

Diversity and Equity, and Inclusion and Discrimination

Inclusion and Discrimination

Overall, 8 in 10 workers say feeling included and/or welcomed in the workplace is a very or somewhat important aspect of their job. Three-quarters of all workers say they are very or somewhat satisfied with feeling included/welcomed in their current workplace. Majorities of workers, but fewer Black workers, say they agree that they feel included where they work, regardless of their race and ethnicity (Table 57). Thirty-one percent of Black workers and 34% of Asian-American workers say they strongly agree that they feel included, regardless of their race or ethnicity, compared to 52% of White workers (Table 58).

Question:

How satisfied are you with feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% very or somewhat satisfied with feeling included, regardless of race or ethnicity	78%	79%	76%	74%	80%
% very satisfied with feeling included, regardless of race or ethnicity	45%	36%	44%	43%	47%

Table 57: Satisfaction with Inclusion in Current Job, by Race and Ethnicity

Eighty-nine percent of White females say they strongly or somewhat agree that they feel included in the workplace, compared to 84% of White males, 73% of Black males, and **63% of Black females**.

Given this, one in three workers (37%) who say racial and ethnic discrimination is a problem in their own workplaces also say they are very satisfied with feeling included. One in two workers (52%) who say discrimination is not a problem, say they are very satisfied with feeling included (Table 59).

Question:

Where I work, I feel included, regardless of my race or ethnicity; excludes not applicable responses.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET agree	82%	75%	67%	78%	86%
Strongly agree	47%	34%	31%	46%	52%
Agree	34%	41%	37%	32%	34%
Neither agree nor disagree	13%	19%	23%	16%	10%
NET disagree	4%	6%	9%	6%	3%
Disagree	3%	5%	6%	5%	2%
Strongly disagree	1%	1%	3%	1%	1%

Table 58: Feel Included in Current Job, by Race and Ethnicity

Question:

How satisfied are you with feeling included or welcomed in the workplace/by the people you work with, regardless of your race or ethnicity?

% Satisfied with Feeling Included or Welcomed	Major/Minor Problem	
	Major/Minor Problem	Not a Problem
Very satisfied	37%	52%
Somewhat satisfied	41%	29%
Neither agree nor disagree	14%	15%
Disagree	5%	2%
Strongly disagree	2%	1%
Unweighted N	1,351	1,555

Table 59: Satisfaction with Inclusion in Current Job by Discrimination is Problem/Not a Problem

Ninety-two percent of workers who say discrimination is not a problem in their current workplace either agree or strongly agree that they feel included, regardless of their race or ethnicity, compared to 70% of workers who say discrimination is a problem (Table 60).

Question:*Where I work, I feel included, regardless of my race or ethnicity*

	Major/Minor Problem	Not a Problem
Strongly agree	29%	61%
Agree	41%	31%
Neither agree nor disagree	20%	6%
Disagree	7%	1%
Strongly disagree	2%	0.4%
Unweighted N	1,349	1,536

Table 60: Feel Included in Current Job by Discrimination is Problem/Not a Problem

One in three workers say they have worked in a job in the past where they did not feel included (Table 61). **There are no differences by race and ethnicity: 37% of White females and 37% of Black females say this is the case.**

Question:*Have you ever worked in a job where you did not feel included?*

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
% ever worked at job where not included	29%	27%	33%	27%	29%

Table 61: Ever Worked in Job Where Not Included, by Race and Ethnicity

Diversity and Equity

Black workers are more likely than White workers to say that diversity and equity are not just important, but in fact essential. As seen in Tables 62 and 63, 50% of Black workers say racial and ethnic diversity in private companies is essential (54% in their own companies), compared to 33% of White workers (36% in their own companies). And as shown in Tables 64 and 65, 53% of Black workers say racial and ethnic equity in private companies is essential (56% in their own companies), compared to 37% of White workers (39% in their own companies). There are no differences when asking about equity versus diversity, or when asking about government agencies or nonprofit organizations.

As illustrated in Table 66, while two-thirds (68%) of U.S. workers say they would describe their workplace as having racial and ethnic diversity, 47% of workers say most people are the same race and ethnicity as they are, 43% indicate a different race or ethnicity, and 11% are unsure. Asian-American workers are the most likely to say that people at work are of a different race or ethnicity than they are (70%), double that of White workers (32%).

Question:

How important or not important is it for the following workplaces to have racial and ethnic diversity today? Private companies.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	73%	85%	85%	71%	70%
Essential	36%	38%	50%	36%	33%
Important	37%	46%	35%	36%	37%
NET not important	26%	14%	14%	28%	29%
Not very important	16%	11%	10%	19%	17%
Not at all important	9%	4%	4%	9%	11%

Table 62: Importance of Diversity in Private Companies, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic diversity today? Your company/organization.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	75%	82%	88%	78%	71%
Essential	39%	41%	54%	39%	36%
Important	36%	41%	34%	39%	35%
NET not important	24%	18%	11%	22%	28%
Not very important	15%	14%	7%	16%	17%
Not at all important	9%	4%	4%	6%	11%

Table 63: Importance of Diversity in Own Company, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic equity today? Private companies.

