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**Taft Communications' Second Annual State of Diversity Survey Shows
 New Jerseyans Encounter More Diversity At Work Than Elsewhere**

*High sensitivity on workplace discrimination and
 strong willingness to report it*

*Non-whites reporting hearing offensive comments in workplace more frequently
 than in 2016; numbers of comments related to Jews rises significantly*

More people report having diversity training

Tables and Methodology

How often do you interact with someone of a different race or ethnicity from yourself in your workplace?											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Daily	86%	85%	88%	82%	94%	91%	85%	81%	83%	92%	95%
Every few days	6%	6%	6%	8%	3%	4%	6%	9%	8%	4%	2%
Weekly	2%	3%	2%	3%	1%	1%	4%	2%	4%	1%	
Monthly	1%	1%	1%	2%	0%	1%	2%	1%	2%	1%	1%
Almost never	3%	4%	3%	5%	1%	3%	3%	6%	3%	2%	1%
DK (vol)	0%	0%	0%	0%				2%	0%		
Refused (vol)	0%	0%	0%	0%			1%		0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Daily	86%	86%	87%	84%	90%	86%	89%	91%	81%
Every few days	6%	7%	6%	7%	5%	7%	6%	4%	9%
Weekly	2%	2%	3%	1%	2%	3%	2%	3%	3%
Monthly	1%	2%	1%	2%	1%	1%	1%		2%
Almost never	3%	3%	3%	6%	1%	3%	2%	3%	5%
DK (vol)	0%		0%	1%	0%		1%		
Refused (vol)	0%	1%			0%	0%	0%		

How often do you interact with someone of a different race or ethnicity from yourself outside of your workplace?											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Daily	64%	66%	62%	57%	75%	77%	61%	48%	62%	63%	68%
Every few days	17%	16%	18%	19%	12%	14%	19%	16%	18%	17%	15%
Weekly	11%	10%	12%	15%	6%	6%	12%	20%	10%	13%	15%
Monthly	3%	3%	3%	4%	2%	1%	3%	7%	4%		1%
Almost never	5%	5%	5%	5%	5%	2%	5%	9%	5%	5%	1%
DK (vol)	0%	1%	0%	1%			1%	1%	0%	2%	
Refused (vol)	0%	0%		0%			0%		0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Daily	64%	64%	64%	63%	63%	65%	67%	72%	53%
Every few days	17%	17%	17%	15%	19%	16%	16%	14%	20%
Weekly	11%	10%	12%	16%	10%	9%	10%	8%	17%
Monthly	3%	2%	3%	1%	3%	3%	3%	1%	5%
Almost never	5%	7%	3%	5%	5%	4%	5%	5%	5%
DK (vol)	0%		1%			1%		1%	1%
Refused (vol)	0%	0%			0%				

Over the past year, to what extent, if at all, did workplace discussions involve the presidential election?											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Frequently	51%	54%	49%	50%	52%	48%	54%	53%	55%	45%	46%
On occasion	26%	25%	28%	27%	26%	26%	29%	19%	25%	28%	27%
Rarely	11%	11%	12%	11%	11%	16%	8%	10%	10%	13%	13%
Never	10%	10%	11%	10%	10%	9%	9%	18%	9%	13%	13%
DK (vol)	0%	1%		0%			1%		0%		1%
Refused (vol)	0%	0%	0%	0%	0%	1%	0%		0%	2%	

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Frequently	51%	43%	57%	49%	51%	53%	58%	47%	46%
On occasion	26%	31%	23%	32%	26%	23%	24%	32%	28%
Rarely	11%	12%	11%	7%	11%	14%	8%	13%	15%
Never	10%	14%	9%	12%	11%	9%	10%	8%	12%
DK (vol)	0%	0%	0%		0%	0%	1%		
Refused (vol)	0%		0%		0%	1%			0%

Which of the following statements best describes your workplace over the past year? More than ever my co-workers value diverse perspectives and backgrounds and encourage a respectful work environment; Little has changed in my workplace regarding diversity and a respectful work environment; My co-workers show less value for diverse perspectives and tolerate a more disrespectful environment

