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REPORT

Views on Diversity, Equity, and Inclusion in the Workplace Among Employed New Jerseyans

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Methodology

The Rutgers-Eagleton Poll was conducted by telephone using live interviewers November 17 to December 10, 2021, with a scientifically selected random sample of 1,313 New Jersey adults, 18 or older. Persons without a telephone could not be included in the random selection process. Respondents within a household are selected by asking randomly for the youngest adult male or female currently available. If the named gender is not available, the youngest adult of the other gender is interviewed. The poll was available in Spanish for respondents who requested it. This telephone poll included 422 adults reached on a landline phone and 891 adults reached on a cell phone, all acquired through random digit dialing. Distribution of phone use in this sample is:

Cell Only	46%
Dual Use, Reached on Cell	20%
Dual Use, Reached on LL	29%
Landline Only	2%

The data were weighted to be representative of the non-institutionalized adult population of New Jersey. The weighting balanced sample demographics to target population parameters. The sample is balanced to match parameters for sex, age, education, region, race/ethnicity, and phone use. The sex, age, education, race/ethnicity, and region parameters were derived from 2019 American Community Survey PUMS data. The phone use parameter was derived from estimates provided by the National Health Interview Survey Early Release Program.¹

Weighting was done in two stages. The first stage of weighting corrects for different probabilities of selection across the RDD samples associated with the number of adults in each

¹ NCHS, National Health Interview Survey, 2017–2019; U.S. Census Bureau, American Community Survey, 2017–2019.

household and each respondent's telephone usage patterns. This adjustment also accounts for the overlapping landline and cell sample frames and the relative sizes of each frame and each sample.²

The second stage of weighting balances sample demographics to match target population benchmarks. This weighting was accomplished using SPSSINC RAKE, an SPSS extension module that simultaneously balances the distributions of all variables using the GENLOG procedure. 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.

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. Sampling error should be adjusted to recognize the effect of weighting the data to better match the population. In this poll, the simple sampling error for 1,313 New Jersey adults is +/-2.7 percentage points at a 95 percent confidence interval. The design effect³ is 1.21, making the

² Buskirk, T. D., & Best, J. (2012). Venn Diagrams, Probability 101 and Sampling Weights Computed for Dual Frame Telephone RDD Designs. *Journal of Statistics and Mathematics*, 15, 3696-3710.

³ 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.

adjusted margin of error +/- 3.0 percentage points. Thus, if 50 percent of New Jersey adults in this sample favor a particular position, we would be 95 percent sure that the true figure is between 47.0 and 53.0 percent (50 +/- 3.0) if all New Jersey adults had been interviewed, rather than just a sample.

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

This Rutgers-Eagleton Poll was fielded by Braun Research, Inc. with sample from Dynata. The questionnaire was developed and all data analyses were completed in house by the Eagleton Center for Public Interest Polling (ECPIP). Jessica Roman, MPP, assisted with analysis and preparation of this report. The Rutgers-Eagleton Poll is paid for and sponsored by the Eagleton Institute of Politics at Rutgers, The State University of New Jersey, a non-partisan academic center for the study of politics and the political process. Questions on workplace diversity, equity, and inclusion 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

1,313 New Jersey Adults

Democrat	36%
Independent	41%
Republican	23%
Male	49%
Female	52%
White	58%
Black	12%
Hispanic	19%
Other	11%
18-34	27%
35-54	35%
55+	39%
<\$50K	33%
\$50K-<\$100K	36%
\$100K-<\$150K	16%
\$150K+	15%
Urban	17%
Suburb	36%
Exurban	14%
Phil/South	17%
Shore	17%
HS or Less	31%
Some College	28%
College Grad	24%
Grad Work	16%

Report

The following results refer to individuals in New Jersey 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, 80% of employed individuals in New Jersey say this is a daily practice for them; 7% say they do so every few days, 5% weekly, 2% monthly, and 5% almost never. Those in households earning less than \$50,000 annually are most likely to say they almost never interact with someone of another race or ethnicity at work, compared to those earning \$50,000 or more.