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	75%	83%	86%	78%	72%
Essential	40%	42%	53%	41%	37%
Important	36%	41%	33%	37%	35%
NET not important	23%	15%	12%	22%	26%
Not very important	14%	12%	7%	14%	16%
Not at all important	9%	3%	5%	7%	10%

Table 64: Importance of Equity in Private Companies, by Race and Ethnicity

Question:

How important or not important is it for the following workplaces to have racial and ethnic equity today? Your own company/organization.

	U.S Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
NET important	76%	85%	87%	79%	71%
Essential	42%	44%	56%	42%	39%
Important	34%	41%	31%	37%	33%
NET not important	23%	13%	11%	21%	27%
Not very important	14%	11%	8%	14%	15%
Not at all important	9%	3%	3%	7%	12%

Table 65: Importance of Equity in Own Company, by Race and Ethnicity

Question:

Would you say your workplace has racial and ethnic diversity, or not?

	U.S. Workers	Asian-American Workers	Black Workers	Latino Workers	White Workers
Workplace has racial and ethnic diversity - % yes	68%	67%	69%	67%	67%

Table 66: Racial and Ethnic Diversity in Workplace, by Race and Ethnicity

Figure 13 shows that half of U.S. workers say people at work share their race and ethnicity (47%). The same is true for 21% of Asian-American workers (Figure 14), 30% of Black workers (Figure 15), 30% of Latino workers (Figure 16), and 57% of White workers (Figure 17).

Question:

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

Half of U.S. workers say most people at work are the same race and ethnicity as they are

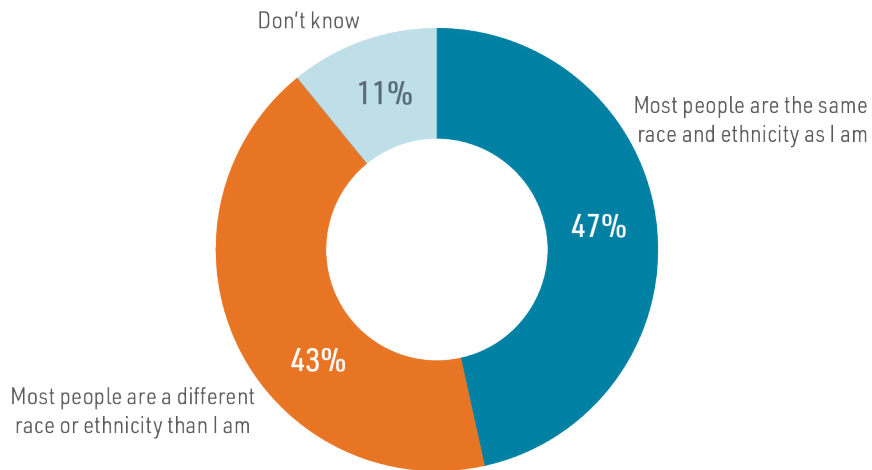


Figure 13: Racial and Ethnic Diversity in Workplace, Compared to Self, U.S. Workers

Question:

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

7 in 10 Asian-American workers say most people at work are a different race or ethnicity than they are

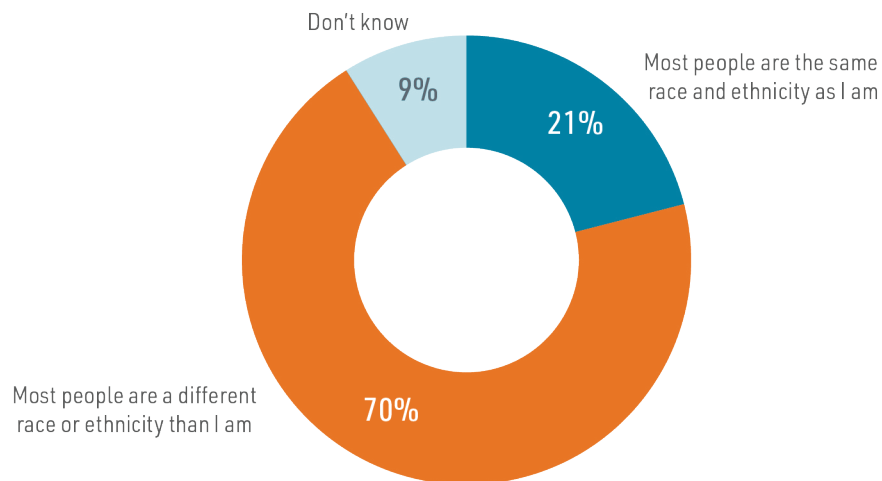


Figure 14: Racial and Ethnic Diversity in Workplace, Compared to Self, Asian-American Workers