	All	Gender		Race		Age			Employer status		
		Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
More respectful	58%	55%	61%	55%	63%	58%	58%	60%	54%	72%	61%
Little change	34%	35%	32%	36%	30%	37%	33%	30%	36%	24%	35%
More disrespectful	5%	6%	5%	5%	5%	3%	7%	4%	6%	3%	4%
DK (vol)	2%	3%	1%	2%	2%	2%	1%	3%	2%	1%	
Refused (vol)	1%	1%	1%	1%			1%	3%	1%		1%

	All	Education		Region			Party ID		
		HS or less	Some college +	South	Central	North	Dem	Ind	Repub
More respectful	58%	59%	58%	54%	58%	61%	62%	64%	54%
Little change	34%	31%	35%	36%	33%	33%	30%	31%	39%
More disrespectful	5%	5%	5%	8%	5%	4%	6%	4%	4%
DK (vol)	2%	4%	1%	1%	2%	2%	1%	1%	2%
Refused (vol)	1%	0%	1%	1%	2%		1%		1%

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	Non-Profit	Public Agency
Yes, within last 2 years	43%	37%	49%	39%	48%	42%	46%	36%	35%	46%	65%
Yes, more than 2 years ago	8%	8%	8%	8%	7%	2%	11%	9%	7%	9%	8%
Not at this workplace, but elsewhere	11%	14%	7%	11%	11%	13%	10%	8%	12%	16%	4%
Never at this workplace	38%	39%	36%	41%	33%	41%	32%	46%	45%	29%	22%
DK (vol)	1%	2%	0%	1%	1%	1%	1%	1%	1%		1%
Refused (vol)	0%	0%		0%			0%		0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Yes, within last 2 years	43%	32%	50%	40%	44%	44%	48%	38%	37%
Yes, more than 2 years ago	8%	7%	8%	6%	10%	6%	6%	10%	10%
Not at this workplace, but elsewhere	11%	10%	11%	7%	11%	13%	12%	9%	11%
Never at this workplace	38%	51%	30%	46%	33%	37%	33%	43%	41%
DK (vol)	1%	0%	1%	1%	1%	0%	1%		2%
Refused (vol)	0%	0%			0%				

In your opinion, how valuable was the training?											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very valuable	45%	33%	55%	34%	58%	51%	40%	46%	40%	52%	48%
Somewhat valuable	38%	43%	33%	47%	26%	30%	44%	38%	38%	40%	41%
Not valuable	16%	24%	10%	18%	15%	19%	16%	14%	22%	7%	12%
DK (vol)	1%		1%	1%	1%		1%	2%	1%	1%	
Refused (vol)											

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very valuable	45%	46%	44%	41%	39%	51%	52%	45%	31%
Somewhat valuable	38%	38%	38%	46%	43%	31%	31%	33%	53%
Not valuable	16%	14%	18%	11%	17%	18%	15%	22%	16%
DK (vol)	1%	2%	0%	2%	1%		1%		
Refused (vol)									

Does your employer have in place any policy that bans workplace discrimination?											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Yes	78%	77%	79%	79%	77%	77%	84%	65%	74%	80%	94%
No	17%	18%	16%	17%	18%	19%	12%	26%	21%	13%	3%
DK (vol)	4%	3%	5%	3%	5%	4%	3%	7%	4%	7%	2%
Refused (vol)	1%	1%	1%	1%			1%	2%	1%		1%

		Education		Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Yes	78%	74%	81%	79%	83%	74%	77%	80%	78%
No	17%	24%	13%	18%	12%	20%	16%	19%	19%
DK (vol)	4%	2%	5%	2%	3%	5%	6%	1%	2%
Refused (vol)	1%	1%	1%	1%	2%	0%	1%		1%

How was that policy communicated to you? [Check all that apply]											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Electronically, such as through email	53%	55%	51%	51%	57%	51%	59%	36%	53%	54%	55%
In printed form	61%	59%	62%	60%	63%	62%	59%	63%	60%	62%	63%
Verbally	47%	50%	44%	46%	49%	44%	48%	47%	44%	43%	52%
Other (vol)	5%	5%	5%	5%	4%	7%	5%	1%	4%	8%	5%
DK (vol)	1%	1%	1%	1%	1%	1%	1%	1%	1%	2%	1%
Refused (vol)											

