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REPORT

Views on Diversity, Equity, and Inclusion in the Workplace Among Employed U.S. Adults

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Methodology

This survey was conducted with two different sample frames: a probability-based RDD cell phone sample frame and a non-probability panel, both provided by Dynata.

Respondents from the RDD cell phone sample frame were recruited by SMS text messaging using live interviewers January 4-10, 2022. Persons without a cellular telephone number could not be included in the random selection process. Respondents were contacted with a SMS message inviting them to participate in an online survey that advertised they would receive a small incentive for participating if eligible and could opt out if they did not want to receive any further communication. Each respondent was assigned a unique access code that they could use to enter and complete the survey. A total of 362 respondents completed the survey from the RDD cell sample frame; 250 of these individuals met the definition of employed for the purpose of this survey.

Respondents from the non-probability panel were recruited online from January 10-11, 2022. A total of 995 respondents completed the survey from the non-probability panel; 600 of these individuals met the definition of employed for the purpose of this survey.

In total, the survey was conducted among 1,357 adults living in the United States, 18 or older; 850 of these individuals met the definition of employed for the purpose of this survey.

The data were weighted to be representative of the non-institutionalized, employed adult population of the US. The weighting balanced sample demographics to target population parameters. Key demographic data were collected from both qualified and unqualified respondents (both the employed and not employed) and the entire sample was weighted to total adult population benchmarks.

The sample was balanced to match parameters for sex, age, education, census region, race/ethnicity, population density, plus variables found to be predictive of the sample type (probability versus non-probability). These predictive variables were determined by running a random forest regression in R using the random Forest package with sample type as the dependent variable. The variables found to be most predictive of sample type were company size, company role, and sexual orientation. The weighted probability sample distributions of these three variables were included in the hybrid sample calibration along with sex, age, education, race/ethnicity, census region, and population density derived from 2019 American Community Survey data.

The weighting was accomplished using SPSSINC RAKE, an SPSS extension module that simultaneously balances the distributions of all variables using the GENLOG procedure. Qualified respondents' weights were then rebalanced to the total complete sample size. Weights were trimmed to prevent individual interviews from having too much influence on survey estimates. The use of these weights in statistical analysis ensures that the demographic characteristics of the sample closely approximate the demographic characteristics of the target population.

Post-data collection statistical adjustments require analysis procedures that reflect departures from simple random sampling. We calculate the effects of these design features so that an appropriate adjustment can be incorporated into tests of statistical significance when using these data. The so-called "design effect," or *deff*, represents the loss in statistical efficiency that results from a disproportionate sample design and systematic non-response.¹ The design effect for the sample of qualified respondents is 1.45.

¹ The composite design effect for a sample of size n , with each case having a weight, w , is computed as $deff = n \sum w^2 / (\sum w)^2$.

The survey's maximum margin of error is the largest 95% confidence interval for any estimated proportion based on the total sample—one around 50%. For example, the maximum margin of error for the sample of qualified respondents is ± 4.0 percentage points. This means that in 95 out of every 100 samples using the same methodology, estimated proportions based on the entire sample will be no more than 4.0 percentage points away from their true values in the population. It is important to remember that sampling fluctuations are only one possible source of error in a survey estimate. Other sources, such as measurement error, may contribute additional error of greater or lesser magnitude.

Margins of sampling error are calculated to provide a reasonable range for the error that may exist in an estimate due to random sampling fluctuations. Margins of sampling error are meaningful only if it can be assumed that selection into the sample is random and that each unit's probability of being sampled would remain the same if the sample were repeated many times. These assumptions are less realistic for non-probability online samples than for probability-based samples, because we cannot observe or control the factors that determine whether a given unit is included in a non-probability online sample. We provide estimated margins of error here to provide a general assessment of error ranges that may be associated with the data, given the sample size. However, margins of error for non-probability online samples should always be interpreted with caution, as the underlying assumptions cannot be verified.

Sampling error does not consider other sources of variation inherent in public opinion studies, such as non-response, question wording, or context effects.

This survey was fielded by the Eagleton Center for Public Interest Polling with sample and non-probability panel respondents from Dynata. The questionnaire was developed and all data analyses were completed in house by the Eagleton Center for Public Interest Polling (ECPIP).

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Jessica Roman, MPP, assisted with analysis and preparation of this report. The Eagleton Institute of Politics at Rutgers, The State University of New Jersey, is a non-partisan academic center for the study of politics and the political process. Questions were paid for and sponsored by Taft Communications. Full questionnaires are available on request and can also be accessed through our archives at eagletonpoll.rutgers.edu. For more information, please contact poll@eagleton.rutgers.edu.

Weighted Sample Characteristics

850 Employed U.S. Adults

MOE = +/-4.0 percentage points

deff = 1.45

	Valid Percent	MOE	deff
Democrat	39%	6.2	1.43
Independent	35%	7.1	1.40
Republican	25%	8.4	1.42
Man	50%	5.9	1.43
Woman	50%	5.7	1.43
White	58%	5.1	1.42
Black	13%	10.3	1.38
Hispanic	20%	10.5	1.33
Other	10%	14.1	1.33
18-34	34%	6.9	1.51
35-54	43%	5.6	1.38
55+	22%	9.8	1.25
<\$20K	9%	14.2	1.41
\$20K-<\$50K	35%	7.1	1.36
\$50K-<\$100K	36%	6.9	1.47
\$100K+	21%	8.3	1.46
Northeast	18%	8.5	1.50
Midwest	20%	8.7	1.36
South	39%	6.5	1.40
West	23%	9.7	1.31
HS or Less	28%	8.6	1.26
Some College	38%	6.8	1.38
College Grad	20%	8.2	1.42
Grad Work	13%	8.5	1.32
Executive	8%	10.8	1.50
Management	28%	7.5	1.37
Non-Management	64%	5.3	1.33

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Has a disability	17%	10.3	1.47
No disability	83%	4.5	1.42
Catholic	27%	7.4	1.43
Protestant	20%	9.2	1.37
Atheist/Agnostic	19%	9.4	1.39
Other	34%	7.3	1.48
Heterosexual/Straight	83%	4.3	1.40
LGBQ+/Other	17%	11.5	1.37

Report

The following results refer to individuals in the United States who are either currently employed full or part time, in the military, and/or are currently actively seeking employment but were employed in the six months prior to or at any time during the pandemic.

Interactions with Others of a Different Race or Ethnicity

When it comes to interacting with someone of a different race or ethnicity other than themselves at work, 68% of employed individuals in the United States say this is a daily practice for them; 14% say they do so every few days, 6% weekly, 4% monthly, and 7% almost never (see Figure 1). Hispanic respondents (80%) are slightly more likely than White respondents (62%) or Black respondents (69%) to say they interact with someone of a different race or ethnicity “daily” (see Figure 2). Those in non-managerial roles (72%) are more likely than those in managerial (62%) or executive roles (59%) to say they interact with someone of a different race or ethnicity “daily.” Those in the western (74%) and southern (72%) regions of the country are more likely to report daily interaction, as well, compared to those living in other areas.

When it comes to interactions *outside* of work, however, the number who say they interact with someone of a different race or ethnicity is lower. Fifty percent say they have these interactions outside of work daily, 24% every few days, 13% weekly, 4% monthly, and 7% almost never (see Figure 1). Those 55 years or older (37%) are much less likely than their younger counterparts (54%) to say they have daily interactions with those of a different race or ethnicity. Respondents living in the South and West are more likely to have daily interactions compared to those in the Northeast or Midwest. Those in executive roles are more likely to say this than those in managerial or non-managerial roles, as are those who identify as LGBTQ+ compared to those who identify as heterosexual.

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Figure 1: How Often Respondents Interact with Someone of Another Race or Ethnicity

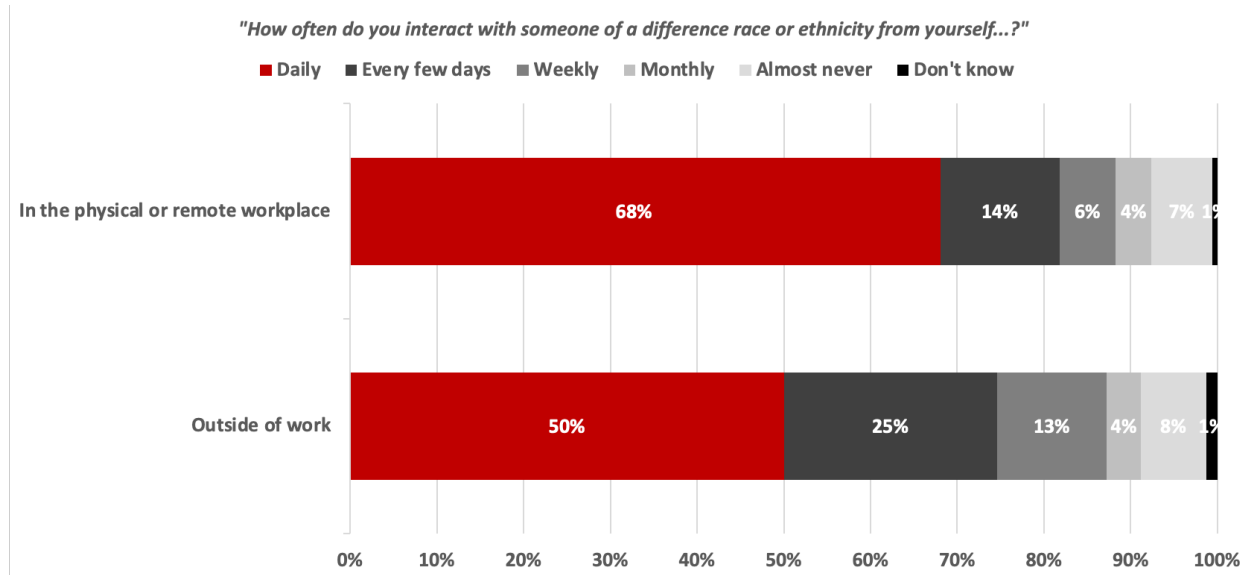
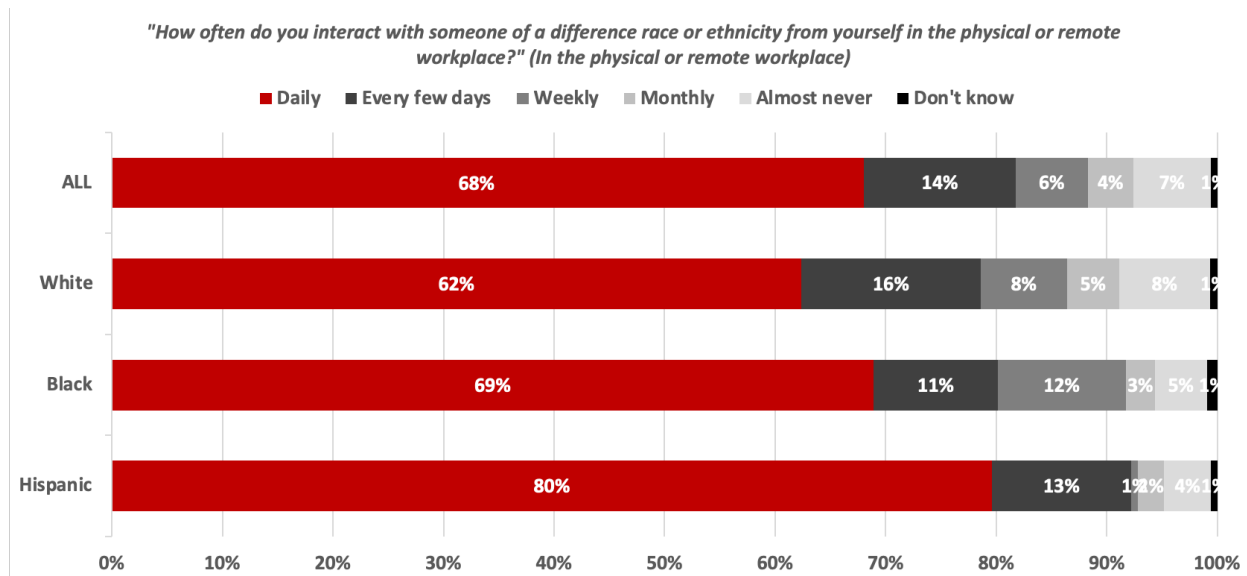


Figure 2: How Often Respondents Interact with Someone of Another Race or Ethnicity at Work by Race and Ethnicity



Employers' Roles in Promoting Racial Equality

About a quarter (22%) of employed individuals say they have no senior leaders of color where they currently work. Another 36% say “some” of their leaders are people of color, 13% say “half” of their leaders are, 12% say “most,” and 11% say “all”; 6% are “unsure” (see Figure 3).

White respondents are about half as likely as Black respondents or Hispanic respondents (17% compared to 34% and 31%, respectively) to say “all” or “most” of their senior leaders are people of color; conversely, White respondents are more likely than Black respondents or Hispanic respondents to report that none of their leaders are people of color (26% compared to 18% and 16%, respectively) (see Figure 4).

Senior leaders of color are also almost twice as common among younger (14% “all,” 13% “most”) and middle-aged (13% “all,” 13% “most”) cohorts than among those 55 and older (4% “all,” 8% “most”); a third of this last group report that there are no leaders of color where they work.

Leaders of color are more common among those in lower income brackets and those living in the South and West than among their respective counterparts. A quarter of individuals living in the Northeast (26%) and a third of those living in the Midwest (33%) report having no leaders of color.

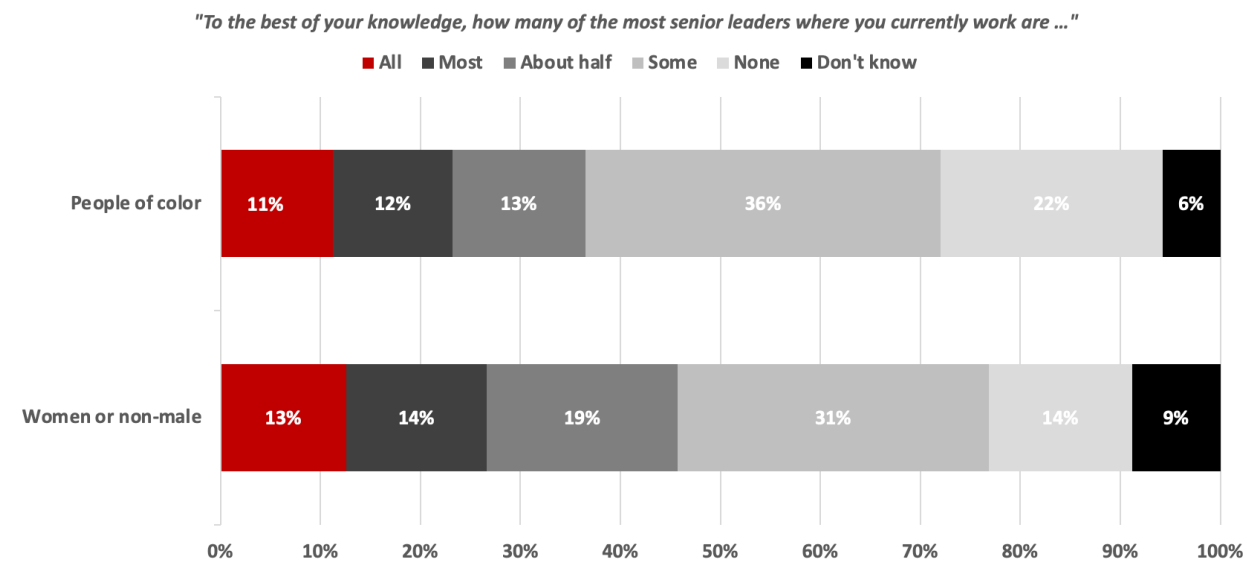
Leaders of color are also more common among the lowest and highest levels of education: employed individuals with a high school degree or less (31%) or those with some graduate work (26%) are more likely than those with some college (19%) or a college degree (18%) to report that “all” or “most” of their leaders are people of color.

Respondents in executive roles are more likely than their counterparts to report that “all” (28%) or “most” (17%) of their senior leaders are people of color. About a quarter of those in managerial positions say the same (10% “all,” 14% “most”), as do one in five respondents in non-managerial positions (9% “all,” 10% “most”).

Employed individuals with a disability are one-and-a-half times more likely to report that “all” or “most” of their senior leaders are people of color (each at 15%) than those without a disability.

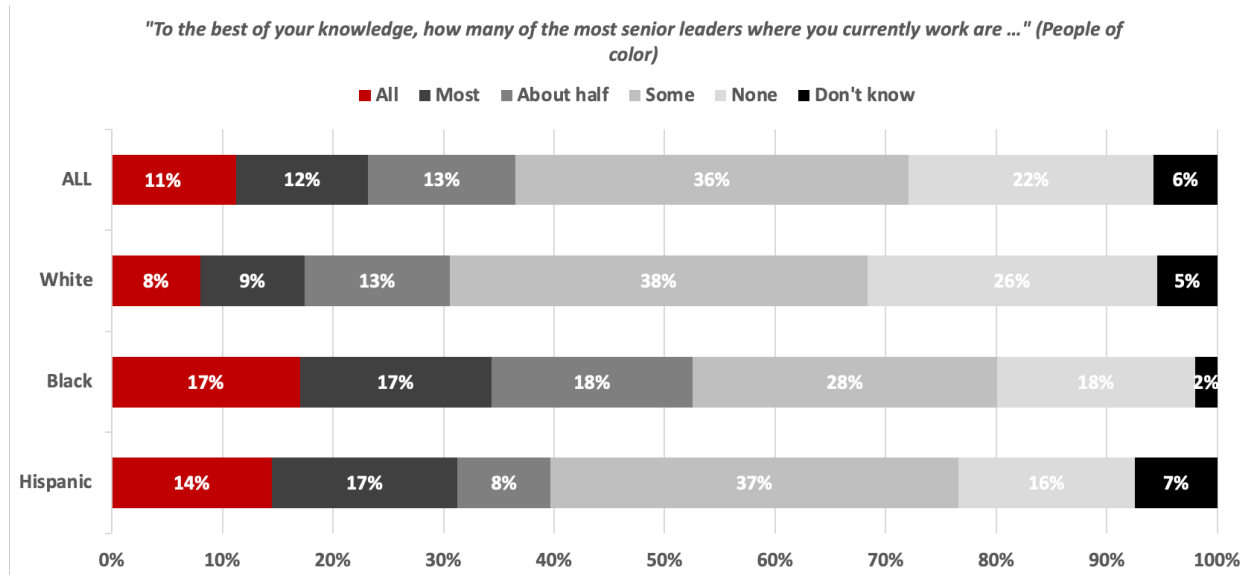
Non-male senior leaders are slightly more prevalent than leaders of color among all employed individuals. While 14% say they have no women or non-male senior leaders where they work, 31% say they have “some” leaders fitting that criteria, 19% say “half,” 14% “most,” and 13% “all”; 9% are “unsure” (see Figure 3).

Figure 3: How Many Senior Leaders Where Respondent Works are People of Color or Non-male



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Figure 4: How Many Senior Leaders Where Respondent Works are People of Color by Race and Ethnicity



Hispanic (34%) and especially Black respondents (39%) are more likely than White respondents (22%) to report having “all” or mostly non-male leaders.

Women (31%) are more likely than men (22%) to report that “all” or “most” of their senior leaders are non-male.

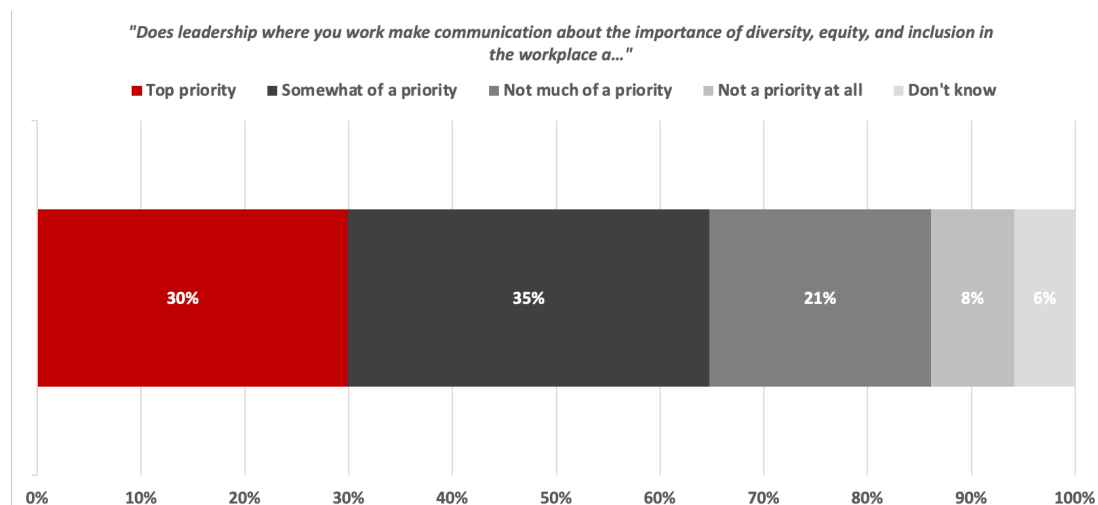
Having non-male leaders is far less common among older employed individuals, however: 58% say “only some” or “none” of their senior leaders are women or non-male, compared to 42% of those 18 to 34 and 41% of those 35 to 54.

Executives report that “all” or “most” of their senior leaders are non-male at higher rates than their counterparts: about four in 10 (41%) say this is the case, compared to 28% of management and a quarter (25%) of those in non-management roles.

Women and non-male leadership is reported at higher rates among employed individuals with a disability as well: 41% say “all” or “most” of their senior leaders identify as women or non-male, compared to 24% of those without a disability. Similarly, those who identified as LGBTQ+ say “most” or “all” of their senior leaders are women or non-male at a higher rate (36%) than their heterosexual counterparts (24%).

Regardless of descriptive representation, however, two-thirds of employed individuals feel that leadership makes communication about the importance of diversity, equity, and inclusion (also known by the acronym “DEI”) a “top” priority (30%) or “somewhat” of a priority (35%) (see Figure 5). Half (50%) of executives say leadership makes DEI communication a “top” priority, compared to about three in 10 in managerial (30%) and non-management (28%) roles.

Figure 5: Extent to Which Leadership in Respondents’ Organizations Prioritizes DEI Communication

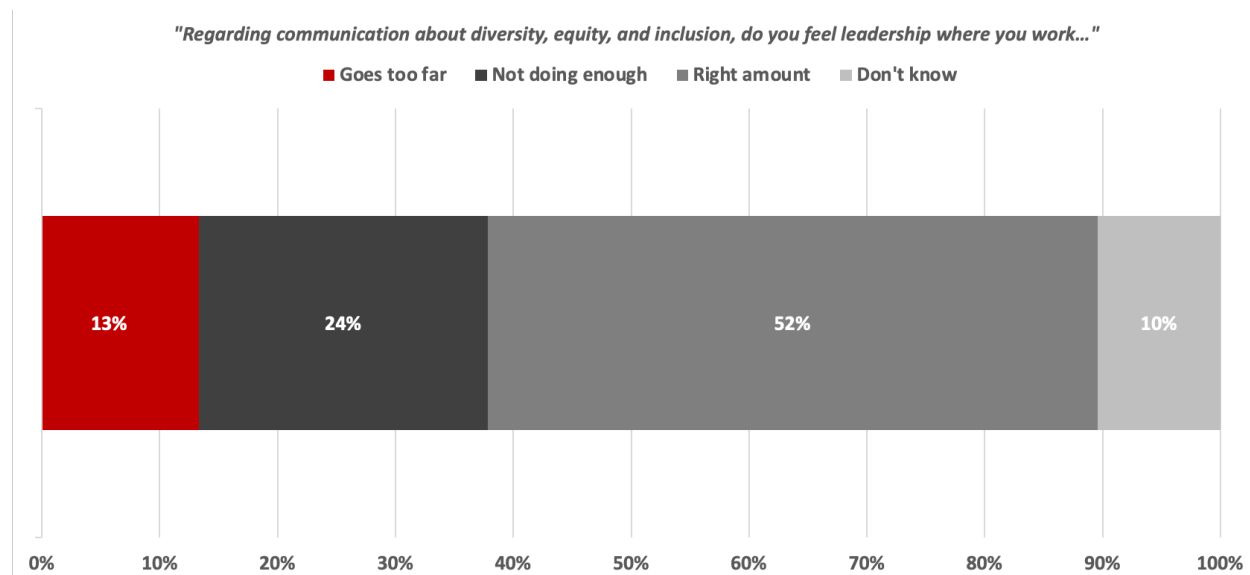


A similar number say leadership at their workplace communicates about the importance of diversity, equity, and inclusion “frequently” (27%) or “occasionally” (37%). Democrats (31%), Black respondents (34%), and Hispanic respondents (32%) are all slightly more likely than their

counterparts to say leadership where they work “frequently” communicates internally about the importance of DEI. About four in 10 (41%) executives say leadership communicates about DEI’s importance “frequently” compared to three in 10 (30%) in management and one-quarter (25%) of those in non-managerial roles.

About half (52%) of all employed individuals believe that their leadership is doing just the right amount of communication about diversity, equity, and inclusion; 24% feel their leadership is not doing enough, and 13% say their leadership is doing too much. One in 10 are unsure about how they feel (see Figure 6).

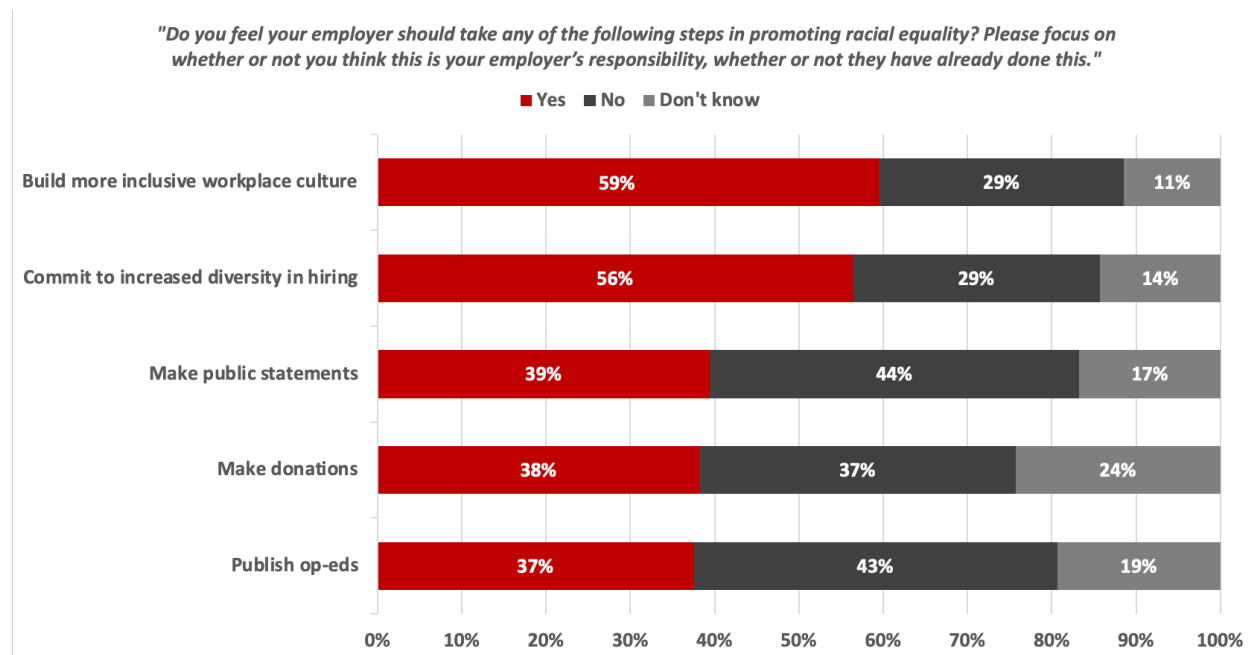
Figure 6: Respondent Perceptions of Their Leadership’s DEI Communication in the Workplace



Perceptions of leadership’s DEI communication in the workplace varies by gender and employee position. Specifically, women are nearly twice as likely as men to say communication does not go far enough (33% and 17%, respectively); likewise, those in non-managerial roles (27%) are more likely than executives (15%) and management (20%) to say leadership is not doing enough.

When it comes to taking steps in promoting equality, a majority of employed adults feel it is their employer's responsibility to commit to increased efforts toward more diverse hiring practices (56%) and making efforts to build a more inclusive workplace culture (59%). Individuals are more split, however, as to whether or not employers should make public statements, give donations to groups promoting racial equality, or publish op-eds on racial equality in the workplace; in each case, about four in 10 feel their employers should, while another four in 10 feel their employers should not (see Figure 7).

Figure 7: Steps Employers Should Take in Promoting Racial Equality



For all aforementioned steps employers might take in promoting racial equality, Democrats are more likely than their counterparts to say employers should take each step.

About three-quarters (76%) of respondents who completed graduate work believe employers have a responsibility to build a more inclusive workplace.

Women (61%), employed individuals aged 18 to 34 (64%), and those who identify as LGBTQ+ (68%) are more likely than their counterparts to say employers should commit to increased diversity in hiring practices.

Those aged 18 to 34 (46%) and 35 to 54 (40%) are more likely than older employed individuals (28%) to feel employers should release public statements on racial equality. Respondents who completed graduate work agree (57%) this is an employer's responsibility. However, respondents who do not have a disability (46%) and are heterosexual (46%) are more likely than their counterparts to say releasing public statements is *not* an employer's responsibility.

