 66% of Asian-American workers, 56% of Latino workers, and 54% of White workers (Figure 2). However, fewer Black (47%) and Asian-American workers (52%) say they work in places where that is actually the case.

Question:

How much do you agree or disagree with the following statements? My company/organization actively speaks out against racial and ethnic discrimination/I want to work for a company/organization that speaks out against racial and ethnic discrimination. (Excludes not applicable responses.)

**68% of Black workers say they want to work for a company that speaks out against racial and ethnic discrimination;
47% of Black workers say their company does actively speak out**

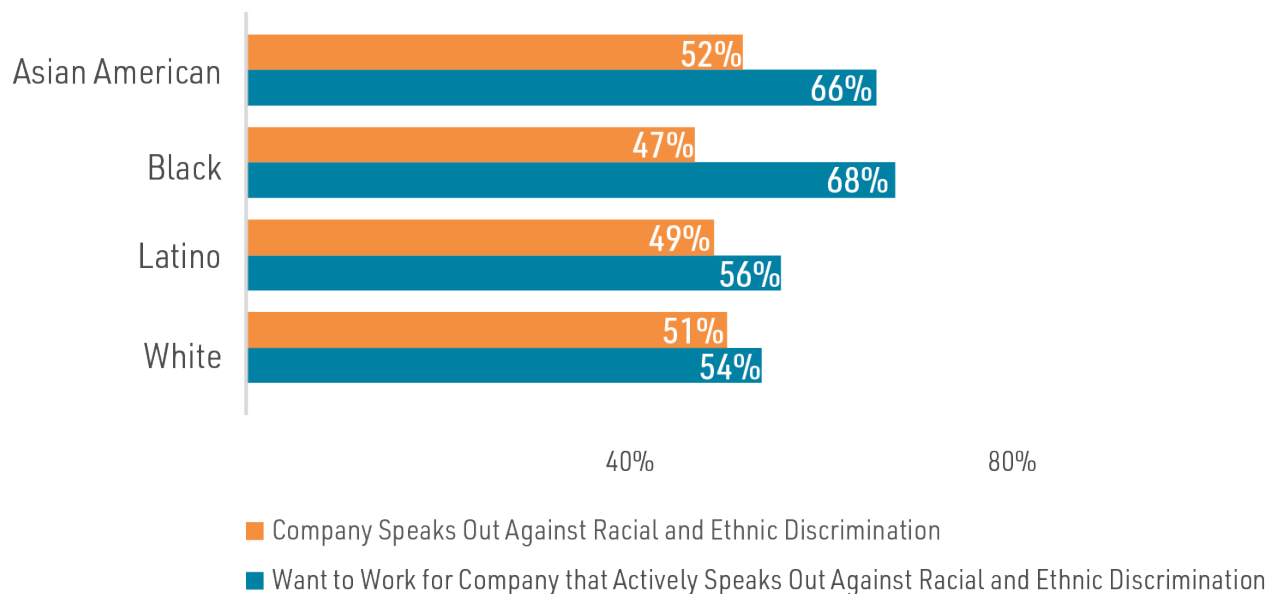


Figure 2: Percentage of Workers Who Agree They Want to Work for Company That Actively Speaks Out Against Discrimination vs. Percentage of Workers Who Agree Own Company Does Speak Out Against Discrimination, by Race and Ethnicity

- When asked about the role of unions, half of Black workers who say racial and ethnic equity is important in private workplaces or their own workplaces today indicate that workers need unions to help increase racial and ethnic equity in workplaces (51%), compared to 41% of Asian-American, 40% of Latino, and 29% of White workers.
- Three in 10 (30%) White workers who say racial and ethnic equity is important in private workplaces or in their own workplaces today also say they disagree that workers need unions, nearly four times as many as Black workers (8%).

Issues for Future Research and Action

Workers in the United States acknowledge that there **is** a problem of racial and ethnic discrimination in workplaces today, regardless of their race or ethnicity. According to significant percentages of survey respondents, employers should address several challenges, including:

- Addressing the role that unconscious bias plays in perceived discrimination experiences at work;
- Investing in more robust reporting pathways for discrimination incidents;
- Improving recruiting practices that result in hiring more employees from local communities;
- Demonstrating that the organization values diversity and speaking out against racial and ethnic discrimination;
- Effectively communicating the value of diversity, equity, and non-discrimination in the workplace;
- Reimagining the role of human resources and diversity, equity, and inclusion executives, managers, and frontline staff; and
- Exploring best practices for labor unions, advocacy groups, and employers to work proactively and more collaboratively to develop more substantiable pathways toward addressing diversity, equity, and inclusion issues in the workplace.

Background

Analyses of the pervasiveness of explicit and perceived racial discrimination in the U.S. workplace and the significant, long-lasting socioeconomic and health impacts on workers and employers have been documented in academic literature in the past several decades (Bobo & Suh, 2000; Lee & Liu, 1999; Deitch, Barsky, Butz, Chan, Brief, & Bradley, 2003; Bastos, Celeste, Faerstein, & Barros, 2010; Williams, 2016; Burkard, Boticki, & Madson, 2002; Auer & Ruedin, 2019; Pager, Western, & Bonikowski, 2009). The implications of racial discrimination in the workplace include negative effects on workers' attitudes about work, their physical and psychological health, and the perceived diversity climate and organizational behaviors that characterize their workplaces. One meta-analysis concluded that an increase in perceived racial discrimination in the workplace leads to a decline in job satisfaction, physical health, psychological health, organizational citizenship behavior and perceived diversity climate, and an increase in coping behavior (Triana, Jayasinghe, & Pieper, 2015; Jagustyn, 2010). Furthermore, the characteristics of the workplace environment are an integral part of operationalizing the quality of a job in an organization, which is related to productivity and performance, absenteeism, turnover, and the physical and psychological health of the worker.

Actual or perceived discrimination experienced in workers' daily interactions with their colleagues and supervisors can affect hiring, pay, task assignment, and promotional opportunities (Hite, 2004; Hammond, Gillen, & Yen, 2010). How workers think about discrimination has some bearing on diversity, equity, and inclusion practices that have emerged in the U.S. workplace in recent years. The implications for these initiatives in U.S. companies are immense (Dixon-Fyle, Dolan, Hunt, & Prince, 2020). These realities have serious implications for workers' career advancement, their earning potential, and ultimately their lifetime economic mobility (Hughes & Dodge, 1997; Robert Wood Johnson Foundation, 2017; Loprest, Katz, & Shakesprere, 2021; Deitch, Barsky, Butz, Chan, Brief, & Bradley, 2003; Brown, 2020).

Non-White individuals experience more stress while on the job related to these realities and suffer from poorer physical and mental health, which in turn affects their productivity and performance (McCluney, Schmitz, Hicken, & Sonnega, 2018; Williams, 2015; Maese & Lloyd 2021). The negative health impacts are often reflected in lower job performance, absenteeism, and higher turnover rates, and often lead to depression and lower self-esteem in employees. Furthermore, not all workers will interpret workplace conditions, job characteristics, and policies in the same way due to culture, experiences, and their racial/ethnic background, which is a key finding of a John J. Heldrich Center for Workforce Development study conducted in 2002 and in other research (Dixon, Storen, & Van Horn, 2002). For example, the Pew Research Center found clear differences between the attitudes of Black workers and White workers about the prevalence of these issues and the mechanisms that are needed to bring about change (Gonzalez-Berrera & Lopez, 2020). Opinions varied between the groups on ways that promotion and advancement opportunities, hiring decisions, and even daily interactions among workers and their colleagues were implicitly or explicitly biased (Pew Research Center, 2016; Funk & Parker, 2018; Horowitz, Parker, Brown, & Cox, 2020). Barriers to taking action over racial discrimination include having sufficient evidence and proof, knowledge of workplace procedures to file a complaint, fear of job loss, and lack of time and energy and potential stigma among co-workers (Rolfe, Dhudwar, George, & Metcalf, 2009). The inherent burden of combating workplace discrimination is borne by workers, due to information and power imbalances and

therefore requires incentivizing employers and empowering government with the tools needed to combat these issues (Wilson, 2022). These realities create challenges when managing disputes, both formally and informally, and ultimately remedying discrimination in the workplace (Hirsh & Lyons, 2010).

Over the past five years, public opinion studies have explored workplace discrimination in the United States, though **few have painted a thorough, detailed picture of these experiences within the workplace using a robust sample of the labor force**. Leading research organizations conducting this research over the past five years have been limited in either the scope of the project (questions asked of the sample) or the target sample type or size (category and number of respondents who were surveyed). Rigorous opinion research is needed to examine the attitudes and experiences of Asian-American, Black, Latino, and White workers, and inform employers and policymakers to help eliminate the actual and perceived biases and discrimination that pervade hiring decisions, advancement opportunities, and the climate of the workplace.

The goals of the Heldrich Center's research project were to conduct a landscape study of workers' perceptions and opinions about three specific sub-topics:

1. the problem of racial and ethnic discrimination in the workplace;
2. the role that diversity, equity, and inclusion play in the workplace; and
3. the solutions that workers **perceive** as impactful/effective to address discrimination, diversity, equity, and inclusion to improve the economic mobility of workers of color, especially women and low-wage workers (for a summary of the literature, see Appendix A).

Using opinion surveys and qualitative interviews, this project documents the current reality of demographic disparity in the workplace. As it relates to opinions about diversity, equity, inclusion, and discrimination, this project also explores strategies, policies, procedures, and programs that could contribute to improving diversity, equity, inclusion, and belonging, and reducing actual and perceived discrimination, in the United States.⁶

Research Questions

The research team explored the following dimensions of how workers perceive racial inequity and discrimination in the U.S. workplace to guide the project activities:

1. To what extent are current workplace policies and practices perceived to have disparate impacts on workers of different races and genders?
2. What are workers' perceptions of the value of various diversity, equity, and inclusion initiatives in their workplace? Are there promising diversity, equity, and inclusion strategies, according to the respondents, that government, business, labor, and philanthropies should further evaluate?
3. What worker benefits and policies might improve job quality and reduce the impacts of workplace discrimination?
4. In what ways can equitable workplaces and economic mobility be advanced for people of color (Black, Latino, and Asian American), low-wage earners, and women?
5. What public policies and other levers might incentivize employers to build more equitable workplaces and ensure economic mobility for people of color, low-wage earners, and women?

Survey Goals and Methods

1. What are workers' perceptions of discrimination in the workplace and how do these compare with findings from research conducted by the Heldrich Center [20 years ago](#) (Dixon, Storen, & Van Horn, 2002)?
2. How do individuals perceive and experience workplace discrimination?
3. What are employer responses to workplace discrimination?
4. What is happening in smaller workplaces (fewer than 250 workers) compared to workplaces with 250 or more employees?
5. How do workers perceive diversity vs. equity vs. inclusion?
6. What are the most important topics that require additional investigation?

This study asks workers their **opinions** of the various diversity, equity, and inclusion initiatives that may or may not be present in the workplace, and how helpful they are or might be, especially of those workers who say that racial and ethnic discrimination in the workplace is a problem. While the survey does not drill down into specifics of inclusivity, for example, it does describe what workers think about inclusivity by describing examples from their work experiences that highlight promising things that have may have affected their perceptions of inclusion in the workplace.

The project team utilized a mixed-methods research approach in four phases of activities to produce rich primary data and deliverables that will be valuable to workers, human resources professionals, business leaders, worker advocates, foundations, and policymakers. The centerpiece of the effort is a nationally representative survey, informed by a pilot test survey (and individual interviews of respondents), which offered the best research method to reliably capture the opinions of U.S. workers. Prior to conducting the survey, the team reviewed literature, including key concepts and previous studies and surveys. Heldrich Center researchers identified and conducted six virtual in-depth interviews with practitioners and researchers from leading organizations and universities who are experts in the fields of economics, business, psychology, sociology, and public policy. These subject-matter experts informed the development of the survey and enriched the project's storytelling. Interview questions focused on economic mobility and discrimination, and what might improve the national survey and/or the project. These preparatory steps were taken as part of a pilot survey to enhance the quality of the main survey (see Appendix B for a complete description of the project approach and methods).

Survey Overview

The Heldrich Center conducted this study using NORC’s AmeriSpeak® panel and Lucid’s panel for the sample source (to obtain an additional qualifying employed sample by distinct racial and ethnic groups). The former is a probability-based panel and the latter is a non-probability panel. The survey was offered in English and Spanish and was administered in two modes for the AmeriSpeak® respondents depending on the preference of the respondent provided during the panel recruitment: self-administered by the respondent online, or administered over the telephone by a live interviewer. For non-probability respondents, all completed interviews were self-administered by the respondent online. Final data were weighted using NORC’s TrueNorth Calibration methodology.

The probability-based, calibrated sample includes 3,277 U.S. workers: 605 Asian Americans, 915 Blacks, 802 Latinos, and 955 Whites, employed full or part time.⁷ Table 3 shows the margins of error for each, as well as a breakdown of the sample composition of the total sample of U.S. workers. Sample characteristics are included in Appendix B. One-half of the sample was given “unfair treatment” as a prompt for various questions, while the other half of the sample was given “what you consider to be discrimination” as a prompt. Key definitions of terms used in the survey, such as “people of color” and “discriminated,” are described in Appendix B. The topline and survey questionnaire are presented in Appendix C.

All Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
+/- 2.89%	+/- 5.39%	+/- 4.35%	+/- 5.23%	+/- 4.22%

Table 3: Margins of Error for Survey Samples

Margins of error will be higher for questions where there is additional disaggregation (i.e., by income or gender identity, or for a filtered survey question).

Findings⁸

The survey findings are described in four main sections:

- Perceptions of Workplace Discrimination
 - ▶ In U.S. Workplaces
 - ▶ In Workers' Own Workplaces
- Opinions of Diversity, Equity, Inclusion, and Discrimination
 - ▶ Inclusion and Discrimination
 - ▶ Diversity and Equity
- Opinions and Experiences: Economic Mobility
- The Role of Government, Employers, and Workers
 - ▶ The Role of Government
 - ▶ The Role of Employers
 - ▶ Voices of Workers

Perceptions of Workplace Discrimination

In U.S. Workplaces

A majority of U.S. workers (61%) report that discrimination because of race or ethnicity is a problem in private workplaces today. One-quarter (28%) of U.S. workers say that racial and ethnic discrimination is a major problem in private workplaces (Figure 3).

Question:

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

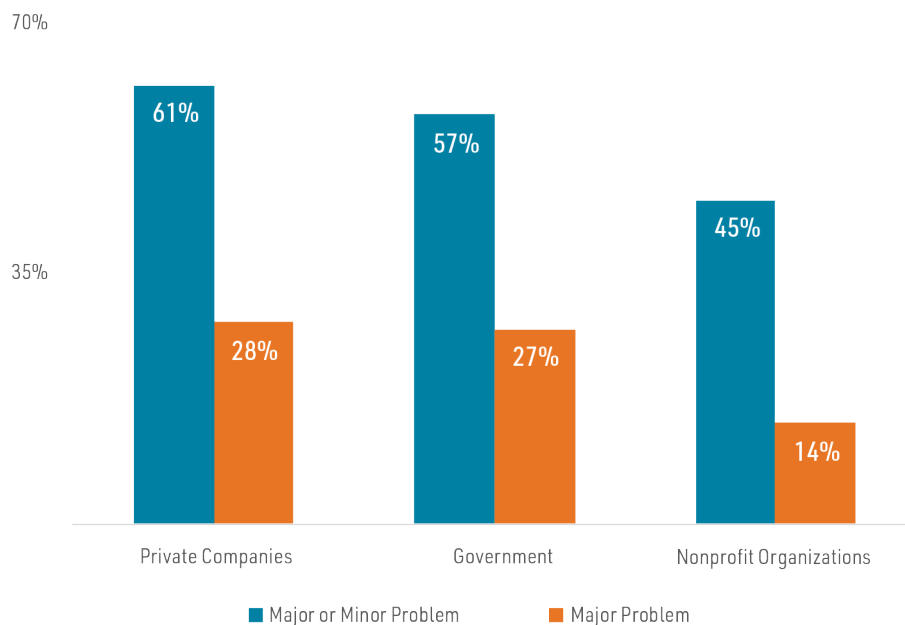


Figure 3: Problem of Racial and Ethnic Discrimination in Workplaces Today, U.S. Workers

When ranked by workers' race and ethnicity,⁹ 56% of White workers, 62% of Latino workers, 71% of Asian-American workers, and 74% of Black workers say racial and ethnic discrimination is a problem in private workplaces today (Table 4).¹⁰

As shown in Table 4, Black workers are twice as likely to say that they think workplace discrimination is a major problem, compared to White workers: one in two Black workers say discrimination because of race or ethnicity is a major problem in private companies (49%); one in five White workers say the same (22%).

When asked about employment in government agencies, workers also think racial and ethnic discrimination is a problem, and these opinions vary within the U.S. workforce: 51% of White workers, 63% of Latino workers, 71% of Asian-American workers, and 73% of Black workers think discrimination because of race or ethnicity is a major or minor problem in government.

One in two Black workers say discrimination because of race or ethnicity is a **major problem** in government (49%) compared to one in three Asian-American and Latino (both 34%) and one in five White workers (21%).

In **nonprofit organizations, fewer than half of U.S. workers say they think racial and ethnic discrimination is a major or minor problem:** 39% of White, 49% of Latino, 56% of Asian-American, and 58% of Black workers say they believe this is the case. Three in 10 Black workers (29%) say it is a major problem, compared to 2 in 10 Asian-American and Latino (19% and 18%, respectively) and 1 in 10 White workers (9%).

When tabulated by race and ethnicity and reported gender, three in four Black females say discrimination is a problem in private workplaces today (76%); one in two indicate it is a major problem (55%) (Figure 4 on page 17).

As illustrated in Figure 5 on page 17, one in two Black workers who make at least \$50,000 annually say discrimination because of race or ethnicity is a major problem in private workplaces today (51%) – twice as many as White workers earning at least \$50,000 annually (23%) (Table 5).

On discrimination in private workplaces in America

“It happens to someone, everyday, everywhere.”

- Black female warehouse worker

Question:

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

	Problem in Private Workplaces Today	Major Problem in Private Workplaces Today
U.S. workers	61%	28%
Race and ethnicity		
Asian American	71%	31%
Black	74%	49%
Latino	62%	33%
White	56%	22%

Table 4: Discrimination is Major or Minor Problem/Major Problem in Private Workplaces Today, by Race/Ethnicity¹¹

Question:

Would you say discrimination because of race or ethnicity is a major problem, minor problem, or not a problem in the following workplaces today? Private workplaces.

	Problem	Major Problem
Asian American <\$50K	63%	23%
Asian American \$50K+	73%	33%
Black <\$50K	71%	47%
Black \$50K+	78%	51%
Latino <\$50K	60%	30%
Latino \$50K+	63%	35%
White <\$50K	49%	22%
White \$50K+	60%	23%

Table 5: Discrimination is Major or Minor Problem/Major Problem in Private Workplaces Today, by Race/Income, Ranked¹²

Question:

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

55% of Black females say racial and ethnic discrimination is a major problem in private workplaces today

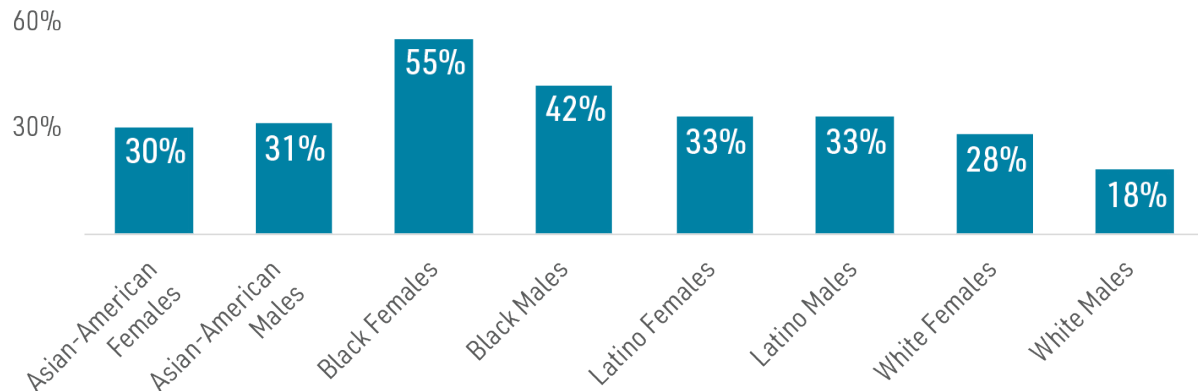


Figure 4: Percent Discrimination is Major Problem in Private Workplaces, by Race/Ethnicity and Gender

Question:

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

There are no differences by income when asking about opinions of the problem of discrimination in private workplaces today

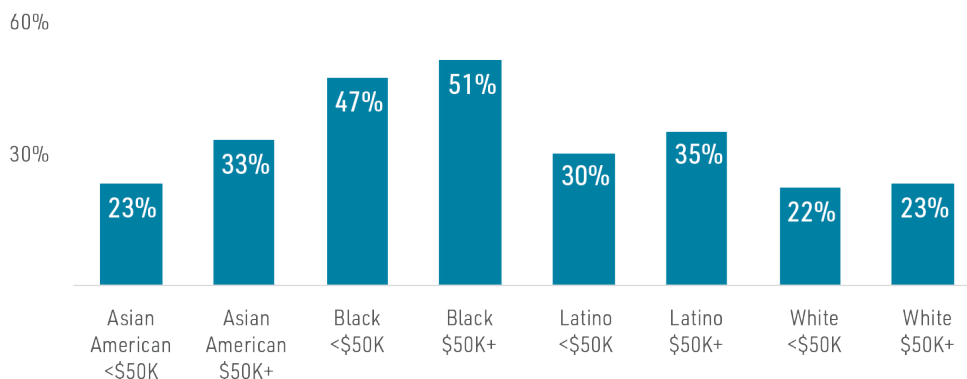


Figure 5: Discrimination is Major Problem in Private Workplaces Today, by Race/Income

Of those who say racial and ethnic discrimination is a problem in private workplaces, 4 in 10 Asian-American (43%), White (41%), and Latino (38%) and 5 in 10 Black workers (53%) say **unconscious bias** contributes a lot to discrimination because of race or ethnicity in workplaces in general today (Table 6 and Figure 6).

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unconscious bias of people at work	43%	43%	53%	38%	41%
Intentional prejudice of individual people at work	28%	30%	44%	33%	22%
Existing policies, procedures, or systems in the workplace	26%	25%	38%	31%	22%

Table 6: Source of Problem of Discrimination in Private Workplaces, Percent a Lot, by Race and Ethnicity

Question:

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

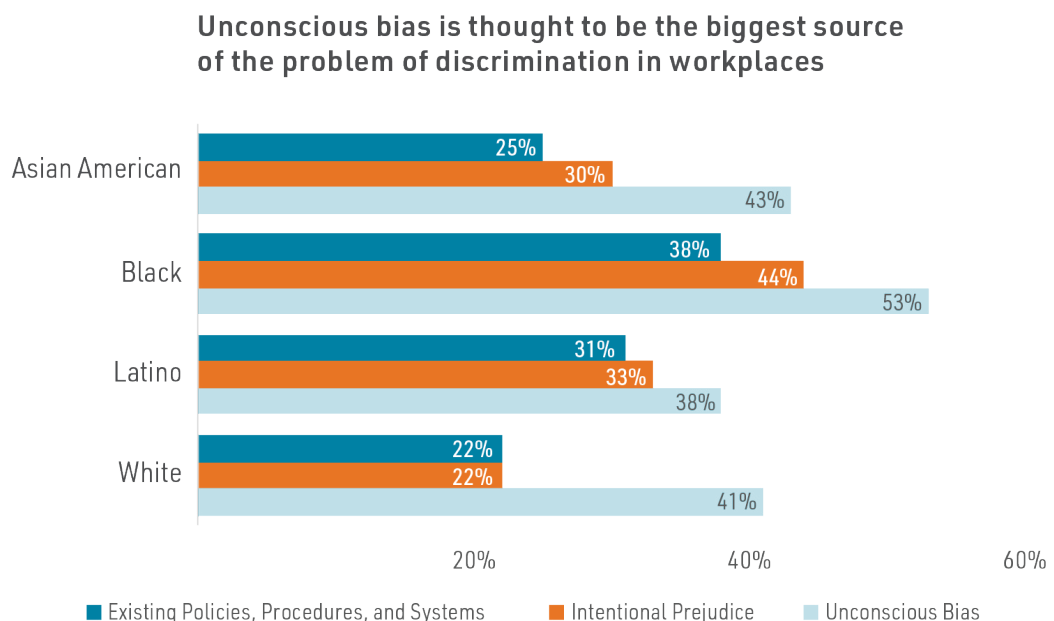


Figure 6: Source of Problem of Discrimination in Workplaces, Percent Contributes a Lot, by Race and Ethnicity

In Workers' Own Workplaces

Asking about the "Problem" of Racial and Ethnic Discrimination

When asked about the problem of racial and ethnic discrimination in their own workplaces, one in three (33%) U.S. workers say they think discrimination in their own workplace is a major or minor problem, including 9% who say it is a major problem (Table 7). **One in two Black workers say it is a major or minor problem (52%), including 23% who say it is a major problem.** For all other workers, 43% of Asian-American (16% say major problem), 36% of Latino (12% say major problem), and 27% of White workers (5% say major problem) believe discrimination is a major or minor problem in their companies or organizations.

Overall, U.S., Latino, and White workers are twice as likely to say they think discrimination is a problem in private workplaces, compared to their own workplaces (Table 8 and Figure 7).

Twenty-eight percent of Black females say discrimination because of race or ethnicity is a major problem at work, compared to six percent of White females (Table 9). Figure 8 shows workers' impressions about whether racial/ethnic discrimination is a major or minor problem in their workplaces.

Question:

Do you think discrimination because of race or ethnicity is a major problem, minor problem, or not a problem in the following workplaces today? Your company/organization.

	Problem	Major Problem
U.S. workers	33%	9%
Race and ethnicity		
Asian American	43%	16%
Black	52%	23%
Latino	36%	12%
White	27%	5%

Table 7: Problem of Discrimination in Own Workplace, by Race and Ethnicity¹³

Question:

Do you think discrimination because of race or ethnicity is a major problem, minor problem, or not a problem in the following workplaces today? Private companies/Your company/organization

	Problem in Private Workplaces	Problem in Own Workplace
U.S. workers	61%	33%
Race and ethnicity		
Asian American	71%	43%
Black	74%	52%
Latino	62%	36%
White	56%	27%

Table 8: Major/Minor Problem of Discrimination in Private Workplaces vs. Own Workplace, by Race and Ethnicity

Question:

Do you think discrimination because of race or ethnicity is a major problem, minor problem, or not a problem in the following workplaces today? Your company/organization.

	Problem	Major Problem
Asian-American females	41%	13%
Asian-American males	47%	18%
Black females	57%	28%
Black males	47%	18%
Latino females	40%	17%
Latino males	34%	9%
White females	25%	6%
White males	29%	6%

Table 9: Problem of Discrimination in Own Workplace, by Race and Ethnicity

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

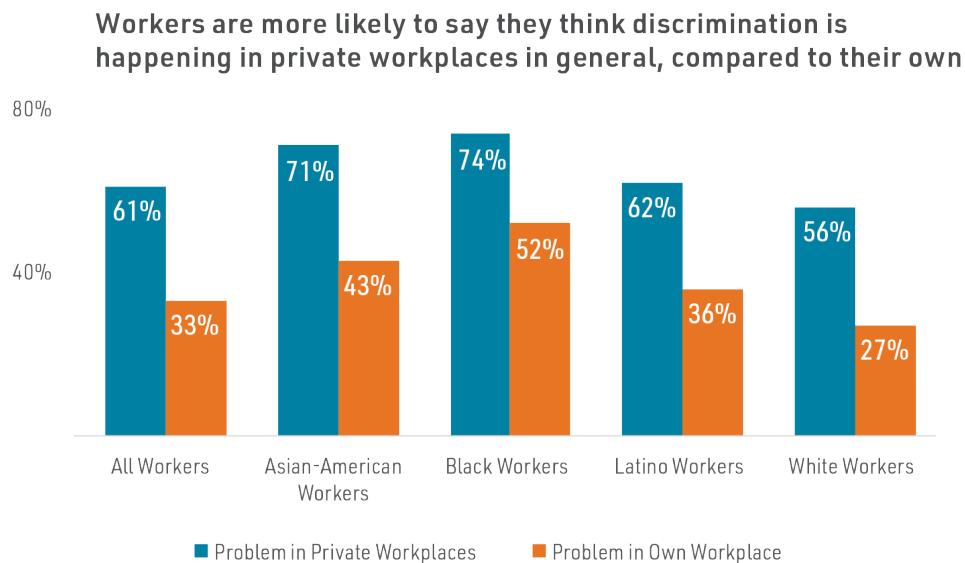


Figure 7: Problem of Discrimination in Private Workplaces vs. Own Workplace, by Race and Ethnicity

Question:

Do you think discrimination because of race or ethnicity is a major problem, minor problem, or not a problem in the following workplaces today? Private companies/Your company/organization

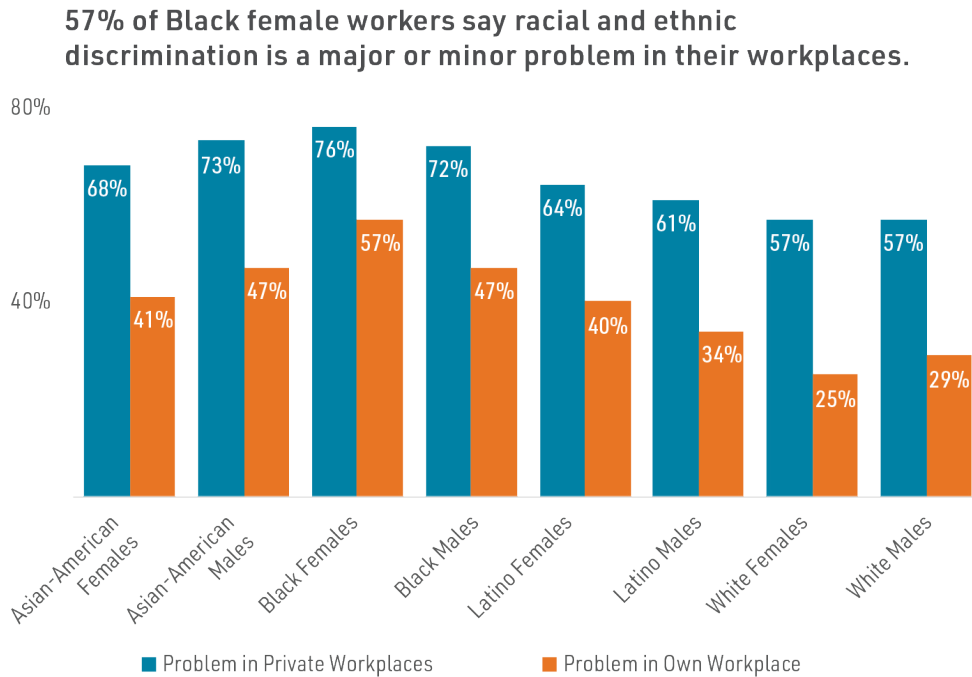


Figure 8: Problem of Discrimination in Private Workplaces vs. Own Workplace, by Race and Ethnicity and Gender

As shown in Figure 9, of those who say racial and ethnic discrimination is a problem in their own workplaces, 39% of Black workers and 30% of White workers say unconscious bias contributes a lot to this problem; 32% of Black workers and 13% of White workers say intentional prejudice contributes a lot to racial and ethnic discrimination in their own workplaces.

Question:

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

When asked about their own workplaces, unconscious bias contributes a lot to the problem of racial and ethnic discrimination for 4 in 10 Black workers, and 3 in 10 Black, Latino, and White workers

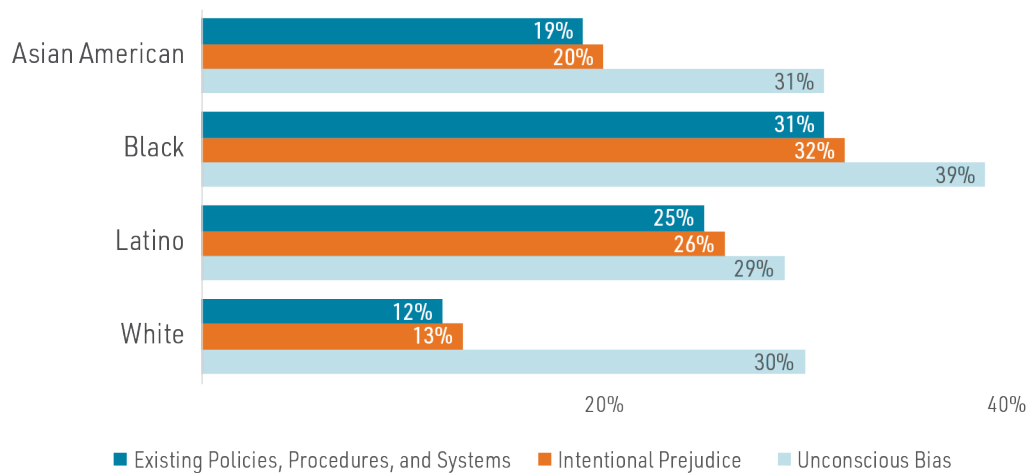


Figure 9: Source of Problem of Discrimination at Work, Contributes a Lot, by Race and Ethnicity

Frequency of Unfair Treatment and Discrimination: In General and at Work

The survey used multiple questions, scales, and prompts to ask workers to describe their perceptions of and experiences with discrimination in various time periods: ever, in their professional lives/careers; in jobs held previously; and in their current jobs. These questions asked about discrimination and unfair treatment in various ways, and of half-samples of workers, where possible, in order to triangulate responses across multiple items asked in the survey. **This section summarizes how workers perceive discrimination in their current jobs – whether it exists, how big of a problem it is, and what is happening at work – both in the workplace environment in general, and in their own experience.**

When asked about discrimination or unfair treatment in their everyday lives:

- One-third of Black workers say they are unfairly treated or discriminated (34% and 33%, respectively) against because of their race or ethnicity at least a few times a month or more every day (Table 10).¹⁴ One-fourth of Black workers say they are unfairly treated or discriminated against (24% and 26%) because of their race or ethnicity at work at least a few times a month (Table 11).**

- **One-fourth of Latino workers say they face unfair treatment or discrimination a few times a month or more in their lives (22% and 26%, respectively) (Table 10) and at work (20% and 23%, respectively) (Table 11).**¹⁵

Question:

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unfairly treated day to day, a few times a month or more	16%	34%	22%	5%
Discriminated against day to day, a few times a month or more	21%	33%	26%	4%

Table 10: Unfair Treatment/Discrimination Daily/Generally, a Few Times a Month or More, by Race and Ethnicity

Question:

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unfairly treated at work, a few times a month or more	11%	24%	20%	3%
Discriminated against at work, a few times a month or more	16%	26%	23%	5%

Table 11: Unfair Treatment/Discrimination at Work, a Few Times a Month or More, by Race and Ethnicity¹⁶

Overall, one in four Black workers (25%), one in five Latino workers (21%), and 1 in 10 Asian-American workers (14%) say they are unfairly treated or discriminated against at work, at least a few times a month or more (Table 12). There are no differences between the two half-samples when asking about unfair treatment or discrimination because of race and ethnicity (Tables 13 and 14).

Question:

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unfairly treated or discriminated against at work, a few times a month or more	14%	25%	21%	4%

Table 12: Unfair Treatment/Discrimination at Work Combined, a Few Times a Month or More, by Race and Ethnicity

Question:

Thinking about your day-to-day life in general, how often do you feel like you are treated unfairly/experience what you consider to be discrimination because of your race or ethnicity? What about at work? How often do you experience unfair treatment because of your race or ethnicity?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Unfairly treated day to day, a few times a month or more	16%	34%	22%	5%
Unfairly treated at work, a few times a month or more	11%	24%	20%	3%

Table 13: Unfair Treatment Daily and at Work, a Few Times a Month or More, by Race and Ethnicity

Question:

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? What about at work? How often do you experience what you consider to be discrimination because of your race or ethnicity?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Discriminated against day to day, a few times a month or more	21%	33%	26%	4%
Discriminated against at work, a few times a month or more	16%	26%	23%	5%

Table 14: Discrimination Daily and at Work, a Few Times a Month or More, by Race and Ethnicity

Twenty-one percent of Black workers, 18% of Asian-American workers, and 15% of Latino workers say they are treated worse at work, compared to what they experience every day (Table 15). Even when workers know their colleagues, they are more likely to perceive that they are being discriminated against at work than during their daily life. This may reflect the fact that occasional interactions with strangers from other racial or ethnic groups present far fewer opportunities than can occur in a workplace where people interact more frequently and when individuals are often competing for wages, benefits, or assignments and/or tasks.

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Treated at work better	11%	18%	12%	7%
Treated at work worse	18%	21%	15%	3%
Treated the same	71%	59%	72%	89%

Table 15: Comparing Unfair Treatment/Discrimination at Work to Daily Life, by Race and Ethnicity

On Unfair Treatment, Discrimination, and Inclusion at Work: “Affirmative” Statements¹⁷

Prior to asking workers whether discrimination is a problem in workplaces today or in their own workplaces, respondents were asked to rate their agreement with the following statements that were framed affirmatively – that is, giving respondents the opportunity to agree or disagree with favorable/positive circumstances or situations in their current workplaces, rather than unfavorable/negative.¹⁸

1. Where I work, people are treated the same, regardless of their race/ethnicity.
2. Where I work, managers/supervisors work well with employees of different races and ethnicities.
3. Where I work, I feel included, regardless of my race or ethnicity.

As illustrated in Tables 16, 17, and 18, overall, 6 in 10 Black workers agree with the statements (59%, 66%, 67%), as well as 7 in 10 Asian-American workers (71%, 75%, 75%), 7 in 10 Latino workers (74%, 78%, 78%), and 8 in 10 White workers (82%, 83%, 86%).

Nine in 10 workers who reported that racial and ethnic discrimination is not a problem in their workplaces later in the survey either agree or strongly agree with the affirmative statements, with 6 in 10 (61%) saying they strongly agree that people are treated the same regardless of their race or ethnicity, that managers/supervisors work well with employees of different races and ethnicities, and that they feel included regardless of their race or ethnicity (Tables 19, 20, and 21 as well as Figure 10).

Question:

Where I work, people are treated the same, regardless of their race/ethnicity; excludes not applicable responses.

	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET agree	71%	59%	74%	82%
Strongly agree	28%	28%	46%	49%
Agree	43%	31%	28%	33%
Neither agree nor disagree¹⁹	20%	27%	17%	12%
NET disagree	8%	14%	8%	6%
Disagree	7%	10%	7%	4%
Strongly disagree	2%	4%	1%	1%

Table 16: Treatment is the Same at Work, by Race and Ethnicity

Question:

Where I work, managers/supervisors work well with employees of different races and ethnicities; excludes not applicable responses.

	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET agree	75%	66%	78%	83%
Strongly agree	31%	30%	45%	50%
Agree	44%	36%	32%	33%
Neither agree nor disagree	19%	25%	15%	13%
NET disagree	6%	9%	7%	4%
Disagree	5%	6%	6%	3%
Strongly disagree	1%	3%	1%	1%

Table 17: Managers/Supervisors' Treatment is the Same at Work, by Race and Ethnicity

Question:

Where I work, I feel included, regardless of my race or ethnicity; excludes not applicable responses.

	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET agree	75%	67%	78%	86%
Strongly agree	34%	31%	46%	52%
Agree	41%	37%	32%	34%
Neither agree nor disagree	19%	23%	16%	10%
NET disagree	6%	9%	6%	3%
Disagree	5%	6%	5%	2%
Strongly disagree	1%	3%	1%	1%

Table 18: Opinions About Inclusion, by Race and Ethnicity

Question:

Where I work, people are treated the same, regardless of their race/ethnicity; excludes not applicable responses.

	Discrimination is Major/Minor Problem	Not a Problem
Strongly agree	21%	61%
Agree	38%	30%
Neither agree nor disagree	24%	7%
Disagree	14%	1%
Strongly disagree	4%	>1%
Unweighted N	1,358	1,541

Table 19: Treatment is the Same at Work, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

Where I work, managers/supervisors work well with employees of different races and ethnicities; excludes not applicable responses.

	Discrimination is Major/Minor Problem	Not a Problem
Strongly agree	26%	61%
Agree	41%	30%
Neither agree nor disagree	22%	7%
Disagree	9%	1%
Strongly disagree	2%	0.3%
Unweighted N	1,346	1,526

Table 20: Managers/Supervisors' Treatment is the Same at Work, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

Where I work, I feel included, regardless of my race or ethnicity; excludes not applicable responses.

	Discrimination is Major/Minor	
	Problem	Not a Problem
Strongly agree	29%	61%
Agree	41%	31%
Neither agree nor disagree	20%	6%
Disagree	7%	1%
Strongly disagree	2%	0.4%
Unweighted N	1,349	1,536

Table 21: Opinions About Inclusion, by Discrimination in Own Workplace is Problem, U.S. Workers

9 in 10 American workers who say racial and ethnic discrimination is not a problem agree that supervisors/subordinates work well with people of different races and ethnicities, people are treated the same no matter their race or ethnicity, and they feel included, regardless of race or ethnicity



Figure 10: Affirmative Statements About Treatment and Inclusion, by Discrimination in Own Workplace is Problem, U.S. Workers

On Unfair Treatment, Discrimination, and Inclusion at Work: “Negative” Statements

The majority of the questions asking respondents to describe their experiences with discrimination in the workplace were framed in the negative – that is, workers who do not experience discrimination would tend to disagree with the various statements and items presented about experiences with discrimination.

After the question asking about whether discrimination is a major problem, minor problem, or not a problem – when asked to describe their opinions about their current workplace in the survey using negative statements – nearly half (5 in 10) of Black workers (47%) say some people get better treatment in their own workplaces because of race or ethnicity; 20% say this happens a lot (Tables 22 and 23). Four in 10 Asian-American workers (37%), 3 in 10 Latino workers (30%), and 2 in 10 White workers (18%) also say treatment because of race or ethnicity happens a lot or a little in their current jobs. When asked about their jobs in general, workers of color are more likely to report that better treatment, higher pay, valued work, training and promotion opportunities, and discrimination because of race and ethnicity are realities, compared to White workers. In general, **Black workers are about three times more likely to express concern about treatment in their current workplace because of race or ethnicity than White workers.** While 47% of Black workers say that some people get better treatment because of their race or ethnicity, fewer (34%) say there is discrimination against people of color at work (Figure 11).

Question:

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

	U.S. Workers	Asian- American Workers	Black Workers	Latino Workers	White Workers
Some people get better treatment because of their race or ethnicity	25%	37%	47%	30%	18%
Some people get higher pay in their jobs because of their race or ethnicity	18%	30%	38%	24%	11%
Supervisors value the work of people of some races or ethnicities, more than others	20%	29%	41%	27%	12%
Workers of some races or ethnicities receive fewer opportunities for training or promotions, compared to workers of other races and ethnicities	18%	25%	37%	27%	11%
There is discrimination against people of color where I work	17%	25%	34%	24%	10%

Table 22: Negative Statements About Select Discrimination/Unfair Treatment, Percent a Lot and a Little, by Race and Ethnicity

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Some people get better treatment because of their race or ethnicity	7%	12%	20%	10%	3%
Some people get higher pay in their jobs because of their race or ethnicity	6%	9%	17%	10%	2%
Supervisors value the work of people of some races or ethnicities more than others	6%	8%	16%	10%	2%
Workers of some races or ethnicities receive fewer opportunities for training or promotions, compared to workers of other races and ethnicities	5%	5%	13%	9%	2%
There is discrimination against people of color where I work	4%	5%	9%	7%	1%

Table 23: Negative Statements About Select Discrimination/Unfair Treatment, Percent a Lot, by Race and Ethnicity

Two in three Black workers, one in two Asian-American workers, one in two Latino workers, and one in three White workers say at least one of the proposed statements describes their workplace a lot or a little (Table 24). One in 3 Black workers, 1 in 4 Latino workers, 1 in 5 Asian-American workers, and 1 in 10 White workers say they can use the term a lot when thinking about at least one of the proposed statements (Table 25).

Question:

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

"Better treatment" because of race or ethnicity describes the current workplace a lot or a little by 5 in 10 Black workers, 4 in 10 Asian-American workers, and 3 in 10 Latino workers

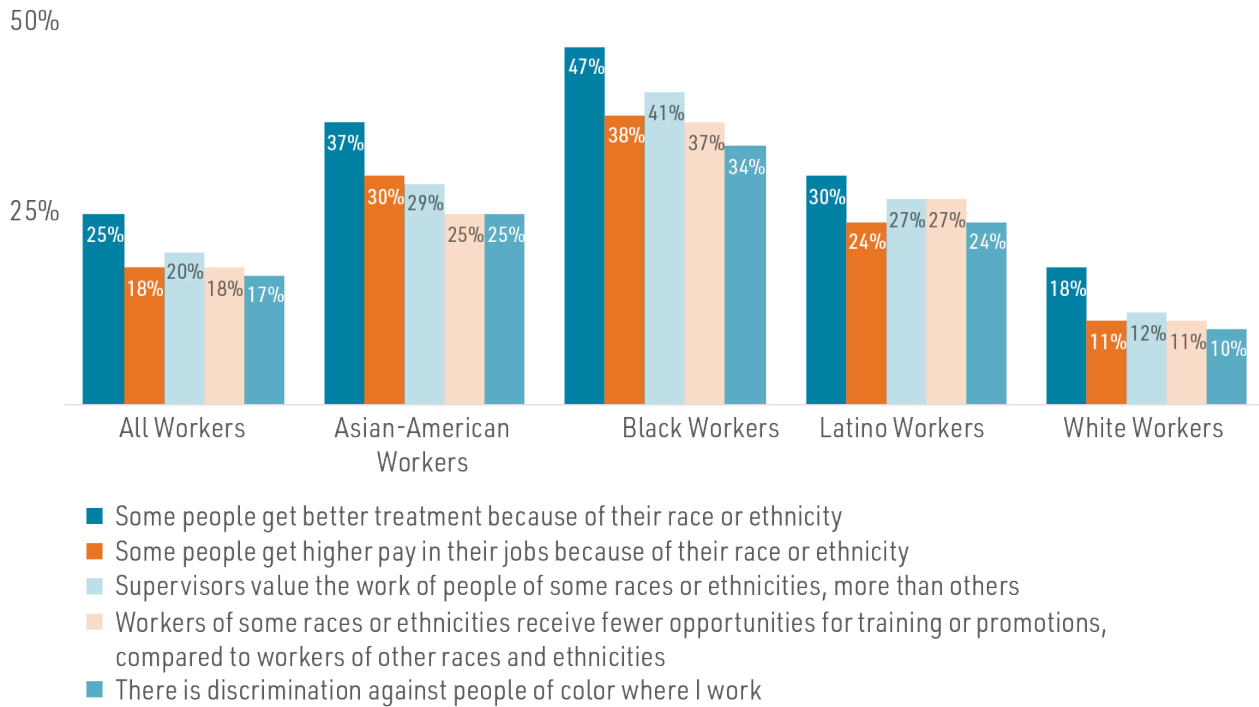


Figure 11: Negative Statements About Select Discrimination/Unfair Treatment, Percent a Lot or a Little, by Race and Ethnicity

Question:

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	47%	36%	51%	66%
1	9%	8%	10%	12%
2	8%	7%	6%	6%
3	5%	6%	5%	4%
4+	31%	43%	28%	11%
Total	100%	100%	100%	100%
All	7%	9%	9%	0.9%

Table 24: Negative Statements About Select Discrimination/Unfair Treatment, a Lot/a Little Count, by Race and Ethnicity

Question:

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	80%	65%	77%	92%
1	6%	9%	9%	5%
2	3%	8%	5%	1%
3	3%	5%	2%	1%
4+	7%	10%	8%	0.7%
Total	100%	100%	100%	100%
All	0.6%	2%	2%	0

Table 25: Negative Statements About Select Discrimination/Unfair Treatment, a Lot Count, by Race and Ethnicity

U.S. employees who work in larger companies – those with 250 or more employees – are more likely than those in smaller organizations to say that:

- some people get higher pay because of their race or ethnicity,
- some people get better treatment because of their race or ethnicity, and
- there is discrimination or unfair treatment for others or themselves at work.

About 8 in 10 workers who said earlier in the survey that racial and ethnic discrimination is not a problem in their workplaces also say that these situations **do not** describe their current workplaces. Workers who say that racial and ethnic discrimination is a problem in their workplaces are split when asked about these scenarios, including between 15% and 22% who say they are unsure if these situations are happening (Tables 26 to 30). For example, 78% of U.S. workers who say discrimination is not a problem in their own workplaces say “some people get better treatment because of their race or ethnicity” does not describe their workplace at all (Table 26).

In addition, workers were also asked to describe their **own** experiences at work using multiple questions. First, when asked to describe the frequency of selected experiences with situations that can arise at work, with no mention of the reason for the experience (race or ethnicity), one in three Black workers say they need to work harder than others to get the same treatment (37%) and feel they are watched more closely than others (33%) at least a few times per month (Table 31).²⁰

Question:

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

	Discrimination is Major/Minor Problem	Not a Problem
A lot	16%	3%
A little	35%	11%
Not at all	33%	78%
Don't know	15%	9%
Unweighted N	1,354	1,558

Table 26: Better Treatment Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

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

	Discrimination is Major/Minor Problem	Not a Problem
A lot	14%	2%
A little	24%	7%
Not at all	39%	76%
Don't know	22%	16%
Unweighted N	1,349	1,560

Table 27: Higher Pay Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

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

	Discrimination is Major/Minor Problem	Not a Problem
A lot	12%	3%
A little	29%	7%
Not at all	41%	80%
Don't know	19%	10%
Unweighted N	1,353	1,561

Table 28: Supervisors Value Some Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

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

	Discrimination is Major/Minor Problem	Not a Problem
A lot	11%	2%
A little	30%	5%
Not at all	40%	84%
Don't know	19%	9%
Unweighted N	1,355	1,563

Table 29: More Training or Promotion Opportunities Because of Race or Ethnicity, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

There is discrimination against people of color where I work.

	Discrimination is Major/Minor Problem	Not a Problem
A lot	9%	1%
A little	30%	6%
Not at all	42%	88%
Don't know	19%	6%
Unweighted N	1,349	1,556

Table 30: Discrimination Occurs, by Discrimination in Own Workplace is Problem, U.S. Workers

Question:

Here are some situations that can arise at work. How often do you feel you have to/are you...?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Work harder than others to get same treatment or evaluation	30%	37%	32%	18%
Watched more closely than other workers	21%	33%	26%	12%
Humiliated in front of others	11%	15%	11%	4%

Table 31: Various Experiences at Work, Percent a Few Times a Month or More, by Race and Ethnicity

Workers were asked to report on whether they have sometimes been treated poorly, discriminated against, or treated unfairly at work, because of their race or ethnicity.²¹ There are no differences between the three types of wording among workers. Approximately one-third of Black workers, one-quarter of Latino workers, and one-quarter of Asian-American workers say they have been treated poorly, discriminated against, or treated unfairly in their current job because of their race or ethnicity (Table 32). When compared with White workers, Black workers say they are sometimes treated poorly because of their race or ethnicity by more than five to one, Asian Americans by four to one, and Latinos by more than three to one. There are similar disparities in reporting for perceptions of unfair treatment and discrimination (Table 33).

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Where I work, I have sometimes been treated poorly because of my race or ethnicity	13%	24%	32%	22%	6%
Where I work, I have sometimes been discriminated against because of my race or ethnicity	15%	28%	32%	22%	9%
Where I work, I have sometimes been treated unfairly because of my race or ethnicity	15%	26%	34%	23%	9%

Table 32: Comparing Poor Treatment with Unfair Treatment and Discrimination, Percent a Lot or a Little, by Race and Ethnicity

Question:

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

	U.S. Workers	Asian- American Workers	Black Workers	Latino Workers	White Workers
Where I work, I have sometimes been treated poorly because of my race or ethnicity	3%	7%	10%	6%	1%
Where I work, I have sometimes been discriminated against because of my race or ethnicity	3%	6%	8%	6%	1%
Where I work, I have sometimes been treated unfairly because of my race or ethnicity	3%	5%	9%	6%	1%

Table 33: Comparing Poor Treatment with Unfair Treatment and Discrimination, Percent a Lot, by Race and Ethnicity

Workers are more likely to say that discrimination is a problem in their own workplaces than report that they themselves have experienced discrimination: 43% of Asian-American workers say discrimination is a major or minor problem in their workplaces (28% say they sometimes have been discriminated against, indicating the statement describes their workplaces a lot or a little), 52% of Black workers say discrimination is a major or minor problem (32% say they have sometimes been discriminated against), 36% of Latino workers say discrimination is a major or minor problem (22% say they have sometimes been discriminated against), and 27% of White workers say discrimination is a major or minor problem (9% say they have sometimes been discriminated against).