		Education		Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Electronically, such as through email	53%	35%	64%	51%	53%	55%	58%	49%	50%
In printed form	61%	68%	57%	69%	57%	58%	56%	62%	63%
Verbally	47%	46%	47%	41%	52%	46%	42%	64%	48%
Other (vol)	5%	6%	4%	7%	6%	3%	3%	3%	7%
DK (vol)	1%	1%	1%	1%	1%	1%	1%		1%
Refused (vol)									

Would you say you feel comfortable or uncomfortable [rotate] reporting discriminatory behavior to your employer, regardless if you or someone else is the target?											
		Gender		Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Comfortable	86%	85%	86%	88%	83%	85%	88%	78%	86%	76%	93%
Uncomfortable	11%	11%	10%	7%	16%	15%	7%	13%	10%	21%	6%
Depends (vol)	1%	1%	1%	1%			1%	2%	0%	3%	
DK (vol)	2%	2%	1%	3%			2%	3%	2%		1%
Refused (vol)	2%	2%	1%	2%	1%		2%	4%	2%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Comfortable	86%	82%	88%	90%	85%	83%	86%	88%	86%
Uncomfortable	11%	15%	7%	8%	10%	12%	12%	9%	8%
Depends (vol)	1%		1%	1%		1%	1%		1%
DK (vol)	2%	1%	2%		2%	2%	1%	3%	2%
Refused (vol)	2%	2%	1%	1%	3%	1%	1%	1%	2%

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]

Racial and ethnic minorities											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	7%	6%	7%	3%	14%	13%	4%	4%	7%	7%	8%
Occasionally	13%	13%	13%	12%	15%	15%	12%	12%	13%	12%	15%
Rarely	22%	25%	20%	26%	16%	21%	24%	20%	23%	21%	25%
Never	57%	55%	59%	58%	55%	51%	59%	63%	57%	60%	51%
DK (vol)	0%	1%	0%	1%	0%	1%	1%		1%		1%
Refused (vol)	1%	0%	1%	1%			1%	2%	0%		1%

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	7%	6%	7%	5%	3%	11%	8%	8%	3%
Occasionally	13%	14%	12%	14%	16%	10%	16%	12%	9%
Rarely	22%	22%	23%	30%	21%	19%	22%	20%	27%
Never	57%	57%	57%	49%	59%	60%	53%	59%	60%
DK (vol)	0%	1%	0%	1%	1%	0%	0%	2%	0%
Refused (vol)	1%	1%	0%	1%	0%	0%	1%		0%

Women											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	5%	4%	7%	4%	8%	7%	5%	4%	5%	7%	7%
Occasionally	10%	13%	7%	11%	8%	8%	13%	6%	11%	8%	10%
Rarely	18%	22%	15%	18%	18%	20%	17%	18%	18%	18%	23%
Never	66%	61%	70%	66%	66%	65%	64%	71%	66%	68%	60%
DK (vol)	0%		0%	0%			0%		0%		
Refused (vol)	1%	0%	1%	1%			1%	1%	0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	5%	4%	6%	6%	5%	6%	6%	5%	5%
Occasionally	10%	8%	12%	11%	9%	10%	12%	7%	8%
Rarely	18%	19%	18%	26%	14%	17%	19%	16%	19%
Never	66%	68%	64%	56%	72%	66%	61%	72%	68%
DK (vol)	0%	0%		1%					0%
Refused (vol)	1%	1%	0%	1%	1%		1%		