While a majority of New Jerseyans say they interact with someone of a different race or ethnicity than themselves on a daily basis *outside* of work, this number is lower than that related to workplace interaction (see Figure 1). 58 percent say they have such interactions outside the workplace daily, 17% say every few days, 12% weekly, 3% monthly, and 7% almost never.

Black respondents (67%) are more likely than either White respondents (53%) or Hispanic respondents (57%) to say they have these types of interactions outside the workplace on a daily basis (see Figure 2). Those in households earning less than \$50,000 are, again, most likely to say they almost never interact with someone of another race or ethnicity at work compared to their more affluent counterparts.

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

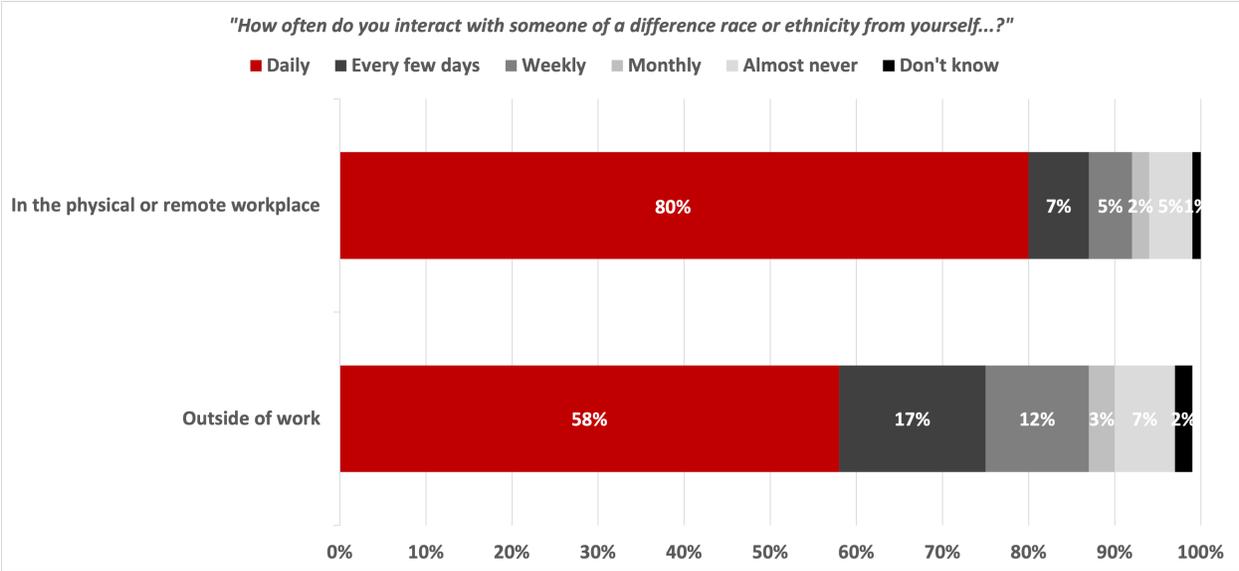
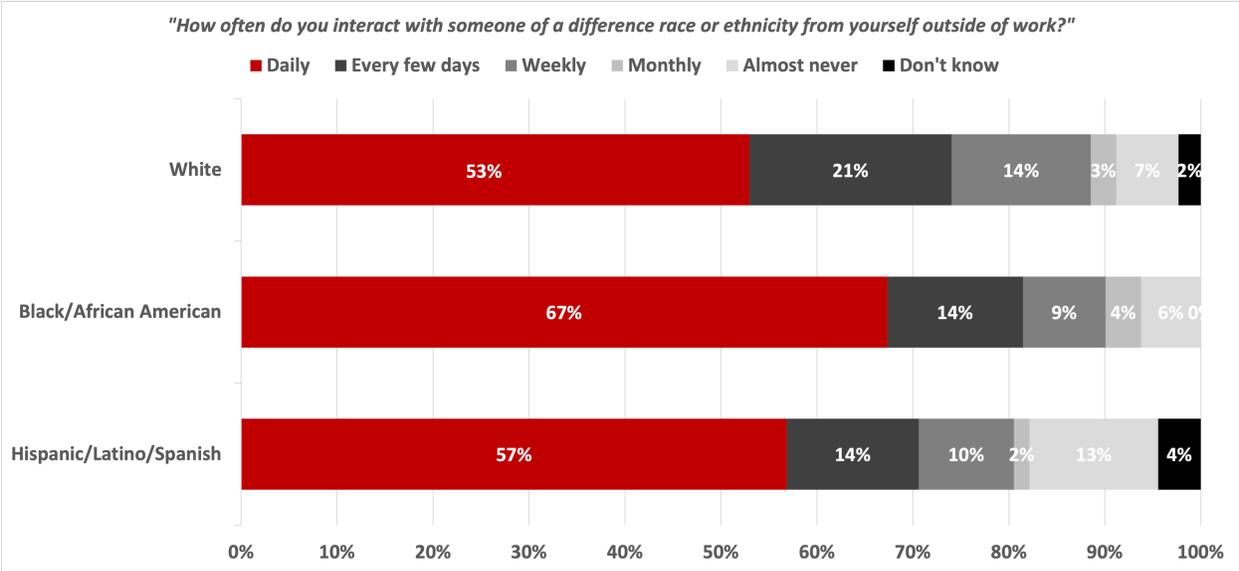


