

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 muslin

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