Lesbian, gay, bisexual, and transgendered											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	5%	4%	5%	3%	8%	8%	3%	2%	5%	2%	7%
Occasionally	9%	12%	6%	10%	6%	8%	8%	11%	10%	12%	4%
Rarely	19%	20%	17%	19%	17%	19%	20%	16%	18%	16%	25%
Never	67%	63%	70%	67%	68%	65%	68%	69%	67%	70%	62%
DK (vol)	0%	0%	1%	0%	0%		1%	1%	0%		2%
Refused (vol)	0%	0%	1%	1%			1%	1%	0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	5%	5%	5%	6%	3%	5%	5%	5%	5%
Occasionally	9%	8%	10%	11%	8%	8%	9%	7%	10%
Rarely	19%	17%	20%	24%	17%	18%	21%	10%	20%
Never	67%	70%	65%	58%	71%	69%	64%	78%	65%
DK (vol)	0%	0%	1%	1%		1%	0%		1%
Refused (vol)	0%	1%	0%	1%	0%		1%		

People with disabilities											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	2%	1%	3%	1%	4%	3%	2%		2%	1%	5%
Occasionally	6%	7%	5%	6%	6%	9%	4%	7%	5%	14%	4%
Rarely	12%	14%	9%	12%	11%	11%	12%	10%	11%	12%	15%
Never	79%	77%	82%	80%	79%	77%	80%	81%	81%	73%	76%
DK (vol)	0%	0%	0%	0%	0%		0%	1%	0%		
Refused (vol)	1%	0%	1%	1%			1%	1%	0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	2%	2%	2%	3%	2%	2%	2%	3%	2%
Occasionally	6%	7%	6%	8%	5%	6%	7%	9%	4%
Rarely	12%	12%	11%	16%	10%	10%	14%	6%	11%
Never	79%	78%	80%	71%	82%	82%	77%	82%	83%
DK (vol)	0%	1%		1%		0%	0%		0%
Refused (vol)	1%	1%	0%	1%	1%		1%		

Muslims											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	5%	5%	5%	4%	7%	7%	4%	5%	6%	2%	5%
Occasionally	12%	13%	12%	12%	13%	11%	13%	14%	12%	14%	13%
Rarely	21%	25%	17%	23%	19%	23%	21%	18%	20%	23%	29%
Never	60%	56%	64%	60%	61%	59%	60%	62%	61%	60%	53%
DK (vol)	1%		1%	1%			1%	1%	0%	1%	1%
Refused (vol)	1%	0%	1%	1%			1%	1%	1%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	5%	3%	6%	5%	6%	4%	6%	3%	5%
Occasionally	12%	11%	13%	14%	11%	12%	14%	9%	12%
Rarely	21%	22%	20%	27%	17%	20%	22%	17%	20%
Never	60%	62%	59%	51%	65%	62%	57%	70%	60%
DK (vol)	1%	1%	0%	1%		1%	0%		1%
Refused (vol)	1%	1%	1%	2%	1%		1%		0%

Jews											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	4%	3%	4%	3%	4%	5%	3%	2%	3%	2%	5%
Occasionally	11%	13%	8%	9%	12%	13%	8%	15%	11%	11%	8%
Rarely	13%	15%	11%	15%	9%	8%	15%	12%	14%	9%	11%
Never	72%	69%	76%	72%	74%	72%	73%	71%	70%	78%	74%
DK (vol)	1%		1%	0%	1%	1%	0%	1%	0%		2%
Refused (vol)	0%	0%	1%	1%			1%		0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	4%	4%	3%	6%	4%	2%	4%	2%	4%
Occasionally	11%	10%	11%	11%	7%	13%	13%	9%	6%
Rarely	13%	10%	14%	11%	14%	12%	12%	12%	15%
Never	72%	73%	71%	68%	75%	73%	69%	77%	75%
DK (vol)	1%	1%	0%	2%			1%		0%
Refused (vol)	0%	1%	0%	1%	1%		1%		

Hindus											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	3%	3%	4%	2%	4%	5%	2%	2%	3%	4%	3%
Occasionally	4%	5%	4%	3%	6%	5%	2%	10%	5%	4%	3%
Rarely	14%	15%	12%	13%	16%	13%	14%	14%	14%	13%	14%
Never	78%	77%	79%	81%	73%	76%	81%	74%	77%	80%	80%
DK (vol)	0%		1%	0%			0%	1%	0%		
Refused (vol)	0%	0%	1%	1%			1%		1%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	3%	3%	3%	3%	3%	3%	3%	2%	3%
Occasionally	4%	4%	4%	6%	5%	3%	5%	5%	4%
Rarely	14%	14%	14%	12%	11%	17%	15%	10%	14%
Never	78%	77%	79%	76%	80%	77%	76%	83%	79%
DK (vol)	0%	0%	0%	1%			0%		0%
Refused (vol)	0%	1%	0%	1%	1%		1%		0%

