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Survey shows young NJ workers far more concerned about racial issues in workplace than older colleagues

Offensive comments in workplaces at 5-year highs

LAWRENCEVILLE, NJ (July 30, 2020)

Methodology

The survey was conducted by The Fairleigh Dickinson University Poll on behalf of Taft Communications. A random sample of 506 was drawn of adults (18+) who reported working (full time or part time) in New Jersey. Live interviews were conducted on landlines and cell phones between June 18 to June 29, 2020. Persons without a telephone could not be included in the random selection process. Respondents within a household are selected by asking randomly for the youngest adult currently available. The interview was conducted in English and included 131 adults reached on a landline phone and 375 adults reached on a cell phone, all acquired through random digit dialing.

The data were weighted to be representative of the non-institutionalized adult population in the United States. The weighting balanced sample demographics to target population parameters. The sample is balanced to match parameters for sex, age, education, race/ethnicity, region and phone use. The sex, age, education, race/ethnicity and region parameters were derived from 2017 American Community Survey PUMS data. The phone use parameter was derived from estimates provided by the National Health Interview Survey Early Release Program.¹²³

Weighting was done in two stages. The first stage of weighting corrected for different probabilities of selection associated with the number of adults in each household and each respondent's telephone usage patterns. This adjustment also accounts for the overlapping landline and cell sample frames and the relative sizes of each frame and each sample. This first stage weight was applied to the entire sample which included all adults.

¹ NCHS, National Health Interview Survey, 2013-2017; U.S. Census Bureau, American Community Survey, 2012-2016; and infoUSA.com consumer database, 2013-2017.

² Blumberg SJ, Luke JV. Wireless substitution: Early release of estimates from the National Health Interview Survey, July–December 2016. National Center for Health Statistics. May 2017.

³ Blumberg SJ, Luke JV. Wireless substitution: Early release of estimates from the National Health Interview Survey, July-December 2018. National Center for Health Statistics. July 2019.

The second stage of the weighting balanced sample demographics to match target population benchmarks. This weighting was accomplished using SPSSINC RAKE, an SPSS extension module that simultaneously balances the distributions of all variables using the GENLOG procedure. Weights were trimmed to prevent individual interviews from having too much influence on the final results. The use of these weights in statistical analysis ensures that the demographic characteristics of the sample closely approximate the demographic characteristics of the target population.

Tables

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

[illegible][illegible]

Please tell me how often you hear things at work that could be considered offensive to a woman.

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	8%	9%	8%	11%	5%	7%	12%	6%	8%
Occasionally	16%	15%	18%	19%	16%	12%	22%	16%	8%
Rarely	17%	19%	14%	19%	16%	14%	19%	18%	12%
Never	56%	54%	57%	48%	59%	66%	43%	57%	71%
DK (vol)	2%	2%	2%	3%	4%	0%	3%	2%	2%
Refused (vol)	0%	1%	0%	0%	0%	1%	0%	0%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	8%	7%	10%	10%	7%	8%	9%	8%	8%	11%	0%
Occasionally	16%	14%	19%	18%	15%	18%	19%	14%	15%	20%	0%
Rarely	17%	14%	20%	17%	17%	22%	14%	17%	16%	24%	0%
Never	56%	63%	48%	51%	59%	49%	55%	58%	59%	38%	0%
DK (vol)	2%	2%	3%	3%	2%	3%	3%	1%	1%	7%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%

Please tell me how often you hear things at work that could be considered offensive to racial and ethnic minorities.

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	10%	11%	10%	13%	6%	10%	18%	7%	7%
Occasionally	18%	16%	21%	23%	18%	11%	25%	18%	10%
Rarely	22%	22%	22%	24%	19%	23%	22%	21%	24%
Never	46%	48%	44%	37%	54%	52%	33%	50%	55%
DK (vol)	3%	3%	3%	2%	4%	2%	1%	3%	4%
Refused (vol)	1%	1%	0%	1%	0%	1%	0%	1%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	10%	8%	12%	12%	10%	14%	11%	9%	10%	14%	0%
Occasionally	18%	14%	23%	19%	18%	22%	20%	16%	18%	22%	0%
Rarely	22%	21%	24%	23%	22%	25%	22%	21%	23%	18%	0%
Never	46%	54%	37%	43%	47%	36%	44%	51%	49%	34%	0%
DK (vol)	3%	2%	3%	2%	3%	3%	4%	2%	1%	11%	0%
Refused (vol)	1%	1%	0%	0%	1%	0%	0%	1%	0%	1%	0%

Please tell me how often you hear things at work that could be considered offensive to Lesbian, gay, bisexual, transgender, and queer or questioning.