The majority of U.S. workers who say that racial and ethnic discrimination is not a problem also say they have not been treated unfairly, discriminated against, or treated poorly because of their race or ethnicity (Tables 34 to 36). And workers who say they have been treated unfairly or discriminated against because of their race or ethnicity are split when asked if they think the offenders are intentional or unaware in their treatment.

As shown in Tables 37 and 38, two-thirds (66%) of Black workers who say they have either been treated unfairly or discriminated against say they think the actions they experience are intentional.

Question:

There is discrimination against people of color where I work.

	Major/Minor Problem	Not a Problem
A lot	8%	1%
A little	28%	5%
Not at all	57%	90%
Don't know	7%	5%
Unweighted N	1,352	1,559

Table 34: Experience with Unfair Treatment, by Discrimination is a Problem in Own Workplace, U.S. Workers

Question:

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

	Major/Minor Problem	Not a Problem
A lot	8%	1%
A little	26%	6%
Not at all	56%	88%
Don't know	11%	5%
Unweighted N	1,352	1,556

Table 35: Experience with Discrimination, by Discrimination is a Problem in Own Workplace, U.S. Workers

Question:

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

	Major/Minor Problem	Not a Problem
A lot	8%	1%
A little	21%	5%
Not at all	61%	91%
Don't know	10%	3%
Unweighted N	1,351	1,560

Table 36: Experience with Poor Treatment, by Discrimination is a Problem in Own Workplace, U.S. Workers

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Intentionally	58%	49%	66%	55%	56%
Unaware	41%	50%	33%	44%	42%
Unweighted N	786	172	327	197	90

Table 37: Experience with Unfair Treatment is Intentional or Not, by Race and Ethnicity

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Intentionally	59%	49%	66%	58%	59%
Unaware	40%	49%	33%	42%	41%
Unweighted N	794	181	331	194	88

Table 38: Experience with Discrimination is Intentional or Not, by Race and Ethnicity

The survey asked respondents to describe the ways in which they may or may not have experienced various situations associated with unfair treatment/discrimination. In their current jobs, because of their race or ethnicity:

- 18% of Black workers say they earned less than a co-worker doing the same job (Table 39);
- 16% of Black workers say they had someone treat them as if they were less competent or valuable than someone else (Table 40);
- 16% of Black workers received less helpful advice, feedback, or opportunities for performance evaluation (Table 39); and
- 15% of Black workers have been assigned tasks or shifts considered undesirable or unwanted by others (Table 39).

This question was not prefaced with “discrimination” or “unfair treatment” verbiage, but rather “because of race or ethnicity.”

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Denied a promotion	8%	12%	7%	3%
Earned less than a co-worker doing the same job as you	10%	18%	11%	7%
Denied a raise	7%	12%	9%	3%
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	9%	16%	8%	3%
Received fewer opportunities for education or training	7%	11%	7%	2%
Were passed over for the most important assignments or projects	8%	12%	7%	3%
Were assigned tasks or shifts that were undesirable or unwanted by others	10%	15%	11%	6%

Table 39: Experience with Advancement/Mobility and Promotion/Raise/Income in Current Job, by Race and Ethnicity

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Had someone treat you as if you were less competent or valuable than someone else	9%	16%	11%	6%
Received a threat of physical violence	3%	6%	4%	1%
Experienced slights about your language or appearance	8%	10%	10%	3%
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	6%	10%	5%	2%
Heard or read comments, insults, or slurs (directed at you) by a co-worker	7%	12%	9%	3%

Table 40: Experience with Treatment in Current Job, by Race and Ethnicity

Additionally, 37% of Black workers, 27% of Latino workers, 25% of Asian-American workers, and 16% of White workers say they have had at least one of these experiences in their current job (Table 41).

	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	76%	62%	72%	85%
1	9%	11%	10%	6%
2	4%	6%	5%	4%
3	4%	5%	3%	2%
4	1%	3%	2%	1%
5+	7%	12%	7%	3%
Total	100%	100%	100%	100%
All	0.6%	0.6%	0.3%	0.2%

Table 41: Experience with Advancement/Mobility or Treatment in Current Job, Count, by Race and Ethnicity

Experiences: In the Past

The pilot study and subsequent interviews revealed that workers had recalled experiences in previous jobs with what they considered to be discrimination. **One-third of Black workers (33%) indicated that, in their experience, others at work had received a promotion or pay raise faster, because of the respondents' race or ethnicity.** This question was asked prior to asking the respondent about the various experiences with unfair treatment/discrimination that the worker may have had in a previous job or in the current place of employment, or about the problem of racial and ethnic discrimination in their own workplaces, or in workplaces in general. Table 42 shows the number of workers who reported this was true for them, and the percentage of workers who say they are unsure whether they had experienced this. There are no differences within each subgroup by age, income, pay type, or gender.

Question:

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? (Bobo, et al. 2008)

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Yes	13%	18%	33%	17%	7%
No	70%	56%	42%	58%	80%
Unsure	17%	25%	23%	24%	13%

Table 42: Past Promotions/Pay Raises Faster Because of Race and Ethnicity, by Race and Ethnicity²²

Workers are more likely to say they have had the following experiences in a previous job, rather than in their current job:

- Three in 10 Black workers (32%) say, in a previous job, they had someone treat them as if they were less competent or valuable (Table 44), earned less than a co-worker doing the same job (30%) (Table 43), were assigned undesirable or unwanted tasks or shifts (28%) (Table 43), or received less helpful advice, less feedback, or fewer opportunities for performance evaluation (27%) (Table 43). As shown in Table 43, one in four (26%) say they have been denied a promotion because of their race or ethnicity.
- One in five Asian-American workers say they had someone treat them as if they were less competent or valuable (21%) (Table 44), were denied a raise (18%) (Table 43), experienced slights about their language or appearance (18%) (Table 44), and earned less than a co-worker doing the same job (18%) (Table 43).
- One in five Latino (19%) workers say they were assigned unwanted or undesirable tasks or shifts (Table 43) and were treated as less competent or valuable (18%) (Table 44).

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Denied a promotion	17%	26%	13%	8%
Earned less than a co-worker doing the same job as you	18%	30%	16%	14%
Denied a raise	18%	22%	14%	8%
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	16%	27%	15%	9%
Received fewer opportunities for education or training	12%	22%	11%	6%
Were passed over for the most important assignments or projects	16%	24%	11%	8%
Were assigned tasks or shifts that were undesirable or unwanted by others	20%	28%	19%	12%

Table 43: Experience with Advancement/Mobility and Promotion/Raise/Income in Previous Job, by Race and Ethnicity

As seen in Table 45, 55% of Black workers, 42% of Asian-American workers, 38% of Latino workers, and 27% of White workers say they had experienced at least one of the proposed situations in a previous job, more than the 38% of Black workers, 24% of Asian-American workers, 28% of Latino workers, and 15% of White workers who repeated these experiences in their current jobs (Figure 12).

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Had someone treat you as if you were less competent or valuable than someone else	21%	32%	18%	13%
Received a threat of physical violence	6%	10%	6%	5%
Experienced slights about your language or appearance	18%	19%	14%	8%
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	12%	19%	14%	8%
Heard or read comments, insults, or slurs (directed at you) by a co-worker	13%	25%	13%	9%

Table 44: Experience with Treatment in Previous Job, by Race and Ethnicity

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	58%	44%	61%	72%
1	8%	9%	10%	10%
2	8%	7%	7%	5%
3	4%	6%	4%	3%
4	4%	7%	4%	3%
5+	18%	26%	13%	6%
Total	100%	100%	100%	100%
All	0.5%	0.8%	0.9%	0.8%

Table 45: Experience with Advancement/Mobility or Treatment in Previous Job, Count, by Race and Ethnicity

Question:

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?

Experiences with unfair treatment/discrimination are more likely in workers' previous jobs, rather than in their current jobs

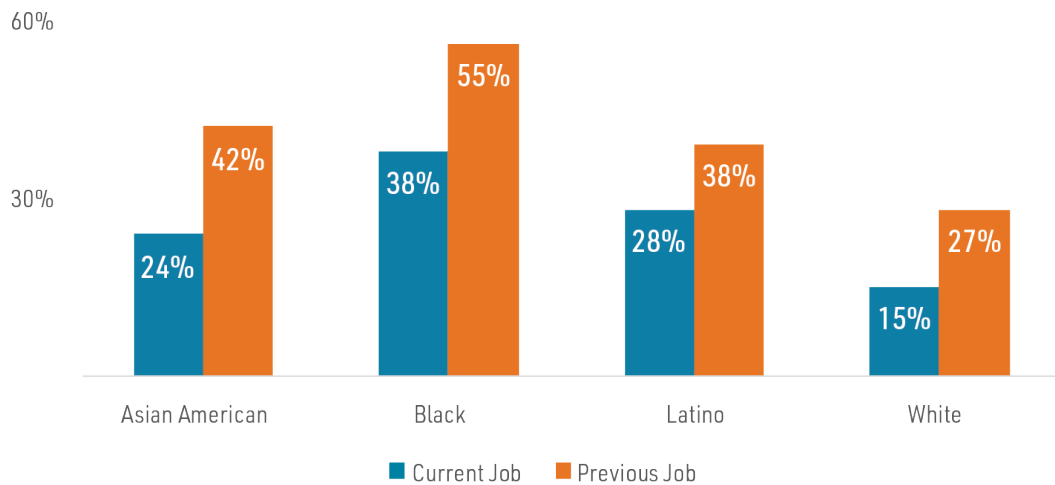


Figure 12: Experience with Advancement/Mobility or Treatment in Previous Job Compared to Current Job, Percent Workers Experiencing at Least One Situation, by Race and Ethnicity

Black females are more likely than all other females to report that they have been denied a promotion; earned less than a co-worker doing the same job; treated as less competent; passed over for important projects; heard comments, insults, or slurs from managers or co-workers; received threats of physical violence; assigned unwanted shifts or tasks; denied a raise; received fewer opportunities for education or training; and received less helpful advice.

When asked to think about the worst experience they had faced in either a previous job or in their current job, 1,704 U.S. workers indicated the following:

On why a “normal” workday is different for a worker of color

“I can’t react, get upset, show emotion when it comes to my work. I can’t with certain colleagues and I have a very low margin [of error] if I do get upset or if I do have a patient that happens not to like me; that’s generally going to be taken more seriously than some of the issues I’ve seen.”

- Black male working in health care

- Workers say that it was not necessarily evident that it was race or ethnicity that was the reason for the experience. While 23% say they are absolutely certain it was their race or ethnicity that was the reason, another 32% are somewhat certain and 44% are not at all certain.
- Seventy-seven percent of Black, 69% of Asian-American, 64% of Latino, and 41% of White workers say they were certain their race or ethnicity was the reason for the experience.**

See Appendix F for descriptions from workers about their experiences with reporting and the consequences they faced, if any, after reporting.

Impact of the “worst” experience

- 50% felt frustrated, 40% felt angry, 33% felt sad, and 28% felt powerless
- 29% said the experience was stressful, and 52% said the experience was somewhat stressful
- 41% of Black, 33% of Latino, 22% of Asian-American, and 24% of White workers said the experience was very stressful
- 15% received psychological or legal help to deal with the stress, including 22% of Latino, 20% of Black, 19% of Asian-American, and 9% of White workers (of those who said it was stressful)

Reporting the “worst” experience

- 46% reported the incident, while 54% did not
- 38% told a manager or supervisor
- 15% reported the incident to human resources
- 8% experienced negative consequences after reporting

Labeling Discrimination

The labeling of racial and ethnic discrimination as a problem, and the relationship to the experience, is clear:

- of workers who say discrimination is a problem, about half say they never experience discrimination or unfair treatment (47%).
- of workers who say discrimination is not a problem, 83% say they never experience it.
- of workers who say discrimination is a problem, 27% say in the past, others have gotten pay raises or promotions because of race or ethnicity, compared to 6% who say it is not a problem.

In the survey, workers were asked whether they considered the various experiences they had faced – being denied a promotion or raise, earning less than a co-worker, etc. – to be discrimination, or not. Three in four Black workers having these experiences say they do consider them to be discrimination (other than receiving a threat of physical violence).

For example, **4 in 10 Black workers say**, because of their race or ethnicity, in their professional life, they:

- had someone treat them as less competent or valuable in their current or previous job (44%) – 76% say they consider this discrimination (Table 47);
- earned less than a co-worker doing the same job (43%) – 72% consider this discrimination (Table 46); and
- were assigned tasks or shifts considered undesirable or unwanted by others (41%) – 73% consider this discrimination (Table 46).

One in four Asian-American workers say, because of their race or ethnicity, in their professional life, they:

- had someone treat them as less competent or valuable in their current or previous job (28%) – 61% consider this discrimination (Table 47);
- earned less than a co-worker doing the same job (25%) – 61% consider this discrimination (Table 46); and
- were assigned tasks or shifts considered undesirable or unwanted by others (28%) – 55% consider this discrimination (Table 46).

One in four Latino workers say, because of their race or ethnicity, in their professional life, they:

- had someone treat them as less competent or valuable in their current or previous job (26%) – 71% consider this discrimination (Table 47);
- earned less than a co-worker doing the same job (26%) – 65% consider this discrimination (Table 46); and
- were assigned tasks or shifts considered undesirable or unwanted by others (29%) – 58% consider this discrimination (Table 46).

Finally, **one in five White workers say**, because of their race or ethnicity, in their professional life, they:

- had someone treat them as less competent or valuable in their current or previous job (17%) – 56% consider this discrimination (Table 47);
- earned less than a co-worker doing the same job (20%) – 44% consider this discrimination (Table 46); and
- were assigned tasks or shifts considered undesirable or unwanted by others (17%) – 38% consider this discrimination (Table 46).

Question:

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/Do you consider this experience discrimination, or not?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Denied a promotion	23%	35%	18%	11%
Considered discrimination	53%	70%	60%	46%
Earned less than a co-worker doing the same job as you	25%	43%	26%	20%
Considered discrimination	61%	72%	65%	44%
Denied a raise	23%	31%	21%	11%
Considered discrimination	54%	66%	56%	41%
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	23%	39%	21%	12%
Considered discrimination	64%	76%	63%	44%
Received fewer opportunities for education or training	18%	31%	17%	7%
Considered discrimination	58%	69%	53%	42%
Were passed over for the most important assignments or projects	22%	34%	17%	11%
Considered discrimination	61%	76%	69%	48%
Were assigned tasks or shifts that were undesirable or unwanted by others	28%	41%	29%	17%
Considered discrimination	55%	73%	58%	38%

Table 46: Experience with Advancement/Mobility in Any Job and Considered Discrimination, by Race and Ethnicity

Question:

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/Do you consider this experience discrimination, or not?

Any Yes	Asian-American Workers	Black Workers	Latino Workers	White Workers
Had someone treat you as if you were less competent or valuable than someone else	28%	44%	26%	17%
Considered discrimination	61%	76%	71%	56%
Heard or read comments, insults, or slurs (directed at you) by a manager or supervisor	17%	27%	17%	9%
Considered discrimination	56%	74%	53%	54%
Heard or read comments, insults, or slurs (directed at you) by a co-worker	19%	34%	21%	11%
Considered discrimination	64%	74%	57%	58%
Received a threat of physical violence	9%	16%	10%	6%
Considered discrimination	48%	55%	48%	51%
Experienced slights about your language or appearance	25%	27%	22%	10%
Considered discrimination	59%	67%	70%	55%

Table 47: Experience with Treatment in Any Job and Considered Discrimination, by Race and Ethnicity

Intersectional Identities (Crenshaw, 1991)

As seen in Table 48, 1 in 10 Black workers and 1 in 10 White workers say they have been treated unfairly or experienced what they consider to be discrimination at work because of their gender/gender identity and age. One in five White female workers say they have experienced unfair treatment or what they consider to be discrimination at work because of their gender identity.²³

As seen in Table 49, 33% of White workers, 32% of Black workers, 28% of Latino workers, and 25% of Asian-American workers report having experienced unfair treatment or what they consider to be discrimination based on at least one other identity criteria.²⁴ This does not include workers who indicated they don't know if they have experienced unfair treatment or discrimination because of gender identity, religion, sexual orientation, etc.

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Gender identity	12%	8%	10%	9%	14%
Age	14%	10%	13%	13%	14%
Education	7%	7%	11%	9%	6%
Immigration status	3%	9%	6%	6%	0
Previous incarceration/ experience with criminal justice system	5%	4%	8%	7%	3%

Table 48: Percent Reporting Unfair Treatment/Discrimination by Various Characteristics, by Race and Ethnicity²⁵

Question:

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

Number of Yes Statements	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	75%	68%	72%	67%
1	10%	15%	13%	17%
2	7%	6%	5%	8%
3	3%	4%	4%	5%
4+	5%	7%	6%	3%
Total	100%	100%	100%	100%
All	0.3%	0	0.1%	0.3%

Table 49: Unfair Treatment/Discrimination Other than Race/Ethnicity, Count, by Race and Ethnicity

Quitting/Leaving a Job

As illustrated in Table 50, one in four Black workers and one in five Asian-American workers say they have thought about quitting a job because they personally experienced or witnessed what they consider to be discrimination because of race or ethnicity.

Question:

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?

	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET yes	31%	43%	29%	13%
Yes, thought about it	19%	25%	16%	8%
Yes, quit a job	12%	18%	13%	5%

Table 50: Quitting/Thinking About Quitting Job, by Race and Ethnicity

Witnessing Unfair Treatment/Discrimination

When asked specifically about their **current workplace**, a considerable number – one in three Black workers (32%), one in four Latino workers (27%), and one in four Asian-American workers (25%) – but only 11% of White workers, say the statement, “I have heard or read comments, insults, or slurs, directed at a co-worker by another co-worker, because of race or ethnicity” would describe their current workplace a lot or a little (Table 51). One in 10 Black workers (11%) say this describes their current workplace a lot (Table 52).

Approximately 30% of workers who say racial and ethnic discrimination is a major or minor problem in their workplace also say they have witnessed comments, insults, or slurs directed at a co-worker either by a manager/supervisor or another co-worker (Tables 53 and 54).

Question:

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?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
I have heard or read comments, insults, or slurs directed at a co-worker by another co-worker, because of their race or ethnicity	17%	25%	32%	27%	11%
I have heard or read comments, insults, or slurs directed at a co-worker by a manager, because of their race or ethnicity	13%	23%	24%	22%	7%

Table 51: Hearing or Reading Comments/Insults/Slurs Because of Race or Ethnicity in Current Job, Percent a Lot or a Little, by Race and Ethnicity

Question:

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?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
I have heard or read comments, insults, or slurs directed at a co-worker by another co-worker, because of their race or ethnicity	4%	5%	11%	9%	1%
I have heard or read comments, insults, or slurs directed at a co-worker by a manager, because of their race or ethnicity	3%	4%	7%	7%	1%

Table 52: Hearing or Reading Comments/Insults/Slurs Because of Race or Ethnicity in Current Job, Percent a Lot, by Race and Ethnicity

Question:

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

	Major/Minor Problem	Not a Problem
A lot	9%	2%
A little	26%	8%
Not at all	54%	86%
Don't know	11%	4%
Unweighted N	1,351	1,560

Table 53: Hearing or Reading Comments/Insults/Slurs Between Co-workers Because of Race or Ethnicity in Current Job, by Discrimination is Problem/Not a Problem

Question:

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

	Major/Minor Problem	Not a Problem
A lot	7%	1%
A little	22%	5%
Not at all	60%	91%
Don't know	11%	3%
Unweighted N	1,347	1,560

Table 54: Hearing or Reading Comments/Insults/Slurs by Manager/Supervisor Because of Race or Ethnicity in Current Job, by Discrimination is Problem/Not a Problem

Workers were asked to describe their experiences with witnessing racial and ethnic discrimination in general. One in four Black workers (27%) and one in five Latino workers (17%) say they have witnessed or heard about someone being treated unfairly or discriminated against at work because of that person's race or ethnicity (Table 55). There are no differences between the two half-samples when asking about unfair treatment or discrimination.

Questions:

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?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% yes all	14%	16%	27%	17%	11%
% unsure	11%	16%	15%	12%	9%
% yes - unfairly	15%	16%	26%	18%	12%
% unsure - unfairly	10%	17%	17%	13%	8%
% yes - discriminated	13%	16%	29%	16%	9%
% unsure - discriminated	11%	16%	13%	12%	11%

Table 55: Witnessing Unfair Treatment/Discrimination, by Race and Ethnicity

Impact of witnessing unfair treatment/discrimination

- 54% were frustrated, 48% were angry, 47% were sad, and 27% felt powerless

Reporting unfair treatment/discrimination

- 42% reported the incident, while 58% did not
- 32% told a manager, while 22% told a supervisor
- 18% reported the incident to human resources
- 6% experienced negative consequences after reporting

Of the 642 workers who indicated that they had witnessed or heard about someone being treated unfairly/discriminated against because of their race and ethnicity, see Appendix F for a description of these experiences, what happened after workers reported the incident, and what consequences they believe they faced after reporting the situation.

Reporting Experiences Considered to be Racial and Ethnic Discrimination

When asked whether they would be comfortable reporting an experience that they consider to be racial and ethnic discrimination at work, either directed at themselves or someone else, 6 in 10 workers, regardless of their race or ethnicity, say they themselves would be comfortable reporting an experience in the future. Higher-income (earning at least \$50,000 per year), White (64%), and Latino (67%) workers are more likely to say they are comfortable reporting than lower-income workers (those earning less than \$50,000 per year) (51% and 54%). Moreover, 58% of Black workers ages 18 to 44 say they would be comfortable, compared to 71% of Black workers age 45 and over.

If a worker were to **see or hear someone else** experiencing what they consider to be discrimination, responses are similar: there are no differences between witnessing and one's own experience. However, 72% of White workers earning at least \$50,000 annually say they are comfortable reporting, compared to 58% of White workers earning less than \$50,000 annually.

White and Latino workers who make at least \$50,000 per year are more likely to say they trust their workplace to deal fairly with a report of what they consider discrimination (75% and 71%, respectively) compared to workers who make less than \$50,000 per year (58% and 61%, respectively). White females are more likely to say they trust their workplace a lot to deal with the issue fairly (42%), compared to Black females (26%) and Asian-American females (28%). White salaried workers are more likely to say they trust their workplace a lot/a little (79%) compared to White hourly workers (67%).

Finally, **48% of Asian-American, 44% of Black, and 36% of Latino workers say they would be concerned about negative consequences (retaliation) by a supervisor, manager, or co-worker after reporting a discrimination experience, more than White workers (23%). White workers are far less likely to be concerned about retaliation – 47% of Black females, compared to 25% of White females** (Table 56).

	Asian-American Female Workers	Asian-American Male Workers	Black Female Workers	Black Male Workers	Latino Female Workers	Latino Male Workers	White Female Workers	White Male Workers
% concerned	50%	47%	47%	41%	39%	33%	25%	21%
% very concerned	10%	11%	18%	15%	15%	11%	5%	7%

Table 56: Concern About Reporting and Retaliation, by Race and Ethnicity and Gender

On feeling uncomfortable about reporting, trust, and the relationship to supposed anonymity and possible retaliation

“Given that all of my upper management are older white men, there are certain things I can be honest about to a point, but if I don’t want to trigger defensiveness and backlash. There are things I’m not going to say to them. Not sure I can say 100% honestly what I would want to say. Given the situation with my black woman co-worker who left – from conversations with her and other Black people in the office – I know why she left. She was fairly outspoken, a younger woman. They took everything she said as extra aggressive, though it wasn’t. They did a lot of talking behind her back and were not giving her straightforward answers. They [managers] should have handled it differently. They asked for anonymous feedback, but I didn’t feel entirely comfortable, and it would have been obvious who it was from. So it was not worth it.”

- Black female academic librarian

On the complicated nature of reporting witnessed discrimination

“So my career overall since I joined I joined it in 2015, and of course we have policies in place, as the organization. They’re really trying, and then they try to protect people. But at the end of the day, as a worker or an employee, and as a Black woman who is an immigrant of being told so many things. If you try to kind of credibly challenge certain behavior. People tell you. You cannot fight blue-eyed boys or go back to Africa.”

- Black female working in corporate banking

On concern about confidentiality and reporting, and the “culture” that precludes it

“I already know that it’s only going to go some so far, you know, I’m going to say something, and they’re going to act like they’re going to say something and do something about it. But like I said, because it’s the culture, and they’re so used to doing it. Nothing’s going to happen. They’re going to the culture. And they’re so used to doing it. Nothing is going to happen. The people make comments where we have this new thing. It’s, and then then they threaten you because they’re like, well, you know, we’re gonna find out you know, if somebody calls that number, it’s really not confidential.”

- Black female distribution center/inventory worker

Diversity and Equity, and Inclusion and Discrimination

Inclusion and Discrimination

Overall, 8 in 10 workers say feeling included and/or welcomed in the workplace is a very or somewhat important aspect of their job. Three-quarters of all workers say they are very or somewhat satisfied with feeling included/welcomed in their current workplace. Majorities of workers, but fewer Black workers, say they agree that they feel included where they work, regardless of their race and ethnicity (Table 57). Thirty-one percent of Black workers and 34% of Asian-American workers say they strongly agree that they feel included, regardless of their race or ethnicity, compared to 52% of White workers (Table 58).

Question:

How satisfied are you with feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% very or somewhat satisfied with feeling included, regardless of race or ethnicity	78%	79%	76%	74%	80%
% very satisfied with feeling included, regardless of race or ethnicity	45%	36%	44%	43%	47%

Table 57: Satisfaction with Inclusion in Current Job, by Race and Ethnicity

Eighty-nine percent of White females say they strongly or somewhat agree that they feel included in the workplace, compared to 84% of White males, 73% of Black males, and **63% of Black females**.

Given this, one in three workers (37%) who say racial and ethnic discrimination is a problem in their own workplaces also say they are very satisfied with feeling included. One in two workers (52%) who say discrimination is not a problem, say they are very satisfied with feeling included (Table 59).

Question:

Where I work, I feel included, regardless of my race or ethnicity; excludes not applicable responses.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET agree	82%	75%	67%	78%	86%
Strongly agree	47%	34%	31%	46%	52%
Agree	34%	41%	37%	32%	34%
Neither agree nor disagree	13%	19%	23%	16%	10%
NET disagree	4%	6%	9%	6%	3%
Disagree	3%	5%	6%	5%	2%
Strongly disagree	1%	1%	3%	1%	1%

Table 58: Feel Included in Current Job, by Race and Ethnicity

Question:

How satisfied are you with feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity?

% Satisfied with Feeling Included or Welcomed	Major/Minor Problem	
	Major/Minor Problem	Not a Problem
Very satisfied	37%	52%
Somewhat satisfied	41%	29%
Neither agree nor disagree	14%	15%
Disagree	5%	2%
Strongly disagree	2%	1%
Unweighted N	1,351	1,555

Table 59: Satisfaction with Inclusion in Current Job by Discrimination is Problem/Not a Problem

Ninety-two percent of workers who say discrimination is not a problem in their current workplace either agree or strongly agree that they feel included, regardless of their race or ethnicity, compared to 70% of workers who say discrimination is a problem (Table 60).

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

	Major/Minor Problem	Not a Problem
Strongly agree	29%	61%
Agree	41%	31%
Neither agree nor disagree	20%	6%
Disagree	7%	1%
Strongly disagree	2%	0.4%
Unweighted N	1,349	1,536

Table 60: Feel Included in Current Job by Discrimination is Problem/Not a Problem

One in three workers say they have worked in a job in the past where they did not feel included (Table 61). **There are no differences by race and ethnicity: 37% of White females and 37% of Black females say this is the case.**

Question:*Have you ever worked in a job where you did not feel included?*

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% ever worked at job where not included	29%	27%	33%	27%	29%

Table 61: Ever Worked in Job Where Not Included, by Race and Ethnicity

Diversity and Equity

Black workers are more likely than White workers to say that diversity and equity are not just important, but in fact essential. As seen in Tables 62 and 63, 50% of Black workers say racial and ethnic diversity in private companies is essential (54% in their own companies), compared to 33% of White workers (36% in their own companies). And as shown in Tables 64 and 65, 53% of Black workers say racial and ethnic equity in private companies is essential (56% in their own companies), compared to 37% of White workers (39% in their own companies). There are no differences when asking about equity versus diversity, or when asking about government agencies or nonprofit organizations.

As illustrated in Table 66, while two-thirds (68%) of U.S. workers say they would describe their workplace as having racial and ethnic diversity, 47% of workers say most people are the same race and ethnicity as they are, 43% indicate a different race or ethnicity, and 11% are unsure. Asian-American workers are the most likely to say that people at work are of a different race or ethnicity than they are (70%), double that of White workers (32%).

Question:

How important or not important is it for the following workplaces to have racial and ethnic diversity today? Private companies.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	73%	85%	85%	71%	70%
Essential	36%	38%	50%	36%	33%
Important	37%	46%	35%	36%	37%
NET not important	26%	14%	14%	28%	29%
Not very important	16%	11%	10%	19%	17%
Not at all important	9%	4%	4%	9%	11%

Table 62: Importance of Diversity in Private Companies, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic diversity today? Your company/organization.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	75%	82%	88%	78%	71%
Essential	39%	41%	54%	39%	36%
Important	36%	41%	34%	39%	35%
NET not important	24%	18%	11%	22%	28%
Not very important	15%	14%	7%	16%	17%
Not at all important	9%	4%	4%	6%	11%

Table 63: Importance of Diversity in Own Company, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic equity today? Private companies.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	75%	83%	86%	78%	72%
Essential	40%	42%	53%	41%	37%
Important	36%	41%	33%	37%	35%
NET not important	23%	15%	12%	22%	26%
Not very important	14%	12%	7%	14%	16%
Not at all important	9%	3%	5%	7%	10%

Table 64: Importance of Equity in Private Companies, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic equity today? Your own company/organization.

	U.S Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	76%	85%	87%	79%	71%
Essential	42%	44%	56%	42%	39%
Important	34%	41%	31%	37%	33%
NET not important	23%	13%	11%	21%	27%
Not very important	14%	11%	8%	14%	15%
Not at all important	9%	3%	3%	7%	12%

Table 65: Importance of Equity in Own Company, by Race and Ethnicity

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Workplace has racial and ethnic diversity - % yes	68%	67%	69%	67%	67%

Table 66: Racial and Ethnic Diversity in Workplace, by Race and Ethnicity

Figure 13 shows that half of U.S. workers say people at work share their race and ethnicity (47%). The same is true for 21% of Asian-American workers (Figure 14), 30% of Black workers (Figure 15), 30% of Latino workers (Figure 16), and 57% of White workers (Figure 17).

Question:

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?

Half of U.S. workers say most people at work are the same race and ethnicity as they are

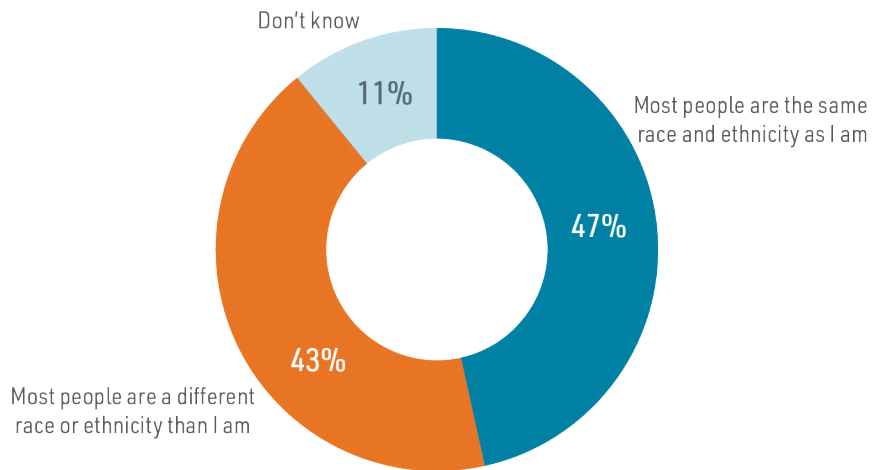


Figure 13: Racial and Ethnic Diversity in Workplace, Compared to Self, U.S. Workers

Question:

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?

7 in 10 Asian-American workers say most people at work are a different race or ethnicity than they are

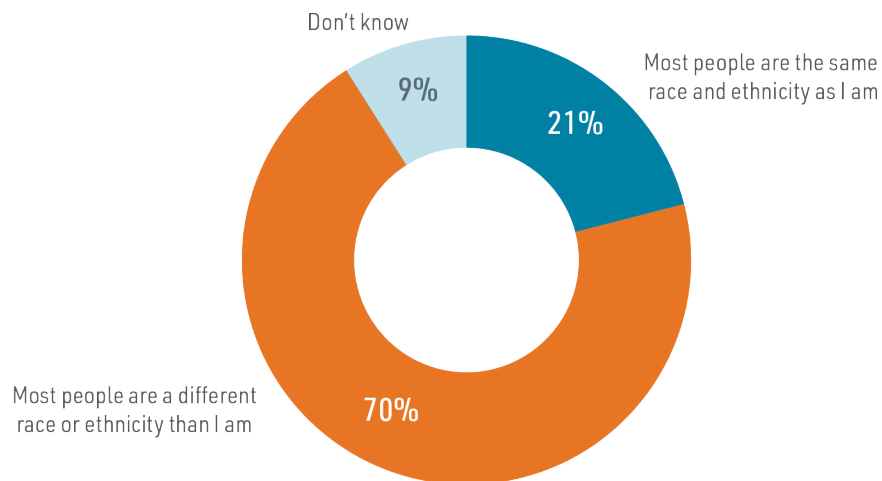


Figure 14: Racial and Ethnic Diversity in Workplace, Compared to Self, Asian-American Workers

Question:

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?

6 in 10 Black workers say most people at work are a different race or ethnicity than they are

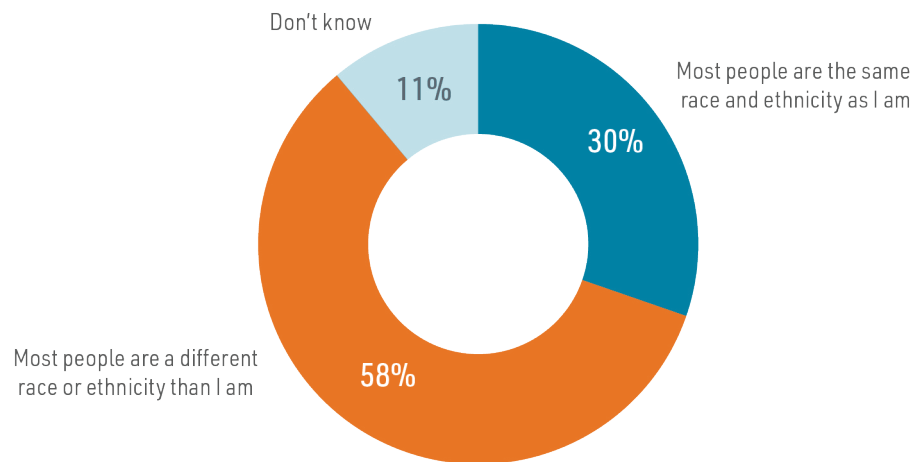


Figure 15: Racial and Ethnic Diversity in Workplace, Compared to Self, Black Workers

Question:

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?

6 in 10 Latino workers say most people at work are a different race or ethnicity than they are

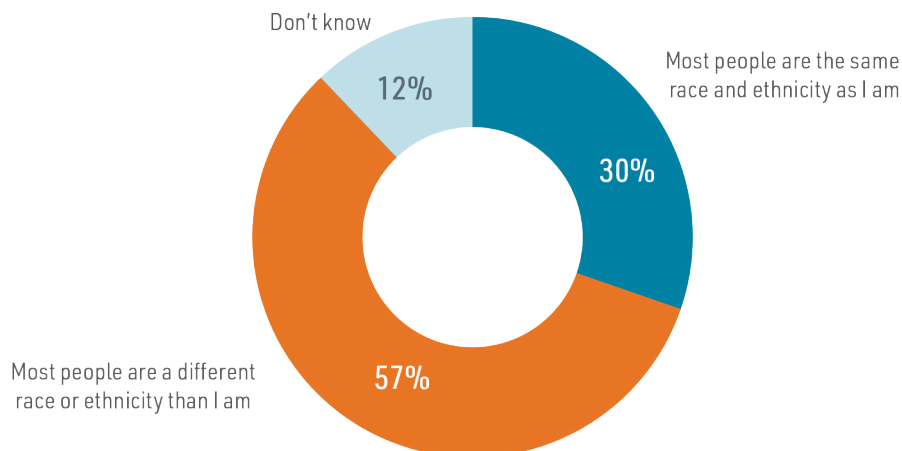


Figure 16: Racial and Ethnic Diversity in Workplace, Compared to Self, Latino Workers

Question:

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?

6 in 10 White workers say most people at work are the same race and ethnicity as they are

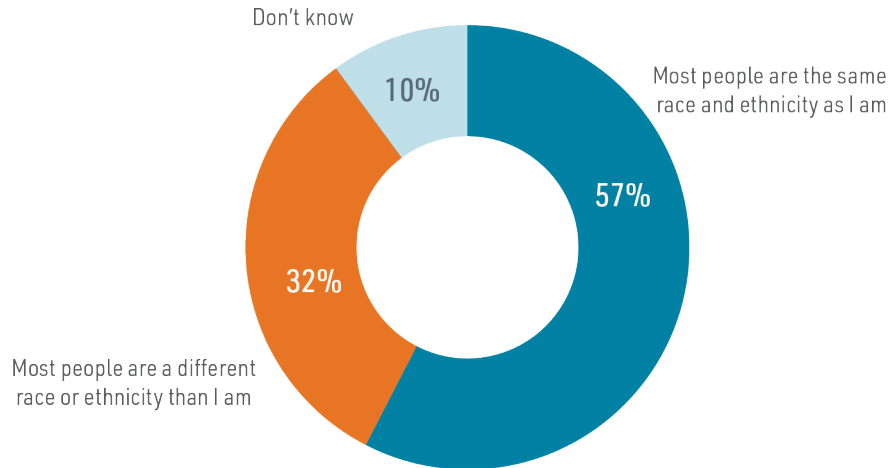


Figure 17: Racial and Ethnic Diversity in Workplace, Compared to Self, White Workers

Opinions and Experiences: Economic Mobility

Workers associate their discrimination experiences – or the possibility that they might experience discrimination in the future – with their ability to get ahead in the workplace. Four percent of workers who say discrimination is a not a problem in their workplaces also say that their race or ethnicity has made it harder for them to succeed at work, compared to 24% of workers who say discrimination is a problem. When asked if their race or ethnicity has had an impact on their success at work – asking if it has made it harder, easier, or not made much difference – one in three Black females (36%) and Asian-American males (29%) say their race or ethnicity has made success more difficult, compared to 2% of White females and 5% of White males (Table 67).²⁶ There are no differences by income on this measure (Table 68).

Question:

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?

Total Sample	Asian-American Female Workers	Asian-American Male Workers	Black Female Workers	Black Male Workers	Latino Female Workers	Latino Male Workers	White Female Workers	White Male Workers
11%	22%	29%	36%	24%	19%	17%	2%	5%

Table 67: Race or Ethnicity Has Made it Harder to Succeed at Work, by Race and Ethnicity and Gender

Question:

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?

Total Sample	Asian-American Workers <\$50K	Asian-American Workers \$50K+	Black Workers <\$50K	Black Workers \$50K+	Latino Workers <\$50K	Latino Workers \$50K+	White Workers <\$50K	White Workers \$50K+
11%	27%	25%	31%	30%	19%	17%	3%	3%

Table 68: Race or Ethnicity Has Made It Harder to Succeed at Work, by Race and Ethnicity and Income

When asked to explain why their race or ethnicity has made it harder to succeed at work, as seen in Table 69, 1 in 4 (28%) referred to racial and ethnic discrimination in general, and 1 in 10 referenced stereotypes (12%) and the need to work harder than other workers because of their identity/identities (12%). See Appendix F for explanations in workers' own words.

Question:

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

12%	Need to work harder than others; held to different standards because of identity(ies)
28%	Discrimination toward racial and ethnic minorities (direct)
12%	General racial/ethnic stereotypes (indirect)
7%	Institutionalized racism and/or discrimination
7%	Predominantly White space
3%	Lack of access to opportunities/overlooked or passed over
6%	Bias against cultural and/or language differences
4%	Reverse discrimination
16%	Other
1%	Gender discrimination
2%	Skipped

Table 69: Coded Responses

When asked about their current jobs, three in four U.S. workers say income is very important. As shown in Table 70, Black workers are more likely to say that education and training opportunities, and promotion opportunities, are very important (57% and 63%, respectively) compared to White workers (31% and 44%, respectively). Also, 4 in 10 workers say their relationship with colleagues is a very important aspect of their job. Across the categories, there are differences in opinions about economic mobility opportunities. Workers of color are more likely to say that access to education and training and promotion opportunities are very important, compared to White workers. Yet, of these workers who say education and promotion opportunities are at least somewhat important, a majority of workers of color say they are satisfied.

On the relationship between discrimination and mobility

"Passed over for a lot of opportunities. Co-workers and I have discussed it. One co-worker had been trying to move up and the same thing happened to her. Experience, credentials do not matter. Your color, your background, your gender matter. I've been passed up on many promotional opportunities. Every time it was a male who got the position, even if less experienced."

- Black female teacher

Question:***How important to you are the following aspects of your job?***

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Income	74%	77%	79%	76%
Access to promotion or advancement opportunities	54%	63%	57%	44%
Access to more education and training opportunities from employers	48%	57%	45%	31%
Feeling included or welcomed in the workplace	52%	55%	53%	47%
Doing work that is meaningful to you or makes a difference	51%	57%	53%	52%
Relationship with colleagues	44%	36%	43%	41%
Relationship with supervisors	54%	50%	57%	48%

Table 70: Very Important Job Attributes, by Race and Ethnicity

There are few meaningful differences between workers when asking about their satisfaction with these job attributes (Table 71).²⁷

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

	Asian-American Workers	Black Workers	Latino Workers	White Workers
Income	29%	36%	32%	29%
Access to promotion or advancement opportunities	27%	34%	35%	24%
Access to more education and training opportunities from employer	25%	33%	32%	29%
Feeling included or welcomed in the workplace	36%	44%	43%	47%
Doing work that is meaningful to you or makes a difference	35%	45%	43%	39%
Relationship with colleagues	37%	39%	41%	42%
Relationship with supervisors	37%	39%	44%	44%

Table 71: Ranking of Very Satisfied Job Attributes, by Race and Ethnicity

The workers who indicated that they had opportunities for promotion at work were asked a series of questions about these advancement opportunities.²⁸ Of the four question items asked, there were no significant differences between workers of different races or ethnicities, other than, “I’ve never had a promotion at work, but want one.” While 78% of workers who say they have promotion or advancement opportunities in their job say there is a clear path or way for someone to get promoted (with no important differences by race or ethnicity, age and race/ethnicity, or income and race/ethnicity), nearly half of Black (47%), Latino (47%), and Asian-American (46%) workers say they’ve never had a promotion at work, but want one, compared to 27% of White workers (Table 72). There are no differences by income gender, or age on this measure.

On the relationship between discrimination and mobility

“But I do see that the people that don’t probably have the experience, but they’re from a different race, have been promoted fairly fast. I wanna say, I think through the interactions and talking with those people, it just feels like they have some kind of privilege, while the people of color or people of different ethnicities and backgrounds have to put in like three times the work like they have to tell them, what do you do? How, what extra things have you done? The people who are not literally, in my opinion, doing a lot of that extra. But they promote them easily.”

- Black female working in corporate banking

Question:

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.

Total Sample	Asian-American Female Workers	Asian-American Male Workers	Black Female Workers	Black Male Workers	Latino Female Workers	Latino Male Workers	White Female Workers	White Male Workers
35%	42%	48%	49%	45%	45%	48%	31%	24%

Table 72: Want Promotion/Never Had One, by Race and Ethnicity and Gender

On receiving raises, but not promotions

“There have been people that have started at that center in the less amount of time than me, and they’ve been promoted. They’re not as knowledgeable in different areas as I was, and they’ve been promoted. So I personally took it, as it has to do with my race, because what other reason could it be?”

- Black female working in a large distribution center

While few differences on these measures were observed by race or ethnicity, in addition, younger workers are more likely to report that they get regular promotions: 69% of Latino workers ages 18 to 44 say they get regular promotions or advance regularly, compared to 41% of Latino workers age 45 and over. This holds true for Black workers (65% vs. 51%).

There are also differences by gender and race/ethnicity when asking about these opportunities being limited for Latino workers: two in three Latino females (66%) compared to one in two Latino males (49%).

On how a “diversity” and “non-discrimination” culture in a worker of color’s current workplace is related to his satisfaction with mobility within the company

“Because I think I feel comfortable. And you know, building my career with the company because I understand that there’s not those discriminations against the fact that well, I’m Hispanic. The other person may be Caucasian or Black, and you know the interviewer may be somebody who’s a different race than me. By the way, you know the best person who should get the job is going to get it, not because their races match each other, you know.”

- Latino male working for an insurance company

On the relationship between discrimination and productivity

“Some days I’m not motivated to show up just sometimes with the current climate. Where is the effect that my attendance is like, do I really wanna go to work? I really don’t wanna go to work.”

- Black female retail pharmacist

On mobility in general, starting with postsecondary education

“There is a very low margin for people going into higher education. You yourself have a higher expectation for yourself because you carrying the weight of others on your back. Even when I walk through the hospital now, there are patients who are Black/African American and they pat you on your back, they shake your hand, and say that they are proud of you.

The weight that they carry with you when you are trying to get to that point...A lot of us are doing this for our families – two, even three generations of our families, for our communities, for our entire ethnicity, for our entire group.

Carrying all of this in general is not the same weight that others have to carry.”

“The hardest part is over in terms of getting there, but there is still work to do.”

- Black male working in health care

The Role of Government and Employers

This section of the report details what workers think about the role of government and employers in managing diversity, equity, and discrimination issues, and their experiences with diversity, equity, and discrimination initiatives, describing key similarities and differences among workers by personal income, wage type, gender, and age.

The Role of Government

On Diversity and Equity

Of workers who say racial and ethnic diversity is essential or important in private companies, 53% of Black, 40% of Latino, and 39% of Asian-American workers, and just 25% of White workers, say government helping employers increase diversity is a proper role for government. For all workers, 33% say they agree that government should help increase diversity in workplaces, 30% say the situation depends, and 12% say they are unsure. One in four say that it is not the proper role of government to help increase diversity in workplaces (Table 73).

Question:

Should government help employers increase racial and ethnic diversity in workplaces, or is this not a proper role for government?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Government should help increase diversity	33%	39%	53%	40%	25%
Not a proper role for government	25%	18%	11%	17%	32%
Depends	30%	33%	26%	29%	31%
Don't know	12%	10%	10%	13%	12%

Table 73: Percent Government Should Help Increase Diversity, by Race and Ethnicity

A majority of Black workers endorse required government action, and there are only slight differences when asking about government helping employers versus requiring employers increase diversity:

- One in four U.S. workers (27%) say government should **require** employers to maintain a certain level of racial and ethnic diversity in workplaces today; another 25% say it depends. Thirty-six percent say that it is not the proper role of government to require employers to have a certain level of racial and ethnic diversity in their workplaces (Table 74).

- When asked in 2002, 56% of all workers strongly or somewhat agreed that employers should be required by law to maintain a certain level of diversity, with another 25% saying they strongly disagreed.²⁹ In 2023, 33% of U.S. workers, 36% of Asian-American workers, 52% of Black workers, 37% of Latino workers, and 17% of White workers say requiring diversity is a proper role for government (Table 74).

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Government should require diversity	27%	36%	52%	37%	17%
Not a proper role for government	36%	26%	15%	26%	46%
Depends	25%	27%	24%	22%	26%
Don't know	11%	10%	9%	14%	10%

Table 74: Percent Government Should Require Increased Diversity, by Race and Ethnicity

Of those who say that racial and ethnic equity is important or essential in private companies, Black workers are about twice as likely to say that government should help employers increase racial and ethnic equity in workplaces compared to White workers (54% vs. 28%, respectively) (Table 75), and that government should require that employers increase racial and ethnic equity in companies and organizations (51% vs. 21%) (Table 76). Forty-two percent of White workers who say racial and ethnic equity is important in workplaces today also say government shouldn't require employers to increase equity.

Of workers who think that racial and ethnic discrimination is a major problem in workplaces today, workers are split on the role of government in helping increase racial and ethnic diversity in workplaces. For example, 50% say government should help increase racial and ethnic diversity in workplaces, while 10% say no and 39% say the situation depends or they don't know. Of workers who think racial and ethnic discrimination is not a problem in workplaces today, 17% say government should help increase racial and ethnic diversity in workplaces, while 53% say no and 30% say the situation depends or they don't know.

When asked about the role that unions play, half of Black workers say workers need unions to help increase racial and ethnic equity in workplaces (51%), compared to 41% of Asian-American, 40% of Latino, and 29% of White workers. Three in 10 White workers say they disagree that workers need unions (30%), nearly four times as many as Black workers (8%). Four in 10 of all workers say they neither agree nor disagree.

Question:

Should government help employers increase racial and ethnic equity in workplaces, or is this not a proper role for government?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Government should help increase equity	35%	44%	54%	41%	28%
Not a proper role for government	25%	17%	11%	20%	30%
Depends	28%	27%	25%	27%	30%
Don't know	10%	10%	8%	12%	10%

Table 75: Percent Government Should Help Increase Equity, by Race and Ethnicity

Question:

Should government require employers to increase racial and ethnic equity in workplaces, or is this not a proper role for government?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Government should require equity	30%	37%	51%	38%	21%
Not a proper role for government	33%	25%	13%	26%	42%
Depends	25%	27%	25%	24%	25%
Don't know	11%	9%	9%	12%	12%

Table 76: Percent Government Should Require Increased Equity, by Race and Ethnicity

On Discrimination

There is broad support for laws that protect workers from discrimination. As seen in Table 77, most U.S. workers who say racial and ethnic discrimination is a major or minor problem in private workplaces (74%) say it is necessary to have laws to protect people from discriminating in hiring because of race and ethnicity; 70% also say it is necessary to have laws to protect people from discriminating in promotions. Another 8% and 10%, respectively, of workers say that they are unsure if laws are needed. These numbers are similar to 2000, when CBS News reported that 66% of U.S. adults indicated that laws protecting “minorities” from discrimination in hiring and promotion was necessary, an increase from 57% in 1995, when asked about “racial minorities” (CBS News/New York Times, 1995a; CBS News/New York Times, 1995b; CBS News, 2000).

Nine in 10 Black workers age 45 and over (89%) and 6 in 10 White workers age 45 and over (66%) say laws protecting against discrimination in promotions are necessary.

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Necessary to have laws to protect people from discriminating in hiring	74%	75%	83%	74%	72%
Necessary to have laws to protect people from discriminating in promotions	70%	70%	82%	70%	68%

Table 77: Necessary to Have Laws Against Discrimination in Hiring/Promotions, by Race and Ethnicity

Opinions by party identification on government, unions, and diversity

Twice as many Democrats as Republicans say government should help employers increase racial and ethnic diversity and equity. A large majority – 71% of Democrats – say they strongly agree or agree that the diversity of a company should reflect the diversity of a community, compared to 53% of Republicans and 48% of Independents/workers who do not align with either Democrats or Republicans (see Table 78).

