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**New Taft-Fairleigh Dickinson New Jersey State of Diversity Survey
 Examines Diversity At Work and At Home**

Nearly 1 in 5 people say Muslims and racial/ethnic minorities are at least occasionally subject to offensive remarks in workplace

83 percent report daily interaction with someone of a different race in their workplace; only 59 percent report the same interactions outside of work

*90 percent of workers think their employers value diversity;
 57 percent of for-profit workers have never had diversity training*

Tables

Which of the following statements best describes your workplace? My employer values diversity and encourages a respectful work environment; My employer isn't particularly interested in diversity and doesn't encourage a respectful work environment; My employer doesn't support diversity and tolerates a disrespectful work environment

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Values diversity	90%	89	91	90	88	91	89	87	90	93	86
Isn't particularly interested in diversity	7%	7	7	6	10	9	6	9	7	4	11
Doesn't support diversity	1%	2	1	2	1	-	2	1	3	1	3
DK (vol)	1%	1	*	1	*	-	1	1	*	1	*
Refused (vol)	1%	2	1	1	1	-	1	2	1	1	1

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Values diversity	90%	87	91	93	85	91	90	86	90	93	86	92
Isn't particularly interested in diversity	7%	10	5	5	11	6	9	7	7	7	11	4
Doesn't support diversity	1%	1	1	1	3	*	1	3	1	-	2	1
DK (vol)	1%	1	*	-	-	1	-	1	-	-	1	1
Refused (vol)	1%	*	2	1	*	2	*	2	2	1	1	2

Have you ever had any form of training that focused on the value of diversity and cultural awareness at your current workplace?

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Yes, within last 2 years	41%	41	41	40	43	34	46	40	34	56	54
Yes, more than 2 years ago	10%	6	13	9	10	5	11	15	6	13	14
Never	47%	51	44	49	47	60	41	43	57	30	32
DK (vol)	1 %	1	1	2	-	1	1	1	1	1	-
Refused (vol)	*	1	-	1	-	-	*	2	1	-	-

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Yes, within last 2 years	41%	30	49	47	37	42	38	44	42	42	43	39
Yes, more than 2 years ago	10%	11	9	9	13	8	8	7	13	9	10	9
Never	47%	58	40	43	49	48	52	49	42	48	45	49
DK (vol)	1 %	*	2	1	*	2	1	-	2	-	1	1
Refused (vol)	*	*	*	1	*	1	*	-	1	-	*	1

How often, if at all, do you interact with someone of a different race from yourself in your workplace?

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Daily	83%	84	82	79	91	85	86	73	80	91	83
Every few days	5%	3	6	6	2	4	5	5	4	3	9
At least 1x/week	6%	6	6	7	4	9	3	7	8	3	5
At least 1x/month	2%	2	2	3	-	-	1	8	3	1	1
Almost never	4%	5	3	4	3	2	5	5	5	2	2
DK (vol)	-	-	-	-	-	-	-	-	-	-	-
Refused (vol)	*	*	1	1	-	-	*	2	*	1	-

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Daily	83%	86	82	86	85	81	86	79	81	87	82	79
Every few days	5%	4	5	4	4	5	4	5	6	3	5	6
At least 1x/week	6%	4	8	3	7	6	6	9	5	4	8	5
At least 1x/month	2%	2	2	3	*	2	2	-	3	1	2	3
Almost never	4%	4	3	2	3	5	2	8	4	3	4	6
DK (vol)	-	-	-	-	-	-	-	-	-	-	-	-
Refused (vol)	*	*	*	1	-	1	*	-	*	1	-	1

How often, if at all, do you interact with someone of a different race from yourself outside of your workplace?