Figure 2: How Often Interact with Someone of Another Race/Ethnicity Outside of Work by Race/Ethnicity

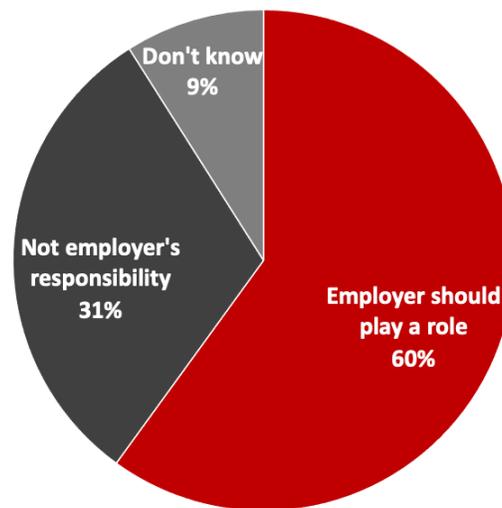


Employers' Roles in Promoting Racial Equality

Six in 10 employed individuals in New Jersey say employers should play a role in promoting racial equality – including making public statements about diversity, making donations to relevant causes, or committing to a more diverse workplace – while about three in 10 say this is not an employer's responsibility; one in 10 are unsure (see Figure 3).

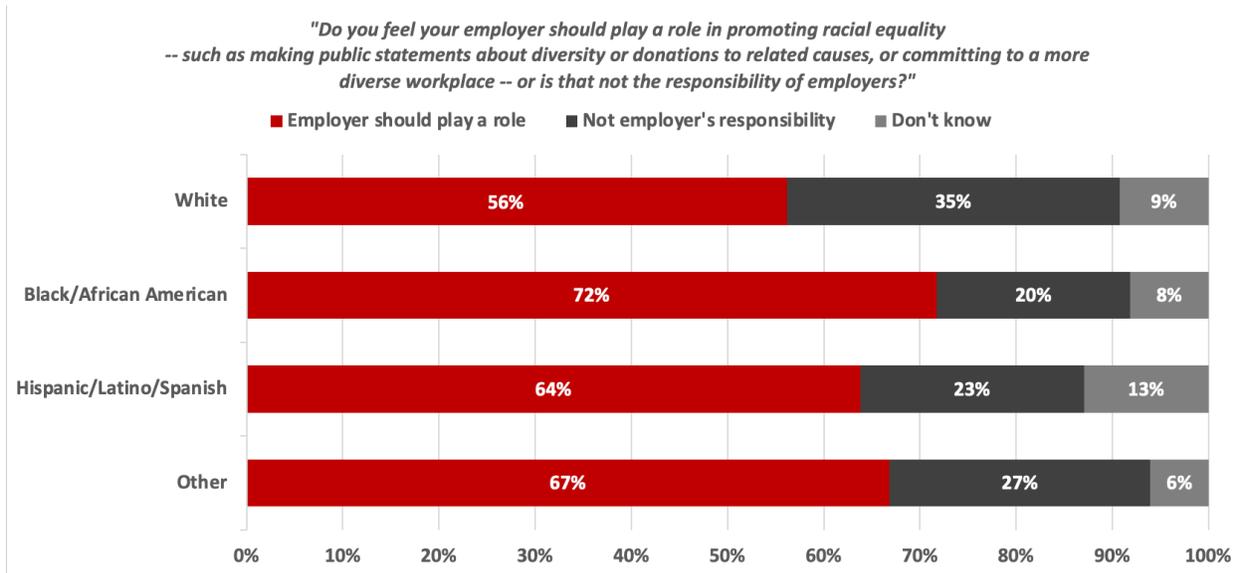
Figure 3: Employer Role in Promoting Racial Equality

