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Statewide Survey on Diversity Shows Offensive Comments in Workplace have Decreased since 2017

Offensive workplace comments toward various groups declining; women especially attuned to the decline

LAWRENCEVILLE, NJ (July 23, 2019)

Methodology

The most recent survey by Fairleigh Dickinson University's PublicMind was conducted by telephone from May 29 to June 4 using a randomly selected sample of 541 employed adults in New Jersey. One can be 95 percent confident that the error attributable to sampling has a range of 4 +/- to come 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

Which of the following statements best describes your workplace environment over the past year?

		Gender		Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
More than ever my co-workers value diverse perspectives and backgrounds and encourage a <u>respectful</u> work environment	59%	56%	62%	58%	63%	60%	58%	62%
Little has changed in my workplace regarding diversity and a respectful work environment	26%	26%	25%	27%	23%	33%	22%	23%
My co-workers show less value for diverse perspectives and tolerate a <u>more disrespectful</u> work environment.	8%	9%	7%	9%	8%	5%	13%	6%
DK (vol)	6%	8%	5%	5%	6%	3%	6%	9%
Refused (vol)	1%	1%	0%	1%	0%	0%	1%	0%

		Education			Income		
	All	HS or less	Some college	College grad +	<75k	75k- <150k	150k+
More than ever my co-workers value diverse perspectives and backgrounds and encourage a <u>respectful</u> work environment	59%	57%	62%	60%	63%	57%	61%
Little has changed in my workplace regarding diversity and a respectful work environment	26%	24%	24%	27%	29%	26%	20%

My co-workers show less value for diverse perspectives and tolerate a more <u>disrespectful</u> work environment.	8%	9%	10%	6%	3%	13%	11%
DK (vol)	6%	9%	3%	6%	5%	4%	7%
Refused (vol)	1%	1%	1%	0	0%	1%	1%

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

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Yes, within the last two years	47%	43%	52%	44%	50%	49%	47%	48%
Yes, but more than two years ago	9%	12%	7%	10%	9%	6%	9%	14%
Not at this workplace, but I did at a previous workplace	14%	12%	17%	17%	10%	15%	15%	12%
Never at any workplace	28%	33%	24%	28%	30%	30%	28%	25%
DK (vol)	1%	1%	0%	1%	1%	0%	1%	1%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%

	Education				Income		
	All	HS or less	Some college	College +	<75k	75k- 150k	150k+
Yes, within the last two years	47%	35%	50%	53%	42%	52%	48%
Yes, but more than two years ago	9%	8%	10%	10%	12%	10%	9%
Not at this workplace, but I did at a previous workplace	14%	14%	13%	15%	17%	11%	12%
Never at any workplace	28%	43%	25%	21%	29%	27%	29%
DK (vol)	1%	0%	3%	0%	1%	0%	1%
Refused (vol)	0%	0%	1%	0%	0%	0%	1%

How much would you agree or disagree that the opportunities to advance in your workplace are similar for employees regardless of race, gender or sexual preference?

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Strongly agree	55%	55%	54%	62%	46%	55%	53%	59%
Somewhat agree	20%	19%	22%	15%	28%	21%	20%	19%
Neither agree nor disagree	6%	6%	7%	8%	5%	8%	5%	7%
Somewhat disagree	6%	5%	7%	5%	7%	6%	5%	7%
Strongly disagree	8%	10%	6%	6%	10%	9%	11%	4%
DK (vol)	3%	4%	2%	3%	3%	1%	5%	3%
Refused (vol)	1%	1%	1%	1%	1%	1%	0%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75k- <150K	150K+
Strongly agree	55%	54%	54%	56%	57%	54%	55%
Somewhat agree	20%	24%	21%	18%	25%	19%	13%
Neither agree nor disagree	6%	5%	6%	8%	4%	8%	8%
Somewhat disagree	6%	2%	8%	6%	2%	7%	10%
Strongly disagree	8%	12%	8%	7%	10%	8%	7%
DK (vol)	3%	2%	3%	4%	2%	3%	4%
Refused (vol)	1%	2%	1%	1%	0%	0%	3%

In your opinion, do you think that women have more, fewer or the same opportunities to advance as men in your organization?