	Democrat	Independent/Neither	Republican
Government should help employers increase racial and ethnic diversity (% yes/% depends)	43%/35%	27%/29%	20%/24%
Government should help employers increase racial and ethnic equity (% yes/% depends)	49%/32%	29%/28%	18%/25%
Government should require certain level of racial and ethnic diversity (% yes/% depends)	35%/30%	24%/25%	18%/16%
Government should require increased racial and ethnic equity (% yes/% depends)	39%/29%	25%/25%	18%/19%
Workers need unions to help increase racial and ethnic equity (% agree)	47%	24%	20%
Diversity should reflect diversity of community (% agree)	71%	48%	53%
Unweighted sample size	1,804	623	846

Table 78: Opinions about the Role of Government, Unions, and Diversity, by Party ID

The Role of Employers

On Diversity

A majority of workers say that their workplaces value racial and ethnic diversity, and agree that they want to work for a company that values diversity. Black workers are more likely to say they want to work for a company that values diversity, rather than reporting that their current workplaces do value it. For example, while 73% of Black workers say that they want to work for a company that values racial and ethnic diversity, 57% say the same about their current company.

When tabulated by personal income, White, Black, and Latino workers earning at least \$50,000 annually are more likely to say that their company values racial and ethnic diversity, compared to workers earning less than \$50,000 annually. And 76% of White salaried workers agree their company values racial and ethnic diversity, compared to 59% of White hourly workers, 64% of non-White salaried workers, and 57% of non-White hourly workers.

On how seeing examples of valuing diversity affected one worker of color's job choice

"[In my] last two workplaces, [there was a] diversity/inclusion department that concentrates on that portion. A manager that runs the department, they reach out to others to join a 'club' and make champions of those people, and pick champions in the field and in the office, and those champions will go out and spread the word.

Make sure to know you matter, doesn't what you look like, where you are. That's the reason why I picked the last two companies I worked with. I see that they're trying. They're not just saying it to check a box. Companies say, "Oh yeah, we do that." They're actually doing it and it's part of their culture."

- Asian American male working in a nonprofit

Two-thirds of all workers (61%) say they agree that the diversity among a company or organization's employees should reflect the diversity of the company's location; there are no differences by race or ethnicity in the survey (Table 79). This finding is comparable to the Heldrich Center's study in 2002, when 63% of the labor force said they agree. White, Black, and Latino workers making at least \$50,000 per year are more likely to say that this should be the case.

Question:

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.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Agree	61%	67%	65%	62%	60%
Neither agree nor disagree	32%	25%	28%	33%	34%
Disagree	6%	8%	7%	4%	7%

Table 79: Diversity in Company Should Reflect Location's Diversity, by Race and Ethnicity

However, just 20% of workers say race and ethnicity should be taken into account when companies hire workers in order to increase diversity in the workplace; 79% believe only a person's qualifications should be considered in hiring. Black workers (32%) are more likely than all others to say they think race and ethnicity should be taken into account in hiring, compared to Asian-American (24%), Latino (22%), and White workers (17%) (Table 80).

Question:

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?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% race and ethnicity should be taken into account	20%	24%	32%	22%	17%
% qualifications only	79%	75%	67%	77%	82%

Table 80: Percent Agree Race and Ethnicity Should be Taken into Account When Hiring to Increase Diversity, by Race and Ethnicity

On Equity

Similar to 2002 when the Heldrich Center found that 21% of Americans agreed that Blacks and Latinos should receive preference over equally qualified candidates for jobs because of past discrimination, in the 2022 survey, 16% of U.S. workers say that people of color should be given preference in hiring (Table 81). Black and non-White salaried workers are more likely to say that people of color should be given preference because of past discrimination, compared to all other workers.

Question:

When it comes to [hiring/promotions], some people think people of color should be given preference because of past discrimination. Other people think preference in hiring/promoting of people of color is wrong because it discriminates against workers of other races and ethnicities. Which comes closer to your views?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% yes - Hiring (asked of unfair treatment wording half-sample)	16%	17%	37%	17%	12%
% yes - Promotions (asked of discrimination wording half-sample)	13%	15%	30%	15%	8%

Table 81: People of Color Given Preference Because of Past Discrimination, by Race and Ethnicity

When asked about equity in a different way – whether workers favor or oppose “recruitment, outreach, mentorship, or other programs that better assure people of color are treated equally in pursuit of job opportunities” in workplaces – 47% of workers say they favor them while 35% of workers say they have no opinion (Figure 18).

- When tabulated by workers’ race and ethnicity, Black workers (65%) are more likely than Asian-American (50%), Latino (45%), and White workers (44%) to say they favor equity. When disaggregated by income and salary type:
 - ▶ 73% of Black workers earning at least \$50,000 per year say they favor these programs, compared to 57% of Black workers who earn less than \$50,000 per year.
 - ▶ 53% of salaried White workers favor these programs, compared to 39% of White hourly workers. Sixty percent of salaried non-White workers are in favor of equity programs, compared to 51% of non-White hourly workers.

65% of Black workers say they favor “recruitment, outreach, mentorship, or other programs that better assure people of color are treated equally in pursuit of job opportunities”

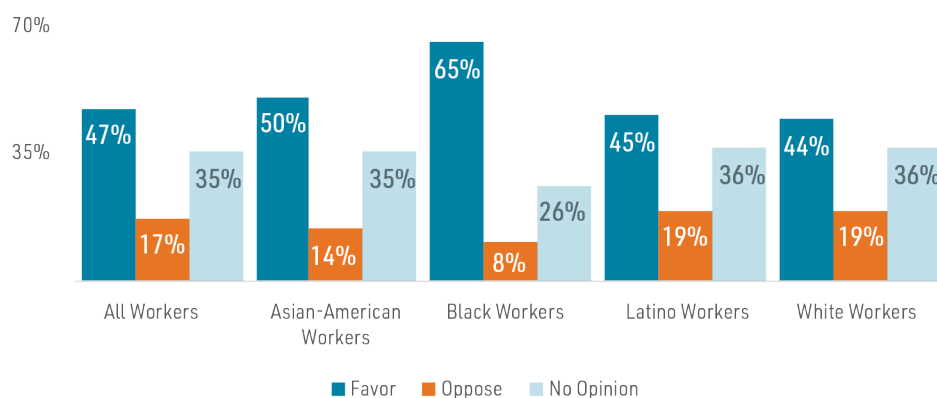


Figure 18: Percentage of Workers Favoring Equity Programs, by Race/Ethnicity

Speaking Out Against Discrimination

Majorities of workers say they want to work for companies that speak out against racial and ethnic discrimination: 68% of Black, 66% of Asian-American, 56% of Latino, and 54% of White workers (Figure 19). However, fewer Black (47%) and Asian-American (52%) workers say they work in places where that is actually the case. Forty-nine percent of Latino and 51% of White workers say their company speaks out against racial and ethnic discrimination.

- Forty-nine percent of White workers who earn less than \$50,000 annually say they want to work for a company that speaks out against racial and ethnic discrimination, while 35% say they agree that their company/organization does so. And **64% of Black workers who earn less than \$50,000 annually say they want to work for a company that speaks out against racial and ethnic discrimination, while 42% say this is actually the case where they work (Table 82).**

- ▶ For Black workers making at least \$50,000 per year, 72% want this, and 51% say this happens (Table 82). Salaried workers are more likely to say that their companies and organizations speak out against discrimination, compared to hourly workers, and that they want to work for companies that do this (Table 83).

Question:

How much do you agree or disagree with the following statements? My company/organization actively speaks out against racial and ethnic discrimination/I want to work for a company/organization that speaks out against racial and ethnic discrimination. (Excludes not applicable responses.)

**68% of Black workers say they want to work for a company that speaks out against racial and ethnic discrimination;
47% of Black workers say their company does actively speak out**

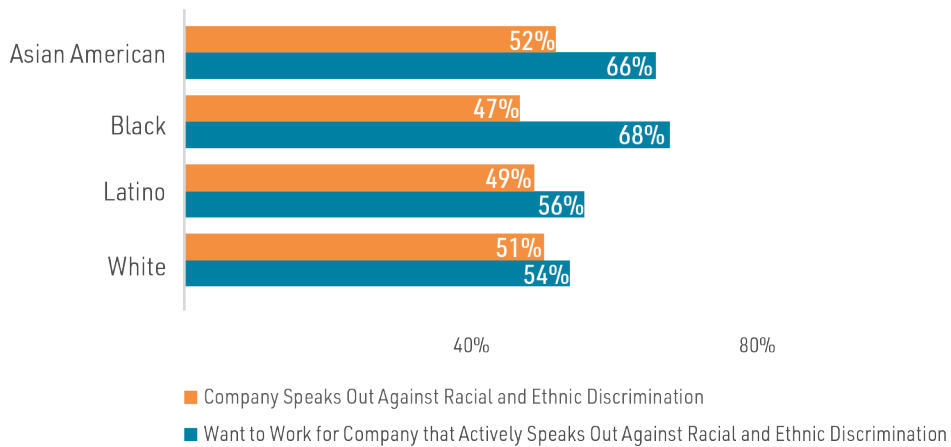


Figure 19: Percentage of Workers Who Agree They Want to Work for Company That Actively Speaks Out Against Discrimination vs. Percentage of Workers Who Agree Own Company Does Speak Out Against Discrimination, by Race and Ethnicity

Question:

How much do you agree or disagree with the following statements? My company/organization actively speaks out against racial and ethnic discrimination. I want to work for a company/organization that speaks out against racial and ethnic discrimination.

	Asian-American Workers <\$50K	Asian-American Workers \$50K+	Black Workers <\$50K	Black Workers \$50K+	Latino Workers <\$50K	Latino Workers \$50K+	White Workers <\$50K	White Workers \$50K+
% agree want to work for company that speaks out against discrimination	67%	66%	64%	72%	53%	59%	49%	56%
% strongly agree	26%	33%	39%	39%	24%	35%	17%	27%
% agree company actively speaks out against discrimination	49%	52%	42%	51%	42%	56%	35%	57%
% strongly agree	12%	22%	20%	22%	17%	30%	15%	25%

Table 82: Percent Agree Want to Work for Company That Speaks Out Against Discrimination vs. Company That Does Actively Speak Out, by Race and Ethnicity and Household Income

Question:

How much do you agree or disagree with the following statements? My company/organization actively speaks out against racial and ethnic discrimination. I want to work for a company/organization that speaks out against racial and ethnic discrimination.

	White Workers Salary	White Workers Hourly	Non-White Workers Salary	Non-White Workers Hourly
% agree want to work for company that actively speaks out against discrimination	63%	47%	68%	58%
% strongly agree	32%	19%	36%	30%
% agree company actively speaks out against discrimination	65%	41%	57%	45%
% strongly agree	32%	17%	26%	18%

Table 83: Percent Agree Want to Work for Company That Speaks Out Against Discrimination vs. Company That Does Actively Speak Out, by Race and Ethnicity and Hourly/Salary

Policies and Programs

About half of U.S. workers say their workplaces have policies or programs related to diversity, equity, and inclusion, or reducing discrimination (50%). A quarter (24%) say they are unsure (Table 84).

Question:

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% yes	50%	49%	43%	46%	53%
% no	25%	29%	31%	29%	22%
% don't know	24%	20%	23%	24%	25%

Table 84: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity

Older workers are more likely to say they have policies, procedures, or programs related to diversity, equity, and inclusion, or discrimination: 57% of Black workers who are age 45 and over say they have these policies, compared to 35% of Black workers ages 18 to 44 (there are statistically significant differences compared to all ages and races/ethnicities, with the exception of Latino workers ages 18 to 44). Fifty-eight percent of White workers age 45 and over say they have these policies, procedures, or programs compared to 48% of White workers ages 18 to 44 (Table 85.)

Question:

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

	Asian- American Workers 18-44	Asian- American Workers 45+	Black Workers 18-44	Black Workers 45+	Latino Workers 18-44	Latino Workers 45+	White Workers 18-44	White Workers 45+
% company has policies	46%	54%	35%	57%	42%	53%	48%	58%
% no	33%	24%	40%	18%	32%	22%	25%	19%
% don't know	19%	20%	23%	24%	25%	23%	26%	23%

Table 85: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Age

Sixty percent of White workers who make at least \$50,000 annually say their company has policies related to diversity, equity, and inclusion, or discrimination. Thirty-six percent of Black workers earning less than \$50,000 annually say the same (Table 86). Salaried workers are more likely than hourly workers to say they have such policies or programs (Table 87).

Of workers who say their company does not have these policies, most say their companies do not have them because these issues are not a problem, or they don't know (Table 88).

Most workers say these policies make workplaces better; help increase equity, diversity, and inclusion; and reduce discrimination, with little or no differentiation between these descriptors or among workers. Forty-eight percent of workers say the policies do enough, and 1 in 10 (13%) say they go too far (Table 89).

Employer policies regarding equality of treatment, anti-discrimination, and required training are the most common strategies associated with increasing diversity and/or equity or reducing discrimination in workplaces, according to U.S. workers. In workers' own companies/organizations, employee surveys and policies are thought to be the most helpful if instituted in their own workplaces, though there is little variation between the various items.

Question:

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

	Asian-American Workers <\$50K	Asian-American Workers \$50K+	Black Workers <\$50K	Black Workers \$50K+	Latino Workers <\$50K	Latino Workers \$50K+	White Workers <\$50K	White Workers \$50K+
% company has policies	48%	49%	36%	51%	37%	54%	36%	60%
% no	28%	30%	36%	27%	33%	25%	25%	20%
% don't know	22%	19%	26%	20%	29%	19%	38%	19%

Table 86: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Household Income

Question:

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

	White Workers Salary	White Workers Hourly	Non-White Workers Salary	Non-White Workers Hourly
% company has policies	66%	53%	59%	46%
% no	16%	20%	27%	24%
% don't know	17%	27%	14%	28%

Table 87: Percent Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity and Hourly/Salary

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

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% not a priority	11%	15%	15%	15%	8%
% not a problem	49%	54%	42%	39%	55%
% don't know	39%	31%	44%	44%	37%

Table 88: Percent Company Without Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination Because Not a Priority or Not a Problem, by Race and Ethnicity

Question:***Would you say these policies, procedures, or programs...?***

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Help make your workplace a better place to work	60%	69%	69%	65%	57%
Help increase racial and ethnic equity at work	58%	65%	62%	67%	55%
Help reduce what you consider to be discrimination because of race or ethnicity at work	58%	67%	65%	66%	54%
Help increase inclusion at work	57%	67%	63%	63%	54%
Help increase racial and ethnic diversity at work	56%	64%	63%	60%	52%
Do enough	48%	48%	48%	52%	46%
Go too far	13%	15%	12%	11%	13%

Table 89: Percent Agree, Various Descriptors re: Company Has Policies Related to Equity, Inclusion, Diversity, or Reducing Discrimination, by Race and Ethnicity

Company size

Compared to workers in smaller companies, workers in larger companies are more likely to say that:

- their workplace has racial and ethnic diversity (78% of workers in companies with 250+ employees, 68% in companies with 50 to 249 employees, and 59% in companies with 1 to 49 employees);
- their company/organization actively speaks out against racial and ethnic discrimination (60% of workers in companies with 250+ employees agree, 42% in companies with 50 to 249 employees, and 33% of companies with 1 to 49 workers);
- values diversity (69% of workers in companies 250+ employees agree, 56% in companies with 50 to 240 employees; and 50% in companies with 1 to 49 employees); and
- the company has various policies such as required training, a clear anti-discrimination policy, and an anonymous hotline (see Table 90).

	1-49 Employees	50-249 Employees	250+ Employees
Required training for current employees	22%	43%	61%
Policies to ensure equality in pay, hiring, or promotions	28%	44%	54%
Clear anti-discrimination policy	41%	61%	74%
Anonymous hotline	17%	34%	52%
Unweighted sample size	1,178	771	1,323

Table 90: Percent Has Policies/Procedures/Programs in Workplace, by Company/Organization Size

Table 91 shows responses based on workers who say racial and ethnic discrimination at their workplaces is a problem, and they have a policy, program, or practice in place.

Question:

What about your workplace? How helpful are the following things for reducing discrimination in your workplace? Based on respondents who say racial discrimination is a problem in own workplace and has the named program or policy...

	Have Policy/ Program	Is Very/ Somewhat Helpful in Own Company	Is Very Helpful in Own Company
Required training given regularly	40%	79%	40%
Required training at hiring	39%	79%	38%
Optional training	31%	75%	30%
Policies to ensure "equality" in pay/hiring/promotions	41%	89%	50%
Group - taskforce/committee	27%	83%	41%
Anonymous hotline/way to report discrimination	33%	79%	41%
Mentoring program or way for employees to obtain a mentor	27%	84%	42%
Clear anti-discrimination policy	57%	83%	53%
Single person responsible for diversity, equity, inclusion, or discrimination issues	21%	78%	35%
Required training for White managers, supervisors, or other leaders	16%	82%	46%
Employee surveys	34%	81%	42%

Table 91: Percent Have Various Policies/Programs, Helpful, U.S. Workers

There are no differences by race and ethnicity when asking about knowledge of these policies, practices, or programs in workplaces. About 7 in 10 workers say they have at least one of the proposed policies, practices, or programs in place (Table 92).

Question:

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

Yes, Number of Listed Programs	Asian-American Workers	Black Workers	Latino Workers	White Workers
0	25%	28%	31%	28%
1	7%	10%	11%	11%
2	8%	7%	8%	9%
3	8%	8%	10%	8%
4	7%	11%	7%	7%
5	6%	6%	7%	7%
6	7%	5%	6%	6%
7+	33%	25%	20%	24%
Total	100%	100%	100%	100%
All	6%	5%	4%	4%

Table 92: Percent Have Various Policies/Programs, Based on Race and Ethnicity

When asked about workplaces in general, policies are again thought to be the most helpful in reducing discrimination in workplaces today, particularly by Black workers (Table 93).

Question:

You said you think discrimination is a problem in workplaces today. How helpful would the following things be to reduce discrimination in workplaces today?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Required training given regularly	35%	34%	45%	42%	30%
Required training at hiring	36%	33%	47%	42%	32%
Optional training	27%	28%	41%	35%	20%
Policies to ensure "equality" in pay/hiring/promotions	49%	48%	53%	48%	49%
Group - taskforce/committee	30%	32%	43%	36%	25%
Anonymous hotline/way to report discrimination	38%	37%	49%	42%	34%
Mentoring program or way for employees to obtain a mentor	35%	34%	43%	39%	32%
Clear anti-discrimination policy	57%	54%	58%	55%	58%
Single person responsible for diversity, equity, inclusion, or discrimination issues	24%	25%	36%	30%	19%
Required training for white managers, supervisors, or other leaders	30%	29%	41%	38%	25%
Employee surveys	39%	37%	48%	42%	36%

Table 93: Percent Would Be Very Helpful to Reduce Discrimination in Workplaces Today, by Race and Ethnicity

Voices of Workers

In the individual interviews conducted for this study, workers discussed how their own experiences with diversity, equity, inclusion, and discrimination affected their opinions of and experiences with diversity, equity, and inclusion practices in their own workplaces, especially how leadership and culture in conjunction with training and other practices are critical to actively addressing these issues. For example, the value of a single program, practice, or policy was often brought up as less impactful, compared to the combination of various initiatives along **with** the role that company culture and strong leadership plays in carrying out those programs, practices, and policies. Workers described how their experiences with diversity and discrimination led to change, or not, either within the organization or ultimately leading them to look for another job. These descriptive snapshots offer the important perspectives of workers to help justify what action steps employers might take to improve the workplace for all employees, especially workers of color.³⁰

On the relationship between unintentional acts of racial and ethnic discrimination, and the burden on employers to provide training, because every workplace's culture is different

"I believe this individual didn't know better. He thought it was just normal, fun and play and whatever the case may be. But it could have been because of the fact he's not used to working in this type of environment, the slightest thing can turn into the biggest thing. He might have worked at a smaller company that doesn't have many individuals like that. I know for myself I've worked in numerous locations that basically has harassment and discrimination courses. Not every employer has that. People go to work and they don't have the proper training they have to have to make it a safe environment at work. Once that was brought to life, supervisor told him you cannot do that. If you want to mess with someone outside of work, outside of our walls, more power to you., but when you're in these walls, you have to respect the people you work with. Just like any other place, everyone has zero tolerance of this kind of stuff."

- Latino male technical worker

On the role that culture plays in linking diversity, equity, and reducing discrimination

"I think besides doing some self-reflection, I think this model of (diversity, equity, and inclusion training) once a year and then everyone goes about their business is not the way to handle it. Conversations about how power shows up – what inclusion really means – not just a single conversation but ongoing conversations and doing that work themselves. We have a strategic plan – and we have a diversity plan – that should be one plan and having actual benchmarks and seeing how we are proceeding through those benchmarks. Who are we retaining and who aren't we retaining? Going beyond the superficial. Having that real commitment to change – and to having difficult conversations with each other – not just about diversity – have an organizational culture that encourages that. Moving beyond lip service. Need reflective conversations about what we're doing."

- Black female academic librarian

On why “diversity” is not enough to guarantee an inclusive culture with an organization, and it led to a new job where inclusion and an absence of discrimination were apparent

“I was not excited to go to work every day. {We had} Asian-American women, Hispanic {workers}, Black and Middle Eastern. But the culture, it was just completely the culture and dynamic was completely different. So it’s not about a diversity. I think it’s the quality of the people that you hire, and that their personality to see if you can really work together, or if the team is ready, so supporting each other.”

On why corporate-level policies may not be appropriate for, or fit, what’s happening in local stores

“I think [the company is] doing what they’re supposed to be doing. But it’s there’s always room for human error. Just because who’s in place at the store level, like as a corporation. Those are great policies and things to have in place, but at a store level where it’s local. Unfortunately, things sometimes go a different way.

- Black female pharmacy technician

On why a single person in a company responsible for these issues may not work (various workers)

- One person may be biased, as opposed to an entire group.
- One person cannot necessarily handle all of the problems at a company; there are too many problems.
- Not enough resources to do so and company won’t commit those resources.

On the “buy-in” from leadership that must accompany training

“I think having mandatory training is a great idea as long as it is implemented well. The higher-ups really have to have that buy-in and communicate that. And communicate why it is important and it isn’t just something well we’re going to make you do so just so you have to do this we’re going to make you do this. the way it is presented and implemented really makes a big difference.”

- White female lab technician

On the role that leaderships plays, in conjunction with training

"It starts with the initial orientation of every new employee. Definitely should be initial training that should be given...And of course additional conversations by that employee's direct supervisor, about working fairly and treating others respectfully and fairly. I think it helps to make it mandatory initially, and then there has to be some sort of conversation by employee's direct supervisor – why there are those training and why they keep redoing. It helps when someone understands something. It benefits the company and team, and they are more likely to do the trainings, and grow, and be more inclusive in the way they treat everyone."

- Asian-American male clinical health administrator

On why the "major problem" of discrimination because of race and ethnicity is no longer a problem at work

"So now there's new management and a lot of I want to say the bad apples that were that were there in the beginning, that we cause a lot of these things that I mentioned in the survey are now gone. So either they were fired or they quit, because certain people reported them. So we managed to more or less get everyone out. That wasn't a good fit for the company just in general, not just in terms of performance, but also attitude."

- Latina female language translator

On the diversity, equity, and inclusion efforts in a large organization (academic university)

"[Training] is a hard requirement nowadays. Then there were new committees formed, so first they called it diversity, equity, and Inclusion. D, E, I, and then now they call it E, D, I to emphasize the equity as being first. And then, yeah, so I think the thinking is that diversity is probably easy to achieve. It's just to have [a] diversity. Different people. But then equity is harder to achieve so then, to prioritize that, and to be clear that point. That is put first. That was the rationale that I remember people mentioning."

- Asian-American male in academia

On a worker-initiated effort stemming from a discrimination experience

"I had a passion to get involved because I had experienced discrimination in the workplace and I didn't know how to bring awareness because sometimes you don't blame people for their perspective they probably don't know they probably have or been raised a certain way. So my real passion and goal was to create that awareness, to break the biases.

I brought the idea to my executive director, who sits on the same floor. I said, I have the opportunity, and he bought into that. So we did create a group and advisory groups. So we have those uncomfortable conversations...

Yeah, and it's progress, really good progress. And then people have really opened up about their biases before. [They] wish they could have done better, but it's a learning process, and you have to extend grace... I mean, through the conversations you're getting to know that people want to open up more.

People want to speak more people more comfortable about speaking about things that probably three or five years down the road. They were uncomfortable, or they fought well, it's okay. But they realize that the people who have privilege over others, and they realize that some people have to work five times as hard to get to where someone is. Others don't. So that's some of the passion, my experience, and the passion just drove me to.

Just get that out."

- Black female working in a corporate bank

Conclusion

Significant percentages of Asian-American, Black, and Latino workers say that they think discrimination based on race and ethnicity is happening in private sector and government workplaces. According to survey respondents, discrimination at work because of race or ethnicity is happening in their current workplaces, but also occurred in past workplaces. Workers of color also report that they have witnessed or heard about these situations, even if the discrimination was not against them personally. While most workers say the discrimination they experienced was intentional, others say that unconscious bias had an impact.

Overall, workers are most likely to say that there are workers who get better treatment than others because of race or ethnicity in general. While surveys can measure prevalence of various experiences, most workers either recall a specific experience or expect that they will not (or have never) experience worse treatment in their workplace, compared to other workers, because of their race or ethnicity. The most frequent discrimination situation reported is that some workers get better treatment than others because of race or ethnicity (a general descriptor that encompasses a wide range of experiences and situations). However, respondents are more likely to report that they have experienced unfair treatment or discrimination in a previous job, than in their current job. And majorities say they consider these situations discrimination.

Black females are more likely to say, than all other races and ethnicities and gender identities, that discrimination at work is a problem. Workers tell stories about witnessing these situations and their own personal experience with discrimination and economic mobility captured by the survey, open-ended responses, and interviews. Workers associate diversity with discrimination and mobility; that is, they describe situations where discrimination experiences have affected their ability to succeed in the workplace and get ahead.

U.S. workers are largely in agreement that it is necessary to have laws to protect against discrimination in hiring and promotions in workplaces, and that the diversity of a company should reflect the diversity of the community wherein a workplace is located. Workers of color are more likely to say, compared to White workers, that government should help or require employers maintain a certain level of diversity in the workplace, and that unions are needed to help increase equity for workers of color in workplaces .

Black workers are more likely to say that race and ethnicity, in addition to qualifications, should be taken into account when hiring to increase diversity, and are more likely to say that people of color should get preference in hiring or promotions because of past discrimination. In addition, workers who think racial and ethnic discrimination is a problem in workplaces today are more likely to say they expect government to play a role in diversity, equity, inclusion, and discrimination issues in the workplace, compared to workers who think discrimination is not a problem. A majority of workers say that their current workplaces value racial and ethnic diversity, and agree that they want to work for a company that values diversity. Black workers are more likely to say they want to work for a company that values diversity, rather than reporting that their current workplaces do value it.

Majorities of workers also say they want to work for companies that actively speak out against racial and ethnic discrimination. However, fewer Black and Asian-American workers say they work in places where that is actually the case. Most workers say that diversity, equity, inclusion, or discrimination policies and programs make their current workplaces better; help increase equity, diversity, and inclusion; and reduce discrimination, with little or no differentiation between these descriptors or among workers. Fewer workers say the policies do enough or go too far.

In the post-survey interviews, several important ideas related to diversity, equity, discrimination, and mobility emerged, including:

- The role that racial and ethnic discrimination having to do with customers affects frontline workers.
- **The impact of hybrid or remote work: workers of color indicated that they believe they experienced fewer situations of unfair treatment/discrimination when they are working remotely, compared to working in person.**
- How workers associate discrimination with limiting their mobility in the workplace – some earned raises but sought promotions. A raise and a promotion are viewed distinctly by some workers – who have received regular pay increases but never had a promotion – and attribute it to racial and ethnic discrimination.

Questions for Future Research and Work

As U.S. workers acknowledge that there **is** a problem of racial and ethnic discrimination in workplaces today – regardless of their race or ethnicity – what needs to be done now, and by who, to address it? Employers can consider:

- Addressing the role that unconscious bias plays in perceived discrimination experiences at work;
- Investing in more robust reporting pathways for incidents of discrimination;
- Improving recruiting practices that result in hiring more employees from local communities;
- Demonstrating that the organization values diversity and speaking out against racial and ethnic discrimination;
- Effectively communicating the value of diversity, equity, and non-discrimination in the workplace;
- Reimagining the role of human resources and diversity, equity, and inclusion executives, managers, and frontline staff;
- Exploring best practices for labor unions, advocacy groups, and employers to work proactively and more collaboratively to develop more substantiable pathways toward addressing diversity, equity, and inclusion issues in the workplace;

- ▶ Learning from a methodological standpoint about the various definitions and terms used in the survey, and how they affect perspectives and reported experiences about discrimination in the workplace;
- ▶ Chronicling the mental health impact on employees related to discrimination and bias in the workplace; and
- ▶ Encouraging more research on the loss of productivity and pursuit of excellence due to discrimination in the workplace.

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About the Heldrich Center

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.

As captured in its slogan, “Solutions at Work,” the Heldrich Center is guided by a commitment to translate the strongest research and analysis into practices and programs that companies, community-based organizations, philanthropy, and government officials can use to strengthen their workforce and workforce readiness programs, create jobs, and remain competitive. The center’s work strives to build an efficient labor market that matches workers’ skills and knowledge with the evolving demands of employers. Career and Technical Education

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End Notes

- 1 The study uses the AmeriSpeak® panel (N=2,539) and additional non-probability sample respondents (N=738), calibrated using NORC's TrueNorth methodology.

There was an insufficient sample available to reach the Native American/Indigenous population. The survey was fielded online and by phone in English and Spanish.

- 2 Various fielded surveys and scales by a variety of academic institutions and research organizations were reviewed, including but not limited to NORC, Pew Research Center, Harvard Chan School of Public Health/National Public Radio/Robert Wood Johnson Foundation, Associated Press, Gallup, Kaiser Family Foundation, CBS/New York Times, JUST Capital, AARP, SHRM, AllVoices, Multi-City Study of Urban Inequality, YES Health Study, Chicago Community Adult Health Study, and the 1995 Detroit Area Study. In designing the survey, the research team assessed several issues and made informed decisions about the ordering of questions (for example, sensitive questions about reporting were asked at the survey's end); triangulating measures (asking about unfair treatment/discrimination experiences using multiple questions); asking about diversity, equity, and discrimination separately; providing definitions of key terms (equity, discrimination, prejudice, unconscious bias); and others.

- 3 Margins of error for survey samples are as follows:

All workers: +/- 2.89%

Asian-American workers: +/- 5.39%

Black workers: +/- 4.35%

Latino workers: +/- 5.23%

White workers: +/- 4.22%

Margins of error will be higher for questions where there is additional disaggregation (i.e., by income or gender identity) or for a filtered survey question.

- 4 Differences between Black and Latino workers are not statistically significant.
- 5 While the topline tables show statistically significant differences between the groups, these are not being reported given that the percentages are less than 10%.
- 6 This project considers the terminology defined by [Harvard University](#), [Rutgers University](#), and [others](#) (see Appendix B).
- 7 The survey utilizes NORC's TrueNorth proprietary technique, which calibrates a small non-probability sample of low-incidence survey populations to probability-based AmeriSpeak® data. The Native American/Indigenous population was not included in this study due to sample limitations. Furthermore, the languages offered to survey respondents (English and Spanish) may limit the representativeness of the Asian-American sample. NORC used its True North calibration tool to add an additional sample of Asian-American workers. See Appendix B for more information.

- 8 Tables may not total to 100% due to rounding, or exclusion of refused/skipped categories. See topline in Appendix C for full accounting of all data, statistical significance testing, and sample sizes; see survey questionnaire in Appendix C for question wording. Statistical significance comparisons to “all other workers” does not include the total sample of U.S. workers.
- 9 See Appendix B for a description of how race and ethnicity is calculated.
- 10 There is no statistically significant difference between White and Latino workers, or between Asian-American and Black workers.
- 11 See Appendix B for breakdown of unweighted sample sizes.
- 12 Statistically significant differences are between both Black income groups and all others, Latino \$50K+ and both White income groups, and Asian American \$50K+ and both White income groups.
- 13 Includes workers in private, nonprofit, and government workplaces.
- 14 The question asked “what you consider to be discrimination.”
- 15 These questions were asked prior to asking workers about the problem of discrimination in workplaces today/in their own workplaces.
- 16 The topline in Appendix C shows combined unfair treatment/what you consider discrimination prompts for this question.
- 17 Respondents were asked questions about experiences that were framed affirmatively (positively) and negatively to compare responses. See Appendix B.
- 18 Based on Workplace Prejudice/Discrimination Inventory, see <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2914305/>
- 19 This answer category will include respondents who say they don’t have enough information to have an opinion – separate from the “don’t know” answer category.
- 20 Uses the “discrimination” aspect of the abbreviated Chronic Work Discrimination and Harassment scale. See Sternthal, Slopen, and Williams (2011).
- 21 These statements were randomized along with the items in Tables 20 and 21.
- 22 Excludes refused responses (1% to 2%).
- 23 Three percent of the total sample of White females (where gender was indicated at the time that the respondent joined the AmeriSpeak® panel) reported that their current gender identity is either male, transgender, or they use some other term.
- 24 See Appendix C for a complete list of identity items presented in the survey questionnaire.
- 25 Does not include all options presented for this question.

- 26 Pew Research Center trend question.
- 27 A lack of a meaningful difference does not necessarily signify that there is not a statistically significant difference between workers, but rather, the difference is not anecdotally significant (i.e., 36% vs. 32%).
- 28 This question battery (and others) is based on various survey questionnaires, including the [Job Descriptive Index](#), the [General Social Survey](#), and others.
- 29 In 2002, the question was asked on a four-point agree/disagree scale.
- 30 A research brief on these conversations will be released in winter 2024.

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A Workplace Divided

Appendices

August 2023



HELDRICH CENTER
FOR WORKFORCE DEVELOPMENT

RUTGERS

Edward J. Bloustein School
of Planning and Public Policy

Appendix A: Literature Summary and Selected Past Surveys and Studies

Literature Summary

The goal of this research project is to conduct a landscape study of workers' perceptions and opinions of three specific subtopics: (1) the problem of racial and ethnic discrimination in the workplace; (2) the role that diversity, equity, and inclusion play in the workplace; and (3) what solutions workers perceive are impactful/effective to address discrimination, diversity, equity, and inclusion to improve the economic mobility of workers of color, especially women and low-wage workers.

Measuring racial and ethnic discrimination, both inside and outside of the workplace, using survey research is a multi-faceted, prodigious effort that has been studied by scholars for decades.¹ This project's survey asks workers to reflect on their experiences with discrimination relating to unconscious bias or lack of awareness of discriminatory behaviors, frequency of experiencing discrimination, and microaggressions, which are all inter-related.² These facets of racial and ethnic discrimination are important as [Deitch et al. \(2003\)](#) write that "even people who are strongly motivated not to be racist are subject to automatic cognitive activation of stereotypes that can unconsciously influence behavior (e.g., Chen & Bargh, 1997; Devine, 1989; Dovidio et al., 1997)." The authors discuss the role that "everyday discrimination" plays in the workplace, and its relationship to a lack of awareness on the part of the actor (albeit the differences between experiencing discrimination inflicted by a supervisor or by a colleague), especially the implications for [why policies and one-time trainings may do little to help. Microaggressions are](#) "everyday, subtle, intentional – and oftentimes unintentional – interactions or behaviors" that have serious implications for workers' productivity and mobility, inflicting an ["emotional labor"](#) (and for Black workers specifically) that organizations must address. The experience of witnessing, or observing, perceived discrimination, compared to experienced discrimination is an important component of measuring the existence of discrimination – especially at work. [There are distinct and detrimental outcomes associated with witnessed discrimination](#) related to coping behaviors, reporting, and employee outcomes. Whether workers can disentangle the source of discrimination: [formal \(i.e., within the organization\) and informal \(by and between co-workers, perceptions\), intentional or unintentional](#) discrimination, the complexity of measuring inclusion (for example, [personal experience and enterprise perception](#)) has implications for what organizations can do to address these situations.³

There are [clear inputs and associated outputs](#) that distinguish the various terms of [interest](#) related to reducing discrimination and improving economic mobility for workers of color: [diversity, equity, inclusion, discrimination, and belonging](#). By ["focusing explicitly on addressing...discrimination,"](#) diversity, inclusion, and equity, actual progress might be made by employers. Even so, inclusion is a [sweeping term](#) that is difficult for workplaces to measure and address, as is the ["diversity climate"](#) of an organization.

1 See <https://gss.norc.umd.edu/Documents/reports/methodological-reports/MR096.pdf>; National Research Council. (2004). *Measuring racial discrimination*. The National Academies Press; Colella, A. J. & King, E. B. (2015). *The Oxford handbook of workplace discrimination*.

2 The term "microaggression" was not used in the survey.

3 Hughes, D., & Dodge, M. A. (1997). African American women in the workplace: Relationships between job conditions, racial bias at work, and perceived job quality. *American Journal of Community Psychology*, 25(5), 581–599. <https://doi.org/10.1023/a:1024630816168>

Researchers have considered the key methodological question associated with measuring discrimination experiences: how is discrimination different from unfair treatment or mistreatment? What is mistreatment, though lawful, and what is discrimination, which is always unlawful? When is unfair treatment and unfair judgment different, or identical? For example, some authors have used the terminology, “do you feel in any way discriminated against because of your race or ethnic origin,” taking care in [distinguishing these experiences from mistreatment](#) – threats, bullying, or harassment – while at work. The Urban Institute found that the prevalence of the reporting of unfair treatment and unfair judgment due to race or ethnicity was similar, but these terms may “[capture different types of experiences](#),” especially when comparing actions (unfair treatment) to attitudes (unfair judgment). In that study, researchers did not use the word or prompt “discrimination.” All people will perceive and experience discrimination and inclusion differently, thereby affecting their own personal trajectory of the job opportunities they search for, work in, and progress to. The experiences of [Black](#) workers, [Latino](#) workers, and Asian-American workers – and because of language, colorism, and gender – are unique. Disaggregating data to document these experiences that contribute to positive [impacts on job quality and economic mobility](#), especially for low-wage workers, is needed.

There is [much to be done](#) to improve economic mobility for workers of color and low-wage workers that can arise from the reduction of racial and ethnic discrimination in the workplace. Research on the relationship between diversity, equity, and [inclusion initiatives](#) and their effectiveness in reducing discrimination and/or improving economic mobility is widespread, though empirical evidence is [somewhat limited](#). The [role of government](#), particularly in [unionization](#) and enforcement, is necessary to help workers in organizations that are without the capital, knowledge, or motivation to improve. Scholars seem to agree on the [value of some initiatives on the part of the workplace itself](#), that undoubtedly vary based on the organization’s size, [industry](#), and buy-in, and may be effective in [key, select combinations](#) of policies, practices, and programs:

- [Sponsorship](#) opportunities, superlative to [mentorship](#).
- The [role that leaders play](#) in reducing/eliminating bias in the organization.
- The organization’s sociodemographic makeup [reflecting the sociodemographic composition of the organization’s location](#).
- A company or organization [actively speaking out against racial and ethnic discrimination](#).
- Clear policies that address [specific incidents of discrimination](#).

There are examples of organizational planning, commitments, and efforts that describe the goals, processes, and ideal outcomes associated with increasing racial equity and reducing discrimination in the workplace. The [2021 CEO Blueprint](#) is one such “roadmap.” [Demos](#) outlines its internal racial equity organizational “transformation.” Other “how-to’s” are published by [SHRM](#), [LinkedIn](#), and other organizations.

Selected Past Surveys and Studies

Past surveys conducted by the following organizations were reviewed for this project, accessed online/via the [Roper Center](#) at Cornell University, among others:⁴

- American Psychological Association/Greenberg Quinlan Rosner Research (2006)
- Associated Press/NORC (2019)
- CBS/New York Times (1997)
- Gallup/AARP (2003)
- Hart/CNBC (2020)
- Harvard Business School (2021)
- Just Capital (2021, 2022)
- Kaiser Family Foundation/CNN/SSRS (2020)
- Kaiser Family Foundation/SSRS (2020)
- Pew Hispanic Center (2007)
- Pew Hispanic Center/Kaiser Family Foundation (2002)
- Pew Research Center (2017)
- Pew Research Center/Princeton Survey Research Associates (2007)
- Robert Wood Johnson Foundation/Harvard University (2013)
- Robert Wood Johnson Foundation/Harvard Chan School of Public Health (2017)
- Wisconsin Public Television/Princeton Survey Research Associates (1997)

In addition, other surveys, studies, and projects were reviewed (and are recommended for further reading):

- [America's Workplace Diversity Crisis: Measuring Gaps in Diversity & Inclusion Satisfaction by Employee Race and Ethnicity](#)
- [The Journey to Equity and Inclusion](#)
- [Absenteeism, Productivity Loss, and Turnover: The Cost of Racial Injustice](#)

⁴ These may be in addition to, or duplicative of, the organizations listed in the Executive Summary.

- [SHRM: Workplace Racial Inequity Cost Employers \\$172B Over Past 5 Years](#)
- [Empathy: DE&I's Missing Piece](#)
- [Building from the Bottom Up: Worker Perspectives on Upward Mobility](#)
- [Blacks in STEM Jobs are Especially Concerned About Diversity and Discrimination in the Workplace](#)
- [A Workplace Divided: How Americans View Discrimination and Race on the Job](#)
- [New Survey Reveals that Nearly Half of American Workers are Considering Leaving their Current Place of Employment](#)
- [Work is Satisfying for Many but Views on Discrimination Persist](#)
- [The State of Workplace Discrimination, 2021](#)
- [In Poll, Americans Reject Means but Not Ends of Racial Diversity](#)
- [Mirror/Mirror: AARP Survey of Women's Reflections on Beauty, Age, and Media](#)
- [Survey for Assessing Racial/Ethnic Harassment and Discrimination in the U.S. Military](#)
- [Discrimination and Career Satisfaction: Perceptions from US Forest Service Scientists](#)
- [Understanding the Effects of Discrimination in the Workplace](#)
- [iCIMS Research Finds Mixed Bag when it Comes to Diversity Recruiting Measures](#)
- [Before COVID-19, Many Latinos Worried About their Place in America and had Experienced Discrimination](#)
- [Closing Latino Labor Market Gap Requires Targeted Policies to End Discrimination](#)
- [Discrimination in the United States: Experiences of Latinos](#)
- [Poll: 1 In 3 Latinos Report Discrimination Based on Ethnicity](#)
- [Latinx Workers – Particularly Women – Face Devastating Job Losses in the COVID-19 Recession](#)
- [Latinos and Discrimination](#)
- [One in Four Black Workers Report Discrimination at Work](#)
- [American Attitudes and Race](#)
- [Let's Talk About it: CHROs Take on Race in the Workplace](#)

- [Reparations and Black Americans' Attitudes About Race](#)
- [Most U.S. Managers Not Fully Prepared to Talk About Race](#)
- [The General Social Survey](#)
- [NIOSH Worker Well-being Questionnaire](#)
- [Gallup Center on Black Voices: Jobs and Work Series](#)
- [On Views of Race and Inequality, Blacks and Whites are Worlds Apart](#)
- [One in Four Black Workers Report Discrimination at Work](#)
- [Representation Shapes Black Employees' Work Experience](#)
- [Edelman Trust Barometer 2021](#)
- [Discrimination in America: Final Summary](#)
- [Discrimination in America](#)
- [ASA Workforce Monitor](#)
- [For Black Americans, Experiences of Racial Discrimination Vary by Education Level, Gender](#)
- [Women and Men in STEM Often at Odds Over Workplace Equity](#)
- [Harvard T.H. Chan School of Public Health/National Public Radio/Robert Wood Johnson Foundation: Discrimination in the United States Survey](#)
- [Pew Research Center: 2016 Racial Attitudes in America III](#)
- [Perceptions of Discrimination](#)
- [Perceived Discrimination Scale](#)
- [The Journey to Equity and Inclusion](#)

Appendix B: Project Approach/Survey Methodology, Limitations, and Other Research Notes

Phase	Method/Sample Type/Sample Size	Purpose
Conceptualization	Literature review ⁵ 6 expert interviews	Develop and refine concepts to be tested on/reflected in survey and interview work.
Pilot survey	323 workers age 18+ employed full or part time (not self-employed) in the United States, July 29 to August 2, 2022. 15-minute online survey.	Test concepts and language in survey questions, including variation (English only). Obtain preliminary data to refine survey questions, including open-ended responses. Obtain respondents for qualitative interviews. Pilot study interviews are not included in the final data for the main study.
Qualitative interviews and advisory committee review	18 workers who agreed to be contacted in pilot survey, conducted 30-minute interviews in August and September 2022 in English via Zoom (audio only with a couple of exceptions where respondents wanted to be on video). Sent digital gift card incentive after completion. ~8 reviewers ⁶	Contextualize pilot survey findings/capture stories revealed in pilot (English only, six Asian-American workers, five Black workers, three Latino workers, and four White workers). Gather input on final main survey questionnaire.

5 Interviews with subject-matter experts (practitioners and researchers) include: Amy Armitage, Founder and Co-chair, Human Capital Investment and Reporting Council; Arthur Brief, David Eccles School of Business and Presidential Professor Emeritus, University of Utah; Lindsay Dhanani, Assistant Professor of Human Resource Management, School of Management and Labor Relations, Rutgers University; Alexandra Kalev, Associate Professor of Sociology and Anthropology, Tel Aviv University; Tony Mayo, Thomas S. Murphy, Senior Lecturer of Business Administration and C. Roland Christensen Distinguished Management Educator, Harvard Business School; and Winny Shen, Associate Professor of Organizational Studies, York University. Takeaways from conversations with these subject-matter experts and related literature are included in Appendix E.

6 The survey was reviewed by members of the project's advisory committee: Nancy DiTomaso, Distinguished Professor of Management and Global Business, Rutgers University Business School; Edwin Melendez, Professor of Urban Affairs and Planning, Hunter College and Director of the Center for Puerto Rican Studies; Akwasi Osei, Professor of History, Political Science and Philosophy, Delaware State University; Annemarie Schaefer, Vice President of Research, SHRM; Winny Shen, Associate Professor of Organizational Studies, York University; and Michelle Stephens, Professor, Department of Latino and Caribbean Studies and Department of English, Rutgers University and Executive Director of the Institute for the Study of Global Racial Justice.

Main survey	3,277 workers age 18+ employed full or part time (not self-employed) in the United States, November 15 to December 9, 2022. 20-minute online and phone survey.	Generate survey data (English and Spanish).
Qualitative interviews/focus groups	20 workers who agreed to be contacted in main survey, conducted 30-minute interviews in March and April 2023 in English via Zoom (audio only with a couple of exceptions where respondents wanted to be on video). Sent digital gift card incentive after completion.	Capture stories revealed in main survey (English only, four Asian-American workers, eight Black workers, three Latino workers, and five White workers).

Table B-1: Project Approach (all phases approved by the Institutional Review Board at Rutgers University)

Survey questions asking respondents to self-report their race and ethnicity:

This is about Hispanic ethnicity. Are you of Spanish, Hispanic, or Latino descent?	1	No, I am not
	2	If yes, is that Mexican, Mexican American, Chicano or
	3	Puerto Rican or
	4	Cuban
	5	Central American or
	6	South American or
	7	Caribbean or
	8	Other Spanish/Hispanic/Latino

Please check one or more categories below to indicate what race or races you consider yourself to be.	1	White
	2	Black or African American
	3	American Indian or Alaskan Native - Type in name of enrolled or principal type
	4	Asian Indian
	5	Chinese
	6	Filipino
	7	Japanese
	8	Korean
	9	Vietnamese
	10	Other Asian - Type in race
	11	Native Hawaiian
	12	Guamanian or Chamorro
	13	Samoan
	14	Other Pacific Islander - Type in race
	15	Some other race - Type in race

Table B-2 summarizes various considerations made by project researchers when designing the project activities, and the rationale for and approach taken for each.

Consideration	Rationale	Approach
Question framing/tone	Survey questions should be framed both positively and negatively to give respondents the opportunity to agree and/or disagree with the situations, to refrain from assuming negative experiences are the norm.	Ask questions about workplace culture that are framed affirmatively (positively) and negatively.
Use of terminology/definitions	<p data-bbox="550 630 932 657">Definition of Important Terms</p> <p data-bbox="550 688 959 930">Define what researchers mean by "diversity," "equity," and "discrimination," among other terms, to attempt to differentiate between them and for a general population sample. Limit use of the word "inclusion."</p> <p data-bbox="550 961 854 989">Use of Important Terms</p> <p data-bbox="550 1020 959 1329">The word "discrimination" is a loaded term for a respondent to process, but also captures the type of experience researchers are looking to measure. "Unfair treatment" because of race or ethnicity is also discrimination, but may not be perceived as such by the respondent.</p>	<p data-bbox="995 630 1369 804">As suggested by NORC, use "hover-over" definitions/term explanations for respondents (and note availability of definitions for other modes).</p> <p data-bbox="995 835 1369 1035">Where appropriate, use half-samples to test both terms and compare responses. To get at perception, use the term "what you consider to be discrimination."</p>

Measuring/quantifying discrimination experiences

Time

Multiple Questions

A single question asking about discrimination is likely not sufficient to capture the breadth of experience.

Question Order

There are unique advantages and disadvantages to asking about these experiences earlier in the survey and later in the survey.

Breadth vs. Depth

Closed-ended survey questions asking about discrimination experiences should be accompanied by an opportunity for the respondent to describe; will inform [how these experiences manifest](#) for individuals and within organizations.

Intersectionality/asking about experiences through multiple identities

Multiple types of discrimination experiences (witnessing versus experiencing; regular occurrences vs. a single incident, current and past).

The various stages of discrimination experiences: Experiencing, reporting, retaliation.

Qualify questions – “where I work” or “at work” or “ever” – current job, previous job, or professional life.

Ask multiple measures in various parts of the survey (being careful to note possible order effects, and to acknowledge the positive/negative tone approach mentioned above).

Use purposeful open-ended questions to capture description and nuance.

Question wording is based off of scales and question stems in the YES Study.⁷

Use purposeful [open-ended questions](#) to capture [description and nuance](#).

Question wording is based off of scales and question stems in the [YES Study](#).

Table B-2: Survey Methodology/Operationalization and Conceptualization

7 Adapted from <https://www.midus.wisc.edu/>, <https://www.icpsr.umich.edu/web/ICPSR/series/151>, and others: McNeilly, M. D. et al. (1996). The perceived racism scale: A multidimensional assessment of the experience of white racism among African Americans. *Ethnicity and Disease*, 6(1,2), 154-166. Bobo, L. D., & Suh, S. A. (2000). Surveying racial discrimination: Analyses from a multiethnic labor market. In L. D. Bobo, M. L. Oliver, J. H. Johnson Jr., & A. Valenzuela Jr., (Eds.), *Prismatic metropolis: Inequality in Los Angeles*. Russell Sage Foundation. https://scholar.harvard.edu/files/bobo/files/2000_surveying_racial_discrimination_analyses_from_a_multiethnic_labor_market_0.pdf. Williams, D. R. et al. (2012). Research on discrimination and health: an exploratory study of unresolved conceptual and measurement issues. *American Journal of Public Health*, 102(5):975-978.

Setting and Study Population of Main Survey

The main survey was conducted using the [NORC at the University of Chicago AmeriSpeak®](#) Panel-Based Research Platform. 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.

The area probability sample of 2,539 workers was combined with a Lucid non-probability 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.

Study Target Population: National general population sample age 18+ who are employed full time or part time, excluding those who are self-employed.

Sample Units (probability cases only): 15,098

Overall Completed Units: 3,277

Probability Completed Units: 2,539

Non-probability Completed Units: 738

Expected Eligibility Rate: 70%

Observed Eligibility Rate: 72%

Survey Field Period: November 15 to December 9, 2022

Median Duration (minutes): 21

The data were weighted in three stages. First, probability and non-probability sample weights were developed separately, with population benchmarks from the American Community Survey by race/ethnicity, age, gender, education, and Census region. Second, small area estimation was leveraged to model core estimates of the survey within the non-probability sample. Finally, the two samples were

combined to create the final weights. These final two stages comprise NORC's TrueNorth Calibration. This survey includes large sample sizes for Black, Latino, and Asian-American workers, which were weighted down to their proportions in the overall population in the final main study weights. NORC applied cleaning rules for quality control, including attention checks and removing speeders, high-refusal responses, and straight-liners.