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Daily	59%	57	61	50	73	66	62	35	56	63	60
Every few days	17%	17	16	19	13	14	19	17	16	15	26
At least 1x/week	16%	16	16	20	11	17	11	31	17	19	10
At least 1x/month	4%	4	4	6	1	1	4	9	6	2	1
Almost never	4%	5	2	4	3	2	4	5	4	1	4
DK (vol)	*	*	-	-	-	-	-	1	*	-	-
Refused (vol)	1%	*	1	1	-	-	*	2	*	1	-

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Daily	59%	63	56	53	62	60	60	66	52	62	57	56
Every few days	17%	10	21	21	19	13	21	12	16	20	17	14
At least 1x/week	16%	20	14	17	14	18	14	12	20	12	16	20
At least 1x/month	4%	4	4	5	3	4	3	4	6	2	5	5
Almost never	4%	3	4	3	2	4	2	5	5	3	4	4
DK (vol)	*	-	*	*	-	-	-	1	-	-	*	-
Refused (vol)	1%	*	1	1	-	1	*	1	*	1	-	1

Please tell me if you agree or disagree [rotate] with the following statement: "Interacting with people of diverse backgrounds at my workplace is important to me."

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Strongly agree	74%	73	76	71	80	70	75	79	72	79	82
Agree	10%	8	11	11	10	16	7	6	11	9	4
Disagree	6%	8	4	8	3	5	7	6	7	3	4
Strongly disagree	5%	6	4	5	5	8	4	2	5	5	4
DK (vol)	3%	3	3	3	3	1	4	3	3	2	5
Refused (vol)	2%	2	2	2	1	-	3	2	2	2	1

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Strongly agree	74%	77	73	70	76	75	86	74	63	87	72	65
Agree	10%	10	10	11	9	10	6	11	14	6	10	14
Disagree	6%	7	5	7	5	7	4	4	10	2	6	9
Strongly disagree	5%	3	6	9	5	3	1	4	8	3	6	5
DK (vol)	3%	3	3	2	4	3	3	2	4	1	3	5
Refused (vol)	2%	*	3	1	1	2	1	5	2	1	2	2

Do you agree or disagree [rotate] with the following statement: "Interacting with people of diverse backgrounds while away from work in my social interactions is important to me."

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Strongly agree	71%	67	76	63	84	76	71	66	68	76	81
Agree	12%	14	9	15	6	9	12	14	14	7	8
Disagree	8%	9	7	10	6	9	7	10	9	4	6
Strongly disagree	4%	4	4	6	2	4	4	6	4	7	1
DK (vol)	3%	3	2	3	2	-	4	2	3	4	2
Refused (vol)	2%	2	2	3	*	1	2	2	2	3	2

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Strongly agree	71%	79	66	68	71	73	79	76	61	83	68	64
Agree	12%	7	15	10	12	12	13	8	13	9	14	10
Disagree	8%	8	8	10	7	8	4	5	11	4	9	9
Strongly disagree	4%	3	5	7	4	3	1	5	8	2	4	9
DK (vol)	3%	2	3	3	4	2	2	2	4	1	2	5
Refused (vol)	2%	1	3	3	2	2	1	3	3	1	3	3

I'd like to ask you about whether things you have heard at your work might be considered offensive to certain groups. For each group, please tell me how often you hear things that could be considered offensive to....[rotate groups]

<i>Racial and ethnic minorities</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	6%	6	6	5	6	8	5	6	4	8	4
Occasionally	13%	12	14	10	18	13	16	6	11	14	22
Rarely	19%	20	18	20	16	19	18	20	19	22	17
Never	61%	61	62	64	57	59	61	66	64	56	58
DK (vol)	*	*	*	*	-	-	*	1	*	-	-
Refused (vol)	1%	2	*	1	2	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	6%	8	5	10	3	5	5	5	8	7	4	9
Occasionally	13%	13	13	12	12	15	13	15	12	14	14	13
Rarely	19%	19	18	20	21	16	22	18	16	19	21	14
Never	61%	59	63	56	64	61	60	60	63	59	61	63
DK (vol)	*	-	*	-	1	-	-	-	*	-	*	-
Refused (vol)	1%	2	1	1	-	2	*	2	*	*	1	1

