

**2023 PEW RESEARCH CENTER'S AMERICAN TRENDS PANEL
SURVEY OF U.S. WORKERS
WAVE 121 FEBRUARY 2023
FINAL TOPLINE
FEBRUARY 6-12, 2023
TOTAL N=5,775**

NOTE: ALL NUMBERS ARE PERCENTAGES UNLESS OTHERWISE NOTED. THE PERCENTAGES LESS THAN 0.5% ARE REPLACED BY AN ASTERISK (*). ROWS/COLUMNS MAY NOT TOTAL 100% DUE TO ROUNDING. THE OTHER QUESTIONS ON THIS SURVEY HAVE BEEN PREVIOUSLY RELEASED.

	Sample size	Margin of error at 95% confidence level
All employed adults with one job or a primary job, not self-employed and company or organization has 10 or more employees ¹	4,744	+/- 2.1 percentage points

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

JOBTYPEMOD Which of the following best describes where you work?

	A private company or <u>business</u>	A non-profit <u>organization</u>	Government (including federal, state, or local government, public schools, colleges and <u>universities</u>)	Self-employed (including business owner and independent contractor, <u>freelance worker</u>)	<u>Other</u>	<u>No answer</u>
Feb 6-12, 2023	57	9	19	10	5	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

NUMEMP Including all its locations and work sites, not just your own, about how many people are employed by **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** your company or organization, including yourself]? Just your best guess is fine.

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=5,188]:

Feb 6-12, <u>2023</u>	
9	1-9
13	10-49
8	50-99
18	100-499
8	500-999
43	1,000 or more
*	No answer

¹ All employed adults in the American Trends Panel were eligible to take this survey. However, for analytical purposes, only those who said they have only one job or have multiple jobs but consider one their primary job are included in this topline. Those who have multiple jobs and do not consider one their primary job or who did not provide an answer to the question about how many jobs they have are excluded from this analysis.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DIVSUCESS Overall, how do you think each of the following affects people's ability to be successful where you work? **[RANDOMIZE ITEMS; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1 WITH OPTION 6 ALWAYS LAST, USING THE SAME ORDER FOR EACH ITEM]**

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=4,744]:

	Makes it a lot easier to be successful	Makes it a little easier to be successful	Makes it neither easier nor harder to be successful	Makes it a little harder to be successful	Makes it a lot harder to be successful	Not sure	No answer
a. Being White Feb 6-12, 2023	17	15	49	3	2	14	*
b. Being Black Feb 6-12, 2023	4	4	50	15	10	17	*
c. Being Hispanic Feb 6-12, 2023	3	5	52	16	4	20	*
d. Being Asian Feb 6-12, 2023	3	5	57	9	2	23	*
e. Being a man Feb 6-12, 2023	17	19	45	4	2	13	*
f. Being a woman Feb 6-12, 2023	3	8	49	21	7	12	*

DISPLAY TO ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

The next few questions are about diversity, equity and inclusion at work, or "DEI." This refers to efforts by some employers to hire employees of different racial and ethnic backgrounds, genders, age groups, sexual orientations, etc. and to promote equity in the workplace.

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKDEI In general, do you think that focusing on increasing diversity, equity and inclusion at work is mainly... **[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTION 3 ALWAYS LAST]**

BASED ON NOT SELF-EMPLOYED AND WORK AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 & NUMEMP=2-6) [n=4,744]:

Feb 6-12, <u>2023</u>	
56	A good thing
16	A bad thing
28	Neither good nor bad
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND ARE NOT SELF-EMPLOYED AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 AND NUMEMP=2-6) [n=4,744]:

DIVEFFORT When it comes to how much attention your company or organization pays to increasing diversity, equity and inclusion, would you say your company or organization pays...
[RANDOMIZE RESPONSE OPTIONS 1 AND 2, WITH OPTIONS 3 AND 4 ALWAYS LAST]

Feb 6-12,
2023

14	Too much attention
15	Too little attention
54	About the right amount of attention
17	Not sure
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

