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Third Annual Statewide Survey Shows Changes in Perceptions of Diversity Across New Jersey Workplaces

*Diversity interaction outside workplace catching up to diversity at work
Respectfulness in the workplace on the rise
More non-whites and college educated see diverse teams driving better results*

Released LAWRENCEVILLE, NJ (July 10, 2018).

Methodology

The most recent survey by Fairleigh Dickinson University's PublicMind was conducted by telephone from May 16 to 21 using a randomly selected sample of 619 employed adults in New Jersey. One can be 95 percent confident that the error attributable to sampling has a range of 4 +/- percentage points, including the design effect. 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. To come interviews were conducted on landlines and to come were conducted on cellular telephones.

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

Tables

<i>How often do you interact with someone of a different race or ethnicity from yourself in your workplace?</i>								
	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
Daily	88%	86%	91%	85%	94%	92%	90%	80%
Every few days	5%	6%	5%	7%	3%	3%	6%	9%
Weekly	2%	2%	2%	3%	0%	1%	3%	2%
Monthly	1%	2%	1%	2%	0%	1%	0%	4%
Almost never	3%	4%	2%	3%	3%	3%	1%	5%
DK (vol)	1%	0%	0%	0%	1%	0%	1%	1%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%

	Education			Union Household		Party ID		
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Daily	88%	87%	89%	91%	88%	89%	96%	83%
Every few days	5%	6%	5%	4%	6%	4%	4%	9%
Weekly	2%	1%	3%	3%	2%	2%	0%	3%
Monthly	1%	2%	1%	0%	1%	1%	1%	2%
Almost never	3%	3%	3%	2%	3%	3%	0%	4%
DK (vol)	1%	1%	0%	1%	0%	1%	0%	0%
Refused (vol)	0%	1%	0%	1%	0%	0%	0%	0%

<i>How often do you interact with someone of a different race or ethnicity from yourself outside of your workplace?</i>								
	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
Daily	71%	71%	71%	66%	81%	80%	72%	56%
Every few days	15%	13%	16%	19%	6%	12%	15%	20%
Weekly	9%	9%	9%	9%	8%	6%	9%	14%
Monthly	2%	2%	1%	2%	1%	1%	1%	3%
Almost never	3%	4%	3%	4%	3%	2%	3%	7%
DK (vol)	0%	0%	0%	0%	0%	0%	0%	0%
Refused (vol)	0%	0%	0%	1%	0%	0%	0%	1%

	All	Education		Union Household		Party ID		
		HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Daily	71%	75%	69%	73%	71%	71%	86%	65%
Every few days	15%	10%	17%	11%	15%	14%	9%	18%
Weekly	9%	9%	9%	11%	9%	8%	3%	12%
Monthly	2%	2%	2%	0%	2%	3%	0%	1%
Almost never	3%	4%	3%	4%	3%	4%	3%	4%
DK (vol)	0%	0%	0%	0%	0%	0%	0%	0%
Refused (vol)	0%	1%	0%	1%	0%	0%	0%	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		
		Male	Female	White	Non-white	18-34	35-59	60+
More respectful	68%	66%	71%	67%	70%	69%	67%	70%
Little change	23%	22%	25%	21%	26%	24%	25%	19%
More disrespectful	4%	6%	2%	5%	4%	6%	5%	2%
DK (vol)	3%	5%	1%	5%	0%	1%	3%	6%
Refused (vol)	1%	1%	1%	2%	0%	0%	1%	3%

	All	Education		Union Household		Party ID		
		HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
More respectful	68%	65%	70%	59%	70%	66%	76%	66%
Little change	23%	27%	21%	30%	22%	26%	17%	23%
More disrespectful	4%	3%	5%	8%	4%	6%	2%	5%
DK (vol)	3%	4%	2%	0%	4%	2%	6%	5%
Refused (vol)	1%	1%	1%	3%	1%	1%	0%	2%

		Education		Union Household		Party ID		
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Comfortable	84%	84%	84%	79%	84%	84%	82%	83%
Uncomfortable	15%	15%	14%	17%	14%	14%	15%	14%
Depends (vol)	1%	0%	1%	0%	1%	0%	3%	0%
DK (vol)	1%	1%	1%	3%	0%	1%	1%	1%
Refused (vol)	1%	0%	1%	0%	1%	0%	0%	2%

How affected, if at all, has your workplace been by the #MeToo movement against sexual harassment?