"Do you feel your employer should play a role in promoting racial equality -- such as making public statements about diversity or donations to related causes, or committing to a more diverse workplace -- or is that not the responsibility of employers?"



Black respondents (72%) and Hispanic respondents (64%) are significantly more likely than White respondents (56%) to say that employers have a responsibility to promote racial equality; White respondents (35%), on the other hand, are more likely than their counterparts by double-digits to say that employers are not responsible for the promotion of racial equality (see Figure 4). Democrats (81%), women (64%), and young adults ages 18 to 34 (72%) are much more likely than their counterparts to say that employers should play a role.

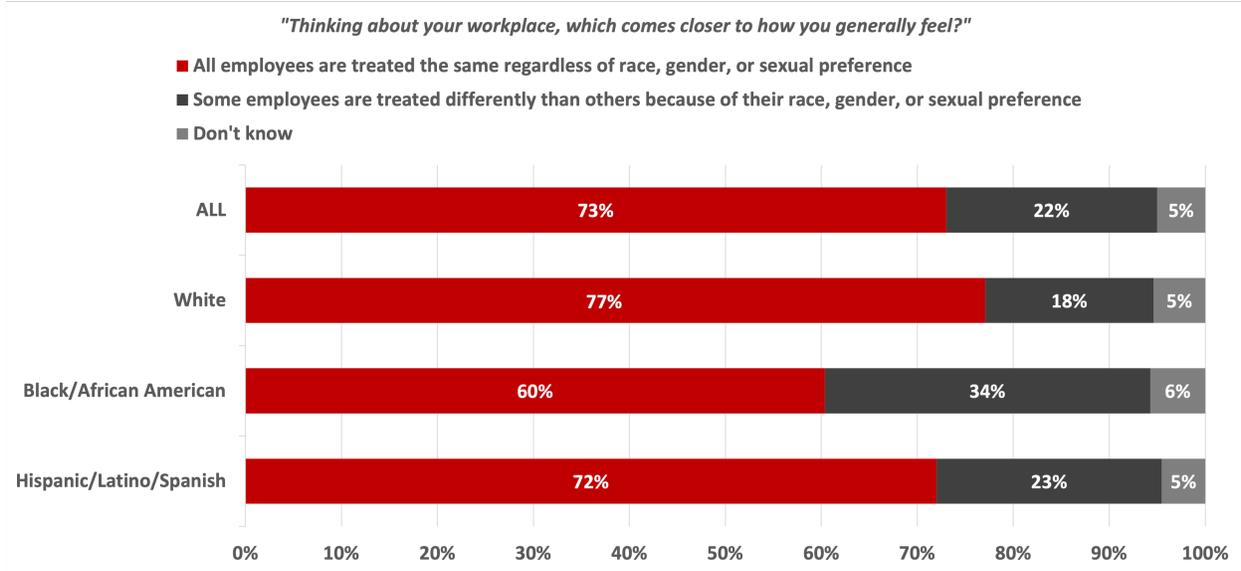
Figure 4: Employer Role in Promoting Racial Equality by Race and Ethnicity



Treatment and Discrimination at Work

Nearly three-quarters of New Jerseyans (73%) believe all employees at their work are treated the same regardless of race or ethnicity, gender, or sexual preference; 22% say some employees are treated differently based on these characteristics, and 5% don't know (see Figure 5). Democrats (32%) are more likely than independents (20%) and Republicans (15%) to say that some employees are treated differently because of who they are. Likewise, Black respondents (34%) are significantly more likely than Hispanic respondents (23%) and especially White respondents (18%) to believe some employees are treated differently than others.