DIVIMP Regardless of how diverse the place where you work is, how important is it to YOU PERSONALLY to work at a place that... **[RANDOMIZE ITEMS; DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]**

BASED ON NOT SELF-EMPLOYED AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 & NUMEMP=2-6) [n=4,744]:

	<u>Extremely important</u>	<u>Very important</u>	<u>Somewhat important</u>	<u>Not too important</u>	<u>Not at all important</u>	<u>No answer</u>
a. Has about an equal mix of men and women Feb 6-12, 2023	9	17	29	20	24	*
b. Has a mix of employees of different race and ethnicities Feb 6-12, 2023	12	20	30	15	23	*
c. Has a mix of employees of different ages Feb 6-12, 2023	9	19	34	16	22	*
d. Has a mix of employees of different sexual orientations Feb 6-12, 2023	7	11	24	20	38	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB:

WRKDISA1 Regardless of how accessible the place where you work is, how important is it to you personally to work at a place that is accessible for people with physical disabilities?

[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT]

BASED ON NOT SELF-EMPLOYED AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 & NUMEMP=2-6) [n=4,744]:

Feb 6-12,
2023

22	Extremely important
29	Very important
29	Somewhat important
10	Not too important
11	Not at all important
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DIVHAVE How well do each of the following describe the place where you currently work?

[RANDOMIZE ITEMS IN SAME ORDER AS DIVIMP; DISPLAY RESPONSE OPTIONS 1-5 IN SAME ORDER AS JOBSAT, WITH OPTION 6 ALWAYS LAST]

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=4,744]:

	Extremely <u>well</u>	Very <u>well</u>	Somewhat <u>well</u>	Not too <u>well</u>	Not at all <u>well</u>	Not <u>sure</u>	No <u>answer</u>
a. Has about an equal mix of men and women Feb 6-12, 2023	14	24	30	17	9	6	*
b. Has a mix of employees of different race and ethnicities Feb 6-12, 2023	19	27	31	13	4	5	*
c. Has a mix of employees of different ages Feb 6-12, 2023	22	36	31	5	1	5	*
d. Has a mix of employees of different sexual orientations Feb 6-12, 2023	11	17	24	11	7	30	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND NOT SELF-EMPLOYED AND EITHER DOESN'T HAVE A TELEWORKABLE JOB OR HAS A TELEWORKABLE JOB BUT DOESN'T WORK FROM HOME ALL THE TIME, AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 AND (WFHOPTION=2,99 OR WFHCURR=2-5,99) AND NUMEMP=2-6) [n=4,078]:

WRKDISA2 How accessible is the place where you work for people with physical disabilities?
[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS JOBSAT, WITH OPTION 6 ALWAYS LAST]

Feb 6-12,
 2023

19	Extremely accessible
31	Very accessible
25	Somewhat accessible
12	Not too accessible
5	Not at all accessible
8	Not sure
*	No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (NUMEMP=2-6) [n=4,862]:

DEIPOLICY1 **[IF NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99):** As far as you know, does the company or organization you work for; **IF SELF-EMPLOYED (JOBTYPEMOD=4):** Does your company or organization] have any of the following? **[RANDOMIZE ITEMS]**

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=4,744]:

	<u>Yes</u>	<u>No</u>	<u>Not sure</u>	<u>No answer</u>
a. A staff member whose main job is to promote diversity, equity and inclusion at work Feb 6-12, 2023	33	34	33	*
b. Trainings or meetings on diversity, equity and inclusion at work Feb 6-12, 2023	52	26	21	*
c. Policies to ensure that everyone is treated fairly in hiring, pay or promotions Feb 6-12, 2023	61	15	24	*
d. Groups created by employees, sometimes called affinity groups or employee resource groups (ERGs), based on their shared identities or interests such as gender, race, or being a parent Feb 6-12, 2023	26	38	36	*
e. A way for employees to see the salary range for all positions Feb 6-12, 2023	30	42	28	*