<i>Muslims</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	7%	5	8	6	9	11	3	8	6	4	8
Occasionally	12%	13	10	10	14	10	12	15	11	19	10
Rarely	17%	18	16	19	14	18	18	12	20	12	17
Never	63%	61	64	64	61	60	65	63	61	64	66
DK (vol)	*	*	*	*	-	-	*	1	1	-	-
Refused (vol)	1%	2	1	1	2	2	1	2	1	1	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	7%	11	4	12	5	5	5	14	6	6	3	14
Occasionally	12%	13	11	10	14	11	12	7	13	12	13	10
Rarely	17%	16	18	19	15	17	21	12	17	18	18	17
Never	63%	58	66	57	65	64	61	65	63	63	64	59
DK (vol)	*	-	1	-	*	1	*	1	-	-	*	-
Refused (vol)	1%	2	1	1	-	2	1	2	*	*	1	1

<i>Lesbian, gay, bisexual, and transgendered</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	3%	4	3	2	5	7	1	3	3	4	-
Occasionally	13%	13	13	11	16	14	12	13	13	13	14
Rarely	16%	17	16	19	11	15	18	13	16	21	14
Never	66%	65	68	67	66	62	68	68	67	62	72
DK (vol)	*	*	*	*	-	-	*	1	*	-	-
Refused (vol)	1%	2	*	1	2	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	3%	5	2	8	2	2	3	4	4	3	1	7
Occasionally	13%	13	13	12	8	17	15	10	13	16	10	15
Rarely	16%	18	15	20	19	12	20	9	17	16	18	14
Never	66%	62	69	61	70	66	62	76	66	64	69	63
DK (vol)	*	-	*	-	1	-	-	-	*	-	*	-
Refused (vol)	1%	2	1	1	-	2	*	2	*	*	1	1

<i>Women</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	3%	2	3	2	3	5	2	1	2	4	5
Occasionally	10%	10	9	10	9	10	10	10	9	15	4
Rarely	17%	17	18	16	19	14	20	14	16	20	20
Never	69%	69	69	71	66	69	68	73	72	62	70
DK (vol)	*	*	*	-	*	-	*	1	*	-	-
Refused (vol)	1%	2	*	1	2	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	3%	2	3	5	3	1	2	3	1	7	-	3
Occasionally	10%	12	8	11	9	10	12	8	9	9	10	10
Rarely	17%	18	16	23	13	17	20	19	14	21	18	14
Never	69%	66	71	61	74	69	65	69	75	63	70	73
DK (vol)	*	-	*	-	*	*	-	-	*	-	*	-
Refused (vol)	1%	2	1	1	-	2	*	2	*	*	1	1

<i>Other religious groups</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	1%	1	1	1	-	1	1	-	*	3	-
Occasionally	9%	9	9	8	10	13	7	6	7	10	11
Rarely	16%	17	14	14	17	12	18	16	15	19	15
Never	73%	71	75	75	70	72	73	76	76	68	74
DK (vol)	*	*	-	-	-	-	-	1	*	-	-
Refused (vol)	1%	2	1	1	3	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	1%	2	-	3	-	*	*	1	1	1	-	2
Occasionally	9%	10	8	12	9	7	8	10	8	14	7	7
Rarely	16%	14	17	18	16	15	21	12	13	17	18	13
Never	73%	72	74	67	74	75	70	76	77	68	74	77
DK (vol)	*	-	*	-	*	-	-	-	-	-	-	-
Refused (vol)	1%	2	1	1	-	3	*	2	1	*	1	1