	Unweighted Percentage	Weighted Percentage
Race and Ethnicity		
Asian American	18%	7%
Black	24%	12%
Latino	28%	19%
White	29%	63%
Total	100%	100%
Gender⁸		
Male	42%	53%
Female	58%	47%
Total	100%	100%
Education		
Less than high school	4%	6%
High school graduate or equivalent	14%	26%
Vocational/tech/some college/associate	34%	30%
BA+ NET	48%	37%
Bachelor's degree	28%	22%
Post grad/professional degree	20%	15%
Total	100%	100%
Household Income		
<\$30K	17%	17%
\$30K to \$59,999	27%	26%
\$60K to \$99,999	27%	26%
\$100K+	30%	31%
Total	100%	100%

⁸ Ninety-seven percent (weighted) of the sample indicated they were male in their panel demographics and in the survey. Ninety-eight percent (weighted) of females indicated they were female in their panel demographics and in the survey. Two percent of the sample indicated that are transgender or use a different term, when asked about their gender identity. The analysis in this report includes the gender that panelists indicated to NORC when joining the AmeriSpeak[®] panel.

	Unweighted Percentage	Weighted Percentage
Personal Income		
<\$30K	24%	28%
\$30K to \$59,999	33%	31%
\$60K to \$99,999	25%	23%
\$100K+	18%	17%
Total	100%	100%
Region		
Northeast	14%	18%
Midwest	23%	21%
South	38%	37%
West	25%	23%
Total	100%	100%
Party ID		
Democrat/Lean Democrat	55%	43%
Don't lean/Independent/None	19%	18%
Republican/Lean Republican	25%	38%
Total	100%	100%

Table B-3: Survey Respondent Socioeconomic Demographics, Main Survey

	Unweighted Percentage	Weighted Percentage
Employment Status		
Employed working full time	81%	79%
Employed working part time	17%	19%
Retired but working	2%	3%
Total	100%	100%
Employment Wage Type		
Salary	46%	42%
Hourly (NET)	54%	58%
With tips	3%	55%
Without tips	51%	3%
Total	100%	100%
Employer Type		
Government	23%	21%
Private company/organization (for-profit)	63%	66%
Nonprofit organization	11%	9%
Self-employed	3%	4%
Total	100%	100%
Company/Organization Size		
Less than 15 (NET)	22%	27%
1 to 4	11%	13%
5 to 9	16%	8%
10 to 14	5%	6%
15 to less than 100 (NET)	26%	27%
15 to 49	14%	14%
50 to 99	12%	13%
100 or more (NET)	53%	45%
100 to 249	12%	11%
250 to 499	9%	9%
500+	32%	25%
Total	100%	100%

Table B-4: Survey Respondent Worker Demographics, Main Survey

	Unweighted Percentage	Weighted Percentage
Interview Type		
Desktop	30%	32%
Phone interview (not online)	1%	1%
Smartphone	68%	66%
Tablet	1%	1%
Total	100%	100%
Survey Language		
English	97%	98%
Spanish	3%	2%
Total	100%	100%

Table B-5: Survey Methodology Demographics, Main Survey

	Unweighted Sample Size
Race and Ethnicity and Income	
Asian American <\$50K	105
Asian American \$50K+	459
Black <\$50K	359
Black \$50K+	480
Latino <\$50K	292
Latino \$50K+	426
White <\$50K	214
White \$50K+	622
Race and Ethnicity and Gender	
Asian-American Male	256
Asian-American Female	349
Black Male	311
Black Female	604
Latino Male	312
Latino Female	490
White Male	492
White Female	463
Race and Ethnicity and Age	
Asian American 18 to 44	386
Asian American 45+	219
Black 18 to 44	463
Black 45+	452
Latino 18 to 44	535
Latino 45+	237
White 18 to 44	531
White 45+	424

	Unweighted Sample Size
Combined Race and Ethnicity and Wage Type	
Non-White, Salary	826
Non-White, Hourly	923
White, Salary	341
White, Hourly	384

Table B-6: Survey Respondent Demographics by Race and Ethnicity, Main Survey

Key Definitions

The following definitions, which appeared to respondents in the survey (or were available to telephone interviewers if requested by respondents), were decided upon based on a combination of the following: the research team, expert interview conversations, findings of the pilot survey, the [Harvard Foundational Concepts and Affirming Language Guide](#), and the work of the [Rutgers University Division of Diversity, Inclusion, and Community Engagement](#).

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; and Asian American and Pacific Islander; as well as people who are biracial or multiracial.

Race and ethnicity: Race, cultural identity, or national origin (the part of the world you are from or appear to be from).

Prejudice: Prejudgment in favor of or against a person or group.

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.

Discrimination because of race or ethnicity: 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)

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).

Included: Visible, heard, and respected by the people you work with, regardless of race or ethnicity

Unconscious bias: Attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness and/or control.

Selected Pilot Survey and Interview Findings

- **Open-ended questions** in the survey describing experiences were useful. For a small percentage of respondents who felt like answering, they offered examples of what they have witnessed or experienced and opened the door to conversations in the interviews.
- In the pilot interviews, workers commented that “unfair treatment” because of a person’s race or ethnicity is always discrimination if the afflicted’s identity can be ascertained as the reason behind the discrimination experience, but unfair treatment alone can exist in the workplace. In the surveys, unfair treatment is 29% major problem in private companies; discrimination is 43% major problem in private companies, when comparing half-samples. Others the research team asked about (government, nonprofit) are the same.

For that reason, the terms “unfair treatment because of race or ethnicity” and “what you consider to be discrimination because of race or ethnicity” were the terminology used in the survey, for half-samples, because of these perceptions.

- In some cases, where the interviewee had described an experience in the survey, researchers asked about it. In nearly all cases, the respondent described the incident/remembered what was asked and gave detail about it. In one or two cases, the survey question was misunderstood or the respondent didn’t remember. When asking about the various experiences earlier in the questionnaire, and then asking what was the reason, there seems to be less incidence (when asking a follow-up...why was this?), compared to asking about the various experiences “because of race or ethnicity” later in the questionnaire. The research team thinks it needs to prompt respondents, rather than have the respondent be burdened with thinking about why.
- Many interviewees talked about issues in their previous jobs. When asked about being treated fairly and inclusion, most workers think their current place of employment is better than other places of employment generally, and also better than their past jobs. In some cases, workers asked about diversity and inclusion when searching for their current jobs. In some cases, they have chosen jobs based on their past experiences in previous jobs and even with education, remembering those experiences and realizing after the fact that it was harmful/affected them economically.
- Some interviewees used the typical language that is salient lately but often overused or misunderstood (microaggressions, bias, DEI) but in most cases, they did not. Inclusivity vs. diversity are terms that are different/unique to all respondents – and capturing inclusivity and diversity spans a wide range of characteristics, in addition to race and ethnicity. Unfair treatment because of a personal characteristic and discrimination are different to nearly all of the interviewees – unfair treatment is possible without discrimination, and is not as serious of an issue as discrimination.
- Perceptions about inclusion and discrimination don’t elicit responses about race and ethnicity without being prompted. Some interviewees said their race or their ethnicity was “part” of the reason they think they were treated unfairly, discriminated against, or had a workplace culture issue, but it wasn’t the top reason, yet it exacerbated the situation. Pregnancy-related, being an independent contractor, gender, sexual orientation, and even personality type were mentioned as top-level reasons that inclusion was an issue, or unfair treatment/discrimination was apparent, perceived, or experienced.

- Thinking about DEI (loaded term – researchers also added “reducing discrimination”) – some of the interviewees focused on one aspect of the menu of options they have in their workplace/what was asked about. Some said it was all about the manager (whether their own manager or they themselves are the manager). Some said it was the training right at the outset of hiring/orientation that is most important to define the expectations. Another said it was a mentor, or someone who told them to stay away from a certain unit or department, when they were looking into work.

Limitations

There are limitations to this study, including:

- Use of panel data:** Given their experiences taking surveys, AmeriSpeak® panelists are more “sophisticated” in their ability to answer survey questions about attitudes, opinions, and behaviors on social and other issues, compared to the average U.S. adult.
- Use of calibration:** Calibrated according to NORC’s TrueNorth process, the use of non-probability methods when combining with survey data derived from probability-based methods is a novel approach to surveying hard-to-reach U.S. adults or socioeconomic subgroups of the U.S. adult population.
- Survey and interview language:** The survey was conducted in English and Spanish. The interviews were conducted in English (with an option for subjects to be interviewed in Spanish). There are many languages, especially Asian-speaking languages, that do not reflect the survey population.
- Survey bias:** The inherent bias associated with recall, social desirability, and non-response (both item and panel).
- Sampling nuance:** Disaggregation of various measures by important workforce demographics that may explain/affect variation in opinions, perceptions, and experiences was not always possible, such as type of employer, industry, and tenure at job.
- Measurement of race and ethnicity and aggregation of groups:** The research team acknowledges that further disaggregation of workers by race and ethnicity is essential to study the unique experiences and impacts of workplace discrimination. Further, this study aggregates workers into groups based on self-reporting of race and ethnicity, which is an imperfect measure at best, as efforts are being made to revise, update, and/or improve the measurement of self-reported race and ethnicity, most notably being undertaken by the [U.S. Office of Management and Budget](#).
- Measuring racial discrimination:** The inherent limitations of measuring racial discrimination, which include bias in reporting and methodological considerations, such as measuring self-reported perceptions and experiences rather than “directly” measuring discrimination, the question format, and what meaning is attributed to the various question prompts, question items, and answer categories.⁹ Furthermore, satisficing of responses, related to the race-priming hypothesis, where “people will search their memory for negative events and try to assign racial meaning to them.”¹⁰ Disaggregation

⁹ National Research Council. (2004). *Measuring racial discrimination*. The National Academies Press.

¹⁰ Ibid.

of workers by specific race and ethnicity will likely elicit various experiences and meaning attached to those experiences.¹¹ Individual perceptions of workplace climate vary widely.¹² Finally, concepts related to country of origin, colorism, and accents.

- **Depth and breadth of concepts:** The study could not include all situations, experiences, or context associated with perceptions and opinions of racial and ethnic discrimination in the workplace: artificial intelligence bias, impact of media consumption, hiring experiences, the role of line managers, experiences with harassment situations, measuring respect or other specifics of inclusion, the race and ethnicity of a worker's manager/supervisor, and knowledge of Equal Employment Opportunity Commission policies and procedures.

11 Hongseok, L. (2022). Perceived racial discrimination in the workplace: Considering minority supervisory representation and inter-minority relations. *Public Management Review*, 24(4), 512-535.

12 https://uwspace.uwaterloo.ca/bitstream/handle/10012/15298/Yeung_Edward.pdf?isAllowed=y&sequence=3

Appendix C: Main Survey Questionnaire and Topline

Main Survey Questionnaire¹³

[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]

¹³ 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

Variable	Values
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

Variable	Values
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.

About the Heldrich Center for Workforce Development

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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
			A	A		
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%
		aCDEF				
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/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
Unweighted Base: Employed	3,277	955	2,322	915	802	605
Weighted Base: Employed	3,277	2,053	1,224	378	630	215
I work as an independent contractor, independent consultant, or freelance worker	527 16%	299 15%	229 19%	72 19%	123 20%	33 15%
			ABF	AB	AB	
I am a regular, permanent employee (standard work arrangement)	2,750 84%	1,755 85%	995 81%	306 81%	507 80%	182 85%
		CDE				C
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/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
Unweighted Base: Regular employee	2,781	830	1,951	761	669	521
Weighted Base: Regular employee	2,750	1,755	995	306	507	182
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
Unweighted Base: Not self-employed	2,691	806	1,885	742	638	505
Weighted Base: Not self-employed	2,640	1,701	938	295	469	174
Salary	1,114 42%	783 46%	331 35%	92 31%	129 27%	110 63%
		ACDE	DE			ABCDE
Hourly wage, without tips	1,443 55%	866 51%	577 61%	195 66%	325 69%	58 33%
		F	ABF	ABCF	ABCF	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,151 35%	767 37%	384 31%	110 29%	197 31%	76 35%
		CDE				CD
No	2,119 65%	1,286 63%	832 68%	266 70%	428 68%	139 65%
			ABf	ABcf	b	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	7 0	0 -	7 1%	2 1%	6 1%	0 -
			AB	aB	AB	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	2,737 84%	1,734 84%	1,003 82%	304 80%	521 83%	178 83%
		d				
No	517 16%	305 15%	212 17%	72 19%	104 17%	36 17%
			A	AB		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	595 18%	362 18%	233 19%	79 21%	126 20%	29 13%
		f	aF	AF	F	
No	2,665 81%	1,680 82%	985 80%	296 78%	502 80%	186 87%
			d			AbCDE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
			ABF		ABF	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,981 60%	1,171 57%	809 66%	259 69%	405 64%	146 68%
			AB	ABc	aB	AB
No	1,006 31%	709 35%	296 24%	85 23%	164 26%	47 22%
		ACDEF				
Don't know	266 8%	157 8%	109 9%	29 8%	60 10%	20 9%
			A			
SKIPPED ON WEB	25 1%	16 1%	9 1%	5 1%	2 0	2 1%
				ACE		e
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	3,015 92%	1,901 93%	1,114 91%	332 88%	582 92%	199 93%
		D	D		D	D
Very important	2,506 76%	1,556 76%	950 78%	292 77%	499 79%	158 74%
			AF		f	
Somewhat important	509 16%	345 17%	164 13%	40 11%	83 13%	41 19%
		cD	D			ACDE
Neither important nor unimportant	140 4%	76 4%	64 5%	30 8%	24 4%	9 4%
			A	ABCEF		
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%
			d			
Not at all important	16 0	6 0	10 1%	3 1%	4 1%	2 1%
			A			ab
This doesn't apply to me or describe my job	21 1%	14 1%	7 1%	5 1%	2 0	0 0
				ACef		

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

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

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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,564 78%	1,605 78%	960 78%	295 78%	487 77%	178 82%
						ACe
Very important	1,621 49%	967 47%	654 53%	206 55%	336 53%	111 52%
			AB	AB	aB	
Somewhat important	944 29%	637 31%	306 25%	89 24%	150 24%	66 31%
		aCDE				CDE
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%
			F			

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

Doing work that is meaningful to you or makes a difference

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,674 82%	1,686 82%	988 81%	304 80%	504 80%	181 84%
			A	AbCf		C
Very important	1,719 52%	1,061 52%	658 54%	215 57%	333 53%	110 51%
Somewhat important	955 29%	624 30%	331 27%	89 24%	171 27%	71 33%
		D	D			aCDe
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%
Not too important	119 4%	69 3%	50 4%	14 4%	30 5%	6 3%
			Af			
Not at all important	34 1%	18 1%	15 1%	5 1%	7 1%	4 2%
			a			a
This doesn't apply to me or describe my job	36 1%	25 1%	11 1%	5 1%	6 1%	0 -
		f	f	F		

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

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

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
		D	D		D	D
Your relationship with your supervisor(s)	973 85%	653 85%	320 83%	85 77%	171 87%	63 83%
		D	D		D	
Having access to opportunities for promotion or advancement from your employer	1,627 82%	923 79%	704 87%	226 87%	349 86%	128 88%
			AB	AB	AB	AB
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%
						C
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%
						ACe
Your relationship with your colleagues	2,518 77%	1,637 80%	881 72%	259 68%	451 72%	171 80%
		ACDE	D			CDE
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%
			AB	ABC	aB	AB
The opportunity to work remotely, from home, or telework	1,430 44%	799 39%	631 52%	198 52%	292 46%	141 66%
			ABE	ABe	B	ABCDE

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
The opportunity to work remotely, from home, or telework	545 17%	367 18%	178 15%	47 13%	111 18%	20 9%
		cDF	DF		CDF	
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%
		ACDEF	D			
Your relationship with your colleagues	237 7%	136 7%	101 8%	35 9%	53 8%	14 6%
			Af	Ab		
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%
		aCDEf				
Doing work that is meaningful to you or makes a difference	153 5%	87 4%	65 5%	19 5%	37 6%	10 4%
			A			
Your relationship with your supervisor(s)	41 4%	26 3%	15 4%	6 6%	6 3%	3 4%
			A	AC		
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/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
Unweighted Base: Excluding respondents who selected not applicable	3,261	948	2,313	909	800	604
Weighted Base: Excluding respondents who selected not applicable	3,256	2,039	1,217	373	629	215
Important (NET)	3,015 93%	1,901 93%	1,114 92%	332 89%	582 93%	199 93%
		D	D		d	d
Very important	2,506 77%	1,556 76%	950 78%	292 78%	499 79%	158 74%
			AF		f	
Somewhat important	509 16%	345 17%	164 13%	40 11%	83 13%	41 19%
		cD	D			ACDE
Neither important nor unimportant	140 4%	76 4%	64 5%	30 8%	24 4%	9 4%
			A	ABCEF		
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%
			d			
Not at all important	16 0	6 0	10 1%	3 1%	4 1%	2 1%
			A			ab

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

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

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
Unweighted Base: Excluding respondents who selected not applicable	3,213	931	2,282	897	787	598
Weighted Base: Excluding respondents who selected not applicable	3,201	2,005	1,195	369	613	213
Important (NET)	2,564 80%	1,605 80%	960 80%	295 80%	487 79%	178 83%
						ac
Very important	1,621 51%	967 48%	654 55%	206 56%	336 55%	111 52%
			AB	AB	AB	
Somewhat important	944 29%	637 32%	306 26%	89 24%	150 25%	66 31%
		aCDE				CDE
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
			ABdF		ABf	
SKIPPED ON WEB	17 1%	12 1%	5 0	4 1%	0 -	1 0
				ACE		
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
Unweighted Base: Excluding respondents who selected not applicable	3,244	944	2,300	902	793	605
Weighted Base: Excluding respondents who selected not applicable	3,241	2,029	1,213	373	625	215
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%
			a	AbCF		
Somewhat important	955 29%	624 31%	331 27%	89 24%	171 27%	71 33%
		D	D			aCDe
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%
			A			
Not too important	119 4%	69 3%	50 4%	14 4%	30 5%	6 3%
			Af			
Not at all important	34 1%	18 1%	15 1%	5 1%	7 1%	4 2%
			a			

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

QJIMPG_1. ...How important to you are the following aspects of your job?

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

QJIMPH_1. ...How important to you are the following aspects of your job?

The opportunity to work remotely, from home, or telework

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

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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
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%
			AF	ABCF		
Somewhat satisfied	1,328 41%	866 42%	462 38%	133 36%	235 38%	93 43%
		cD	d			CD
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%
			D			
Not too satisfied	344 11%	219 11%	126 10%	32 9%	72 11%	22 10%
			D			
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%
			A			
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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	1,872 57%	1,102 54%	770 63%	241 65%	394 63%	135 62%
			AB	AB	AB	AB
Very satisfied	972 30%	591 29%	381 31%	124 33%	203 32%	54 25%
			AF	AF	F	
Somewhat satisfied	900 28%	511 25%	389 32%	118 31%	191 31%	81 37%
			AB	AB	b	ABCdE
Neither satisfied nor dissatisfied	919 28%	651 32%	268 22%	74 20%	136 22%	57 27%
		ACDEf	d			CD
Not Satisfied (NET)	363 11%	219 11%	143 12%	47 13%	77 12%	19 9%
			aF	f		
Not too satisfied	210 6%	128 6%	82 7%	29 8%	41 7%	12 6%
				a		
Not at all satisfied	152 5%	91 4%	61 5%	18 5%	37 6%	7 3%
			F		f	

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			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	1,832 56%	1,067 52%	765 63%	241 65%	398 64%	126 58%
			ABF	ABf	AB	b
Very satisfied	906 28%	499 24%	407 33%	129 34%	220 35%	58 27%
			ABF	ABF	ABF	
Somewhat satisfied	927 28%	568 28%	358 29%	112 30%	178 28%	68 32%
			a			
Neither satisfied nor dissatisfied	821 25%	555 27%	266 22%	80 21%	131 21%	56 26%
		CDE				Cde
Not Satisfied (NET)	523 16%	365 18%	158 13%	45 12%	85 14%	28 13%
		aCDef				
Not too satisfied	320 10%	233 11%	87 7%	26 7%	44 7%	17 8%
		aCDef				
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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	2,542 78%	1,628 80%	915 75%	283 76%	463 74%	169 79%
		CdE				c
Very satisfied	1,471 45%	959 47%	513 42%	165 44%	270 43%	78 36%
		cF	F	F	f	
Somewhat satisfied	1,071 33%	669 33%	402 33%	118 32%	193 31%	91 42%
						ABCDE
Neither satisfied nor dissatisfied	528 16%	307 15%	221 18%	63 17%	124 20%	34 16%
			Ab		AB	
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%
			A	ABCE		
SKIPPED ON WEB	9 0%	4 0%	5 0%	1 0%	3 0%	1 0%
			A			
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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
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%
			AF	ABcF	F	
Somewhat satisfied	1,080 33%	712 35%	368 30%	109 29%	176 28%	83 38%
		CDE				ACDE
Neither satisfied nor dissatisfied	554 17%	338 17%	217 18%	63 17%	114 18%	40 19%
			a			
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%
			D		d	
Not at all satisfied	85 3%	54 3%	32 3%	13 4%	15 2%	3 1%
			f	acF		

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

Your relationship with your supervisor(s)

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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	2,415 74%	1,525 75%	890 73%	264 71%	461 74%	165 77%
			D			cD
Very satisfied	1,395 43%	892 44%	503 41%	146 39%	278 44%	79 37%
		dF	dF		dF	
Somewhat satisfied	1,021 31%	633 31%	387 32%	118 32%	183 29%	85 40%
						ABCDE
Neither satisfied nor dissatisfied	475 15%	274 13%	201 16%	72 19%	100 16%	29 14%
			Abf	ABCF		
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
				CE		
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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	2,490 76%	1,621 79%	869 71%	260 69%	442 71%	167 78%
		ACDE				CDE
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%
		CDE				ACDE
Neither satisfied nor dissatisfied	543 17%	296 14%	248 20%	85 23%	128 20%	34 16%
			ABF	ABCF	ABf	
Not Satisfied (NET)	186 6%	108 5%	78 6%	22 6%	44 7%	12 6%
			A			
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%
			A			
Don't know	27 1%	10 1%	16 1%	5 1%	10 2%	2 1%
			Ab	ab	ab	
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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Satisfied (NET)	1,504 46%	897 44%	607 50%	187 50%	291 46%	129 60%
			ABe	AB		ABCDE
Very satisfied	1,005 31%	601 29%	404 33%	125 34%	194 31%	85 39%
			A	a		ABCdE
Somewhat satisfied	499 15%	296 14%	203 17%	62 16%	97 16%	44 21%
			A			ABCe
Neither satisfied nor dissatisfied	1,005 31%	675 33%	330 27%	106 28%	170 27%	53 25%
		CdEF				
Not Satisfied (NET)	396 12%	232 11%	164 14%	45 12%	96 15%	23 11%
			AF		AbF	
Not too satisfied	190 6%	104 5%	85 7%	20 5%	54 9%	11 5%
			AbDf		ABDf	
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%
		F	F	F	F	
SKIPPED ON WEB	18	13	6	3	1	1
	1%	1%	0	1%	0	0
				C		
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				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
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%
		CdE				c
Your relationship with your colleagues	2,490 76%	1,621 79%	869 71%	260 69%	442 71%	167 78%
		ACDE				CDE
Your relationship with your supervisor(s)	2,415 74%	1,525 75%	890 73%	264 71%	461 74%	165 77%
			D			cD
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%
			AB	AB	AB	AB
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%
			ABF	ABf	AB	b
The opportunity to work remotely, from home, or telework	1,504 46%	897 44%	607 50%	187 50%	291 46%	129 60%
			ABe	AB		ABCDE

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
Unweighted Base: Job characteristic is important/not important	3,262	949	2,313	909	799	605
Weighted Base: Job characteristic is important/not important	3,256	2,041	1,215	374	626	215
Having access to opportunities for promotion or advancement from your employer	523 16%	365 18%	158 13%	45 12%	85 14%	28 13%
		aCDef				
The income you earn to support you (and your family)	503 15%	317 16%	185 15%	50 13%	104 17%	32 15%
			D			
The opportunity to work remotely, from home, or telework	396 12%	232 11%	164 14%	45 12%	96 15%	23 11%
			AF		AbF	
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%
			aF	f		
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%
			A			
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%

QPR0M2A. 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
Unweighted Base: Has promotion opportunities	2,104	545	1,559	623	522	414
Weighted Base: Has promotion opportunities	1,981	1,171	809	259	405	146
Well (NET)	1,192 60%	715 61%	477 59%	152 59%	227 56%	97 67%
						ACDE
Very well	325 16%	163 14%	162 20%	58 22%	73 18%	31 21%
			AB	ABc		AB
Somewhat well	866 44%	552 47%	315 39%	94 36%	154 38%	67 46%
		aCDE				CDe
Does not describe my job at all	649 33%	373 32%	276 34%	84 32%	153 38%	39 27%
			AF		AF	
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
			Ab	ABc		
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
Unweighted Base: Has promotion opportunities	2,104	545	1,559	623	522	414
Weighted Base: Has promotion opportunities	1,981	1,171	809	259	405	146
Well (NET)	1,114 56%	626 53%	488 60%	155 60%	240 59%	92 63%
			AB	Ab		AB
Very well	286 14%	126 11%	160 20%	59 23%	75 19%	26 18%
			AB	ABC	AB	aB
Somewhat well	828 42%	500 43%	329 41%	97 37%	166 41%	66 45%
			d			CD
Does not describe my job at all	749 38%	483 41%	267 33%	85 33%	136 34%	46 31%
		aCDeF				
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
			A	ABC		
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
Unweighted Base: Has promotion opportunities	2,104	545	1,559	623	522	414
Weighted Base: Has promotion opportunities	1,981	1,171	809	259	405	146
Well (NET)	690 35%	312 27%	378 47%	122 47%	189 47%	67 46%
			AB	AB	AB	AB
Very well	248 13%	92 8%	156 19%	52 20%	76 19%	29 20%
			AB	AB	AB	AB
Somewhat well	442 22%	220 19%	222 27%	71 27%	114 28%	38 26%
			AB	AB	AB	aB
Does not describe my job at all	1,161 59%	773 66%	388 48%	120 46%	199 49%	70 48%
		ACDEF				
Don't know	117 6%	79 7%	37 5%	14 5%	14 3%	9 6%
		e				
SKIPPED ON WEB	13 1%	7 1%	6 1%	3 1%	3 1%	0 0
				a		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,981 100%	1,171 100%	809 100%	259 100%	405 100%	146 100%

QPR0M2D. 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
Unweighted Base: Has promotion opportunities	2,104	545	1,559	623	522	414
Weighted Base: Has promotion opportunities	1,981	1,171	809	259	405	146
Well (NET)	1,545 78%	903 77%	641 79%	206 80%	323 80%	112 77%
			A			
Very well	540 27%	264 23%	276 34%	88 34%	145 36%	42 29%
			ABF	AB	AB	b
Somewhat well	1,005 51%	639 55%	366 45%	118 45%	178 44%	70 48%
		aCDE				
Does not describe my job at all	333 17%	208 18%	125 15%	37 14%	61 15%	27 19%
						c
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%
				Ace		
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
Unweighted Base: Has promotion opportunities	2,104	545	1,559	623	522	414
Weighted Base: Has promotion opportunities	1,981	1,171	809	259	405	146
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%
			A			
In my job, my opportunities for promotion or advancement are limited.	1,192 60%	715 61%	477 59%	152 59%	227 56%	97 67%
						ACDE
In my job, I get regular promotions or advance regularly.	1,114 56%	626 53%	488 60%	155 60%	240 59%	92 63%
			AB	Ab		AB
I've never had a promotion at work, but want one.	690 35%	312 27%	378 47%	122 47%	189 47%	67 46%
			AB	AB	AB	AB

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Harder	353 11%	70 3%	284 23%	115 30%	113 18%	55 26%
			ABE	ABCE	AB	ABE
No difference	2,645 81%	1,738 85%	907 74%	252 67%	499 79%	156 72%
		ACDEF	D		CDF	d
Easier	275 8%	246 12%	29 2%	7 2%	18 3%	4 2%
		ACDEF				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	4 0	0 -	4 0	3 1%	0 -	0 0
			Ab	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%

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

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

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

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
Unweighted Base: Has opinion on treatment at work	3,246	947	2,299	904	794	601
Weighted Base: Has opinion on treatment at work	3,251	2,040	1,211	373	624	214
Better	300 9%	135 7%	165 14%	67 18%	74 12%	24 11%
			ABf	ABCEF	AB	B
Worse	278 9%	67 3%	211 17%	80 21%	93 15%	38 18%
			ABe	ABCE	AB	AB
The same	2,630 81%	1,808 89%	821 68%	220 59%	450 72%	152 71%
		ACDEF	D		CD	D
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
			F	f		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	410 13%	136 7%	274 22%	126 33%	109 17%	39 18%
			ABEF	ABCEF	AB	AB
No	2,281 70%	1,633 80%	648 53%	160 42%	367 58%	121 56%
		ACDEF	D		CD	D
Unsure	563 17%	273 13%	290 24%	86 23%	151 24%	54 25%
			AB	AB	AB	AB
SKIPPED ON WEB	22 1%	11 1%	11 1%	6 2%	3 0	2 1%
			A	ABCe		
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,393 73%	1,438 70%	954 78%	322 85%	450 71%	182 85%
			ABE	ABCE		ABCE
Essential	1,186 36%	687 33%	500 41%	189 50%	228 36%	83 38%
			ABE	ABCEF		
Important	1,206 37%	751 37%	455 37%	133 35%	222 35%	100 46%
						ABCDE
Not Important (NET)	850 26%	589 29%	262 21%	53 14%	178 28%	31 14%
		ACDF	DF		CDF	
Not very important	539 16%	357 17%	182 15%	38 10%	121 19%	23 11%
		DF	DF		aCDF	
Not at all important	311 9%	232 11%	80 7%	15 4%	56 9%	8 4%
		ACDF	DF		CDF	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,451 75%	1,449 71%	1,002 82%	334 88%	492 78%	175 82%
			ABE	ABCEF	aB	AB
Essential	1,269 39%	730 36%	539 44%	206 54%	245 39%	88 41%
			ABE	ABCEF		b
Important	1,182 36%	719 35%	463 38%	128 34%	247 39%	87 41%
			AD		d	AbD
Not Important (NET)	798 24%	582 28%	216 18%	41 11%	137 22%	39 18%
		ACDEF	D		CD	D
Not very important	505 15%	348 17%	157 13%	27 7%	100 16%	30 14%
		CD	D		CD	D
Not at all important	293 9%	234 11%	59 5%	14 4%	36 6%	9 4%
		ACDEF	d			
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,583 79%	1,552 76%	1,032 84%	335 89%	510 81%	187 87%
			ABE	ABCE	B	ABE
Essential	1,512 46%	886 43%	626 51%	232 61%	289 46%	106 49%
			ABE	ABCEF		b
Important	1,071 33%	666 32%	406 33%	103 27%	222 35%	81 38%
		d	D		D	AbCD
Not Important (NET)	659 20%	473 23%	185 15%	40 11%	118 19%	28 13%
		ACDeF	D		CDF	
Not very important	387 12%	268 13%	119 10%	23 6%	77 12%	19 9%
		CDF	D		CD	d
Not at all important	272 8%	205 10%	67 5%	17 5%	41 6%	9 4%
		ACDeF				
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,486 76%	1,499 73%	987 81%	329 87%	482 77%	176 82%
			ABE	ABCEF		ABe
Essential	1,280 39%	753 37%	527 43%	194 51%	242 38%	91 42%
			ABE	ABCEF		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%
		ACDF	D		CDF	D
Not very important	482 15%	319 16%	163 13%	33 9%	100 16%	30 14%
		D	D		cD	D
Not at all important	276 8%	207 10%	68 6%	14 4%	47 7%	8 4%
		ACDF	DF		cDF	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	33 1%	28 1%	5 0	2 1%	1 0	2 1%
		ce				
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Government	2,583 79%	1,552 76%	1,032 84%	335 89%	510 81%	187 87%
			ABE	ABCE	B	ABE
Nonprofit organizations	2,486 76%	1,499 73%	987 81%	329 87%	482 77%	176 82%
			ABE	ABCEF		ABe
Your company/organization	2,451 75%	1,449 71%	1,002 82%	334 88%	492 78%	175 82%
			ABE	ABCEF	aB	AB
Private companies	2,393 73%	1,438 70%	954 78%	322 85%	450 71%	182 85%
			ABE	ABCE		ABCE

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,471 75%	1,477 72%	994 81%	323 86%	492 78%	180 83%
			ABE	ABCE	B	ABe
Essential	1,306 40%	758 37%	548 45%	200 53%	258 41%	91 42%
			ABe	ABCEF		
Important	1,165 36%	719 35%	446 36%	124 33%	233 37%	89 41%
			D			ABCD
Not Important (NET)	755 23%	540 26%	215 18%	47 12%	136 22%	32 15%
		ACDeF	Df		CDF	
Not very important	472 14%	328 16%	144 12%	28 7%	91 14%	25 12%
		CDf	D		CD	D
Not at all important	283 9%	212 10%	71 6%	19 5%	45 7%	7 3%
		ACDeF	F		F	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	50 2%	36 2%	14 1%	8 2%	2 0	4 2%
		e	E	CE		E
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,476 76%	1,467 71%	1,009 82%	330 87%	497 79%	183 85%
			ABE	ABCE	aB	ABE
Essential	1,364 42%	792 39%	572 47%	212 56%	264 42%	95 44%
			ABE	ABCEF		b
Important	1,112 34%	675 33%	438 36%	117 31%	233 37%	87 41%
			AD		d	ABCD
Not Important (NET)	746 23%	546 27%	200 16%	41 11%	130 21%	29 13%
		ACDEF	DF		CDF	
Not very important	445 14%	307 15%	138 11%	30 8%	85 14%	23 11%
		CDf	D		cD	
Not at all important	301 9%	239 12%	62 5%	12 3%	45 7%	5 3%
		ACDEF	DF		CDF	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	54 2%	40 2%	14 1%	7 2%	4 1%	4 2%
		e		ce		e
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,591 79%	1,566 76%	1,025 84%	325 86%	513 81%	186 87%
			AB	ABCe	b	ABce
Essential	1,540 47%	913 44%	627 51%	228 60%	294 47%	104 48%
			ABE	ABCEF		
Important	1,051 32%	653 32%	398 33%	97 26%	219 35%	82 38%
		D	D		D	ABCD
Not Important (NET)	635 19%	454 22%	181 15%	44 12%	112 18%	24 11%
		ACDeF	DF		CDF	
Not very important	365 11%	253 12%	112 9%	31 8%	65 10%	16 8%
		CDF				
Not at all important	270 8%	201 10%	68 6%	13 3%	47 8%	8 4%
		aCDF	Df		CDF	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	51 2%	33 2%	18 1%	9 2%	5 1%	4 2%
				ACE		e
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			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Important (NET)	2,526 77%	1,523 74%	1,003 82%	320 85%	500 79%	183 85%
			ABe	ABCE	b	ABCE
Essential	1,387 42%	810 39%	577 47%	208 55%	272 43%	97 45%
			ABE	ABCEF		b
Important	1,139 35%	714 35%	425 35%	112 30%	228 36%	86 40%
		d	D		D	AbCD
Not Important (NET)	700 21%	496 24%	203 17%	49 13%	127 20%	27 13%
		ACDF	DF		CDF	
Not very important	431 13%	297 14%	134 11%	35 9%	78 12%	22 10%
		CDf	D			
Not at all important	268 8%	199 10%	69 6%	14 4%	49 8%	6 3%
		aCDF	DF		CDF	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	51 2%	34 2%	18 1%	9 2%	4 1%	5 2%
			e	ACE		E
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Government	2,591 79%	1,566 76%	1,025 84%	325 86%	513 81%	186 87%
			AB	ABCe	b	ABce
Nonprofit organizations	2,526 77%	1,523 74%	1,003 82%	320 85%	500 79%	183 85%
			ABe	ABCE	b	ABCE
Your company/organization	2,476 76%	1,467 71%	1,009 82%	330 87%	497 79%	183 85%
			ABE	ABCE	aB	ABE
Private companies	2,471 75%	1,477 72%	994 81%	323 86%	492 78%	180 83%
			ABE	ABCE	B	ABe

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

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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Diversity is important in private companies/employers	2,802	716	2,086	863	685	538
Weighted Base: Diversity is important in private companies/employers	2,547	1,495	1,051	350	512	190
Yes	697 27%	259 17%	437 42%	181 52%	187 37%	69 36%
			ABEF	ABCEF	AB	AB
No	926 36%	691 46%	234 22%	51 15%	135 26%	49 26%
		ACDEF	D		CD	cD
Depends	628 25%	382 26%	246 23%	83 24%	111 22%	52 27%
						Ce
Don't know	277 11%	155 10%	122 12%	31 9%	73 14%	19 10%
			AD		AbcDf	
SKIPPED ON WEB	19 1%	8 1%	12 1%	4 1%	6 1%	1 1%
			A			
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
Unweighted Base: Diversity is important in private companies/employers	2,802	716	2,086	863	685	538
Weighted Base: Diversity is important in private companies/employers	2,547	1,495	1,051	350	512	190
Agree (NET)	1,561 61%	890 60%	671 64%	227 65%	318 62%	127 67%
			A	Ab		AB
Strongly agree	672 26%	343 23%	329 31%	120 34%	161 31%	48 25%
			ABF	ABCF	ABf	
Agree	889 35%	546 37%	343 33%	106 30%	157 31%	79 42%
		De	d			ACDE
Neither agree nor disagree	816 32%	503 34%	313 30%	97 28%	169 33%	47 25%
		DF	F		dF	
Disagree (NET)	163 6%	101 7%	63 6%	25 7%	22 4%	16 8%
				e		aCE
Disagree	128 5%	83 6%	45 4%	17 5%	15 3%	13 7%
		e				aCE
Strongly disagree	35 1%	17 1%	18 2%	7 2%	7 1%	3 1%
			A	A		

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
		D	d			CD
Don't know	304 9%	170 8%	134 11%	42 11%	73 12%	19 9%
			Abf	Ab	ab	
SKIPPED ON WEB	3 0	1 0	3 0	2 0	1 0	0 0
			A	AB		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Same	1,525 47%	1,177 57%	347 28%	112 30%	191 30%	44 21%
		ACDEF	F	F	F	
Different	1,399 43%	666 32%	733 60%	221 58%	362 57%	151 70%
			AB	AB	AB	ABCDE
Don't know	347 11%	208 10%	139 11%	42 11%	77 12%	19 9%
			Af			
SKIPPED ON WEB	5 0	1 0	4 0	2 1%	1 0	1 0
			Ab	AB		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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	2,483 76%	1,645 80%	838 69%	221 58%	465 74%	152 71%
		ACDEF	D		CD	D
Strongly agree	1,435 44%	981 48%	454 37%	106 28%	288 46%	61 28%
		ACDF	DF		CDF	
Agree	1,048 32%	664 32%	384 31%	115 30%	177 28%	91 42%
			e			ABCDE
Neither agree nor disagree	497 15%	246 12%	251 20%	100 26%	107 17%	44 20%
			ABE	ABCEF	B	AB
Disagree (NET)	239 7%	116 6%	123 10%	52 14%	53 8%	18 8%
			AB	ABCEF	b	b
Disagree	185 6%	89 4%	95 8%	37 10%	44 7%	14 7%
			AB	ABCf	b	
Strongly disagree	55 2%	27 1%	28 2%	15 4%	9 1%	4 2%
			A	ABCEF		
Not applicable	55 2%	46 2%	9 1%	5 1%	3 1%	1 1%
		CEf		c		

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	2,626 80%	1,732 84%	895 73%	251 66%	483 77%	160 75%
		ACDEF	D		CD	D
Strongly agree	1,518 46%	1,048 51%	470 38%	114 30%	283 45%	73 34%
		ACDeF	DF		CDF	
Agree	1,108 34%	684 33%	424 35%	136 36%	201 32%	87 40%
						ABCE
Neither agree nor disagree	434 13%	210 10%	224 18%	87 23%	97 15%	40 19%
			ABE	ABCEf	B	AB
Disagree (NET)	139 4%	57 3%	82 7%	33 9%	35 6%	13 6%
			AB	ABCE	B	AB
Disagree	106 3%	42 2%	64 5%	21 6%	32 5%	11 5%
			AB	AB	AB	AB
Strongly disagree	33 1%	15 1%	18 1%	12 3%	4 1%	3 1%
			AE	ABCEF		
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				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
		ACDEF	D		CD	D
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%
		ACDF	D		CD	D
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%
		ACDEF	D		CD	D

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
			AB	ABCEF	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%
			AB	ABc	AB	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%
			AB	ABCE	B	AB

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

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

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Major problem	919 28%	462 22%	458 37%	185 49%	207 33%	66 31%
			ABEF	ABCEF	AB	B
Minor problem	1,068 33%	703 34%	364 30%	96 25%	182 29%	86 40%
		cDe	D			AbCDE
Not a problem	663 20%	450 22%	213 17%	42 11%	143 23%	28 13%
		CDF	DF		CDF	
Don't know	613 19%	429 21%	184 15%	53 14%	96 15%	35 16%
		aCDEf				
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Major problem	301 9%	101 5%	200 16%	88 23%	77 12%	35 16%
			ABE	ABCEF	AB	ABe
Minor problem	771 24%	449 22%	322 26%	109 29%	154 24%	59 27%
			AB	ABC		AB
Not a problem	1,837 56%	1,251 61%	585 48%	138 37%	347 55%	100 47%
		ACDeF	D		CDF	D
Don't know	351 11%	242 12%	109 9%	38 10%	50 8%	21 10%
		ce				
SKIPPED ON WEB	17 1%	10 0	7 1%	4 1%	3 0	0 -
				AbCF		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Major problem	897 27%	426 21%	471 38%	184 49%	214 34%	73 34%
			ABEF	ABCEF	AB	AB
Minor problem	972 30%	618 30%	354 29%	92 24%	183 29%	80 37%
		D	D			ABCDE
Not a problem	812 25%	594 29%	218 18%	51 13%	138 22%	29 14%
		ACDEF	DF		CDF	
Don't know	574 18%	402 20%	172 14%	46 12%	93 15%	33 15%
		aCDe	d			
SKIPPED ON WEB	21 1%	13 1%	8 1%	5 1%	2 0	1 0
				ACEf		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Major problem	454 14%	191 9%	262 21%	109 29%	113 18%	41 19%
			ABE	ABCEF	AB	AB
Minor problem	1,000 31%	619 30%	381 31%	108 29%	194 31%	79 37%
			D			ABCDE
Not a problem	877 27%	605 29%	272 22%	64 17%	167 26%	42 19%
		ACDF	Df		CDF	
Don't know	910 28%	617 30%	293 24%	91 24%	151 24%	51 24%
		aCDEF				
SKIPPED ON WEB	36 1%	21 1%	15 1%	7 2%	5 1%	3 1%
				Ac		
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	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Private Companies	919 28%	462 22%	458 37%	185 49%	207 33%	66 31%
			ABEF	ABCEF	AB	B
Government	897 27%	426 21%	471 38%	184 49%	214 34%	73 34%
			ABEF	ABCEF	AB	AB
Nonprofit organizations	454 14%	191 9%	262 21%	109 29%	113 18%	41 19%
			ABE	ABCEF	AB	AB
Your company/organization	301 9%	101 5%	200 16%	88 23%	77 12%	35 16%
			ABE	ABCEF	AB	ABe

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Private Companies	1,068 33%	703 34%	364 30%	96 25%	182 29%	86 40%
		cDe	D			AbCDE
Nonprofit organizations	1,000 31%	619 30%	381 31%	108 29%	194 31%	79 37%
			D			ABCDe
Government	972 30%	618 30%	354 29%	92 24%	183 29%	80 37%
		D	D			ABCDE
Your company/organization	771 24%	449 22%	322 26%	109 29%	154 24%	59 27%
			AB	ABC		AB

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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
A lot	556 28%	255 22%	301 37%	125 44%	130 33%	46 30%
			ABF	ABCEF	AB	B
A little	1,063 54%	691 59%	373 45%	113 40%	181 46%	79 52%
		ACDEF	D			CD
Not at all	204 10%	126 11%	77 9%	21 8%	41 11%	15 10%
			D			
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
			A	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%

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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
A lot	522 26%	259 22%	263 32%	106 38%	119 31%	37 25%
			ABF	ABCEF	aB	
A little	930 47%	562 48%	368 45%	118 42%	174 45%	76 50%
		d	d			CD
Not at all	323 16%	216 19%	107 13%	28 10%	54 14%	25 17%
		CD	D			CD
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
			A	AB		
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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
A lot	845 43%	479 41%	366 45%	150 53%	150 38%	66 43%
			AE	ABCEF		
A little	808 41%	506 43%	302 37%	87 31%	150 39%	65 43%
		CD	D		D	CD
Not at all	180 9%	97 8%	83 10%	21 8%	51 13%	11 7%
			ADF		ABcDF	
Don't know	141 7%	77 7%	64 8%	21 7%	34 9%	9 6%
			A			
SKIPPED ON WEB	12 1%	5 0	7 1%	2 1%	5 1%	1 1%
			A			
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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
Unconscious bias of people at work	845 43%	479 41%	366 45%	150 53%	150 38%	66 43%
			AE	ABCEF		
Intentional prejudice of individual people at work	556 28%	255 22%	301 37%	125 44%	130 33%	46 30%
			ABF	ABCEF	AB	B
Existing policies, procedures, or systems in the workplace	522 26%	259 22%	263 32%	106 38%	119 31%	37 25%
			ABF	ABCEF	aB	

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
Unweighted Base: Racial discrimination in employer company is a problem	1,361	254	1,107	512	322	273
Weighted Base: Racial discrimination in employer company is a problem	1,072	550	522	197	231	94
A lot	212 20%	70 13%	142 27%	63 32%	60 26%	19 20%
			BF	ABCF	AB	b
A little	515 48%	283 51%	232 44%	89 45%	89 38%	54 57%
		E	e			ACDE
Not at all	231 22%	140 25%	91 17%	22 11%	53 23%	16 17%
		CDf	D		CD	D
Don't know	109 10%	57 10%	53 10%	21 11%	27 12%	4 4%
		f	F	F	F	
SKIPPED ON WEB	5 0	0 -	5 1%	2 1%	2 1%	1 1%
				ab		AB
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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Racial discrimination in employer company is a problem	1,361	254	1,107	512	322	273
Weighted Base: Racial discrimination in employer company is a problem	1,072	550	522	197	231	94
A lot	202 19%	64 12%	138 27%	61 31%	59 25%	18 19%
			BF	ABCF	AB	B
A little	468 44%	247 45%	221 42%	81 41%	95 41%	45 48%
						c
Not at all	295 28%	193 35%	102 19%	31 16%	49 21%	22 23%
		ACDEF	D			D
Don't know	98 9%	45 8%	53 10%	21 11%	25 11%	7 7%
				a		
SKIPPED ON WEB	8 1%	0 -	8 2%	2 1%	4 2%	2 2%
			B	B	B	AB
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
Unweighted Base: Racial discrimination in employer company is a problem	1,361	254	1,107	512	322	273
Weighted Base: Racial discrimination in employer company is a problem	1,072	550	522	197	231	94
A lot	337 31%	165 30%	172 33%	77 39%	67 29%	29 31%
				ABCEf		
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%
		D	D		D	d
Don't know	72 7%	27 5%	45 9%	18 9%	23 10%	4 4%
			bF	Abf	Abf	
SKIPPED ON WEB	6 1%	0 -	6 1%	2 1%	2 1%	2 2%
			b	b		ABc
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
Unweighted Base: Racial discrimination in employer company is a problem	1,361	254	1,107	512	322	273
Weighted Base: Racial discrimination in employer company is a problem	1,072	550	522	197	231	94
Unconscious bias of people at work	337 31%	165 30%	172 33%	77 39%	67 29%	29 31%
				ABCEf		
Intentional prejudice of individual people at work	212 20%	70 13%	142 27%	63 32%	60 26%	19 20%
			BF	ABCF	AB	b
Existing policies, procedures, or systems in the workplace	202 19%	64 12%	138 27%	61 31%	59 25%	18 19%
			BF	ABCF	AB	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

	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
Unweighted Base: Racial discrimination is a problem	2,528	627	1,901	785	616	500
Weighted Base: Racial discrimination is a problem	2,272	1,308	964	318	471	175
Yes, necessary	1,686 74%	943 72%	743 77%	265 83%	347 74%	131 75%
			Abe	ABCEF		
No, not necessary	391 17%	240 18%	150 16%	34 11%	87 18%	29 16%
		D	D		cD	D
Don't know	192 8%	124 10%	68 7%	18 6%	36 8%	14 8%
		D	d			
SKIPPED ON WEB	4 0	0 -	4 0	1 0	1 0	1 1%
			A			AB
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
Unweighted Base: Racial discrimination is a problem	2,528	627	1,901	785	616	500
Weighted Base: Racial discrimination is a problem	2,272	1,308	964	318	471	175
Yes, necessary	1,595 70%	884 68%	711 74%	260 82%	327 70%	123 70%
			ABE	ABCEF		
No, not necessary	421 19%	266 20%	154 16%	31 10%	93 20%	30 17%
		cD	D		CD	D
Don't know	236 10%	153 12%	83 9%	20 6%	45 10%	18 10%
		cD	D		d	D
SKIPPED ON WEB	20 1%	4 0	16 2%	8 2%	5 1%	3 2%
			AB	ABc		AB
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
			ABE	ABCEF	b	AB
A person's qualifications should only be taken into account	2,592 79%	1,693 82%	899 73%	252 67%	487 77%	160 75%
		ACDEF	D		CD	D
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%
			A	AB		
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
Unweighted Base: Unfair treatment group	1,635	489	1,146	446	394	306
Weighted Base: Unfair treatment group	1,666	1,064	602	189	307	107
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%
			ABEF	ABCEF		
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%
		ACD	D		CD	CD
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			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Discrimination group	1,642	466	1,176	469	408	299
Weighted Base: Discrimination group	1,611	990	621	189	324	109
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%
			ABEF	ABCEF	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%
		ACDEF	D		cD	CD
DON'T KNOW	4 0	0 -	4 1%	0 -	4 1%	0 -
			Ab		AB	
SKIPPED ON WEB	29 2%	13 1%	16 3%	6 3%	9 3%	1 1%
			A	Ab		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Favor	1,551 47%	913 44%	638 52%	247 65%	283 45%	108 50%
			ABE	ABCEF		b
Oppose	567 17%	386 19%	180 15%	31 8%	119 19%	31 14%
		CDf	D		CDf	D
No opinion	1,145 35%	749 36%	396 32%	97 26%	224 36%	75 35%
		cD	D		cD	D
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	14 0	4 0	10 1%	3 1%	5 1%	2 1%
			Ab	AB		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	444 14%	277 13%	167 14%	53 14%	77 12%	37 17%
						AbCE
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%
			A			ABce
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A few times a month or more (NET)	765 23%	360 18%	405 33%	140 37%	202 32%	64 30%
			ABf	ABCF	AB	AB
Once a week or more	379 12%	167 8%	212 17%	79 21%	106 17%	27 12%
			ABF	ABCF	ABf	B
A few times a month	386 12%	193 9%	193 16%	61 16%	95 15%	37 17%
			AB	AB	AB	AB
A few times a year or less (NET)	685 21%	403 20%	281 23%	93 25%	136 22%	52 24%
			A	AB		ab
A few times a year	479 15%	285 14%	194 16%	69 18%	89 14%	36 17%
			A	ABCe		
Less than once a year	206 6%	118 6%	87 7%	25 7%	46 7%	16 8%
			A			
Never	1,802 55%	1,271 62%	531 43%	140 37%	293 46%	99 46%
		ACDEF	D		D	D

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

How often are you watched more closely than other workers?