		Gender		Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
Very	17%	18%	17%	13%	26%	22%	16%	12%
Somewhat	12%	12%	11%	11%	12%	9%	13%	13%
Just a little	9%	10%	8%	9%	9%	11%	8%	7%
Not at all	56%	55%	57%	60%	48%	52%	59%	55%
DK (vol)	6%	5%	7%	7%	5%	5%	4%	12%
Refused (vol)	1%	1%	1%	1%	1%	1%	1%	1%

		Education		Union Household		Party ID		
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Very	17%	19%	16%	15%	18%	17%	18%	16%
Somewhat	12%	8%	13%	14%	11%	13%	15%	9%
Just a little	9%	7%	10%	7%	9%	12%	4%	7%
Not at all	56%	61%	53%	57%	56%	52%	58%	62%
DK (vol)	6%	5%	7%	7%	6%	6%	5%	6%
Refused (vol)	1%	0%	1%	1%	1%	1%	1%	0%

From what you have observed, has sexual harassment in your workplace over the past year become...

		Gender		Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
More frequent	2%	1%	2%	2%	1%	3%	2%	1%
Less frequent	21%	23%	20%	13%	36%	28%	17%	19%
Stayed about the same	63%	62%	65%	72%	50%	63%	66%	60%
DK (vol)	11%	11%	11%	10%	13%	5%	13%	16%
Refused (vol)	3%	3%	2%	3%	1%	1%	3%	4%

		Education		Union Household		Party ID		
	All	HS or less	Some college +	Self/Other	No	Dem	Ind	Repub
More frequent	2%	2%	2%	0%	2%	1%	2%	2%
Less frequent	21%	32%	16%	26%	21%	24%	20%	17%
Stayed about the same	63%	52%	70%	63%	63%	63%	65%	66%
DK (vol)	11%	12%	10%	9%	12%	11%	10%	11%
Refused (vol)	3%	2%	3%	2%	3%	2%	3%	4%

Have you ever been the victim of sexual harassment in the workplace, either at the place you work currently or during a previous job?

		Gender		Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
Yes	23%	10%	37%	26%	20%	19%	28%	20%
No	76%	89%	61%	73%	80%	81%	71%	79%
DK (vol)	0%	0%	0%	0%	0%	0%	0%	0%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%

		Education		Union Household		Party ID		
	All	HS or less	Some college +	Self/Other	No	Dem	Ind	Repub
Yes	23%	24%	23%	20%	23%	26%	16%	23%
No	76%	75%	76%	80%	76%	74%	83%	76%
DK (vol)	0%	0%	0%	0%	0%	0%	0%	0%
Refused (vol)	1%	1%	1%	0%	1%	0%	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		
	All	Male	Female	White	Non-white	18-34	35-59	60+
Consequences	70%	71%	69%	69%	73%	71%	72%	65%
No consequences	13%	12%	14%	12%	13%	14%	12%	13%
Depends (vol)	3%	3%	2%	2%	3%	1%	4%	2%
DK (vol)	13%	13%	13%	14%	10%	13%	11%	16%
Refused (vol)	2%	2%	2%	3%	1%	1%	2%	4%

		Education		Union Household		Party ID		
	All	HS or less	Some college +	Self/Other	No	Dem	Ind	Repub
Consequences	70%	72%	69%	63%	72%	68%	79%	70%
No consequences	13%	13%	13%	13%	12%	13%	8%	13%
Depends (vol)	3%	4%	2%	6%	2%	2%	1%	4%
DK (vol)	13%	11%	14%	14%	13%	16%	9%	11%
Refused (vol)	2%	1%	3%	4%	1%	2%	3%	2%

Approximately how many people work for your company?

		Gender		Race		Age		
	All	Male	Female	White	Non-white	18-34	35-59	60+
50 and under	31%	36%	25%	34%	26%	34%	25%	37%
51-100	8%	7%	9%	7%	10%	9%	9%	6%
101-250	11%	10%	12%	11%	10%	10%	12%	11%
251-500	7%	6%	9%	7%	7%	5%	9%	8%
501-1000	7%	6%	8%	5%	9%	7%	7%	5%
1001+	32%	33%	31%	32%	34%	29%	36%	32%
DK (vol)	3%	2%	4%	3%	4%	5%	3%	1%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%



	Education			Union Household		Party ID		
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
50 and under	31%	37%	27%	19%	33%	28%	30%	36%
51-100	8%	7%	9%	13%	8%	6%	15%	9%
101-250	11%	10%	12%	16%	10%	10%	15%	8%
251-500	7%	8%	7%	12%	6%	9%	6%	6%
501-1000	7%	6%	7%	14%	5%	6%	9%	7%
1001+	32%	28%	35%	23%	35%	35%	24%	33%
DK (vol)	3%	4%	3%	3%	3%	4%	2%	1%
Refused (vol)	1%	0%	1%	1%	0%	1%	0%	0%