<i>Jews</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	2%	3	1	2	2	4	2	2	2	4	1
Occasionally	7%	8	6	7	7	10	5	6	7	4	13
Rarely	16%	15	18	15	18	17	17	12	14	22	18
Never	73%	72	74	75	70	67	75	79	76	71	69
DK (vol)	*	*	*	*	-	-	*	1	*	-	-
Refused (vol)	1%	2	1	1	3	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	2%	3	2	4	2	1	1	5	3	1	1	5
Occasionally	7%	6	7	8	7	6	7	6	5	8	6	7
Rarely	16%	18	15	18	16	16	20	18	13	20	17	13
Never	73%	71	75	69	75	74	71	69	79	70	74	73
DK (vol)	*	-	*	-	*	*	*	-	-	-	*	-
Refused (vol)	1%	2	1	1	-	3	*	2	1	*	1	1

<i>People with disabilities</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	2%	1	2	1	2	3	*	3	1	2	-
Occasionally	7%	6	8	5	10	8	7	4	6	8	12
Rarely	13%	13	13	13	12	15	13	9	13	15	13
Never	77%	77	76	79	73	72	78	81	79	75	76
DK (vol)	1%	1	*	*	1	1	*	1	1	-	-
Refused (vol)	1%	2	*	1	2	2	1	2	1	-	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	2%	3	1	3	*	2	2	2	1	3	-	3
Occasionally	7%	7	7	8	7	6	6	11	6	8	7	7
Rarely	13%	14	12	17	8	15	18	11	9	18	11	12
Never	77%	74	78	71	84	74	74	72	83	70	81	77
DK (vol)	1%	-	1	-	1	1	-	1	*	-	1	-
Refused (vol)	1%	2	1	1	-	2	*	2	*	*	1	1

<i>Hindus</i>											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Very often	2 %	2	1	3	-	3	1	2	2	2	1
Occasionally	5 %	6	3	4	6	7	4	2	4	4	8
Rarely	13%	13	14	11	18	9	16	14	13	17	13
Never	79%	76	81	82	73	79	78	80	80	76	78
DK (vol)	*	*	1	*	*	-	1	1	1	-	-
Refused (vol)	1 %	2	1	1	2	2	1	2	1	1	-

		Education		Region			Party ID			Ideology		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Very often	2%	2	1	5	1	*	1	2	2	1	1	3
Occasionally	5%	7	3	3	8	3	5	6	4	5	4	5
Rarely	13%	15	12	15	12	13	17	13	10	17	12	13
Never	79%	73	82	76	79	80	75	77	83	77	80	77
DK (vol)	*	-	1	-	*	1	*	-	*	-	1	-
Refused (vol)	1%	2	1	1	-	2	1	2	*	*	1	1

To the best of your knowledge, does your employer follow through with consequences for those who make offensive or disparaging comments of others in the workplace, or does your employer do nothing?

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Public Agency	Non-Profit
Consequences	78%	78	77	77	77	78	79	74	75	84	78
No consequences	12%	12	12	11	14	12	12	13	12	9	18
Depends (vol)	1%	1	1	1	1	1	1	-	2	-	-
DK (vol)	9%	7	10	8	8	9	8	9	10	7	4
Refused (vol)	1%	2	1	2	*	-	1	4	2	-	-

	All	Education		Region			Party ID			Ideology		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub	Lib	Mod	Cons
Consequences	78%	77	78	77	74	80	77	82	77	76	78	77
No consequences	12%	12	12	14	14	9	12	11	12	15	12	11
Depends (vol)	1%	1	1	1	2	1	1	3	1	1	1	*
DK (vol)	9%	10	8	7	9	9	9	5	9	7	8	9
Refused (vol)	1%	1	1	1	*	1	1	-	1	1	*	2

Exact question wording

WORK1 Are you currently employed full time, part time, or are you retired or not employed outside the home?

- | | | |
|---|-------------------------------|-----------|
| 1 | FT | Ask WORK2 |
| 2 | PT | Ask WORK2 |
| 3 | Retired | Ask WORK3 |
| 4 | Not employed outside the home | Ask WORK3 |
| 8 | DK (vol) | Ask WORK3 |
| 9 | Ref (vol) | Ask WORK3 |

WORK2 Is your employer a for-profit company, non-profit or public agency/school?