Other religious groups											
	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Very often	3%	2%	3%	2%	4%	4%	2%		2%	4%	3%
Occasionally	9%	10%	8%	6%	12%	9%	8%	12%	8%	16%	8%
Rarely	20%	24%	16%	21%	20%	20%	21%	17%	23%	12%	20%
Never	68%	64%	72%	70%	65%	67%	68%	70%	66%	68%	70%
DK (vol)	0%	0%	0%	0%			0%		0%		
Refused (vol)	1%	0%	1%	1%			1%	1%	0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Very often	3%	3%	2%	2%	4%	2%	3%	1%	3%
Occasionally	9%	10%	8%	12%	9%	7%	11%	14%	4%
Rarely	20%	17%	22%	23%	20%	18%	22%	19%	21%
Never	68%	69%	67%	60%	67%	73%	64%	67%	71%
DK (vol)	0%	0%	0%	1%					1%
Refused (vol)	1%	1%	0%	1%	1%		1%		

To the best of your knowledge, when someone makes comments that violate company policy against offending others, does your employer follow through with consequences, or does your employer do nothing?

	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
Consequences	73%	74%	72%	72%	76%	74%	77%	62%	68%	79%	88%
No consequences	10%	10%	9%	11%	6%	10%	7%	16%	12%	6%	3%
Depends (vol)	3%	2%	4%	3%	3%	3%	2%	5%	3%	4%	3%
DK (vol)	13%	12%	15%	12%	14%	12%	13%	15%	16%	11%	5%
Refused (vol)	1%	2%	1%	2%	0%	1%	1%	2%	2%	1%	1%

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
Consequences	73%	77%	71%	73%	73%	73%	70%	76%	74%
No consequences	10%	12%	8%	11%	10%	8%	11%	8%	10%
Depends (vol)	3%	2%	3%	6%	2%	2%	4%	2%	2%
DK (vol)	13%	9%	15%	9%	13%	16%	14%	13%	13%
Refused (vol)	1%	1%	1%	1%	2%	1%	1%	2%	2%

Approximately how many people work for your company?

	Gender			Race		Age			Employer status		
	All	Male	Female	White	Non-white	18-34	35-59	60+	For-Profit	Non-Profit	Public Agency
50 and under	32%	34%	31%	35%	27%	35%	28%	39%	41%	20%	12%
51-100	9%	10%	7%	9%	8%	10%	7%	10%	8%	6%	12%
101-250	10%	10%	11%	10%	11%	10%	12%	7%	9%	16%	12%
251-500	8%	6%	11%	8%	9%	12%	6%	7%	6%	11%	13%
501-1000	7%	4%	10%	5%	9%	9%	6%	6%	5%	5%	15%
1001+	31%	34%	28%	30%	31%	23%	38%	27%	29%	36%	33%
DK (vol)	3%	2%	3%	2%	3%	1%	2%	5%	1%	6%	2%
Refused (vol)	0%	0%		0%			0%		0%		

	Education			Region			Party ID		
	All	HS or less	Some college +	South	Central	North	Dem	Ind	Repub
50 and under	32%	40%	28%	27%	31%	36%	31%	27%	36%
51-100	9%	10%	8%	9%	6%	10%	7%	11%	10%
101-250	10%	12%	10%	13%	11%	8%	10%	12%	11%
251-500	8%	11%	7%	8%	8%	9%	9%	6%	7%
501-1000	7%	4%	8%	6%	6%	7%	9%	2%	5%
1001+	31%	21%	37%	32%	36%	27%	32%	40%	27%
DK (vol)	3%	1%	3%	3%	2%	2%	2%	3%	3%
Refused (vol)		0%			0%				

Exact question wording

Now I'd like to ask you some questions about your workplace.

DIV1 How often do you interact with someone of a different race or ethnicity from yourself in your workplace?

