





Contacts: Jayne O'Connor (Taft) jayne@taftcommunications.com 609-683-0700, x109 Krista Jenkins (FDU) kjenkins@fdu.edu 973-443-8390

Bob Considine (NJBIA) bconsidine@njbia.org 609-858-9502

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 cellphone 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

How often do you workplace?	u intera	ct with sor	neone of a	different ra	ace or ethnic	ity from yo	ourself in	your		
		Ger	nder	Ra	ace		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%		

		Edu	ucation	Union H	ousehold		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%	

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

Jour montplace.												
		Ger	nder	Ra	ace	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%				







		Education Union Hou			ousehold	usehold Party ID			
	All	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

		Ger	Gender		ice	Age		
	All	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	4%	6%	2%	5%	4%	6%	5%	2%
disrespectful								
DK (vol)	3%	5%	1%	5%	0%	1%	3%	6%
Refused (vol)	1%	1%	1%	2%	0%	0%	1%	3%

		Edu	Education		ion ehold	Party ID		
	AII	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%







Have you ever ha		m of training	g that focus	ed on the va	alue of divers	sity and cult	ural awarer	iess at		
		Ger	Gender Race Age							
	All	Male	Female	White	Non- white	18-34 35-59 60+				

					white			
Yes, within last	48%	46%	51%	45%	53%	49%	50%	44%
2 years								
Yes, more than	10%	9%	11%	9%	11%	4%	13%	11%
2 years ago								
Not at this	9%	10%	7%	9%	8%	11%	8%	6%
workplace, but								
elsewhere								
Never at this	33%	35%	31%	36%	27%	34%	29%	37%
workplace								
DK (vol)	1%	0%	1%	0%	1%	1%	0%	1%
Refused (vol)	0%	0%	0%	1%	0%	0%	0%	1%

		Edu	cation	Uni House			Party ID	
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Yes, within last 2 years	48%	40%	53%	62%	46%	49%	54%	45%
Yes, more than 2 years ago	10%	9%	10%	10%	10%	10%	11%	8%
Not at this workplace, but elsewhere	9%	7%	10%	4%	10%	10%	5%	9%
Never at this workplace	33%	42%	27%	23%	35%	30%	31%	37%
DK (vol)	1%	2%	0%	0%	0%	1%	0%	0%
Refused (vol)	0%	1%	0%	1%	0%	0%	0%	1%

	Have you ever worked on a project with others that, in your opinion, had better or improved results than it would otherwise have because members of the team came from diverse backgrounds?												
Gender Race Age													
	All	All Male Female White Non- white 18-34 35-59 60+											
Yes	58%	55%	61%	53%	68%	61%	59%	50%					
No	35%	39%	31%	39%	28%	33%	34%	41%					
DK (vol)	6%	6% 5% 7% 8% 3% 4% 7% 7%											
Refused (vol)	1%	1% 1% 1% 1% 1% 0% 2%											







		Education		Uni Hous			Party ID	
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Yes	58%	47%	64%	60%	58%	66%	60%	43%
No	35%	45%	30%	36%	35%	28%	34%	49%
DK (vol)	6%	6%	6%	4%	6%	5%	6%	7%
Refused (vol)	1%	2%	1%	1%	1%	2%	0%	1%

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

		Ger	nder	Ra	Race		Age		
	All	Male	Female	White	Non- white	18-34	35-59	60+	
Comfortable	83%	81%	83%	83%	85%	85%	85%	77%	
Uncomfortable	13%	14%	12%	12%	14%	12%	13%	15%	
Depends (vol)	1%	1%	2%	2%	1%	1%	1%	3%	
DK (vol)	1%	3%	0%	2%	0%	1%	1%	3%	
Refused (vol)	1%	2%	1%	2%	0%	1%	1%	3%	

		Edu	cation	Uni House			Party ID	
	All	HS or less	Some college +	Self/ Other	No	Dem	Ind	Repub
Comfortable	83%	82%	84%	84%	83%	85%	87%	79%
Uncomfortable	13%	14%	13%	13%	13%	12%	10%	15%
Depends (vol)	1%	0%	2%	1%	2%	1%	2%	2%
DK (vol)	1%	2%	1%	2%	1%	1%	1%	2%
Refused (vol)	1%	1%	1%	1%	1%	1%	1%	3%

Would you say you feel comfortable or uncomfortable [rotate] reporting incidents of sexual harassment, either if you experienced it or witnessed it firsthand?

		Ger	nder	Race		Age		
	All	Male	Female	White	Non- white	18-34	35-59	60+
Comfortable	84%	85%	82%	85%	82%	82%	84%	85%
Uncomfortable	15%	13%	16%	13%	17%	16%	15%	11%
Depends (vol)	1%	0%	1%	0%	1%	0%	1%	1%
DK (vol)	1%	2%	0%	1%	0%	1%	0%	2%
Refused (vol)	1%	1%	1%	1%	1%	1%	1%	1%







		Edu	cation	Uni Hous			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 a	at all, has j	your workp	lace been b	y the #MeTo	o movemen	t against se	How affected, if at all, has your workplace been by the #MeToo movement against sexual harassment?											
		Ger	nder	Ra	ce		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%										

		Edu	Education		ion ehold		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 o	bserved, h	as sexual .	harassmen	t in your w	orkplace ove	er the past	year beco	me
		Ge	nder	R	ace		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%

		Edu	Education		ion ehold		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?

		Ger	nder	Ra	ce	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%

		Edu	cation	Uni House		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?

		Ger	nder	Ra	ice		Age				
	All	Male	Female	White	Non- white	18-34	35-59	60+			
Consequences	70%	71%	69%	69%	73%	71%	72%	65%			
No	13%	12%	14%	12%	13%	14%	12%	13%			
consequences											
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%			

		Edu	Education		ion ehold		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 he	Approximately how many people work for your company?										
		Ger	nder	Ra	ce		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		
	AII	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%