Regarding making donations to relevant organizations, those aged 18 to 34 (44%) and 35 to 54 (40%) are again more likely than older employed individuals (26%) to say this is a step employers should take in promoting racial equality. Executives (52%) and those in management (43%) are more likely than those in non-managerial positions (34%) to also feel this way. On the other hand, men (41%), Midwesterners (46%), and heterosexual respondents (39%) are more likely than their counterparts to say making donations is *not* an employer's responsibility.

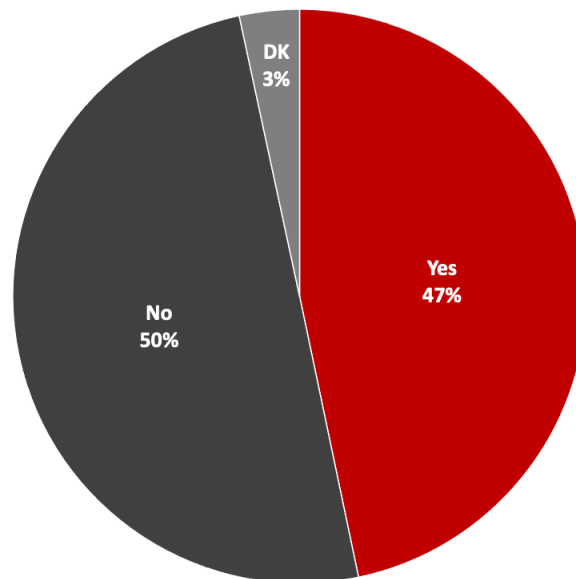
And in terms of publishing op-eds which promote racial equality, respondents who completed graduate work (52%) and those who identify as LGBTQ+ (48%) are most likely to say this is an employer's responsibility. Nonetheless, employed individuals aged 55 and older (55%) and Protestants (55%) are more likely than their counterparts to say publishing op-eds on racial equality is *not* an employer's responsibility.

Personal Experiences with DEI in the Workplace

Almost half (47%) of all employed individuals say they have participated in some type of training or learning and development on diversity, equity, and inclusion in the past two years, while half (50%) say they have not (see Figure 8).

Figure 8: Respondent Participation in DEI Training in Past Two Years

"Have you or have you not participated in any training or learning and development on diversity, equity, and inclusion in the past 2 years?"

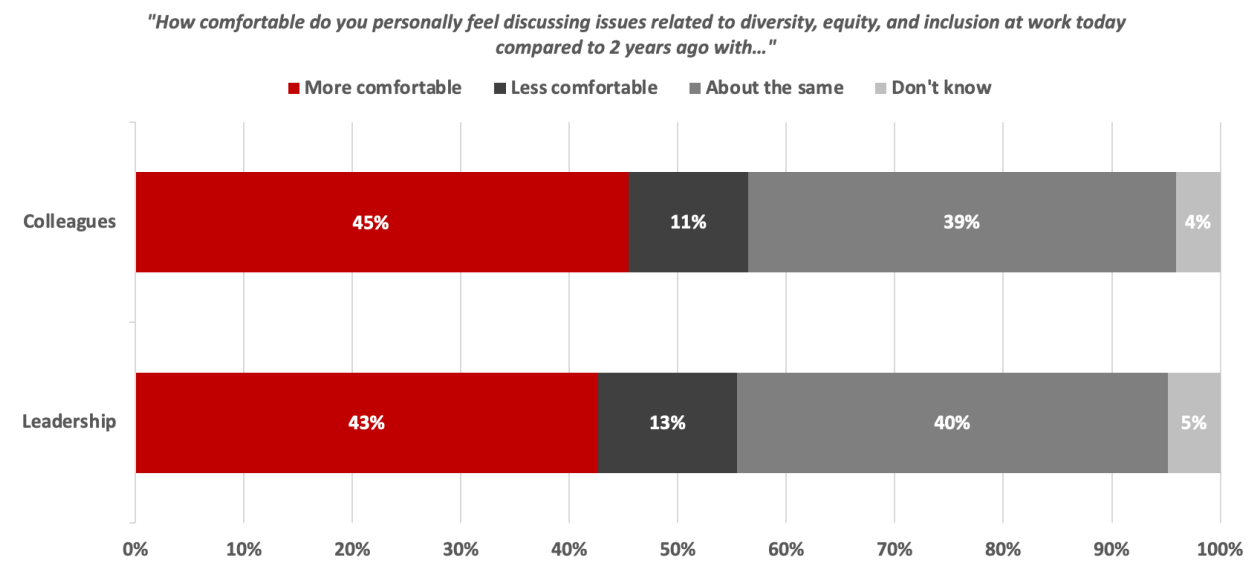


Democrats are more likely (55%) than independents (46%) or Republicans (36%) to say they have participated in a training in the past two years. Nearly three-quarters (73%) of respondents who have completed graduate work report having participated in DEI training in the past two years compared to those with less schooling. Those who identify as having a disability or chronic condition are also more likely to have done training (61%) than those who do not (44%).

Respondents in non-managerial roles (56%), however, are more likely than managers or executives to say they have *not* participated in any DEI training in the past two years, as are those who identify as heterosexual or straight (52%), compared to those who identify as part of the LGBTQ+ community (39%).

A plurality of employed adults feel more comfortable discussing issues related to diversity, equity, and inclusion at work nowadays than they did two years ago with their colleagues (46%) and with leadership (43%). About four in 10 say they feel about the same discussing it with them today as they did two years ago (see Figure 9).

Figure 9: Current Comfort with Discussing Diversity, Equity, and Inclusion at Work Compared to Two Years Ago

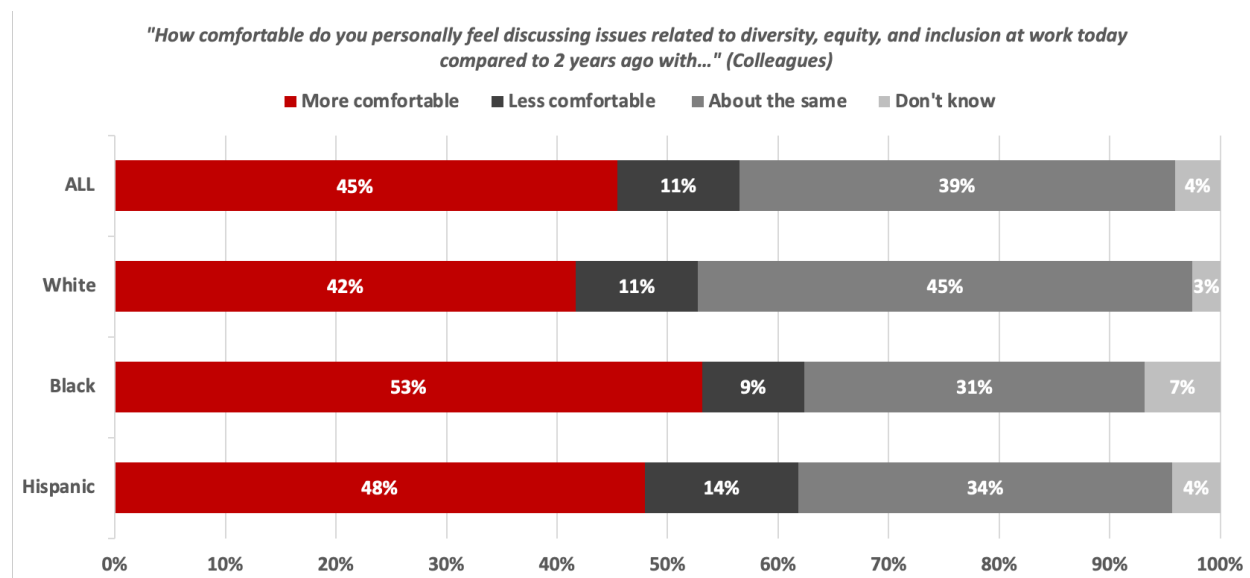


Democrats (52%), younger employees (53%), Westerners (61%), and executives (59%) are more likely to say they feel more comfortable discussing issues of diversity, equity, and inclusion with their colleagues than they did two years ago as compared to their counterparts.

Respondents with a disability, on the other hand, are twice as likely to say they are less comfortable (19%) discussing DEI issues with work colleagues than they were two years ago, compared to those without a disability (9%).

White employees (45%) are more likely than Black employees (31%) or Hispanic employees (34%) to say they feel about the same discussing these issues with their colleagues as they did two years ago; the latter two groups (53% and 48%, respectively), on the other hand, are more likely than White respondents (42%) to say they feel more comfortable than they did a couple of years ago (see Figure 10). Employed individuals who identify as heterosexual or as Protestant show similar patterns compared to their counterparts.

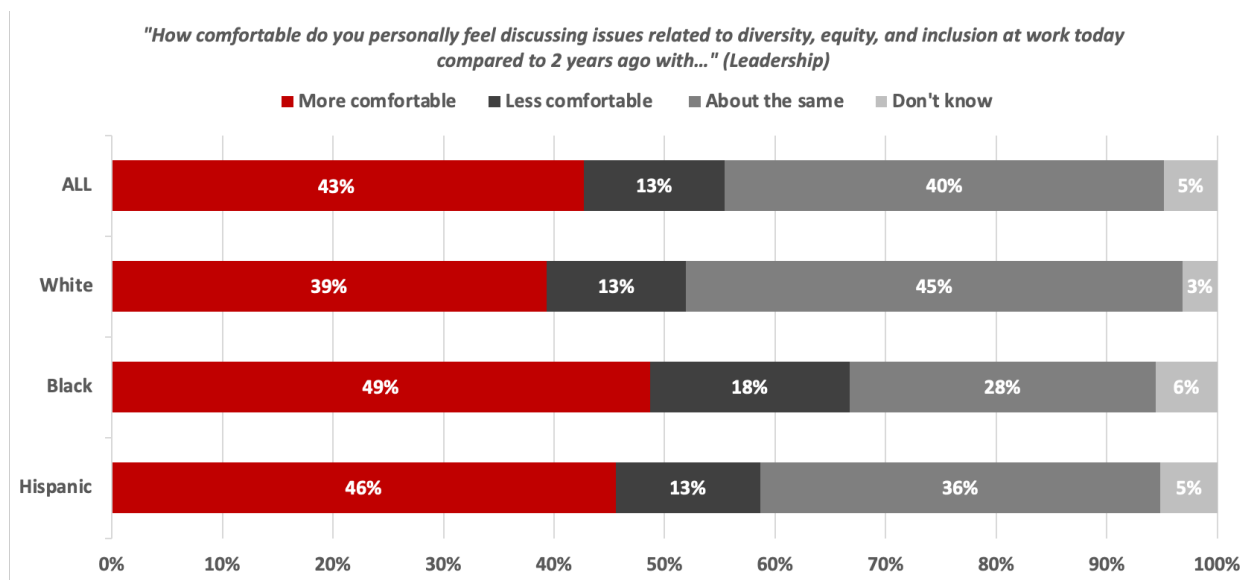
Figure 10: Current Comfort with Discussing Diversity, Equity, and Inclusion with Work Colleagues Compared to Two Years Ago by Race and Ethnicity



Somewhat similar patterns emerge when respondents are asked about their comfort discussing these issues with leadership. White respondents (45%) are, once again, more likely than Black respondents (28%) or Hispanic respondents (36%) to say they feel about the same discussing

these issues with leadership as they did two years ago; the latter two groups (49% and 46%, respectively), on the other hand, are more likely than White respondents (39%) to say they feel more comfortable than they did a couple of years ago (see Figure 11).

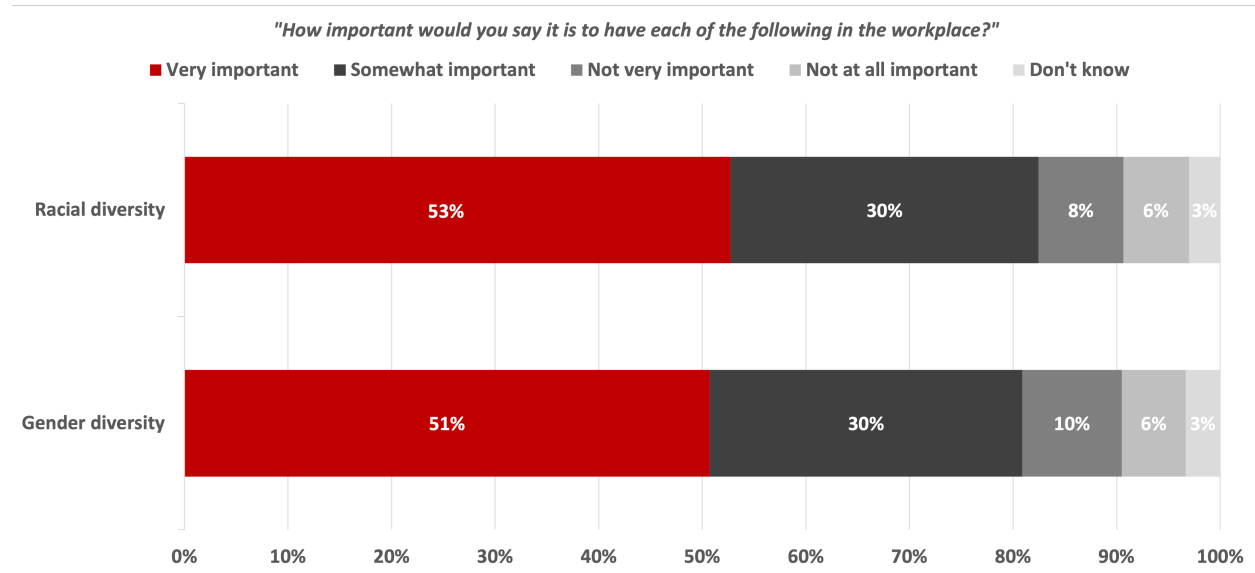
Figure 11: Current Comfort with Discussing Diversity, Equity, and Inclusion with Work Leadership Compared to Two Years Ago by Race and Ethnicity



Those in non-management roles (44%), and heterosexual respondents (43%) are more likely than their counterparts to say they feel about as comfortable discussing DEI issues with leadership as they did two years ago. Westerners (54%) are more comfortable than those living in other regions of the country having these conversations with leadership now, as compared to two years ago.

Overwhelming majorities view racial and gender diversity as important in the workplace: in each case, about half say it is “very” important, and another three in 10 say it is “somewhat” important. About one in 10 in each case say it is “not very important,” and one in 20 say “not at all important” (see Figure 12).

Figure 12: Importance of Racial and Gender Diversity in the Workplace

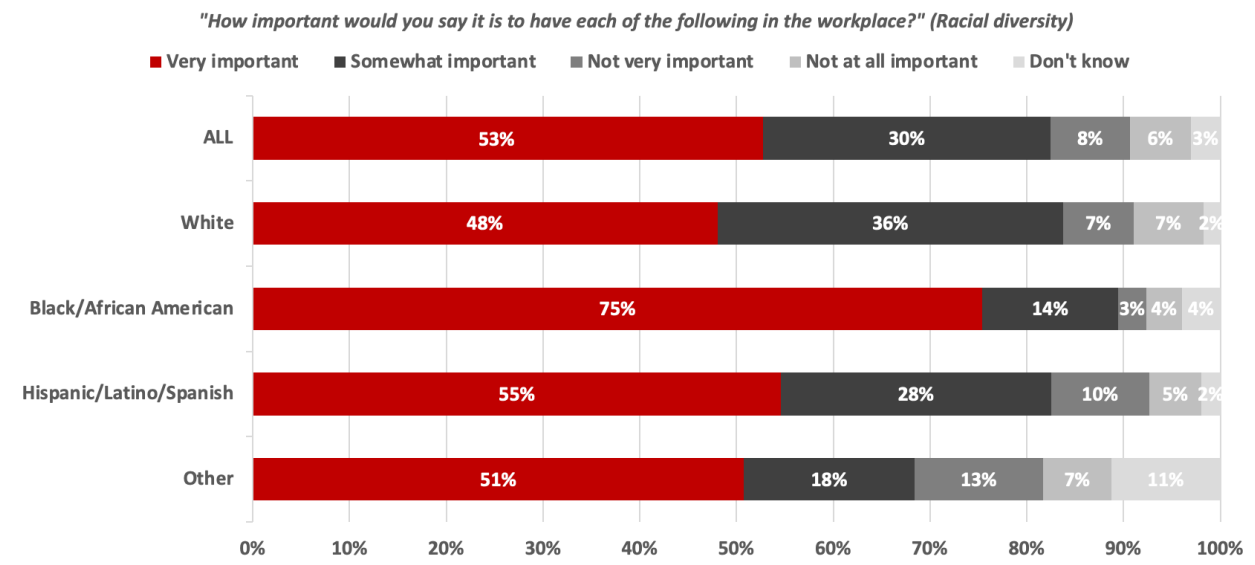


Democrats are more likely (63%) than independents (54%) and Republicans (36%) and women (58%) are more likely than men (48%) to say racial and ethnic diversity is “very important” in the workplace. Three-quarters of Black respondents say it is “very important” (75%), compared to half (48%) of White respondents and just over half (55%) of Hispanic respondents (see Figure 13).

Regarding gender diversity, Democrats (66%) are again more likely than independents (48%) and Republicans (33%), and women (58%) more likely than men (44%), to say it is “very important” to have in the workplace. Three-quarters of Black respondents (75%) say it is “very important,” compared to about half of White respondents (48%) and Hispanic (49%) respondents.

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Figure 13: Importance of Racial Diversity in the Workplace by Race and Ethnicity



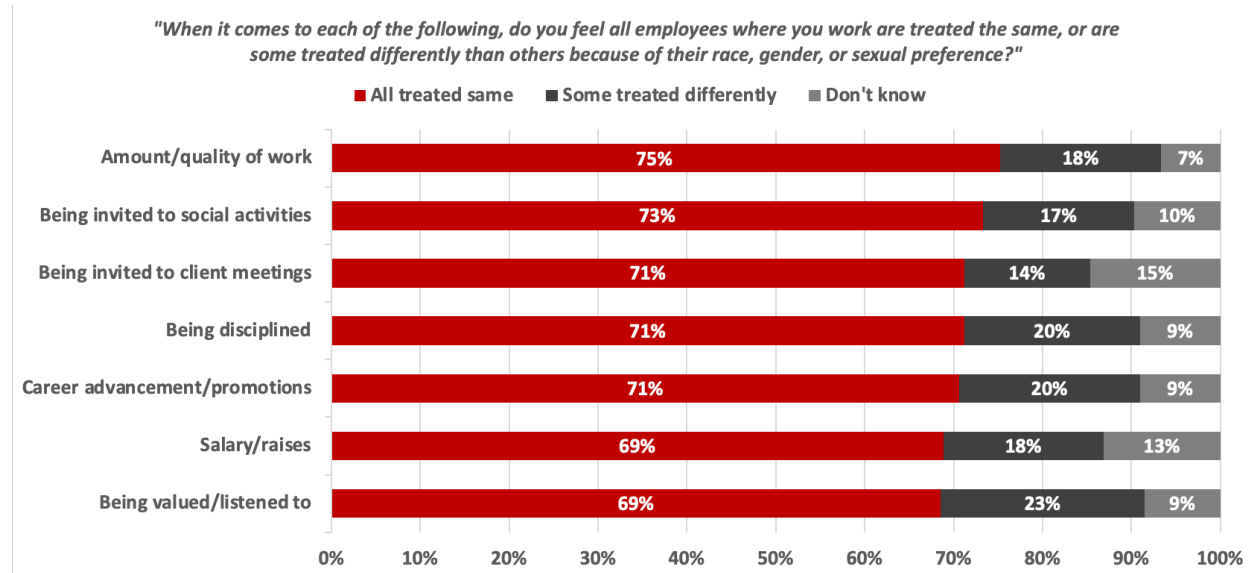
Westerners are more likely to say gender diversity at work is “very important” (64%), compared to half of Northeasterners (50%), 37% of Midwesterners, and about half (49%) of Southerners. Respondents who identify as having a disability are also more likely to say gender diversity is “very important” compared to their counterparts (63% and 48%, respectively).

Discrimination and Offensive Behaviors in the Workplace

About seven in 10 individuals feel everyone where they work – regardless of their race, gender, or sexual preference – is treated the same when it comes to various aspects of the workplace: 75% say so about the amount and quality of work assignments; 73% about being invited to employee social activities; 71% each about career advancement and promotion, being disciplined, and being invited to client meetings; and 69% each about being valued and listened to and salaries and raises (see Figure 14).

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Figure 14: Employees Treated the Same or Differently Because of Race, Gender, Sexual Preference at Workplace



The perception of all employees being treated the same in the workplace is complicated by respondent characteristics. For all of the aspects of the workplace listed above, heterosexual employed individuals are more likely to say all employees are treated the same as compared to employed individuals who identify as LGBTQ+.

Regarding the amount and quality of work assignments, Democrats (22%) and independents (19%) are more likely than Republicans (12%) to say some employees are treated differently. Likewise, about three in 10 Black respondents (31%) say some employees are treated differently, compared to 16% of White and 21% of Hispanic respondents.

In terms of being invited to social activities, Republicans (80%), men (77%), and employed individuals who do not have a disability (75%) are most likely to say that all employees are treated the same in the workplace. Interestingly, while only 15% of executives and 14% of employees in non-management positions say that some employees are treated differently than others, a quarter (25%) of those in management maintain this stance.

Regarding being invited to client meetings, White respondents (76%) and those aged 55 and older (80%) are more likely than their counterparts to say all employees are treated the same. Eighty-seven percent of executives also say this, as compared to 68% of management and 71% of those in non-management roles. Interestingly, executives and non-management employees are equally likely to say some employees are treated differently (each at 11%), while those in management positions are twice as likely to feel this way (23%).

When it comes to being disciplined, Republicans (79%) and men (76%) are most likely to say all employees are treated the same. Nearly four in 10 Black respondents (38%), however, contend some employees are treated differently, as compared to White respondents (16%) and Hispanic (24%) respondents.

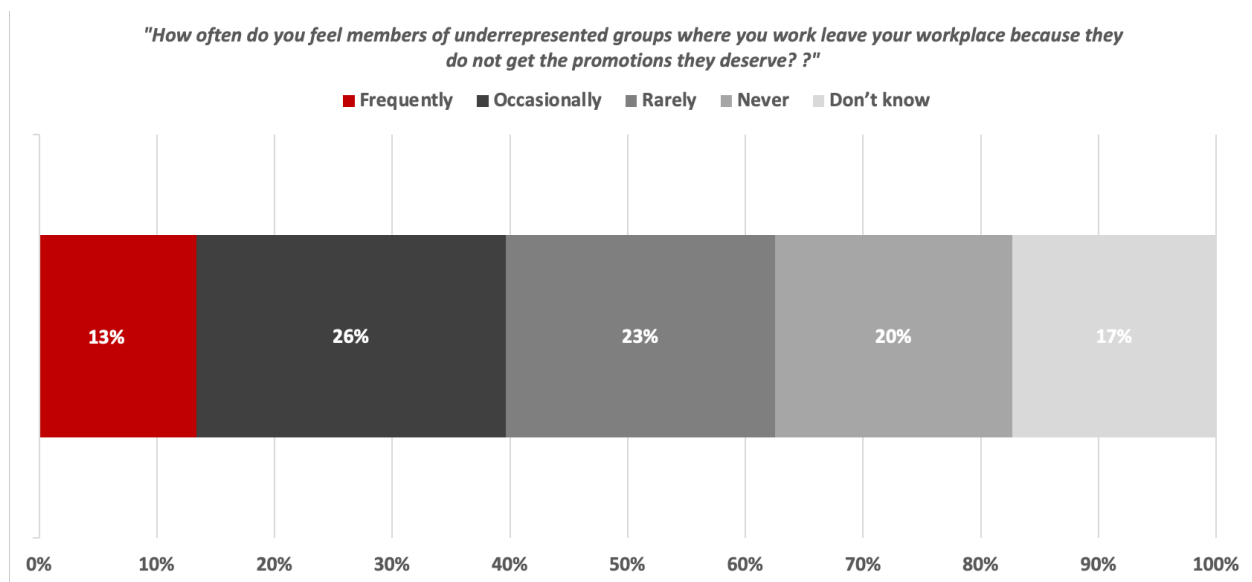
In terms of career advancement and promotions, Republicans (80%) and men (77%) are more likely than their counterparts to say all employees are treated the same. White respondents are more likely to say all employees are treated the same (77%), as compared to Black (50%) and Hispanic (66%) respondents.

Regarding salary and compensation, Republicans (77%), men (73%), and those who do not have a disability (71%) are most likely to say all employees are treated the same.

And finally, when it comes to being valued and listened to, men (70%) and employed individuals who do not have a disability (71%) are most likely to say all employees are treated the same. White respondents are more likely to say all employees receive the same treatment (73%), as compared to Black (58%) and Hispanic (63%) respondents.

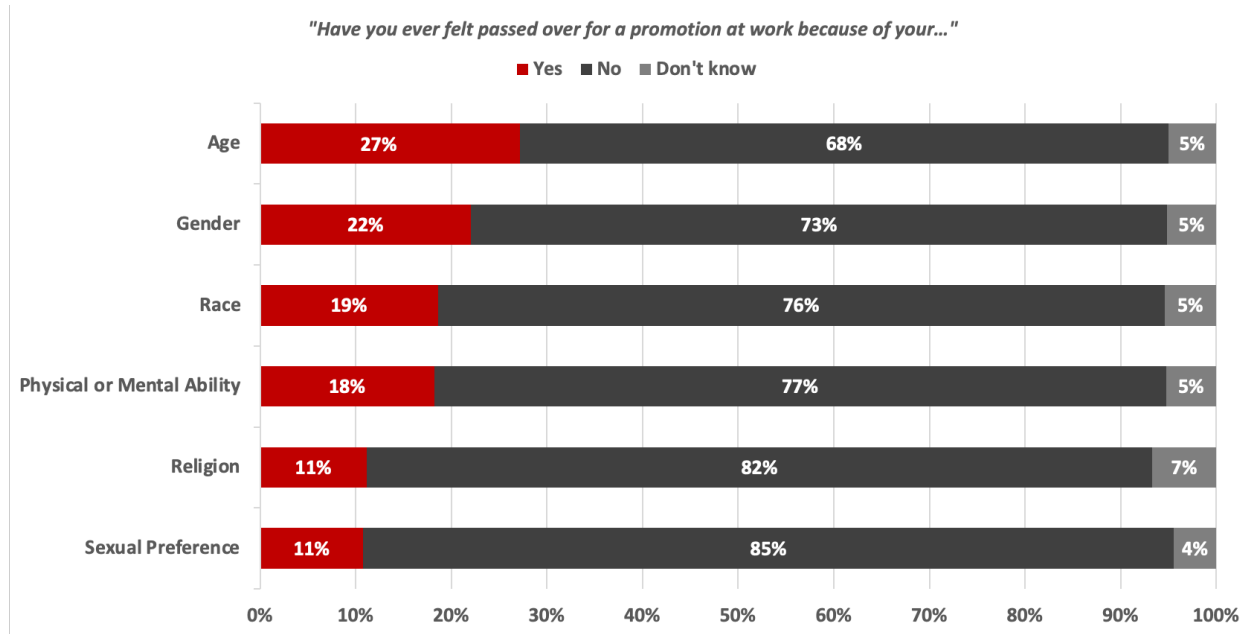
About one in 10 respondents feel members of underrepresented groups where they work have “frequently” left their workplace because they do not get the promotions they deserve, and a quarter (26%) feel this has happened “occasionally”; another 23% feel it has “rarely” happened, 20% say “never,” and 17% are unsure (see Figure 15).

Figure 15: How Often Members of Underrepresented Groups Leave Respondent’s Workplace Due to Lack of Promotion



Some respondents themselves have felt passed over for a promotion at work due to various individual-level factors: 27% report feeling passed over because of their age, 22% because of their gender, 19% because of their race, 18% due to physical or mental ability, and 11% each due to religion or sexual preference (see Figure 16).

Figure 16: Felt Passed Over for a Promotion at Work Because of Individual Characteristic

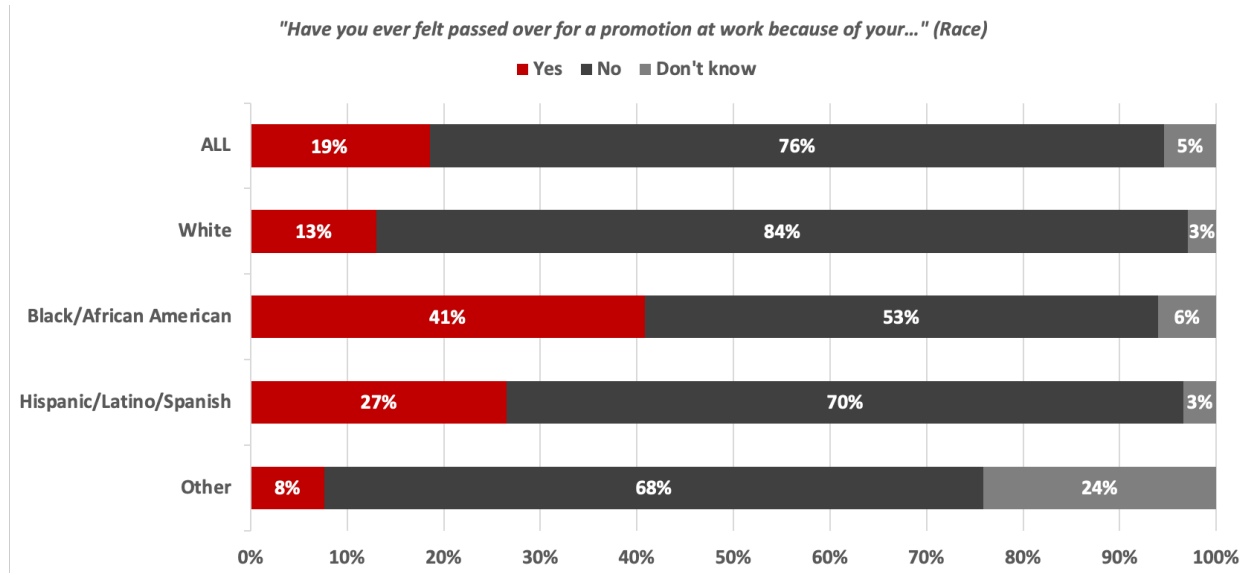


Younger respondents are more likely to say they felt passed over for a promotion due to their age (34%) than respondents aged 35 to 54 (25%) and respondents aged 55 and older (24%).