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	8%	9%	8%	10%	5%	8%	18%	3%	7%
Occasionally	15%	12%	17%	18%	11%	13%	18%	18%	1%
Rarely	20%	26%	13%	19%	24%	16%	21%	21%	17%
Never	55%	51%	60%	50%	59%	60%	41%	57%	73%
DK (vol)	2%	2%	1%	3%	1%	1%	2%	2%	2%
Refused (vol)	0%	0%	0%	0%	0%	1%	0%	0%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	8%	6%	11%	11%	5%	11%	10%	6%	8%	10%	0%
Occasionally	15%	13%	16%	15%	15%	13%	16%	14%	13%	22%	0%
Rarely	20%	19%	22%	22%	19%	31%	16%	18%	19%	24%	0%
Never	55%	60%	50%	50%	59%	45%	55%	59%	59%	38%	0%
DK (vol)	2%	2%	2%	2%	2%	0%	3%	2%	1%	6%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Please tell me how often you hear things that could be considered offensive to Muslims.

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	8%	9%	6%	8%	8%	7%	12%	5%	6%
Occasionally	15%	13%	18%	21%	9%	11%	19%	16%	8%
Rarely	16%	17%	13%	14%	16%	18%	14%	16%	16%
Never	59%	58%	61%	55%	65%	61%	52%	60%	67%
DK (vol)	2%	2%	2%	2%	2%	2%	2%	2%	3%
Refused (vol)	0%	1%	0%	0%	0%	1%	0%	0%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	8%	7%	8%	10%	5%	13%	8%	6%	7%	8%	0%
Occasionally	15%	15%	16%	16%	17%	11%	17%	16%	14%	22%	0%
Rarely	16%	15%	17%	16%	15%	29%	11%	14%	15%	19%	0%
Never	59%	62%	56%	56%	60%	47%	61%	62%	63%	42%	0%
DK (vol)	2%	2%	3%	2%	3%	1%	3%	2%	1%	8%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%

Please tell me how often you hear things that could be considered offensive to Jews.

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	6%	8%	4%	6%	3%	7%	12%	3%	5%
Occasionally	14%	13%	16%	18%	14%	8%	22%	12%	9%
Rarely	16%	17%	15%	17%	12%	19%	19%	16%	11%
Never	60%	57%	64%	54%	68%	63%	47%	66%	68%
DK (vol)	3%	4%	2%	4%	3%	1%	1%	2%	8%
Refused (vol)	1%	1%	0%	0%	0%	2%	0%	1%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	6%	5%	7%	7%	5%	8%	7%	5%	7%	4%	0%
Occasionally	14%	14%	15%	15%	15%	14%	19%	11%	13%	20%	0%
Rarely	16%	14%	18%	18%	14%	19%	13%	17%	15%	20%	0%
Never	60%	65%	55%	57%	63%	54%	58%	65%	63%	50%	0%
DK (vol)	3%	2%	4%	3%	2%	4%	4%	2%	2%	7%	0%
Refused (vol)	1%	1%	0%	0%	1%	0%	0%	1%	0%	1%	0%

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

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Daily	77%	78%	77%	77%	80%	75%	73%	82%	73%
Every few days	10%	11%	9%	9%	13%	9%	12%	8%	11%
Weekly	5%	4%	6%	6%	0%	7%	6%	3%	6%
Monthly	3%	2%	3%	3%	1%	5%	4%	2%	2%
Almost never	3%	4%	3%	3%	5%	2%	3%	3%	5%
DK [vol]	1%	1%	2%	1%	1%	1%	2%	0%	2%
Refused (vol)	1%	1%	1%	1%	0%	2%	0%	2%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K +	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Daily	77%	73%	82%	76%	79%	75%	76%	80%	81%	59%	0%
Every few days	10%	12%	7%	11%	8%	12%	9%	10%	9%	15%	0%
Weekly	5%	7%	3%	5%	5%	4%	6%	4%	4%	8%	0%
Monthly	3%	2%	3%	2%	3%	2%	3%	2%	1%	8%	0%
Almost never	3%	3%	3%	4%	3%	4%	3%	3%	3%	6%	0%
DK [vol]	1%	2%	1%	1%	1%	3%	2%	0%	1%	2%	0%
Refused (vol)	1%	1%	0%	1%	0%	0%	1%	1%	1%	1%	0%