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

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

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
			ABf	ABCF	AB	AB
How often are you watched more closely than other workers?	577 18%	241 12%	336 27%	124 33%	167 26%	45 21%
			ABF	ABCEF	ABf	AB
How often are you humiliated in front of others at work?	236 7%	85 4%	151 12%	58 15%	69 11%	23 11%
			AB	ABCEF	AB	AB

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1224	378	630	215
How often are you watched more closely than other workers?	728 22%	434 21%	293 24%	94 25%	146 23%	53 25%
			A	A		
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%
			A	AB		ab
How often are you humiliated in front of others at work?	584 18%	319 16%	265 22%	72 19%	141 22%	53 24%
			ABD	b	AB	ABD

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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	188 6%	47 2%	141 12%	61 16%	62 10%	18 8%
			ABF	ABCEF	AB	AB
A little	452 14%	206 10%	246 20%	94 25%	106 17%	46 21%
			ABE	ABCE	AB	ABe
Not at all	2,084 64%	1,448 71%	636 52%	150 40%	365 58%	121 56%
		ACDEF	D		CD	CD
Don't know	532 16%	337 16%	195 16%	72 19%	94 15%	29 13%
			f	ACeF		
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			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	234 7%	66 3%	168 14%	76 20%	65 10%	26 12%
			ABE	ABCEF	AB	AB
A little	600 18%	315 15%	285 23%	102 27%	129 20%	54 25%
			ABe	ABCE	B	AB
Not at all	1,955 60%	1,345 66%	610 50%	138 37%	366 58%	106 49%
		ACDEF	D		CDF	D
Don't know	470 14%	314 15%	156 13%	61 16%	68 11%	28 13%
		E		CE		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	103 3%	22 1%	81 7%	33 9%	36 6%	11 5%
			AB	ABCeF	AB	AB
A little	404 12%	156 8%	248 20%	94 25%	110 17%	45 21%
			ABe	ABCE	AB	AB
Not at all	2,501 76%	1,726 84%	775 63%	201 53%	438 69%	136 63%
		ACDEF	D		CDf	D
Don't know	258 8%	145 7%	112 9%	46 12%	44 7%	22 10%
			Ae	ABCE		ABe
SKIPPED ON WEB	11 0	4 0	7 1%	4 1%	2 0	1 1%
			A	ABc		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	109 3%	25 1%	84 7%	31 8%	40 6%	12 6%
			AB	ABC	AB	AB
A little	399 12%	161 8%	239 19%	89 24%	103 16%	47 22%
			ABE	ABCE	AB	ABE
Not at all	2,444 75%	1,675 82%	769 63%	203 54%	431 68%	135 63%
		ACDEF	D		CDf	D
Don't know	305 9%	185 9%	121 10%	50 13%	51 8%	20 9%
				ABCEf		
SKIPPED ON WEB	19 1%	8 0	11 1%	4 1%	6 1%	2 1%
			A			
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

	Total		Race/Ethnicity			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	119 4%	28 1%	90 7%	35 9%	45 7%	11 5%
			ABF	ABCF	AB	B
A little	441 13%	190 9%	251 21%	100 26%	109 17%	43 20%
			ABE	ABCEF	AB	AB
Not at all	2,243 68%	1,532 75%	711 58%	180 48%	399 63%	132 61%
		ACDEF	D		CD	D
Don't know	447 14%	290 14%	157 13%	60 16%	67 11%	29 14%
			e	ACE		
SKIPPED ON WEB	27 1%	13 1%	14 1%	3 1%	10 2%	1 0
			Af		a	
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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	164 5%	44 2%	120 10%	50 13%	59 9%	11 5%
			ABF	ABCEF	ABF	B
A little	438 13%	193 9%	245 20%	91 24%	111 18%	44 20%
			AB	ABCE	AB	AB
Not at all	2,135 65%	1,470 72%	666 54%	166 44%	375 60%	125 58%
		ACDEF	D		CD	cD
Don't know	525 16%	335 16%	190 16%	69 18%	85 14%	36 17%
				ACE		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	109 3%	20 1%	89 7%	39 10%	36 6%	14 7%
			AB	ABCEF	AB	AB
A little	330 10%	109 5%	221 18%	83 22%	101 16%	36 17%
			AB	ABCEf	AB	AB
Not at all	2,565 78%	1,771 86%	794 65%	205 54%	442 70%	147 68%
		ACDEF	D		CD	cD
Don't know	255 8%	143 7%	112 9%	46 12%	50 8%	17 8%
			Ab	ABCEF		
SKIPPED ON WEB	18 1%	10 1%	8 1%	5 1%	1 0	1 0
				ABCE		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	191 6%	46 2%	145 12%	65 17%	61 10%	19 9%
			ABeF	ABCEf	AB	AB
A little	406 12%	190 9%	215 18%	79 21%	91 14%	46 21%
			ABE	ABCE	B	ABCE
Not at all	1,962 60%	1,359 66%	604 49%	142 37%	359 57%	103 48%
		ACDEF	D		CDF	D
Don't know	700 21%	445 22%	254 21%	90 24%	117 19%	47 22%
				ACE		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	135 4%	30 1%	105 9%	40 11%	54 9%	12 5%
			ABF	ABCF	ABf	B
A little	439 13%	200 10%	239 19%	81 21%	114 18%	44 20%
			AB	ABc	AB	AB
Not at all	2,403 73%	1,653 80%	750 61%	207 55%	409 65%	134 62%
		ACDEF	D		cD	D
Don't know	285 9%	162 8%	123 10%	49 13%	51 8%	24 11%
			Ae	ABCE		Ab
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot	103 3%	22 1%	81 7%	28 7%	45 7%	8 4%
			ABF	ABF	ABF	B
A little	334 10%	131 6%	203 17%	65 17%	97 15%	41 19%
			AB	AB	AB	AB
Not at all	2,539 77%	1,733 84%	806 66%	234 62%	431 68%	140 65%
		ACDEF	D		D	
Don't know	284 9%	159 8%	125 10%	46 12%	53 8%	26 12%
			Ab	ABCE		ABe
SKIPPED ON WEB	16 1%	8 0	9 1%	4 1%	4 1%	1 0
			A	A		
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	
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605	
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215	
Some people get better treatment because of their race or ethnicity	234 7%	66 3%	168 14%	76 20%	65 10%	26 12%	
			ABE	ABCEF	AB	AB	
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%	
			ABeF	ABCEF	AB	AB	
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%	
			ABF	ABCEF	AB	AB	
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%	
			ABF	ABCEF	ABF	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%	
			ABF	ABCF	ABf	B	
There is discrimination against people of color where I work	119 4%	28 1%	90 7%	35 9%	45 7%	11 5%	
			ABF	ABCF	AB	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%	
			AB	ABCEF	AB	AB	

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%
			AB	ABC	AB	AB
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%
			ABF	ABF	ABF	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%
			AB	ABCeF	AB	AB

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	461 14%	218 11%	243 20%	104 27%	105 17%	34 16%
			ABEF	ABCEF	aB	B
No	2,439 74%	1,636 80%	803 66%	217 57%	440 70%	146 68%
		ACDEF	D		CD	D
Unsure	355 11%	187 9%	167 14%	56 15%	77 12%	34 16%
			AB	AB		AB
SKIPPED ON WEB	23 1%	12 1%	10 1%	1 0	8 1%	1 1%
			D		ad	
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
Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work	1,837	641	1,196	425	452	319
Weighted Base: Not witnessed unfair treatment/discrimination because of race at work	2,006	1,387	619	172	336	111
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%
			A	AB		
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%
			Ab	ABCE		
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
						Ac
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
Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work	800	205	595	216	194	185
Weighted Base: Not witnessed unfair treatment/discrimination because of race at work	819	456	363	103	189	71
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
Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work	303	46	257	143	65	49
Weighted Base: Not witnessed unfair treatment/discrimination because of race at work	194	90	103	53	35	16**
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
Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work	642	110	532	274	157	101
Weighted Base: Not witnessed unfair treatment/discrimination because of race at work	461	218	243	104	105	34
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%
		e				
Powerless	125	51	74	37	27	10
	27%	24%	30%	36%	26%	29%
				AbCe		
Resigned/not surprised	103	65	37	19	12	7
	22%	30%	15%	18%	11%	19%
		aCdE				
Worried	79	32	47	17	25	6
	17%	15%	20%	16%	23%	17%
			d		a	
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%
				A		

Vulnerable	32	7	25	11	11	3
	7%	3%	10%	11%	10%	10%
			B	AB	b	b
Inferior	31	5	26	9	13	4
	7%	2%	11%	9%	12%	12%
			B	AB	AB	aB
Humiliated	26	5	22	10	8	3
	6%	2%	9%	10%	8%	9%
			B	AB	b	B
Scared	19	4	15	8	6	1
	4%	2%	6%	7%	6%	4%
				AB		
Something else	14	7	7	5	2	0
	3%	3%	3%	4%	2%	1%
				Ac		
DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	0	0	0	0	0	0
	0	-	0	0	-	-
				A		
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
Unweighted Base: Not witnessed unfair treatment/discrimination because of race at work	642	110	532	274	157	101
Weighted Base: Not witnessed unfair treatment/discrimination because of race at work	461	218	243	104	105	34
Yes	27 6%	10 4%	18 7%	9 9%	7 6%	2 6%
				A		
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 -
					ab	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	475 14%	202 10%	273 22%	122 32%	105 17%	46 22%
			ABE	ABCEF	B	ABe
Yes, in my current job	155 5%	57 3%	97 8%	40 10%	42 7%	16 7%
			AB	ABCEf	AB	AB
Yes, in a previous job	349 11%	151 7%	199 16%	90 24%	74 12%	34 16%
			ABE	ABCEF	B	ABe
Never	2,077 63%	1,415 69%	662 54%	162 43%	379 60%	121 56%
		ACDEF	D		CD	D
Not sure	415 13%	243 12%	172 14%	56 15%	86 14%	30 14%
			A	A		
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
			A	A		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	741 23%	384 19%	358 29%	155 41%	151 24%	52 24%
			ABEF	ABCEF	B	B
Yes, in my current job	274 8%	127 6%	147 12%	63 17%	64 10%	20 9%
			ABF	ABCEF	B	b
Yes, in a previous job	519 16%	276 13%	243 20%	108 29%	97 15%	38 17%
			ABE	ABCEF		b
Never	1,703 52%	1,163 57%	540 44%	124 33%	311 49%	104 49%
		ACDEF	D		CD	CD
Not sure	600 18%	354 17%	245 20%	72 19%	125 20%	49 23%
			A			AB
Not applicable	210 6%	144 7%	66 5%	20 5%	38 6%	8 4%
		f				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	9 0	14 1%	7 2%	5 1%	2 1%
			Ab	ABC		
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			
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	694 21%	327 16%	368 30%	155 41%	155 25%	57 26%
			ABEf	ABCEf	AB	AB
Yes, in my current job	251 8%	109 5%	142 12%	57 15%	65 10%	19 9%
			ABf	ABCEf	AB	B
Yes, in a previous job	507 15%	246 12%	262 21%	115 30%	104 16%	43 20%
			ABE	ABCEf	B	AB
Never	2,075 63%	1,446 70%	629 51%	153 41%	360 57%	116 54%
		ACDEF	D		CD	D
Not sure	301 9%	162 8%	139 11%	39 10%	69 11%	31 15%
			AB		b	ABCd
Not applicable	183 6%	106 5%	77 6%	24 6%	43 7%	9 4%
			AF			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	11 1%	6 2%	3 1%	2 1%
			a	ABCe		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	467 14%	211 10%	256 21%	116 31%	95 15%	45 21%
			ABE	ABCEF	B	ABE
Yes, in my current job	155 5%	58 3%	96 8%	41 11%	39 6%	16 8%
			AB	ABCEf	aB	AB
Yes, in a previous job	343 10%	162 8%	181 15%	84 22%	65 10%	31 15%
			ABE	ABCEF		ABe
Never	2,066 63%	1,424 69%	642 52%	153 40%	364 58%	125 58%
		ACDEF	D		CD	CD
Not sure	470 14%	267 13%	203 17%	71 19%	103 16%	29 13%
			ABF	ABCF		
Not applicable	256 8%	148 7%	108 9%	32 8%	62 10%	15 7%
			Af		a	
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%
			AB	AB	b	AB
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	416 13%	182 9%	233 19%	95 25%	104 16%	34 16%
			ABef	ABCEF	AB	AB
Yes, in my current job	124 4%	47 2%	77 6%	37 10%	29 5%	12 6%
			ABe	ABCEF	B	AB
Yes, in a previous job	319 10%	147 7%	172 14%	66 17%	81 13%	25 12%
			ABf	ABCEF	AB	B
Never	2,361 72%	1,599 78%	762 62%	207 55%	407 65%	148 69%
		ACDEF	D		D	CD
Not sure	285 9%	138 7%	148 12%	43 11%	83 13%	22 10%
			AB	AB	AB	B
Not applicable	189 6%	117 6%	72 6%	29 8%	33 5%	10 5%
				ACf		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	489 15%	212 10%	277 23%	118 31%	122 19%	37 17%
			ABEF	ABCEF	AB	B
Yes, in my current job	165 5%	55 3%	110 9%	41 11%	55 9%	14 7%
			ABF	ABCF	AB	aB
Yes, in a previous job	356 11%	164 8%	191 16%	88 23%	77 12%	26 12%
			ABEF	ABCEF	B	B
Never	2,268 69%	1,546 75%	723 59%	182 48%	400 63%	140 65%
		ACDEF	D		CD	CD
Not sure	282 9%	161 8%	121 10%	42 11%	57 9%	22 10%
			A	AB		
Not applicable	211 6%	123 6%	88 7%	30 8%	44 7%	14 7%
			A	a		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	11 1%	15 1%	6 2%	7 1%	1 1%
			A	AB		
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	253 8%	123 6%	130 11%	56 15%	56 9%	18 8%
			ABF	ABCEF	b	
Yes, in my current job	77 2%	28 1%	50 4%	22 6%	22 3%	6 3%
			AB	ABCeF	aB	B
Yes, in a previous job	182 6%	100 5%	82 7%	36 9%	34 5%	12 6%
			A	ABCEF		
Never	2,598 79%	1,700 83%	897 73%	258 68%	471 75%	168 78%
		ACDEf	D		D	CD
Not sure	181 6%	89 4%	92 8%	27 7%	48 8%	17 8%
			AB	AB	AB	AB
Not applicable	224 7%	129 6%	95 8%	30 8%	52 8%	12 6%
			Af			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	21 1%	11 1%	10 1%	6 2%	2 0	1 0
				ABCEf		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	679 21%	313 15%	366 30%	142 38%	168 27%	56 26%
			ABeF	ABCEf	AB	AB
Yes, in my current job	250 8%	114 6%	136 11%	52 14%	64 10%	20 9%
			AB	ABCef	AB	B
Yes, in a previous job	478 15%	226 11%	252 21%	99 26%	112 18%	40 19%
			ABe	ABCEf	AB	AB
Never	2,002 61%	1,390 68%	612 50%	152 40%	342 54%	118 55%
		ACDEF	D		CD	CD
Not sure	324 10%	181 9%	144 12%	50 13%	67 11%	27 12%
			AB	AB		ab
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
			f	AbCf		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	479 15%	203 10%	275 23%	107 28%	123 20%	45 21%
			ABe	ABCEF	AB	AB
Yes, in my current job	163 5%	56 3%	107 9%	41 11%	53 8%	13 6%
			ABF	ABCF	AB	B
Yes, in a previous job	351 11%	157 8%	194 16%	76 20%	82 13%	35 16%
			ABe	ABCE	aB	AB
Never	2,115 65%	1,453 71%	662 54%	179 47%	361 57%	122 57%
		ACDEF	D		D	D
Not sure	390 12%	219 11%	171 14%	52 14%	89 14%	29 13%
			AB	ab	ab	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	536 16%	233 11%	303 25%	136 36%	120 19%	47 22%
			ABEf	ABCEF	aB	AB
Yes, in my current job	186 6%	64 3%	122 10%	55 15%	48 8%	19 9%
			ABE	ABCEF	aB	AB
Yes, in a previous job	394 12%	180 9%	214 17%	94 25%	88 14%	32 15%
			ABEf	ABCEF	B	AB
Never	2,101 64%	1,468 71%	634 52%	155 41%	356 56%	123 57%
		ACDEF	D		CD	CD
Not sure	404 12%	212 10%	192 16%	57 15%	101 16%	34 16%
			AB	AB	AB	AB
Not applicable	216 7%	130 6%	86 7%	26 7%	49 8%	11 5%
			f			
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	19 1%	11 1%	8 1%	4 1%	4 1%	1 0
				a		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	469 14%	191 9%	278 23%	95 25%	132 21%	52 24%
			AB	ABc	AB	AB
Yes, in my current job	175 5%	63 3%	113 9%	36 9%	60 10%	17 8%
			AB	AB	AB	AB
Yes, in a previous job	341 10%	155 8%	187 15%	65 17%	84 13%	37 17%
			AB	ABce	AB	AB
Never	2,272 69%	1,563 76%	710 58%	201 53%	380 60%	129 60%
		ACDEF	D		D	D
Not sure	309 9%	162 8%	146 12%	47 12%	77 12%	22 10%
			AB	AB	AB	
Not applicable	209 6%	128 6%	81 7%	31 8%	39 6%	11 5%
				ACf		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	17 1%	9 0	8 1%	4 1%	3 0	1 0
			a	Abc		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Any yes (NET)	376 11%	138 7%	238 19%	107 28%	96 15%	35 16%
			ABEF	ABCEF	AB	AB
Yes, in my current job	130 4%	37 2%	93 8%	38 10%	42 7%	14 6%
			AB	ABCef	AB	AB
Yes, in a previous job	272 8%	105 5%	167 14%	77 20%	66 10%	24 11%
			ABEf	ABCEF	aB	AB
Never	2,197 67%	1,506 73%	691 56%	175 46%	385 61%	131 61%
		ACDEF	D		CD	CD
Not sure	394 12%	219 11%	176 14%	58 15%	88 14%	29 14%
			AB	AB	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	
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605	
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215	
Earned less than a co-worker who was doing the same job	274 8%	127 6%	147 12%	63 17%	64 10%	20 9%	
			ABF	ABCEF	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%	
			ABf	ABCEF	AB	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%	
			AB	ABCef	AB	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%	
			ABE	ABCEF	aB	AB	
Experienced slights about your language or appearance	175 5%	63 3%	113 9%	36 9%	60 10%	17 8%	
			AB	AB	AB	AB	
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%	
			ABF	ABCF	AB	aB	
Were denied a raise	163 5%	56 3%	107 9%	41 11%	53 8%	13 6%	
			ABF	ABCF	AB	B	
Were denied a promotion	155 5%	57 3%	97 8%	40 10%	42 7%	16 7%	
			AB	ABCEf	AB	AB	

Were passed over for the most important assignments or projects	155 5%	58 3%	96 8%	41 11%	39 6%	16 8%
			AB	ABCEf	aB	AB
Received fewer opportunities for education or training	130 4%	37 2%	93 8%	38 10%	42 7%	14 6%
			AB	ABCef	AB	AB
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%
			ABe	ABCEF	B	AB
Received a threat of physical violence	77 2%	28 1%	50 4%	22 6%	22 3%	6 3%
			AB	ABCeF	aB	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Earned less than a co-worker who was doing the same job	519 16%	276 13%	243 20%	108 29%	97 15%	38 17%
			ABE	ABCEF		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%
			ABE	ABCEF	B	AB
Were assigned tasks or shifts that were undesirable or unwanted by others	478 15%	226 11%	252 21%	99 26%	112 18%	40 19%
			ABe	ABCEF	AB	AB
Received less helpful advice, less feedback, or fewer opportunities for performance evaluation	394 12%	180 9%	214 17%	94 25%	88 14%	32 15%
			ABEf	ABCEF	B	AB
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%
			ABEF	ABCEF	B	B
Were denied a raise	351 11%	157 8%	194 16%	76 20%	82 13%	35 16%
			ABe	ABCE	aB	AB
Were denied a promotion	349 11%	151 7%	199 16%	90 24%	74 12%	34 16%
			ABE	ABCEF	B	ABe

Were passed over for the most important assignments or projects	343 10%	162 8%	181 15%	84 22%	65 10%	31 15%
			ABE	ABCEF		ABe
Experienced slights about your language or appearance	341 10%	155 8%	187 15%	65 17%	84 13%	37 17%
			AB	ABce	AB	AB
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%
			ABf	ABCEF	AB	B
Received fewer opportunities for education or training	272 8%	105 5%	167 14%	77 20%	66 10%	24 11%
			ABEf	ABCEF	aB	AB
Received a threat of physical violence	182 6%	100 5%	82 7%	36 9%	34 5%	12 6%
			A	ABCEF		

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			
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino
Unweighted Base: Excluding respondents who selected not applicable	2,979	875	2,104	834	721	549
Weighted Base: Excluding respondents who selected not applicable	2,985	1,869	1,116	345	574	198
Any yes (NET)	475 16%	202 11%	273 24%	122 35%	105 18%	46 23%
			ABE	ABCEF	B	ABe
Yes, in my current job	155 5%	57 3%	97 9%	40 12%	42 7%	16 8%
			AB	ABCEf	AB	AB
Yes, in a previous job	349 12%	151 8%	199 18%	90 26%	74 13%	34 17%
			ABE	ABCEF	B	ABe
Never	2,077 70%	1,415 76%	662 59%	162 47%	379 66%	121 61%
		ACDEF	D		CD	D
Not sure	415 14%	243 13%	172 15%	56 16%	86 15%	30 15%
			A	A		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	18 1%	9 0	9 1%	4 1%	5 1%	1 0
			A	A		
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				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
Unweighted Base: Excluding respondents who selected not applicable	3,079	895	2,184	873	738	573	
Weighted Base: Excluding respondents who selected not applicable	3,067	1,909	1,157	358	592	207	
Any yes (NET)	741 24%	384 20%	358 31%	155 43%	151 26%	52 25%	
			ABEF	ABCEF	B	b	
Yes, in my current job	274 9%	127 7%	147 13%	63 18%	64 11%	20 10%	
			ABF	ABCEF	B	b	
Yes, in a previous job	519 17%	276 14%	243 21%	108 30%	97 16%	38 18%	
			ABE	ABCEF			
Never	1,703 56%	1,163 61%	540 47%	124 35%	311 53%	104 50%	
		ACDEF	D		CD	cD	
Not sure	600 20%	354 19%	245 21%	72 20%	125 21%	49 24%	
			A			Ab	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -	
SKIPPED ON WEB	23 1%	9 0	14 1%	7 2%	5 1%	2 1%	
			Ab	ABC			
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
Unweighted Base: Excluding respondents who selected not applicable	3,081	906	2,175	864	741	570
Weighted Base: Excluding respondents who selected not applicable	3,094	1,947	1,147	354	587	206
Any yes (NET)	694 22%	327 17%	368 32%	155 44%	155 26%	57 28%
			ABEF	ABCEF	AB	AB
Yes, in my current job	251 8%	109 6%	142 12%	57 16%	65 11%	19 9%
			ABF	ABCEF	AB	B
Yes, in a previous job	507 16%	246 13%	262 23%	115 32%	104 18%	43 21%
			ABE	ABCEF	B	AB
Never	2,075 67%	1,446 74%	629 55%	153 43%	360 61%	116 56%
		ACDEF	D		CD	D
Not sure	301 10%	162 8%	139 12%	39 11%	69 12%	31 15%
			AB	b	b	ABCd
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	11 1%	6 2%	3 1%	2 1%
			a	ABCe		
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/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
Unweighted Base: Excluding respondents who selected not applicable	3,005	888	2,117	837	718	562
Weighted Base: Excluding respondents who selected not applicable	3,021	1,906	1,115	346	568	201
Any yes (NET)	467 15%	211 11%	256 23%	116 34%	95 17%	45 22%
			ABE	ABCEF	B	ABe
Yes, in my current job	155 5%	58 3%	96 9%	41 12%	39 7%	16 8%
			AB	ABCEf	aB	AB
Yes, in a previous job	343 11%	162 8%	181 16%	84 24%	65 11%	31 16%
			ABE	ABCEF		ABe
Never	2,066 68%	1,424 75%	642 58%	153 44%	364 64%	125 62%
		ACDEF	D		CD	CD
Not sure	470 16%	267 14%	203 18%	71 21%	103 18%	29 14%
			ABF	ABCF	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%
			AB	AB	B	AB
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/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
Unweighted Base: Excluding respondents who selected not applicable	3,066	898	2,168	854	747	567
Weighted Base: Excluding respondents who selected not applicable	3,088	1,936	1,152	349	598	205
Any yes (NET)	416 13%	182 9%	233 20%	95 27%	104 17%	34 17%
			ABeF	ABCEF	AB	AB
Yes, in my current job	124 4%	47 2%	77 7%	37 10%	29 5%	12 6%
			ABe	ABCEF	B	AB
Yes, in a previous job	319 10%	147 8%	172 15%	66 19%	81 14%	25 12%
			ABf	ABCEF	AB	B
Never	2,361 76%	1,599 83%	762 66%	207 59%	407 68%	148 72%
		ACDEF	D		D	CD
Not sure	285 9%	138 7%	148 13%	43 12%	83 14%	22 11%
			AB	AB	AB	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
Unweighted Base: Excluding respondents who selected not applicable	3,043	899	2,144	846	736	562
Weighted Base: Excluding respondents who selected not applicable	3,066	1,930	1,136	348	587	201
Any yes (NET)	489 16%	212 11%	277 24%	118 34%	122 21%	37 19%
			ABEF	ABCEF	AB	B
Yes, in my current job	165 5%	55 3%	110 10%	41 12%	55 9%	14 7%
			ABF	ABCF	AB	aB
Yes, in a previous job	356 12%	164 9%	191 17%	88 25%	77 13%	26 13%
			ABEF	ABCEF	B	B
Never	2,268 74%	1,546 80%	723 64%	182 52%	400 68%	140 70%
		ACDEF	D		CD	CD
Not sure	282 9%	161 8%	121 11%	42 12%	57 10%	22 11%
			A	AB		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	11 1%	15 1%	6 2%	7 1%	1 1%
			A	AB		
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

	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
Unweighted Base: Excluding respondents who selected not applicable	3,031	898	2,133	847	722	564
Weighted Base: Excluding respondents who selected not applicable	3,053	1,924	1,129	348	578	203
Any yes (NET)	253 8%	123 6%	130 12%	56 16%	56 10%	18 9%
			ABF	ABCEF	b	
Yes, in my current job	77 3%	28 1%	50 4%	22 6%	22 4%	6 3%
			AB	ABCeF	aB	B
Yes, in a previous job	182 6%	100 5%	82 7%	36 10%	34 6%	12 6%
			Ab	ABCEF		
Never	2,598 85%	1,700 88%	897 79%	258 74%	471 82%	168 83%
		ACDEF	D		D	cD
Not sure	181 6%	89 5%	92 8%	27 8%	48 8%	17 8%
			AB	AB	AB	AB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	21 1%	11 1%	10 1%	6 2%	2 0	1 0
				ABCEf		
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
Unweighted Base: Excluding respondents who selected not applicable	3,020	888	2,132	841	727	564
Weighted Base: Excluding respondents who selected not applicable	3,029	1,896	1,133	349	583	201
Any yes (NET)	679 22%	313 17%	366 32%	142 41%	168 29%	56 28%
			ABeF	ABCEf	AB	AB
Yes, in my current job	250 8%	114 6%	136 12%	52 15%	64 11%	20 10%
			AB	ABCeF	AB	B
Yes, in a previous job	478 16%	226 12%	252 22%	99 28%	112 19%	40 20%
			ABe	ABCEf	AB	AB
Never	2,002 66%	1,390 73%	612 54%	152 44%	342 59%	118 59%
		ACDEF	D		CD	CD
Not sure	324 11%	181 10%	144 13%	50 14%	67 12%	27 13%
			AB	AB		ab
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	23 1%	12 1%	10 1%	5 2%	5 1%	0 0
			f	AbCf		
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
Unweighted Base: Excluding respondents who selected not applicable	2,990	884	2,106	834	723	549
Weighted Base: Excluding respondents who selected not applicable	3,016	1,894	1,122	344	581	198
Any yes (NET)	479 16%	203 11%	275 25%	107 31%	123 21%	45 23%
			ABe	ABCEF	AB	AB
Yes, in my current job	163 5%	56 3%	107 9%	41 12%	53 9%	13 7%
			ABF	ABCF	AB	B
Yes, in a previous job	351 12%	157 8%	194 17%	76 22%	82 14%	35 18%
			ABE	ABCE	aB	AB
Never	2,115 70%	1,453 77%	662 59%	179 52%	361 62%	122 62%
		ACDEF	D		D	D
Not sure	390 13%	219 12%	171 15%	52 15%	89 15%	29 15%
			AB	Ab	ab	
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	Asian American, non-Hispanic
Unweighted Base: Excluding respondents who selected not applicable	3,054	894	2,160	857	738	565	
Weighted Base: Excluding respondents who selected not applicable	3,061	1,923	1,138	352	582	204	
Any yes (NET)	536 18%	233 12%	303 27%	136 39%	120 21%	47 23%	
			ABEF	ABCEF	aB	AB	
Yes, in my current job	186 6%	64 3%	122 11%	55 16%	48 8%	19 9%	
			ABE	ABCEF	AB	AB	
Yes, in a previous job	394 13%	180 9%	214 19%	94 27%	88 15%	32 16%	
			ABEf	ABCEF	B	aB	
Never	2,101 69%	1,468 76%	634 56%	155 44%	356 61%	123 60%	
		ACDEF	D		CD	CD	
Not sure	404 13%	212 11%	192 17%	57 16%	101 17%	34 17%	
			AB	AB	AB	AB	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -	
SKIPPED ON WEB	19 1%	11 1%	8 1%	4 1%	4 1%	1 0	
				a			
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/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
Unweighted Base: Excluding respondents who selected not applicable	3,065	899	2,166	848	747	571
Weighted Base: Excluding respondents who selected not applicable	3,068	1,925	1,143	347	592	204
Any yes (NET)	469 15%	191 10%	278 24%	95 27%	132 22%	52 25%
			AB	ABCe	AB	AB
Yes, in my current job	175 6%	63 3%	113 10%	36 10%	60 10%	17 8%
			AB	AB	AB	AB
Yes, in a previous job	341 11%	155 8%	187 16%	65 19%	84 14%	37 18%
			AB	ABCe	AB	AB
Never	2,272 74%	1,563 81%	710 62%	201 58%	380 64%	129 63%
		ACDEF	D		d	
Not sure	309 10%	162 8%	146 13%	47 13%	77 13%	22 11%
			AB	AB	AB	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	17 1%	9 0	8 1%	4 1%	3 1%	1 0
			a	AbC		
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
Unweighted Base: Excluding respondents who selected not applicable	2,985	880	2,105	831	719	555
Weighted Base: Excluding respondents who selected not applicable	2,998	1,882	1,116	344	574	198
Any yes (NET)	376	138	238	107	96	35
	13%	7%				
			ABEF	ABCEF	AB	AB
Yes, in my current job	130	37	93	38	42	14
	4%	2%	8%	11%	7%	7%
			AB	ABCeF	AB	AB
Yes, in a previous job	272	105	167	77	66	24
	9%	6%	15%	22%	11%	12%
			ABEf	ABCEF	aB	AB
Never	2,197	1,506	691	175	385	131
	73%	80%	62%	51%	67%	66%
		ACDEF	D		CD	CD
Not sure	394	219	176	58	88	29
	13%	12%	16%	17%	15%	15%
			AB	AB	b	
DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	31	19	11	5	4	2
	1%	1%	1%	1%	1%	1%
REFUSED	0	0	0	0	0	0
	-	-	-	-	-	-
SIGMA	3,024	1,887	1,137	352	585	201
	101%	100%	102%	102%	102%	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
Unweighted Base: Experienced unfairness due to race/ethnicity	708	106	602	316	156	130
Weighted Base: Experienced unfairness due to race/ethnicity	475	202	273	122	105	46
Yes	267 56%	94 46%	174 64%	86 70%	63 60%	24 53%
			BF	ABCF	b	
No	140 29%	73 36%	67 24%	24 19%	29 27%	14 31%
		CD	D			D
Don't know	64 13%	35 17%	29 10%	11 9%	13 12%	5 10%
		d				
SKIPPED ON WEB	4 1%	0 -	4 2%	2 1%	0 -	3 6%
						ABCDE
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
Unweighted Base: Experienced unfairness due to race/ethnicity	994	168	826	420	236	170
Weighted Base: Experienced unfairness due to race/ethnicity	694	327	368	155	155	57
Yes	446 64%	182 56%	264 72%	119 76%	111 71%	35 61%
			BF	ABCF	ABf	
No	165 24%	96 29%	69 19%	25 16%	29 19%	15 26%
		CDe	d			CD
Don't know	78 11%	49 15%	30 8%	8 5%	16 10%	6 10%
		CD	D		d	
SKIPPED ON WEB	5 1%	0 -	5 1%	3 2%	0 -	2 3%
				ABe		ABcE
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	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Experienced unfairness due to race/ ethnicity	709	108	601	309	147	145
Weighted Base: Experienced unfairness due to race/ ethnicity	467	211	256	116	95	45
Yes	283 61%	102 48%	181 71%	88 76%	66 69%	27 61%
			BF	ABCF	aB	
No	116 25%	66 31%	51 20%	21 18%	20 21%	10 23%
		CD				
Don't know	66 14%	43 20%	23 9%	7 6%	10 10%	7 15%
		aCDe	D			CD
SKIPPED ON WEB	1 0	0 -	1 1%	1 1%	0 -	1 2%
				a		Ab
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
Unweighted Base: Experienced unfairness due to race/ ethnicity	689	111	578	292	173	113
Weighted Base: Experienced unfairness due to race/ ethnicity	489	212	277	118	122	37
Yes	304 62%	124 58%	180 65%	87 74%	70 57%	24 64%
			Ae	ABCEf		
No	137 28%	73 34%	64 23%	23 20%	30 25%	11 28%
		CD	D			
Don't know	48 10%	16 7%	32 12%	8 6%	22 18%	3 8%
			AD		ABcDf	
SKIPPED ON WEB	1 0	0 -	1 0	0 0	0 0	0 0
			A			
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	489 100%	212 100%	277 100%	118 100%	122 100%	37 100%

Q49J. ... Do you consider the experience(s) discrimination, or not?

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; ** 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
Unweighted Base: Experienced unfairness due to race/ethnicity	793	111	682	366	178	138
Weighted Base: Experienced unfairness due to race/ethnicity	536	233	303	136	120	47
Yes	311 58%	103 44%	209 69%	103 76%	76 63%	30 64%
			B	ABCEF	B	B
No	151 28%	87 37%	64 21%	23 17%	31 25%	10 22%
		ACDeF	D		d	
Don't know	69 13%	43 18%	26 9%	8 6%	13 10%	6 13%
		CD	D			D
SKIPPED ON WEB	4 1%	0 -	4 1%	2 1%	2 1%	1 1%
				A		b
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	536 100%	233 100%	303 100%	136 100%	120 100%	47 100%

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

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
Unweighted Base: Experienced unfairness due to race/ethnicity	1,704	359	1,345	621	414	310
Weighted Base: Experienced unfairness due to race/ethnicity	1,395	734	662	247	307	108
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%
			BF	ABCF	ABf	
Experienced slights about your language or appearance	292 62%	105 55%	187 67%	64 67%	93 70%	30 59%
			bF	Ab	ABf	
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%
			Ae	ABCEf		
Were passed over for the most important assignments or projects	283 61%	102 48%	181 71%	88 76%	66 69%	27 61%
			BF	ABCF	aB	
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%
			e	ABCEF		
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	ABCEF	B	B
Were denied a promotion	267 56%	94 46%	174 64%	86 70%	63 60%	24 53%
			BF	ABCF	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	ABCf	AB	B

Received fewer opportunities for education or training	203 54%	58 42%	145 61%	73 69%	51 53%	20 58%
			B	ABCE		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%
			ABF	ABCEF	aB	B
Were denied a raise	248 52%	83 41%	164 60%	71 66%	69 56%	25 54%
			B	ABCef	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/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	
Unweighted Base: Experienced unfairness due to race/ethnicity	1,704	359	1,345	621	414	310	
Weighted Base: Experienced unfairness due to race/ethnicity	1,395	734	662	247	307	108	
Any (NET)	641 46%	283 39%	357 54%	152 61%	150 49%	56 51%	
			ABe	ABCEF	B	aB	
Manager	273 20%	141 19%	132 20%	58 23%	51 17%	24 22%	
			A	ACE			
Supervisor	252 18%	107 15%	145 22%	66 27%	58 19%	21 19%	
			AB	ABCEF			
Human resources	204 15%	73 10%	131 20%	62 25%	52 17%	17 15%	
			ABf	ABCEF	B	b	
Co-worker(s)	165 12%	68 9%	97 15%	40 16%	42 14%	15 14%	
			AB	AB			
Government agency	39 3%	17 2%	23 3%	10 4%	10 3%	2 2%	
			A	A			
Representative from the media	11 1%	2 0	10 1%	5 2%	3 1%	2 2%	
			Ab	AB		AB	
Someone else	77 6%	35 5%	42 6%	19 8%	16 5%	7 7%	
			A	Ac			
No	750 54%	449 61%	301 45%	94 38%	155 50%	52 49%	
			ACDEF	D	cD	D	

DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	5	1	4	1	2	0
	0	0	1%	1%	1%	-
			A			
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				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Experienced unfairness due to race/ethnicity	1,704	359	1,345	621	414	310
Weighted Base: Experienced unfairness due to race/ethnicity	1,395	734	662	247	307	108
Any (NET)	1,370	716	654	246	301	108
	98%	98%	99%	99%	98%	100%
			A	Ac		a
Frustrated	701	394	306	119	137	51
	50%	54%	46%	48%	45%	47%
		Ce				
Angry	552	290	263	110	119	34
	40%	39%	40%	44%	39%	32%
		f	F	ACF		
Sad	454	208	246	86	114	46
	33%	28%	37%	35%	37%	42%
			AB	b	aB	ABcd
Powerless	387	189	198	82	85	31
	28%	26%	30%	33%	28%	29%
			A	ABC		
Resigned/not surprised	258	154	104	46	41	17
	18%	21%	16%	19%	13%	16%
		cE		Ce		
Humiliated	221	87	134	44	70	20
	16%	12%	20%	18%	23%	19%
			ABD	aB	AB	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%
			Ab	A		AB
Worried	157	70	87	28	44	14
	11%	10%	13%	11%	14%	13%
			A		ab	
Vengeful	112	45	67	31	25	11
	8%	6%	10%	13%	8%	10%
			Ab	ABCe		
Scared	76	34	42	13	24	6
	5%	5%	6%	5%	8%	6%
			Ad		a	
Something else	68	36	32	7	21	3
	5%	5%	5%	3%	7%	3%
			D		Df	
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
			d			
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
Unweighted Base: Experienced unfairness due to race/ethnicity	1,704	359	1,345	621	414	310
Weighted Base: Experienced unfairness due to race/ethnicity	1,395	734	662	247	307	108
Yes	113 8%	45 6%	68 10%	26 10%	33 11%	9 9%
			AB	AB	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 -
			A			
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
Unweighted Base: Experienced unfairness due to race/ethnicity	1,704	359	1,345	621	414	310
Weighted Base: Experienced unfairness due to race/ethnicity	1,395	734	662	247	307	108
Very stressful	403 29%	177 24%	225 34%	100 41%	101 33%	24 22%
			ABF	ABCeF	BF	
Somewhat stressful	729 52%	400 54%	329 50%	111 45%	150 49%	68 63%
		D	D			AbCDE
Not at all stressful	249 18%	147 20%	102 15%	33 13%	53 17%	15 14%
		D	d			
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
Unweighted Base: Unfair experience was stressful	1,439	279	1,160	536	356	268
Weighted Base: Unfair experience was stressful	1,131	577	554	211	251	92
Any (NET)	167	50	117	43	56	18
	15%	9%	21%	20%	22%	19%
			B	AB	AB	aB
Yes, psychological help	115	40	75	25	38	12
	10%	7%	13%	12%	15%	13%
			B	ab	AB	B
Yes, legal help	63	10	53	25	22	7
	6%	2%	10%	12%	9%	7%
			B	ABC	AB	B
No	963	527	437	168	194	74
	85%	91%	79%	79%	77%	81%
		ACDEF				
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	400 12%	287 14%	113 9%	39 10%	58 9%	16 8%
		aCdEF				
No	2,536 77%	1,564 76%	972 79%	288 76%	506 80%	177 82%
			AD		a	ABcD
Unsure	305 9%	177 9%	129 11%	45 12%	62 10%	22 10%
			A	AB		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 1%	10 1%	5 1%	4 1%	0 0
			f	Cf		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	133 4%	64 3%	69 6%	21 6%	35 6%	12 6%
			AB	AB	aB	AB
No	2,843 87%	1,832 89%	1,012 83%	311 82%	527 84%	175 81%
		ACDEF				
Unsure	276 8%	148 7%	129 11%	39 10%	64 10%	26 12%
			AB	AB	b	AB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	10 0	14 1%	7 2%	5 1%	2 1%
			A	ABC		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	149 5%	81 4%	68 6%	26 7%	32 5%	11 5%
			A	ABc		
No	2,850 87%	1,820 89%	1,030 84%	304 81%	540 86%	186 86%
		aCD	D		D	D
Unsure	236 7%	123 6%	113 9%	43 11%	53 8%	17 8%
			AB	ABCf		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	446 14%	288 14%	158 13%	50 13%	85 13%	22 10%
		f	f			
No	2,389 73%	1,502 73%	887 72%	265 70%	464 74%	158 73%
			d			
Unsure	408 12%	244 12%	164 13%	57 15%	72 11%	35 16%
			A	Abce		ABce
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	34 1%	19 1%	15 1%	6 1%	9 1%	0 0
			F	F	f	
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	149 5%	94 5%	54 4%	21 6%	25 4%	9 4%
				c		
No	2,848 87%	1,817 88%	1,032 84%	310 82%	539 85%	183 85%
		CD	D			
Unsure	258 8%	133 6%	125 10%	41 11%	62 10%	22 10%
			AB	AB	aB	AB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	22 1%	10 0	13 1%	6 2%	5 1%	1 1%
			A	ABc		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	122 4%	70 3%	52 4%	25 7%	21 3%	7 3%
			A	ABCEF		
No	2,886 88%	1,847 90%	1,039 85%	304 80%	547 87%	188 87%
		ACD	D		D	cD
Unsure	236 7%	115 6%	121 10%	43 11%	58 9%	20 9%
			AB	ABc	aB	aB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	34 1%	22 1%	12 1%	6 2%	5 1%	1 0
				aC		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	237 7%	120 6%	117 10%	43 11%	58 9%	16 7%
			ABf	ABCF	aB	
No	2,718 83%	1,758 86%	960 78%	283 75%	499 79%	178 83%
		ACDE	D			CD
Unsure	297 9%	162 8%	135 11%	48 13%	68 11%	19 9%
			AB	ABcf		
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	26 1%	14 1%	12 1%	5 1%	6 1%	2 1%
			a	a		
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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	74 2%	7 0	67 5%	18 5%	32 5%	17 8%
			AB	AB	AB	ABCDE
No	2,170 66%	1,388 68%	782 64%	235 62%	403 64%	144 67%
		d				
Unsure	167 5%	55 3%	111 9%	33 9%	55 9%	23 11%
			AB	AB	AB	AB
Not applicable	830 25%	578 28%	252 21%	86 23%	136 22%	29 14%
		ACDEF	F	CF	F	
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 1%	11 1%	5 1%	4 1%	2 1%
				c		
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	104 3%	42 2%	62 5%	22 6%	33 5%	7 3%
			ABF	ABf	AB	
No	1,979 60%	1,231 60%	747 61%	228 60%	382 61%	138 64%
						a
Unsure	183 6%	74 4%	109 9%	33 9%	59 9%	18 8%
			AB	AB	AB	AB
Not applicable	987 30%	690 34%	297 24%	91 24%	153 24%	53 25%
		ACDEF				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	15 1%	9 1%	4 1%	4 1%	0 0
			F	f		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	107 3%	76 4%	31 3%	13 3%	14 2%	4 2%
				c		
No	2,399 73%	1,534 75%	864 71%	258 68%	446 71%	160 75%
		cD	d			CD
Unsure	394 12%	197 10%	197 16%	65 17%	102 16%	30 14%
			AB	AB	AB	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
Unweighted Base: Excluding respondents who selected not applicable	2,653	764	1,889	746	659	484
Weighted Base: Excluding respondents who selected not applicable	2,582	1,599	983	310	501	172
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
Unweighted Base: Excluding respondents who selected not applicable	2,508	688	1,820	682	616	522
Weighted Base: Excluding respondents who selected not applicable	2,447	1,475	972	292	495	186
Yes	74 3%	7 0	67 7%	18 6%	32 6%	17 9%
			AB	AB	AB	ABC
No	2,170 89%	1,388 94%	782 80%	235 81%	403 82%	144 77%
		ACDEF	f			
Unsure	167 7%	55 4%	111 11%	33 11%	55 11%	23 12%
			AB	AB	AB	AB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	36 1%	25 2%	11 1%	5 2%	4 1%	2 1%
				c		
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
Unweighted Base: Excluding respondents who selected not applicable	2,322	645	1,677	666	562	449
Weighted Base: Excluding respondents who selected not applicable	2,290	1,363	927	287	478	163
Yes	104 5%	42 3%	62 7%	22 8%	33 7%	7 4%
			ABF	ABf	AB	
No	1,979 86%	1,231 90%	747 81%	228 79%	382 80%	138 85%
		ACDEF				Cd
Unsure	183 8%	74 5%	109 12%	33 11%	59 12%	18 11%
			AB	AB	AB	AB
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	24 1%	15 1%	9 1%	4 1%	4 1%	0 0
			F	f		
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			
	A	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
		B	C	D	E	F
Unweighted Base: Excluding respondents who selected not applicable	2,953	856	2,097	825	726	546
Weighted Base: Excluding respondents who selected not applicable	2,941	1,833	1,108	342	570	196
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

	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
Unweighted Base: Total Respondents	3,277	955	2,322	915	802	605
Weighted Base: Total Respondents	3,277	2,053	1,224	378	630	215
Yes	963 29%	605 29%	358 29%	126 33%	173 27%	58 27%
				ACEF		
No	2,063 63%	1,305 64%	758 62%	215 57%	405 64%	138 64%
		D	D		D	D
Don't know	240 7%	141 7%	99 8%	33 9%	47 8%	18 8%
			A	a		
SKIPPED ON WEB	12 0	3 0	9 1%	3 1%	5 1%	1 0
			AB	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%

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes (NET)	678 21%	264 13%	414 34%	162 43%	186 29%	66 31%
			ABE	ABCEF	AB	AB
Yes, thought about it	407 12%	171 8%	237 19%	93 25%	104 16%	40 19%
			ABe	ABCEF	AB	AB
Yes, quit a job	271 8%	94 5%	177 14%	69 18%	82 13%	26 12%
			AB	ABCEF	AB	AB
No	2,568 78%	1,774 86%	794 65%	211 56%	435 69%	148 69%
		ACDEF	D		CD	CD
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	31 1%	15 1%	16 1%	6 2%	10 2%	0 0
			AF	aF	f	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,641 50%	1,084 53% aCDE	558 46%	164 43%	288 46%	106 49% cd
No	812 25%	449 22%	363 30%	118 31%	181 29%	63 29%
Don't know			AB	AB	AB	AB
	786 24%	504 25%	282 23%	87 23%	152 24%	42 20%
SKIPPED ON WEB		f	f			
	38 1%	16 1%	22 2%	8 2%	9 1%	4 2%
REFUSED			Ab	AB		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				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Current company does not have equity policies	802	185	617	230	213	174
Weighted Base: Current company does not have equity policies	812	449	363	118	181	63
These issues are not a priority for my company/organization	93 11%	38 8%	54 15%	17 15%	28 15%	9 15%
			b	ab	b	
These issues are not a problem in my company/organization	400 49%	246 55%	154 42%	49 42%	71 39%	34 54%
		CDE				CdE
I don't know	316 39%	165 37%	151 42%	51 44%	80 44%	19 31%
			F	F	F	
SKIPPED ON WEB	4 0	0 -	4 1%	0 -	3 2%	0 0
					Ab	
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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
Yes	911 56%	569 52%	343 61%	103 63%	172 60%	68 64%
			AB	AB		AB
No	253 15%	152 14%	101 18%	31 19%	55 19%	15 14%
			Af	Ab		
Don't know	474 29%	363 34%	111 20%	29 18%	59 21%	22 21%
		ACDEF				
SKIPPED ON WEB	4 0	0 -	4 1%	1 1%	2 1%	0 0
			AB	AB	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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
Yes	942 57%	588 54%	353 63%	103 63%	180 63%	70 67%
			AB	AB	ab	AB
No	222 13%	133 12%	88 16%	30 19%	43 15%	15 14%
			A	ABC		
Don't know	456 28%	346 32%	109 20%	30 18%	61 21%	18 17%
		ACDEF				
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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
Yes	986 60%	613 57%	374 67%	114 69%	186 65%	73 69%
			AB	AB	b	AB
No	217 13%	139 13%	78 14%	24 15%	43 15%	11 11%
			f			
Don't know	425 26%	327 30%	98 18%	25 15%	56 19%	18 17%
		ACDEF	d			
SKIPPED ON WEB	13 1%	5 0	8 1%	2 1%	3 1%	3 3%
			A			ABC
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
Unweighted Base: Current company does have equity policies	1,703	539	1,164	472	388	304
Weighted Base: Current company does have equity policies	1,641	1,084	558	164	288	106
Help make your workplace a better place to work	986 60%	613 57%	374 67%	114 69%	186 65%	73 69%
			AB	AB	b	AB
Help increase racial and ethnic equity at work	958 58%	595 55%	364 65%	102 62%	193 67%	69 65%
			ABd	ab	AB	AB
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%
			AB	AB	AB	AB
Help increase inclusion at work	942 57%	588 54%	353 63%	103 63%	180 63%	70 67%
			AB	AB	ab	AB
Help increase racial and ethnic diversity at work	911 56%	569 52%	343 61%	103 63%	172 60%	68 64%
			AB	AB		AB
Do enough	782 48%	504 46%	278 50%	78 48%	149 52%	51 48%
			A			
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,312 40%	843 41%	469 38%	143 38%	223 35%	103 48%
		e				ABCDE
No	1,368 42%	846 41%	521 43%	165 44%	279 44%	78 36%
			F	F	F	
Don't know	579 18%	356 17%	223 18%	67 18%	123 19%	33 15%
			f			
SKIPPED ON WEB	19 1%	8 0	10 1%	3 1%	6 1%	1 1%
			A			
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,290 39%	788 38%	503 41%	148 39%	246 39%	108 50%
			A			ABCDE
No	1,325 40%	836 41%	489 40%	157 41%	261 41%	71 33%
		F	F	F	F	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,000 31%	615 30%	384 31%	120 32%	183 29%	81 38%
			a			ABCdE
No	1,410 43%	883 43%	526 43%	162 43%	282 45%	83 38%
			F		f	
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%
			A			
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,333 41%	829 40%	504 41%	157 42%	239 38%	108 50%
			e			ABCDE
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%
		F	F	F	F	
SKIPPED ON WEB	46 1%	20 1%	26 2%	6 2%	18 3%	2 1%
			ABf		AB	
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	871 27%	555 27%	315 26%	92 24%	146 23%	77 36%
						ABCDE
No	1,507 46%	951 46%	556 45%	182 48%	291 46%	83 38%
		F	F	CF	F	
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%
			AB	AB	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%

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,078 33%	639 31%	439 36%	153 40%	204 32%	82 38%
			ABe	ABCE		ABe
No	1,337 41%	876 43%	461 38%	135 36%	245 39%	80 37%
		Cdf				
Don't know	827 25%	518 25%	309 25%	85 23%	173 27%	51 24%
			D		d	
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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	884 27%	577 28%	307 25%	93 25%	141 22%	73 34%
		E				ABCDE
No	1,448 44%	895 44%	553 45%	175 46%	286 45%	92 43%
			a			
Don't know	918 28%	571 28%	346 28%	105 28%	194 31%	48 22%
		f	F	f	F	
SKIPPED ON WEB	28 1%	10 1%	18 1%	5 1%	10 2%	2 1%
			AB	AB	aB	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,874 57%	1,253 61%	621 51%	189 50%	311 49%	122 57%
		ACDE				CDE
No	742 23%	413 20%	329 27%	97 26%	180 29%	53 24%
			AB	AB	AB	
Don't know	620 19%	374 18%	246 20%	83 22%	126 20%	37 17%
			Af	Abcf		
SKIPPED ON WEB	41 1%	13 1%	28 2%	9 2%	14 2%	4 2%
			AB	AB	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%