Twenty-five percent of women say they have felt passed over for a promotion due to their gender compared to 18% of men.

Black respondents are much more likely to say they have felt passed over for a promotion based on their race (41%), as compared to White respondents (13%) and Hispanic respondents (27%) (see Figure 17).

Figure 17: Felt Passed Over for a Promotion at Work Because of Race by Race and Ethnicity

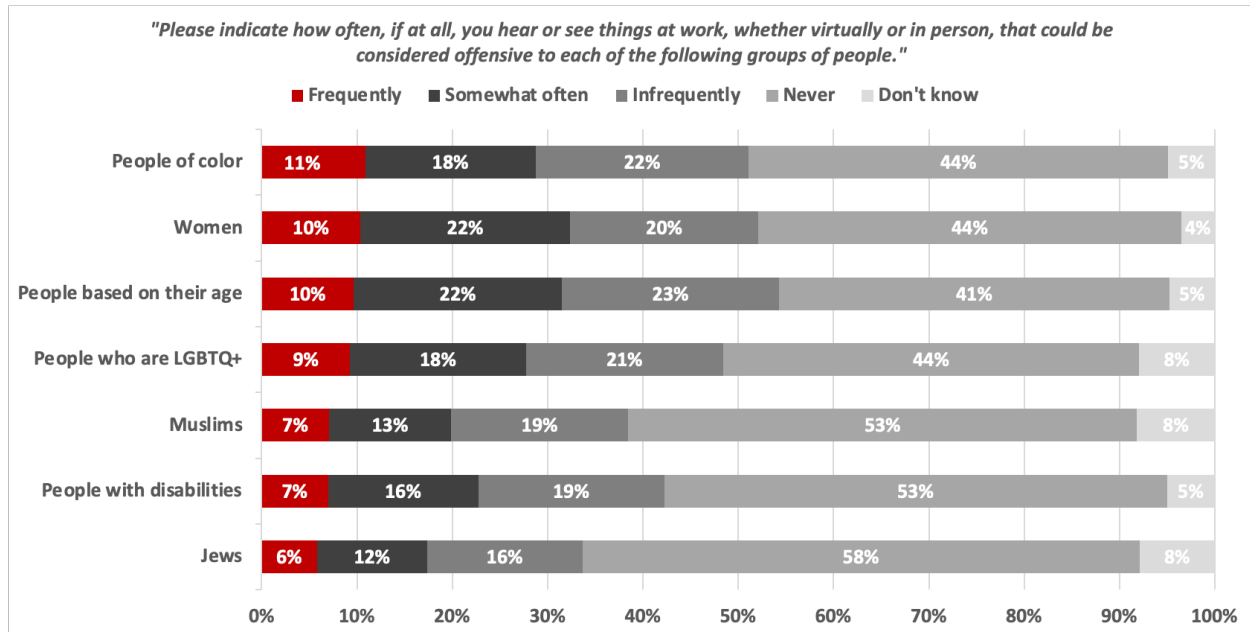


Respondents who report having a disability are more than three times as likely as those who do not have a disability to say they have felt passed over for a promotion due to their physical or mental ability (45% versus 13%). Respondents who identify as being LGBTQ+ are more than twice as likely as their heterosexual counterparts to say they have felt passed over for a promotion due to their sexual preference (19% versus 9%).

Two-thirds or more of individuals say they “infrequently” or “never” hear or see things at work, whether virtually or in person, that could be considered offensive to various groups of people. Nevertheless, a notable number report hearing or seeing things “frequently” or “somewhat often”: 32% say they “frequently” or “somewhat often” hear or see things about women; 32% say the same about people based on age; 29% about people of color or other ethnic groups; 27% about members of the LGBTQ+ community; 20% about Muslims; 23% about people with disabilities; and 18% about members of the Jewish community (see Figure 18).

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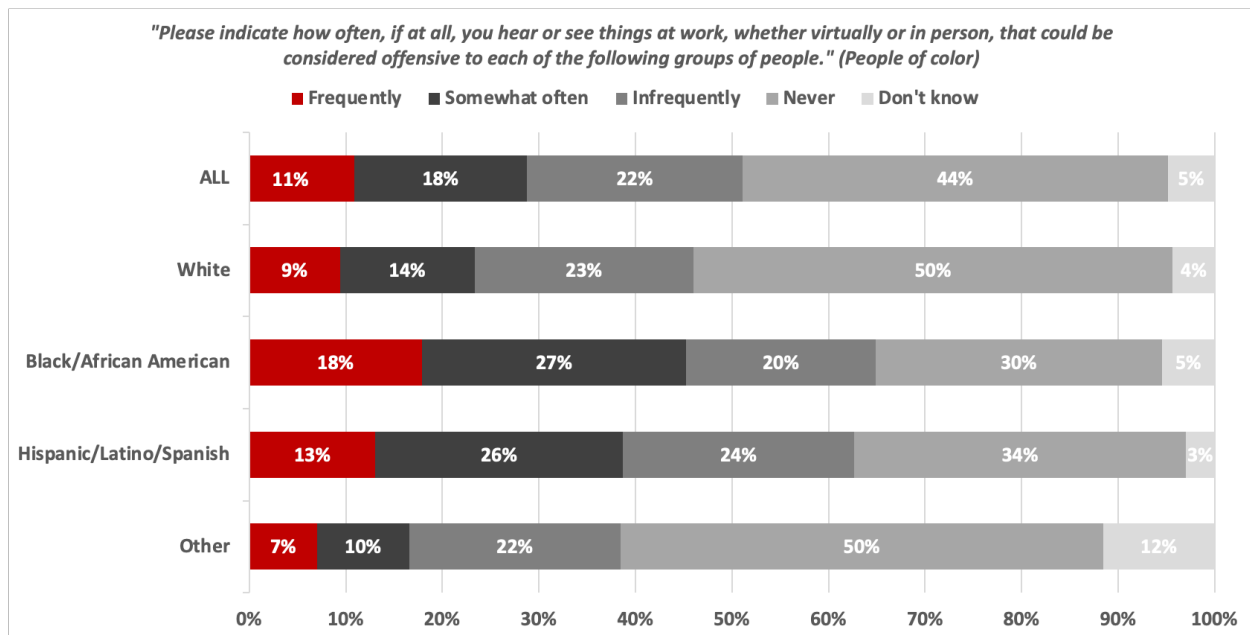
Figure 18: How Often Respondent Hears or Sees Things at Work That Could Be Considered Offensive



Black respondents (45%) and Hispanic respondents (39%) are more likely than White respondents (23%) to report hearing offensive things about people of color at work at least “somewhat often” (see Figure 19).

Figure 19: How Often Respondent Hears or Sees Things at Work That Could Be Considered Offensive to People of Color by Race and Ethnicity

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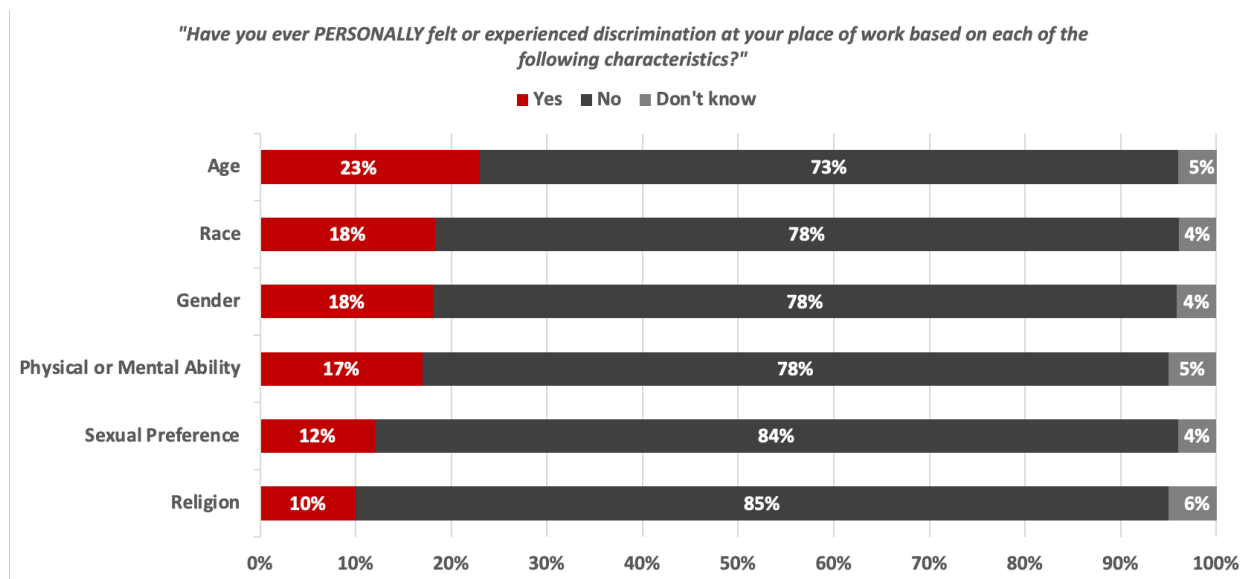
Thirty-nine percent of those aged 18 to 34 report hearing offensive things about people based on their age at work frequently or somewhat often compared to 30% of those aged 35 to 54 and 23% of those aged 55 and older.

Respondents who identify as LGBTQ+ are more likely than those who identify as heterosexual to report hearing offensive things at work about people who are LGBTQ+ at least "somewhat often" (36% versus 25%).

Respondents who have a disability are more likely to report hearing offensive things about people with disabilities at work “frequently” or “somewhat often” (34%) compared to those who do not identify as having a disability (20%).

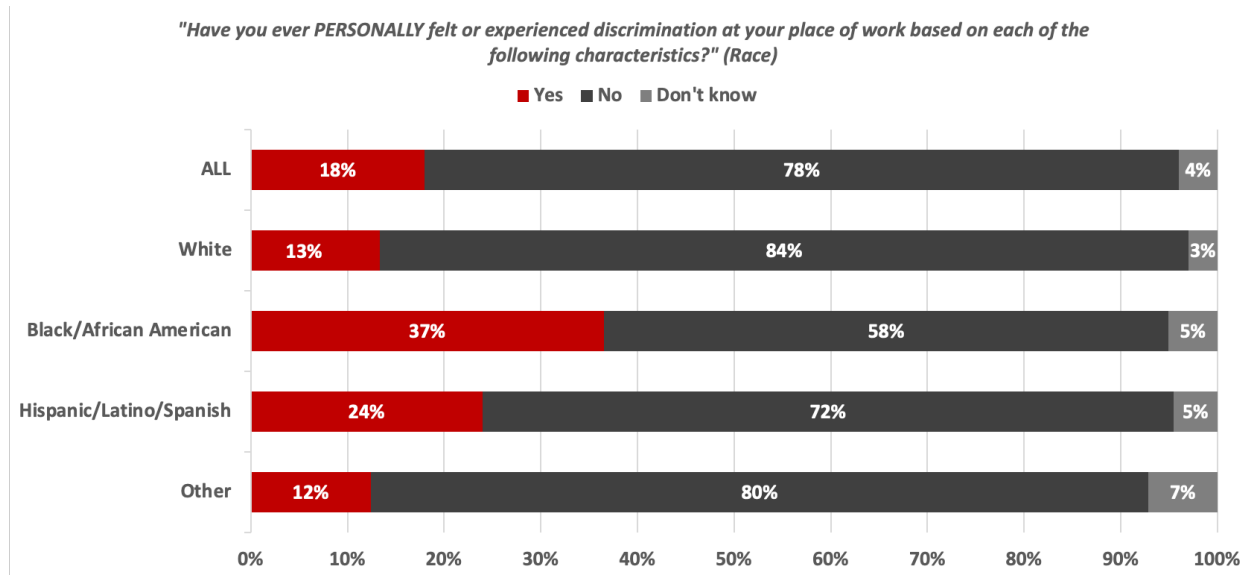
A number of employed individuals report personally having felt or experienced discrimination at their place of work based on various characteristics: 23% say they have been discriminated against due to their age, 18% each because of their race or gender, 17% because of their physical or mental ability, 12% because of their sexual preference, and 10% because of their religion (see Figure 20).

Figure 20: If Respondent Ever Personally Felt or Experienced Discrimination at Workplace



Black respondents are more likely to report being discriminated against at work based on their race (37%), compared to Hispanic respondents (24%) and White (13%) respondents (see Figure 21).

Figure 21: If Respondent Ever Personally Felt or Experienced Discrimination at Workplace Based on Race by Race and Ethnicity



Those who report having a disability are three times as likely to say they have been discriminated against at work based on their physical or mental ability compared to those who report not having a disability (36% versus 13%).

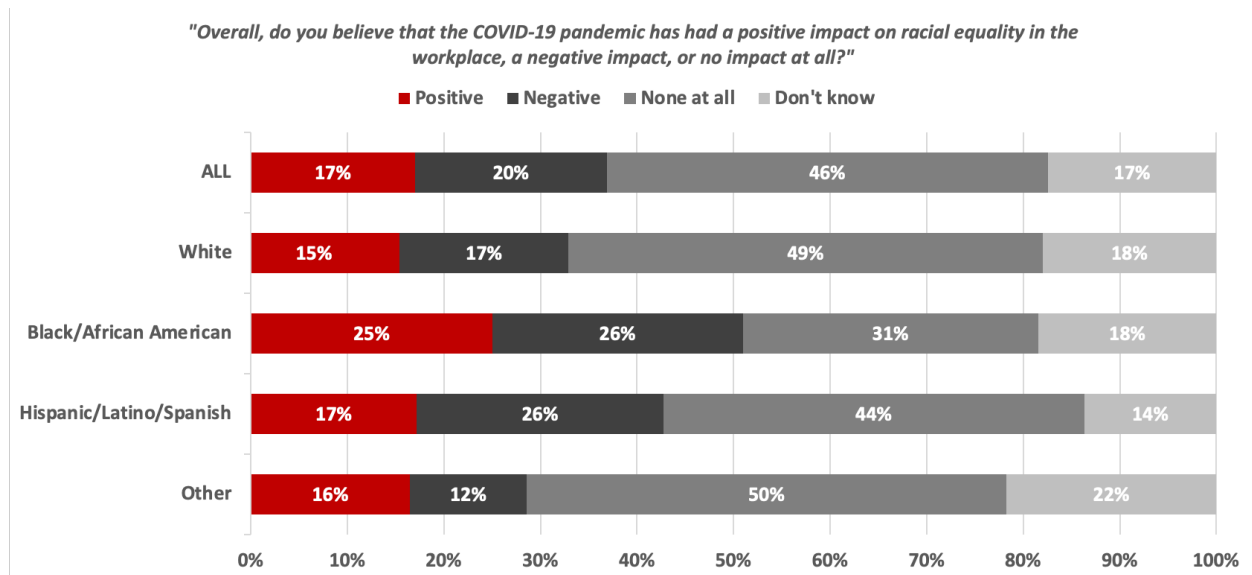
COVID-19's Impact on Diversity, Equity, and Inclusion in the Workplace

When it comes to the COVID-19 pandemic's impact on racial equity in the workplace, almost half (46%) of employed individuals nationwide feel the pandemic has had no impact, one in five feel it has had a negative impact (20%), and almost one in five say a positive impact (17%); 17% are unsure.

Black respondents and Hispanic respondents are equally likely to say the pandemic has had a negative impact on racial equity in the workplace (both 26%), and both groups are significantly more likely to say this compared to 17% of White respondents. It is important to note that while about one-quarter of Black respondents say the pandemic has had a negative impact on

racial equity at work, however, a near equal number (25%) say the pandemic has actually had a positive impact (see Figure 22).

Figure 22: Impact COVID-19 Pandemic Has Had on Racial Equality in the Workplace by Race and Ethnicity



Democrats (24%) and executives (39%) are more likely than their counterparts to say the pandemic has had a positive impact on racial equity in the workplace.

Respondents who said the pandemic has had either a positive or negative effect were then prompted to further explain their answer in just a few words. Among those who say the pandemic has had a *positive* impact on racial equity at work, 22% say there is an increased sense of being “in this together”; 14% say there is an increased awareness of race-based issues; 11% say the pandemic has increased employment opportunities especially for minority groups; 2% say there is a reduced opportunity for offensive behavior; and 1% say the diversity in applicant pools has increased due to remote work.

An additional 38% give some other reason, 9% provide no specific reason, and 3% don't know why they think the pandemic has had a positive impact on racial equity in the workplace.

Among those who say the pandemic has had a *negative* effect on racial equity at work, 15% report the pandemic has increased negative attitudes generally or that the pandemic has had a generally negative impact all around; 14% report an increase in discrimination; 13% say there has been a disproportionate impact in terms of employment, including workplace safety, and health for minority groups; 4% say the pandemic has exacerbated pre-existing issues; 3% feel focus on DEI initiatives has shifted to pandemic-related issues; another 3% report feeling negatively toward racial equity discussions; and 2% say the pandemic has decreased people's exposure to diverse working environments.

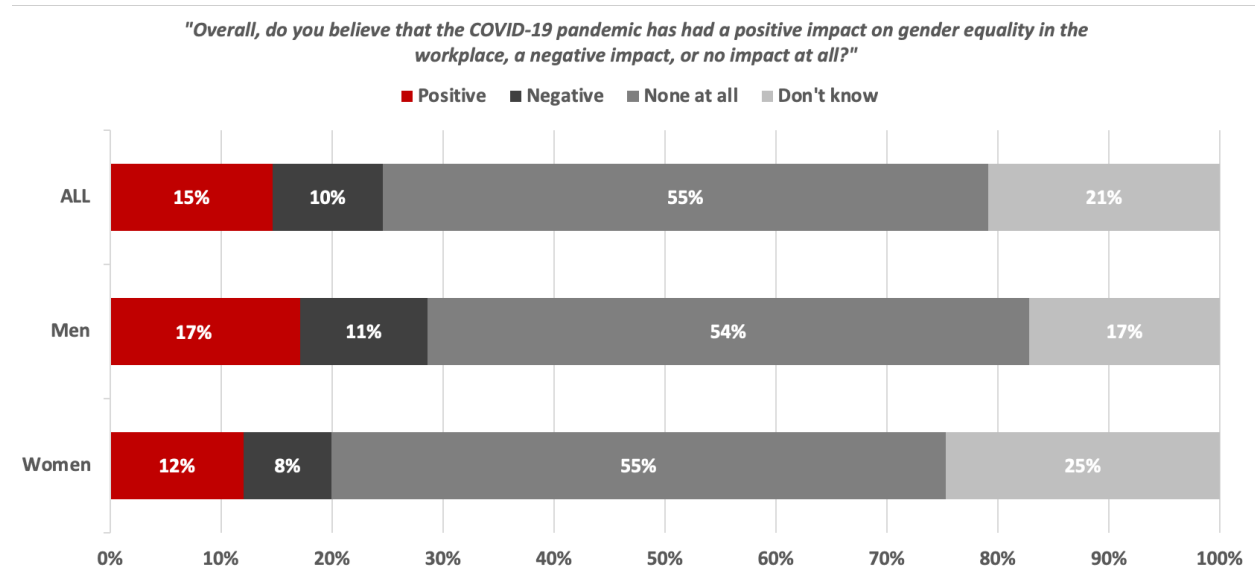
An additional 17% give some other reason, 17% provide no specific reason, and 6% don't know why they believe the pandemic has had a negative impact on racial equity in the workplace (for verbatim responses, see Appendix C).

When it comes to the pandemic's impact on gender equity in the workplace, just over half (55%) feel the pandemic has had no impact, one in 10 feel it has had a negative impact (10%), and more than one in 10 say a positive impact (15%); 21% are unsure.

Men are more likely to say that the pandemic has had a positive impact on gender equity at work (17%) compared to women (12%) (see Figure 23). Executives (33%) and respondents who report having a disability (23%) are also more likely than their counterparts to say the pandemic has had a positive impact on gender equity in the workplace.

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Figure 23: Impact COVID-19 Pandemic Has Had on Gender Equality in the Workplace by Gender



Respondents who indicated they felt the pandemic has had either a positive or negative impact on gender equity in the workplace were also prompted to expand on their thoughts as to why. Among those who felt the pandemic has had a *positive* effect, 17% say the pandemic has increased the “in this together” mentality; 12% report there are increased employment opportunities for women and gender minorities; 7% say the pandemic has increased awareness of gender-based issues, 4% feel there is a better work-life balance; 2% feel there is an decreased opportunity for offensive behavior; and 1% say the pandemic has increased gender diversity in the applicant pool due to remote work.

Forty-six percent of respondents give some other reason for why they think the pandemic has had a positive impact on gender equity at work, 11% provide no specific reason, and 1% are unsure why they believe the pandemic has had a positive impact (for verbatim responses, see Appendix C).

Among respondents who thought the pandemic had a *negative* impact on gender equity in the workplace, 12% mention the unequal gendered division of household labor and child care in balancing work and home life; 10% say the pandemic has had a disproportionate impact on employment, including workplace safety, and health for women and gender minorities; 9% feel the pandemic has generally increased negative attitudes or has had a negative impact all around; 5% feel the pandemic decreases exposure to diverse working environments; 3% feel focus on DEI efforts at work has shifted to pandemic-related issues; 3% report increased levels of discrimination; and 1% believe the pandemic has exacerbated pre-existing issues.

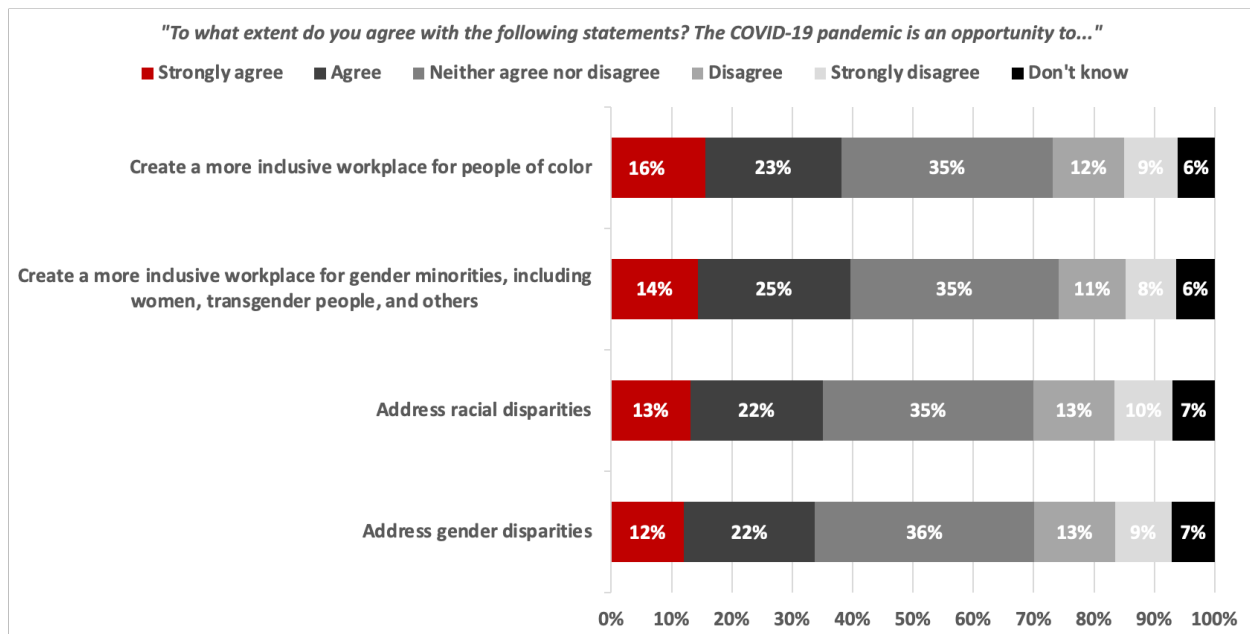
An additional 37% of respondents provide some other reason, 12% do not provide a reason, and 8% do not know why they feel the pandemic has had a negative impact on gender equity in the workplace.

Respondents are split as to whether the pandemic is an opportunity to directly address racial disparities and to create a more inclusive workplace for people of color. Thirty-five percent of respondents agree the pandemic is an opportunity to address racial disparities in the workplace, while 23% disagree, and another 35% do not take a side. A slightly larger percentage of respondents (39%) agree the pandemic is an opportunity to create a more inclusive workplace for people of color; about one in five (21%) disagree and 35% take no side (see Figure 24).

Numbers are similar when respondents are asked whether the pandemic presents an opportunity to address *gender* disparities and create a more inclusive workplace for women and other gender minorities. Thirty-four percent agree the pandemic is an opportunity to directly address gender disparities in the workplace, 22% disagree, and 36% do not take a side. About four in ten (39%) agree the pandemic presents an opportunity to create a more inclusive

workplace for women and other gender minorities, while about one in five (19%) disagree, and 35% take no side (see Figure 20).

Figure 24: Respondent Thoughts on the Pandemic as an Opportunity to Address Racial and Gender Disparities and Create a More Inclusive Workplace



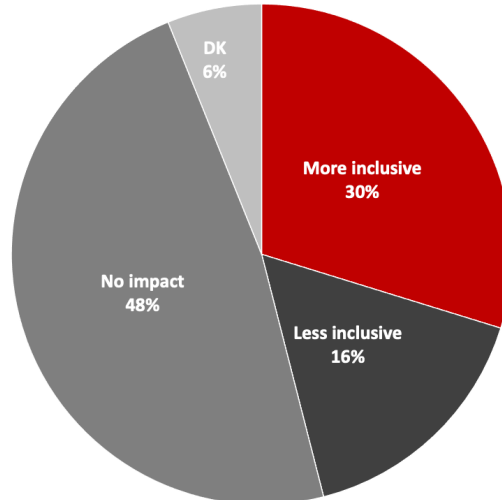
Remote Work's Impact on Diversity, Equity, and Inclusion in the Workplace

For those who have been able to work remotely, 48% say working remotely has had no impact on how inclusive their work environment is; 30% say remote work has facilitated a more inclusive environment, while 16% say it has facilitated a less inclusive environment (see Figure 25).

Democrats are more likely to say that remote work has facilitated a more inclusive work environment (37%) compared to independents (20%) and Republicans (25%). Executives agree; 46% say it has created a more inclusive environment as compared to management (30%) and non-management (26%).

Figure 25: Whether COVID-19 Pandemic Has Facilitated a More or Less Inclusive Workplace Environment

"Thinking about the COVID-19 pandemic, do you think that working remotely has facilitated a more inclusive environment in your company, a less inclusive environment, or has it had no impact either way?"



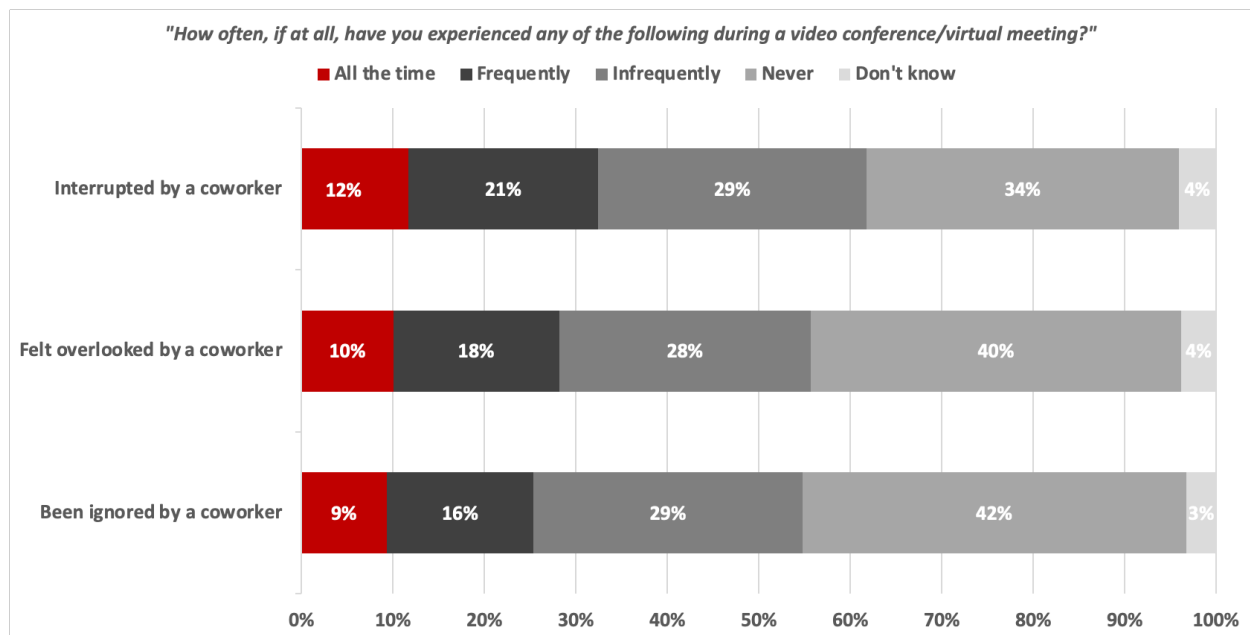
Similarly, when it comes to experiencing discrimination or unfair treatment, half (50%) of all employed individuals feel about as safe working remotely as they did when working in an office or facility. Another 35% say they have felt safer, while just 9% say they have felt less safe.