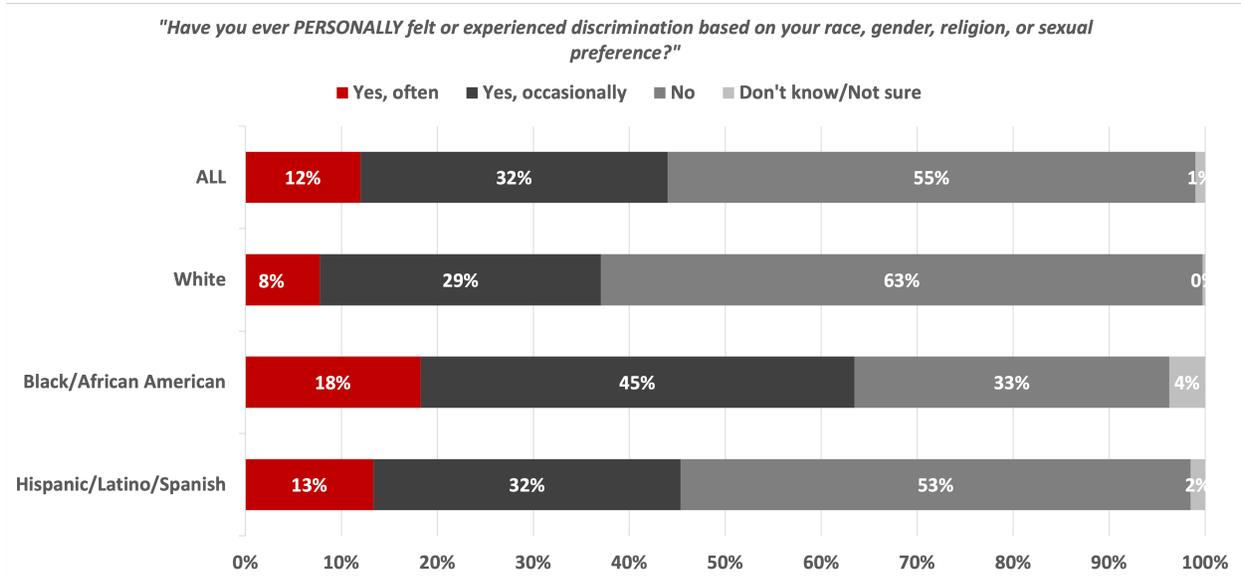
Figure 5: Equal Treatment of Employees at Workplace



When it comes to personal experiences, 44% of respondents say they have been discriminated against (12% often, 32% occasionally); 55%, on the other hand, say they have never felt or experienced discrimination, and 1% are unsure (see Figure 6).

Almost two-thirds of Black respondents and almost half of Hispanic respondents say they have been discriminated against either “often” (18% and 13%, respectively) or “occasionally” (45% and 29%, respectively). Black respondents are more than twice as likely – and Hispanic respondents almost twice as likely – as White respondents (8% “often,” 29% “occasionally”) to say this. Similarly, Democrats (15% “often,” 39% “occasionally”) are much more likely than independents (11% “often,” 29% “occasionally”) and Republicans (9% “often,” 27% “occasionally”) to say they have personally felt discrimination.