Question:

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

6 in 10 Black workers say most people at work are a different race or ethnicity than they are

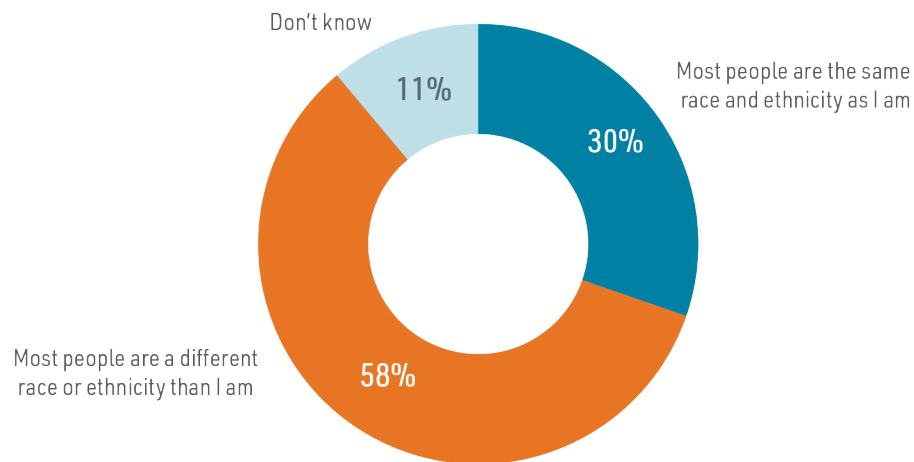


Figure 15: Racial and Ethnic Diversity in Workplace, Compared to Self, Black Workers

Question:

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

6 in 10 Latino workers say most people at work are a different race or ethnicity than they are

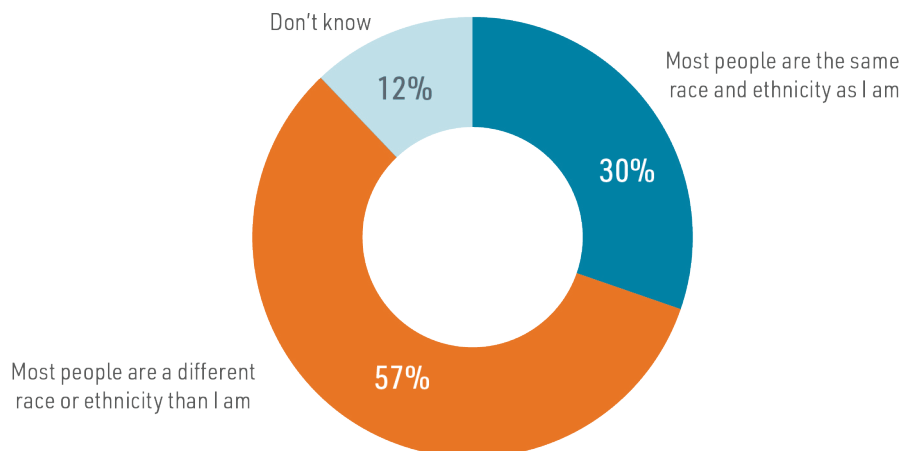


Figure 16: Racial and Ethnic Diversity in Workplace, Compared to Self, Latino Workers

Question:

At work, would you say most people are the same race and ethnicity as you are, or are most people a different race or ethnicity than you are?

6 in 10 White workers say most people at work are the same race and ethnicity as they are

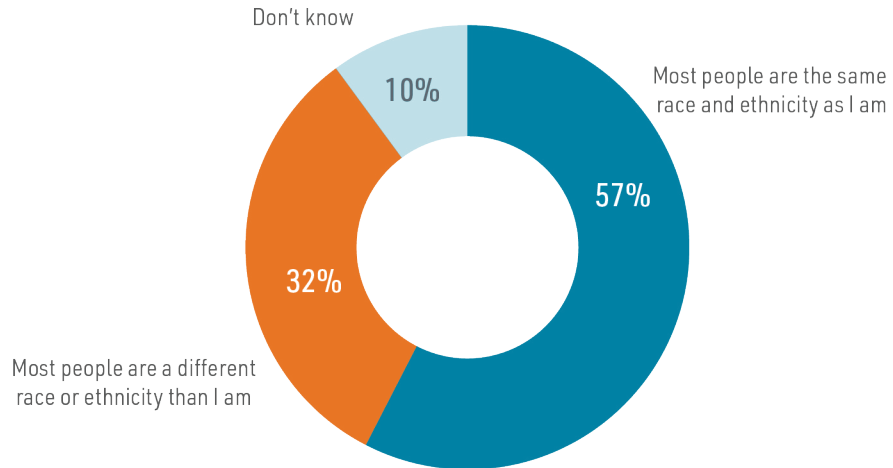


Figure 17: Racial and Ethnic Diversity in Workplace, Compared to Self, White Workers