Democrats are more likely to say they have felt safer from discrimination and unfair treatment (46%), compared to independents (30%) and Republicans (19%). Executives are also more likely to report feeling safer (47%), compared to management and those in non-management roles (each at 34%).

Some individuals who have worked remotely during the pandemic have had negative experiences during video conferences or virtual meetings. About a third say they have been interrupted by a coworker "all the time" (12%) or "frequently" (21%) during a video call. Ten percent say they are overlooked by a coworker "all the time" when in these types of meetings;

18% say they are “frequently” overlooked. Nine percent say they have been outright ignored by a coworker “all the time” in a virtual setting; another 16% say they have “frequently” been ignored (see Figure 26).

Figure 26: How Often Respondent Had Negative Experiences During a Video Conference or Virtual Meeting



Regarding being interrupted by a coworker during a video conference or virtual meeting, Hispanic respondents are twice as likely to say this happens “all the time” (22%) than White respondents (11%) and three times more likely to say this than Black respondents (7%). And while those aged 18 to 34 and 35 to 54 are nearly equally likely to report being interrupted as an “all the time” occurrence (14% and 15%, respectively), only 2% of those aged 55 and older say this happens “all the time” to them. Three in 10 executives (29%) report being interrupted all the time in virtual settings, about double the rate of those in management (14%) and quadruple the rate of those in non-managerial positions (7%).

When respondents are asked about being overlooked during a video conference or virtual meeting, age dynamics change. Employed individuals aged 18 to 34 are most likely to say they are overlooked “all the time” (17%), compared to those aged 35 to 54 (10%) and 55 and older (2%). Executives, again, report that they are overlooked “all the time” at a much higher rate (26%), compared to management (9%) and those in non-management roles (7%). Employees with a disability also say this happens “all the time” (17%) at more than double the rate of employees without a disability (8%).

When asked about being ignored in virtual settings, Democrats report being ignored all the time (14%) at double the rate of Republicans (7%) and nearly five times the rate of independents (3%). Those with the lowest level of education (16%) and with the highest level of education (14%) report being ignored all the time at higher rates than peers with some college education (5%) or a college degree (6%). In a continuation of the patterns listed for other virtual behaviors, 24% of executives say they are ignored “all the time” compared to 11% of management and 5% of those in non-management positions.

Employed individuals without a disability report “never” being ignored in virtual settings (46%) at a higher rate than those with a disability (32%).

Reasons Behind Racial and Gender Equity’s Importance

Between approximately 50 to 60% of employed individuals see racial equity in the workplace as important for a variety of reasons. Sixty-one percent say it gives people an equal opportunity to succeed, 60% say it provides other perspectives that contribute to the overall success of companies and organizations, and 53% say it makes good business sense because it increases the supply of potential workers.

Women (67%) and those who are heterosexual (64%) are most likely to say racial diversity is important because it gives an equal opportunity to succeed.

In terms of racial diversity being important because it provides other perspectives that contribute to companies' overall success, Westerners (73%) and employed individuals with a disability (68%) are most likely to agree.

Westerners (68%) and respondents with a disability (62%) are most likely to feel that racial diversity in the workplace is important because it increases the supply of potential workers.

A similar number of respondents say the same about gender diversity in the workplace; 60% say it gives people an equal opportunity to succeed, 58% say it provides other perspectives that contribute to the overall success of companies and organizations, and 50% say it makes good business sense because it increases the supply of potential workers. Younger employed individuals and Westerners are most likely to agree with all of these reasons.

Women (65%) and heterosexual respondents (62%) are more likely than their counterparts to say that gender diversity at work is important because it gives people an equal opportunity to succeed. Hispanic respondents are more likely to feel gender diversity at work is important because it increases the supply of workers (60%).

Appendix A

SURVEY INSTRUMENT WITH FREQUENCIES

**Please note, totals may equal slightly more or less than 100% due to rounding.*

Consent/Intro

We are asking for your help on an important research study diversity and inclusion in the workplace. Your participation is incredibly important. The survey should only take approximately 10 minutes.

Your answers are confidential. Confidential means that the research records will include some information about you, and this information will be stored in such a manner that some linkage between your identity and the response in the research exists. After information that could identify you has been removed, de-identified information collected for this research may be used by or distributed to investigators for other research without needing additional permission from you.

Your participation is voluntary, you may end at any time, and you may skip questions you do not want to answer without penalty. All data will be securely stored with access limited to members of our research team.

If you have any questions about this research project, you may contact Rutgers University's Eagleton Center for Public Interest Polling director Dr. Ashley Koning at 848.932.8995 or via email at poll@eagleton.rutgers.edu.

If you have any questions about your rights as a research participant, you can contact the Institutional Review Board at Rutgers (which is a committee that reviews research studies in order to protect research participants) at: Arts & Sciences Institutional Review Board, Rutgers University, the State University of New Jersey. Liberty Plaza / Suite 3200 335 George Street, 3rd Floor, New Brunswick, NJ 08901, 732-235-9806, human-subjects@research.rutgers.edu.

If you do not wish to take part in the research, close this website address. If you wish take part in the research, follow the directions below. Please print out this consent form if you would like a copy of it for your files.

By beginning this research, I acknowledge that I am 18 years of age or older and have read and understand the information. I agree to take part in the research, with the knowledge that I am free to withdraw my participation in the research without penalty. Click "Agree" below to confirm your agreement and to begin the survey.

1 Agree

QD7. To ensure we are reaching people of all ages, would you please tell us your age?

_____ [OE response]

[IF QD7<18, SKIP TO CLOSING/DEBRIEF. IF REFUSED IN QD7, ASK:]

QD8 Would you be willing to tell us whether it's between...?

- | | |
|----|-------------|
| 77 | 17 OR UNDER |
| 1 | 18 - 20 |
| 2 | 21 - 24 |
| 3 | 25 - 29 |
| 4 | 30 - 34 |
| 5 | 35 - 44 |
| 6 | 45 - 49 |
| 7 | 50 - 54 |
| 8 | 55 - 64 |
| 9 | 65 OR OVER |

[IF QD8=77, SKIP TO CLOSING/DEBRIEF]

[recode of QD7 and QD8 combined]

18-34	34%
35-54	43%
55+	22%
Unweighted N=	850

Employment Screener

S1A. Which of the following best describes you?

- 1 Employed
- 2 Unemployed and actively looking for work
- 3 Unemployed and not actively looking for work
- 4 In the military
- 5 A homemaker or stay at home parent
- 6 Retired

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- 7 Or otherwise not employed
- 8 A student (VOL)
- 88 Unable to work (VOL)

[IF S1A= 3, 5, 6, 7, 8, 88)), SKIP TO DEMOGRAPHICS]

Employed	61%
Unemployed, actively looking	7%
Unemployed, not looking	1%
Military	0%
Homemaker/stay at home parent	4%
Retired	19%
Otherwise not employed	1%
Student	3%
Unable to work	4%
Unweighted N=	1316

[IF S1A=2]

S2 Were you employed at any point since March 2020?

- 1 Yes, full time
- 2 Yes, part time
- 3 No

[IF S2=3, SKIP TO DEMOGRAPHICS]

Yes, FT	52%
Yes, PT	27%
No	21%
Unweighted N=	89

[IF S2=1,2]

S3 Were you employed in the six months prior to March 2020?

- 1 Yes, full time
- 2 Yes, part time
- 3 No

[IF S3=1,2, CONTINUE TO NEXT QUESTION; IF S3=3, SKIP TO DEMOGRAPHICS]

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Yes, FT	38%
Yes, PT	21%
No	41%
Unweighted N=	25

Employment Background

[IF S2=1,2 OR S3=1,2]

S4 Are you no longer employed due to reasons either directly or indirectly related to the pandemic?

- 1 Yes
- 2 No

Yes	65%
No	35%
Unweighted N=	74

[IF S1A=1]

WrkPref For the rest of this survey, when answering questions, please base your answers on experiences in the job you currently hold.

[IF S1A=2]

WrfPref2 For the rest of this survey, when answering questions, please think back to your experiences in the most recent job you held.

QDW1 Currently, which of the following best describes your employment situation?

- 1 I do all of my work at a workplace or office
- 2 I sometimes work remotely and sometimes work at a workplace or office
- 3 I do all of my work remotely

All at workplace/office	64%
Sometimes remote	21%
All remote	15%
Unweighted N=	847

[IF QDW1=1]

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QDW2 Did you ever, at any point, work remotely since the COVID-19 pandemic began, that is, since March 2020?

- 1 Yes
- 2 No

Yes	31%
No	69%
Unweighted N=	512

[recode of QDW1 and QDW2 combined—ever remote?]

Yes	56%
No	44%
Unweighted N=	847

[Previously asked in NJ 2018, 2019, 2020 survey]

S2 How often do you interact with someone of a different race or ethnicity from yourself...

[ROTATE]

- A In the physical or remote workplace
- B Outside of work

- 1 Daily
- 2 Every few days
- 3 Weekly
- 4 Monthly
- 5 Almost never
- 8 Don't know (vol)

	In remote/physical workplace	Outside of work
Daily	68%	50%
Every few days	14%	25%
Weekly	6%	13%
Monthly	4%	4%
Almost never	7%	8%
Don't know	1%	1%
Unweighted N=	840	833

Diversity and Inclusion

[Previously asked in NJ 2020 survey]

DI1 To the best of your knowledge, how many of the most senior leaders where you currently work are ...

[ROTATE]

- A People of color
- B Women or identifying as something other than male

- 1 All of them
- 2 Most of them
- 3 About half
- 4 Some of them
- 5 None of them
- 8 Don't know (vol)

	People of color	Women or identifying as something other than male
All of them	11%	13%
Most of them	12%	14%
About half	13%	19%
Some of them	36%	31%
None of them	22%	14%
Don't know	6%	9%
Unweighted N=	834	840

DI3 Does leadership where you work make communication about the importance of diversity, equity, and inclusion in the workplace a...

- 1 Top priority
- 2 Somewhat of a priority
- 3 Not much of a priority
- 4 Not a priority at all
- 8 Don't know (vol)

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Top priority	30%
Somewhat of a priority	35%
Not much of a priority	21%
Not a priority at all	8%
Don't know	6%
Unweighted N=	844

DI4 How often does leadership where you work communicate internally about the importance of diversity, equity, and inclusion in the workplace?

- 1 Frequently
- 2 Occasionally
- 3 Rarely
- 4 Never
- 8 Don't know (vol)

Frequently	27%
Occasionally	37%
Rarely	18%
Never	13%
Don't know	5%
Unweighted N=	844

DI5 Regarding communication about diversity, equity, and inclusion, do you feel leadership where you work...

- 1 Goes too far
- 2 Is not doing enough
- 3 Is doing just the right amount
- 8 Don't know (vol)

Goes too far	13%
Is not doing enough	24%
Is doing right amount	52%
Don't know	10%
Unweighted N=	844

[Previously asked in NJ 2020 survey]

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DI7 Do you feel your employer should take any of the following steps in promoting racial equality? Please focus on whether or not you think this is your employer's responsibility, whether or not they have already done this.

[RANDOMIZE]

- A Make public statements
- B Make donations to groups promoting racial equality
- C Make commitments to increased efforts toward diversity in hiring
- D Make efforts to build a more inclusive workplace culture
- E Publish op-eds on racial equality in the workplace

- 1 Yes
- 2 No
- 8 Don't know (vol)

	Make public statements	Make donations to groups promoting racial equality	Make commitments to increased efforts toward diversity in hiring
Yes	39%	38%	56%
No	44%	37%	29%
Don't know	17%	24%	14%
Unweighted N=	836	836	835

	Make efforts to build a more inclusive workplace culture	Publish op-eds on racial equality in the workplace
Yes	59%	37%
No	29%	43%
Don't know	11%	19%
Unweighted N=	835	833

DI8 Have you or have you not participated in any training or learning and development on diversity, equity, and inclusion in the past 2 years?

- 1 Yes, I have
- 2 No, I have not
- 8 Don't know (vol)

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Yes, I have	47%
No, I have not	50%
Don't know	3%
Unweighted N=	838

DI9 How comfortable do you personally feel discussing issues related to diversity, equity, and inclusion at work today compared to 2 years ago with...

[RANDOMIZE]

- A Colleagues
- B Leadership

- 1 More comfortable
- 2 Less comfortable
- 3 About the same
- 8 Don't know (vol)

	Colleagues	Leadership
More comfortable	45%	43%
Less comfortable	11%	13%
About the same	39%	40%
Don't know	4%	5%
Unweighted N=	838	834

DI10 How important would you say it is to have each of the following in the workplace?

[ROTATE]

- A Racial diversity
- B Gender diversity

- 1 Very important
- 2 Somewhat important
- 3 Not very important
- 4 Not at all important
- 8 Don't know (vol)

	Racial Diversity	Gender Diversity
Very important	53%	51%
Somewhat important	30%	30%

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Not very important	8%	10%
Not at all important	6%	6%
Don't know	3%	3%
Unweighted N=	834	833

Discrimination and Offensive Behaviors

DB1 When it comes to each of the following, do you feel all employees where you work are treated the same, or are some treated differently than others because of their race, gender, or sexual preference?

- A Career advancement and promotion
- B Being valued and listened to
- C Salary and raises
- D Amount and quality of work assignments
- E Being disciplined
- F Being invited to client meetings
- G Being invited to social activities meant for employees

- 1 All treated the same
- 2 Treated differently because of their race, gender, or sexual preference
- 8 Don't know (vol)

	Career advancement and promotion	Being valued and listened to	Salary and raises	Amount and quality of work assignments
All treated same	71%	69%	69%	75%
Some treated differently	20%	23%	18%	18%
Don't know	9%	9%	13%	7%
Unweighted N=	834	834	833	833

	Being disciplined	Being invited to client meetings	Being invited to social activities meant for employees
All treated same	71%	71%	73%
Some treated differently	20%	14%	17%
Don't know	9%	15%	10%

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Unweighted N=	834	833	833
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DB4 How often do you feel members of underrepresented groups where you work leave your workplace because they do not get the promotions they deserve?

- 1 Frequently
- 2 Occasionally
- 3 Rarely
- 4 Never
- 8 Don't know (vol)

Frequently	13%
Occasionally	26%
Rarely	23%
Never	20%
Don't know	17%
Unweighted N=	839

DB5 Have you ever felt passed over for a promotion at work because of your...

[RANDOMIZE]

- A Race
- B Gender
- C Religion
- D Sexual preference
- E Age
- F Physical or mental ability

- 1 Yes
- 2 No
- 8 Don't know (vol)

	Race	Gender	Religion
Yes	19%	22%	11%
No	76%	73%	82%
Don't know	5%	5%	7%
Unweighted N=	834	835	833

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	Sexual preference	Age	Physical or mental ability
Yes	11%	27%	18%
No	85%	68%	77%
Don't know	4%	5%	5%
Unweighted N=	833	835	835

[Previously asked in NJ 2019, 2020 survey]

DB2 Please indicate how often, if at all, you hear or see things at work, whether virtually or in person, that could be considered offensive to each of the following groups of people.

[RANDOMIZE A-G]

- A Women
- B People of color or other ethnic groups
- C People who are lesbian, gay, bisexual, transgender, queer, or questioning
- D Muslims
- E Jews
- F People with disabilities
- G People based on their age

- 1 Frequently
- 2 Somewhat often
- 3 Infrequently
- 4 Never
- 8 Don't know (vol)

	Women	People of color or other ethnic groups	People who are lesbian, gay, bisexual, transgender, queer, or questioning	Muslims
Frequently	10%	11%	9%	7%
Somewhat often	22%	18%	18%	13%
Infrequently	20%	22%	21%	19%
Never	44%	44%	44%	53%
Don't know	4%	5%	8%	8%
Unweighted N=	832	832	832	829

	Jews	People with disabilities	People based on age
Frequently	6%	7%	10%

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Somewhat often	12%	16%	22%
Infrequently	16%	19%	23%
Never	58%	53%	41%
Don't know	8%	5%	5%
Unweighted N=	832	831	832

[Asked in 2020]

DB3 Have you ever PERSONALLY felt or experienced discrimination at your place of work based on each of the following characteristics?

[RANDOMIZE ORDER]

- A Race
- B Gender
- C Religion
- D Sexual preference
- E Age
- F Physical or mental ability

- 1 Yes
- 2 No
- 8 Don't know (vol)

	Race	Gender	Religion
Yes	18%	18%	10%
No	78%	78%	85%
Don't know	4%	4%	6%
Unweighted N=	830	832	833

	Sexual preference	Age	Physical or mental ability
Yes	12%	23%	17%
No	84%	73%	78%
Don't know	4%	5%	5%
Unweighted N=	832	832	832

DEI as Connected to the Pandemic

DP1 Overall, do you believe that the COVID-19 pandemic has had a positive impact on racial equity in the workplace, a negative impact, or no impact at all?

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- 1 Positive
- 2 Negative
- 3 None at all
- 8 Don't know (vol)

Positive	17%
Negative	20%
None at all	46%
Don't know	17%
Unweighted N=	834

[IF DP1=1]

DP1A In just a few words, why do you believe that the COVID-19 pandemic has had a positive impact on racial equity in the workplace?

[OE Response]

[coded]

Increased sense of 'in this together'	22%
Increased employment opportunities	11%
Reduced (opportunity for) offensive behavior	2%
Increased diversity in applicant pool due to remote work	1%
Increased awareness of race/ethnicity-based issues	14%
None/no reason given	9%
Other	38%
Don't know	3%
Unweighted N=	159

[IF DP1=2]

DP1B In just a few words, why do you believe that the COVID-19 pandemic has had a negative impact on racial equity in the workplace?

[OE Response]

[coded]

Disproportionate impact on health and employment	13%
Decreased exposure to diversity	2%
Shifted focus from DEI to pandemic-related issues	3%
Pandemic exacerbated pre-existing issues	4%
Increased discrimination	14%
Generally increased negative attitudes/pandemic had negative impact all around	15%
Respondent feels negatively toward racial equity discussions	3%
None/no reason given	17%
Other	23%
Don't know	6%
Unweighted N=	155

DP2 Overall, do you believe that the COVID-19 pandemic has had a positive impact on gender equity in the workplace, a negative impact, or no impact at all?

- 1 Positive
- 2 Negative
- 3 None at all
- 8 Don't know (vol)

Positive	15%
Negative	10%
None at all	55%
Don't know	21%
Unweighted N=	831

[IF DP2=1]

DP2A In just a few words, why do you believe that the COVID-19 pandemic has had a positive impact on racial equity in the workplace?

[OE Response]

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[coded]

Increased sense of 'in this together'	17%
Increased employment opportunities	12%
Reduced (opportunity for) offensive behavior	2%
Increased diversity in applicant pool due to remote work	1%
Increased awareness of gender-based issues	7%
Better work-life balance	4%
None/no reason given	11%
Other	46%
Don't know	1%
Unweighted N=	133

[IF DP2=2]

DP2B In just a few words, why do you believe that the COVID-19 pandemic has had a negative impact on racial equity in the workplace?

[OE Response]

[coded]

Disproportionate impact on health and employment	10%
Decreased exposure to diversity	5%
Shifted focus from DEI to pandemic-related issues	3%
Pandemic exacerbated pre-existing issues	1%
Increased discrimination	3%
Generally increased negative attitudes/pandemic had negative impact all around	9%
Mention of unequal division of household labor/child care	12%
None/no reason given	12%
Other	37%
Don't know	8%
Unweighted N=	88

DP3 To what extent do you agree with the following statements?

[RANDOMIZE A-D]

- A The COVID-19 pandemic is an opportunity to directly address racial disparities.
- B The COVID-19 pandemic is an opportunity to create a more inclusive workplace for people of color.
- C The COVID-19 pandemic is an opportunity to directly address gender disparities.
- D The COVID-19 pandemic is an opportunity to create a more inclusive workplace for gender minorities, including women, transgender people, and others.

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- 1 Strongly agree
- 2 Agree
- 3 Neither agree nor disagree
- 4 Disagree
- 5 Strongly disagree
- 8 Don't know (vol)

	The COVID-19 pandemic is an opportunity to directly address racial disparities	The COVID-19 pandemic is an opportunity to create a more inclusive workplace for people of color
Strongly agree	13%	16%
Agree	22%	23%
Neither agree nor disagree	35%	35%
Disagree	13%	12%
Strongly disagree	10%	9%
Don't know	7%	6%
Unweighted N=	832	831

	The COVID-19 pandemic is an opportunity to directly address gender disparities	The COVID-19 pandemic is an opportunity to create a more inclusive workplace for gender minorities, including women, transgender people, and others
Strongly agree	12%	14%
Agree	22%	25%
Neither agree nor disagree	36%	35%
Disagree	13%	11%
Strongly disagree	9%	8%
Don't know	7%	6%
Unweighted N=	829	830

[IF EVER REMOTE]

DP4 Thinking about the COVID-19 pandemic, do you think that working remotely has facilitated a more inclusive environment in your company, a less inclusive environment, or has it had no impact either way?

- 1 More inclusive
- 2 Less inclusive
- 3 No impact either way
- 8 Don't know (vol)

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More inclusive	30%
Less inclusive	16%
No impact	48%
Don't know	6%
Unweighted N=	524

[IF EVER REMOTE]

DP5 How often, if at all, have you experienced any of the following during a video conference/virtual meeting?

[RANDOMIZE]

- A Felt overlooked by a coworker
- B Been ignored by a coworker
- C Interrupted by a coworker

- 1 All the time
- 2 Frequently
- 3 Infrequently
- 4 Never
- 8 Don't know (vol)

	Felt overlooked by a coworker	Been ignored by a coworker	Interrupted by a coworker
All the time	10%	9%	12%
Frequently	18%	16%	21%
Infrequently	28%	29%	29%
Never	40%	42%	34%
Don't know	4%	3%	4%
Unweighted N=	523	524	523

[IF EVER REMOTE]

DP6 Have you felt safer, less safe, or just about as safe working remotely than you did when working in an office or facility when it comes to experiencing discrimination or unfair treatment?

- 1 Safer
- 2 About as safe
- 3 Less safe
- 8 Don't know (vol)

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Safer	35%
Less safe	9%
About as safe	50%
Don't know	6%
Unweighted N=	524

Importance of DEI

B1 Which of these, if any, do you consider important reasons to increase gender diversity in the workplace? Please check all that apply.

[RANDOMIZE]

- 1 Gender diversity provides other perspectives that contribute to the overall success of companies and organizations.
- 2 Gender diversity makes good business sense because it increases the supply of potential workers.
- 3 Gender diversity in the workplace gives people an equal opportunity to succeed

B1_1

Selected	58%
Not selected	42%
Unweighted N=	850

B1_2

Selected	49%
Not selected	51%
Unweighted N=	850

B1_3

Selected	60%
Not selected	40%
Unweighted N=	850

B2 Which of these, if any, do you consider important reasons to increase racial and ethnic diversity in the workplace? Please check all that apply.

[RANDOMIZE]

- 1 Racial and ethnic diversity provides other perspectives that contribute to the overall success of companies and organizations.

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- 2 Racial and ethnic diversity makes good business sense because it increases the supply of potential workers.
- 3 Racial and ethnic diversity in the workplace gives people an equal opportunity to succeed.

B2_1

Selected	60%
Not selected	40%
Unweighted N=	850

B2_2

Selected	53%
Not selected	47%
Unweighted N=	850

B2_3

Selected	61%
Not selected	39%
Unweighted N=	850

Demographics

[IF MEET DEFINITION OF EMPLOYED]

DEMO We're almost finished. Now we just have some questions to help us understand our results.

state In which state do you currently reside?
[dropdown list]

[recoded to Census region]

Northeast	18%
Midwest	20%
South	39%
West	23%
Unweighted N=	826

QD5 What is your zip code?
[OE Response]

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QDW3 Which of the following industries most closely matches the one in which you are employed?

- 1 Medical or health services
- 2 Hospitality, service, or retail
- 3 Craft or trade work
- 4 Education—any level
- 5 Science, mathematics, engineering, or technology
- 6 Arts or entertainment
- 7 Business, finance, or economics
- 8 Humanities or social sciences
- 9 Government or public administration
- 10 Other (please specify) **[OE Response]**

Medical/health services	14%
Hospitality/service/retail	18%
Craft/trade work	6%
Education	8%
STEM	8%
Arts/entertainment	2%
Business/finance/economics	9%
Humanities/social sciences	1%
Government/public administration	5%
Other	29%
Unweighted N=	832

DIV12 Approximately how many people work for your company?

- 1 50 or less
- 2 51 to 100
- 3 101 to 500
- 4 501 to 1000
- 5 1001 to 5000
- 6 5000+
- 8 Don't know

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50 or less	27%
51-100	10%
101-500	19%
501-1000	9%
1001-5000	12%
5000+	17%
Don't know	6%
Unweighted N=	832

QDW4 What best describes your role?

- 1 Executive
- 2 Management
- 3 Non-management
- 8 Don't know

Executive	8%
Management	28%
Non-management	63%
Don't know	1%
Unweighted N=	836

QD6. What was the last grade in school you completed?

- 1 8th Grade or Less
- 2 High School Incomplete (Grades 9, 10 and 11)
- 3 High School Complete (Grade 12)
- 4 Vocational/Technical School
- 5 Some College
- 6 Junior College Graduate (2 Year, Associates Degree)
- 7 4 Year College Graduate (Bachelor's Degree)
- 8 Graduate Work (Masters, Law/Medical School, Etc.)

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8th grade or less	1%
High school incomplete (Grades 9, 10, and 11)	3%
High school complete (Grade 12)	25%
Vocational/Technical school	8%
Some college	22%
Junior college graduate (2 year, Associate's Degree)	9%
4 year college graduate (Bachelor's Degree)	20%
Graduate work (Master's, Law/Medical school, etc.)	13%
8th grade or less	1%
High school incomplete (Grades 9, 10, and 11)	3%
High school complete (Grade 12)	25%
Unweighted N=	828

[recoded]

HS or less	28%
Some college	38%
College graduate	20%
Graduate work	13%
Unweighted N=	828

QDMar	What is your marital status?
1	Single
2	Married
3	Separated
4	Divorced
5	Widowed
6	Other (please specify) [OE Response]

Single	34%
Married	49%
Separated	3%
Divorced	11%
Widowed	2%
Other	1%
Unweighted N=	829

QDDis	Do you identify as having a disability or other chronic condition?
1	Yes
2	No
3	Prefer not to disclose

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Yes	17%
No	80%
Prefer not to disclose	4%
Unweighted N=	833

QD27 Do you describe yourself as a man, a woman, or in some other way?

- 1 Man
- 2 Woman
- 3 Other [OE Response]

Man	50%
Woman	49%
Other	1%
Unweighted N=	831

QDSO What is your sexual orientation?

- 1 Bisexual
- 2 Gay or lesbian
- 3 Heterosexual or straight
- 4 Pansexual
- 5 Queer
- 6 Other (please specify) [OE Response]

Bisexual	10%
Gay/lesbian	3%
Heterosexual/straight	83%
Pansexual	0%
Queer	1%
Other	4%
Unweighted N=	826

[recoded]

Heterosexual/Straight	83%
LGB+/Other	17%
Unweighted N=	826

QD17. Are you of Latino or Hispanic origin, such as Mexican, Puerto Rican, Cuban or some other Spanish background?

- 1 Yes

2 No

QD18. Are you White, Black or of Asian origin, or are you some other race, or multi-racial?

- 1 White (includes Caucasian, European, Middle Eastern)
- 2 Black (includes African-American)
- 3 Asian (includes Asian-Indian, South Asian, East Asian, Chinese, Japanese)
- 4 Hispanic / Latino / Spanish (VOL)
- 5 Other (please specify) **[OE response]** _____
- 6 Multi-racial

[recode of QD17 and QD18 combined]

White	58%
Black	13%
Hispanic	20%
Other	10%
Unweighted N=	826

R6. Do you consider yourself to be Catholic, Protestant, Jewish, Muslim, atheist, agnostic, or do you consider yourself to be some other religion?

- 1 Catholic
- 2 Protestant
- 3 Jewish
- 4 Muslim
- 5 Atheist
- 6 Agnostic
- 7 Other (please specify) **[OE Response]** _____

Catholic	27%
Protestant	20%
Jewish	4%
Muslim	2%
Atheist	6%
Agnostic	13%
Other	28%
Unweighted N=	823

[recoded]

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Catholic	27%
Protestant	20%
Atheist or agnostic	19%
Other	34%
Unweighted N=	823

QD2. In politics today, do you consider yourself a Democrat, Republican, Independent, or something else?

- 1 Democrat → **SKIP TO QD20**
- 2 Republican → **SKIP TO QD20**
- 3 Independent
- 4 Something else/Other

Democrat	39%
Republican	25%
Independent	29%
Something else/Other	6%
Unweighted N=	822

[recoded]

Democrat	39%
Republican	35%
Independent	25%
Unweighted N=	822

QD3. Which way do you lean?

- 1 Democrat
- 2 Republican
- 3 Neither

Democrat	26%
Republican	22%
Independent	52%
Unweighted N=	265

QD20. Are you the parent or guardian of any children under the age of 18 living in your household?

- 1 Yes

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2 No

Yes	39%
No	61%
Unweighted N=	827

QD21. Last year, that is in 2020, what was your total family income from all sources, before taxes?

