

End Notes

- 1 The study uses the AmeriSpeak® panel (N=2,539) and additional non-probability sample respondents (N=738), calibrated using NORC's TrueNorth methodology.

There was an insufficient sample available to reach the Native American/Indigenous population. The survey was fielded online and by phone in English and Spanish.

- 2 Various fielded surveys and scales by a variety of academic institutions and research organizations were reviewed, including but not limited to NORC, Pew Research Center, Harvard Chan School of Public Health/National Public Radio/Robert Wood Johnson Foundation, Associated Press, Gallup, Kaiser Family Foundation, CBS/New York Times, JUST Capital, AARP, SHRM, AllVoices, Multi-City Study of Urban Inequality, YES Health Study, Chicago Community Adult Health Study, and the 1995 Detroit Area Study. In designing the survey, the research team assessed several issues and made informed decisions about the ordering of questions (for example, sensitive questions about reporting were asked at the survey's end); triangulating measures (asking about unfair treatment/discrimination experiences using multiple questions); asking about diversity, equity, and discrimination separately; providing definitions of key terms (equity, discrimination, prejudice, unconscious bias); and others.

- 3 Margins of error for survey samples are as follows:

All workers: +/- 2.89%

Asian-American workers: +/- 5.39%

Black workers: +/- 4.35%

Latino workers: +/- 5.23%

White workers: +/- 4.22%

Margins of error will be higher for questions where there is additional disaggregation (i.e., by income or gender identity) or for a filtered survey question.

- 4 Differences between Black and Latino workers are not statistically significant.
- 5 While the topline tables show statistically significant differences between the groups, these are not being reported given that the percentages are less than 10%.
- 6 This project considers the terminology defined by [Harvard University](#), [Rutgers University](#), and [others](#) (see Appendix B).
- 7 The survey utilizes NORC's TrueNorth proprietary technique, which calibrates a small non-probability sample of low-incidence survey populations to probability-based AmeriSpeak® data. The Native American/Indigenous population was not included in this study due to sample limitations. Furthermore, the languages offered to survey respondents (English and Spanish) may limit the representativeness of the Asian-American sample. NORC used its True North calibration tool to add an additional sample of Asian-American workers. See Appendix B for more information.

- 8 Tables may not total to 100% due to rounding, or exclusion of refused/skipped categories. See topline in Appendix C for full accounting of all data, statistical significance testing, and sample sizes; see survey questionnaire in Appendix C for question wording. Statistical significance comparisons to “all other workers” does not include the total sample of U.S. workers.
- 9 See Appendix B for a description of how race and ethnicity is calculated.
- 10 There is no statistically significant difference between White and Latino workers, or between Asian-American and Black workers.
- 11 See Appendix B for breakdown of unweighted sample sizes.
- 12 Statistically significant differences are between both Black income groups and all others, Latino \$50K+ and both White income groups, and Asian American \$50K+ and both White income groups.
- 13 Includes workers in private, nonprofit, and government workplaces.
- 14 The question asked “what you consider to be discrimination.”
- 15 These questions were asked prior to asking workers about the problem of discrimination in workplaces today/in their own workplaces.
- 16 The topline in Appendix C shows combined unfair treatment/what you consider discrimination prompts for this question.
- 17 Respondents were asked questions about experiences that were framed affirmatively (positively) and negatively to compare responses. See Appendix B.
- 18 Based on Workplace Prejudice/Discrimination Inventory, see <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2914305/>
- 19 This answer category will include respondents who say they don’t have enough information to have an opinion – separate from the “don’t know” answer category.
- 20 Uses the “discrimination” aspect of the abbreviated Chronic Work Discrimination and Harassment scale. See Sternthal, Slopen, and Williams (2011).
- 21 These statements were randomized along with the items in Tables 20 and 21.
- 22 Excludes refused responses (1% to 2%).
- 23 Three percent of the total sample of White females (where gender was indicated at the time that the respondent joined the AmeriSpeak® panel) reported that their current gender identity is either male, transgender, or they use some other term.
- 24 See Appendix C for a complete list of identity items presented in the survey questionnaire.
- 25 Does not include all options presented for this question.

- 26 Pew Research Center trend question.
- 27 A lack of a meaningful difference does not necessarily signify that there is not a statistically significant difference between workers, but rather, the difference is not anecdotally significant (i.e., 36% vs. 32%).
- 28 This question battery (and others) is based on various survey questionnaires, including the [Job Descriptive Index](#), the [General Social Survey](#), and others.
- 29 In 2002, the question was asked on a four-point agree/disagree scale.
- 30 A research brief on these conversations will be released in winter 2024.