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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.

#