- 1 Less than \$20,000
- 2 20 to under \$35,000
- 3 35 to under \$50,000
- 4 50 to under \$75,000
- 5 75 to under \$100,000
- 6 \$100,000 or more

<20K	9%
20K-<35K	17%
35K-<50K	18%
50K-<75K	21%
75K-<100K	14%
100K+	21%
Unweighted N=	824

[recoded]

<20K	9%
20K-<50K	35%
50K-<100K	36%
100K+	21%
Unweighted N=	824

Closing/Debrief

[IF DON'T MEET AGE REQUIREMENT, DISPLAY MESSAGE BELOW]

Thank you for your interest. At this time, we are only surveying people 18 years or older.

If you have any questions about this survey, you may contact Eagleton Center for Public Interest Polling (ECPIP) Director Dr. Ashley Koning at 848.932.8995 or via email at poll@eagleton.rutgers.edu.

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If you have any questions about your rights as a research subject, please contact an IRB Administrator at the Rutgers University, Arts and Sciences IRB, Institutional Review Board at Rutgers University, the State University of New Jersey, Liberty Plaza / Suite 3200, 335 George Street, 3rd Floor, New Brunswick, NJ 08901 and by phone at 732.235.2866 or email at research-subjects@research.rutgers.edu.

For more information about the Rutgers-Eagleton Poll and the Eagleton Center for Public Interest Polling, visit us on our [website](#), [Facebook](#), and [Twitter](#).

[IF MEET AGE REQUIREMENT, DISPLAY MESSAGE BELOW]

Thank you again for participating in our survey!

Please click the link below to claim your \$5 Amazon or Target gift card! Your survey responses will not be linked to you.

CLAIM YOUR GIFT CARD

If you have any questions about this survey, you may contact Eagleton Center for Public Interest Polling (ECPIP) Director Dr. Ashley Koning at 848.932.8995 or via email at poll@eagleton.rutgers.edu.

If you have any questions about your rights as a research subject, please contact an IRB Administrator at the Rutgers University, Arts and Sciences IRB, Institutional Review Board at Rutgers University, the State University of New Jersey, Liberty Plaza / Suite 3200, 335 George Street, 3rd Floor, New Brunswick, NJ 08901 and by phone at 732.235.2866 or email at research-subjects@research.rutgers.edu.

For more information about the Rutgers-Eagleton Poll and the Eagleton Center for Public Interest Polling, visit us on our [website](#), [Facebook](#), and [Twitter](#).

Appendix B

SURVEY QUESTION CROSS TABULATIONS

The questions covered in this report are listed below. Column percentages may not add to 100% due to rounding. Respondents are employed (per this survey's definition) U.S. adults, 18 years or older; all percentages are of weighted results. Interpret groups with samples sizes under 100 with extreme caution.

S2. How often do you interact with someone of a different race or ethnicity from yourself [ROTATE: in the physical or remote workplace; outside of work?]

	In remote/physical workplace	Outside of work
Daily	68%	50%
Every few days	14%	25%
Weekly	6%	13%
Monthly	4%	4%
Almost never	7%	8%
Don't know	1%	1%
Unweighted N=	840	833

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In the physical or remote workplace

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Daily	64%	72%	69%	68%	68%	62%	69%	80%	77%	72%	67%	65%
Every few days	18%	10%	13%	14%	13%	16%	11%	13%	6%	14%	15%	11%
Weekly	8%	5%	6%	7%	6%	8%	12%	1%	5%	6%	7%	6%
Monthly	3%	5%	5%	4%	4%	5%	3%	2%	5%	3%	4%	5%
Almost never	7%	7%	6%	5%	8%	8%	5%	4%	6%	4%	7%	12%
DK	0%	1%	1%	1%	1%	1%	1%	1%	0%	0%	1%	1%
Unwt N=	359	262	193	396	414	516	124	115	63	301	416	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Daily	60%	72%	71%	62%	67%	56%	72%	74%	67%	68%	71%	66%
Every few days	19%	12%	15%	14%	13%	18%	13%	12%	13%	13%	12%	20%
Weekly	5%	7%	6%	8%	5%	9%	7%	5%	8%	8%	4%	5%
Monthly	5%	4%	3%	5%	8%	6%	3%	2%	5%	3%	5%	5%
Almost never	11%	5%	5%	10%	6%	11%	5%	6%	7%	7%	7%	4%
DK	0%	1%	0%	1%	1%	1%	0%	0%	1%	0%	1%	0%
Unwt N=	67	253	295	201	196	169	318	134	165	279	202	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Daily	59%	62%	72%	73%	67%	62%	68%	63%	76%	66%	76%
Every few days	20%	16%	12%	12%	14%	17%	12%	16%	11%	14%	13%
Weekly	6%	9%	5%	4%	7%	9%	7%	5%	5%	7%	6%
Monthly	4%	4%	4%	4%	4%	5%	5%	5%	3%	4%	2%
Almost never	9%	7%	6%	7%	7%	6%	6%	11%	5%	8%	2%
DK	1%	1%	1%	0%	1%	0%	2%	0%	0%	1%	1%
Unwt N=	124	232	441	132	661	247	152	150	266	721	98

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Outside of work

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Daily	49%	53%	47%	52%	48%	47%	53%	52%	61%	55%	53%	37%
Every few days	26%	22%	25%	24%	25%	27%	23%	24%	17%	24%	25%	25%
Weekly	14%	12%	11%	13%	12%	13%	17%	11%	7%	9%	13%	17%
Monthly	5%	3%	4%	3%	5%	4%	3%	4%	2%	3%	3%	7%
Almost never	5%	8%	12%	7%	8%	8%	4%	10%	5%	8%	5%	12%
DK	1%	2%	1%	1%	1%	1%	1%	0%	8%	1%	1%	3%
Unwt N=	353	263	190	395	407	515	119	112	64	298	412	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Daily	48%	56%	48%	45%	49%	38%	54%	53%	46%	55%	43%	54%
Every few days	30%	18%	31%	23%	22%	28%	21%	30%	28%	21%	27%	24%
Weekly	7%	13%	13%	15%	12%	16%	13%	10%	11%	13%	15%	12%
Monthly	3%	5%	3%	4%	6%	5%	3%	2%	4%	2%	7%	4%
Almost never	12%	7%	5%	10%	7%	12%	8%	3%	9%	7%	7%	6%
DK	1%	1%	0%	3%	3%	0%	1%	1%	2%	2%	0%	0%
Unwt N=	64	251	292	202	196	171	309	134	161	279	200	172

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Daily	56%	45%	51%	51%	50%	45%	52%	46%	54%	48%	60%
Every few days	25%	25%	24%	30%	23%	23%	18%	27%	29%	25%	26%
Weekly	5%	18%	11%	12%	13%	13%	23%	8%	8%	13%	10%
Monthly	6%	3%	4%	3%	4%	7%	1%	4%	3%	4%	1%
Almost never	7%	6%	8%	4%	8%	9%	5%	13%	5%	9%	1%
DK	1%	3%	1%	0%	2%	2%	1%	1%	1%	1%	1%
Unwt N=	124	231	436	131	655	243	151	149	264	715	95

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DI1. To the best of your knowledge, how many of the most senior leaders where you currently work are ... [ROTATE: people of color; women or identifying as something other than male]?

	People of color	Women or identifying as something other than male
All of them	11%	13%
Most of them	12%	14%
About half	13%	19%
Some of them	36%	31%
None of them	22%	14%
Don't know	6%	9%
Unweighted N=	834	840

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People of color

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
All	15%	10%	7%	10%	12%	8%	17%	14%	17%	14%	13%	4%
Most	12%	13%	9%	13%	12%	9%	17%	17%	12%	13%	13%	8%
About half	14%	15%	11%	14%	13%	13%	18%	8%	16%	17%	13%	8%
Some	35%	36%	37%	36%	36%	38%	28%	37%	32%	34%	32%	45%
None	20%	20%	27%	21%	23%	26%	18%	16%	14%	16%	23%	32%
DK	4%	6%	9%	7%	4%	5%	2%	7%	9%	7%	6%	3%
Unwt N=	354	263	195	395	412	516	122	113	64	300	412	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
All	19%	11%	11%	9%	10%	8%	12%	14%	17%	9%	6%	13%
Most	11%	8%	16%	13%	5%	7%	16%	16%	14%	10%	12%	13%
About half	28%	13%	11%	12%	11%	14%	15%	13%	16%	14%	9%	14%
Some	22%	42%	32%	37%	41%	34%	33%	35%	28%	39%	43%	33%
None	12%	18%	27%	24%	26%	33%	17%	17%	19%	23%	23%	25%
DK	8%	7%	4%	5%	7%	4%	6%	5%	7%	6%	7%	2%
Unwt N=	66	252	293	202	197	171	313	134	161	284	199	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
All	28%	10%	9%	15%	10%	14%	9%	7%	13%	10%	15%
Most	17%	14%	10%	15%	12%	10%	13%	7%	16%	11%	15%
About half	13%	14%	13%	9%	13%	12%	10%	15%	15%	13%	16%
Some	18%	36%	38%	42%	34%	37%	35%	39%	33%	37%	30%
None	19%	19%	24%	17%	24%	24%	28%	23%	15%	23%	16%
DK	5%	6%	5%	2%	7%	2%	6%	9%	7%	5%	8%
Unwt N=	121	233	440	128	662	242	154	151	265	719	96

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Women or identifying as something other than male

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
All	13%	14%	10%	10%	15%	11%	18%	15%	10%	12%	15%	8%
Most	18%	13%	11%	12%	16%	11%	21%	19%	17%	18%	14%	7%
About half	18%	19%	21%	21%	18%	20%	17%	15%	21%	19%	17%	22%
Some	33%	29%	29%	34%	28%	32%	30%	26%	35%	27%	30%	39%
None	10%	17%	17%	14%	14%	16%	7%	14%	14%	15%	11%	19%
DK	8%	8%	12%	9%	9%	10%	6%	11%	3%	7%	12%	6%
Unwt N=	359	264	194	397	416	518	125	114	64	300	417	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
All	15%	13%	14%	7%	10%	9%	17%	10%	18%	9%	10%	15%
Most	11%	15%	14%	15%	11%	10%	16%	18%	11%	14%	18%	16%
About half	30%	16%	18%	22%	23%	18%	18%	19%	12%	19%	23%	29%
Some	20%	29%	32%	38%	32%	37%	28%	30%	29%	33%	31%	31%
None	10%	14%	16%	14%	15%	18%	11%	14%	19%	14%	13%	6%
DK	14%	14%	6%	3%	9%	8%	9%	8%	12%	10%	6%	4%
Unwt N=	67	255	294	203	198	171	318	133	165	283	201	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
All	24%	16%	10%	22%	11%	18%	12%	5%	13%	12%	13%
Most	17%	12%	15%	19%	13%	17%	9%	11%	17%	12%	23%
About half	15%	26%	16%	15%	19%	16%	27%	19%	17%	19%	21%
Some	19%	29%	34%	26%	33%	27%	33%	35%	31%	34%	20%
None	17%	11%	15%	10%	15%	17%	11%	18%	12%	13%	18%
DK	9%	5%	10%	8%	9%	6%	7%	12%	10%	10%	4%
Unwt N=	123	233	445	131	665	248	153	151	266	722	99

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DI3. To what extent does leadership where you work prioritize communication about the importance of diversity, equity, and inclusion in the workplace?

Top priority	30%
Somewhat of a priority	35%
Not much of a priority	21%
Not a priority at all	8%
Don't know	6%
Unweighted N=	844

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Top	32%	30%	28%	31%	29%	27%	35%	34%	31%	31%	29%	31%
Somewhat	35%	34%	35%	34%	35%	36%	27%	35%	32%	38%	36%	29%
Not much	20%	23%	19%	24%	19%	22%	23%	20%	22%	22%	25%	14%
Not at all	8%	6%	12%	6%	10%	9%	13%	7%	2%	5%	7%	14%
DK	5%	7%	6%	5%	6%	6%	2%	4%	14%	4%	4%	12%
Unwt N=	360	266	195	399	418	520	126	115	64	300	419	125

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Top	25%	29%	28%	37%	33%	22%	31%	32%	29%	28%	33%	32%
Somewhat	42%	34%	34%	34%	33%	30%	35%	41%	37%	30%	36%	41%
Not much	19%	24%	25%	11%	18%	26%	23%	16%	22%	24%	18%	20%
Not at all	11%	7%	8%	8%	7%	14%	7%	6%	7%	11%	6%	6%
DK	3%	5%	5%	9%	9%	8%	4%	5%	5%	8%	7%	1%
Unwt N=	67	256	297	203	199	171	320	134	165	284	204	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Top	50%	30%	28%	35%	28%	30%	29%	21%	36%	29%	33%
Somewhat	24%	42%	33%	28%	36%	34%	37%	37%	33%	36%	30%
Not much	13%	18%	24%	25%	21%	21%	20%	24%	21%	20%	28%
None at all	4%	5%	10%	7%	8%	8%	10%	9%	6%	9%	5%
DK	8%	4%	6%	4%	6%	7%	4%	9%	4%	6%	4%
Unwt N=	124	234	446	132	667	248	155	150	269	727	99

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DI4. How often does leadership where you work communicate internally about the importance of diversity, equity, and inclusion in the workplace?

Frequently	27%
Occasionally	37%
Rarely	18%
Never	13%
Don't know	5%
Unweighted N=	844

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	31%	26%	23%	28%	27%	25%	34%	32%	23%	27%	28%	27%
Occasionally	36%	36%	38%	36%	37%	36%	35%	38%	36%	37%	38%	32%
Rarely	15%	19%	20%	20%	16%	19%	11%	19%	23%	21%	17%	15%
Never	14%	14%	12%	11%	16%	15%	16%	10%	7%	10%	13%	20%
DK	4%	5%	7%	4%	5%	5%	4%	1%	11%	5%	4%	6%
Unwt N=	361	266	194	400	417	520	126	115	64	301	418	125

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	36%	23%	27%	32%	27%	17%	29%	32%	25%	23%	32%	37%
Occasionally	26%	38%	37%	39%	39%	38%	37%	34%	40%	33%	34%	44%
Rarely	22%	20%	17%	14%	16%	19%	18%	19%	12%	25%	16%	12%
Never	12%	13%	16%	10%	11%	25%	11%	9%	17%	14%	13%	7%
DK	4%	5%	4%	6%	6%	1%	5%	5%	6%	5%	5%	0%
Unwt N=	67	256	297	203	199	172	319	134	165	284	204	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non- manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	41%	30%	25%	26%	27%	31%	27%	20%	29%	26%	34%
Occasionally	36%	43%	34%	36%	37%	35%	40%	39%	35%	38%	31%
Rarely	8%	15%	20%	16%	18%	16%	17%	17%	21%	19%	15%
Never	9%	8%	16%	15%	13%	15%	13%	19%	9%	13%	15%
DK	5%	4%	5%	6%	4%	4%	3%	6%	6%	4%	6%
Unwt N=	124	235	445	132	667	248	154	151	269	726	99

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**DI5. Regarding communication about diversity, equity, and inclusion, do you feel leadership where you work...
 [ROTATE: goes too far; is not doing enough]**

Goes too far	13%
Is not doing enough	24%
Is doing right amount	52%
Don't know	10%
Unweighted N=	844

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Goes too far	12%	13%	15%	19%	8%	13%	12%	18%	7%	13%	16%	9%
Not doing enough	29%	25%	15%	17%	33%	24%	32%	22%	24%	28%	23%	22%
Right amount	50%	50%	57%	53%	51%	54%	46%	48%	53%	45%	53%	59%
DK	9%	12%	12%	12%	9%	9%	10%	12%	17%	14%	8%	10%
Unwt N=	361	266	195	400	418	521	126	115	64	300	419	125

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Goes too far	9%	15%	13%	14%	9%	11%	15%	14%	18%	9%	14%	15%
Not doing enough	22%	26%	22%	25%	21%	26%	22%	30%	19%	27%	26%	28%
Right amount	57%	48%	55%	50%	60%	49%	52%	49%	50%	53%	54%	49%
DK	12%	11%	10%	10%	10%	14%	11%	8%	13%	11%	7%	8%
Unwt N=	67	257	297	203	199	172	320	134	165	285	204	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non- manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Goes too far	27%	21%	8%	19%	13%	18%	15%	10%	11%	14%	11%
Not doing enough	15%	20%	27%	27%	24%	20%	26%	27%	25%	24%	28%
Right amount	47%	50%	53%	42%	54%	51%	50%	52%	53%	54%	44%
DK	11%	8%	12%	12%	9%	10%	9%	12%	11%	9%	17%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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DI7 Do you feel your employer should take any of the following steps in promoting racial equality? Please focus on whether or not you think this is your employer's responsibility, regardless of if they have already done this.
 [RANDOMIZE ITEMS]

	Make public statements	Make donations to groups promoting racial equality	Make commitments to increased efforts toward diversity in hiring
Yes	39%	38%	56%
No	44%	37%	29%
Don't know	17%	24%	14%
Unweighted N=	836	836	835

	Make efforts to build a more inclusive workplace culture	Publish op-eds on racial equality in the workplace
Yes	59%	37%
No	29%	43%
Don't know	11%	19%
Unweighted N=	835	833

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Make public statements

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	50%	35%	29%	39%	41%	36%	46%	44%	45%	46%	40%	28%
No	35%	46%	53%	47%	40%	47%	37%	42%	35%	38%	45%	52%
DK	15%	18%	18%	15%	19%	17%	17%	14%	20%	17%	16%	19%
Unwt N=	358	263	195	397	415	517	125	114	64	300	414	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	42%	34%	43%	41%	36%	32%	40%	46%	40%	29%	46%	57%
No	44%	44%	43%	45%	43%	53%	42%	39%	44%	51%	41%	27%
DK	14%	22%	14%	14%	20%	15%	18%	15%	16%	20%	13%	16%
Unwt N=	67	255	293	203	199	170	318	132	164	284	200	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	50%	43%	37%	47%	38%	45%	33%	40%	39%	38%	46%
No	35%	45%	44%	34%	46%	43%	51%	44%	40%	46%	34%
DK	15%	12%	19%	20%	16%	12%	15%	17%	21%	16%	20%
Unwt N=	123	232	444	131	664	247	155	149	266	724	96

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Make donations to groups promoting racial equality

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	51%	33%	25%	37%	40%	35%	52%	41%	36%	44%	40%	26%
No	26%	39%	53%	41%	34%	40%	27%	36%	37%	31%	38%	47%
DK	22%	28%	22%	21%	27%	25%	21%	23%	27%	26%	22%	27%
Unwt N=	358	264	194	395	417	518	123	115	64	299	413	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	40%	37%	40%	38%	31%	34%	42%	39%	42%	33%	39%	45%
No	29%	36%	40%	39%	35%	46%	36%	34%	32%	44%	34%	36%
DK	31%	28%	20%	23%	33%	20%	21%	27%	27%	23%	27%	19%
Unwt N=	66	255	294	203	199	169	317	134	163	283	202	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBTQ+
Yes	52%	43%	34%	45%	37%	40%	29%	42%	40%	37%	45%
No	38%	34%	39%	34%	39%	42%	47%	30%	33%	39%	28%
DK	9%	23%	27%	21%	25%	18%	24%	28%	27%	24%	27%
Unwt N=	123	234	442	132	663	247	154	150	267	723	97

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Make commitments to increased efforts toward diversity in hiring

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	68%	53%	43%	52%	61%	54%	70%	59%	51%	64%	55%	48%
No	20%	30%	43%	35%	25%	31%	21%	30%	30%	22%	31%	39%
DK	12%	17%	13%	14%	14%	15%	9%	11%	19%	15%	14%	14%
Unwt N=	358	263	194	395	416	515	126	114	64	299	415	121

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	62%	53%	57%	60%	53%	54%	56%	60%	56%	47%	65%	70%
No	30%	28%	31%	29%	33%	32%	27%	29%	27%	39%	23%	17%
DK	8%	19%	13%	11%	14%	14%	17%	11%	17%	14%	12%	13%
Unwt N=	67	255	295	200	198	168	318	134	165	283	202	171

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	63%	57%	56%	59%	56%	58%	48%	61%	58%	54%	68%
No	28%	30%	29%	27%	30%	31%	39%	22%	28%	31%	22%
DK	10%	12%	15%	14%	14%	12%	13%	18%	15%	15%	10%
Unwt N=	122	232	445	131	662	245	153	151	267	720	99

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Make efforts to build a more inclusive workplace culture

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	71%	57%	47%	57%	63%	58%	70%	60%	58%	60%	64%	50%
No	21%	30%	40%	33%	25%	30%	19%	33%	25%	26%	28%	36%
DK	8%	13%	13%	11%	12%	12%	11%	7%	17%	14%	9%	13%
Unwt N=	359	261	195	397	414	517	124	114	64	300	414	121

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	54%	58%	61%	63%	57%	54%	59%	66%	55%	54%	65%	76%
No	35%	29%	29%	25%	28%	30%	30%	28%	32%	33%	26%	18%
DK	11%	14%	9%	11%	15%	16%	11%	6%	13%	13%	9%	6%
Unwt N=	67	255	293	202	198	170	317	133	164	285	199	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	64%	60%	59%	66%	58%	59%	59%	67%	57%	60%	57%
No	26%	30%	29%	24%	31%	32%	32%	22%	29%	29%	30%
DK	10%	10%	12%	10%	11%	9%	8%	12%	15%	11%	13%
Unwt N=	123	232	443	132	662	247	154	150	265	721	98

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Publish op-eds on racial equality in the workplace

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	45%	33%	33%	36%	39%	34%	48%	39%	41%	42%	41%	25%
No	36%	41%	56%	45%	40%	47%	37%	40%	33%	38%	41%	55%
DK	19%	26%	11%	19%	20%	19%	15%	21%	26%	21%	18%	20%
Unwt N=	355	265	193	396	413	517	123	113	64	296	413	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	46%	34%	39%	38%	32%	35%	37%	43%	39%	31%	36%	52%
No	31%	46%	41%	45%	50%	42%	44%	39%	36%	51%	44%	35%
DK	23%	20%	20%	16%	19%	23%	19%	18%	25%	18%	20%	13%
Unwt N=	65	256	291	203	198	170	314	134	163	284	199	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	50%	39%	35%	45%	35%	41%	28%	39%	40%	35%	48%
No	36%	43%	44%	39%	45%	44%	55%	39%	36%	46%	29%
DK	14%	17%	21%	16%	20%	15%	16%	21%	24%	19%	23%
Unwt N=	123	233	440	132	661	246	153	150	265	719	98

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DI8. Have you or have you not participated in any training or learning and development on diversity, equity, and inclusion in the past 2 years?

Yes, I have	47%
No, I have not	50%
Don't know	3%
Unweighted N=	838

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	55%	46%	36%	46%	48%	46%	53%	42%	50%	47%	47%	46%
No	43%	49%	61%	51%	49%	52%	42%	55%	38%	46%	51%	54%
DK	2%	5%	3%	3%	3%	2%	5%	2%	13%	7%	2%	0%
Unwt N=	360	265	193	398	416	519	125	115	63	299	414	125

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	30%	42%	50%	57%	45%	41%	44%	55%	41%	39%	51%	73%
No	64%	54%	48%	39%	50%	57%	52%	43%	55%	58%	44%	26%
DK	6%	3%	3%	4%	5%	2%	4%	2%	4%	3%	5%	1%
Unwt N=	67	254	297	202	198	172	318	133	164	283	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	64%	56%	41%	61%	44%	45%	46%	40%	53%	46%	52%
No	33%	40%	56%	35%	54%	52%	49%	57%	44%	52%	39%
DK	3%	5%	3%	4%	3%	3%	4%	4%	3%	2%	9%
Unwt N=	123	234	445	132	664	246	154	151	268	723	99

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DI9. How comfortable do you personally feel discussing issues related to diversity, equity, and inclusion at work today compared to 2 years ago with... [ROTATE: colleagues; leadership]

	Colleagues	Leadership
More comfortable	45%	43%
Less comfortable	11%	13%
About the same	39%	40%
Don't know	4%	5%
Unweighted N=	838	834

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Colleagues

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
More	52%	43%	40%	46%	46%	42%	53%	48%	55%	53%	43%	38%
Less	14%	9%	8%	12%	10%	11%	9%	14%	6%	11%	12%	10%
About same	32%	43%	47%	39%	40%	45%	31%	34%	29%	31%	41%	49%
DK	3%	5%	5%	3%	5%	3%	7%	4%	10%	6%	4%	2%
Unwt N=	360	265	194	399	416	519	126	114	63	297	416	125

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
More	45%	47%	45%	44%	42%	40%	40%	61%	45%	42%	47%	55%
Less	7%	10%	13%	10%	8%	13%	11%	12%	9%	11%	11%	13%
About same	40%	37%	40%	42%	43%	45%	43%	26%	37%	45%	37%	31%
DK	9%	6%	2%	3%	7%	2%	6%	2%	8%	2%	4%	1%
Unwt N=	66	257	295	202	197	171	319	134	164	284	204	172

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
More	59%	43%	46%	47%	46%	45%	37%	45%	51%	44%	53%
Less	11%	18%	8%	19%	9%	14%	9%	10%	10%	11%	12%
DK	26%	37%	42%	32%	40%	40%	51%	39%	33%	42%	27%
Unwt N=	4%	3%	4%	2%	4%	2%	2%	5%	7%	3%	9%

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Leadership

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
More	48%	43%	36%	45%	40%	39%	49%	46%	50%	46%	43%	38%
Less	13%	12%	11%	14%	12%	13%	18%	13%	6%	13%	13%	12%
About same	35%	39%	48%	38%	41%	45%	28%	36%	30%	35%	41%	46%
DK	4%	6%	5%	3%	7%	3%	6%	5%	14%	7%	4%	4%
Unwt N=	359	264	193	398	413	518	125	111	64	297	414	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
More	44%	40%	44%	46%	38%	36%	42%	54%	40%	37%	49%	54%
Less	9%	15%	14%	9%	10%	15%	14%	12%	15%	12%	12%	9%
About same	32%	40%	40%	41%	44%	45%	40%	32%	39%	46%	32%	36%
DK	15%	5%	3%	4%	8%	4%	5%	3%	7%	4%	6%	1%
Unwt N=	66	257	291	202	197	172	314	134	164	282	201	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
More	55%	47%	40%	45%	42%	44%	37%	38%	48%	42%	47%
Less	11%	16%	11%	18%	12%	14%	16%	11%	11%	12%	17%
About same	29%	33%	44%	33%	42%	39%	43%	45%	36%	43%	26%
DK	4%	4%	5%	4%	4%	3%	4%	6%	6%	4%	10%
Unwt N=	123	232	443	130	664	245	154	149	268	720	98

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DI10. How important would you say it is to have each of the following in the workplace? [ROTATE: racial diversity; gender diversity]

	Racial Diversity	Gender Diversity
Very important	53%	51%
Somewhat important	30%	30%
Not very important	8%	10%
Not at all important	6%	6%
Don't know	3%	3%
Unweighted N=	834	833

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Racial diversity

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Very	63%	54%	36%	48%	58%	48%	75%	55%	51%	52%	58%	43%
Somewhat	29%	23%	40%	30%	30%	36%	14%	28%	18%	28%	27%	37%
Not very	5%	10%	9%	11%	4%	7%	3%	10%	13%	10%	7%	8%
Not at all	2%	7%	12%	8%	4%	7%	4%	5%	7%	4%	5%	11%
DK	1%	5%	3%	2%	4%	2%	4%	2%	11%	5%	3%	1%
Unwt N=	357	263	195	396	415	516	124	115	64	297	413	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Very	56%	54%	51%	53%	51%	37%	54%	63%	47%	49%	59%	67%
Somewhat	20%	30%	32%	30%	30%	41%	28%	25%	36%	29%	25%	24%
Not very	9%	8%	8%	7%	7%	10%	8%	8%	5%	13%	7%	4%
Not at all	9%	5%	7%	7%	9%	9%	6%	3%	8%	6%	6%	4%
DK	6%	3%	2%	3%	4%	2%	4%	2%	3%	4%	3%	1%
Unwt N=	67	252	295	203	198	170	317	133	163	282	202	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Very	59%	51%	53%	62%	51%	47%	45%	60%	57%	52%	56%
Somewhat	19%	29%	31%	27%	30%	36%	35%	21%	27%	32%	20%
Not very	12%	9%	7%	6%	9%	10%	8%	9%	5%	7%	12%
Not at all	8%	7%	6%	5%	7%	7%	8%	7%	5%	7%	5%
DK	2%	4%	3%	0%	4%	0%	3%	2%	5%	2%	8%
Unwt N=	123	232	443	128	666	246	155	149	266	723	97

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Gender diversity

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Very	66%	48%	33%	44%	58%	48%	73%	49%	45%	53%	55%	38%
Somewhat	27%	29%	37%	34%	27%	32%	18%	33%	29%	27%	29%	38%
Not very	5%	11%	14%	10%	7%	10%	3%	9%	12%	9%	9%	11%
Not at all	1%	7%	12%	9%	3%	7%	4%	5%	4%	5%	4%	11%
DK	1%	5%	5%	3%	4%	2%	2%	5%	9%	6%	2%	2%
Unwt N=	360	262	193	399	412	518	125	111	64	296	413	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Very	50%	51%	50%	52%	50%	37%	49%	64%	45%	46%	59%	65%
Somewhat	23%	32%	29%	33%	30%	38%	30%	25%	35%	32%	23%	25%
Not very	11%	10%	9%	7%	9%	12%	10%	7%	6%	13%	10%	6%
Not at all	7%	4%	8%	6%	7%	11%	6%	2%	9%	5%	5%	4%
DK	8%	4%	3%	2%	4%	2%	5%	2%	5%	4%	3%	0%
Unwt N=	67	251	296	202	196	172	316	134	163	280	204	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Very	57%	48%	51%	63%	48%	47%	38%	55%	59%	50%	54%
Somewhat	23%	29%	32%	23%	32%	36%	39%	27%	24%	32%	20%
Not very	9%	12%	8%	8%	10%	7%	11%	13%	8%	9%	13%
Not at all	8%	6%	6%	4%	7%	8%	8%	4%	4%	6%	6%
DK	4%	4%	3%	1%	4%	1%	4%	2%	6%	3%	7%
Unwt N=	121	235	443	129	664	244	153	151	268	719	99