- | | |
|---|----------------------|
| 1 | For profit |
| 2 | Non-profit |
| 3 | Public agency/school |
| 8 | DK (vol) |
| 9 | Refused (vol) |

WORK3 Is anyone in your household part of the public employee pension system—for New Jersey state, county or local government or a public school district? [If “yes,” ASK: “Is that person yourself or someone else?”] [NOTE: IF R IS anything other than FT or PT in WORK1, ASK WORK3, RECORD REPOSE, AND SKIP TOD1]

- | | |
|---|-----------------|
| 1 | Yes, respondent |
| 2 | Yes, household |
| 3 | No |
| 8 | DK (vol) |
| 9 | Ref (vol) |

[NOTE: DIV SERIES ONLY ASKED IF WORK1 = 1 OR WORK1 = 2]

[INTERVIEWER NOTE: If Respondent mentions that they have multiple jobs say “For the following questions please think about the job where you spend most of your time.”]

DIV1 Which of the following statements best describes your workplace?

- | | |
|---|---|
| 1 | My employer values diversity and encourages a respectful work environment. |
| 2 | My employer isn’t particularly interested in diversity and doesn’t encourage a respectful work environment. |
| 3 | My employer doesn’t support diversity and tolerates a disrespectful work environment |
| 8 | DK (vol) |
| 9 | Refused (vol) |

DIV2 Have you ever had any form of training that focused on the value of diversity and cultural awareness at your current workplace?

- 1 Yes, within the last 2 years
- 2 Yes, but more than 2 years ago
- 3 Never
- 8 DK (vol)
- 9 Refused (vol)

I'd like to ask you about whether things you have heard at your work might be considered offensive to certain groups. For each group, please tell me how often you hear things that could be considered offensive to....[rotate DIV3 through DIV10]

DIV3 Racial and ethnic minorities

DIV4 Women

DIV5 Lesbian, gay, bisexual, or transgendered individuals

DIV6 People with disabilities

DIV7 Muslims

DIV8 Jews

DIV9 Hindus

DIV10 Other religious groups

- 1 Very often
- 2 Occasionally
- 3 Rarely
- 4 Never
- 8 DK (vol)
- 9 Refused (vol)

DIV8 To the best of your knowledge, does your employer follow through with consequences for those who make offensive or disparaging comments of others in the workplace, or does your employer do nothing?

- 1 Consequences
- 2 No consequences
- 3 Depends (vol)
- 8 DK (vol)
- 9 Refused (vol)

DIV9 How often, if at all, do you interact with someone of a different race from yourself in your workplace?

- 1 Daily
- 2 Every few days
- 3 At least once a week
- 4 At least once a month
- 5 Almost never
- 8 DK (vol)
- 9 Refused (vol)

DIV10 How often do interact with someone of a different race from yourself outside of work?

- 1 Daily
- 2 Every few days
- 3 At least once a week
- 4 At least once a month
- 5 Almost never
- 8 DK (vol)
- 9 Refused (vol)

[Rotate DIV11 and DIV12]

DIV11 Please tell me if you agree or disagree [rotate] with the following statement: "Interacting with people of diverse backgrounds at my workplace is important to me."

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 DK (vol)
- 9 Refused (vol)

DIV12 Do you agree or disagree [rotate] with the following statement: "Interacting with people of diverse backgrounds while away from work in my social interactions is important to me."

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 8 DK (vol)
- 9 Refused (vol)

Weighted sample characteristics

Gender	<i>Male</i>	50%
	<i>Female</i>	50%
Age	<i>18-34</i>	32%
	<i>35-59</i>	51%
	<i>60+</i>	16%
Race	<i>Refused</i>	1%
	<i>White</i>	61%
	<i>African American</i>	12%
	<i>Hispanic</i>	18%
	<i>Asian</i>	6%
	<i>Other/Refused</i>	4%