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

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Daily	58%	58%	58%	58%	67%	49%	60%	59%	53%
Every few days	20%	20%	19%	19%	16%	25%	17%	21%	21%
Weekly	12%	14%	10%	10%	12%	17%	14%	10%	14%
Monthly	6%	4%	7%	8%	0%	7%	4%	6%	7%
Almost never	4%	4%	4%	6%	4%	3%	5%	3%	6%
DK [vol]	0%	0%	0%	0%	0%	0%	0%	0%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K +	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Daily	58%	52%	66%	61%	54%	51%	67%	55%	60%	48%	0%
Every few days	20%	23%	16%	16%	24%	24%	14%	22%	19%	21%	0%
Weekly	12%	16%	7%	13%	11%	8%	11%	14%	12%	14%	0%
Monthly	6%	4%	7%	7%	4%	8%	5%	5%	4%	11%	0%
Almost never	4%	5%	3%	3%	6%	9%	2%	4%	4%	6%	0%
DK [vol]	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%

Are any of the most senior leaders where you work people of color?

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	55%	58%	52%	56%	55%	55%	54%	55%	57%
No	40%	36%	44%	41%	40%	37%	41%	41%	37%
DK (vol)	4%	6%	2%	3%	4%	5%	4%	3%	5%
Refused (vol)	1%	1%	2%	0%	1%	3%	1%	2%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	55%	52%	59%	54%	55%	62%	55%	52%	57%	47%	0%
No	40%	44%	35%	41%	41%	34%	40%	43%	39%	46%	0%
DK (vol)	4%	3%	4%	5%	3%	4%	4%	4%	4%	4%	0%
Refused (vol)	1%	1%	2%	1%	1%	0%	1%	1%	1%	3%	0%

Have you PERSONALLY felt or experienced discrimination based on race, gender, religion or sexual preference?

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes, often	7%	7%	7%	7%	3%	12%	7%	8%	4%
Yes, occasionally	32%	28%	35%	41%	29%	19%	36%	33%	23%
Not sure	5%	4%	6%	5%	4%	4%	5%	6%	3%
No	55%	60%	51%	47%	63%	64%	51%	52%	69%
DK (vol)	1%	1%	0%	0%	1%	1%	1%	1%	1%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%	0%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes, often	7%	7%	7%	8%	6%	3%	7%	8%	7%	9%	0%
Yes, occasionally	32%	24%	40%	31%	36%	33%	32%	31%	30%	39%	0%
Not sure	5%	5%	5%	6%	5%	6%	4%	5%	3%	12%	0%
No	55%	63%	47%	55%	52%	57%	56%	54%	59%	39%	0%
DK (vol)	1%	1%	1%	1%	1%	0%	1%	1%	1%	1%	0%
Refused (vol)	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%

Do you feel your employer should play a role in promoting racial equality, or is this something that is not the responsibility of employers?

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	74%	71%	77%	87%	71%	52%	76%	71%	75%
No	19%	22%	15%	9%	22%	34%	16%	22%	16%
DK (vol)	6%	5%	7%	3%	5%	11%	7%	5%	7%
Refused (vol)	2%	2%	2%	1%	2%	3%	1%	2%	2%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	74%	69%	79%	73%	77%	64%	74%	77%	76%	61%	0%
No	19%	20%	17%	20%	17%	25%	18%	17%	18%	20%	0%
DK (vol)	6%	8%	3%	6%	5%	9%	5%	5%	4%	14%	0%
Refused (vol)	2%	2%	1%	2%	0%	2%	2%	1%	1%	5%	0%

Which of the following steps, if any, has your employer taken in light of recent events related to racial inequality in the United States? Made a public statement about the importance of racial equality

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	51%	49%	53%	53%	48%	50%	54%	48%	53%
No	40%	42%	38%	40%	43%	40%	38%	44%	34%
DK (vol)	7%	7%	7%	6%	7%	7%	7%	6%	8%
Refused (vol)	2%	2%	2%	1%	2%	3%	1%	2%	4%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	51%	46%	56%	47%	54%	37%	46%	59%	52%	44%	0%
No	40%	43%	37%	43%	38%	54%	44%	33%	41%	38%	0%
DK (vol)	7%	7%	6%	8%	6%	6%	7%	7%	5%	13%	0%
Refused (vol)	2%	4%	1%	2%	2%	3%	3%	1%	2%	5%	0%

Which of the following steps, if any, has your employer taken in light of recent events related to racial inequality in the United States? Made a donation to groups promoting racial equality

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	24%	27%	21%	28%	20%	20%	28%	22%	21%
No	45%	47%	44%	45%	44%	48%	46%	48%	39%
DK (vol)	30%	25%	34%	26%	35%	30%	25%	28%	38%
Refused (vol)	1%	1%	1%	0%	1%	3%	0%	2%	2%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	24%	23%	25%	22%	27%	14%	21%	30%	26%	15%	0%
No	45%	43%	48%	50%	42%	64%	49%	35%	44%	50%	0%
DK (vol)	30%	32%	27%	26%	30%	21%	28%	34%	28%	34%	0%
Refused (vol)	1%	2%	0%	1%	1%	0%	3%	1%	1%	1%	0%