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DB1. When it comes to each of the following, do you feel all employees where you work are treated the same, or are some treated differently than others because of their race, gender, or sexual preference?
[RANDOMIZE ITEMS]

	Career advancement and promotion	Being valued and listened to	Salary and raises	Amount and quality of work assignments
All treated same	71%	69%	69%	75%
Some treated differently	20%	23%	18%	18%
Don't know	9%	9%	13%	7%
Unweighted N=	834	834	833	833

	Being disciplined	Being invited to client meetings	Being invited to social activities meant for employees
All treated same	71%	71%	73%
Some treated differently	20%	14%	17%
Don't know	9%	15%	10%
Unweighted N=	834	833	833

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Career advancement and promotion

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	65%	71%	80%	77%	65%	77%	50%	66%	70%	71%	70%	71%
Treated differently	27%	19%	11%	16%	25%	16%	42%	25%	13%	18%	22%	20%
DK	7%	11%	9%	7%	11%	7%	9%	10%	17%	11%	7%	9%
Unwt N=	358	264	194	398	414	518	123	115	64	300	410	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	79%	69%	71%	70%	72%	72%	72%	68%	74%	73%	65%	65%
Treated differently	16%	22%	22%	19%	20%	18%	20%	22%	17%	20%	24%	24%
DK	6%	10%	8%	11%	8%	10%	8%	9%	9%	7%	11%	11%
Unwt N=	67	254	295	202	198	172	316	134	163	283	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	72%	66%	73%	68%	72%	73%	68%	71%	70%	73%	60%
Treated differently	21%	26%	18%	25%	19%	20%	23%	20%	19%	20%	22%
DK	7%	8%	9%	8%	9%	7%	9%	9%	11%	7%	18%
Unwt N=	124	234	441	132	663	247	153	150	267	723	97

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Being valued and listened to

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	66%	66%	76%	75%	63%	73%	58%	63%	67%	67%	68%	72%
Treated differently	25%	25%	17%	19%	27%	19%	34%	30%	19%	24%	23%	21%
DK	9%	9%	7%	6%	10%	8%	8%	8%	15%	9%	9%	7%
Unwt N=	359	262	195	397	415	518	124	115	63	299	412	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	74%	66%	68%	71%	74%	71%	67%	66%	69%	72%	67%	60%
Treated differently	18%	27%	23%	18%	18%	19%	27%	23%	24%	21%	21%	30%
DK	8%	7%	9%	11%	8%	10%	7%	11%	7%	7%	12%	9%
Unwt N=	67	252	296	203	197	171	318	134	163	283	202	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	77%	64%	70%	60%	71%	71%	67%	64%	70%	71%	56%
Treated differently	17%	28%	21%	30%	22%	21%	25%	28%	21%	22%	28%
DK	6%	8%	9%	10%	7%	8%	7%	8%	10%	7%	15%
Unwt N=	124	234	441	131	664	246	152	151	268	723	97

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Salary and raises

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	65%	66%	77%	73%	65%	73%	54%	64%	71%	68%	66%	75%
Treated differently	22%	18%	13%	15%	21%	15%	33%	23%	8%	17%	21%	15%
DK	13%	16%	9%	12%	14%	12%	12%	13%	20%	15%	13%	10%
Unwt N=	354	266	195	396	415	517	123	115	64	298	410	125

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	74%	67%	67%	71%	71%	70%	66%	70%	70%	72%	65%	65%
Treated differently	18%	21%	20%	11%	14%	18%	22%	14%	18%	16%	20%	20%
DK	8%	12%	13%	18%	15%	11%	11%	16%	12%	12%	15%	16%
Unwt N=	66	254	295	202	199	170	316	133	163	282	202	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	78%	66%	69%	60%	71%	73%	69%	63%	68%	72%	56%
Treated differently	15%	22%	17%	25%	17%	17%	17%	21%	18%	17%	21%
DK	7%	12%	14%	15%	12%	9%	14%	16%	14%	11%	23%
Unwt N=	124	232	442	129	666	245	154	151	266	721	98

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Amount and quality of work assignments

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	70%	75%	82%	79%	71%	78%	61%	74%	78%	75%	72%	81%
Treated differently	22%	19%	12%	16%	20%	16%	31%	21%	10%	17%	22%	13%
DK	8%	6%	6%	5%	8%	6%	8%	5%	12%	8%	6%	6%
Unwt N=	357	264	194	398	414	518	123	115	63	299	411	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	83%	72%	77%	74%	76%	81%	77%	68%	76%	77%	74%	71%
Treated differently	13%	23%	18%	14%	18%	13%	17%	23%	21%	18%	13%	19%
DK	4%	5%	6%	11%	6%	6%	6%	9%	3%	5%	12%	10%
Unwt N=	67	255	296	199	197	171	317	133	163	283	202	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	74%	69%	78%	71%	76%	75%	77%	74%	75%	78%	63%
Treated differently	20%	24%	15%	19%	18%	20%	18%	16%	18%	17%	25%
DK	7%	7%	6%	10%	6%	4%	6%	10%	7%	5%	12%
Unwt N=	122	234	442	131	663	247	154	151	264	722	97

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Being disciplined

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	67%	70%	79%	76%	67%	75%	58%	68%	69%	69%	71%	75%
Treated differently	26%	17%	13%	17%	22%	16%	38%	24%	11%	20%	21%	16%
DK	6%	13%	7%	7%	11%	9%	4%	7%	19%	11%	8%	9%
Unwt N=	357	264	195	397	415	518	123	115	64	299	410	125

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	78%	71%	68%	74%	71%	71%	71%	73%	71%	74%	69%	67%
Treated differently	17%	23%	23%	11%	19%	18%	23%	17%	23%	19%	17%	21%
DK	5%	6%	9%	15%	10%	11%	6%	10%	6%	7%	15%	12%
Unwt N=	66	254	295	203	199	171	315	134	163	283	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	80%	69%	72%	65%	73%	71%	71%	72%	70%	74%	59%
Treated differently	13%	23%	20%	23%	19%	21%	18%	17%	22%	19%	23%
DK	7%	9%	9%	12%	8%	7%	11%	11%	8%	7%	18%
Unwt N=	123	234	442	131	664	246	155	149	267	723	97

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Being invited to client meetings

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	70%	68%	77%	74%	68%	76%	57%	65%	70%	70%	68%	80%
Treated differently	16%	15%	10%	13%	15%	10%	26%	20%	14%	13%	17%	9%
DK	14%	17%	13%	13%	16%	14%	17%	15%	16%	17%	15%	11%
Unwt N=	356	264	195	396	415	519	122	114	64	298	410	125

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	75%	67%	73%	73%	75%	73%	69%	70%	72%	72%	71%	75%
Treated differently	10%	14%	16%	13%	12%	9%	18%	14%	15%	12%	13%	10%
DK	15%	19%	11%	14%	12%	18%	13%	17%	13%	17%	16%	15%
Unwt N=	66	254	295	202	198	168	318	134	163	282	203	66

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	87%	68%	71%	67%	73%	71%	70%	67%	75%	74%	59%
Treated differently	11%	23%	11%	18%	14%	18%	18%	8%	13%	13%	19%
DK	3%	9%	18%	15%	14%	11%	13%	25%	13%	13%	23%
Unwt N=	123	234	441	131	662	246	155	151	264	720	99

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Being invited to social activities meant for employees

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	72%	69%	80%	77%	69%	76%	65%	70%	72%	73%	72%	75%
Treated differently	20%	18%	11%	13%	21%	14%	28%	22%	10%	15%	19%	16%
DK	8%	13%	8%	9%	10%	10%	7%	7%	19%	11%	9%	9%
Unwt N=	358	264	193	397	414	517	123	115	64	298	411	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Treated same	78%	75%	69%	75%	78%	76%	73%	68%	73%	77%	72%	64%
Treated differently	13%	18%	19%	14%	14%	10%	21%	18%	18%	14%	17%	22%
DK	9%	7%	12%	11%	8%	14%	6%	14%	9%	8%	11%	13%
Unwt N=	67	252	297	202	197	171	317	134	162	283	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Treated same	79%	67%	76%	64%	75%	76%	70%	74%	72%	76%	62%
Treated differently	15%	25%	14%	26%	15%	17%	21%	13%	17%	16%	22%
DK	6%	8%	11%	11%	10%	7%	9%	13%	10%	8%	15%
Unwt N=	124	235	439	130	664	245	154	150	267	721	98

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DB4. How often do you feel members of underrepresented groups where you work leave your workplace because they do not get the promotions they deserve?

Frequently	13%
Occasionally	26%
Rarely	23%
Never	20%
Don't know	17%
Unweighted N=	839

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	19%	12%	8%	12%	15%	12%	23%	17%	5%	16%	14%	8%
Occasionally	27%	26%	26%	28%	25%	24%	27%	34%	24%	30%	25%	23%
Rarely	26%	17%	24%	22%	24%	23%	24%	16%	32%	19%	26%	23%
Never	12%	25%	27%	25%	16%	23%	10%	23%	15%	15%	20%	28%
DK	16%	21%	15%	13%	20%	19%	16%	10%	24%	20%	15%	18%
Unwt N=	360	266	195	399	418	521	125	115	64	300	414	125

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	10%	15%	15%	10%	13%	16%	11%	13%	19%	9%	9%	20%
Occasionally	28%	29%	25%	22%	22%	20%	29%	32%	26%	26%	26%	26%
Rarely	15%	23%	23%	26%	24%	26%	21%	23%	17%	28%	25%	16%
Never	22%	16%	21%	24%	19%	22%	22%	17%	21%	22%	18%	16%
DK	24%	17%	15%	18%	23%	17%	17%	15%	17%	14%	21%	22%
Unwt N=	67	256	297	203	199	172	319	134	165	284	204	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	31%	12%	12%	13%	14%	18%	10%	10%	14%	11%	23%
Occasionally	20%	31%	25%	30%	26%	30%	30%	20%	25%	28%	20%
Rarely	15%	25%	23%	23%	23%	23%	24%	23%	22%	24%	18%
Never	26%	18%	20%	19%	21%	16%	20%	26%	20%	22%	13%
DK	9%	13%	20%	15%	17%	13%	16%	22%	19%	15%	27%
Unwt N=	124	235	445	132	667	248	155	151	268	726	99

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DB5. Have you ever felt passed over for a promotion at work because of your...
[RANDOMIZE ITEMS]

	Race	Gender	Religion
Yes	19%	22%	11%
No	76%	73%	82%
Don't know	5%	5%	7%
Unweighted N=	834	835	833

	Sexual preference	Age	Physical or mental ability
Yes	11%	27%	18%
No	85%	68%	77%
Don't know	4%	5%	5%
Unweighted N=	833	835	835

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Race

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	23%	16%	13%	21%	15%	13%	41%	27%	8%	18%	23%	11%
No	72%	78%	82%	74%	79%	84%	53%	70%	68%	73%	73%	86%
DK	5%	6%	5%	5%	6%	3%	6%	3%	24%	10%	3%	3%
Unwt N=	358	266	194	397	417	519	124	115	64	300	410	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	16%	17%	22%	17%	16%	10%	25%	19%	19%	15%	21%	26%
No	75%	78%	75%	75%	75%	84%	72%	76%	77%	80%	71%	67%
DK	9%	5%	3%	7%	9%	6%	3%	6%	4%	5%	8%	7%
Unwt N=	67	255	296	202	199	171	317	134	165	284	202	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	32%	25%	14%	32%	16%	20%	20%	9%	21%	19%	18%
No	66%	69%	81%	66%	78%	76%	73%	84%	73%	77%	74%
DK	2%	6%	6%	3%	6%	3%	7%	7%	6%	5%	8%
Unwt N=	124	233	445	132	666	246	155	151	267	724	98

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Gender

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	29%	21%	12%	18%	25%	21%	30%	24%	11%	25%	21%	20%
No	67%	73%	83%	77%	69%	76%	63%	72%	69%	67%	75%	78%
DK	4%	6%	5%	4%	6%	3%	7%	4%	20%	8%	4%	2%
Unwt N=	360	264	195	397	418	519	126	114	64	300	411	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	18%	24%	22%	21%	20%	19%	23%	24%	21%	19%	22%	33%
No	78%	70%	74%	72%	74%	78%	71%	71%	74%	78%	67%	64%
DK	4%	6%	4%	7%	6%	3%	6%	5%	4%	3%	11%	4%
Unwt N=	67	257	296	201	198	172	319	133	164	285	204	172

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	31%	28%	18%	37%	19%	23%	23%	16%	23%	21%	29%
No	66%	64%	78%	59%	76%	74%	70%	77%	72%	75%	63%
DK	3%	8%	4%	4%	5%	3%	6%	7%	5%	4%	8%
Unwt N=	123	233	446	132	665	246	154	151	269	724	99

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Religion

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	14%	10%	9%	14%	8%	10%	17%	15%	6%	12%	13%	6%
No	78%	83%	86%	80%	85%	85%	77%	80%	75%	78%	82%	90%
DK	8%	8%	4%	6%	7%	5%	6%	5%	19%	10%	5%	4%
Unwt N=	358	264	195	398	415	520	125	112	64	299	411	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	11%	12%	11%	10%	8%	12%	11%	14%	16%	6%	11%	15%
No	79%	83%	81%	82%	83%	80%	83%	80%	78%	86%	83%	80%
DK	10%	5%	7%	7%	9%	8%	6%	6%	7%	8%	6%	5%
Unwt N=	67	254	297	201	199	172	317	132	165	284	202	172

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	32%	18%	6%	23%	9%	13%	10%	4%	15%	11%	11%
No	63%	73%	89%	74%	84%	82%	85%	86%	78%	84%	75%
DK	6%	9%	6%	3%	7%	5%	6%	9%	8%	5%	14%
Unwt N=	123	234	443	132	664	244	154	151	269	723	98

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Sexual preference

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	15%	10%	5%	12%	9%	11%	16%	12%	1%	11%	13%	6%
No	81%	85%	90%	84%	85%	86%	81%	86%	82%	82%	83%	92%
DK	4%	5%	4%	3%	5%	3%	4%	2%	17%	7%	4%	2%
Unwt N=	357	265	195	397	416	519	124	114	64	299	410	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	16%	9%	13%	8%	9%	8%	13%	9%	14%	7%	9%	18%
No	80%	86%	83%	87%	84%	88%	82%	87%	83%	88%	85%	78%
DK	5%	4%	4%	5%	7%	3%	5%	4%	3%	5%	6%	5%
Unwt N=	67	254	297	201	198	172	317	133	164	284	203	172

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	30%	14%	7%	15%	10%	14%	10%	10%	9%	9%	19%
No	68%	80%	89%	80%	86%	83%	84%	86%	86%	87%	72%
DK	2%	6%	4%	5%	4%	3%	6%	5%	5%	4%	8%
Unwt N=	123	233	444	132	664	244	154	151	269	724	97

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Age

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	29%	25%	25%	29%	24%	26%	30%	34%	17%	34%	24%	23%
No	66%	69%	70%	66%	70%	71%	66%	59%	70%	60%	72%	72%
DK	5%	6%	5%	5%	5%	3%	4%	6%	13%	6%	4%	5%
Unwt N=	360	264	195	399	416	520	125	114	64	300	411	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	21%	33%	27%	20%	22%	27%	32%	24%	30%	26%	23%	30%
No	72%	62%	69%	74%	69%	71%	65%	68%	66%	70%	67%	65%
DK	6%	5%	4%	6%	9%	2%	3%	8%	3%	4%	10%	5%
Unwt N=	67	256	296	202	199	172	318	133	165	284	203	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	39%	28%	25%	54%	22%	30%	30%	18%	28%	27%	28%
No	59%	67%	70%	38%	74%	68%	67%	76%	64%	68%	67%
DK	3%	5%	5%	9%	4%	2%	3%	6%	8%	5%	5%
Unwt N=	123	234	445	132	666	246	155	150	269	726	97

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Physical or mental ability

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	22%	17%	14%	21%	16%	18%	23%	20%	9%	22%	20%	10%
No	72%	78%	81%	76%	77%	78%	72%	74%	76%	71%	76%	86%
DK	5%	6%	5%	3%	7%	4%	5%	6%	15%	8%	4%	4%
Unwt N=	360	264	195	399	416	520	125	114	64	299	412	124

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	29%	22%	15%	14%	16%	14%	20%	21%	22%	16%	15%	22%
No	63%	72%	81%	80%	76%	83%	76%	73%	74%	78%	79%	72%
DK	8%	6%	4%	6%	8%	3%	4%	6%	4%	5%	6%	6%
Unwt N=	67	255	297	202	199	172	318	133	165	284	203	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	36%	21%	15%	45%	13%	23%	13%	14%	19%	17%	23%
No	62%	72%	81%	48%	82%	73%	81%	80%	74%	78%	70%
DK	3%	7%	5%	7%	5%	3%	6%	6%	6%	5%	7%
Unwt N=	123	235	444	131	667	246	155	151	268	726	97

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DB2. Please indicate how often, if at all, you hear or see things at work, whether in person or virtually, that could be considered offensive to each of the following groups of people.
[RANDOMIZE ITEMS]

	Women	People of color or other ethnic groups	People who are lesbian, gay, bisexual, transgender, queer, or questioning	Muslims
Frequently	10%	11%	9%	7%
Somewhat often	22%	18%	18%	13%
Infrequently	20%	22%	21%	19%
Never	44%	44%	44%	53%
Don't know	4%	5%	8%	8%
Unweighted N=	832	832	832	829

	Jews	People with disabilities	People based on age
Frequently	6%	7%	10%
Somewhat often	12%	16%	22%
Infrequently	16%	19%	23%
Never	58%	53%	41%
Don't know	8%	5%	5%
Unweighted N=	832	831	832

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Women

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	16%	6%	8%	12%	8%	10%	16%	10%	4%	10%	14%	3%
Smwht often	24%	22%	17%	21%	23%	19%	32%	27%	18%	26%	20%	20%
Infrequently	17%	23%	20%	19%	21%	20%	16%	21%	22%	20%	20%	18%
Never	42%	43%	51%	44%	45%	48%	33%	39%	46%	38%	42%	58%
DK	1%	6%	3%	4%	3%	3%	3%	3%	10%	6%	3%	1%
Unwt N=	358	265	195	399	415	519	124	115	64	298	412	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	16%	7%	13%	10%	10%	9%	10%	13%	14%	7%	8%	14%
Smwht often	19%	24%	26%	13%	13%	22%	26%	21%	27%	21%	18%	21%
Infrequently	16%	21%	18%	23%	23%	17%	18%	24%	17%	23%	18%	20%
Never	37%	44%	43%	49%	50%	49%	43%	38%	37%	47%	52%	43%
DK	11%	4%	1%	4%	4%	3%	4%	3%	5%	2%	5%	2%
Unwt N=	67	254	296	203	199	172	317	133	165	283	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	29%	13%	7%	13%	10%	13%	7%	9%	10%	10%	14%
Smwht often	19%	23%	21%	32%	20%	18%	22%	26%	23%	22%	20%
Infrequently	17%	24%	18%	19%	20%	24%	20%	20%	17%	20%	16%
Never	28%	37%	50%	35%	47%	43%	49%	42%	44%	45%	42%
DK	6%	3%	3%	2%	4%	2%	2%	3%	6%	3%	8%
Unwt N=	124	235	443	132	665	247	154	150	268	724	98

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People of color or other ethnic groups

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	14%	9%	9%	13%	8%	9%	18%	13%	7%	12%	13%	5%
Smwht often	21%	18%	10%	19%	16%	14%	27%	26%	10%	19%	17%	17%
Infrequently	21%	21%	26%	21%	24%	23%	20%	24%	22%	24%	24%	16%
Never	40%	45%	50%	42%	47%	50%	30%	34%	50%	38%	41%	59%
DK	4%	6%	5%	5%	5%	4%	5%	3%	12%	6%	4%	3%
Unwt N=	358	266	194	398	416	519	124	115	64	299	411	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	7%	8%	14%	12%	8%	8%	12%	14%	15%	7%	8%	17%
Smwht often	19%	19%	18%	13%	14%	15%	20%	20%	19%	17%	15%	21%
Infrequently	21%	24%	23%	19%	24%	22%	22%	21%	20%	25%	23%	18%
Never	41%	43%	42%	51%	48%	52%	41%	41%	38%	48%	48%	40%
DK	12%	5%	3%	6%	6%	3%	6%	4%	8%	3%	6%	3%
Unwt N=	67	255	296	202	198	171	318	134	163	284	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	32%	13%	7%	16%	10%	13%	12%	5%	12%	10%	13%
Smwht often	18%	20%	17%	17%	18%	17%	19%	19%	17%	19%	11%
Infrequently	12%	25%	23%	30%	20%	21%	20%	26%	23%	23%	22%
Never	31%	37%	49%	35%	46%	46%	46%	44%	42%	44%	44%
DK	6%	6%	4%	2%	5%	3%	4%	6%	6%	4%	10%
Unwt N=	124	235	442	132	665	247	153	151	268	724	98

Eagleton Center for Public Interest Polling
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People who are lesbian, gay, bisexual, transgender, queer, or questioning

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	11%	9%	8%	10%	8%	8%	16%	10%	4%	11%	11%	3%
Smwht often	21%	17%	15%	21%	16%	19%	18%	22%	12%	24%	19%	8%
Infrequently	21%	21%	20%	22%	20%	21%	28%	16%	19%	19%	20%	23%
Never	42%	42%	49%	41%	46%	46%	31%	41%	51%	35%	42%	58%
DK	5%	11%	9%	6%	9%	6%	7%	11%	14%	10%	7%	7%
Unwt N=	357	266	195	397	417	520	123	115	64	297	412	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	13%	8%	11%	8%	7%	10%	10%	9%	14%	6%	6%	12%
Smwht often	18%	21%	21%	11%	14%	20%	20%	17%	24%	16%	13%	22%
Infrequently	14%	20%	23%	22%	15%	24%	20%	23%	15%	26%	18%	21%
Never	42%	41%	42%	51%	58%	42%	40%	40%	39%	43%	53%	42%
DK	13%	12%	3%	8%	6%	5%	9%	10%	9%	8%	9%	3%
Unwt N=	67	254	297	202	199	172	317	133	164	284	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	26%	10%	7%	15%	8%	11%	7%	8%	9%	8%	13%
Smwht often	21%	22%	16%	22%	18%	18%	17%	20%	18%	17%	23%
Infrequently	13%	25%	20%	19%	21%	19%	24%	20%	21%	21%	18%
Never	34%	35%	49%	34%	46%	43%	44%	45%	43%	46%	34%
DK	5%	8%	8%	10%	8%	8%	7%	7%	9%	7%	12%
Unwt N=	124	233	444	132	665	246	155	150	268	724	98

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Muslims

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	9%	4%	8%	9%	5%	7%	9%	9%	3%	8%	9%	1%
Smwht often	13%	12%	12%	16%	9%	12%	13%	17%	8%	13%	13%	11%
Infrequently	18%	21%	17%	21%	16%	19%	25%	17%	13%	23%	18%	13%
Never	53%	53%	55%	48%	59%	58%	41%	46%	57%	46%	52%	67%
DK	7%	10%	8%	7%	10%	5%	11%	11%	19%	9%	8%	7%
Unwt N=	356	264	195	396	416	519	123	114	63	295	411	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	13%	5%	8%	7%	5%	5%	9%	6%	7%	5%	6%	14%
Smwht often	10%	12%	16%	9%	9%	14%	12%	16%	14%	15%	8%	12%
Infrequently	19%	20%	19%	16%	20%	16%	20%	17%	16%	20%	17%	22%
Never	44%	54%	50%	61%	55%	59%	50%	53%	53%	52%	62%	47%
DK	13%	9%	7%	7%	10%	5%	9%	8%	10%	9%	7%	5%
Unwt N=	67	253	296	201	198	170	316	134	164	282	201	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	18%	7%	6%	13%	6%	10%	6%	3%	8%	6%	11%
Smwht often	16%	17%	11%	20%	11%	13%	13%	12%	12%	13%	10%
Infrequently	23%	22%	16%	19%	18%	20%	18%	19%	18%	20%	13%
Never	39%	45%	59%	43%	56%	48%	57%	59%	52%	54%	52%
DK	5%	10%	7%	5%	8%	8%	7%	7%	10%	7%	13%
Unwt N=	124	232	442	131	663	246	154	149	267	723	96

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Jews

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	8%	4%	5%	8%	3%	5%	9%	8%	1%	8%	6%	1%
Smwht often	13%	9%	13%	14%	8%	12%	14%	11%	7%	12%	14%	6%
Infrequently	17%	19%	10%	16%	17%	16%	16%	22%	10%	16%	15%	19%
Never	55%	59%	64%	55%	63%	62%	52%	49%	61%	54%	57%	67%
DK	7%	10%	7%	7%	9%	5%	10%	10%	20%	10%	7%	6%
Unwt N=	359	265	195	399	415	520	124	115	63	298	412	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	4%	5%	7%	7%	5%	4%	7%	5%	7%	4%	5%	11%
Smwht often	12%	11%	11%	13%	9%	13%	9%	15%	15%	9%	8%	15%
Infrequently	15%	16%	20%	12%	12%	17%	18%	18%	14%	20%	14%	14%
Never	56%	60%	56%	61%	63%	63%	57%	53%	56%	59%	64%	54%
DK	14%	8%	6%	8%	10%	4%	9%	9%	8%	8%	8%	5%
Unwt N=	67	254	296	203	198	172	318	134	165	282	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	20%	7%	3%	11%	5%	7%	4%	2%	7%	5%	8%
Smwht often	19%	16%	9%	15%	11%	18%	10%	9%	8%	12%	10%
Infrequently	20%	15%	16%	19%	15%	14%	16%	16%	19%	17%	14%
Never	36%	52%	65%	48%	61%	51%	64%	66%	57%	59%	55%
DK	5%	10%	7%	7%	8%	9%	6%	7%	9%	7%	13%
Unwt N=	124	235	442	132	665	245	155	151	268	725	97

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People with disabilities

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	9%	5%	7%	10%	3%	7%	11%	6%	5%	10%	8%	1%
Smwht often	17%	15%	13%	13%	18%	15%	20%	19%	5%	16%	19%	10%
Infrequently	24%	18%	16%	22%	17%	16%	31%	19%	26%	25%	17%	16%
Never	47%	55%	59%	51%	55%	59%	30%	48%	53%	42%	52%	70%
DK	4%	6%	5%	4%	6%	3%	8%	7%	11%	7%	4%	3%
Unwt N=	358	264	195	398	416	519	124	115	63	297	411	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	9%	5%	8%	7%	8%	5%	7%	7%	11%	3%	5%	13%
Smwht often	21%	17%	16%	11%	10%	15%	18%	17%	20%	16%	8%	17%
Infrequently	18%	19%	22%	18%	13%	24%	18%	23%	17%	24%	20%	13%
Never	43%	53%	50%	60%	63%	53%	50%	48%	45%	54%	61%	55%
DK	9%	6%	4%	4%	5%	2%	7%	5%	7%	4%	6%	2%
Unwt N=	67	254	297	201	197	171	318	134	164	283	203	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	21%	8%	5%	13%	6%	10%	5%	2%	8%	7%	8%
Smwht often	19%	19%	14%	21%	14%	18%	16%	16%	13%	15%	17%
Infrequently	20%	21%	19%	26%	18%	17%	14%	26%	21%	19%	20%
Never	35%	48%	57%	39%	56%	51%	59%	51%	51%	54%	45%
DK	6%	6%	5%	1%	6%	3%	6%	4%	7%	4%	11%
Unwt N=	123	234	444	132	664	247	154	150	267	725	96

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People based on their age

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Frequently	11%	9%	9%	11%	7%	10%	10%	12%	5%	13%	10%	4%
Smwht often	25%	23%	15%	21%	23%	18%	28%	29%	22%	26%	20%	19%
Infrequently	21%	23%	24%	24%	22%	24%	31%	20%	16%	22%	23%	23%
Never	39%	39%	47%	40%	43%	45%	24%	36%	47%	34%	41%	51%
DK	4%	6%	4%	4%	5%	4%	8%	4%	11%	6%	5%	3%
Unwt N=	358	265	195	397	417	518	125	115	64	297	412	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Frequently	12%	9%	11%	8%	8%	12%	10%	8%	13%	7%	6%	15%
Smwht often	27%	22%	23%	17%	20%	16%	24%	24%	22%	19%	23%	26%
Infrequently	14%	24%	25%	23%	21%	25%	22%	23%	21%	28%	17%	22%
Never	37%	41%	39%	45%	45%	43%	39%	40%	37%	44%	46%	35%
DK	10%	5%	2%	6%	6%	3%	5%	5%	7%	3%	7%	3%
Unwt N=	67	254	296	203	198	172	318	133	164	282	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Frequently	22%	11%	8%	15%	9%	13%	9%	9%	8%	9%	11%
Smwht often	15%	28%	20%	34%	19%	20%	23%	18%	25%	21%	24%
Infrequently	24%	22%	23%	22%	22%	27%	18%	20%	24%	24%	17%
Never	35%	33%	45%	27%	44%	37%	46%	48%	37%	41%	41%
DK	5%	7%	4%	1%	5%	3%	4%	5%	7%	4%	7%
Unwt N=	124	233	445	131	665	248	155	149	267	724	98