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Women have more opportunities than men	17%	21%	13%	12%	22%	18%	13%	21%
Women have fewer opportunities than men	21%	13%	30%	22%	20%	15%	25%	24%
Women and men have the same opportunities	59%	62%	55%	63%	55%	66%	59%	51%
DK (vol)	3%	4%	1%	3%	2%	2%	3%	3%
Refused (vol)	1%	1%	1%	1%	0%	0%	0%	1%

	All	Education			Income		
		HS or less	Some college	College +	<75K	75K- <150K	150K+
Women have more opportunities than men	17%	15%	21%	16%	18%	15%	20%
Women have less opportunities than men	21%	24%	21%	19%	23%	21%	20%
Women and men have the same opportunities	59%	56%	55%	63%	55%	61%	58%
DK (vol)	3%	4%	3%	1%	3%	3%	2%
Refused (vol)	1%	1%	0%	1%	0%	0%	1%

Please tell me if your employer has adopted new policies in the last year for each of the following areas: Age Discrimination

	All	Gender		Race		Age		
		Male	Female	White	Non-white	18-34	35-54	55+
Yes	19%	18%	20%	17%	22%	16%	19%	24%
No	68%	72%	63%	72%	64%	69%	68%	64%
DK (vol)	13%	11%	15%	11%	14%	14%	12%	12%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%

	All	Education			Income		
		HS or less	Some college	College +	<75K	75K- <150K	150K+
Yes	19%	23%	22%	15%	21%	17%	17%
No	68%	70%	62%	69%	69%	70%	69%
DK (vol)	13%	7%	15%	15%	10%	12%	13%
Refused (vol)	1%	1%	1%	1%	1%	1%	1%

Please tell me if your employer has adopted new policies in the last year for each of the following areas: Disability Rights

	All	Gender		Race		Age		
		Male	Female	White	Non-white	18-34	35-54	55+
Yes	36%	33%	39%	33%	39%	30%	33%	47%
No	47%	52%	42%	50%	44%	53%	47%	40%
DK (vol)	17%	15%	19%	17%	17%	17%	19%	12%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%

	All	Education			Income		
		HS or less	Some college	College +	<75K	75K- <150K	150K+
Yes	36%	37%	38%	33%	39%	33%	30%
No	47%	49%	50%	49%	45%	52%	51%
DK (vol)	17%	12%	20%	17%	15%	14%	17%
Refused (vol)	1%	1%	0%	1%	1%	1%	2%

Please tell me if your employer has adopted new policies in the last year for each of the following areas: Flexible Work Hours

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Yes	44%	41%	47%	44%	46%	48%	41%	48%
No	50%	53%	46%	51%	48%	46%	53%	47%
DK (vol)	5%	5%	5%	4%	6%	5%	6%	5%
Refused (vol)	1%	0%	1%	0%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Yes	44%	43%	45%	45%	47%	42%	42%
No	50%	53%	46%	50%	47%	53%	52%
DK (vol)	5%	3%	7%	5%	6%	4%	5%
Refused (vol)	1%	1%	1%	0%	1%	1%	1%

Please tell me if your employer has adopted new policies in the last year for each of the following areas: Remote Working

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Yes	29%	27%	31%	33%	25%	27%	28%	34%
No	60%	60%	60%	60%	60%	59%	62%	59%
DK (vol)	10%	12%	8%	6%	15%	14%	9%	6%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Yes	29%	21%	27%	35%	23%	30%	37%
No	60%	66%	57%	59%	63%	62%	55%
DK (vol)	10%	12%	15%	6%	14%	8%	8%
Refused (vol)	1%	1%	1%	0%	1%	1%	0%

Are mothers treated the same, better, or worse than everyone else in your workplace?

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Better	14%	18%	9%	11%	18%	19%	11%	13%
Worse	4%	2%	6%	2%	5%	5%	3%	4%
Same	74%	68%	81%	78%	70%	70%	77%	78%
DK (vol)	7%	12%	3%	8%	7%	7%	9%	5%
Refused (vol)	0%	0%	1%	0%	0%	0%	0%	1%

	Education				Income		
	All	HS or less	Some college +	College +	<75K	75K- <150K	150K+
Better	14%	16%	11%	15%	15%	16%	11%
Worse	4%	1%	5%	5%	3%	4%	6%
Same	74%	74%	76%	74%	74%	76%	75%
DK (vol)	7%	9%	7%	6%	8%	4%	8%
Refused (vol)	0%	1%	1%	0%	0%	0%	1%

Are fathers treated the same, better, or worse than everyone else in your workplace?