Figure 6: Personal Discrimination



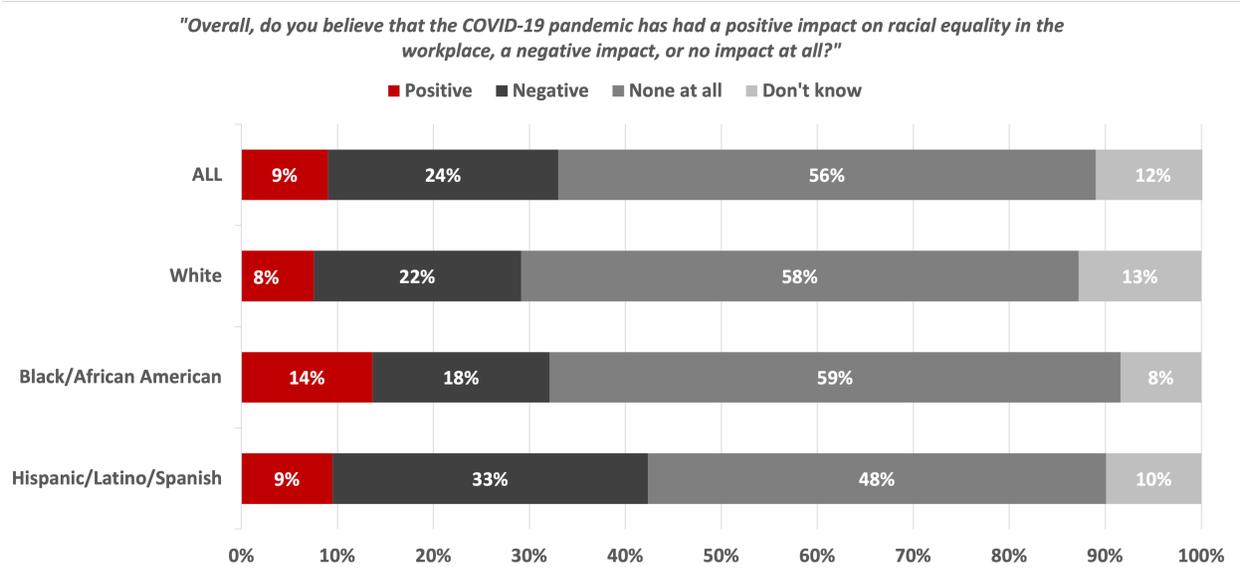
COVID-19’s Impact on Racial Equity in the Workplace

When it comes to the COVID-19 pandemic’s impact on racial equity in the workplace, over half (56%) of New Jerseyans feel the pandemic has had no impact, a quarter feel it has had a negative impact (25%), and one in 10 say a positive impact (9%); 12% are unsure (see Figure 7).

Hispanic respondents (33%) are more likely than either White respondents (22%) or Black respondents (18%) to say the pandemic has had a negative impact in this area. Likewise, urban-based respondents (38%) are more likely than individuals in other parts of the state to say the pandemic has affected workplace equity negatively.

Republicans (72%) and those 55 and older (69%) are especially more likely than others to say the pandemic has had no impact at all on racial equity in the workplace.

Figure 7: Pandemic’s Impact on Racial Equity in the Workplace



Appendix A

SURVEY INSTRUMENT WITH FREQUENCIES

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

Employment Screener

S1A. What describes you best?

[READ ALOUD 1-11]

- 1 A full-time worker
- 2 A part-time worker
- 3 Unemployed and looking for work
- 4 Unemployed and not looking for work
- 5 In the military
- 6 A home maker or stay at home parent
- 7 Retired
- 8 A voluntary worker
- 9 A full-time student
- 10 A part time student
- 11 Other **[If Other, please specify OE response]**
- 88 Don't know (vol)
- 99 Refused (vol)

[IF S1A= 3, 4, 6, 7, 8, 9, 10, 11, 88, 99)], SKIP TO DEMOGRAPHICS]

FT worker	50%
PT worker	10%
Unemployed/looking	4%
Unemployed/not looking	3%
Military	0%
Homemaker/SAHP	5%
Retired	19%
Voluntary worker	1%
FT student	4%
PT student	1%
Other	3%
DK	1%
Unweighted N=	1306

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

[READ ALOUD 1-5]

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

	In remote/physical workplace	Outside of work
Daily	80%	58%
Every few days	7%	17%
Weekly	5%	12%
Monthly	2%	3%
Almost never	5%	7%
Don't know	1%	2%
Unweighted N=	809	812

Diversity and Inclusion

DI7. Do you feel your employer should play a role in promoting racial equality– such as making public statements about diversity or donations to related causes, or committing to a more diverse workplace – or is this something that is not the responsibility of employers?

- 1 My employer should play a role in promoting racial equality
- 2 It is not an employers' responsibility to play a role in promoting racial equality
- 8 Don't know (VOL)
- 9 Refused (VOL)

Should play a role	60%
Not their responsibility	31%
Don't know	9%
Unweighted N=	782

Discrimination and Offensive Behaviors

DB1 Thinking about your workplace, which comes closer to how you generally feel:

[ROTATE]

- 1 All employees are treated the same regardless of their race, gender, or sexual preference
- 2 Some employees are treated differently than others because of their race, gender, or sexual preference
- 8 Don't know (VOL)
- 9 Refused (VOL)

Treated same	73%
Treated differently	22%
Don't know	5%
Unweighted N=	794

DB3 Have you ever PERSONALLY felt or experienced discrimination based on your race, gender, religion, sexual preference?