- 1 Daily
- 2 Every few days
- 3 Weekly
- 4 Monthly
- 5 Almost never
- 8 DK (vol)
- 9 Refused (vol)

DIV2 How often do interact with someone of a different race or ethnicity from yourself outside of work?

- 1 Daily
- 2 Every few days
- 3 Weekly
- 4 Monthly
- 5 Almost never
- 8 DK (vol)
- 9 Refused (vol)

DIV3 Over the past year, to what extent, if at all, did workplace discussions involve the presidential election?

- 1 Frequently
- 2 On occasion
- 3 Rarely
- 4 Never
- 8 DK (vol)
- 9 Refused (vol)

DIV4 Which of the following statements best describes your workplace environment over the past year [rotate first and third options]:

- 1 More than ever my co-workers value diverse perspectives and backgrounds and encourage a respectful work environment
- 2 Little has changed in my workplace regarding diversity and a respectful work environment
- 3 My co-workers show less value for diverse perspectives and tolerate a more disrespectful work environment.
- 8 DK (vol)
- 9 Refused (vol)

DIV5 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 [Ask DIV6]
- 2 Yes, but more than 2 years ago [Ask DIV6]
- 3 Not at this workplace, but I did at a previous workplace [Ask DIV6]
- 4 Never at any workplace
- 8 DK (vol)
- 9 Refused (vol)

DIV6 In your opinion, how valuable was the training?

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not valuable at all
- 8 DK (vol)
- 9 Refused (vol)

DIV7 Does your employer have in place any policy that bans workplace discrimination?

- 1 Yes Ask DIV8
- 2 No
- 8 DK (vol)
- 9 Refused (vol)

DIV8 How was the policy communicated to you? [Check all that apply]

- 1 Electronically, such as through email
- 2 In printed form
- 3 Verbally
- 4 Other (vol)
- 8 DK (vol)
- 9 Refused (vol)

DIV9 Would you say you feel comfortable or uncomfortable [rotate] reporting discriminatory behavior to your employer, regardless if you or someone else is the target?

- 1 Comfortable
- 2 Uncomfortable
- 3 Depends (vol)
- 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 DIV10 through DIV17]

- DIV10 Racial and ethnic minorities*
- DIV11 Women*
- DIV12 Lesbian, gay, bisexual, or transgendered individuals*
- DIV13 People with disabilities*
- DIV14 Muslims*
- DIV15 Jews*
- DIV16 Hindus*
- DIV17 Other religious groups*

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

DIV18 To the best of your knowledge, when someone makes comments that violate company policy against offending others, does your employer follow through with consequences, or does your employer do nothing?

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

DIV21 Approximately how many people work for your company?

- | | |
|---|---------------|
| 1 | 50 and under |
| 2 | 51-100 |
| 3 | 101 to 250 |
| 4 | 251-500 |
| 5 | 501-1000 |
| 6 | 1001+ |
| 8 | DK (vol) |
| 9 | Refused (vol) |

Methodology

The most recent survey by Fairleigh Dickinson University's PublicMind was conducted by telephone from January 25-29, using a randomly selected sample of 612 employed adults in New Jersey. One can be 95 percent confident that the error attributable to sampling has a range of +/- 4 percentage points. The margin of error for subgroups is larger and varies by the size of that subgroup. Survey results are also subject to non-sampling error. This kind of error, which cannot be measured, arises from a number of factors including, but not limited to, non-response (eligible

individuals refusing to be interviewed), question wording, the order in which questions are asked, and variations among interviewers.

PublicMind interviews are conducted by Opinion America of Cedar Knolls, NJ, with professionally trained interviewers using a CATI (Computer Assisted Telephone Interviewing) system. Random selection is achieved by computerized random-digit dialing. This technique gives every person with a landline phone number (including those with unlisted numbers) an equal chance of being selected.

Landline households are supplemented with a separate, randomly selected sample of cell-phone respondents interviewed in the same time frame. The total combined sample is mathematically weighted to match known demographics of gender, age, education, and race.

The sample was purchased from Marketing Systems Group and the research was funded by Fairleigh Dickinson University.

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