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Better	7%	7%	7%	5%	10%	8%	7%	9%
Worse	1%	1%	2%	2%	0%	1%	2%	1%
Same	82%	82%	82%	84%	80%	84%	82%	81%
DK (vol)	9%	10%	8%	8%	9%	7%	9%	8%
Refused (vol)	1%	0%	1%	1%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K +
Better	7%	12%	5%	5%	8%	6%	7%
Worse	1%	2%	1%	1%	1%	2%	2%
Same	82%	77%	82%	85%	80%	88%	77%
DK (vol)	9%	8%	10%	8%	10%	4%	13%
Refused (vol)	1%	1%	1%	0%	1%	0%	1%

Have you overheard things at work that might be considered offensive to certain groups. For each group, please tell me how often, if at all, you hear things that could be considered offensive to: Women

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Very often	5%	5%	5%	3%	8%	4%	5%	6%
Occasionally	9%	12%	7%	10%	9%	10%	10%	5%
Rarely	13%	16%	10%	12%	13%	13%	14%	11%
Never	70%	64%	77%	73%	68%	71%	67%	75%
DK (vol)	2%	2%	7%	7%	1%	0%	2%	1%
Refused (vol)	1%	1%	1%	1%	1%	2%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Very often	5%	12%	3%	2%	8%	3%	2%
Occasionally	9%	8%	8%	11%	9%	9%	13%
Rarely	13%	9%	15%	15%	9%	14%	19%
Never	70%	69%	70%	71%	71%	72%	64%
DK (vol)	2%	2%	2%	1%	1%	1%	1%
Refused (vol)	1%	1%	2%	1%	2%	1%	0%

Have you overheard things at work that might be considered offensive to certain groups. For each group, please tell me how often, if at all, you hear things that could be considered offensive to: Racial and ethnic minorities

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Very often	4%	4%	5%	4%	5%	5%	4%	3%
Occasionally	12%	12%	12%	10%	14%	11%	13%	11%
Rarely	15%	20%	9%	12%	18%	18%	15%	10%
Never	67%	62%	72%	72%	62%	65%	65%	73%
DK (vol)	2%	3%	0%	2%	1%	1%	2%	2%
Refused (vol)	1%	0%	2%	1%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Very often	4%	5%	4%	3%	4%	4%	4%
Occasionally	12%	9%	13%	12%	12%	10%	14%
Rarely	15%	13%	11%	18%	12%	17%	19%
Never	67%	70%	69%	65%	69%	67%	63%
DK (vol)	2%	2%	2%	1%	1%	1%	0%
Refused (vol)	1%	1%	1%	1%	0%	1%	0%

Have you overheard things at work that might be considered offensive to certain groups. For each group, please tell me how often, if at all, you hear things that could be considered offensive to: LGBTQ

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Very often	3%	4%	2%	4%	1%	4%	1%	5%
Occasionally	9%	11%	7%	7%	12%	9%	10%	8%
Rarely	11%	14%	9%	11%	12%	11%	12%	10%
Never	73%	67%	78%	75%	71%	76%	73%	72%
DK (vol)	3%	5%	2%	2%	5%	0%	3%	4%
Refused (vol)	1%	0%	2%	1%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Very often	3%	5%	2%	2%	2%	3%	3%
Occasionally	9%	9%	11%	8%	12%	5%	9%
Rarely	11%	6%	12%	15%	6%	12%	20%
Never	73%	74%	73%	72%	77%	74%	66%
DK (vol)	3%	5%	2%	3%	2%	5%	1%
Refused (vol)	1%	1%	1%	1%	0%	1%	0%

Have you overheard things at work that might be considered offensive to certain groups. For each group, please tell me how often, if at all, you hear things that could be considered offensive to: Muslims