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DB3. Have you ever PERSONALLY felt or experienced discrimination at your place of work based on each of the following characteristics?
[RANDOMIZE ITEMS]

	Race	Gender	Religion
Yes	18%	18%	10%
No	78%	78%	85%
Don't know	4%	4%	6%
Unweighted N=	830	832	833

	Sexual preference	Age	Physical or mental ability
Yes	12%	23%	17%
No	84%	73%	78%
Don't know	4%	5%	5%
Unweighted N=	832	832	832

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Race

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	23%	17%	12%	19%	17%	13%	37%	24%	12%	18%	20%	15%
No	74%	79%	84%	77%	79%	84%	58%	72%	80%	77%	75%	85%
DK	3%	4%	4%	4%	4%	3%	5%	5%	7%	5%	5%	0%
Unwt N=	356	266	194	397	417	518	123	115	64	299	408	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	16%	17%	20%	18%	15%	14%	20%	22%	16%	15%	19%	30%
No	77%	79%	77%	77%	84%	82%	76%	73%	78%	82%	76%	66%
DK	7%	4%	3%	4%	1%	4%	5%	5%	5%	2%	5%	4%
Unwt N=	67	254	294	203	198	172	316	133	165	283	202	172

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	27%	21%	16%	34%	15%	18%	20%	12%	21%	18%	19%
No	69%	74%	81%	63%	81%	81%	77%	84%	73%	79%	72%
DK	4%	5%	3%	4%	4%	1%	3%	4%	6%	3%	9%
Unwt N=	123	232	444	132	663	245	155	151	266	722	98

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Gender

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	24%	16%	11%	16%	20%	18%	27%	19%	5%	19%	20%	13%
No	73%	78%	86%	81%	75%	80%	67%	76%	81%	73%	77%	86%
DK	3%	7%	3%	3%	5%	2%	6%	5%	15%	8%	3%	1%
Unwt N=	358	265	195	397	417	519	124	115	64	299	410	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	18%	16%	21%	17%	18%	16%	18%	20%	17%	14%	17%	31%
No	74%	81%	76%	78%	77%	81%	78%	76%	76%	83%	79%	67%
DK	8%	3%	3%	5%	5%	3%	4%	4%	7%	3%	4%	2%
Unwt N=	67	255	296	202	199	171	317	134	165	284	203	172

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	32%	22%	15%	26%	17%	21%	17%	17%	17%	18%	18%
No	61%	72%	83%	73%	79%	77%	79%	79%	77%	79%	72%
DK	6%	6%	3%	2%	5%	2%	5%	4%	6%	3%	11%
Unwt N=	124	233	444	132	665	247	154	151	267	724	98

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Religion

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	13%	8%	7%	13%	6%	9%	15%	11%	7%	9%	11%	7%
No	83%	85%	87%	81%	89%	87%	80%	81%	81%	81%	85%	90%
DK	4%	7%	6%	6%	5%	4%	5%	8%	12%	10%	4%	3%
Unwt N=	358	266	195	398	417	520	124	115	64	299	411	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	8%	8%	10%	13%	8%	10%	10%	11%	8%	7%	12%	16%
No	84%	88%	82%	84%	87%	84%	83%	85%	85%	86%	83%	82%
DK	9%	5%	7%	4%	5%	6%	7%	5%	6%	7%	4%	2%
Unwt N=	67	255	296	203	199	172	317	134	165	284	203	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	28%	16%	5%	19%	8%	10%	10%	4%	12%	10%	8%
No	68%	77%	90%	74%	87%	86%	84%	88%	82%	86%	79%
DK	4%	7%	5%	7%	6%	4%	6%	7%	6%	4%	12%
Unwt N=	124	234	444	132	666	247	155	151	267	725	98

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Sexual preference

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	16%	9%	10%	14%	10%	13%	12%	16%	3%	13%	13%	9%
No	83%	85%	85%	82%	86%	85%	84%	78%	89%	80%	84%	89%
DK	2%	6%	5%	4%	4%	3%	4%	6%	8%	7%	3%	1%
Unwt N=	357	266	195	398	417	520	123	115	64	299	410	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	12%	10%	16%	10%	10%	10%	12%	15%	15%	8%	11%	17%
No	78%	87%	81%	86%	87%	86%	82%	82%	79%	89%	84%	80%
DK	10%	3%	4%	4%	3%	4%	6%	2%	6%	3%	5%	3%
Unwt N=	67	254	296	203	198	172	317	134	165	284	202	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBTQ+
Yes	27%	18%	7%	19%	11%	14%	13%	9%	11%	11%	19%
No	68%	76%	90%	78%	85%	82%	84%	85%	84%	86%	73%
DK	5%	6%	3%	3%	4%	3%	3%	6%	5%	3%	8%
Unwt N=	124	233	444	132	665	246	155	151	267	724	98

Eagleton Center for Public Interest Polling
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Age

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	28%	20%	18%	22%	23%	20%	30%	30%	16%	26%	21%	22%
No	70%	73%	77%	73%	72%	77%	66%	67%	67%	66%	75%	77%
DK	3%	7%	5%	5%	5%	3%	4%	4%	18%	8%	4%	1%
Unwt N=	359	265	195	398	417	520	124	114	64	296	413	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	21%	24%	25%	18%	22%	22%	24%	23%	23%	22%	18%	30%
No	64%	72%	71%	77%	72%	73%	71%	74%	71%	74%	78%	65%
DK	14%	4%	4%	4%	6%	5%	5%	3%	6%	4%	4%	4%
Unwt N=	66	255	297	202	197	172	318	134	165	282	204	173

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	33%	26%	20%	38%	20%	23%	23%	17%	25%	24%	17%
No	63%	68%	76%	59%	76%	74%	72%	80%	68%	73%	72%
DK	4%	6%	4%	3%	5%	3%	5%	3%	7%	3%	11%
Unwt N=	124	235	444	132	665	248	154	150	268	724	98

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Physical or mental ability

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes	19%	16%	13%	19%	14%	17%	14%	22%	10%	18%	20%	8%
No	76%	78%	83%	76%	80%	79%	80%	73%	79%	76%	75%	89%
DK	5%	6%	4%	4%	6%	4%	7%	5%	11%	7%	5%	3%
Unwt N=	358	266	194	399	416	519	124	115	64	299	411	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Yes	10%	18%	17%	17%	13%	17%	17%	18%	18%	15%	14%	22%
No	80%	79%	76%	79%	81%	78%	77%	78%	76%	80%	80%	75%
DK	10%	3%	7%	4%	6%	6%	5%	4%	6%	5%	6%	3%
Unwt N=	66	255	296	203	199	171	318	133	164	283	203	174

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Yes	33%	19%	13%	36%	13%	20%	11%	13%	19%	16%	20%
No	62%	71%	84%	58%	83%	75%	85%	83%	74%	80%	69%
DK	5%	9%	3%	6%	5%	5%	4%	4%	7%	4%	11%
Unwt N=	124	234	443	132	666	245	155	151	268	724	98

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DP1. Overall, do you believe that the COVID-19 pandemic has had a positive impact on racial equity in the workplace, a negative impact, or no impact at all?

Positive	17%
Negative	20%
None at all	46%
Don't know	17%
Unweighted N=	834

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Positive	24%	12%	12%	18%	16%	15%	25%	17%	16%	17%	21%	9%
Negative	19%	20%	20%	21%	18%	17%	26%	26%	12%	23%	19%	16%
None at all	38%	48%	54%	44%	48%	49%	31%	44%	50%	41%	43%	59%
DK	19%	20%	13%	17%	18%	18%	18%	14%	22%	19%	17%	16%
Unwt N=	360	266	195	399	418	521	125	115	64	299	412	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Positive	15%	17%	17%	19%	16%	12%	19%	17%	18%	12%	17%	28%
Negative	18%	18%	26%	13%	16%	21%	21%	21%	27%	15%	23%	12%
None at all	41%	48%	40%	53%	52%	48%	45%	41%	40%	55%	40%	40%
DK	26%	17%	17%	16%	16%	18%	15%	22%	15%	18%	19%	19%
Unwt N=	67	256	297	203	199	172	319	134	165	284	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Positive	39%	18%	14%	23%	16%	24%	17%	8%	16%	16%	22%
Negative	19%	27%	17%	25%	19%	19%	17%	15%	24%	19%	25%
None at all	26%	45%	48%	35%	49%	49%	51%	49%	39%	50%	27%
DK	16%	10%	21%	17%	16%	8%	16%	28%	20%	16%	26%
Unwt N=	124	235	445	132	667	248	155	151	268	726	99

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DP2. Overall, do you believe that the COVID-19 pandemic has had a positive impact on gender equity in the workplace, a negative impact, or no impact at all?

Positive	15%
Negative	10%
None at all	55%
Don't know	21%
Unweighted N=	831

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Positive	20%	11%	12%	17%	12%	14%	19%	15%	9%	17%	17%	7%
Negative	11%	8%	11%	11%	8%	8%	20%	11%	5%	12%	10%	6%
None at all	47%	58%	63%	54%	55%	60%	39%	52%	50%	47%	53%	69%
DK	23%	23%	15%	17%	25%	18%	22%	22%	35%	24%	20%	18%
Unwt N=	358	265	195	398	416	519	124	115	64	298	411	122

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Positive	12%	13%	18%	14%	9%	17%	16%	14%	18%	9%	16%	22%
Negative	7%	7%	12%	10%	9%	8%	11%	9%	10%	8%	13%	11%
None at all	49%	54%	53%	61%	62%	59%	54%	48%	50%	63%	51%	46%
DK	32%	25%	17%	15%	19%	16%	19%	30%	22%	21%	19%	20%
Unwt N=	67	254	297	202	199	172	317	133	165	282	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Positive	33%	21%	10%	23%	13%	19%	16%	9%	14%	14%	19%
Negative	14%	15%	7%	9%	10%	8%	13%	10%	9%	9%	14%
None at all	38%	51%	58%	46%	58%	59%	59%	54%	49%	59%	36%
DK	15%	14%	24%	22%	19%	14%	13%	27%	27%	18%	32%
Unwt N=	124	234	443	131	666	247	153	151	268	724	98

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DP3. To what extent do you agree with the following statements?
[RANDOMIZE ITEMS]

	The COVID-19 pandemic is an opportunity to directly address racial disparities	The COVID-19 pandemic is an opportunity to create a more inclusive workplace for people of color
Strongly agree	13%	16%
Agree	22%	23%
Neither agree nor disagree	35%	35%
Disagree	13%	12%
Strongly disagree	10%	9%
Don't know	7%	6%
Unweighted N=	832	831

	The COVID-19 pandemic is an opportunity to directly address gender disparities	The COVID-19 pandemic is an opportunity to create a more inclusive workplace for gender minorities, including women, transgender people, and others
Strongly agree	12%	14%
Agree	22%	25%
Neither agree nor disagree	36%	35%
Disagree	13%	11%
Strongly disagree	9%	8%
Don't know	7%	6%
Unweighted N=	829	830

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The COVID-19 pandemic is an opportunity to directly address racial disparities

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Strongly agree	20%	11%	6%	15%	11%	12%	16%	15%	10%	18%	14%	5%
Agree	26%	22%	15%	24%	21%	20%	30%	20%	27%	27%	22%	14%
Neither agree nor disagree	36%	35%	35%	33%	37%	37%	28%	37%	28%	30%	37%	39%
Disagree	7%	13%	23%	13%	14%	15%	11%	13%	12%	11%	12%	19%
Strongly disagree	5%	10%	15%	12%	7%	10%	9%	7%	11%	7%	9%	15%
DK	6%	9%	6%	4%	10%	6%	6%	9%	12%	7%	6%	8%
Unwt N=	360	266	195	398	418	521	124	115	64	299	410	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Strongly agree	10%	11%	15%	16%	11%	12%	11%	19%	12%	8%	15%	27%
Agree	24%	19%	22%	26%	25%	20%	20%	25%	18%	21%	29%	24%
Neither agree nor disagree	39%	39%	34%	28%	35%	38%	33%	35%	46%	32%	29%	27%
Disagree	15%	13%	13%	13%	13%	15%	15%	10%	10%	19%	9%	10%
Strongly disagree	2%	7%	12%	11%	7%	12%	11%	6%	6%	12%	12%	5%
DK	10%	11%	4%	6%	9%	3%	10%	5%	7%	8%	6%	7%
Unwt N=	66	256	297	203	199	172	318	134	165	284	204	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Strongly agree	26%	18%	9%	19%	12%	18%	8%	13%	12%	11%	21%
Agree	27%	23%	21%	23%	22%	20%	22%	26%	22%	21%	29%
Neither agree nor disagree	21%	31%	38%	33%	35%	31%	35%	37%	38%	38%	22%
Disagree	12%	13%	14%	9%	15%	17%	15%	11%	11%	14%	9%
Strongly disagree	10%	12%	8%	10%	10%	7%	14%	7%	9%	9%	11%
DK	4%	4%	9%	7%	6%	7%	5%	7%	8%	7%	9%
Unwt N=	124	235	444	131	667	248	155	151	268	726	99

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The COVID-19 pandemic is an opportunity to create a more inclusive workplace for people of color

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Strongly agree	21%	14%	9%	18%	13%	13%	18%	24%	11%	19%	17%	8%
Agree	27%	19%	20%	23%	23%	21%	30%	23%	20%	27%	22%	17%
Neither agree nor disagree	36%	33%	37%	32%	38%	38%	28%	34%	29%	28%	36%	44%
Disagree	7%	15%	16%	11%	13%	12%	10%	11%	14%	11%	10%	16%
Strongly disagree	4%	10%	14%	12%	6%	9%	9%	5%	12%	8%	9%	11%
DK	5%	9%	4%	5%	7%	6%	6%	3%	14%	7%	6%	4%
Unwt N=	359	266	194	399	416	520	124	115	64	299	409	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Strongly agree	9%	14%	19%	14%	14%	18%	14%	17%	18%	10%	16%	27%
Agree	20%	19%	24%	29%	22%	20%	20%	30%	13%	23%	33%	26%
Neither agree nor disagree	40%	40%	32%	31%	38%	35%	37%	31%	46%	33%	28%	29%
Disagree	18%	12%	11%	10%	12%	11%	13%	10%	12%	16%	8%	5%
Strongly disagree	4%	7%	10%	11%	7%	11%	9%	8%	5%	11%	11%	7%
DK	9%	9%	4%	5%	7%	5%	8%	4%	6%	7%	4%	7%
Unwt N=	67	255	296	203	199	171	318	134	165	283	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Strongly agree	31%	19%	12%	19%	15%	20%	14%	15%	12%	14%	21%
Agree	23%	24%	22%	27%	22%	22%	19%	26%	24%	22%	28%
Neither agree nor disagree	23%	31%	38%	35%	34%	33%	35%	34%	38%	38%	21%
Disagree	9%	9%	14%	7%	13%	14%	14%	10%	10%	12%	11%
Strongly disagree	10%	13%	7%	6%	9%	6%	13%	7%	9%	8%	11%
DK	5%	4%	7%	6%	6%	4%	5%	7%	8%	6%	8%
Unwt N=	124	235	443	132	666	247	154	151	268	725	98

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The COVID-19 pandemic is an opportunity to directly address gender disparities

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Strongly agree	19%	7%	9%	14%	10%	11%	17%	13%	8%	17%	13%	4%
Agree	27%	19%	16%	22%	22%	19%	30%	22%	23%	25%	21%	17%
Neither agree nor disagree	35%	38%	36%	34%	40%	39%	27%	36%	32%	33%	38%	39%
Disagree	9%	15%	19%	13%	13%	14%	11%	13%	14%	11%	12%	20%
Strongly disagree	5%	11%	13%	11%	7%	10%	8%	7%	11%	7%	9%	14%
DK	5%	10%	7%	6%	8%	6%	6%	9%	12%	7%	7%	7%
Unwt N=	357	266	194	397	416	519	124	114	64	299	409	121

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Strongly agree	7%	10%	13%	16%	10%	11%	12%	15%	10%	7%	15%	27%
Agree	18%	19%	24%	23%	25%	22%	18%	26%	17%	22%	29%	22%
Neither agree nor disagree	44%	42%	33%	30%	37%	38%	36%	34%	47%	34%	31%	28%
Disagree	20%	13%	12%	14%	12%	14%	14%	14%	10%	19%	9%	11%
Strongly disagree	2%	6%	12%	11%	6%	13%	11%	5%	8%	11%	12%	5%
DK	9%	10%	5%	5%	10%	3%	9%	5%	9%	7%	5%	6%
Unwt N=	67	254	296	202	198	172	317	133	165	283	202	173

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Strongly agree	27%	15%	9%	17%	11%	14%	11%	10%	12%	11%	19%
Agree	28%	26%	19%	24%	22%	23%	22%	22%	20%	20%	29%
Neither agree nor disagree	19%	32%	40%	36%	36%	33%	35%	39%	39%	40%	21%
Disagree	11%	11%	15%	8%	15%	18%	13%	12%	11%	14%	10%
Strongly disagree	9%	12%	8%	9%	10%	7%	14%	8%	9%	8%	13%
DK	6%	3%	9%	5%	7%	5%	5%	9%	9%	7%	9%
Unwt N=	123	234	443	131	665	246	154	150	268	723	98

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The COVID-19 pandemic is an opportunity to create a more inclusive workplace for gender minorities, including women, transgender people, and others

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Strongly agree	21%	10%	9%	15%	14%	11%	26%	17%	14%	18%	16%	6%
Agree	29%	25%	22%	26%	25%	25%	25%	31%	17%	30%	25%	19%
Neither agree nor disagree	35%	33%	36%	32%	38%	37%	31%	30%	37%	30%	35%	42%
Disagree	7%	13%	16%	12%	10%	12%	7%	11%	8%	9%	10%	15%
Strongly disagree	3%	10%	13%	11%	5%	9%	4%	5%	11%	7%	7%	12%
DK	5%	10%	4%	4%	9%	6%	7%	6%	13%	6%	7%	6%
Unwt N=	358	266	194	398	416	519	124	115	64	299	408	123

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Strongly agree	16%	13%	14%	16%	12%	13%	15%	17%	13%	9%	16%	30%
Agree	17%	22%	29%	29%	26%	28%	22%	28%	22%	25%	33%	22%
Neither agree nor disagree	43%	38%	32%	30%	37%	33%	35%	33%	41%	35%	28%	29%
Disagree	17%	11%	10%	10%	10%	12%	12%	11%	11%	16%	7%	6%
Strongly disagree	2%	7%	9%	11%	8%	9%	8%	7%	7%	8%	12%	7%
DK	6%	9%	5%	5%	8%	4%	9%	4%	7%	7%	5%	6%
Unwt N=	67	254	296	203	199	171	317	134	164	283	203	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Strongly agree	26%	15%	13%	18%	14%	16%	12%	14%	14%	12%	25%
Agree	33%	28%	23%	28%	25%	29%	23%	23%	26%	25%	26%
Neither agree nor disagree	17%	33%	37%	33%	34%	31%	35%	35%	37%	36%	25%
Disagree	9%	10%	12%	8%	12%	13%	13%	12%	8%	12%	6%
Strongly disagree	10%	10%	7%	5%	9%	6%	12%	7%	8%	8%	11%
DK	4%	4%	8%	7%	6%	5%	5%	8%	7%	6%	6%
Unwt N=	124	234	443	132	665	247	154	150	268	725	97

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DP4. Thinking about the COVID-19 pandemic, do you think that working remotely has facilitated a more inclusive environment in your company, a less inclusive environment, or has it had no impact either way?

****Note: This question was only asked of respondents who indicated they had worked remotely at any point since March 2020.***

More inclusive	30%
Less inclusive	16%
No impact	48%
Don't know	6%
Unweighted N=	524

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
More inclusive	37%	20%	25%	31%	28%	28%	37%	37%	13%	35%	30%	21%
Less inclusive	13%	17%	20%	19%	14%	14%	20%	24%	10%	22%	18%	5%
No impact	45%	57%	45%	43%	53%	51%	38%	35%	70%	41%	44%	66%
DK	5%	6%	10%	7%	5%	7%	5%	3%	7%	2%	8%	7%
Unwt N=	265	141	109	254	263	319	80	76	44	181	268	75

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
More inclusive	29%	29%	31%	29%	27%	23%	30%	36%	32%	23%	31%	37%
Less inclusive	19%	17%	16%	14%	13%	15%	19%	14%	17%	17%	14%	16%
No impact	40%	50%	44%	53%	52%	56%	44%	46%	48%	52%	49%	41%
DK	11%	4%	9%	4%	8%	7%	7%	4%	3%	8%	6%	7%
Unwt N=	32	134	193	160	131	99	193	94	73	144	154	148

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
More inclusive	46%	30%	26%	34%	29%	39%	26%	23%	26%	29%	31%
Less inclusive	13%	23%	13%	20%	15%	15%	19%	13%	18%	16%	20%
No impact	37%	42%	54%	42%	50%	43%	50%	54%	48%	48%	45%
DK	5%	5%	7%	3%	6%	3%	5%	9%	8%	7%	4%
Unwt N=	105	175	226	97	407	167	97	94	160	461	57

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DP5. How often, if at all, have you experienced any of the following during a video conference/virtual meeting?

[RANDOMIZE ITEMS]

****Note: This question was only asked of respondents who indicated they had worked remotely at any point since March 2020.***

	Felt overlooked by a coworker	Been ignored by a coworker	Interrupted by a coworker
All the time	10%	9%	12%
Frequently	18%	16%	21%
Infrequently	28%	29%	29%
Never	40%	42%	34%
Don't know	4%	3%	4%
Unweighted N=	523	524	523

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Felt overlooked by a coworker

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
All the time	14%	5%	8%	12%	8%	11%	12%	11%	0%	17%	10%	2%
Frequently	18%	18%	19%	20%	16%	18%	20%	23%	8%	19%	21%	12%
Infrequently	27%	30%	26%	25%	30%	31%	23%	21%	25%	28%	25%	32%
Never	40%	41%	41%	38%	43%	37%	43%	41%	59%	32%	42%	49%
DK	2%	5%	6%	4%	4%	4%	3%	3%	8%	5%	3%	4%
Unwt N=	265	140	109	253	263	318	80	76	44	180	268	75

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
All the time	19%	8%	13%	6%	11%	6%	9%	14%	21%	4%	8%	13%
Frequently	9%	23%	16%	17%	16%	19%	18%	19%	14%	21%	13%	23%
Infrequently	32%	23%	28%	31%	29%	28%	27%	28%	24%	22%	37%	28%
Never	35%	40%	41%	42%	40%	45%	42%	35%	36%	49%	39%	33%
DK	5%	6%	2%	4%	4%	3%	4%	4%	5%	4%	3%	3%
Unwt N=	32	133	193	160	131	99	193	93	73	143	154	148

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
All the time	26%	9%	7%	17%	8%	13%	6%	9%	10%	9%	14%
Frequently	15%	21%	17%	29%	15%	23%	15%	10%	20%	19%	14%
Infrequently	19%	40%	21%	25%	27%	25%	40%	29%	21%	26%	37%
Never	33%	30%	50%	28%	45%	37%	36%	48%	43%	42%	34%
DK	7%	1%	5%	1%	4%	2%	3%	4%	6%	4%	1%
Unwt N=	105	174	226	97	406	167	97	93	160	460	57

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Been ignored by a coworker

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
All the time	14%	3%	7%	12%	6%	8%	14%	12%	3%	13%	11%	2%
Frequently	15%	22%	11%	16%	16%	19%	12%	17%	1%	16%	17%	14%
Infrequently	29%	30%	31%	29%	30%	31%	28%	24%	31%	33%	25%	33%
Never	41%	41%	46%	39%	46%	39%	41%	43%	60%	35%	43%	49%
DK	2%	4%	5%	4%	3%	3%	4%	4%	5%	4%	3%	3%
Unwt N=	265	141	109	254	263	319	80	76	44	181	268	75

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
All the time	12%	8%	10%	9%	7%	8%	8%	14%	16%	5%	6%	14%
Frequently	20%	18%	19%	9%	14%	11%	16%	20%	21%	15%	13%	16%
Infrequently	34%	25%	28%	34%	29%	31%	31%	25%	25%	25%	37%	31%
Never	28%	45%	39%	46%	45%	46%	41%	39%	35%	49%	42%	37%
DK	5%	4%	3%	2%	5%	4%	3%	3%	4%	5%	2%	1%
Unwt N=	32	134	193	160	131	99	193	94	73	144	154	148

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
All the time	24%	11%	5%	12%	9%	14%	2%	5%	11%	9%	13%
Frequently	21%	20%	12%	34%	11%	14%	16%	15%	19%	15%	20%
Infrequently	18%	37%	27%	22%	31%	29%	40%	33%	21%	30%	26%
Never	31%	32%	51%	32%	46%	41%	37%	46%	44%	43%	40%
DK	6%	0%	5%	0%	3%	2%	4%	2%	5%	4%	1%
Unwt N=	105	175	226	97	407	167	97	94	160	461	57

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Interrupted by a coworker

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
All the time	12%	12%	10%	14%	9%	11%	7%	22%	0%	14%	15%	2%
Frequently	23%	17%	20%	21%	20%	23%	31%	14%	10%	25%	18%	21%
Infrequently	27%	33%	31%	30%	29%	33%	25%	16%	37%	27%	30%	31%
Never	37%	34%	29%	29%	39%	29%	36%	41%	49%	31%	34%	39%
DK	1%	4%	10%	4%	4%	3%	2%	8%	5%	3%	3%	8%
Unwt N=	264	141	109	253	263	318	80	76	44	181	267	75

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
All the time	22%	9%	14%	9%	7%	8%	14%	14%	18%	8%	9%	15%
Frequently	11%	22%	24%	17%	22%	17%	20%	24%	21%	20%	21%	20%
Infrequently	23%	22%	29%	39%	37%	35%	30%	20%	20%	26%	33%	39%
Never	40%	39%	31%	32%	30%	37%	32%	38%	37%	39%	34%	24%
DK	3%	9%	2%	2%	3%	2%	5%	4%	4%	7%	3%	1%
Unwt N=	32	133	193	160	131	99	193	93	73	144	154	147

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
All the time	29%	14%	7%	21%	9%	15%	9%	9%	12%	10%	19%
Frequently	22%	26%	17%	31%	18%	19%	16%	16%	28%	20%	22%
Infrequently	17%	33%	30%	18%	32%	30%	43%	29%	21%	30%	26%
Never	27%	25%	42%	27%	37%	33%	24%	45%	35%	34%	33%
DK	6%	3%	5%	3%	3%	3%	8%	1%	4%	5%	0%
Unwt N=	104	175	226	96	407	167	97	94	159	460	57

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DP6. Have you felt safer, less safe, or just about as safe working remotely than you did working in an office or facility when it comes to experiencing discrimination or unfair treatment?

****Note: This question was only asked of respondents who indicated they had worked remotely at any point since March 2020.***

Safer	35%
Less safe	9%
About as safe	50%
Don't know	6%
Unweighted N=	524

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Safer	46%	30%	19%	30%	40%	36%	46%	32%	24%	34%	37%	34%
Less safe	7%	12%	9%	11%	7%	9%	6%	14%	3%	9%	12%	4%
About as safe	43%	52%	62%	52%	48%	50%	45%	44%	67%	51%	47%	54%
DK	4%	6%	10%	6%	6%	5%	3%	10%	5%	7%	4%	9%
Unwt N=	265	141	109	254	263	319	80	76	44	181	268	75

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	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Safer	48%	39%	32%	33%	40%	35%	29%	42%	43%	34%	30%	35%
Less safe	6%	10%	11%	7%	7%	8%	11%	8%	14%	11%	7%	5%
About as safe	41%	45%	51%	55%	48%	52%	54%	44%	40%	49%	55%	54%
DK	5%	6%	6%	6%	4%	6%	6%	6%	2%	6%	8%	6%
Unwt N=	32	134	193	160	131	99	193	94	73	144	154	148

	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Safer	47%	34%	34%	46%	33%	38%	30%	32%	38%	34%	41%
Less safe	11%	15%	4%	8%	10%	11%	11%	8%	7%	9%	12%
About as safe	37%	48%	54%	42%	52%	46%	56%	53%	47%	52%	39%
DK	5%	3%	7%	4%	5%	5%	3%	6%	7%	5%	8%
Unwt N=	105	175	226	97	407	167	97	94	160	461	57

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B1_1. Which of these, if any, do you consider important reasons to increase gender diversity in the workplace? Please check all that apply.

Selected	58%
Not selected	42%
Unweighted N=	850

Gender diversity provides other perspectives that contribute to the overall success of companies and organizations.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	65%	58%	49%	56%	62%	56%	63%	65%	56%	64%	56%	52%
Not selected	35%	42%	51%	44%	38%	44%	37%	35%	44%	36%	44%	48%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	60%	58%	54%	66%	53%	52%	57%	70%	50%	60%	62%	67%
Not selected	40%	42%	46%	34%	47%	48%	43%	30%	50%	40%	38%	33%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	47%	55%	62%	69%	56%	54%	49%	74%	58%	58%	59%
Not selected	53%	45%	38%	31%	44%	46%	51%	26%	42%	42%	41%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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B1_2. Which of these, if any, do you consider important reasons to increase gender diversity in the workplace? Please check all that apply.