- 1 Yes, often
- 2 Yes, occasionally
- 3 Not sure
- 4 No
- 8 Don't know (VOL)
- 9 Refused (VOL)

Yes, often	12%
Yes, occasionally	32%
No	55%
Not sure/DK	1%
Unweighted N=	804

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?

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

Positive	9%
Negative	24%
None at all	56%
Don't know	12%

Unweighted N= 808

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) New Jersey 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 the physical or remote workplace

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Daily	74%	83%	80%	81%	79%	79%	82%	77%	88%	81%	81%	77%
Every few days	13%	5%	6%	7%	7%	8%	7%	7%	3%	7%	8%	7%
Weekly	6%	2%	9%	5%	5%	6%	5%	4%	3%	6%	5%	5%
Monthly	2%	2%	1%	2%	2%	1%	2%	3%	3%	2%	2%	0%
Almost never	6%	6%	2%	4%	7%	5%	4%	8%	2%	4%	4%	8%
DK	0%	1%	1%	1%	1%	2%	0%	0%	0%	0%	1%	2%
Unwt N=	268	313	176	430	379	515	95	113	64	254	372	177

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	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Daily	76%	77%	87%	82%	74%	81%	76%	82%	83%	81%	79%	78%	84%
Every few days	7%	11%	6%	4%	9%	7%	6%	11%	4%	5%	10%	7%	7%
Weekly	4%	6%	2%	8%	6%	4%	9%	1%	6%	5%	6%	7%	2%
Monthly	2%	2%	0%	3%	3%	2%	2%	3%	1%	2%	1%	3%	1%
Almost never	9%	4%	3%	3%	7%	5%	6%	1%	5%	6%	4%	5%	4%
DK	2%	0%	1%	0%	1%	1%	1%	2%	0%	1%	1%	0%	2%
Unwt N=	167	271	151	149	110	280	113	149	157	143	235	257	170

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Outside of work

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Daily	56%	61%	59%	59%	56%	53%	67%	57%	70%	64%	55%	54%
Every few days	17%	18%	15%	15%	20%	21%	14%	14%	10%	19%	18%	14%
Weekly	12%	9%	18%	12%	13%	14%	9%	10%	12%	8%	11%	19%
Monthly	5%	2%	2%	3%	2%	3%	4%	2%	3%	3%	3%	2%
Almost never	8%	7%	4%	8%	7%	7%	6%	13%	2%	4%	9%	9%
DK	2%	3%	3%	3%	2%	2%	0%	4%	2%	1%	3%	3%
Unwt N=	266	316	177	432	380	515	96	113	64	255	371	179

	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Daily	62%	55%	61%	55%	60%	58%	51%	67%	53%	62%	56%	56%	57%
Every few days	15%	19%	18%	17%	16%	17%	13%	18%	21%	12%	21%	18%	17%
Weekly	6%	13%	14%	18%	12%	10%	21%	7%	15%	11%	11%	12%	18%
Monthly	1%	4%	4%	2%	1%	4%	3%	1%	4%	1%	4%	3%	4%
Almost never	13%	7%	3%	5%	7%	9%	9%	5%	6%	11%	7%	7%	3%
DK	4%	2%	1%	3%	4%	3%	2%	2%	1%	3%	2%	3%	1%
Unwt N=	169	271	151	149	110	281	113	150	158	144	236	256	171

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DI7 Q. Do you feel your employer should play a role in promoting racial equality— such as making public statements about diversity or donations to related causes, or committing to a more diverse workplace – or is this something that is not the responsibility of employers?