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND SAID YES TO ANY ITEM IN DEIPOLICY1 (DEIPOLICY1a-e=1 FOR AT LEAST ONE ITEM) [n=3,885]:

DEIPOLICY2 What type of impact do you think having each of the following has had where you work? [SHOW SAME ITEM(S) SELECTED AS YES AND IN SAME ORDER AS IN DEIPOLICY1; RANDOMLY DISPLAY RESPONSE OPTIONS 1-5 OR 5-1, USING THE SAME ORDER FOR EACH ITEM]

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=3,827]:

	Very positive	Somewhat positive	Neither positive nor negative	Somewhat negative	Very negative	No answer
ASK IF YES TO STAFF MEMBER PROMOTING DEI (DEIPOLICY1a=1) [n=1,842]:						
a. A staff member whose main job is to promote diversity, equity and inclusion at work Feb 6-12, 2023	23	37	29	7	4	*
ASK IF YES TO DEI TRAININGS (DEIPOLICY1b=1) [n=2,764]:						
b. Trainings or meetings on diversity, equity and inclusion at work Feb 6-12, 2023	20	37	34	6	3	*
ASK IF YES TO POLICIES ENSURING FAIR TREATMENT (DEIPOLICY1c=1) [n=3,033]						
c. Policies to ensure that everyone is treated fairly in hiring, pay or promotions Feb 6-12, 2023	36	36	25	2	1	*
ASK IF YES TO ERGS (DEIPOLICY1d=1) [n=1,429]:						
d. Groups created by employees, sometimes called affinity groups or employee resource groups (ERGs), based on their shared identities or interests such as gender, race, or being a parent Feb 6-12, 2023	27	33	32	5	2	1
ASK IF YES TO SALARY TRANSPARENCY (DEIPOLICY1e=1) [n=1,558]:						
e. A way for employees to see the salary range for all positions Feb 6-12, 2023	31	29	31	6	1	1

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND COMPANY/ORGANIZATION HAS ERGS (DEIPOLICY1d=1) [n=1,436]:

ERG Are you personally a member of an employee affinity group or Employee Resource Group (ERG) – that is, a group created by employees, based on their shared identities or interests such as gender, race, or being a parent?

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=1,429]:

Feb 6-12,
2023
22 Yes
78 No
1 No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND COMPANY/ORGANIZATION HAS TRAININGS ON DEI (DEIPOLICY1b=1) [n=2,788]:

DEITRAIN1 In the past year, have you participated in any trainings on diversity, equity or inclusion at work?

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=2,764]:

Feb 6-12,
2023
73 Yes
27 No
* No answer

ASK ALL EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB AND IF WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE, AND PARTICIPATED IN DEI TRAINING AT WORK (DEITRAIN1=1) [n=2,099]:

DEITRAIN2 Overall, would you say the diversity, equity or inclusion trainings you have participated in at work have been... **[DISPLAY RESPONSE OPTIONS IN SAME ORDER AS DEIPOLICY2]**

BASED ON NOT SELF-EMPLOYED (JOBTYPEMOD=1-3,5,99) [n=2,086]:

Feb 6-12,
2023
15 Very helpful
38 Somewhat helpful
34 Neither helpful nor unhelpful
8 Somewhat unhelpful
6 Very unhelpful
0 No answer

PARTY In politics today, do you consider yourself a:

ASK IF INDEP/SOMETHING ELSE (PARTY=3 or 4) OR MISSING:

PARTYLN As of today do you lean more to...²

BASED ON EMPLOYED ADULTS WITH ONE JOB OR A PRIMARY JOB, NOT SELF-EMPLOYED AND WORKS AT A COMPANY/ORGANIZATION WITH AT LEAST 10 PEOPLE (JOBTYPEMOD=1-3,5,99 & NUMEMP=2-6) [n=4,744]:

<u>Republican</u>	<u>Democrat</u>	<u>Independent</u>	<u>Something else</u>	<u>No answer</u>	<u>Lean Rep</u>	<u>Lean Dem</u>
26	29	28	16	1	18	22

² Party and PartyIn asked in a prior survey.