Selected	49%
Not selected	51%
Unweighted N=	850

Gender diversity makes good business sense because it increases the supply of potential workers.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	54%	55%	38%	52%	48%	47%	48%	60%	47%	55%	47%	44%
Not selected	46%	45%	62%	48%	52%	53%	52%	40%	53%	45%	53%	56%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	51%	46%	54%	49%	50%	39%	48%	62%	45%	50%	52%	57%
Not selected	49%	54%	46%	51%	50%	61%	52%	38%	55%	50%	48%	43%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	49%	50%	50%	55%	48%	45%	50%	61%	47%	50%	49%
Not selected	51%	50%	50%	45%	52%	55%	50%	39%	53%	50%	51%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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B1_3. Which of these, if any, do you consider important reasons to increase gender diversity in the workplace? Please check all that apply.

Selected	60%
Not selected	40%
Unweighted N=	850

Gender diversity in the workplace gives people an equal opportunity to succeed.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	62%	59%	61%	56%	65%	65%	58%	49%	56%	56%	58%	67%
Not selected	38%	41%	39%	44%	35%	35%	42%	51%	44%	44%	42%	33%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	64%	61%	59%	61%	69%	55%	56%	64%	62%	57%	61%	64%
Not selected	36%	39%	41%	39%	31%	45%	44%	36%	38%	43%	39%	36%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	58%	51%	64%	61%	60%	55%	58%	58%	67%	62%	52%
Not selected	42%	49%	36%	39%	40%	45%	42%	42%	33%	38%	48%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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B2_1. Which of these, if any, do you consider important reasons to increase racial and ethnic diversity in the workplace?
Please check all that apply.

Selected	60%
Not selected	40%
Unweighted N=	850

Racial and ethnic diversity provides other perspectives that contribute to the overall success of companies and organizations.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	67%	62%	49%	58%	64%	60%	69%	63%	53%	64%	61%	52%
Not selected	33%	38%	51%	42%	36%	40%	31%	37%	47%	36%	39%	48%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	61%	62%	57%	66%	58%	59%	56%	73%	56%	58%	66%	71%
Not selected	39%	38%	43%	34%	42%	41%	44%	27%	44%	42%	34%	29%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	52%	58%	63%	69%	58%	54%	50%	75%	64%	60%	65%
Not selected	48%	42%	37%	31%	42%	46%	50%	25%	36%	40%	35%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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B2_2. Which of these, if any, do you consider important reasons to increase racial and ethnic diversity in the workplace?
Please check all that apply.

Selected	53%
Not selected	47%
Unweighted N=	850

Racial and ethnic diversity makes good business sense because it increases the supply of potential workers.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	56%	55%	48%	52%	54%	49%	56%	65%	51%	57%	49%	52%
Not selected	44%	45%	52%	48%	46%	51%	44%	35%	49%	43%	51%	48%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20 K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	56%	52%	55%	52%	53%	41%	51%	67%	50%	54%	53%	59%
Not selected	44%	48%	45%	48%	47%	59%	49%	33%	50%	46%	47%	41%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	45%	49%	56%	62%	51%	47%	49%	64%	54%	53%	53%
Not selected	55%	51%	44%	38%	49%	53%	51%	36%	46%	47%	47%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

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B2_3. Which of these, if any, do you consider important reasons to increase racial and ethnic diversity in the workplace?
Please check all that apply.

Selected	61%
Not selected	39%
Unweighted N=	850

Racial and ethnic diversity in the workplace gives people an equal opportunity to succeed.

	Party ID			Gender		Race or Ethnicity				Age		
	Dem	Ind	Rep	Man	Woman	Wht	Blk	Hisp	Other	18-34	35-54	55+
Selected	63%	63%	59%	57%	67%	63%	55%	63%	63%	65%	55%	68%
Not selected	37%	37%	41%	43%	33%	37%	45%	37%	37%	35%	45%	32%
Unwt N=	361	266	195	400	418	521	126	115	64	304	420	126

	Income				Region				Education			
	<\$20K	\$20K- <\$50K	\$50K- <\$100K	\$100K+	Northeast	Midwest	South	West	HS or less	Some college	College grad	Grad work
Selected	56%	63%	63%	61%	69%	56%	61%	61%	62%	61%	61%	64%
Not selected	44%	37%	37%	39%	31%	44%	39%	39%	38%	39%	39%	36%
Unwt N=	67	257	297	203	199	172	321	134	165	285	204	174

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	Role			Disability		Religion				Sexual Orientation	
	Exec	Manag	Non-manag	Yes	No	Catholic	Protestant	Atheist/ Agnostic	Other	Hetero	LGBQ+
Selected	59%	56%	65%	58%	63%	56%	63%	75%	59%	64%	52%
Not selected	41%	44%	35%	42%	37%	44%	37%	25%	41%	36%	48%
Unwt N=	124	235	446	132	668	248	155	151	269	727	99

Appendix C

OPEN-ENDED VERBATIM RESPONSES

DP1A In just a few words, why do you believe that the COVID-19 pandemic has had a positive impact on racial equity in the workplace?

(1) increased demand for labor has caused employers to be less picky and thus less discriminatory (2) remote work makes it easier for disabled individuals, single mothers, folks with poor transportation, people in disfavored geographies, and others to participate in the labor force (3) not being in offices together translates to less discrimination that gets manifested in subtle ways like judging the clothes people wear because of their culture or sexual orientation, the food people eat because of their ethnicity or religion or national origin, or the hair or odor or body shape people have because of their race.

A lot of people are afraid to catch COVID-19 and they can't get a hold of testing so it's because I'm upset

Abc

Awareness it gave a since of introspection throughout the job market

Because in pandemic situation all the all the in their homes and connect with each other so this way if they are not be talk in work place its a positive impact to talking and communicate with each other

Because it has brought everyone together

Because it has brought us into a virtual world where most business is done on phone or computer

Because it, and the rebellions around George Floyd, put racial equity at the center

Because of the pandemic I feel that people feel everyone deserves a chance and people of all ages races genders nationalities religions all are equal and they should all be given the same chance at work for promotions and all be treated the same and I think people realize it more now than ever

Because people don't married

Because people interact less casually, there are fewer opportunities for incidental social discriminatory comments. The day-to-day is considerably more work-focused.

Because people now feels more important to each other and believe that we're all the same.

Because the disease does not know the color or race

Because the pandemic hits everyone, not every race is a piece of dirt

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Because they found out if you're white or black yellow it don't matter it kills every race and that's a fact jack

Because they need workers now and they giving everyone a chance

Because this good

Because we all come together and help.

Because we are needed as workers and and open minded is great when choicing anyone.. Everyone needs a chance

Because we're taking more safety precautions

Because when it happened we came together work through it

Been the same

Bringing closeness to people.

Brought more awareness to issues typically swept under the rug

Brought subject forward

Brought us together no matter colors

Businesses don't have many employees so right now i think is the best time for anyone to apply and easily get hired.

Cos it make the whole world fight the virus in one hand

Covid 19 pandemic has had a positive impact because it gives me much comfort work from home

Don't know

Don't know

Everyone has the same job opportunities

Excellent.....

For changing financial situation.

Gggg gtfdtyf kfthd gffgudf

Good

Good

Good and very good and very good

Great

Great work quality

Honestly it could be COVID-19 or the current race relations in the Country. However due to COVID-19 people have been reminded to get back to the basics.

I believe it has led to people being more receptive to others backgrounds and feelings.

I believe it's had a very negative impact

I believe we are more aware of things going on around us now that we have had time to sit back and reflect during quarantine.

I believe with the issues related to the pandemic, racial equality has come to the forefront and is communicated to all employees in a very positive and important manner.

I don't know

I don't know why

I feel as though more of an emphasis has been placed on diversity and inclusion

I feel that since the covid 19 pandemic people are more open minded about others and sticking together to help one another in order to get through this life crisis pandemic everyone is currently still going through.

I teach in a private school where equity and diversity are frequently discussed in meetings and among staff members; we plan events to teach about history from multiple perspectives and to honor contributions of activists from a variety of backgrounds. The increase in conversation and action since the pandemic started may be related to Covid helping us focus more on our need to make positive change in this area, OR we were moving in this direction beforehand, so the passion put into it now could be unrelated! Since our school is private and on a tight budget as it is, I put I don't know for the donation question- schools don't really donate from their own funds, we just have coat drives and food drives.

I think it did not have a positive or negative impact. But the company adapted really well to the new situation

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I think that the pandemic has allowed us all to take a step back and look at our treatment of other humans in general and how we empathize with each other.

I think the pandemic has made the companies more open since not much people are wanting to work

I think this pandemic has forced people to pay more attention to what's going on around them. This, along with the global reaction to the Black Lives Matter movement has forced conversations and introspection in personal interactions as well as the workplace.

I think with everyone being at home and being able to look back and see what was going right and their business and what was not

In an odd result of the great resignation, candidates of different experiences are being entertained for positions in leadership.

In my opinion i think covid 19 pandemic has had a positive impact on racial equity in the workplace because of fear make people realize we are all human being and the courage of certain racial group to face this pandemic

In my opinion, COVID 19 has made a positive impact on racial equity by creating so many more remote positions where there weren't many as well as the delivery And ordering service boom, you can't judge someone based off of their ethnicity of you can't see them!

It brings people together and it makes people worry about each other

It brought people together in a positive way for some

It depends

It focused people to see and look

It gave people time to address this

It give me the best deal and suggestion. Give me a lesson

It gives an understanding of how many employees are discriminated or not, to open a pathway where they can voice their opinions of how they felt so far in their workplace and how they were treated.

It got people talking more openly. People have been oppressed and the pandemic made them feel they had nothing to lose since they lost so much already.

It has brought conversations and attention of race to the forefront

It has brought everyone together

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It has brought people closer together because we all as people are in this together no matter the color or gender or your sexuality

It has given everyone the time to reflect, then recognize the issues in this country and within their own organization of the existing

It has informed more people

It has not it has made it worse.

It has put more pressure on working on these issues as people are more eager to leave for other opportunities and the PR backlash is feared.

It is became a tool to help and support each other

It is good

It is very dangerous, work could not complete this pandemic.

It just has

It made people realize that all workers are important regardless of their race

It made people realize we are all the same despite our physical differences and we are all affected

It made things better

It probably exposed the way people are treated and how things should rather be

It seemed like they did the right choice

It seems like more things are looked at because of the pandemic. The slumping economy seems to have forced more hiring of all different groups of people, especially with many people fearing coming back to work and unemployment payments motivating people to stay home kore.

It was peaceful when we were on lockdown

It was very ill

It's bring everyone together

It's caused people to take a step back and look and realize we are all the same

It's good

It's boring

Its allowed be of diverse backgrounds to have more affordable ways to work

It's cool

It's given everyone a chance at employment

It's not good

It's scary feeling but still trying to stay safe.

Just because I said so

Just every one cancer

Kept us close and helped

Lower working hours

Misclicked.

More openings for employment. Hiring most people, even myself at my age right away.

More remote work opportunities has led to more diverse applicant pool.

No

No it just needs to be over

Nothing specific

None

None

None

Not really sure

Nothing

Nothing

Nothing

Nothing

Nothing at all

Nothing at all.

Open up people mind even more

People are desperate for anyone who will work. When people become a necessity, discrimination goes down

People are hurting to live right now. Which In turn has basically forced people into survival mode. Therefore making them have no choice but to work with other people that they may or may not approve of their way of life. Fortunately most of them end up seeing the person or people for who they are and have learned to accept what they couldn't before

People are talking about it

People have been more open to changing their views and have equaled the hiring because of more awareness on social media.

People knows what it means to have a job now

People need to support each other with efficiency rather politically

Provided more opportunities for conversations

Racial awareness

Since we're stuck in places together, we're learning to work with each other.

Some people would not want to come into work but black people (with the disadvantage they are at in society) have to come in and don't mind coming in provided the extra pay.

Thanks

That we all kind of took the hit together as a family and dealt with it together

The Black Lives Matter movement led to initiatives for more racial equality

The Covid-19 virus quarantine gave everyone a chance to settle down and think.

The pandemic has opened a lot of people's eyes on how bad it really is. A lot of people never took the time to realize what was going on when they never had experienced it firsthand.

The quality of the service is great. It's the passion of things

They shortage of employable people has provide opportunities for those who may not being given an opportunity due to discrimination are now being considered.

Time off for safety

To be very good for me and like it very much for me

Very bad

Very good

Very good ab best

Very good concern

Very good thinking.

Very hard year to this pandemic but I am very successful

Very sad

We are so much more aware now of the fact that life is short and we need to support kindness and Justice for each other.

We have been challenged

Well

Well covid has shown us all that no matter your color race bank account and etc. we are all liable and victims of the unknown so it's important to stay humble

With more zoom meetings and less emails I have been able to see the diversity that I work with instead of seeing text on a screen

Worker shortage has probably impacted employers to where they cannot be 'picky'. I also feel shared hardships make more people look past race, gender, sexual preference, religion and other descriptors

Working from home has reduced sexual harassment and offensive chatter in my workplace.

Yeah

Yeah definitely important thing

Yes

Yes

Yes because we worry about all race we family at work fair for all

Yes I can do that for you and

Yes it might affect are workplace at anytime

Yes very

Yes we can meet to go I

Yes, I think so

DP1B In just a few words, why do you believe that the COVID-19 pandemic has had a negative impact on racial equity in the workplace?

Ability to work from home

Affects people of color

Bad

Because a lot of a certain race is left unemployed and at home!!!

Because black men statistically are less likely to be vaccinated

Because covid 19 has damaged people's normal life.

Because covid-19 made people start social distancing so they didn't get a chance to ask you Branch out to each other

Because it brought out the idiot in a lot of people.

Because it does not distinguish between people according to their race

Because it has been negative because of docile dvrgts

Because it has caused an imbalance in daily activities.

Because it has made a lot of people lose their jobs and it makes companies pick over certain people based on the jobs that are available

Because it is divisive

Because it makes people scared

Because many African Americans refuse to get the COVID vaccines.

Because of the types of people who are willing to work

Because people are so sensitive to everything right with everything going on everyone thinks that everyone is racist and that's not the case

Because people are tired and irritable, so everyone has a shorter fuse for dealing with others.

Because people chose to not work due to incentives and many jobs were then phased out. Many were done by unrepresented people.

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Because some say African Americans have a higher risk.

Because the employee can use covid as an excuse being discriminatory

Because there are less workers to work. So therefore less diversity.

Because they are signaling our certain groups

Because they felt that Chinese girl were the ones who exposed covid 19 and people say rude comments and make jokes

Because they focus that covid pandemic on minority areas

Because unfortunately a lot of those groups got covid because of there living arrangement Have lower income less medical coverage

BLM got overshadowed

Cases are not treated equally when race is involved with leadership. Whites are not harassed and are freely allotted necessary time off with no backlash from superiors compared to blacks or African edenic descent.

Cause division against humanity

Covid has a negative impact on everything

Covid has made everything in the workplace negative

Covid is a joke it's nothing more than the flu and the media along with work corporations have blown it completely out of whack

Covid sucks and has caused A lot of people to miss. Woke

Cuz of the ppl and how they talk

Deprioritized racial equity to focus on accommodating remote operations

Discrimination of Asians

Don't know

Don't you think surveys like this promote racial inequality? Shouldn't somebody get a job promotion based on performance on not whether or not they are of color and the company needs to hit a certain amount of colored management? I would expect more of Rutgers, but not after taking this survey.

Economic disability

Employers are hesitant to hire Asian workers

Even if you don't want to go to the store and

Even though it's great that a lot of us get to work from home it has made I have a sphere more tense

Everything that happens, good or bad, the race card is frequently played. Diversity is the new propaganda. It makes me want to go against it because I feel they want us all to fall in line.

Everybody seems more on edge

Everyone is overly concerned about the wrong things

Everyone is the same

Everything

Everything is out of place.

Gave power over to the clowns

Good morning I hope you have a

I am afraid to answer due to might loss job

I believe it has been negative because of the media race baiting so tensions are high.

I believe that people, in general, are disgruntled and expressing that in unhealthy ways.

I don't have any opinion about it

I don't know

I don't know what to say here.

I don't think it's the Covid 19 pandemic alone. The company do not promote blacks period!

I dunno

I feel that people in lower income area with a large number of people of color have gotten covid due to living circumstances and have been reprimanded and fired for it.

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I just think in general it's cut down a lot of employees so it's lowered the amount of racial workers available

I'm fine right now.

I think it has led to people being more racially biased against Asians

I think it's had a negative impact on everyone.

I think that has caused a bigger divide because of all of the finger-pointing.

I think the pandemic further stressed a workplace environment that already suffered from systemic racism.

I think the pandemic has isolated everyone more. Isolation makes us stick in smaller groups and less likely to interact with others to see they're not different.

I worked for the Early Childhood Education company Bright Horizons from 4/2012 to 6/2021. Our governor shut down our workplace from 3/2021 to 9/2021. The majority of Bright Horizons staff in this state are black women. Many of them were unable to pay bills because they couldn't work and the unemployment office was a chaotic mess. When we reopened, our guidelines from the state limited the children allowed in a group setting and the amount of staff allowed to interact with multiple groups of children. This caused some of contracts with clients not to be renewed and kept staff from returning to work. As I said, the majority of the staff are black women. They suffered pay cuts, reduction of hours, or lost their jobs altogether.

I'm not sure.

I've been struggling and broke since

I'm not really sure

I'm so excited for the kids and I'm sure she would like it too much for me to

I'm not really sure how to describe it

Insecurity

It brought out all the racism in America

It causes unpredictable work schedules and chances that forces our business to close.

It demonstrates the amount of inequity there is in the world.

It fueled a larger conflict between the rich and the poor and racial equality today

It has affected lower paid people the most

It has everyone scared

It has had a negative impact on every race and gender

It has impacted the whole world

It has made people afraid

It hasn't

It impeded it

It is a scary pandemic and we all have to wear masks not an easy task for all of us

It just doesn't make sense

It kills people

It made a problem where there wasn't any people were just living their lives and they turned this into a fiasco

It's changed everything

It's bringing the status back down, people are becoming more jealous of us

It's very bad

Kids can't go to school. If no school, adults don't have free childcare. Without childcare parents can't work.

Less jobs

Lots of people competing for same job

Made it worse. Chinatown has gotten more segregated

Made me tense

Many minorities are already suffering socioeconomically and covid totally destroys communities, functionality, finances, job, housing, health nets; communities where those things are already suffering are in complete survival mode right now due to the impacts of covid

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Many of the non-white employees have had covid and the workplace has suffered because they refuse getting vaccinated.

Minorities are typically the first to be dismissed.

More feelings and more of that

More physical separation of employees means less exposure to diversity

Most black people had jobs that were not essential and got laid off and had to seek government help and had hard times getting another job due to the pandemic

My organization is swinging too far as it relates to equity.

N/a

Na

No

No

No

No because blood is not a race I truly believe that thank you

No one is working

None

None

Nope

Not everyone is approached the same

Not sure

Not sure

Note more none

People are being forced to put permanently liquids in their bodies. Tuskegee experiment, WWII and other aids related experiments make a lot of fear vaccine mandates. Hence, a lot of immigrants and

people of color are being excluded from society and society is less equitable now than it was 2 years ago. Look at black unemployment rates that are now. Perfect example that we are going backwards.

People are distracting themselves by causing racial tension

People blame Asians

People blame some races for the outbreak when it was everyone as a group who have progressed the virus this far

People of color live in lower socioeconomic areas and live less fortunate so if Covid hits them it's different then someone who had more options

People that aren't staying busy and working to make a living channel that energy into sometimes negative avenues like turning a critical eye to issues that don't actually exist the way they are being portrayed

Political unrest in country plays a part in some workplaces also.

Racial minorities are working all the unsafe jobs. It feels like we're being left to die

Really affected the low income folk who are mainly non-white.

Reason to differentiate

Seems like more people are negative towards everything

Some get better treatment

Some people of color are more reluctant to vaccinations thus leaving room to replace

Sometimes it's found

Takes away personal contact with people

The current fight for equality has come in the middle of a pandemic

The epidemic has affected all areas of life.

The focus is too much on race and not enough on merit and skill

The impact of COVID-19 disproportionality impacts the minority community which primarily makes up the essential staff that has to report to work daily during this pandemic.

The virus really affected a particular race

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The COVID 19 pandemic has had a particularly negative impact on the Asian community - based on all the Asian hate crimes over the last 2 years

There is a known disparity in COVID-19 infections, treatment, and deaths between different racial groups. Namely, black/"brown" communities have been negatively impacted by the pandemic. However, it is rarely spoken of how this disparity/negative impact affect not just POC in the communities, but also POC in the workplace. Despite our families and communities being disproportionately ravaged by this virus, there is little consideration or acknowledgement of the equally disproportionate burden that POC staff have and continue to endure. This is in the setting of increasing incivility nationally, stemming, in part, from recent headlines of racial discrimination and violence.

There is already a lack of equity when it comes to resources. Black women working unsalaried positions have to leave home to work, putting themselves at risk, and are then unable to assist their children with online school.

Unable to receive adequate time off or empathy from employers

Unfair

Very effect every person and country.

We are sick of covid and sick of hearing about racial equity

We suffer no such thing at work

We're all human being. I don't believe the racist

We're all human. It doesn't make any sense

Well I feel it does because there is no help if you were to catch the virus our whole system under this government has been disrupted. If we were already having issues on poverty, racial injustice, and freedom of choice and speech, it is definitely much worse now. And if you don't abide by their supposed rules you are shunned, and it makes it much worse for minorities because now they're being pushed against the wall even more when we all are.

While we could be moving forward in our efforts for racial equality, we are now still forced to make Covid the first priority due to its staggering effects.

White people pay white people more than any other color

Yes

Yes

Yes

Yes because it got worse

Yes, because Republicans tend to be part of the demographic that doesn't believe in it and they're mostly white. They tend to single out people who do believe in it and get vaccinated which at my job are mostly people of color.

Zoom interviews looking for the status-quo--not necessarily people of color.

DP2A In just a few words, why do you believe that the COVID-19 pandemic has had a positive impact on gender equity in the workplace?

A lot of eye-opening events happened.

ABC

Again, the pandemic has opened up a pathway for the workers to talk about how comfortable they are in being treated or discriminated based on their gender so far.

All are same

A lot of people wouldn't work which made jobs more available for those targeted groups. In order to survive they had to hire and that hiring brought along diversity

Because I've seen a lot of promotions of women

Because it has brought everyone together

Because of COVID-19 people are judging others as a human being not color or their race.

Because people don't do sex

Because the disease does not know the color or race

Because the positions that are needed to succeed have the best candidates

Because this good

Both women and man could work from home

Cause they need workers so they are willing to give everyone a chance

Different situation.

Don't know

Easier

Equal at workplace man woman same

Equal pay and opportunity

Everyone is careful now they were a mess so they're watch yourself but there's other people that do

Everyone is coming together

Everyone is equal to breath this air and not breath this air ""

Everyone is excepted as long as they fit the job description

Everyone is getting treatment

EVERYONE IS THE SAME

Excellent.....

For the same reason as racial equity, the pandemic gave everyone time to see the issues.

Gender equality

Gender equity is the different thing first of all we are human so this way we feel pain with all human if they are other but considering because we save human life

Good

Good

Good and very good and very good

Good

Greater flexibility in remote work evens the playing field for women who disproportionately bear the burden of child and elderly care.

Has allowed people to work from home and handle childcare more equally

I believe Covid has forced leadership to think differently and be more open minded and inclusive about how they run their business.

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I believe it has had a positive impact on gender equity because of first responders, no matter what you identify as we all need help in health care
I believe that the covid 19 pandemic has brought individuals closer together because in order to get over this life crisis we need to look out for one another
I feel as though gender equality has become more prevalent
I feel that some people who may not have been given a chance before having been considered for positions because most businesses are having staffing issues
I think being at home has helped a lot of people stay closer to their family. It's a very nice change.
I think it does not have any impact
I think it gave some a chance to exceed given new opportunities
I think it helped us to come together and be stronger than ever before and to help each other out
I think staying focus taking back on your life.
I think we all need to stick together work together
Isn't biggest problem anymore
It brought everybody as a whole together
It brought people together
It has
It has allowed women to work from home
It has made people come together to fight it
It hasn't
It is good
It made everyone look in the mirror
It makes us think in a new way to each other
It was the way to go
It's brought everyone together.
It's good
It's helped people realize we are all equal
It's very good for me and like it
It's boring
It's very important
It's cool
Less face time would reduce a lot of discrimination
Many businesses have increased openings for positions from the pandemic. Though it is often out of necessity, businesses are opening more to anyone willing to work regardless of any differences.
Min went up
More conversations
More options
More people talking about it now than ever before and have brought attention to change.
Much
Need all human at the work. No matter what happens
Negatively
Nice
Nobody really cares
None

None
None
None
None
Not sure
Not sure
Nothing
Nothing
Nothing
Nothing at all
People have less physical contact
People realize they need to come together
Positive
Same as prior response.
Same. Job positions need to be filled. Hiring is flexible to most candidates.
Service quality
Shared hardships make many people look past gender
Similar to the last statement I just think we have all started to look at things a little differently across the board.
Sometimes yes
That we all came together
The pandemic has taught us that both genders are able and discrimination should not exist after all
The quarantine gave everyone a chance to look at the world differently.
There has been no positive impact on the Covid 19 pandemic
This is a cool place and they help out
This is something I enjoy
Very good
Very good
Very good
Very good knows.
Very good work and very hard work
Very positive impact cos now people walk in twos
Very sad
We now love each other and wants work together
We see the bigger picture now
We will work together due to less staff
We work as a team. Most of time we work from home.
Well unfortunately I don't have anything else to say, it's the same as my last statement. You can't judge someone based off of their race or gender if you cannot see them
Women who are moms have been able to balance work and home responsibilities better given opportunities to work remotely
Workers are workers. Beggars can't be choosers
Working mothers have more flexibility to work from home.
Working remotely gives people more options and I think more options is a positive for all genders

Yeah
Yes
Yes
Yes
Yes
Yes
Yes I believe it's positive in the workplace
Yes I like it a lot of fun
Yes it's not positive
Yes very
Yes,
Yes, pandemic doesn't change my employer system
You got it
Together as a whole

DP2B In just a few words, why do you believe that the COVID-19 pandemic has had a positive impact on gender equity in the workplace?

A large percentage of the American population are single mothers. If they can't afford childcare, they can't work. If you want more people to work, provide transportation and childcare.

A lot of women had to quit their jobs to care for kids that worked remotely. Kids forced to wear masks at schools, forcing mothers not to sign up for after-school care and hence not returning back to work.

Ability to see others

Affects people of color

Again not enough focus on skills

Again, the pandemic further stressed a systemic male-dominant system.

Assumption that women cannot handle work because of family obligations.

Bec

Because I said so

Because it don't let us work comfortably with others like it used to.

Because it has separated employees and divided them based on their views on the vaccine

Because it shows only male data

Because it has made everything harder.

Because no one can work

Because of social distancing we've had to keep everything that we've had and check together

Because people are no longer interacting with others face to face

Because women tend to catch it more than man baser on proven statistics

But I don't know if you can run

Casualties

Covid 19 has stopped the pace of everyone's life

Division against humanity

Don't you think surveys like this promote racial inequality? Shouldn't somebody get a job promotion based on performance on not whether or not they are of color and the company needs to hit a certain amount of colored management? I would expect more of Rutgers, but not after taking this survey.

Everything is out of place

Gender equality is an ongoing issue but with the pandemic I feel some women's concerns are viewed as "overly concerned."

I believe it became negative because of how they decide to hire and who to hire especially with how everything is now virtuality done.

I don't believe it has.

I don't know

I just do

I know that if I don't type will get kicked

I think Covid 19 pandemic has had a negative impact on almost all aspects of life in the workplace.

I'm not sure

Insecurity

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It always falls on women's shoulders to take care of children, parents, and relatives. Men already make more money, so it's the whole feedback loop again of women leaving the workforce bc their husbands earn more, and someone has to get the kids thru virtual school.
It definitely has a negative impact on everyone everywhere.
It got worse
It has a negative impact on everything
It has been negative because it does not allow Kelli to work together
It has just lowered a lot of standards because of low amount of workers
It is too liberal
It just does
It kills people
It made it harder for people to be excepted
It made some people leave
It was good.
It's been very stressful
Made everything go sky high
Male are always activities.
Many people have been laid off and it has affected supply chains as a whole
More physical separation, less exposure
More women are having to quit their jobs in order to stay at home with their children while they do their in-home learning.
More women have had to make difficult childcare decisions.
More women than men have taken on increasing burdens of caregiving and other responsibilities outside of work and their careers have suffered as a result
Most women had to bear the burden of childcare when kids could not go to school.
My mom is cooking and selling it for
Need to get vaccine
No
No I don't
None
None
Not really sure
People are really mean and hurtful
People I work with think that only transgenders can get Covid.
Reduce working hours
Same as racial equity
Seems like since the pandemic that racial impact has gotten so much worse to me.
Sorry I was meant to click none at all
Taking care of family falls disproportionately on women, and while I don't have dependents I've seen the toll it's taken on other women I work with.
The epidemic has affected all areas of life.
There are fewer opportunities for work
There is very little attention to how women—at home and at work—have more care work and are generally in positions of responsibility for others

This is very bad for all of us.

Tired of hearing about it.

Unrealistic workloads placed on all individuals with no chance of promotions

Very effective my family.

We live in the great USA

With increased work from home and children being home from school, working women seem to take on a higher burden of childcare.

Women are caregivers and have had to leave work because they can't work remotely to care for others

Women have mostly essential like nursing homes hospitals and got to stay at work

Women with children had to choose better work and family.

Working from home has been most challenging for parents, especially for mothers.

Yeah definitely

Yes

Yes

Yes 👍 yes 👍 and I'm sorry 😞

Yes because it's hurting our economy

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