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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	676 21%	428 21%	248 20%	77 20%	118 19%	53 25%
						ACE
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%
		F	F	F	F	
SKIPPED ON WEB	28 1%	14 1%	15 1%	4 1%	9 1%	2 1%
			A			
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			
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	511 16%	284 14%	227 19%	71 19%	111 18%	45 21%
			AB	AB	b	AB
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%
			A			
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Yes	1,123 34%	692 34%	431 35%	143 38%	201 32%	87 41%
			ae	AcE		ABCE
No	1,394 43%	896 44%	498 41%	147 39%	272 43%	79 37%
		dF	F		f	
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%
			AB	AB	ab	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A clear anti-discrimination policy	1,874 57%	1,253 61%	621 51%	189 50%	311 49%	122 57%
		ACDE				CDE
Policies to ensure equality in pay, hiring practices, or promotions	1,333 41%	829 40%	504 41%	157 42%	239 38%	108 50%
			e			ABCDE
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%
		e				ABCDE
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%
			A			ABCDE
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%
			ae	AcE		ABCE
An anonymous hotline or other anonymous way to report discrimination	1,078 33%	639 31%	439 36%	153 40%	204 32%	82 38%
			ABe	ABCE		ABe
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%
			a			ABCdE

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%	E	ABCDE
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%		ABCDE
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%		ACE
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%	AB	AB b AB

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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
Helpful (NET)	1,509 76%	860 74%	649 79%	219 78%	311 80%	119 78%
			Ab	a	ab	
Very helpful	695 35%	355 30%	340 41%	128 45%	162 42%	51 34%
			ABF	ABCF	ABf	
Somewhat helpful	814 41%	506 43%	308 38%	92 33%	149 38%	68 45%
		cD	D			CD
Not helpful	245 12%	172 15%	73 9%	28 10%	23 6%	23 15%
		aCDE	E	E		aCDE
Don't know	212 11%	122 10%	90 11%	30 11%	51 13%	9 6%
		f	F	F	F	
SKIPPED ON WEB	22 1%	12 1%	10 1%	4 1%	5 1%	1 0
			f			
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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
Helpful (NET)	1,513 76%	867 74%	645 79%	227 81%	304 78%	114 75%
			A	ABcf		
Very helpful	720 36%	374 32%	346 42%	131 47%	164 42%	50 33%
			ABF	ABCF	ABF	
Somewhat helpful	793 40%	493 42%	300 36%	95 34%	140 36%	64 43%
		cD	d			CD
Not helpful	224 11%	151 13%	73 9%	20 7%	28 7%	26 17%
		CDE	D			ACDE
Don't know	223 11%	133 11%	90 11%	28 10%	52 13%	10 7%
		f	F		F	
SKIPPED ON WEB	28 1%	14 1%	14 2%	7 2%	6 1%	1 1%
			A	Ac		
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			
	A	B	C	D	E	F
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
Helpful (NET)	1,664 84%	992 85%	673 82%	227 81%	322 83%	123 81%
		d				
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%
			D			
Not helpful	124 6%	65 6%	59 7%	19 7%	26 7%	14 9%
			A			Ab
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%
			Ab	Ab		
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	1,987 100%	1,165 100%	822 100%	281 100%	390 100%	152 100%

Q63I. ... 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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
Helpful (NET)	1,199 60%	647 55%	552 67%	197 70%	258 66%	97 64%
			AB	ABCf	AB	B
Very helpful	475 24%	219 19%	256 31%	100 36%	118 30%	38 25%
			ABF	ABCF	AB	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%
		ACDE				CDE
Don't know	363 18%	220 19%	143 17%	42 15%	77 20%	23 15%
			D			
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
Unweighted Base: Racial discrimination in private company is a problem	2,225	549	1,676	710	527	439
Weighted Base: Racial discrimination in private company is a problem	1,987	1,165	822	281	390	152
A clear anti-discrimination policy	1,664 84%	992 85%	673 82%	227 81%	322 83%	123 81%
		d				
Policies to ensure equality in pay, hiring practices, or promotions	1,606 81%	952 82%	654 80%	225 80%	300 77%	129 85%
						ACdE
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%
			A	ABcf		
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%
			A	a		
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%
			Ab	a	ab	
An anonymous hotline or other anonymous way to report discrimination	1,477 74%	858 74%	619 75%	215 77%	291 75%	113 75%
			A	a		

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%
			A	Ac		
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%
			AB	ABCe		AB
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%
			AB	AB	ab	
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%
			AB	ABC	AB	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%
			AB	ABCf	AB	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
Unweighted Base: Racial discrimination is a problem at employer company and has program	700	141	559	261	149	149
Weighted Base: Racial discrimination is a problem at employer company and has program	505	273	232	88	92	52
Helpful (NET)	399 79%	199 73%	200 86%	79 90%	78 84%	43 84%
			B	ABC	b	
Very helpful	200 40%	89 33%	111 48%	47 54%	39 42%	25 48%
			B	ABCe		AB
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%
		d	D			
Don't know	38 7%	29 11%	8 4%	2 2%	4 4%	2 5%
		CD				
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%

Q64AC. How helpful are 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			
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Racial discrimination is a problem at employer company and has program	548	112	436	194	117	125
Weighted Base: Racial discrimination is a problem at employer company and has program	418	235	183	67	73	42
Helpful (NET)	312 75%	165 70%	148 81%	54 81%	61 83%	33 77%
			b	Ab	ab	
Very helpful	126 30%	49 21%	77 42%	29 42%	30 42%	18 42%
			B	AB	AB	AB
Somewhat helpful	186 45%	115 49%	71 39%	26 39%	30 42%	15 35%
		f				
Not helpful	70 17%	50 21%	21 11%	8 12%	6 8%	6 14%
		ce				
Don't know	31 8%	19 8%	13 7%	3 5%	6 8%	3 7%
SKIPPED ON WEB	4 1%	2 1%	2 1%	1 2%	0 -	1 2%
REFUSED	0 -	0 -	0 -	0 -	0 -	0 -
SIGMA	418 100%	235 100%	183 100%	67 100%	73 100%	42 100%

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
Unweighted Base: Racial discrimination is a problem at employer company and has program	382	73	309	140	84	85
Weighted Base: Racial discrimination is a problem at employer company and has program	291	164	127	49	51	27
Helpful (NET)	227 78%	115 70%	112 88%	45 91%	42 83%	25 92%
			B	AB		AB
Very helpful	102 35%	42 26%	60 47%	25 51%	22 44%	12 45%
			B	AB	ab	aB
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%
		cdf				
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
Unweighted Base: Racial discrimination is a problem at employer company and has program	1,072	205	867	408	241	218
Weighted Base: Racial discrimination is a problem at employer company and has program	807	430	377	145	156	75
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	ABC	b	
An anonymous hotline or other anonymous way to report discrimination	309 79%	142 69%	167 90%	68 91%	63 91%	36 85%
			B	AB	AB	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	ABCf		
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	AB		AB
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	Ab	ab	

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
Unweighted Base: Racial discrimination is a problem at employer company and does not have program	516	84	432	211	128	93
Weighted Base: Racial discrimination is a problem at employer company and does not have program	398	179	219	86	101	32
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/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 B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Racial discrimination is a problem at employer company and does not have program	528	90	438	210	129	99
Weighted Base: Racial discrimination is a problem at employer company and does not have program	427	197	230	87	110	33
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/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
Unweighted Base: Racial discrimination is a problem at employer company and does not have program	551	97	454	217	134	103
Weighted Base: Racial discrimination is a problem at employer company and does not have program	433	196	238	86	114	38
Helpful (NET)	273 63%	113 58%	160 67%	66 77%	70 62%	23 62%
				ABCEF		
Very helpful	123 28%	44 23%	79 33%	37 43%	34 29%	8 22%
			bF	ABCEF		
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%
		cD	D		d	D
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%

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
Unweighted Base: Racial discrimination is a problem at employer company and does not have program	550	88	462	213	124	125
Weighted Base: Racial discrimination is a problem at employer company and does not have program	413	188	225	85	96	45
Helpful (NET)	286 69%	118 63%	168 75%	66 78%	74 78%	28 62%
			bF	ABF	abF	
Very helpful	113 27%	43 23%	70 31%	30 36%	28 29%	11 25%
				Abcf		
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%
		d	D			ACDE
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/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
Unweighted Base: Racial discrimination is a problem at employer company and does not have program	1,023	174	849	397	250	202
Weighted Base: Racial discrimination is a problem at employer company and does not have program	781	374	407	153	184	70
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% A	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% F	61 83% ACF	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% A	54 70%	18 68%
A clear anti-discrimination policy	180 70%	62 61%	118 76% Ab	39 77% A	63 74%	16 81% Ab
Required training for white managers, supervisors, or other leaders about diversity, equity, inclusion, or discrimination issues	286 69%	118 63%	168 75% bF	66 78% ABF	74 78% abF	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%
				A		
An anonymous hotline or other anonymous way to report discrimination	274 68%	128 66%	146 70%	57 77%	70 69%	19 61%
			AF	ACF		
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%
				Ac		
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%
				ABCEF		
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	AB		

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	1,453 44%	912 44%	540 44%	160 42%	276 44%	104 48%
						aCd
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%
						ACDE
Neither agree nor disagree	1,029 31%	631 31%	398 32%	128 34%	198 31%	71 33%
			a	a		
Disagree (NET)	385 12%	228 11%	157 13%	52 14%	79 13%	25 12%
			A	A		
Disagree	255 8%	141 7%	114 9%	36 10%	60 10%	18 8%
			Ab	Ab		
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%
			F		F	

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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	1,692 52%	993 48%	698 57%	240 63%	325 51%	134 62%
			ABE	ABCE		ABCE
Strongly agree	831 25%	456 22%	375 31%	137 36%	174 28%	64 30%
			ABe	ABCEF	B	AB
Agree	861 26%	537 26%	323 26%	102 27%	151 24%	70 33%
						ABCdE
Neither agree nor disagree	1,026 31%	689 34%	337 28%	87 23%	194 31%	55 26%
		aCDF	D		cD	
Disagree (NET)	236 7%	148 7%	88 7%	19 5%	56 9%	13 6%
			D		D	
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%
			D		cDf	
Not applicable	289 9%	203 10%	87 7%	26 7%	49 8%	12 6%
		CdF				

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 B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	1,890 58%	1,235 60%	656 54%	204 54%	324 51%	128 60%
		aCDE				CdE
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%
		CDE				CDE
Neither agree nor disagree	889 27%	552 27%	337 28%	111 29%	170 27%	56 26%
				a		
Disagree (NET)	179 5%	55 3%	125 10%	34 9%	72 11%	19 9%
			AB	AB	AB	AB
Disagree	118 4%	33 2%	84 7%	24 6%	47 7%	13 6%
			AB	AB	AB	AB
Strongly disagree	62 2%	21 1%	40 3%	10 3%	25 4%	6 3%
			AB	aB	AB	B
Not applicable	290 9%	196 10%	94 8%	24 6%	60 10%	10 5%
		DF	dF		cdF	

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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Agree (NET)	1,961 60%	1,199 58%	762 62%	260 69%	352 56%	150 70%
			AE	ABCE		ABCE
Strongly agree	913 28%	523 25%	389 32%	148 39%	176 28%	66 31%
			ABE	ABCEF		b
Agree	1,048 32%	676 33%	372 30%	112 30%	176 28%	84 39%
		e				ABCDE
Neither agree nor disagree	875 27%	582 28%	293 24%	75 20%	173 27%	45 21%
		CDF	Df		CDF	
Disagree (NET)	161 5%	91 4%	70 6%	14 4%	44 7%	12 5%
			AD		AbD	
Disagree	88 3%	42 2%	46 4%	10 3%	28 4%	8 4%
			ABD		AB	b
Strongly disagree	72 2%	49 2%	24 2%	4 1%	16 2%	3 2%
			D			
Not applicable	244 7%	162 8%	82 7%	22 6%	52 8%	7 3%
		F	F	f	F	

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
My company/organization actively speaks out against racial and ethnic discrimination	385 12%	228 11%	157 13%	52 14%	79 13%	25 12%
			A	A		
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%
			D		D	
My company/organization values racial and ethnic diversity	179 5%	55 3%	125 10%	34 9%	72 11%	19 9%
			AB	AB	AB	AB
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%
			AD		AbD	

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
Unweighted Base: Excluding respondents who selected not applicable	2,957	836	2,121	839	718	564
Weighted Base: Excluding respondents who selected not applicable	2,898	1,791	1,107	344	562	201
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%
						aCDe
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%
			A	a		
Disagree	255 9%	141 8%	114 10%	36 10%	60 11%	18 9%
			A	a		
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
Unweighted Base: Excluding respondents who selected not applicable	3,051	871	2,180	861	742	577
Weighted Base: Excluding respondents who selected not applicable	2,988	1,850	1,137	352	582	203
Agree (NET)	1,692 57%	993 54%	698 61%	240 68%	325 56%	134 66%
			ABE	ABCE		ABCE
Strongly agree	831 28%	456 25%	375 33%	137 39%	174 30%	64 31%
			AB	ABCEF	b	aB
Agree	861 29%	537 29%	323 28%	102 29%	151 26%	70 35%
						AbCdE
Neither agree nor disagree	1,026 34%	689 37%	337 30%	87 25%	194 33%	55 27%
		ACDF	D		CDf	
Disagree (NET)	236 8%	148 8%	88 8%	19 5%	56 10%	13 6%
		d	D		D	
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%
		d	D		cDf	

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				
	A	White, non-Hispanic B	Non-white (D, E, F) C	Black, non-Hispanic D	Latino E	Asian American, non-Hispanic F
Unweighted Base: Excluding respondents who selected not applicable	3,055	879	2,176	864	732	580
Weighted Base: Excluding respondents who selected not applicable	2,987	1,857	1,129	354	570	205
Agree (NET)	1,890 63%	1,235 66%	656 58%	204 57%	324 57%	128 63%
		ACDE				C
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%
		aCDE				CD
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%
			AB	AB	AB	AB
Disagree	118 4%	33 2%	84 7%	24 7%	47 8%	13 6%
			AB	AB	AB	AB
Strongly disagree	62 2%	21 1%	40 4%	10 3%	25 4%	6 3%
			AB	B	AB	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/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
Unweighted Base: Excluding respondents who selected not applicable	3,097	895	2,202	871	744	587
Weighted Base: Excluding respondents who selected not applicable	3,033	1,891	1,142	356	578	208
Agree (NET)	1,961 65%	1,199 63%	762 67%	260 73%	352 61%	150 72%
			AE	ABCE		ABCE
Strongly agree	913 30%	523 28%	389 34%	148 42%	176 30%	66 32%
			ABe	ABCEF		
Agree	1,048 35%	676 36%	372 33%	112 31%	176 31%	84 40%
		e				ACDE
Neither agree nor disagree	875 29%	582 31%	293 26%	75 21%	173 30%	45 22%
		CDF	DF		CDF	
Disagree (NET)	161 5%	91 5%	70 6%	14 4%	44 8%	12 6%
			AD		AbD	
Disagree	88 3%	42 2%	46 4%	10 3%	28 5%	8 4%
			ABD		AB	b
Strongly disagree	72 2%	49 3%	24 2%	4 1%	16 3%	3 2%
			D			

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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%
		F	AF	ABCF	AbF	
Somewhat comfortable	868 26%	558 27%	310 25%	89 24%	139 22%	82 38%
		e	E			ABCDE
Uncomfortable (NET)	854 26%	510 25%	344 28%	95 25%	183 29%	66 31%
			AD			ABd
Somewhat uncomfortable	597 18%	383 19%	214 18%	54 14%	113 18%	46 22%
		d	D			ACD
Very uncomfortable	257 8%	127 6%	130 11%	41 11%	69 11%	20 9%
			AB	AB	AB	b
Don't know	402 12%	282 14%	120 10%	39 10%	61 10%	20 9%
		Cdef				
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Comfortable (NET)	2,139 65%	1,395 68%	744 61%	235 62%	383 61%	125 58%
		aCDEF				
Very comfortable	1,145 35%	724 35%	421 34%	139 37%	236 37%	46 22%
		F	F	cF	F	
Somewhat comfortable	994 30%	671 33%	323 26%	97 26%	147 23%	79 37%
		aCDE	e			ACDE
Uncomfortable (NET)	738 23%	413 20%	325 27%	90 24%	170 27%	65 30%
			ABD		AB	ABCD
Somewhat uncomfortable	510 16%	301 15%	209 17%	57 15%	106 17%	45 21%
			Ad			ABCD
Very uncomfortable	228 7%	111 5%	116 10%	33 9%	64 10%	20 9%
			AB	AB	AB	AB
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%
				A		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
A lot/A little (NET)	2,257 69%	1,457 71%	801 65%	242 64%	407 65%	152 71%
		CDE				CDe
A lot	1,324 40%	911 44%	413 34%	113 30%	235 37%	65 30%
		ACDEF	Df		cDF	
A little	933 28%	545 27%	388 32%	129 34%	172 27%	87 41%
			ABE	ABcE		ABCDE
Not at all	360 11%	196 10%	164 13%	56 15%	84 13%	24 11%
			AB	AB	aB	
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%
			A			
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Concerned (NET)	967 29%	473 23%	494 40%	166 44%	224 36%	104 48%
			ABE	ABCE	AB	ABCE
Very concerned	287 9%	120 6%	167 14%	62 16%	82 13%	23 11%
			ABF	ABCF	AB	B
Somewhat concerned	680 21%	352 17%	328 27%	104 28%	142 23%	81 38%
			ABE	ABe	B	ABCDE
Not Concerned (NET)	1,784 54%	1,269 62%	515 42%	146 39%	293 47%	76 35%
		ACDEF	DF		CDF	
Not too concerned	921 28%	647 31%	274 22%	81 22%	147 23%	46 21%
		ACDEF				
Not at all concerned	863 26%	622 30%	241 20%	64 17%	147 23%	30 14%
		ACDEF	DF		CDF	
Depends	7 0	5 0	2 0	1 0	0 -	0 0
				c		
Don't know	485 15%	288 14%	198 16%	59 16%	107 17%	32 15%
			A			
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Female	1,536 47%	943 46%	594 49%	202 54%	290 46%	102 47%
			A	ABCEf		
Male	1,694 52%	1,073 52%	621 51%	174 46%	335 53%	113 52%
		D	D		D	d
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
		cd				
DON'T KNOW	0 -	0 -	0 -	0 -	0 -	0 -
SKIPPED ON WEB	2 0	0 -	2 0	0 0	2 0	0 -
			A		ab	
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				
	A	B	White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
			C	D	E	F	
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605	
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215	
Democrat (NET)	1,415 43%	754 37%	661 54%	268 71%	286 45%	107 50%	
			ABEF	ABCEF	B	AB	
Strong Democrat	605 18%	338 16%	267 22%	136 36%	96 15%	35 16%	
			ABEF	ABCEF			
Not so strong Democrat	480 15%	215 10%	265 22%	92 24%	121 19%	52 24%	
			AB	ABCe	AB	ABe	
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%	
			AB	aB	AB	AB	
Republican (NET)	1,258 38%	965 47%	294 24%	32 9%	203 32%	58 27%	
		ACDEF	D		CD	cD	
Lean Republican	308 9%	237 12%	71 6%	11 3%	44 7%	17 8%	
		ACDEF	D		D	CD	
Not so strong Republican	430 13%	331 16%	100 8%	11 3%	69 11%	20 9%	
		ACDEF	D		CD	D	
Strong Republican	520 16%	397 19%	123 10%	11 3%	91 14%	21 10%	
		ACDEF	D		CDf	D	
Unknown	3 0	0 -	3 0	0 -	3 1%	0 -	
			Ab		AB		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Democrat (NET)	1,415 43%	754 37%	661 54%	268 71%	286 45%	107 50%
			ABEF	ABCEF	B	AB
Democrat	1,086 33%	553 27%	533 44%	228 60%	217 34%	87 41%
			ABE	ABCEF	B	ABe
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%
			AB	aB	AB	AB
Republican (NET)	1,258 38%	965 47%	294 24%	32 9%	203 32%	58 27%
		ACDEF	D		CD	cD
Lean Republican	308 9%	237 12%	71 6%	11 3%	44 7%	17 8%
		ACDEf	D		D	CD
Republican	950 29%	728 35%	223 18%	22 6%	159 25%	42 19%
		ACDEF	D		CDF	D
Unknown	3 0	0 -	3 0	0 -	3 1%	0 -
			Ab		AB	
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				
		White, non-Hispanic	Non-white (D, E, F)	Black, non-Hispanic	Latino	Asian American, non-Hispanic
	A	B	C	D	E	F
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
<\$30K (NET)	923 28%	535 26%	389 32%	125 33%	228 36%	36 17%
		F	ABF	ABF	ABCF	
Less than \$5,000	161 5%	91 4%	70 6%	33 9%	32 5%	6 3%
			AF	ABCEF		
\$5,000 to \$9,999	93 3%	52 3%	41 3%	12 3%	24 4%	5 2%
			A			
\$10,000 to \$14,999	124 4%	75 4%	49 4%	10 3%	34 5%	4 2%
			DF		AcDF	
\$15,000 to \$19,999	148 5%	104 5%	43 4%	11 3%	28 4%	4 2%
		dF	F		f	
\$20,000 to \$24,999	202 6%	109 5%	93 8%	28 7%	57 9%	7 3%
			AbF	aF	ABF	
\$25,000 to \$29,999	196 6%	103 5%	92 8%	31 8%	53 8%	9 4%
			ABF	ABF	ABF	
\$30K-<\$60K (NET)	1,024 31%	594 29%	430 35%	151 40%	225 36%	54 25%
			ABF	ABCF	ABF	
\$30,000 to \$34,999	219 7%	132 6%	88 7%	38 10%	43 7%	7 3%
		F	F	ABCeF	F	

\$35,000 to \$39,999	154	77	77	22	47	8
	5%	4%	6%	6%	7%	4%
			ABF	ab	ABF	
\$40,000 to \$49,999	323	189	135	41	73	20
	10%	9%	11%	11%	12%	9%
			A			
\$50,000 to \$59,999	327	197	130	50	62	19
	10%	10%	11%	13%	10%	9%
			a	ABCeF		
\$60K-<\$100K (NET)	761	512	249	71	119	59
	23%	25%	20%	19%	19%	28%
		CDE				ACDE
\$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%
						CdE
\$85,000 to \$99,999	211	151	60	14	27	20
	6%	7%	5%	4%	4%	9%
		cDe	D			ACDE
\$100K+ (NET)	542	389	153	29	58	66
	17%	19%	13%	8%	9%	31%
		ACDE	DE			ABCDE
\$100,000 to \$124,999	230	166	64	15	24	26
	7%	8%	5%	4%	4%	12%
		CDE	De			ABCDE
\$125,000 to \$149,999	116	89	27	4	10	13
	4%	4%	2%	1%	2%	6%
		CDE	D			ACDE
\$150,000 to \$174,999	73	51	22	3	9	9
	2%	3%	2%	1%	2%	4%
		d	D			ACDE
\$175,000 to \$199,999	41	26	15	4	7	5
	1%	1%	1%	1%	1%	2%
						ac
\$200,000 or more	82	57	25	3	8	14
	3%	3%	2%	1%	1%	6%
		D	D			ABCDE

DON'T KNOW	0	0	0	0	0	0
	-	-	-	-	-	-
SKIPPED ON WEB	26	23	3	2	1	1
	1%	1%	0	0	0	0
		Ce				
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
			DE			ABCDE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
English	3,200 98%	2,053 100%	1,146 94%	378 100%	553 88%	215 100%
		ACE	E	ACE		ACE
Spanish	77 2%	0 -	77 6%	0 -	77 12%	0 -
			ABDF		ABCDF	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
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

	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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Desktop	1,064 32%	774 38%	290 24%	78 21%	134 21%	77 36%
		ACDE	D			aCDE
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%
			ABF	ABCF	ABF	
Tablet	27 1%	18 1%	9 1%	3 1%	4 1%	2 1%
Unknown	3 0	1 0	2 0	0 -	2 0	0 -
			A		a	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Male	1,735 53%	1,098 53%	638 52%	177 47%	349 55%	112 52%
		D	D		cD	
Female	1,542 47%	956 47%	586 48%	201 53%	281 45%	104 48%
			e	ABCE		
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
18-29	604 18%	320 16%	284 23%	82 22%	164 26%	37 17%
			ABF	ABf	ABcF	
30-44	1,271 39%	771 38%	500 41%	151 40%	252 40%	97 45%
			A			ABC
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%
		ACDEF		CE		e
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
		ACDEF	E	CE		CE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
18-24	299 9%	145 7%	154 13%	36 9%	101 16%	17 8%
			ABDF		ABCDF	
25-34	817 25%	504 25%	313 26%	104 27%	158 25%	52 24%
				a		
35-44	760 23%	442 22%	317 26%	94 25%	158 25%	65 30%
			AB			ABCd
45-54	551 17%	330 16%	221 18%	69 18%	114 18%	38 18%
			A			
55-64	617 19%	452 22%	165 13%	55 15%	79 12%	31 14%
		ACDEF				
65-74	207 6%	157 8%	50 4%	20 5%	19 3%	11 5%
		aCE		Ce		e
75+	27 1%	23 1%	4 0	1 0	2 0	0 0
		c				
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
		ACDEF	E	CE		CE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
White, non-Latino	2,053 63%	2,053 100%	0 -	0 -	0 -	0 -
		ACDEF				
Black, non-Latino	378 12%	0 -	378 31%	378 100%	0 -	0 -
			ABEF	ABCEF		
Latino	630 19%	0 -	630 52%	0 -	630 100%	0 -
			ABDF		ABCDF	
Asian, non-Latino	215 7%	0 -	215 18%	0 -	0 -	215 100%
			ABDE			ABCDE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Less than high school	208 6%	87 4%	121 10%	15 4%	97 15%	9 4%
			ABDF		ABCDF	
High school graduate or equivalent	863 26%	482 23%	381 31%	123 32%	225 36%	34 16%
		F	ABF	ABF	ABCF	
Vocational/tech school/ some college/associate	984 30%	629 31%	356 29%	135 36%	179 28%	42 19%
		F	F	AbCEF	F	
BA+ (NET)	1,222 37%	856 42%	365 30%	105 28%	130 21%	131 61%
		ACDE	E	E		ABCDE
Bachelor's degree	719 22%	494 24%	225 18%	63 17%	89 14%	73 34%
		aCDE	E			ABCDE
Post-graduate study/ professional degree	503 15%	363 18%	140 11%	42 11%	41 7%	57 27%
		ACDE	E	E		ABCDE
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

MARITAL. Marital 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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Married	1,673 51%	1,182 58%	491 40%	114 30%	270 43%	107 50%
		ACDEF	D		D	CDE
Not Married (NET)	1,604 49%	872 42%	732 60%	264 70%	361 57%	108 50%
			ABF	ABCEF	ABF	B
Widowed	92 3%	67 3%	25 2%	7 2%	15 2%	2 1%
		F	f			
Divorced	279 9%	172 8%	107 9%	38 10%	49 8%	20 9%
				a		
Separated	131 4%	87 4%	44 4%	23 6%	19 3%	2 1%
		F	F	AbCEF	f	
Never married	1,102 34%	545 27%	557 45%	195 52%	278 44%	84 39%
			ABF	ABCEF	AB	AB
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/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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Employed (NET)	2,979 91%	1,880 92%	1,100 90%	329 87%	567 90%	204 95%
		D	D			AbCDE
Working - as a paid employee	2,555 78%	1,612 78%	943 77%	284 75%	472 75%	187 87%
						ABCDE
Working - self-employed	425 13%	268 13%	157 13%	44 12%	95 15%	18 8%
		F	F	f	cF	
Not Employed (NET)	298 9%	174 8%	124 10%	49 13%	63 10%	11 5%
		f	AF	ABCF	F	
Not working - on temporary layoff from a job	86 3%	56 3%	30 2%	15 4%	12 2%	3 1%
			f	ACEF		
Not working - looking for work	88 3%	40 2%	48 4%	23 6%	21 3%	4 2%
			ABF	ABCEF		
Not working - retired	2 0	0 -	2 0	1 0	0 -	1 0
			A	AB		ABe
Not working - disabled	0 -	0 -	0 -	0 -	0 -	0 -
Not working - other	121 4%	78 4%	44 4%	11 3%	30 5%	3 2%
		f	F		F	
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
<\$30K (NET)	559 17%	266 13%	293 24%	104 28%	167 26%	22 10%
			ABF	ABCF	ABF	
(4999) Less than \$5,000	75 2%	25 1%	50 4%	20 5%	27 4%	3 1%
			ABF	ABCF	ABF	
(7499.5) \$5,000 to \$9,999	33 1%	12 1%	21 2%	10 3%	10 2%	1 1%
			ABF	ABCF	b	
(12499.5) \$10,000 to \$14,999	92 3%	50 2%	42 3%	8 2%	30 5%	4 2%
			ADF		ABcDF	
(17499.5) \$15,000 to \$19,999	107 3%	62 3%	45 4%	18 5%	25 4%	2 1%
		F	aF	AbCF	F	
(22499.5) \$20,000 to \$24,999	105 3%	37 2%	68 6%	22 6%	40 6%	6 3%
			ABF	ABF	ABF	
(27499.5) \$25,000 to \$29,999	148 5%	81 4%	67 5%	26 7%	35 6%	6 3%
			AF	ABcF	f	
\$30K-<\$60K (NET)	868 26%	491 24%	377 31%	124 33%	207 33%	46 21%
			ABF	ABF	ABF	
(32499.5) \$30,000 to \$34,999	148 5%	78 4%	70 6%	28 7%	36 6%	7 3%
			AbF	ABCF		

(37499.5) \$35,000 to \$39,999	138	75	63	19	38	6
	4%	4%	5%	5%	6%	3%
			AF	f	AbF	
(44999.5) \$40,000 to \$49,999	299	179	121	33	73	15
	9%	9%	10%	9%	12%	7%
			AF		AF	
(54999.5) \$50,000 to \$59,999	282	159	122	44	60	18
	9%	8%	10%	12%	9%	9%
			A	ABc		
\$60K-<\$100K (NET)	850	550	300	98	141	61
	26%	27%	25%	26%	22%	28%
						CE
(67499.5) \$60,000 to \$74,999	319	185	134	49	61	24
	10%	9%	11%	13%	10%	11%
			A	ABCe		
(79999.5) \$75,000 to \$84,999	201	121	80	21	41	19
	6%	6%	7%	6%	6%	9%
						AbCd
(92499.5) \$85,000 to \$99,999	330	244	86	28	40	19
	10%	12%	7%	7%	6%	9%
		ACDE				
\$100K+ (NET)	1,000	747	253	52	115	86
	31%	36%	21%	14%	18%	40%
		ACDE	D		d	ACDE
(112499.5) \$100,000 to \$124,999	366	272	94	22	37	34
	11%	13%	8%	6%	6%	16%
		ACDE	De			ACDE
(137499.5) \$125,000 to \$149,999	214	155	59	9	38	12
	7%	8%	5%	2%	6%	5%
		CD	D		D	D
(162499.5) \$150,000 to \$174,999	126	92	33	9	14	10
	4%	4%	3%	2%	2%	5%
		cde				CdE
(187499.5) \$175,000 to \$199,999	107	82	25	5	12	8
	3%	4%	2%	1%	2%	4%
		CDe	d			CDe

(250000) \$200,000 or more	188	146	42	6	14	22
	6%	7%	3%	2%	2%	10%
		aCDE	De			AbCDE
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
		ACDE	DE			AbCDE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Less than \$30,000	559 17%	266 13%	293 24%	104 28%	167 26%	22 10%
			ABF	ABCF	ABF	
\$30,000 to under \$60,000	868 26%	491 24%	377 31%	124 33%	207 33%	46 21%
			ABF	ABF	ABF	
\$60,000 to under \$100,000	850 26%	550 27%	300 25%	98 26%	141 22%	61 28%
						CE
\$100,000 or more	1,000 31%	747 36%	253 21%	52 14%	115 18%	86 40%
		ACDE	D		d	ACDE
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

INCOME9. Nine-level Household Income

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Under \$10,000	108 3%	36 2%	71 6%	30 8%	37 6%	4 2%
			ABF	ABCF	ABF	
\$10,000 to under \$20,000	200 6%	113 5%	87 7%	26 7%	54 9%	6 3%
		f	AF	F	ABF	
\$20,000 to under \$30,000	252 8%	117 6%	135 11%	48 13%	75 12%	12 6%
			ABF	ABcF	ABF	
\$30,000 to under \$40,000	287 9%	153 7%	134 11%	47 12%	74 12%	13 6%
			ABF	ABF	ABF	
\$40,000 to under \$50,000	299 9%	179 9%	121 10%	33 9%	73 12%	15 7%
			AF		AF	
\$50,000 to under \$75,000	600 18%	344 17%	256 21%	93 25%	121 19%	42 20%
			AB	ABCEf		
\$75,000 to under \$100,000	531 16%	365 18%	166 14%	49 13%	80 13%	37 17%
		CDE				Cde
\$100,000 to under \$150,000	580 18%	427 21%	153 12%	31 8%	76 12%	46 21%
		ACDE	D		d	ACDE
\$150,000 or more	420 13%	320 16%	100 8%	21 5%	39 6%	40 19%
		ACDE	De			ACDE
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

STATE. State

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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Alaska	5	5	0	0	0	0
	0	0	0	-	-	0
Alabama	63	43	20	13	5	2
	2%	2%	2%	4%	1%	1%
			E	AbCEF		
Arkansas	13	9	4	3	0	0
	0	0	0	1%	0	0
				ACE		
Arizona	84	39	45	3	36	5
	3%	2%	4%	1%	6%	3%
			ABD		ABCDF	D
California	348	126	223	17	144	61
	11%	6%	18%	5%	23%	28%
			ABD		ABCD	ABCDe
Colorado	66	49	17	3	13	2
	2%	2%	1%	1%	2%	1%
		df	D			
Connecticut	40	25	16	9	4	3
	1%	1%	1%	2%	1%	1%
				ACE		
District of Columbia	2	1	2	1	1	0
	0	0	0	0	0	-
			a			
Delaware	10	6	3	3	0	0
	0	0	0	1%	-	0
				ACE		

Florida	247	110	137	31	96	10
	8%	5%	11%	8%	15%	5%
			ABDF	BF	ABCDF	
Georgia	96	54	42	29	7	5
	3%	3%	3%	8%	1%	2%
			AE	ABCEF		
Hawaii	11	0	11	0	2	9
	0	-	1%	-	0	4%
			ABDe		b	ABCDE
Iowa	31	26	5	3	1	0
	1%	1%	0	1%	0	0
		ce		C		
Idaho	23	16	7	0	6	0
	1%	1%	1%	0	1%	0
			D			
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%
			f			
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
		CdF	f			
Louisiana	52	27	25	17	7	1
	2%	1%	2%	5%	1%	0
			AeF	ABCEF		
Massachusetts	84	64	19	2	12	6
	3%	3%	2%	0	2%	3%
		cD	D		D	cD
Maryland	64	40	23	16	3	4
	2%	2%	2%	4%	1%	2%
		e	E	ABCEF		e
Maine	24	24	0	0	0	0
	1%	1%	-	-	-	-
		CDef				
Michigan	100	81	19	14	2	4
	3%	4%	2%	4%	0	2%
		aCEf	E	CEf		E

Minnesota	35	30	5	0	2	3
	1%	1%	0	0	0	1%
		CDe	d			CDE
Missouri	69	56	13	9	3	2
	2%	3%	1%	2%	0	1%
		CEf	e	CEf		
Mississippi	16	7	9	7	2	0
	0	0	1%	2%	0	-
			A	ABCEF		
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%
		F	F	ABCEF		
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
		Ce				
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%
						AbCd
New Mexico	18	1	16	0	16	0
	1%	0	1%	0	3%	-
			ABDF		ABCDF	
Nevada	25	10	15	4	9	3
	1%	0	1%	1%	1%	1%
			Ab		b	b
New York	159	98	61	20	22	19
	5%	5%	5%	5%	4%	9%
			e			ABCDE
Oregon	53	47	6	0	1	5
	2%	2%	0	0	0	2%
		aCDE	D			CDE
Ohio	113	89	24	12	9	3
	3%	4%	2%	3%	1%	1%
		CEF		CEF		

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%
		CEf	E	CEf		E
South Dakota	20	19	1	0	1	0
	1%	1%	0	-	0	-
		Cd				
Tennessee	68	53	16	8	5	2
	2%	3%	1%	2%	1%	1%
		cef		Ce		
Texas	238	96	142	40	86	16
	7%	5%	12%	11%	14%	7%
			ABF	ABf	ABF	B
Utah	28	19	9	0	6	2
	1%	1%	1%	0	1%	1%
			D		d	D
Virginia	85	61	24	14	6	4
	3%	3%	2%	4%	1%	2%
		E	e	ACEf		
Virgin Islands	0	0	0	0	0	0
	-	-	-	-	-	-
Vermont	16	14	1	0	0	0
	0	1%	0	0	0	0
		c				
Washington	87	68	18	3	8	7
	3%	3%	1%	1%	1%	3%
		CDe	d			CDe
Wisconsin	97	86	11	3	5	3
	3%	4%	1%	1%	1%	1%
		ACDEF				

REGION4. Region - Four 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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Northeast	577 18%	392 19%	185 15%	56 15%	85 14%	44 20%
		CdE				aCDE
Midwest	704 21%	553 27%	151 12%	65 17%	60 9%	27 12%
		ACDEF	E	CEf		
South	1,229 37%	710 35%	519 42%	225 60%	244 39%	50 23%
		F	ABeF	ABCEF	F	
West	766 23%	398 19%	369 30%	33 9%	242 38%	94 44%
		D	ABD		ABCD	ABCD
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
New England	180 5%	140 7%	40 3%	11 3%	20 3%	8 4%
		aCDEf				
Mid-Atlantic	398 12%	252 12%	146 12%	45 12%	65 10%	36 17%
						AbCDE
East North Central	498 15%	379 18%	119 10%	50 13%	49 8%	20 9%
		ACDEF	e	CEf		
West North Central	206 6%	174 8%	32 3%	15 4%	11 2%	6 3%
		ACDEF		CE		
South Atlantic	703 21%	419 20%	284 23%	130 34%	128 20%	26 12%
		F	AeF	ABCEF	F	
East South Central	195 6%	143 7%	53 4%	31 8%	18 3%	4 2%
		CEF	EF	ACEF		
West South Central	330 10%	148 7%	182 15%	64 17%	98 16%	19 9%
			ABF	ABCF	ABF	
Mountain	263 8%	152 7%	111 9%	12 3%	86 14%	13 6%
		D	ADF		ABCDF	D
Pacific	504 15%	246 12%	258 21%	21 5%	156 25%	81 38%
		D	ABD		ABCD	ABCDE
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
Unweighted Base: Total respondents	3,277	955	2,322	915	802	605
Weighted Base: Total respondents	3,277	2,053	1,224	378	630	215
Non-Metro Area	431 13%	346 17%	85 7%	24 6%	53 8%	7 3%
		ACDEF	F	F	F	
Metro Area	2,844 87%	1,708 83%	1,136 93%	353 94%	575 91%	208 97%
			AB	AB	AB	ABCDE
SKIPPED ON WEB	2 0	0 -	2 0	0 0	2 0	0 -
			A		ab	
SIGMA	3,277 100%	2,053 100%	1,224 100%	378 100%	630 100%	215 100%

Appendix D-1: Post-pilot Survey Individual Interview Guide

INTRO (researcher to talk to interviewee at beginning of interview): This research study is being conducted by the John J. Heldrich Center for Workforce Development at Rutgers University. Researchers are interested in documenting the experiences and opinions of American workers about workplace culture and ways to make workplaces more inclusive. This 30-minute conversation includes questions about your employment experiences, and public policy issues. The study will help inform employers, policymakers, and researchers about ways to reduce unfair treatment and improve opportunities for workers in the American workplace. As a token of our appreciation, you will be asked if you would like to receive a \$100 electronic Amazon gift card for your participation. We will use your first name and e-mail address to send the gift card. All identifying and contact information for study participants receiving the incentive will be stored separately from interview responses in a secure file requiring a password to gain access and will be destroyed immediately after verification. Thank you for your participation.

If you have any questions about this research study, please contact:

Carl Van Horn (vanhorn@rutgers.edu)
Distinguished Professor and Director
Heldrich Center for Workforce Development, Rutgers University

Suggested Interview Guide/Questions/Topic Areas

This is a semi-structured interview. These questions are meant to guide, not direct, the conversation.

1. First, I would like to ask you about your current job. Tell me about your work on a day-to-day basis. How often do you go to work? Who do you typically interact with on a day-to-day basis? What type of work activities do you do on a typical day?
2. Thinking about how workers like you think about their workplaces...do you think most workers feel like they are included (comfortable, matter) in the workplace, or not? What does inclusivity in the workplace mean to you?
 - a. Follow-ups: Unintentional or intentional actions that may make a worker feel not included or treated unfairly (such as micro-aggressions, jokes, lack of competency, isolation etc.). Use bias/discrimination wording if appropriate for the specific interview (if mentioned by respondent).
 - b. Follow-ups: Reasons why workers may not feel included - (try to get at race/ethnicity and gender)
3. And thinking about the ways in which you interact with your colleagues, your supervisors (if applicable), and visitors, would you say you feel comfortable and/or included and/or are treated fairly in your workplace (if remote: working with others)? Why or why not? In what ways?
4. Other than your work environment, how satisfied are you with other aspects of your job? Do you think you are treated fairly when it comes to something like your potential for advancement, compared to your colleagues? [Probe: job security, your work performance and productivity, your productivity at home (if necessary), the assignments you get.]

5. And thinking about your work, in what ways are you comfortable or not comfortable talking to a supervisor, manager, or human resource colleague about your needs and experiences as a worker? Do you think your supervisor/employer cares about you as a person?
6. [If applicable: Thinking about some of the issues you brought about (workplaces/your workplace)], are there things that (your employer/employers) can do to help workers feel (more included, they are being treated fairly, they are comfortable, they matter)? How can employers better support workers? What is the role of government in dealing with issues of inclusivity (bias/discrimination) in the workplace?
 - a. Follow-ups: reporting data to the government, sponsorships in the workplace, etc.

Appendix D-2: Post-main Survey Individual Interview Guide

INTRO (Researcher to talk to interviewee at beginning of interview): This research study is being conducted by the John J. Heldrich Center for Workforce Development at Rutgers University. Researchers are interested in documenting the experiences and opinions of American workers about workplace culture and ways to make workplaces more inclusive. This 30-minute conversation includes questions about your employment experiences. The study will help inform employers, policymakers, and researchers about ways to reduce unfair treatment and discrimination, and improve opportunities for workers in the American workplace. As a token of our appreciation, you will be asked if you would like to receive a \$100 electronic Amazon gift card for your participation. We will use your first name and e-mail address to send the gift card. All identifying and contact information for study participants receiving the incentive will be stored separately from interview responses in a secure file requiring a password to gain access and will be destroyed immediately after verification. Thank you for your participation.

If you have any questions about this research study, please contact:

Carl Van Horn (vanhorn@rutgers.edu)
Distinguished Professor and Director
Heldrich Center for Workforce Development, Rutgers University

Suggested Interview Guide/Questions/Topic Areas

This is a semi-structured interview. These questions are meant to guide, not direct, the conversation.

1. As you recall, you recently completed an AmeriSpeak® survey asking you about your experiences with diversity, equity, inclusion, and discrimination in the workplace. You indicated that your race or your ethnicity has made it (INSERT BASED ON SURVEY RESPONSE - HARDER OR EASIER) for you to succeed at work. In what ways has your race or your ethnicity affected your success at work? [See probes/follow-ups]:
 - a. Do you feel this way now, in the past, or both? How has this affected your satisfaction with your work and your productivity at work today?
 - b. Are you thinking about your race – your ethnicity – both – or is it combined with some other personal characteristic, such as your gender?
2. In the survey, you indicated that there have been situations in the past where a colleague has gotten a promotion or pay raise faster than you did because of your race or ethnicity.
 - a. What happened – was it a pay raise, or a promotion? When did this happen?
 - b. How did this experience make you feel? How certain are you that it was race or ethnicity that was the reason for the experience?
 - c. What did you learn from the experience, if anything? How does this affect your satisfaction with your work and productivity at work today, if at all?

3. I would like to ask you about your current job. Tell me about your work on a day-to-day basis. How often do you go to work? Who do you typically interact with on a day-to-day basis? What type of work activities do you do on a typical day?
4. You indicated that discrimination because of race or ethnicity is a major problem in your workplace. Can you give me an example of what you have observed or experienced that led you to indicate that discrimination is a major problem? [See probe/follow-ups]:
 - a. How much do each of the following contribute to the problem? Intentional prejudice of individual people; existing policies, procedures, or systems in the workplace; unconscious bias.
5. What can help improve these situations at your workplace? On a scale of 1 to 10, how much do you think each of the following help? Why or why not? [Probe: Companies' intentions, size of company, need.] Do you know what they are? Do you have them in your workplace?
 - Required training for employees given on a regular basis
 - Optional training for employees
 - Policies to ensure equality in pay, hiring practices, or promotions
 - A task force or committee, or group, to deal with these issues
 - Anonymous reporting hotline
 - Mentoring program
 - Clear anti-discrimination policy
 - Single person/employee responsible for these issues in the business
 - Required training for White managers, supervisors, leaders
 - Employee surveys

Appendix E: Expert Interviews/Literature Review Takeaways

The following findings emerged from the expert interviews and literature review, which were used to inform the survey questionnaire. The findings are group according to the following categories:

- **Emerging trends** related to the workforce, work, and diversity, equity, inclusion, and discrimination issues;
- **Measurement and scales** used by researchers in survey questionnaires;
- **Organizational behavior** and psychology in the workplace;
- **Demographic characteristics** to include for analyses;
- **Terminology** to use to help reduce instrument bias; and
- The **role of government** in addressing workplace discrimination.

Emerging Trends

The interviews revealed several emerging trends that researchers later considered for the survey questionnaire, which included mega-events, remote work, allyship, intra-group discrimination, and the difference between diversity, equity, and inclusion (and other terminology, including belonging and equality).

1. Focusing on personal experiences or events that a worker may have experienced themselves or witnessed is one aspect of capturing discrimination experiences. Capturing the **impact of mega-events**, high-profile and widely covered events relating to race and ethnicity across the nation, such as the Black Lives Matter and Stop Asian Hate movements, as well as the role that companies and organizations played in speaking out (releasing public statements; asserting new financial, workforce, and other goals for the business) represent what has been top-of-mind and shapes how people feel while at work or are working. Questions asking about whether respondents were affected by these and other mega-events and whether they felt supported and respected around this topic at work were suggested by experts. **While this would entail incorporating several measures into the survey to operationalize those concepts, researchers instead asked workers to share if they felt that their company “actively speaks out” against racial and ethnic discrimination, and whether they want to work for a company that “speaks out” against racial and ethnic discrimination.**
2. Some experts discussed the relevance of **remote work** to experiences of discrimination in the workplace, and how that might be measured in the survey questionnaire. Experts recommended that researchers include questions about how respondents are working in terms of modality – that is, hybrid, remote, or in person – because each mode can harness unique types of discrimination for workers. Moreover, when considering the role that job quality plays in the discussion of inequality, workers have assumed that companies would “do the right thing” in terms of offering flexible work modalities, but some have been largely disappointed. **The survey asks workers to indicate whether**

remote work/telework is an important attribute of their job (in a battery of job attributes, including income and doing meaningful work), if they have access to remote work/telework, and whether they are satisfied with their experience in their current job.

3. Experts discussed the role that **allyship** plays at work. Many experts indicated that surveys ask about company policies, but fail to consider that people do not follow them. Experts suggested that the survey questionnaire include questions around whether company policies “guided” the respondents’ behavior. **Because it is unlikely that a general population sample of workers would recognize the term “ally” when thinking about their work, researchers chose not to ask about their experiences, given that the project was not seeking to measure “inclusion” in this survey.**
4. Additionally, the interviews revealed that researchers should examine the role of **intra-group discrimination**, which refers to someone experiencing unfair treatment/discrimination from someone of the same race, but has a different ethnic and/or cultural background. These issues were revealed in the post-pilot individual interviews. Experts suggested that intra-group discrimination tends to be overlooked in surveys on discrimination in the workplace. The research team did ask the question, “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?” in order to cross-tabulate this answer with the questions about discrimination experiences in the workplace. **Given the size of the sample, the research team chose instead to ask about this topic in the post-main survey individual interviews.**
5. Finally, while there are clear differences between **diversity, equity, and inclusion** (among the aforementioned additional terminology), these concepts are not necessarily understood by workers, especially how workers think about inclusion overall in the workplace. The survey questionnaire must “create a more contextualized picture” around inclusive and non-inclusive work environments, as company cultures often contain aspects of both, which are also different than the reality of diversity, equity, and discrimination in the workplace. **In the survey, workers were given definitions of diversity, equity, and discrimination to review and reflect on throughout the survey. In addition, a survey should attempt to capture how often these aspects occur – that is, whether they are just “one episode” or a regular occurrence. Furthermore, to address these considerations, it is important to recognize that the tone of the survey questions should not necessarily be slanted negatively (“I am treated poorly”), but instead ask workers to triangulate their experiences by using questions that are framed positively (“Where I work, people are treated the same, regardless of their race or ethnicity”) and negatively (“Some people get better treatment because of their race or ethnicity”).**

Measurement and Scales

Many of the experts provided recommendations around measurement and the use of scales in the survey questionnaire, which included commonly used measures and scales related to workplace discrimination and job satisfaction, U.S. Census categories for race and ethnicity, incorporating gender versus sex measures, open-ended responses, and how to measure different types of discrimination.

1. **Examples of scales and measures** that project researchers might consider for the survey questionnaire were discussed. Some examples include the Bowling Green Satisfaction Measure, the Workplace Prejudice/Discrimination Inventory, and Harvard’s Implicit Racism Score. **Given the limitations associated with using these and other scales in a national population survey, researchers chose to incorporate various items taken from a selection of scales (see methodology section).**

2. The U.S. Census allow respondents to select any category that they **self-identify as in terms of race and ethnicity**. The ability to self-describe gives respondents more flexibility with how they identify, which is important because bi-racial and multi-racial people have different experiences than others. **In the survey, given the sample size, researchers utilized the racial and ethnic sampling data provided by NORC.**
3. **Think beyond traditional ways of measuring gender.** Though experts stated that most companies capture gender as sex (e.g., male/female), many experts recommended including additional categories to capture those outside of the “problematic” binary. **An additional gender identity question was included as part of the survey.**
4. **Open-ended questions** grant greater flexibility and permission to the respondent to describe experiences and opinions, but can often yield unhelpful responses. This is a common dilemma of prioritizing breadth versus depth of responses in terms of the survey questionnaire. **Researchers were careful in incorporating limited, but fortuitously useful open-ended questions.**
5. **Distinguish between the unique situations of witnessing/experiencing and reporting discrimination,** as well as whether workers can describe their perceptions of the “source” of that experience. **For these questions, the project team incorporated measures asking about witnessing, experiencing, and reporting discrimination, as well as the reason for the experience – intentional prejudice, existing workplace structure, or unconscious bias.** Finally, researchers considered the various types of discrimination in the survey. There are substantial differences between witnessed (ambient), perceived, and actual discrimination. While each type of discrimination has a different effect on the actors involved, they can influence how one experiences and/or perceives discrimination over the course of a lifetime, generally.
6. Consider **labeling** of these experiences and how that might affect responses. For example, “unfair treatment” versus “discrimination.” **The survey sample was split into half-samples asking about “unfair treatment” or “discrimination” for select questions.**

Organizational Behavior and Psychology

The interviews highlighted various concepts related to organizational behavior and psychology to consider as researchers constructed the survey questionnaire, which included leading and lagging indicators, best practices, ambient discrimination, professional networks, formal and informal mentorship programs, targeted recruitment, work-life support, worker voice, intersectionality, and relationship dynamics.