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Very often	1%	2%	1%	2%	1%	1%	2%	1%
Occasionally	9%	10%	7%	10%	7%	9%	12%	4%
Rarely	12%	16%	9%	12%	12%	11%	15%	11%
Never	75%	69%	81%	74%	77%	78%	68%	82%
DK (vol)	2%	3%	0%	2%	2%	0%	3%	2%
Refused (vol)	1%	0%	2%	1%	0%	0%	2%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Very often	1%	1%	1%	2%	1%	1%	4%
Occasionally	9%	10%	7%	9%	11%	9%	7%
Rarely	12%	10%	9%	16%	7%	13%	21%
Never	75%	77%	77%	72%	78%	74%	68%
DK (vol)	2%	2%	3%	0%	2%	1%	0%
Refused (vol)	1%	1%	2%	1%	0%	2%	0%

Have you overheard things at work that might be considered offensive to certain groups. For each group, please tell me how often, if at all, you hear things that could be considered offensive to: Jews

	Gender			Race		Age		
	All	Male	Female	White	Non-white	18-34	35-54	55+
Very often	3%	4%	1%	2%	3%	1%	4%	2%
Occasionally	7%	8%	5%	6%	7%	8%	7%	4%
Rarely	11%	14%	9%	11%	12%	7%	15%	9%
Never	77%	71%	83%	78%	77%	83%	71%	82%
DK (vol)	1%	2%	0%	1%	1%	0%	2%	1%
Refused (vol)	1%	0%	2%	1%	0%	0%	1%	1%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- <150K	150K+
Daily	67%	65%	75%	64%	68%	70%	63%
Every few days	16%	14%	14%	19%	16%	18%	12%
Weekly	10%	8%	7%	13%	9%	9%	15%
Monthly	3%	4%	2%	3%	3%	1%	6%
Almost never	3%	8%	2%	1%	4%	2%	5%
DK (vol)	1%	1%	0%	1%	1%	0%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	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	35-54	55+
More frequent	2%	2%	2%	2%	2%	1%	3%	0%
Less frequent	8%	6%	9%	8%	8%	5%	7%	13%
Stayed about the same	9%	7%	10%	11%	6%	6%	11%	8%
Never noticed sexual harassment in my workplace	80%	83%	77%	78%	83%	86%	78%	77%
DK (vol)	1%	1%	1%	2%	1%	1%	1%	2%
Refused (vol)	1%	0%	1%	0%	0%	0%	0%	0%

	Education				Income		
	All	HS or less	Some college	College +	<75K	75K- 150K	150K+
More frequent	2%	2%	3%	2%	2%	2%	1%
Less frequent	8%	7%	9%	8%	9%	6%	9%
Stayed about the same	9%	10%	6%	9%	11%	9%	6%
Never noticed sexual harassment in my workplace	80%	81%	81%	79%	77%	81%	84%
DK (vol)	1%	1%	0%	2%	1%	2%	0%
Refused (vol)	1%	0%	1%	0%	0%	0%	1%



Approximately how many people work for your company?

	All	Gender		Race		Age		
		Male	Female	White	Non-white	18-34	35-54	55+
50 and under	30%	32%	27%	36%	23%	30%	28%	31%
51-100	13%	12%	15%	14%	14%	9%	18%	12%
101-250	15%	14%	16%	15%	16%	17%	13%	16%
251-500	7%	6%	8%	5%	9%	5%	8%	8%
501-1000	5%	5%	5%	5%	5%	7%	5%	4%
1001+	28%	29%	26%	25%	30%	30%	26%	28%
DK (vol)	2%	2%	1%	0%	3%	2%	2%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	1%

	All	Education			Income		
		HS or less	Some college	College +	<75K	75K- <150K	150K+
50 and under	30%	33%	34%	26%	32%	30%	30%
51-100	13%	15%	8%	16%	11%	17%	8%
101-250	15%	19%	14%	14%	20%	15%	10%
251-500	7%	6%	9%	6%	6%	7%	7%
501-1000	5%	2%	7%	6%	5%	4%	9%
1001+	28%	20%	28%	33%	24%	26%	33%
DK (vol)	2%	3%	1%	1%	1%	0%	2%
Refused (vol)	0%	1%	0%	0%	0%	0%	0%