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Should play a role	81%	53%	41%	56%	64%	56%	72%	64%	67%	72%	60%	47%
Not their responsibility	12%	34%	53%	35%	25%	35%	20%	23%	27%	17%	31%	44%
DK	7%	13%	7%	8%	11%	9%	8%	13%	6%	11%	9%	9%
Unwt N=	261	308	172	421	361	497	92	108	62	245	360	172

	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Should play a role	61%	58%	66%	57%	67%	62%	51%	63%	54%	53%	59%	62%	69%
Not their responsibility	25%	33%	25%	38%	21%	30%	38%	25%	38%	34%	29%	33%	25%
DK	15%	9%	9%	5%	11%	9%	11%	11%	7%	13%	12%	5%	6%
Unwt N=	164	262	147	147	106	275	108	145	148	135	224	252	167

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DB1 Q. Thinking about your workplace, which comes closer to how you generally feel [ROTATE: All employees are treated the same regardless of their race, gender, or sexual preference; some employees are treated differently than others because of their race, gender, or sexual preference?]

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Treated same	66%	74%	78%	73%	72%	77%	60%	72%	69%	72%	73%	75%
Treated differently	32%	20%	15%	22%	22%	18%	34%	23%	28%	26%	20%	20%
DK	3%	6%	7%	4%	6%	5%	6%	5%	4%	3%	7%	5%
Unwt N=	263	309	174	423	371	506	94	111	62	250	369	170

	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Treated same	70%	70%	73%	75%	72%	70%	77%	71%	77%	77%	70%	72%	72%
Treated differently	26%	25%	22%	19%	24%	25%	14%	26%	19%	20%	23%	23%	25%
DK	4%	5%	5%	6%	4%	5%	8%	4%	4%	3%	7%	6%	3%
Unwt N=	165	263	150	147	109	273	113	147	152	138	230	254	168

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DB3 Q. Have you ever PERSONALLY felt or experienced discrimination based on your race, gender, religion, sexual preference?

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Yes, often	15%	11%	9%	10%	14%	8%	18%	13%	25%	13%	12%	11%
Yes, occasionally	39%	29%	27%	30%	33%	29%	45%	32%	29%	35%	32%	26%
No	44%	59%	63%	59%	51%	63%	33%	53%	43%	51%	54%	63%
Not sure/DK	1%	1%	1%	1%	1%	0%	4%	2%	2%	2%	1%	0%
Unwt N=	266	311	177	429	375	514	94	111	64	254	371	175

	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Yes, often	18%	9%	9%	14%	13%	15%	4%	15%	9%	11%	16%	10%	12%
Yes, occasionally	32%	34%	31%	34%	32%	33%	31%	29%	32%	23%	32%	39%	33%
No	49%	57%	57%	51%	55%	51%	65%	56%	56%	65%	51%	50%	54%
Not sure/DK	2%	0%	2%	0%	0%	1%	0%	0%	3%	1%	1%	1%	1%
Unwt N=	169	267	152	149	111	280	113	147	153	141	234	258	168

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DP1 Q. 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?

	Party ID			Sex		Race or Ethnicity				Age		
	Dem	Ind	Rep	Male	Female	Wht	Blk	Hisp	Other	18-34	35-54	55+
Positive	14%	7%	8%	10%	9%	8%	14%	9%	15%	14%	9%	4%
Negative	30%	24%	15%	23%	25%	22%	18%	33%	21%	29%	21%	21%
None at all	45%	55%	72%	57%	54%	58%	59%	48%	53%	44%	56%	69%
DK	11%	13%	5%	10%	13%	13%	8%	10%	11%	13%	13%	7%
Unwt N=	267	313	177	430	378	514	94	112	64	253	372	178

	Income				Region					Education			
	<\$50K	\$50K- <\$100K	\$100K- <\$150K	\$150K+	Urban	Suburb	Exurban	Phil/ South	Shore	HS or less	Some college	College grad	Grad work
Positive	11%	7%	10%	12%	11%	9%	9%	8%	10%	7%	6%	12%	12%
Negative	25%	24%	25%	19%	38%	25%	14%	21%	22%	21%	24%	25%	26%
None at all	54%	56%	54%	63%	42%	54%	68%	55%	58%	62%	56%	48%	54%
DK	11%	13%	11%	6%	10%	12%	9%	16%	10%	10%	13%	15%	8%
Unwt N=	171	268	152	149	110	280	113	150	155	141	235	257	171

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