1. **Leading and lagging indicators** represent “what managers can act on.” An example of a leading indicator would be looking at how managers are sourcing candidates and whether they have a diverse slate, whereas an example of a lagging indicator would be hiring outcomes (e.g., diversity of hires, board diversity, etc.).
2. Researchers might collect **examples of best practices in diversity, equity, and inclusion practices** from companies like Bank of America, Alliance, Deutsche Bank, and Pfizer, and ask workers to rate their opinion of how helpful or unhelpful these policies and procedures might be generally, and in their own workplaces.

3. Additionally, experts highlighted the importance of including **ambient discrimination** in the survey questionnaire. Ambient discrimination, according to experts, refers to what people see in addition to what they experience in terms of discrimination. Capturing ambient discrimination in the survey questionnaire addresses the multi-layered aspect of harm – that is, the actual act or experience and what it is like reporting the experience. “Harm is compounded if people do not believe it,” this expert said.
4. **The role of professional networks**, which can give researchers a sense of the “structure of people’s interconnections,” including formal and informal mentorship programs, the latter of which are more likely to build genuine networks to support an employee. Experts indicated the importance of developing mentorship programs based on interest, rather than race, ethnicity, or cultural background – formal and informal programs having different implications. Several experts addressed targeted recruitment as a topic to consider in the survey questionnaire. According to experts, this topic involves looking at historically Black colleges, associations, and so on. In addition, experts discussed work-life support within the context of the survey questionnaire, stating that work-life support looks “very different for women and people of color, which exacerbates gender inequality.”
5. **The role of worker voice, intersectionality, and relationship dynamics** emerged as other organizational behavior and psychology concepts for researchers to consider. A handful of experts discussed the importance of addressing worker voice, which captures employee engagement and listening practices, in the survey questionnaire. An example of centering worker voice may be when employees have regular conversations with senior executives. An expert recommended that researchers ask, “Is the worker voice being included and acted upon?” Related to worker voice is the intersectionality of discrimination. Experts emphasized that the survey questionnaire should frame questions about discrimination within the context of identities. For example, researchers could ask respondents whether they experienced discrimination “based on _____ identity.” Additionally, many experts discussed how to capture relationships between employees and managers. It was important for researchers to consider, for example, whether the respondent has any direct reports and how many. Experts suggested several questions to include to capture those relationship dynamics.
6. Using the terms “person” or “people” rather than “group” – especially when describing communities of color. Related to this, refraining from using the word “minority.” Finally, acknowledging the distinct terms of **race versus ethnicity**, as well as color – how these terms are described by the U.S. Equal Employment Opportunity Commission, and how people describe themselves.

Demographic Characteristics to Include

The interviews often involved explicit recommendations as to which characteristics to include in the survey questionnaire to cross tabulate and disaggregate survey responses, either in the project team’s report or in future research endeavors:

1. **Company size:** the size (and thereby available resources at the company) matters because larger companies will have more success developing and implementing diversity plans in the short term. There is a limitation to how much the respondent might know about the size of the company, versus the size of the team that they work in, or the number of employees at their respective location, which may be one of many. *Included in the survey.*

- 2. Union membership:** past or present. *Included in the survey.*
3. Whether the worker is a **supervisor** of others, and if the worker has a supervisor, manager, or other superior to whom they report. *Included in the survey.*
- 4. Length of time** the employee has spent at the company or organization. This question was asked in individual interviews only.

Theory and Terminology

There is an important role that terminology plays when asking survey questions about economic mobility, inequality, and discrimination.

- 1. Acknowledging instrument bias** in relation to using “discrimination” in the survey questionnaire. Many experts recommended that researchers consider refraining from the use of the word “discrimination” because different people have unique perceptions of what it means, based in their own knowledge and experiences. Some people may label a certain experience as discrimination, for example, whereas another person may not. As a result, there could be potential instrument bias. When asked about how to circumvent instrument bias, an expert recommended that the survey questionnaire focus on “workplace experiences” and refrain from using language such as “discrimination” or “affirmative action.” *As previously discussed, researchers chose to use the word “discrimination” as a prompt for select respondents and in select questions.*
2. Related to instrument bias are the **legal implications of feeling marginalized and disrespected**. “Discrimination has legal implications,” an expert said. “Feeling marginalized or disrespected in workplace may not be illegal.” Based on both findings, the terminology that researchers ultimately use in the survey questionnaire is important, particularly when describing perceived discrimination experiences. and whether (how) that is different from “actual” discrimination experiences.
- 3. Testing terminology describing discrimination experiences**, including unfair treatment and discrimination.

The Role of Government

1. It is important to consider **the role of the government, the courts, and the law** in terms of discrimination in the workplace, especially to make clear that implications of the legal definition from perceptions, as the “discourse around diversity and discrimination is very disconnected from law and policy,” which thereby affects the outcomes. These positive outcomes around diversity “only start to appear when there is increased public pressure.” This expert referred to California labor laws as an example. Namely, there are new laws that regulate schedules and shifts, which prompt companies to change their behavior out of fear that they will be held legally and financially accountable. This often occurs from class-action lawsuits. These lawsuits, according to this expert, have been very effective in getting companies to look into increasing diversity and equity. “Companies that lose class-action lawsuits tend to increase diversity in highly visible areas in order to align with the law,” this expert said.

Appendix F: Open-ended Verbatims

Q22. Please describe the situation you witnessed or heard about. What happened?

A black coworker was accused of stealing from another coworker. HR claimed they had him on video. When he asked to see it, he was denied and fired.

A black coworker was targeted by leadership and her requests for support were ignored.

A black doctor was asked to take a meal tray because they assumed he worked in the kitchen. He was wearing scrubs and no white coat

A Black person specifically being fired so the company could hire more manageable, less paid illegal aliens from Latin America.

A black woman teased unfairly and her manger insulted her in front of her coworkers

A black woman who applied for a manager's position and had the education qualifications for the position was passed over for a white woman who didn't have the education, but stated she would go back to school to get it but she didn't. They also wanted the black woman to train the white woman for the job.

A Caucasian person wanted an "Armenian" person to translate words on a product but it turns out the person was Russian and not Armenian, then the person asked isn't it like the same thing?

(Translated) A client spoke to me speaking in English and I told him that I did not speak English and he got angry and in Spanish told me that it was not possible for the company to hire illegal people

A client yelled racial slurs and threats at a coworker

A co-worker during a meeting was asking for more overtime then a different person also asked about overtime the coach ignored the first person and told the other co-worker to pm her after the meeting so that they can work out the details. The first co-worker was of color and said she needed the extra time to free herself of some finances. While on pm with the other co-worker the main coach accidentally typed out that it's because she was irresponsible and implied things about her race and how poor she was

A co-worker of mine is less adept at speaking English and at some point's is discouraged from asking for a raise.

A co-worker used the N word

A co-worker stated that they hate immigrants because they come to take away jobs meant for Americans. They also said people from a certain country (India) are very rude and arrogant.

A colleague was called a derogatory phrase about her ethnicity and threatened by a student and no action was taken by the administration.

A contractor applying for a job has to go through extra steps to ensure that they had a solid understanding of English.

A coworker accused an African American manager of preferential hiring of African American employees in a large meeting

A coworker had other coworkers make racial jokes to her

A coworker made fun of another person's accent

A coworker told me she had another coworker call her a racial slur during a disagreement and had to go to hr to report the incident.

A coworker was making fun of someone due to weight and referred to her as a white girl

A coworker was passed over for promotion because of his inability to speak English well I intervened and explained to the party involved that it was not necessary and not helpful

A coworker was passed over repeatedly for a job she was qualified for.

A coworker was saying she didn't want to "be the angry black woman"

A coworker was upset at a customer simply because he was Mexican and hard to understand. After he leaves, she proceeds to call him a "wetback" & I reported her.

A customer saying racist things about an employee

A customer was making fun of her accent, and also telling her to leave our country

A customer was yelling at an employee and being rude and making racism remarks and claiming the employee wasn't able to do their job and wasn't smart enough because of their ethnicity.

A director being very rude and aggressive with people who were not the same sex and color as him. Supervisor suspending someone without pay for asking for help to loudly and in the same day someone that was not black actually screamed in anger at a supervisor with no repercussion.

A female employee was yelled at in front of the entire office.

A group of kids were making fun of Chinese language

A heated argument between two male employees turned into a slightly vulgar insult competition.

A Hispanic coworker was being mistreated by a supervisor and singled out. He didn't make any racial slurs but he only treated her poorly for no reason so she assumed it was because of race.

A labmate of mine had physical health issues and was still required and expected to keep up with all her lab work at an accelerated level. Since she couldn't, the lab professor went really hard on her and belittled her and her health problems. This never happened to our white labmates.

A lady asked one of our managers who was African American how she got into her position

A lady was insulted and fired due to her accent and language barrier

A Latino co-worker was made fun of for not speaking well

A Latino coworker talking about a black guy using a lot of racist words

A leader told HR not to hire a black CHRO because black women in power are terrible to work for

A library supervisor (now retired) would give preferential seating to Caucasian students over African American students.

A lot of misogyny

A lot of the time things don't get taken seriously, especially by bigger companies. I've heard a lot of my diverse friends say they get treated worse than my Caucasian friends.

A manager referred to a Korean as Chinese

A manager was sitting down speaking to an employee of color that was in front of his desk. The manager got up and walked into the employee saying get out of my way and then the braw started.

A manager was describing how a coworker was slow and that was common for those of that race and I said that's not a fair judgment and they then said it was only a joke

A new hire was singled out amongst his peers. He eventually lost his job

A new member of our team was being talked down to for being African American. They were sometimes referred to as "one of the good ones".

A non-person of color was told to do a task and they said no, and nothing happen but they told a person of color to do it and they refuse and they were written up with a warning.

A patient refused to work with an Asian medical provider because of their race

A person did not receive his promotion because of his race and also insulted

A person wanted to know if a new hire had a different sexual orientation than the person's, which was related to the new hire's ethnicity.

A person was fired because she was pregnant

A person was qualified for a job and didn't get it because a white under qualified candidate got it

A person was saying racial insults towards middle eastern people

A person was walked out of work due to falling asleep, he was black, said it was racist of them. But he did do it. Fell asleep. few times.

A person was working on something to help someone else out just to be nice and the person who was getting helped turned around and told the person helping them out that they didn't appreciate a wetback in their space to go away and stay away.

A person wasn't hired because she wasn't Hispanic like the residents she would serve

A person who didn't speak good English was called stupid because of her language barrier.

A person with less education received position over more qualified person

A racial slur was used

A racial slur while working

A supervisor humiliating an employee by making them present in front of a group knowing they were ill prepared and not knowledgeable in the subject matter.

A supervisor was working the black employees way harder and for less pay then the white ones.

A teacher stated that blacks can barely speak English so why would they take Latin courses.

A temporary staff was favored by her supervisor to the extent that she's given the privilege to work from home three days a week but there's a permanent staff, who was never given the opportunity. This is unfair

A uniform issue with an employee at a previous workplace who wore a traditional black hair covering that did not fit within company standards - despite the fact that her hair was covered and the same objective was met as by the standard uniform, she was reprimanded and no accommodations were made.

A very good receptionist was forced to quit because the asst. director did not like her Indian race.

A very important person always speaks to the white employees and never to the black employees

A white coworker was correcting the vernacular of a Black coworker, stating she wasn't saying the world right

A white lady calls a Hispanic a bad name

A white male employee said to an Asian female that he would like to sleep with an Asian.

A white man who has worked for three months got promoted to lead over me who has been there two years and is a person of colour

A white student harassing an Arab professor for implementing department and college policies

A woman of color was unfairly critiqued for the amount of times she used the restroom in comparison to her male colleagues.

A young lady was told she could not be candidate for a promotion because she wore her hair in braids

Accusations of anti-Semitism, being called a racist term

African American managers were favoring their own race/ethnicity and making the Hispanics do all the work while the other employees were able to sit in an office doing nothing.

African American supervisor treated as maid and humiliated in front on company

African Americans were specifically insulted and intentionally passed over for positions that they were more qualified for.

Age discrimination

All none white employees were recommended for rehire except the people of color until confronted for the reasons. After all stated reasons were proven (w/documentation) to be untrue, the management was afraid of a discrimination law suit, then suddenly a job offer showed.

An African American got angry and yelled and insulted a Mexican for not speaking English.

An Asian instructor with a strong accent received much poorer student evaluations than equivalent teachers

An ex coworker was called a N____ and that he was never going to amount to anything because he was stupid

An Indian woman was passed over on promotion.

An individual stated disdain for an individual of color

Another coworker called another coworker a black n____

Another person using the n word

As a union rep, I represented employees who experienced racial discrimination from their boss in assigning work.

Asian didn't get promoted because of race and being single.

Ask the Chinese to go back home (we are in US)

Assumed person wasn't as smart because of race

Assumptions have been made about people's work ethic because of race

Assumptions were made about a co-worker's competence because of their race.

At a companywide event the CEO pointed out 3 interns from Vietnam and flat out said he can get better work out of them and pay them cheaper.

I was the only Latina Supervisor and my role dissolved and was given to a white man with a higher title...the position was created for him.

At a former job, a white coworker made disparaging comments about a couple of the Salvadoran guys (who were frankly more skilled and the boss recognized their value) that we're directed at each of their ethnicity

At my previous company someone said they were being worked so hard it was as if there were a "insert slur towards Mexicans crossing a river and getting their backs wet here"

At previous jobs, comments were made regarding the Latinx people who worked out in the plant. They were paid the least out of anyone. It was interesting how the owners didn't want them in the country yet had no problem using them to make money for them.

Authority stated to employee of different race then he or she, that he or she race wasn't good enough to work there, followed by laughing

Back handed comments, trying to be funny with others.

Bad language, clearly would not view co-worker as equal.

Bad treatment due to Hispanic heritage and struggles with English

Because she was black

Because someone was older they got a better position to accommodate them and they want us to do their work

Because they're black is the reason

Being called lazy because of race. This person was the trainer the area obviously not lazy.

Belittling an entry level worker. Giving false information to deceive a subordinate. All race related.

Black coworker was subjected to repeated use of N word in workplace by white coworker with no consequences

Black families are treated more unfairly than other families at my work place and I fought for them too

Black female employees are judged for being direct, expressive, and friendly. They are talked down to and condescended to.

Blamed it on race

Blk person said n___ and said that's white peoples stuff

Being called dumb n_____

Bullied by management more often than some

Bulling

Called lazy as a whole race

Called n word by customer

Calling Muslim man at work Kaboom as if he were a terrorist or bomber

Calling names

Calling out the Jewish holidays as in we have to make sure we don't bug the doctors on their Jewish holidays a bit we always get interrupted on our holidays

Calling people n___ or honkeys

Candidates who are people of color are sometimes questioned more about whether they are "really interested" in moving to the mostly white, rural area my employer (a university) is located in, whereas white candidates coming from large cities typically aren't asked that in the same way

Certain people were not getting their pay checks on time causing them to not be able to pay bills and threats of termination

Clients mistreating staff for race & sexual orientation

Co-worker outside office

Co-worker saying racially demeaning names

Co-worker was talking about another employee needing to go back where they came from

Co-workers both black and white asked to consider a new job. But white Co-worker was described as being a better fit.

Co-workers making fun of a person's accent & saying who knows what they are saying. one person asked us who spoke Mexican in our office.

Co-worker A was being frowned upon by co-worker B for their ethnicity. Racial jokes applied in this situation as well.

Co-workers are listened to without them knowing they are being monitored. They are not being trained properly and it was mentioned they needed to "swim or sink". One co-worker is the wrong gender and race to be promoted

Colleague verbally disparaged by someone because she said no. Turned into shouting racial slurs and verbal threats

Color worker not getting a position due to a different race that are family connected and being upfront with not giving the color person the position

Commented on typical stereotypes and jokes about it

Comments about ethnicity relating to customer complaints and expectations

Comments about making somebody else's job hard on them/retaliation for calling off/attempting to make them quit

Comments were made about them and their race being the reason they performed the job less than

Constant jokes about the one black person being on welfare or liking grape or watermelon

Coworker saying a racial slur and nobody said anything against it

Coworker was often the only one reprimanded for behaviors that were coming from everyone on staff. Was forced to go through PIP for those behaviors.

Coworker was reprimanded for sending an aggressive email when the email was not aggressive at all - it was very straightforward to the point. Other coworkers have sent harsher emails and haven't been reprimanded for it.

Coworker was retained as a temp worker even after a full time position opened. I discussed this with my supervisor at the time and he cited "cultural issues" for keeping this worker on a subpar contract. This individual is a Black American, and while my team did eventually hire him full time, the perception was that despite all his work being vital he was simply less valuable.

Coworker was told to use her full first name instead of the truncated version since it sounded too childish and unprofessional. Told this was for the best since her last name was Latino and people would make negative assumptions about her because of it.

Coworker whom says I get better treatment from my manager because he is Mexican I am Mexican, she is Negro though she never shows up for work!

Coworkers gossiping in the corner of the staff lunch room

Coworkers hung a monkey doll from my friend's locker.

Coworkers made derogatory comments based on the race of other coworkers.

Coworkers used derogatory names

Coworkers were making jokes that seemed racist

Cussed a person out

Customer told us to go back to our country of origin

Customers being discriminated by coworker due to their ethnicity or race.

Customers being overly exaggerating about waiting while I was serving a family of color.

Derogatory slurs related to race by a customer

Disrespectful behavior.

District directors sometimes overlook things

During lunch breaks some were ignored in group gatherings

Employee calling a supervisor an inappropriate name based on her gender.

Employee used racial toward another employee

Employee was called stupid and race was referred to as "those people"

Employees being told where they can NOT park their vehicle, because they were "wrong color".

Employees on work visas and those who speak the employer's native languages are expected to complete substantially more work and often work in more abusive and less safety supervised areas

Ethnic discrimination

Example wearing hair in an afro

Exclusion from social events and the "inner circle"

Favoritism of race

Fellow colleague said it's hard to teach when there's black students in the classroom

Fellow employee spouting racist rhetoric openly with no punishment

Firing them

Friend harassed by management due to his race.

Giving the Hispanics the most labor intensive job because they are harder workers

Have heard many people called racial slurs by other employees

Having the race card played against white people.

Heard a previous job Supervisor call one of my co-workers a black criminal, and should not be working at the job

Heard about a situation where a supervisor texted another supervisor and made a racial slur

Heard about comments made towards other races

Heard about management using n word

Heard second-hand from a coworker that a new hire was using racial slurs in casual conversation during their shift

Heard someone say that "f*****" Mexican,

Heard that black employees were being overlooked

Hispanic coworker treated better than black co-worker by Hispanic/black supervisor

I didn't qualify for a job because of his age and color

I feel uncomfortable talking about this

I had heard of another department lead making racist comments in front of a Black employee. A report was made but the department took no action against the lead.

I had two separate coworkers of a different race and I felt like they were under a lot more scrutiny than everyone else. One was fired eventually and the other has been considered for firing on multiple occasions.

I have been in customer service for many years and have seen many instances where discrimination rears its ugly head so to describe one example would not do this question justice.

I have had clients say racist things about other people and have had to ban them from the business

I have heard about a hiring manager throwing out resumes where the person name sounded black.

I have heard customers be rude to my coworkers. It's not the same but I still consider it discrimination

I have heard of questionable hiring practices/decisions by hiring managers

I have heard of these type events in the local news

I have heard people being called racial names behind their backs.

I have many stories that are all typical.

I have never witness or had to write down documents for someone

I have seen a lot of minorities get better positions because of them being a minority, Not necessarily the best candidate.

I have seen people passed over for promotion or "requiring more training" before getting a promotion due to their race or ethnicity.

I have witness discrimination among employees due to age and ethnic background. Employees who were middle aged or older were given lighter tasks than younger individuals. People of color at my workplace have experienced some form of humiliation than light skin people.

I have witnessed a situation we're the manager was yelling at the employee because he was talking in Spanish with another coworker.

I have witnessed that someone was punched because of being Chinese and wanting a raise.

I haven't heard it personally but have heard others talk about how certain people of color weren't considered for certain roles in other areas of my company.

I hear another employee make comments about another employee being lazy because of race.

I heard a co-worker of mine insult another co-workers of mine who is Mexican about them not wanting to work

I heard a manager call and employee Aunt Jemima

I heard a manager say all black people are lazy

I heard a supervisor call a co-worker a "cracker"

I heard a supervisor humiliate a co-worker for being a native American

I heard a supervisor say he did not want to recruit those people in referring to MBA students from HBCUs for management positions at a major airline

I heard about a lawsuit that a group of white coworkers filed in the past against the employer, govt agency.

I heard coworkers talking about another coworker behind their back

I heard managers calling workers the N word, and sparking negatively about them.

I heard managers talking about a co-worker in English because the person didn't understand English

I heard my co-worker got injured on the job

I heard other co-worker making harsh statements about another co-worker's ethnicity

I heard someone reference another coworker by calling her the black girl. This was at a prior school I was at. Due to the comment, I left the school.

I heard someone tell a story about calling someone the n word

I heard someone was passed up for a promotion because of their race

i heard that go back your country when i went to work by subway

I heart that they were talking about my coworkers hair and being disrespectful about it and laughing.

I just heard at mixed culture person tell a white guy you only work at this Job because of white privilege

I just witnessed a good friend of mine getting hassled and harassed by a white individual calling my friend out of his name

I know of an instance where rotation to cover for the supervisor when they were out of the office, changed when it came to a black woman's turn. All of a sudden the supervisor sends in an email naming another employee to cover as supervisor for the day, when it was the black woman's turn as per the rotation. That was the only time the rotation was overlooked. Any other time before the person listed on the rotation was emailed that they would be the covering supervisor for the day as per the rotation.

I overheard a Caucasian employee arguing with an African American employee and the African American guy yelled shut up you F***** Cracker.

I overheard a manager say that a person of a certain color would "look better" compared to another person when a presentation had to be made to upper management.

I overheard an officer saying another office of a different race family members were probably all in jail because they were ghetto

I overheard comments about individuals who, though not doing a great job, did work on par with other some white individuals that were extremely negative.

I person was denied promotion because his hair style was not preferred for someone in a leadership role

I prefer not to share

I saw a white person fight with a black person because of his race

I saw people making fun of Indians

I talked with the victim and provided resource to report the incident

I wanted to kill the person

I was accused of being racist

I was assaulted called a cracker and sent home from checkers restaurant last year. The manager was not held accountable except to apologize to me. I was the same rank as him

I was harassed and disrespected

I was on a hiring committee with senior leaders who used social media to determine the race of a candidate - and indicated we should bring in a candidate to "meet a quota" for recruitment and consideration of POC even though they believed she was unqualified and had no intention of hiring her.

I was told a guy was not promoted to manager because he was Black man and most of his subordinates would be young white women.

I was told by another white worker that we had to stick together because "they" [black people] stick together. I refused her suggestion.

I was told that Asians were better and preferred to blacks by an educator.

I watched a misinterpretation of a black woman's comment turn into an unfairly agitated employee running a smear campaign across the entire floor because he thought she was speaking ill of him. It was horrid. Derogatory comments are still thrown her way despite the rumors being proven false.

I watched a team leader give preference to a worker of a particular race. This preference was not given to people of color.

I witness a former supervisor calling my co-worker the "N" word

I witnessed a Caucasian male being discriminated against because of his looks. He had tattoos on his face and neck but is college educated.

I witnessed a person being talked real disrespectful because Asian and treating like s***.

I witnessed a supervisor making derogatory statements about a group of people whom I belonged to that group calling them lazy don't do anything kind of people not realizing or caring that I was a part of that group

I witnessed an employee call another employee a black monkey

I work construction and black people clean up only

I work in a hospital and patients, specifically white patients, are usually racist. They tell workers to go back to their country, etc.

I work in a school. Students occasionally use hate speech, mostly due to a desire to be provocative.

I work in HR, so fielding these situations is a daily part of my job

I work in law enforcement and a trooper told me he stops vehicles based on the race of the drivers

I worked in banking and finance industry and witness it several times. From being approved to denied, hiring, appraisals, promotions and training. I worked for Wells Fargo for several years ranked 13th amongst 39 loan officers and the only Black mortgage loan officers. It was announced that layoffs will be taking place. I was the first to get fired. Three other loan officers in area was all ranked in the 30s. Go figure.

I've been treated unfairly couple times such as no rise, I worked 10 hours and manually changing in PC to pay only 8 hours...

I've heard white people talking about black people and call us n_____

I've witnessed a person lying and using language that is stereotypical to describe a person whom they disagreed with.

I've witnessed so many instances of racial/sexual orientation situations I can't really recall which was worst.

I'm a caregiver and a client said they didn't want to take medication out of my hand

I've heard racial slurs.

In a staff meeting, a teacher asked another teacher to refrain from making color references and her request was dismissed by the offender.

In this work environment where you have people from all over the country and so many different backgrounds, there will be times when someone will say or do something that is an immediate flag to others of us. a comment or an attitude.

It was just this one time coming up in here in this country and people were talking bad about other people skin color and that was just bad

It involved behind the back name calling (derogatory remarks based on race).

It occurred when individuals in a group speak their native language around others that do not speak the language.

It was a disagreement that resulted in the White worker suggesting that Affirmative Action was the only reason that the Black worker even got the job.

It was a language barrier issue where the supervisor was using inappropriate words as acceptable...then laughing at the person when they got them to repeat the words and joking about how "they" were "not so smart" easy to trick

It was a racist comment to my friend

It was a situation of an employee feeling like their voice was not being heard on programs because of their race

It was a temp job but a white co-worker was being laughed at by all of a work row, after she came out of a mirrored bathroom, with the toilet shields hanging out of her pants to the back BUT she took it out on her black co-worker and had her dismissed from the temp job and as it was happening she was sitting in Human Resources telling them she was scared. She even took a week off after she was laughed at. Although we all laughed she was wrong Cause she was a nasty woman and it showed.

It was against a Hispanic coworker

It was just a minor fight

It was male co-workers discriminating against a woman Hispanic customer

It was pertaining to a customer, not an employee. They were being unfairly judged for using AAVE.

It's been too long to remember all the details.

It's blacks against black in workplace it's not racial against another race so be aware

It's hard for to get ahead of the company because we are different racism

I've been in a situation where my boss asks me to go into a black female's purse because they assumed she would feel better if a black women did it

Jokes about race but co-workers begin the joke with no offense

Just a lot of stories about people not getting hired or promoted because they were a person of color

Making comments about a woman being lazy because she is black.

Making fun of an employee's ethnic name and how she smells (curry). Question my headwear and calling it a scarf or do-rag. Ask me about food stamps

Making jokes about people's names

Making rude comments about a Muslim

Manager refused to let coworker take a smoke break

Manager speaking about Hispanics and how they procreate

Manager talking about a minority that was a contractor in a different language behind their back not knowing that the contractor knew exactly what she was saying, which was something derogatory about her.

Manager was called a racial slur by a customer who wouldn't comply with the store rules

Many situations involving discrimination of white employees because they don't speak Spanish fluently, especially by other Hispanic employees. Hispanic employees are held on a kind of double-standard pedestal: praised because they're fast at their job and keeping rate, but still looked down upon because of their race/culture.

MANY YEARS AGO I WORKED FOR THIS LADY. YOU CAN TELL SHE WAS PREJUDICE. THE SECOND ONE IS DOMESTIC AN

Microaggressions identified during company-wide DEI talks

More grace is given to people who aren't minorities

Mostly coworkers poking fun at Puerto Rican coworkers accent

Muslims being targeted and talked about

My brother is black and experiences issues

My client calls some of the employees out their names and they are just polite about it.

My coworker I was working with was called a be*ner by another employee

My coworker stated our Caucasian boss was being passive aggressive. She is also Hispanic but has a much darker skin complexion than my other coworker and I. She associated this behavior to that

My coworker was discriminated against by a customer for being Muslim

My coworker was put to work in a filing closet so that they were out of the public's view. This was after his supervisor took leave of work for bereavement. When asked by the President of the school why they were working in such a small dark place the supervisor who placed him there said "It's because it's where they belong." All awhile the office where my coworker was originally at was filled with a new worker of the same ethnic and racial background of the new supervisor.

My friend is Indian; the hair dresser didn't want to wash her hair.

My husband gets looked down on at his job because he's white even though he's married to a Hispanic woman (me) and these people are ethnic. There's an imbalance here that's shifting the hate now towards white people. Race shouldn't matter it should be how hard you work that earns you the respect of others and qualifies you for promotion. Even though I'm Hispanic if someone at my work place was being discriminatory towards me then at least they can't say that I'm not a hard working MF. I'm there to get money and work for my family and don't have time to be wasted on ignorant comments.

My manager discussed the Asian race in non-flattering ways, generalizing their culture and using it as an excuse to treat them differently

Myself and two coworkers conducted interviews for a position. One of the men who was interviewed was of Middle Eastern descent. After he left the interview room, one of my coworkers commented that the man smelled bad, even though the man had no discernible smell.

Nepotism among managers in certain departments.

No promotion

No promotions

No representation

Noose hanging

Not personally, but on the news.

Old boss asked an African American if they ever done a drive by

Older customers have not wanted to work with staff members of different ethnicities.

On my previous job, Caucasian employees, one of which occupied the same position as me was allowed to work remotely, but I was denied that request, even with providing a doctor's notice.

One coworker accused another of preferential treatment because she was a person of color

One employee had long hair and another employee said something derogatory when the employee was recognized.

One employee said to another that one girl mispronounce words stating well she black

One of the managers told an employee, that she was sick of the blacks with that black lives matter crap.

One person got promoted and one didn't. The one who didn't get promoted had better work performance but is black. The lesser performing worker was white and was promoted anyway.

One race was hired on temporary basis, while other race was hired on.

One time a supervisor compared a black guy with a Latino guy by telling him that he should be able to do the same job as the other but that it was known that black people don't like to work hard like Latino people

One time a while working in a small country town a guy said oh i see you got some more help where did you find this one he was a white guy asking that question about a black guy i immediately knew it was about race

One time the manager screamed at Asian lady because she was late in the bathroom

One was spoke about because of their race, referred to as an animal.

Opinions not taken into account

Other coworkers sharing racially discriminatory jokes

Our company did not hire a person of color for a position

Our management wouldn't hire someone because she was Latina.

Overheard my boss saying a certain person doesn't need a certain position because of their color that it would look bad

Overheard talking about them and their level of competency being of another ethnicity.

Passed up for multiple promotions. Even though I work harder. More productive. More tenure but I'm a white male. So I'm discriminated against

Passed up for promotion due to ethnicity

Passover for a promotion which was awarded to a white guy who had less experience than I did

Patients being rude

Pay discrepancy because it's race and sex

People being called lazy due to their race.

People being put down and scorned

People move off of the elevator when other races get on

People passed over because of their race

People saying racial jokes or making veiled racial comments

People unfairly being treated at work. snide comments

People with experience were not promoted for years. They had to change departments to receive an increase.

Person could not speak English fluently. And was not given the assignment, as a result of that. Was told to speak English.

Person calling her names and insulting her

Person discriminated because I don't speak English well

Person highly qualified for a job skipped over for another person MUCH less qualified.

Person obtaining a promotion was based on their race not their ability's

Person of color was called a monkey

Person of color was discriminated against.

Person received harsher punishment

Person was asked if they deserved that much money to do a job because they were probably not legal citizens.

Person was not considered for a position based on their race (conversation after interview took place)

Person was overlooked for a promotion and this person has been at this job for 5 years. the position was giving to a person of another race that had less experience at the job.

Person was overlooked with the same skills as others

Person was told they threw a drink at guess. Never happen, was written up without investigating to see if true.

Physical violence

Prejudice because of race

Prior manager seemed to favor employees that looked more like him when getting time off and favorable job assignments

Promotion because of race

Promotion of some was blocked because language was shown as a problem where it was not.

Qualified woman passed over for promotion because she was a woman and a minority.

Racial attacks from an associate that led to him being fired weeks later

Racial insult

Racial jokes

Racial slurs

Racial slurs were used to describe a coworker

Racially motivated fight between co-workers

Racist being racist

Referred to black men as boys

Said a black woman wasn't qualified because of her upbringing and where she grew up.

Same problem either race, age or sex

Same supervisor treated Mexicans differently because they are "emotional" and unstable. That was his official policy.

Saying the white peoples will vote for trump are raciest.

School superintendents, principals, counselors, and teachers show their racist sides often.

A person was told why he didn't return to his country of origin that the country was better off without that breed

Security guard only checking black people

Several new hires were fired based on their religion.

Sexual comments, comments about looks, dark skin, etc

She got promoted to a better job because of her race

Side comments or "jokes" about people. Nothing too serious and probably didn't involve anything that materially impacted the target.

Skin tone

Slow

Slurs

Some coworkers using racial slurs

Some group of people have all the privilege While others don't have any

Some Health care workers don't treat minorities well

Someone get fired because of his color when he refused to be abused

Someone was unhappy about not able to understand what someone else was saying

Some people got to work from home while others were not allowed

Someone a customer though made a comment about my Indian coworker and I reported the customer to back office

Someone being offered a job that they were less qualified for because they were white

Someone called a racial slur

Someone calling a Mexican a hic

Someone calling others names about their race/ethnicity

Someone got a promotion over someone else because of their skin color

Someone got wrote up and other people didn't

Someone hung up on an administrative assistant because they were Black.

Someone not wanting to work with another staff

Someone referred to in derogatory language

Someone said that my coworker should go back to their country.

Someone said we will never get a higher race because we are not white

Someone thinks people of color are generally lazy

Someone was acting ugly to someone because of the lit skin color

Someone was being made fun of because they smelled. They didn't use deodorant because they were muslim

Someone was called good at math and asked to add up numbers because he was Asian

Someone was called incompetent in a past job because they had an accent

Someone was denied a promotion due to race

Someone was facing passive aggressive because of their race and they were hearing it because of their race

Someone was getting repeatedly harassed by a co-worker over a project. Person A did no work on the project but at meetings they would take all the credit for it because Person B was not trusted because of their differences than the manager. Person A ended up with a promotion while Person B still does work that Person A could barely do.

Someone was not well supported and it was obvious it had to do with race

Someone was publicly making fun of someone because of the way they looked. They said their ethnicity was the reason they looked that way

Someone was racist towards some of the workers

Someone white got the job...that was less experience

Someone White was promoted to manager over the black assistance manager that didn't ask if he wanted the promotion or not

Someone with an accent was going to be passed over for a better assignment.

Something considered a joke

Sometimes they racial

Spanish speakers treated as less

Speaking about how black lives don't matter they just want to riot

Stating certain individual was given multiple titles to meet black quota for the company

Student making fun of other student's race

Supervisor did not know the last name of a person and assumed a name based on ethnicity

Supervisor made racial comments in a sense because I am of my descent, I have this skill

Supervisor said all Hispanics are dumb to an employee who happened to be Mexican

Supervisor speaking harshly to an employee. Not very professional.

Supervisors have discriminated against a co-worker of a certain race because that employee wouldn't agree with actions that the person deemed not moral out ethical. And after the fact, the supervisor intentionally made that employees work environment unfavorable and burdensome and had that employee do things that other employees didn't have to do.

Talking about why someone needs to retire, how they aren't fit to work here.

That the folks worked together and it was someone that was trusted.

The boss was talking bad about Muslims

The CEO and supervisor towards and employee

The company I worked treat white people better than Chinese

The district manager called people n_____

The employee is African, 20 years, knowledgeable. New white male division chief wanted to mark her down in her annual evaluation because he could not understand her. Her work was the best in the section. He refused and still refuses to promote her and has her train the new employees including the new white male supervisor who doesn't know the work.

The employee was called a coon. Any situation I've witnessed has the same severity.

The facility is native hire preference. Will over hear white qualified people overlooked since they are not native. They will hire the native with little to no education. Same for promotion and educational advancement. The programs in place are for native staff only.

The Guatemalans at my job they don't like me because I'm white and I have a good work ethic and I do things by the book so they're always trying to sabotage me or get me in trouble for bad work when I don't do any bad work racism against white people, Israel I am white, and I am a minority

The HR director at the time was overheard saying derogatory remarks about African Americans and Hispanic people. I personally heard her talk down about these workers on more than one occasion.

The person of color worked on a project and her work was given to a white person to promote her

The person was being treated unfairly.

The requirement changed for a person from another country.

The saw the person call me out my name and reported it to the police

The supervisor said the employee was lazy because they're black

The supervisor talking to employees about another employee and calling him racial slurs

The supervisor was white and made fun of the other worker because she couldn't speak English correctly

The white girl got the job

The white woman told the black woman that black woman have big butts so they should wear big dresses

Their gender preference.

"Them ppl" can't do the job because they don't speak English well.

THERE ARE 2 MAIN CULTURES AND LANGUAGES 1). ETHIOPIAN, 2). SPANISH. WHENEVER A (BORN) AMERICAN BLACK PERSON IS HIRED THEY ARE TREAT DIFFERNT AND USUSL QUILTS OR IS LET GO. BECAUSE OF THE CULTURE OF THE WORKPLACE THERE NOW ACCOUNTABILITY FOR THEIR ACTIONS REQUIRED, ANY OTHER RACE OTHER THAN A BLACK AMERICAN IS TOLERATED AND WELCOMED, ALSO MY ORGANIZATION SPONSORES THE ETHIOPIANS TO BE IN THE US, AND GIVES THEM JOBS, AND THEY DISREGARD MOST WORKPLACE POLICIES BOLDLY, ACCOUNTABILTY FOR ANY ACTION ETC,

There have always been instances where "others" have encountered hardship. The solution is usually to resign or face barriers that cause termination.

There have been a number of instances of white male instructors behaving aggressively or looking the other way when white male students have behaved aggressively toward non-white students, faculty and staff, especially women of color. These situations just get swept under the rug, unless there's a recording of the incident, then the institution responds out of a concern about liability and negative publicity.

There is a trans employee who prefers certain pronouns but a few staff members are purposely bullying them

There was a comment made about the smell of the food that someone from a different race was eating

There was a picture passed around the office that was inappropriate

There was a situation with a new staff person that previously worked in a different environment and she was shunned by other staff because she had a perspective and method of doing things.

There were 2 ASMs (Assistant managers) in my workplace who could not get along. One was a young black male, & the other was an older white woman. One day she called him a slur, in front of everyone. My customers & coworkers all witnessed it. She was fired on the spot.

There were a lot of people from Guatemala that worked at my current job. They were underage, they worked longer hours, and were used for doing a lot of cleaning.

They didn't get the promotion because they were black

They got fired because of their hair

They have been called names on their back or get yelled at

They said the new Generation has weird names

They tried to put all the work on a Spanish lady and I spoke up

They used a really outdated and inappropriate word that I don't think they intended to be as offensive as it was

They were afraid of a black man taking over the company

They were from a black neighborhood and they didn't think they were nice or anything but he turns out to be the nicest person here

They were perceived as lazy because of their color.

They were saying bad things about colored employees.

This goes against the grain of your study. The only people I have seen passed up on a deserved promotion is because they were white and the job needed a person of color.

This happens every day in my workplace. Literally every day

This is at a past workplace so unsure if it matters but racial slurs and stereotypes.

threaten and using violent from co-workers

Throwing away résumés based on race

To many to be specific

Too scared

Too many to pull out of my mind.

2 applicants for same promotion. My opinion was the person of color was better qualified. The Caucasian person was awarded the promotion.

2 employee's same issues but one was helped and the other was labeled as a problem

Two employees were speaking of a black boss in a very inappropriate manner.

Two former co-workers of color that had been at the company for 4 and 5 years respectively were both denied promotions when our former manager resigned. Instead the company hired someone that was not of color externally and one of my former co-workers as well as myself and others that had been there prior had to teach our manager how to do her job (for no extra pay). One of these co-workers was also denied the opportunity to transfer to a different department. Both of these former co-worker resigned shortly after the new manager was hired.

Two teachers were debating over a student. One teacher was a man from a different country, the other was a white woman from USA. The male teacher was disrespected by the woman teacher in front of his student. When they took the debate to the supervisor, the male teacher got in the woman's face in an attempt to intimidate her. The supervisor sided with the white woman teacher before hearing all the facts. The male teacher was disrespected first, which led to his disrespectful response. But only he was reprimanded for his actions, not the white woman teacher who initiated the situation.

Two temporary associates were let go because the White woman said she feared for her life from the Black man

Use derogatory terms when working to criticize their work

Using derogatory racial slurs about female

Using nick names

WAS Called a bad stereotype name

Was told that a person applied for a job and because he was not a minority the review had to go up higher

(Translated) We bother you for listening to my language

When a new hire arrived she was told not to associate with the white employees because half of them are part of the "Klan."

When a new manager disliked a non-educated worker and had her fired by digging up her background

When an offer of promotion was available but a certain person got demoted for a person with less qualifications etc. because of the color it wasn't right

When I used to work at restaurants, some white people would make fun of black people customers that were from the city.

When I was working in well integrated environments racial prejudice was a common occurrence among all the races.

When I worked as a server, I heard lots of remarks about customers and other employees.

When something goes wrong saying mean words based on where they come from, mocking for not proper local language

When the white people would say color people need to go back to where they came from

When we had team happy hours, certain group of people were not invited about that event. Some people within the same race groups were excluded

Where my black coworker was being discriminated against because of another white member

While my employees took a break off from working i saw this person distraught and was almost brought to tears hearing about a dude was racist at her.

White lady telling black men they need to go pick cotton

White prospective employees are offered more money than black prospective employees for the same position even though the black employees had more years of experience.

White staff members made derogatory remarks about a Japanese staff member

Wish not to answer.

Witnessed a colleague being referred to as "those people" and stereotyped. They were hard workers but treated as if they were inferior

Witnessed disparaging remarks about a colleague at work due to her language

Woman from India was being bullied by another male and Female from Africa

Worked with a Caucasian lady said she had pretty pink skin and I had dirty skin because I'm brown

Workers talking about an employee because she couldn't speak English she was from China and making fun of her name

Working in loss prevention for a major retailer, I had 2 co-workers, one in a corporate position, who would say certain shoppers were suspicious. I noted that these shoppers were not behaving abnormally and were targeted only due to their race or ethnicity. I called these co-workers out on that but they did not seem to see their own bias. I did take a stand on this...which I think is important...a wrong is a wrong. I also think we need to make sure we maintain balance as diversity and discrimination takes many forms, including, gender, stereotypes, etc.

Working in manufacturing, people thought employees in the plant were dumb due to their race

You're Asian

Q24. What, if anything, did your company or organization do after you reported it?

Absolutely nothing

(Translated) Absolutely nothing - I preferred to quit even knowing I was doing an excellent job.

Added a write up to her file

Address it because I won't stand for anything less than that.

Administration leave

Apologies to the lady and the lady accept that

Because this team leader had done several other infractions, they were eventually terminated.

Call the boss

Called the Supervisor in the office for a talk

Canceled customers account

Changed location

Client was addressed and no longer being serviced.

Confidential

Demoted me

Don't know

Don't recall

Expelled the customers who were being offensive

Filed a report

Fired her

Fired him

Fired the people

Fired them

FIREDDDD

Florida is an at-will state

Followed up through Equity Office.

Got it resolved

Got responded and fixed

Grievance was filed, found "unsubstantiated" and the employee quit.

Guy got fired

Handled it with the person. Called them out for being racist.

Have meeting

He was fired

Held bias training

Held workshops for the dept.; no direct consequences for the people who made remarks

Helped my co worker with whatever he needed at the moment

HR verified to make up the rise after two more months.

Human resources

I am not sure

I am not sure I left the company shortly after the incident

I did not report it to the company

I didn't formally report it. I told someone who was a colleague and friend. I didn't expect it to escalate. I worried about repercussions if I tried to go to the office of equal opportunity.

I don't think they did anything about it, except reprimand the employee.

I shut it down immediately. It had (has) no bearing on the new hire's ability to do the job.

I'm not sure but the employee is still employed in the same position within the company.

I'm not sure if anything was done.

Informal reprimand

Intervened to separate

Investigate

Investigated

Investigation

Investigation and someone suspended

It just happened

It solved the problem

It was temp workers and the company the represented was not being use anymore

It was wrapped up with the other written complaints, was forced out of org.

It will try to be better

Just stated that is policy to diversify.

Manager has been gone for some time, but was not able to manage anyone directly

Me or my coworker investigates the claim

Meeting with HR

Moved her to another work group.

My coworkers contract was released and my coworker and myself where told our services would no longer be needed.

My manager keep the report and talk to other workers

No one report this situation

Not a lot is done, they send them to be training.

Not sure

Not sure after that

Not sure because it was private

Not sure.

Nothing at all

Nothing happens its cover up

Nothing just brushed it under the rug, gave a speech to cover it up

Nothing much

Nothing really. They just suggested I waited till it happened another, that it was probably a mistake or something - was nothing intentional.

Nothing that I know of

Nothing the same old stuff nothing

Nothing the supervisor came up with some nonsense reason that she thought it would help the black woman. Why would she need anymore help covering than any other employee. So it was clear it was done deliberately with no real reason. HR disregarded that there was clearly discrimination on the part of the supervisor. The supervisor had no other reasonable explanation for the change.

Nothing to my knowledge.

Nothing was done

Nothing yet

Nothing, because human resources and upper management were the people that had a hand in making these decisions.

Nothing, the person got a promotion later.

Nothing.

Nothing. They did nothing.

Nothing. They had good rapport with my supervisor.

Nothing...denial

Person was fired

Pull that person into their office and I don't know what happened after that

Reassigned the client

Removal

Resolved issue with both parties and recommend the color receive the position.

Response okay, but nothing changes, it is very obvious that this is how the place is run and has been for some time.

Retaliation on a higher scale

Retired her manger after 5 months

Retraining

Said they'd look into it

Separate us for a while

Settled

She was fired.

Sit the employee down and just said be safe and pay attention

Slight changes in treatment

Spoke to both persons

Spoke with the customer

Spoke with the individual and had us scheduled together less

Spoke with the kid/discipline.

Started investigation

Still in process

Supported the coworker, and made sure the person was taken away from the situation. Also made the person left.

Suspended for a work shift

Suspended the employee

Suspended them

Suspension without pay

Swept it under the rug and did not take action

Swept it under the rug/disregarded it/ignored it

Take action on sloving the issue

Talked to the associate.

Talked with both parties

Terminated employee after investigation

Terminated the security guard

The client was banned from the business

The employee was put on probation and then fired when they did it again

The Executive Director is the person who responded to my request.

The organization did not know until she quit, so nothing was done. The supervisor was eventually reassigned to a non-supervisory role due to a pattern of poor behavior.

The person that said the mean words was fired.

The person was fired

The person was given the assignment, as they deserved.

The supervisor was counseled.

The supervisor was terminated after an investigation

The union representative acted on behalf of the employee to stop the harassment by the supervisor.

There was a dialogue, proof provided, briefings on discrimination, prejudice and emotionally responding to logical problems and stimuli

There was no action taken

They acted on it and terminated the employee

They did nothing they gave her a promotion to her own office and demoted me

They did nothing - the employee in question retired that same year.

They did nothing, in fact the aggressor was given a raise shortly after

They did nothing.

They didn't do much because company said that that was after business hour event.

They done nothing

They either called security or ignored it

They fired the employee

They fired the guy who was responsible

They fired the other coworker

They had a training meeting, but certain people bypassed it

They ignored me and didn't believe anything I said.

They immediately reprimanded the employee

They investigate

They promote it

They reported the person who said it and he was fired

They researched

They said to suck it up. Just a conversation.

They sort the situation to come up with rules of treating everyone equally and to help each other to make to be included.

They talked to and educated the individual on why that wasn't appropriate

They told the woman I'm a great worker and they won't send someone else out if they didn't want me there

They went ahead and ask me what happened and you I know ask those especially important questions and I answered them honestly and they helped me and they talked to the that person

Unaware of what happened, I got this information second hand

Unknown

Unsure

Warned

Warning

We eventually had a large group all-day meeting about it.

Write up

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

Bad attitudes from Management

Being deemed as 'one of those people' and being openly discriminated against when people mistook us for each other on the basis of us both being from the same race

Called names

Changed outlook

Cold

Demoted

Employees are in clicks at my job so if u not in click you an outcast

Everyone was mad

Forced out of org, later brought back only to be demoted.

From the African male he hates me

Had to seek out therapy and take break from work.

Harassed by management

I and two other co-workers that spoke up about it were put on a disciplinary plan with threat of termination under false pretences.

I did not report the situation

I felt sad and awful for the kid

I lost my job

I mentioned the name of another co-worker who had a similar experience with this team leader. My co-worker was upset that I mentioned her name to Human Resources.

I was basically dismissed and treated dismissively

I was told not to go back to work and my education at the premises was suspended.

I was told that I have to accept such insults.

I was under closer scrutiny and micromanaged by bosses

I've been paid 2 hours less for 10 hours working

I've been fired because of white family members

LABELED A TROUBLEMAKER AMONGST OTHER THINGS, WHEN YOU SPEAK UP IT'S ALWAYS SOMETHING WRONG WITH THE PERSON WHO SPEAK UP, I WAS EVEN CALLED A DEAMON BECAUSE I QUESTION AN UNFAIR WORKPLACE TREATMENT THAT I WAS EXPERIENCING

Left company

Less days on the work schedule

Made feel some kind of way

No opportunity to advance

None that I could substantiate.

(Translated) Retaliation in our working hours

Resent

Retaliation

Retaliatory assignments, no promotions, weaponized metrics

Shade from people and more picking on.

She got a slap on the hand

Silence treatment by coworkers

Someone reported me as disclosing confidential information to individuals outside the department

STERN REPERMEND

The individual started to nit-pick anything I did at work and blow it out of proportion in order to have me "be in trouble".

The person continues to step over my authority, and goes straight to my supervisor for everything.

The supervisor started acting like just expressing my feeling at meeting was somehow attacking others if my opinion was different from others. Even though the supervisor asked for feedback on an issue.

They gave me more loaded work

They watch me more

Was targeted by management

You are just treated differently

Q51. [Thinking about your WORST experience...]

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

A little investigation and then nothing

A meeting and training

A meeting with the other employee.

Absolutely nothing

Acknowledged the issue and improved things going forward.

Acted as if I was perceiving it the wrong way.

Address the issue with others

Addressed directly with individual

Addressed with other employee

Allowed me to switch positions

Allowed the Supervisor to resign rather than fire her.

An incident report was written and sent into the company. The threat was made by a client who was an adjudicated youth. These types of threats are not out of the ordinary in my line of work.

(Translated) Analyzed the case

Apologies and try to escape the situation

Apology

Ask me about it, my manager told me to come directly to her.

Asked me how I handled it and what support they could offer.

Asked the client to leave

At my previous employer an in-depth investigation and briefing was done because of the alleged discrimination. The perpetrators of this offense was dismissed from their job and some were demoted.

Big Jump

Blackball me

Brought the person into the office to discuss his behavior.

Call me to HR and then proceed to deny my request to document the behavior

Call meeting with management

Caused me to put in my resignation

Changed me to a different department.

Changed my supervisor

Claimed hard to prove

Claimed the job I do is different (which it is somewhat) but title and expectations are the same. I am not given equal opportunity to earn the extra pay or extra days off.

Coaching

Conducted an enquiry and resolved it with warning to people involved

Correct the issues

Correct the wrong and later on promoted me

Deduction from their salary

Demoted the Manager

Denied allegations

Denied it

Denied it happened and told employees not to use the N-word

Did a follow up

Did an investigation

Did an investigation

Did an investigation and offered a eoc settlement.

Did not report it

Did nothing

Did nothing but try to sweep under rug

Did nothing. I ended up transferring to another department.

Didn't report

Didn't report to someone in charge

Directions and information on counseling to all staff on a rolling basis. Discussion workshops were established by poorly attended.

Discussed issue.

Discussed the issues with those conducting the behavior.

Document

Don't remember

Entire department was required to attend sensitivity training, with accused (direct supervisor). Then he and the org CEO forced me out. Left org, supervisor was fired after a felony conviction a few weeks later. Was convinced to return to old job, only to be retroactively demoted. Reason was never given, assume it was punishment for speaking up.

Eventually, they terminated the team leader who screamed at me in front of co-workers.

Face-to-face discussion about the problem, and promised it won't happen again in the future.

Fire them

Fired

Fired me

Fired me

Fired me.

Fired the individual

Fired the manager

Fired the offender

Fired the person who made the threat

Fired the suspect because evidence proved guilty.