Which of the following steps, if any, has your employer taken in light of recent events related to racial inequality in the United States? Made a public commitment to increased efforts toward diversity in hiring

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	44%	45%	43%	49%	36%	43%	42%	48%	39%
No	39%	38%	39%	37%	43%	38%	42%	39%	33%
DK (vol)	16%	15%	16%	13%	20%	16%	16%	11%	26%
Refused (vol)	2%	1%	2%	1%	1%	3%	0%	2%	2%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	44%	40%	50%	39%	51%	40%	40%	49%	48%	26%	0%
No	39%	40%	37%	42%	36%	46%	40%	34%	37%	46%	0%
DK (vol)	16%	17%	13%	18%	11%	14%	17%	15%	14%	25%	0%
Refused (vol)	2%	3%	0%	1%	2%	0%	3%	1%	1%	2%	0%

Which of the following steps, if any, has your employer taken in light of recent events related to racial inequality in the United States? Made an effort to build a more inclusive workplace culture

	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Yes	59%	60%	57%	65%	53%	54%	56%	60%	58%
No	27%	27%	26%	24%	29%	32%	31%	28%	19%
DK (vol)	12%	11%	14%	11%	17%	10%	10%	10%	21%
Refused (vol)	2%	2%	3%	1%	2%	4%	4%	2%	2%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non-White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Yes	59%	54%	65%	56%	60%	50%	56%	64%	62%	44%	0%
No	27%	26%	27%	28%	26%	37%	29%	22%	26%	29%	0%
DK (vol)	12%	16%	7%	12%	12%	10%	11%	14%	10%	22%	0%
Refused (vol)	2%	4%	1%	3%	1%	3%	4%	1%	2%	5%	0%

How often, if at all, does the topic of racial equality come up in your conversations with workers?

		Gender		Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
Very often	15%	13%	16%	18%	12%	13%	19%	13%	12%
Occasionally	31%	30%	33%	36%	29%	26%	38%	27%	30%
Rarely	29%	32%	27%	30%	29%	29%	29%	31%	26%
Never	24%	25%	23%	16%	29%	31%	13%	27%	32%
DK (vol)	0%	0%	0%	0%	1%	0%	1%	0%	0%
Refused (vol)	1%	0%	1%	0%	0%	2%	0%	1%	0%

		Race		Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
Very often	15%	14%	16%	14%	17%	7%	16%	17%	14%	18%	0%
Occasionally	31%	29%	33%	29%	35%	31%	28%	34%	31%	31%	0%
Rarely	29%	29%	31%	29%	28%	28%	31%	29%	31%	21%	0%
Never	24%	27%	19%	27%	19%	34%	24%	20%	23%	28%	0%
DK (vol)	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Refused (vol)	1%	1%	1%	1%	0%	0%	1%	0%	1%	1%	0%

How much, if at all, do you personally worry about race relations in your local community?

[illegible][illegible]

<i>How much, if at all, do you personally worry about race relations in your workplace?</i>									
	Gender			Political Affiliation			Age		
	All	Male	Female	Democrat	Independent	Republican	18-34	35-54	55+
A lot	7%	9%	5%	8%	6%	6%	13%	6%	2%
Some	16%	17%	14%	19%	16%	9%	22%	14%	10%
Just a little	18%	18%	18%	21%	21%	8%	23%	15%	16%
Not at all	58%	55%	62%	50%	57%	75%	41%	64%	71%
DK (vol)	1%	1%	1%	1%	1%	1%	2%	1%	0%
Refused (vol)	0%	0%	0%	0%	0%	0%	0%	0%	1%

	Race			Income		Education			Employment Status		
	All	White Non-Hisp	Non- White	<100K	100K+	HS or Less	Some College	College Grad	Full Time	Part Time	Unemployed /Retired
A lot	7%	7%	7%	6%	8%	5%	5%	10%	7%	10%	0%
Some	16%	14%	18%	16%	16%	14%	16%	17%	16%	16%	0%
Just a little	18%	14%	22%	19%	17%	20%	17%	17%	17%	19%	0%
Not at all	58%	64%	52%	57%	57%	60%	61%	55%	60%	50%	0%
DK (vol)	1%	1%	1%	1%	1%	2%	1%	1%	0%	4%	0%
Refused (vol)	0%	0%	1%	0%	0%	0%	0%	0%	0%	2%	0%