Fired them

FIREDDD

Fixed it

Fixed problem

Gave me a raise.

Give the individual a reprimand and scheduled us together less

Global Ethics came to the company and took care of the problem.

Good

Got fired and eeoc denied my claim

Got me a more desirable shift and no hard feelings

Got responded with positively

Had a conversation

Had a cultural training experience for staff

Had a general meeting

Had a meeting

Had a meeting and fired the main source

Had a meeting and that was it

Had a meeting with higher up people

Had a meeting with the person that was doing all this race mess.

Had a sensitivity meeting

Had a sit down with the person responsible

Had a small chat with the person it did nothing they did the same to another co worker

Had follow up emails, nothing was done, the HR person I talked to seemed annoyed with me that I reported it

Had meeting and mad it right

Had talk with the other person

Had the employee apologize

Had the situation corrected

"Handle internally" laughable.

Handle it accordingly

Handled it

Handled the situation

Have a conversation with the other person

Have a meeting

Have a meeting between me and the co-worker to discuss the issues going on

He was fired

Held a meeting

Held a meeting and resolve the issue

HR

Human resources overlooked anything that showed the supervisor was not doing their job properly as a supervisor. That the supervisor used practices making you look and feel like I was doing something wrong. But the supervisor could never state what it was I was doing wrong. She just kept making reports to her manager about anything I said using my experience in meetings. Making it out that I was being improper in meeting but could never say what I was doing wrong. HR in protecting the supervisor just played dumb as if direct proof that she was targeting me was not evident to them. They then reassigned me to another site as punishment, but again could never give any real concrete facts for what the supervisor and HR concluded against me.

I did not report it up the chain, just to lateral coworkers.

I didn't report it to the company, only warned co-workers of this treatment to beware.

I got a raise and promotion later.

I got fired

I just reported it to a friend. I was scared to complain or report it to anyone else in the company in case they thought I was a baby.

I met with my manager and we discussed my feelings.

I only discuss it with a coworker.

I RECEIVED BACK PAY/THE PERSON INVOLVED AND THE MISTREATMENT OF ME WERE GIVEN AN ULTIMATE AND TREATM

I reported and me myself got in trouble for it

I reported it, but informally, so no action was taken.

I stopped it due to it would have ding the company, the owner who is a republicans and not to say all republicans are prejudice BUT in the south, the owner works give anyone the shirt off his back, anyway it was a CFO, who was a dark color white man who was the instigator.

I talked to the company they will fix the problem as soon as possible

I TOLD THEM I WAS GONNA QUIT SO THEY DROPPED ME, OR FIRED ME.

I took the report into account and will work to correct the errors and proceed in a better way

I was directed to contact someone who was in charge of discriminations issues and when I called his phone, I was not able to get hold of him. I was not able to leave message either because his voice mail was full. Gave feedback to HR I was told to keep calling. That was the end never head from anyone since.

I was encouraged, then asked to consider things in a different thought process and if things continued report back. In essence, nothing happened.

I was fired

I was fired by the owner.

I was let go

I was told HR would speak with my supervisor but was not kept in the loop so not sure what happened after I reported it.

I was told there wasn't enough evidence to move forward.

I was transferred

I wouldn't say I "reported" it so much as it came up with my director, who was the one who perpetrated the behavior. I basically pointed out the many micro aggressions and their effect on my job (I was about to quit anyway). The director denied that they did anything wrong, and when I produced documentation, they ended the meeting and avoided me after that.

I'm not aware of any actions.

Ignored it; edged that supervisor out; tried/tries to create scenarios that make it seem I'd been okay with it.

In process now

In some cases, nothing. In other cases, followed up.

Informal reprimand

Internal investigation

Interviewed the witnesses of the event for work violation.

Investigate

Investigate the situation

Investigated

Investigated and took action

Investigated the issue and ultimately fired the employee accountable.

Investigated the problem and the people in question, came up with a resolution, and assured it wouldn't happen again.

Investigated what was reported

Investigation

Investigation occurred

Investigation, but led nowhere.

Investigation

It got taken care of by Human Resources

It just happened

It was not an action done by the company but by clients I was working with through my job

It was properly addressed

It was reported

Little action, just conflict resolution

Kept a certain individual away for a while

Kept a report on file with HR

Labor Commission

Launch an investigation.

Left it alone and said I was over doing it

Left the job

Let me go

Let people go

Little of nothing

Made accommodations

Made corrections

Manager spoke with me regarding this.

Manager took care of the problem, requested customer to be professional

Matter was addressed to some degree, but there were no consequences to the perpetrator and no apology was received. I was expected to understand the "pressure" the perpetrator was under. No one disputed what happened.

Mediate

Mediation

Meeting

More of the same thing

My boss's boss dismissed my complaints, saying she couldn't believe my boss would ever make comments or discriminatory actions like that. Encouraged me to find some way to make amends, as if the treatment I received was somehow my fault.

My company did nothing.

My manager kept the file and talk to me every month

My supervisor called a meeting with the said person and that person was let go.

Never followed up

(Translated) Nothing normally they do not follow up on complaints they give more side to people who have a higher position

No changes made

No noticeable action

No they did not

No they didn't

No, considered it minor

No, every time I made any attempts it was just faced with scoffs and ignored

None

Not a damn thing

Not all

Not anything significant

Not aware

Not much

Not much. at the time they put all the information into the person file

Not much anything try to encourage me to keep my career and not give up

Not much not really anything at all

Not much, eventually I moved on since nothing was done and I got a better job.

Not really they did nothing at all absolutely nothing

Not sure

Not sure it was addressed

Not sure.

Not that much just said they were going to speak with the individual

Nothing

Nothing, I had to quit

Nothing as far as I remember

Nothing as such

Nothing as the HR is also white people

Nothing at all

Nothing at all. It was Human Resources who denied me the promotion.

Nothing because many of these behaviors came from the supervisor.

Nothing but acknowledge the paperwork

Nothing but an apology

Nothing but that was 20 yrs ago

Nothing dismissed the accusations

Nothing else

Nothing had a meeting with myself and the other person

Nothing happened

Nothing happened

Nothing happened yet

Nothing happened, it was blamed on my performance.

Nothing happened.

Nothing happened. It was disappointing that it wasn't acknowledged.

Nothing I quit and they laughed

Nothing ignored it

NOTHING IMMEDIATELY

Nothing in particular

Nothing much

Nothing no action was taken

Nothing really just gave me some lame excuse

Nothing that I knew of

Nothing that I'm aware of.

Nothing that's why I left.

Nothing they said they would investigate

Nothing to my knowledge

Nothing was done

Nothing was done

Nothing was done, there was quite a bit of talking and not a lot of resolution that would hold the perpetrators accountable

Nothing works for CPS

Nothing

Nothing, but meet with the manager & supervisor

NOTHING, HAD A FEW MEETINGS AND NOTHING

Nothing, I was told by my leads she laughed about it

Nothing, I'm only talking with a coworker

Nothing, mostly it's customers who assume I speak Spanish because I look Hispanic, and get upset that I don't and tell me I should speak Spanish because I look it.

Nothing, the other person just didn't show up to work anymore

Nothing, they fired one of my co-workers for speaking up

Nothing.

Nothing. I only told a family member, because I cannot afford to lose that job.

Nothing. No outcome

Nothing. all they said was that they were sorry I quit at the end but oh well.

Nothing. Filed an EEO but was denied relief

Nothing. I did not tell anyone

Nothing. i eventually left

Nothing. I quit

Nothing. I was told the person was "having trouble adjusting to working in a diverse setting".

Nothing. So I took care of it myself

Nothing's

Nothing aside from apologizing in the moment

Opened an investigation

People were fired

Person was asked to leave the organization

Plan of corrective action, ignore it/Deny

Promotion and raise were given. manager demoted

Provided security to monitor the floor

Provided training

Pulled in people who saw it to get a full story

Punished the other worker and made the situation right.

Put out a memo.

Put the blame back on me.

Removed the employee

Reported it to the authorities

Reported to loss prevention and hg

Reported what I said

Reporting it does nothing but get u fired

Reprimand of the employee who verbally abused me.

Reprimand the person

Reprimanded

Researched

Retraining

Said I was not credible, and was over-reacting. Said I had no accomplishments despite my education and experience and thus deserved to be leveled 4 levels below white men with my same education and experience. Blocked me from interviewing for roles at my appropriate level.

Sanctioned the person verbally

Sent that supervisor to another division

Set up a zoom meeting and it was taken care of fast

She never put there again. Because i told her that's a man's job.

Solved the problem

Speak to person

Spoke to co-worker with a warning.

Spoke to manager

Spoke to my manager and showed support to me

Spoke to the person

Spoke with individual responsible

Spoke with the individual involved.

Spoke with the other person

Spoke with them about it.

Stated they would speak with the person

Still dealing with it

Still on progress

Stop being rude

Supervisor to talk to upper management

Supposedly he received paperwork

Suspension

Swept it under the rug. Hard to report things or expect change when those behaviours permeate the backbone of factories/manufacturing plants.

Take action

Talk to her

Talk to the person

Talk to the person about it

Talked it through

Talked to me

Talked to me about solving the issue

Talked to me.

Talked to offender and gave warning

Talked to other employees

Talked to the other person but there were no consequences or follow up

Talked with the individual

Terminated other employee

Termination

The company had a meeting

The company separated me and the other lady that was being racist and she got her own office and nothing ever happened to her, I got demoted.

The employee was suspended.

The employees were all interviewed by the store manager and district manager and things were handled appropriately

The Manager spoke with the Supervisor and told her our names that had complained about her.

The person was laid off pending an investigation

The person was sanctioned

The Person was Transferred to another workplace.

The person was written up

The punished the guy with a penalty

The things stayed the same I'm a black female I'm over looked all the time

There was a third party hired to come in and investigate the situation; I was threatened by and African American Boss and I am Hispanic. There were witnesses as well.

THEY INVESTEGATED THE SITUATIONThey acted on it and got in trouble

They actually had me review company policies and procedure of things with the company.

They basically said that it wasn't right and then did nothing about it and in fact promoted that person over me.

THEY CALLED ME TO TALK ABOUT THE PROBLEM OR SITUATION

They checked camera verified time, gave me two hours pay back.

They closed the office, and I am at another location until end of this year

They contacted the competent authorities

They corrected themselves

They counsel him and wrote him up with warning

They did an investigation.

They did diversity training or initiatives or something with like that but only to make it look like they were doing something

They did not do anything about discrimination because it was a manager who was trusted among all the upper level people.

They did nothing

They did nothing

They did nothing about it

They did nothing for about two years. As of last week I got the promotion I should have gotten quite some time ago.

They did nothing.

They did nothing. I was the late 1990's that my experience occurred.

They didn't do anything

They didn't do anything about it, other than make it unbearable for me to be at work

They didn't do anything about it.

They didn't do anything.

They didn't do much

They didn't do anything

They directly did sometimes about it to you know control it and hopefully that will never happen again

They disciplined him

They fired me

They fired me and gave me severance pay.

They fired the people who were discriminating

They gave me a raise, apologized and they got fired

They had a mediation

They had a meeting and talk to other member about this issue

They had a talk with the 2 pro people that's all

They handled it very well with corporate and they let me know the process and what was going on

They handled the situation.

They heard complaint

They ignored me and didn't do anything except tell them not to do it again.

They immediately fired the employee that was responsible

They investigated

They investigated the situation and that's it

They just ignored it and told me to find another job if I was not happy

They let the person who did it get away with it, and waited to fire her doe over a year

They looked into it

They made the supervisor retire

They make sure everything is sorted out.

They met with that manager.

They only spoke to the individual

They opened an investigation into the issue but said they couldn't do anything without evidence of/ intentional and explicit discrimination, which is very difficult if not impossible to prove in a small organization.

They removed him from our project, building and hierarchy - went on overhead - he had other outbursts before to a supervisor

They removed it

They removed me from the office, and kept the people who I complained on and showed proof of the incidents.

They reviewed the situation and I was then promoted.

They said that they would look into the situation and if it gets worse to let them know.

They said they will review but nothing happened

They sent it to the news

They solved the situation

They started investing

They suspended the worker who made the comment

They take actions on it

They take these matters seriously and will begin investigating.

They talk to the employees

They talked to both of us and distance away from each other

They talked to the employees individually

They terminated me and listed me as a no hire

They thanked me for coming forward about the situation and explained that they would look into it and investigate the matter.

They took action fairly fast and the person that did it got a write up

They took care of it asap

They tried solving the problem or ignored it completely

They tried to be better

They wanted me to file a report, but I just let it go. Not worth my time and effort.

They went and addressed it with the problematic individual

They were able to give me a raise after reporting

They were very supportive

They wrote the coworker up.

To HR for review

Told me that my DFA is hard to work with and I wasn't eh first person to say the things I was saying. And that if I continue it could lead to retaliation

Told the supervisor what I said, then did nothing

Took a long time to process my raise

Took action

Took action immediately

Training

Trainings were more inclusive of everyone

Transferred to another division

Tried reconciliation

Tried to keep us working on different shifts

Unaware of anything done

Unknown

Unknown. Nothing was said to me

Unsure

Unsure, no change noticed

Unsure. Confidence

Usually supervisors meet up to find a solution

Vented to coworkers and family. They have no authority to make changes.

Verbal coaching

Warning was issued

We had a "training" that really didn't facilitate any tangible change.

We had a meeting about it

We had a meeting and talked about it

Write me up

Write up

Write up for the offender

Written apology

Written the employee up

Written up the other person

Wrote a letter

Zippo. I was told to try harder to work Through it.

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

A lot of my coworkers felt like I was wrong for telling on the perpetrators but I didn't care

A poor working environment for that person who tried to rally other coworkers against me getting a promotion.

An assistant manager tried to make me work 7 days straight without a day off. Another employer cut my hours.

Anxiety

Bad treatment from management

Being written up or things i did not do

Blackballed

Boss use sarcasm to undermine the situation. Making u feel less valuable to the company as each response by the owner makes you like quitting

Bullying and threats of being fired

Called out in front of managers for thinking I was being disrespectful but other managers stood up for me

Changed job due to being labelled a troublemaker

Co-worker threatened me.

Co-workers

Constant petty treatment

Constant, continued harassment; which was the point of that initial grotesque sexual harassment to begin with.

Coworker been ugly and scheming to get me fired

Coworkers excluded me from important information

Demoted

Demoted

Demoted.

Denied/blocked from promotion

Depression

Did not report due to retaliation consequences

Didn't report

Felt unwanted it was horrible

Fired

Forced out of org, then lured back after they couldn't backfill my niche position. Then demoted after new job was filled.

Get fired

Gossip due to management not keeping it confidential

Got fired

Got less hours

Hating from other co-workers, after that I quitted the job.

He made me work over time for telling.

Hr made it unbearable to be at work

I eventually resigned

I feel inferior

I feel like I was not looked at the same, like it stuck out. I avoid the manager now.

I felt like I would never be able to get ahead

I got fired

I got my hours cut

I got written up

I had trouble landing a job after. I was always hesitant to use that job as my past job experience

I left the job.

I lost my career in the airline industry

I no longer trust anyone

I quit

I quit my previous job within 6 months.

I resigned

I told them to go to hell and quit. In one case at another job when I was verbally and in a reasonable tone defending someone else from managers with a pattern of abusive language and dismissive attitudes - both racial and against women - I was terminated on the spot escorted from the building by the owner with a gun.

I was demoted in my position while she got her own office to continue to hurt other employees.

I was fired

I was labeled as an "angry black woman"

I was laid off

I was let go

I was let go from the company

I was looked at like I was being unfair.

I was not believed

I was one of the first people to be laid off in a downsizing.

I was picked on

I was reassigned to another site

I was removed from the office, and my hours were cut. I couldn't take care of my kids like that so I had to seek work elsewhere

I was terminated for disclosure of personal information.

I was told to ignore the situation, that the person was being truthful.

I was treated badly for thinking I could get a promotion

I was unemployed for 11 months following the incident.

I was warned not to mention anything so when I did I got hours taken away

Just always a set up for failure at work

Labeled, and a false narrative made up about me

Less communication/distance

(Translated) Less work for my company

Looked at different

Loss of job

Lost job

Lost job and my pension

Lost my job.

Lost work and other professional relationships, lost mentors and advocates

Manager was mad at me instead of the instigator

Manager would make comments

More cold shoulders, less willingness to cooperate with me in protest for reporting them

More harassment

More undesirable assignments

My contract was not renewed.

My director and executive director pretended I didn't exist and excluded me from meetings I should have been part of. Maybe not the worst outcome, considering i had fewer interruptions to do my work.

My evaluation was then changed to reflect even more negatively.

My hours were cut and eventually I quit

My manager retaliated against me

Negative Remarks and looks

Negative treatment

No

No one listen to what I had to say. I resigned on the same day. As my work was never recognized

Nothing much was done and I was ignored most of the time about it so I left.

Nothing really

Only from adding a co-worker's name to the report. I wanted them to know the team leader had a pattern of mistreating employees.

People felt some type of way somewhere mad and some people were glad the situation was addressed

People stopped speaking to me

Poor evaluation.

Push back

Removed from the role

Reprimanded

Reprimanded to Labor Relations/Retaliated against

Resentment

Retaliation

Retaliation by co-worker for reporting

Retaliation from the manager oh I decided to put my two weeks' notice in

Retaliatory work assignments

Sectioned out

Small twice

Stress

Supervisor treated us very badly...did not have a good relationship with her for quite some time...she held a grudge for us coming forth and being honest.

Taking hours away

Talked about

Talked about called names

(Translated) Tense workplace environment

Terminated

Termination

Termination

That fired me

That's why I quit

The individual started to nitpick my me and look for things to get me trouble. Big or small things

The manager and supervisor informed the accused of my statement and told them that it were me that said it. The accused started being uncooperative with me on assignments that we had to work on together.

The situation was never reported. There's no option to indicate that it wasn't reported

The supervisor would not meet with me

The team I was part of got disbanded to limit the potential for several of us to organize and bring a larger complaint against the offending supervisor.

They fired me.

They kept writing me up and sending me home for no reason

They owe it up more

(Translated) They retaliated by taking hours away and putting me on a late schedule

They told me don't bring stuff like this up

They would now be extra toxic around me and would casually insult me instead. They knew I had no power over the situation.

Things got worse

(Translated) Threats, I had to quit

I move to another dept.

Treated differently

Treated like an outcast

Undesired shift

Was continually singled out with micro-aggressions by my immediate supervisor

Was fired.

Was laid off after

Was put on performance evaluation plan immediately after receiving positive evaluation

Was worked harder than most others

Would rather not say

Written up for trivial things.

Yes I was eventually fired

Yes sometimes didn't get what I wanted

Yes, she never helped the situation

Q17a. Why do you think that your race or ethnicity has made it harder to succeed at work?

A system built in racism.

Abatement was predominately white

Accent

Acceptance

Access to opportunities

Advancement opportunities are harder to come by.

Afraid

African Americans are sometimes deemed as uneducated or lazy.

African Americans have never had equality

All the leaders are white men who promote people that look like them. I am not part of the old boys' club.

Although I was a very hard worker and loyal to my company it took 18 years for me to get a promotion that allowed me the potential to make more money. I was constantly being told I was too valuable at my previous position. When I asked my employer how I could get promoted I was given the run around with no direct answer to my questions.

America is a racist country, that's a fact.

Anti-asian racism

As a Black woman, personal failures are often time ascribed to your entire group. There is unbalanced responsibility to represent your entire race, while people also discredit the different treatment you receive because of your race.

As a black woman, we are deemed as less educated than most.

As a Latina, people doubt your abilities.

As an Asian male I have higher expectations

As an Asian people expect so much from them, and when we under work "their" standards it's tough.

Asian employees regularly get ignored for promotions while working harder than other employees

Basic racism and segregation. Many companies have done things one way for so long, they may not even be aware of it.

Bc I'm black

Because I work harder

Because African American people are still looked at as if they're not good enough as their fair skinned counterpart

Because African Americans are viewed totally different

Because all admin personnel are white

Because am black

Because as a black woman you are not allowed to have the same safe place to voice your opinion. Especially if you have a valid point which differs from another race. Showing you have brains, experience and education to back up what you are saying makes other races (mainly whites) mad. Because they want you to act like they are the most educated, intelligent and experienced people and their opinion is better than yours, even though they can't verbally or in any other way show it. So they look at you as being combative even though you are only voicing your opinion like everyone else.

Because as black people, others see us as broke and don't have sh__

Because based off of my race others assume I'm dumb

Because before we used to not get the same opportunities as white people

Because being Asian means getting judged

Because being Asian, you really don't fit in

Because being black means working extra hard to get ahead in a company or business

Because everything has to do with race with this country

Because I am a black female

Because I am a black man.

Because I am a black woman

Because I am a Latina woman, and we face the worst wages and suffer work place discrimination

Because I am a minority

Because i am black

Because I am black

Because I am different. I need to work harder to prove myself

Because I am not able to get certain promotions because the color of my skin

Because I am of AAPI decent

Because I am only a minority when there we are the majority

Because I am the only black superior in my company and they remind constantly

Because I am the only full-time black staff person here so I am dealing with a lot of preconceptions and people who are uncultured and act like I don't know as much as white counterparts.

Because I feel like the others look at me differently and aren't as open to getting to know me but still want to urge me without knowing my story.

Because I get discriminated against

Because I have been admittedly overlooked for promotions that I was qualified for.

Because I have been called everything from the N word by colleagues and lost opportunities to advance because of hostile work environment due to other's racism

Because I have more obstacles to jump through and more rejection to accept and people just don't support blacks like that

Because I have to work twice as hard to prove myself

Because I live in a racist town

Because I work for a company that openly supports Donald Trump and 90% of leadership are white

Because I work primarily around a lot of white people and I think those are the people they want to give management positions to

Because I worked harder to get my job than other races

Because I'm a black woman in America.

Because I'm a minority male

Because I'm not white

Because I'm a black woman

Because I'm Asian

Because I'm black

Because I'm in the minority

Because I'm not white

Because I'm a minority and a woman. I also have on limited experience around 5-10 years as well.

Because I'm Hispanic

Because it is shown through the actions of upper management.

Because it is more difficult for a Mexican or Latino to be promoted simply for being Mexican

Because it's hard for black people to get ahead

Because it's less appreciated

Because it's just right to do too not prove a stereotype

Because it's to work with kids

Because most of my higher ups are white and only few are pocs

Because most of the executives aren't minorities

Because most people don't like Hispanics

Because not many people of my color are in my field

Because of bias

Because of discrimination

Because of language difficulties and different cultures from other people.

Because of limit language

Because of my race society looks at me harder and with certain expectations.

Because of my skin color, it has always been hard for Melanated individuals to really succeed.

Because of racist evil white and Hispanic miserable people

Because of the hate towards Asians after the pandemic

Because of the racism going on in the world

Because of the stigma

Because of the way y'all made it

Because of trust in a customer's home

Because people are racist and prejudice.

Because people are still racist

Because people constantly judge me

Because people fear what they don't know.

Because people rarely want to work

Because people see us lazy and that we're taking their "jobs"

Because people suck

Because sim people are racist

Because some people are still racist to some degree.

Because some people look at color as we are all the same

Because sometimes I'm the only black person on my job

Because the colonizers don't like poc

Because the hierarchy isn't inclusive

Because the majority of employees are white or black

Because the world has their racial indifference

Because the World is NOT colorblind

Because there are very few of us who work here. Everyone is always looking to see what we are doing.

Because there is a lot stereotypes when someone carries an accent.

Because they are mostly racist

Because they don't put their all into the world like they should

Because they don't like other races

Because they look at us like working robots

BECAUSE THEY NEVER GIVE ME A PROMOTION EVEN THOUGH I'M THE BEST EMPLOYEE IN THE OFFICE..

Because we are immigrants

Because we are looked over for advancement

Because when they see me, they believe that I am from a lower income bracket who can be influenced by money and impressed with a lifestyle that truly was just middle class which was not true about who I was.

Because where I work is run by old white men, still stuck in the past

Because white men generally don't like to give the same amount of respect to counterparts of different gender/ethnicities.

Because you're not the right shade to progress

Because, I been there long than some of other and they get promoted.

Because pep r ignorant

Being a black woman is very hard to succeed in the work place

Being a brown young girl with a master's degree. I speak up and my DFA is not appreciative of it. She easily gets frustrated and is bullying to her staff.

Being a Latina woman is hard especially looking for a job but since I am the only Latina I'm expected to do more and have more responsibilities than ppl who have been there longer than me

B=Being a minority, it is harder to succeed as i am often overlooked.

Being a second citizen it is always hard to mix well with another culture and get ahead of them.

Being African American already comes with a lot of struggle due to the constant racism. it just makes it a little harder to feel treated equally.

Being African American in a professional setting, you always have to work 10 times harder than other races or ethnicities just to prove your qualified.

Being an African American woman the odd are and had been against us forever

Being an Asian female, people don't see me as a leader.

Being black

Being black in an all-white work environment

Being black is a pitfall

Being black makes it hard

Being brown skin person, even with the highest degree, no promotion, no future

Being Hispanic

BEING OVERLOOKED

Bias against Asian as quality leader

Bilingual people get the job first

Black

Black people always got to work twice as hard to prove themselves.

Black people always told that they not smart enough or mental able to get ahead

Black people have always had it hard

Black people make white people uncomfortable, I'm Black.

Black peoples are set up to fail

Black women are less likely to be promoted.

Blacks especially are always in the lowest ranking of promotion

Blacks have to work twice as hard to prove they can be trusted to do a job.

Boss seem to hire people as supervisors that have very little experience because they are of their race

Bosses gave they picks and chooses

Brown color

Cause I'm an African American male

Cause the white people get promotions

Certain races are in upper level positions and only hire the same kind of people

Challenges being seen as capable

CHOOSE NOT TO SAY

Communication, language, accent

Company no longer wants to advance white makes

Connecting with colleagues

Constantly having to prove my worth

Cooler

Cultural differences in how we communicate

Culture

Customers can be very racist or violent.

Deep down there are still racial equality out there.

Determined to overcome obstacles

Discrimination

Discrimination

Discrimination and language

Discrimination against middle aged white males

Discrimination from white male managers

Discrimination is still there

Discrimination, systemic failure

Discrimination. Managers tend to promote people that look like them.

Dismissed, disregarded, assumptions

Don't get promoted.

Don't get much opportunity

Don't know

Double standards for whites and non-whites.

Due to English is not my native language

(Translated) Employers prefer people native to the United States

Ethnicity has no place in leadership so hard for promotions

Even if someone is not qualified for a job they may receive the promotion anyways due to their ethnicity.

Even though I am an educated woman. I believe my race is a factor as it relates to either getting a position that suits my degrees or being viewed as adequate.

Every job I've had while in the military and working for the government has had people along the way that impede the progress of others just based on being different from them.

Everyone talk behind my back

Expectations are different. Overlooked

Facts

Fall in minority group

Fellow managers are not my race. easier for them to promote people like themselves

Fewer mgmt opportunities

Fewer promotions than Caucasian co-workers

Fewer role models

For discrimination

For stereotyping

From different place

General expectation

Getting passed over because of race

Good ole boy network somewhat in effect

GREAT ACCOLADES, BUT PUSHED IN A CORNER WITH NO VOICE, UNHEARD

Harder

Harder because most people think we'll get pregnant in high school and end up just being a family on welfare taking taxpayers money. They don't think we'll succeed.

Harder for me to be noticed

“Harder” is a strong word but I know I have to work twice as hard as my counterparts to be recognized.

Harder to connect to colleagues due to cultural differences.

Have more to show for

Have to prove yourself

Heading in the Mexican direction is a process

Hiring managers are of another race

Hispanic female

Hispanics

History. Lack of opportunity.

I am a Black woman in a predominantly White space.

I am a black woman with a Bachelors and Master's degree and yet I'm still in a position where I'm underpaid. I'm always told that because I don't have experience, I don't qualify. Then what's the point in furthering your education

I am a Chinese, language barrier and color of skin

I am African American

I am African American and a woman.

I am African American and I work in law enforcement in a predominantly white environment where my coworkers sometimes won't even speak to me

I am always overlooked for advancing in company, even though my Annual Review speak volume, along with my merit increase.

I am an immigrant.

I am black in a white corporate world

I am black so I feel it's harder to move up

I am for one black and I am a woman. The odds are not exactly in my favor. No matter what a black woman has it the worst in this world anywhere.

I am judged, discluded sometimes

I am NOT a minority

I am not a peer. Cultural impact

I am not white

I am overlooked by the white man

I am the only one out of my that's left at my job. So I have to work extra hard to prove myself there.

I am viewed as submissive

I am white. My company promotes ppl of color and diversity regardless of ability

I and the few other employees "of color" are often seen/used as tokens of diversity, and we are excluded and stonewalled by the very culturally homogenous upper management on any real matters that concern increasing diversity in the organization (which is part of the organization's commitment).

I believe the job has a lot of favoritism towards certain individuals

I cannot voice my concerns like everyone else. My supervisor reprimanded me for asking the same questions other people were being praised for

I do "men" type work, and I am female

I do not speak the language of many customers

I don't know but my friend told it dose and it made his work harder

I don't know how to answer this question since I'm not the one that makes it harder.

I don't speak any other Language than English

I don't see a lot of Asian American role models in senior leadership at this point. So I think advocacy might be harder for me.

I don't feel like I'm taken as seriously or as adult as my white colleagues in the same age range as me.

I feel it is my race that makes it harder to succeed.

I feel like people are inherently racist

I feel like people are more critical of my work product.

I have trained associates that came after me, and moved on to be promoted

I have an accent, and sometimes that matter. It's hard to be understood.

I have been turned down jobs I am qualified for to a person who is not qualified

I have certain religious restrictions. I can't drink, I don't dress the same as everyone, I can't shake hands with the opposite gender, so for me, not abiding to these mannerisms in corporate America but still maintaining a good relationship with my coworkers has been difficult.

I have experienced unexplained discrimination

I have had many interviews but never got the position.

I have seen people with lighter skin tones get better offerings

I have to always go above and beyond whereas my peers who are white don't have to do as much to prove themselves

I have to be twice as good as my counterparts in order to get a promotion

I have to be very conscious of my presence, how I appear to others. So tired of trying extra hard because I am black

I have to do 5 times the work of my white peers for less recognition.

I have to overthink what and how I say things. It alters how my voice is accepted in the room.

I have to work harder to get the respect I deserve

I have worked hard including taking stretch opportunities however, I am usually either given reasons why a raise/promotion cannot happen or other people of a different race or ethnicity are given the opportunity

I just put in an answer. How would I know if I am not the one making the decisions? I have no idea what the execs are discussing behind closed doors.

I live in the South and just obtained my MPA (master's in public administration. My salary after being here for 2 years is \$40,000 a year. Salary

I see how they treat other

I see people got hired after me get promoted

I think I would have been promoted faster

I think it's subconscious. Especially considering how much I'm willing to challenge their thinking

I think people are generally more attracted to White girls

I think people doubt my intelligence and ability level based on my race and/or ethnicity.

I think the opportunities that are available and the level of work or outcomes expected are higher for me than for a white employee.

I was once told I didn't fit the bill physically for a position

I was working w racist sexist pigs

I work in a workplace where there are less people who look like me. I am usually the only black person in my department and it glaringly obvious.

I work in the entertainment industry as an Art Director it is mostly men (white, Jewish then Hispanic) then white women and not an abundance of Black women in my industry. However, I will say it is more sexist than racist.

I work with mostly white people

I would say accomplishment wise. You'll find speaking to callers very complicated, mostly when they insult your culture or deliver slurs towards you.

I'm a Black woman at a PWI

I'm a black woman in a white man's world

I'm a foreigner

I'm African American

I'm black

I'm black nothing is in my favor

I've been personally overlooked for a position even though my credentials were better suited for the position. Also was told they had to have one black and one white person in the position I applied for. So since there was already a black manager, they needed to pick a white person. So work ethic didn't matter

I'm a black female being black is one thing but being a black female is another I'm always having to make sure I don't come off to offensive or make sure I don't seem like I have an attitude because of stereotypes

I'm a black woman in the work place

I'm a straight, white, male. State has to meet their quota for others to promote

I'm African American

I'm African American working in a white environment

I'm an Asian woman and I often feel as though I'm not taken as seriously or treated with as much legitimacy as colleagues of different racial groups. I also feel external clients tend to assume I am less senior than I am.

I'm black

I'm black, that's inherent.

I'm black!!! I'm female!! Never the first choice!!!

I'm Black... in the south....

I'm harder on myself because i am a person of color teaching English...i have to prove myself

I'm looked down upon because of my skin color

I'm not a person of color. Because of that I'm not given special Opportunities.

I'm not sure but people are judgy

I'm not white

I've been discriminated against

I'm Asian and I been at a job where all the others were racist towards me

IM BLACK AND FEMALE AND WHEN PEOPLE GIVE OUT MONEY THEY RATHER GIVE IT TO A WHITE MALE

I'm looked at not seriously, as to why would I not want to stay where I'm at since I'm doing such a good job already. Who would replace me?

I'm Mexican so I stick out sometimes.

I'm black

Immigrant with good but not fluent understanding of English

Immigrants need to work hard to prove

In my place of employment there aren't many African Americans Black female leaders

In my previous company only Hispanic and white employees get promoted. Any other races do not, regardless of their performance.

In the beginning it was about language difference

In the entire organization I am among 10/150 non-white. At my location I am the only non-white person. I mostly feel excluded in cliques & with management who want their own race to work with.

In the financial field where I have worked, I have to work harder to gain acknowledgement

Inherent racism in the workplace.

Institutional racism in its many forms.

It appears that other no within my race are promoted faster

It appears that the senior management of the company is of a certain race, promotion is hard and far between for minority

It is a tradition that whites promote whites 1st

It is an implicit reality in my workplace that to get recognition and promotion as a person of color, you have to work more.

It is minority

It is more difficult getting things when you are black

It is not easy for an Asian to succeed at work in USA

(Translated) It is the competition between races, each one has its own differences and its own point of view, its own culture, its own interest...it is difficult to work with human competition

It just seems that way to me because not as many Mexicans r in higher up jobs

It made it harder because I would always be judges for my ethnicity and some people would want to talk to me.

It more people of one race there than my race

It seems it has become the norm these days - it's very sad!!

It seems that women are overlooked for promotions more than men

It started from elementary school. I was in a poor neighborhood, with poor science education. Then I went to a high school with a good science program but they left minorities out of it. Then, I started at a lower level upon graduation than white people. Etc.

It takes me longer to understand the English language.

It's an old organization makes non-white people get a promotion or higher position

It's just harder to be more successful

It's just the culture we live in.

It's what I've seen. I've asked for the opportunity but been literally told to grow where I've been planted.

It's a "feeling", an intangible that you can't really put your finger on.

It's a racist town we live in and it's sad

It's always hard for black people

It's harder to succeed because of the stereotypes

It's just difficult and that's life

It's overall hard based off my race

It's proven

It's very hard because they look at me as minority

It's a very "private" organization

It's harder for people of color to be successful

Just a bigger magnifying glass on your back mistakes seem bigger

Just feel like I do

Just harder to advance

Just not being from America made it harder for me

Just plain ol hate

Just think American workers get better opportunities

Lack of opportunities

Lack of knowledge of Minorities

Language

Language and culture differences

Language and color

Language not as fluent

Leadership at my work has made it clear that they are strongly favoring underrepresented minorities, i.e., women and African American and Latin people. I do not fall into this category and am actually in the overrepresented group and therefore less desirable on these grounds.

Less opportunities and pay

Less opportunities to be promoted

Less opportunities.

Less opportunity and more barriers

Less people of color get promoted

Less social connections without masking my true self

Life barriers and support system differently...

Limited growth

Looked down upon or considered difficult

Looked over for a promotion before.

Looked upon as being eager to please and accommodating

Looks matter. The darker you are and if you are ugly, it matters. Job performance matters, but it's all a combination of it which will influence how people see you.

Majority of management are white Anglo-Saxons.

Minorities are not promoted

Minorities are preferred for promotions

More opportunities when you are comfortable socializing with managers; no one is intentionally excluding me but it's harder to connect with people from different demographics with different interests. Being a woman also makes socializing a little difficult

More white people get promoted over brown

Most leaders in my field are White and they tend to hire and promote who they know.

Most of my coworkers speak Spanish and I haven't learned Spanish yet

Most of our manager and above position are white currently.

Most people don't want to start out hiring African Americans for the big bucks. They give those positions to their unqualified family members.

Most places are only supporting black people right now

Mostly men

My company is prejudice

My cultural upbringing does not match to Western business values. For example, I was taught to do what's best for the team vs. self-promote

My employer favors "minorities" out of fear of discrimination claims

My field is dominated by White, cis, heterosexual practitioners.

My focus and my culture's norms are different than the majority white in my company

My job is 90% white. I had to be twice as better

My language barrier

My name is misspelled places. Cultural references don't take into account those who might be from a different culture.

My race has been historically put at disadvantage.

My race has made my promotion slow.

My race is constantly looked over when considering promotions.

My skin color has always been a factor or has played a part in my race getting ahead or advancing in the workplace

Natural barriers and stigma as poc

Negative judgments about competency; negative stereotyping

New opportunities.

No opportunity

No promotions

No role models

Not able to socialize with the team

Not at all I aint no different than anyone else

Not diversified

Not listened to as much. Contributions not acknowledged.

Not many of my race in leadership roles

Not many of my race in there

Not much representation at my work place of people of color.

Not offered the big advancement opportunities always looked over

Not part of an under represented group

Not the normal process

Not too many Asian

Not viewed in a favorable light

Often, African-Americans are stereotype and associated with a variety of stigma's.

One race slightly dominates the field

One would have to be my race and would have to had experienced the unspoken racial tones that other ethnic groups seem to just give in order to understand.

Other people are selected

Other people such as myself that are the same race, educated and highly experienced, have been passed over for promotions and the company has tried to enforce layoffs under false pretenses.

Other race just doesn't like black people.

Other races have better opportunities

Others get ahead more

Others' implicit biases and perceptions of me

Overlooked for less qualified candidates

Passed over for promotions

Past events

People agave stereotypes about you

People are aggressive towards us.

People are judgement and believe you have a predisposition because of skin color

People are life critical.

People are narrow

People are not accepting because of my female sex and race

People assume black women are always the aggressor, even if you say NOTHING!

People can judge

People don't take me as seriously

People don't want to hire me because of my race

People don't trust black men.

People doubt your ability based on race

People have the expectation that Asians excel at everything so there is higher pressure to succeed. Also more consequences if you don't do well at work.

People judge me because of my appearance and not the work I put out. It leads to many people having bad first impressions of me and them thinking i am inferior to them

People judging you by your language n color

People judging your abilities because of your color

People look at me differently

People look at you a different way and some may have more benefits than others

People look down on my race and view us as someone who is weak

People not talking respectfully, Mistreatment from colleague

PEOPLE OF COLOR ARE OFTEN OVERLOOKED, I was passed over for a job I was clearly qualified for because the person was Caucasian, and did not have my experience, she only lasted 4 months

People of color have limited opportunities for advancement

People see my physical self they are not prone to assist me with my needs.

People treat you different if you are different

People underestimate my skills

People undermined or thing more little of you if you are a different race

People view my race as a superior and for that they want to downgrade and make it to where u have it work 3 times as much harder than the other race.

Perception and satisfaction scores are correlated adversely w non-white race

Perception of confidence

Perception that minority cannot do the job

Persons of a different ethnic group seems to get ahead easier.

Preconceived beliefs about race. System issues remain in place

Preconceived notions

Preconceived notions about black women

Preference

Prejudgement by others.

Prejudice

Prejudice is high & racism is high; good ole boy & politics

Privilege

Promotion

Promotions are based partly on demographics and not merit.

Race always plays a factor when blacks are interviewed. Whites would rather choose a less qualified white person

Race makes a difference

Races matters at my work place

Racial bias

Racial discrimination

Racial equality is not fully present, as demonstrated on my previous job.

Racial profiling

Racism

Racism

Racism and prejudice

Racism at work

Racism exists in the systems

Racism is a huge problem in America. We may pretend at times that it isn't but it is

Racism is ingrained into people. My white peers do less work for more pay. I have to work harder and take on more tasks to get recognition that others get doing less and may also include a raise.

Racism, lack of belief in my abilities.

Racist past of country

Racist people

Racist white people

Racists people

Rad cost views and pre judgments

Racism

Rather not say it won't make a difference

Ratio of minority.

Real Estate is largely a segregated, racially divided business.

Received smaller raise than others

Respectability, knowledge, logistics & applications of position

Seems like I got to put on this nice act just so people don't feel intimidated or like I'm angry. Meanwhile people that don't look like me had fight, got into arguments and stood firm because they didn't like something

Senior management hires 95% white people for high level positions even if they are not as qualified, and hire 95% black people for temporary/full/Part time administrative positions. You'll find a black person in a senior position will have multiple degrees and many years of experience while an equivalent white person may only have a high school degree or less than a master's degree

Since I am Hispanic with an accent and I am a woman, I am often overlooked by a lot of people, so I need to go above and beyond to prove myself.

So much going on in the world now racism is everywhere you go to

Society/culture

Some dominant ethnic groups can be decision maker and it makes harder to succeed at work for other ethnic groups

Some managers have discounted my input, and given greater credit to male colleagues who are less competent.

Some of my race tend to be more educated than their counterparts but that doesn't seem to really matter in terms of promotions.

Some of the supervisors are racist

Some people don't like people of my race to help them

SOME PEOPLE DONT LIKE THE COLOR OF MY SKIN

Some people feel that others are beneath them.

Some people fell that some races are beneath them so you have to prove yourself everyday

Some people have different opinions on things especially if they're are me to a new country sometimes they be saying rude stuff and it might hurt my feeling a little bit

some people sometimes look differently or even make comments about the accent

Some supervisors tend to play favoritism with giving easy job assignments to people of their own race.

Sometimes black people have to work even harder to prove ourselves ready for a promotion than other people

Sometimes people still think that Asian don't deserve promotion or better paying job just because of our race

Sometimes there's racism

Spanish

Starting off has been hard to get to the same level of compensation. Some People with advantage of being an American and having educated from here definitely are better off even though the competency for that role is questionable

Stereo typed

STEREOTYPE

Stereotypes

Stereotypes and racism, attempting to get a job in the Midwest as an obviously non-white person

Stereotypes or preconceptions

Stereotypes regarding my ethnic background lead to hatred and lack of trust. These preconceived notions block opposite for success development

Superior's assume people of my race don't understand how to do higher skilled jobs

Supervisors viewed Hispanic's as inferior to them.

Systematic racism

Systemic racism

The company I work for is old fashioned.

The mentality of being a colored individual is hard to preserver.

The need to maintain diversity quotas

The office is predominantly older white people. There are only a couple POC in the office. Our views differ greatly and sometimes there's just a lack of awareness in class and cultural differences

The people in charge are racist

The people promoted to administrator roles are predominantly white females. The only non-white female given this role is white passing. In addition, employees of color tend to be more heavily scrutinized than white peers.

The practices of some managers

The society we live in makes that harder for a certain race to handle.

The way America operates.

The way of the world

The white men are in charge. Their skin is lighter color than mine.

There aren't a lot of blacks in healthcare

There are few people like me in leadership roles.

There are no black people who are members of management.

There are only so many positions in my area of work and not being a minority makes it more difficult to get a position here

There are rules in place that clearly target my race

There are some racist people

There aren't many black people in tech

There is a dominant race and culture and gender amongst the people who work in my workplace. If you are not part of that dominant race or culture or gender, it's difficult to be promoted in the ranks.

(Translated) There is a lot of discrimination against us Latinos.

There is a lot of discrimination for anyone who is different.

There is a strong sense of favoritism at my workplace. So even if theoretically, opportunities exist, leadership chooses their favorites, usually African American.

There's still a generation at work that has strong biases.

They do discriminate and have to work harder

They promote African-Americans so they can show that they are not racist and forget about other ethnicities

They see a Hispanic and would rather promote someone who is White over me

They tend to pick other races that's mine

They think white people are smarter than blacks

They want employees who look like me but think like them.

They want minorities

They want to promote "minorities first

They will promote a white person before they will promote a person of color

This is a very white dominated company, Asian like me got overlook on promotion

To prove that I'm as good as any other outside of my race

Too many white males in leadership positions. They can't stop discriminating against minorities.

Truth

Typical w.p. bullcrap & certain w.males in 'leader'ship who find it mentally & emotionally impossible to hear intelligence from 1/women, 2/AfrAms; you know the type: any display of assertiveness or intelligence by those they cannot stand on the surface requires that they orchestrate some attempt to rape us whether our pockets/pay or our ****.

Unbiased discrimination. Not enough examples of black men succeeding in my field

Upper management always look to promote someone like them

Usually being a male has set me back compared to females on my team

Usually black is not the first choice for promotion. There are very few black leaders.

Usually have to work harder to get promotion

Various Prejudices, unequal opportunities, biased opinions

Very few blacks at my company have leadership roles

Very white organization

We are Asian

We are looked at differently and treated unfairly

We have a disadvantage

We're considered a minority

Where I work majority of upper management are not my race/ethnicity

While I do think I am valued as a good employee, I often feel that my opinion doesn't really matter and that I am not taken serious other than being a good employee.

While I think my company is trying to recognize DE&I, I do think at times it is hard for Black/African American's within the company to get promotion in many areas.

White female dominated and seemingly threatened by a confident Black woman who does not overly try to fit in to the cliques

White males seems to get a head even with less qualifications and not as hard of a worker.

White minority

White people are preferred

White people are still praised for the littlest things they do and us people of color are breaking our backs just to get a little bit of recognition

White people get the better jobs

White people seem to advance ahead of me most of the time even though I have more experience

White privilege rules

White supremacy

White are preferred. I'm Hispanic.

Whites are the minorities these days

Work place has always been hard for women...especially black women

World view

Q17b. Why do you think that your race or ethnicity has made it easier to succeed at work?

A lot of people of the same ethnicity made it easier to work and made me a bit more welcome

A majority is a good thing

Affirmative action

All my race gets along fine

Anything I did was great and respect my ethnicity.

As a Caucasian woman, I feel there are plenty of opportunities for me and I am not second-guessed

As a white male working in a field dominated by white men, I'm sure my race has made it easier for me to progress.

As a white man, I have always had privilege

As a white woman of European-American descent, it's not particularly difficult to find a workplace where I share a common background with at least some of my coworkers. I feel able to move just about anywhere in the US and "fit in" or at least be accepted, which opens more opportunities to me than may be open to my colleagues of different races or ethnicities.

Asian people tend to have more positive perspectives about work to others

Asians are seen as smart

Assumed competence from being an older white male

Automatic assumption that I'm capable (even if I wasn't)

Because I am bilingual and helps a lot

Because I am white.

Because I am white and bilingual. In other society, this gives you more advantage because as much as people argue, our systems are racially bias.

Because I am white and there are still a lot of stereotypes for people of different races

Because I don't have to think about my race/ethnicity often

Because I look white.

Because I'm fair skinned like all of the higher management and not only I noticed but many of my darkest colored colleagues don't get treated as fair as other fair skinned employees like myself do

Because I'm Caucasian

Because I'm white

Because I'm white

Because I'm white

Because of stereotypes

Because the owner is the same race as me

Because the same race looks for someone like me to work with

Because they don't bother me that much or my people

Because they r diversity friendly at my job

Because we have always struggled and fought for our rights

Because where I work everyone is mostly Latino and I am Latina and speak both languages

Being a person of color, I have doors open for me that Caucasians do not have

Being bilingual is a plus

Being white brings with it many aspects of privilege

Being white I have not encountered inference when working

Being white in the area I live gives me a significant amount of privilege when interacting with the general public.

Being white is less hard than being another race

Being white, there are conversations I've had with other whites where it is clear their opinions are based on racial prejudice, which was always referred to as "company culture issues".

Bilingual

Caucasian in a predominantly Caucasian area.

Cause I'm white

Cis hey white male - default easy. Afforded better education.

Culture

Demographics

Diversity and inclusion builds a stronger team

Everyone gets along

Favorable hiring policies.

God favors me, and there is nothing any powerless human being can do about it.

I am a part of the majority race of employees

I am a straight white protestant male working in a conservative republican state

I am a white female. Almost everyone naturally trusts me and is comfortable around me.

I definitely believe I have had white privilege. Seeing the horrible racist ways of the majority of the country and the way that they treat black people I can easily say that.

I am a white male

I am a white male from suburban Chicago with numerous work and social contacts.

I am as expected, Caucasian

I am confident

I am similar to most people I have worked with in my career.

I am very passionate to my work, friendly and cooperative, and I do love to work with different people it's fun to have with them at work

I am white

I am white and do not face significant prejudice.

I am white and my industry is mainly white too and I work in the USA

i am white and people assume i am competent

I am white, I think people if color have more hurdles.

I am white, it's unfortunate but its likely true that I have had it easier than others of a different race. I strive to work the hardest I can and not take advantage of it. But I would be liar to say I have not ever benefited from it, sadly.

I am white.

I don't have to fight negative stereotypes.

I feel being white has given me less barriers to do my job.

I have opportunities for face to face interactions that might not be available to others in my position due to different cultures with other companies we work with

I have strong work ethic

I just feel as though I have never personally dealt with the same problems as a Hispanic woman or black woman may face

I just see that people of my same race seem to excel in my career.

I look like the leadership at every company I've ever worked at.

I look white but I'm mixed. I've been given more opportunities and have been able to connect with more people

I think it helped me get hired as at the time, the office was probably 95% white. Since the company sold, they have started to hire more diversity

I think that being of the same race as my hiring manager gave me an advantage, when if it was not intentional

I think white people have unfair societal advantages. Being immediately accepted, easier when being hired, et cetera.

I work in a client-facing position in a seriously conservative state.

I work in a predominantly white field and am white.

I work with and for the same race.

I'm a Caucasian man working in the south in a county that voted 80% Trump. I abhor Trump, but I fit the script for what's accepted.

I'm a white male.

I'm white

I'm white at a predominantly white institution.

I'm white.

I'm white. Most of my coworkers and clients are also white. So I don't have a cultural barrier between a majority of the people I work with.

I'm a white male

I'm general people who are white seem to have easier access to success

I'm not sure

I'm not sure but i do have privileges that other workers don't

I'm white

I'm white

I'm white

I'm white.

I'm white and I've gotten jobs because I have a "sweet and innocent face"

I'm white. There's no racial bias against me

I'm a different person

I'm a white woman in the education field.

I'm in a privileged group and education status

Implicit bias among executives

It doesn't detract from my perceived performance.

It has allowed me to have a different world view that my colleagues respect

IT HAS MORE OPPORTUNITES

It has not made it easier, being a minority has made it more difficult

It's a Jewish non-profit and I'm Jewish so that's a big part of why i got the job

It's not about how you look it's about how you perform and take control of your work

Less standoffish questions asked to white men.

Lots of white dudes in my industry

More jobs for my ethnicity

Most of upper management is the same race as me

Most people in my position are the same race.

My boss was said to show racism in the workplace against African Americans. He has since passed, and the company is slightly more diverse.

My boss's primary languages are not English, and I only speak English. It is difficult for them to ask me for specific favors, and most requests got through my supervisor.

My employees tend to be racist

My race is not an active detriment as a white person, people do not have as many biases coloring their opinions on my capabilities.

My region has very little diversity. Unfortunately, this means being white generally makes it easier to get hired and fit in

Never had an issue obtaining employment

95% of the employees are the same race

No discrimination

Oppportunity more available to Caucasian races

People are used to white people

Privilege

Race is not a factor where I work

Rarely prejudices held against you because you're white

Same race as employer

Society is structured to benefit white people.

Spanish fluency.

Speaking a different language

Statistically white people are more likely to get promoted.

Support for a cause

Systemic advantages of being white

Taken more seriously by colleagues and judges (legal profession)

The demographic of people the organization reaches out to are majority my race and/or nationality

The extreme lack of diversity.

The HIDEOE for a long time was run by Japanese Americans. Since I look like them and went through the public school system, I am treated preferentially.

The industry is full of white men and being one helps the leaders envision you in a similar tool

The job hires a lot of black people for some reason. (Some reason)

There may be a bit of White privilege

They have the perception that I am good with accounting and finances.

Unconscious bias

Very white school

White

White male privilege

White people have an easier path and this job is no exception.

White privilege

White Privilege

White privilege/systemic racism