



The Associated Press-NORC
Center for Public Affairs Research



HOW DOES THE FOCUS ON SEXUAL MISCONDUCT AND DIVERSITY AFFECT THE WORKPLACE?

Most American workers think the recent spotlight on sexual misconduct and racial diversity will have little effect in their own workplace. Still, a recent AP-NORC/SAP survey conducted by The Associated Press-NORC Center for Public Affairs Research finds a majority of employees in workplaces that have instituted new harassment and diversity procedures in recent years say they have had positive outcomes.

The poll explores American workers' views about sexual harassment and ethnic and racial diversity in the workplace. With allegations of sexual harassment on the rise,¹ 43% of employees expect attention to sexual misconduct in the workplace will increase in the next few years. Fifty-three percent of employees think the emphasis on recent sexual misconduct cases will bring positive change for women in the workplace. Fewer, 21%, say it will bring positive change for male employees.

When it comes to racial and ethnic diversity, less than half of workers believe that things will change significantly in favor of racial and ethnic minorities. For example, 43% say things will improve for black employees in the country. Racial groups believe positive changes are more likely to come for groups different from their own. Forty-six percent of white employees say things will improve for black employees compared to 23% of black employees.



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Three Things You Should Know

about The AP-NORC/SAP Poll

Among Full-time and Part-time Employed Adults:

- 1) Sixty-two percent of black employees and 58% of Hispanic employees say diversity and inclusion practices were very important factors when accepting their current job compared to only 27% of white employees.
- 2) About 6 in 10 who have been exposed to new policies or trainings on harassment and diversity think they have a positive effect on their workplace.
- 3) Fifty-three percent think emphasis on recent sexual misconduct cases will bring positive change for working women in the United States, but only 21% expect to see beneficial change for working men.

¹ In 2018, more than 7,600 sexual harassment claims were filed with the U.S. Equal Employment Opportunity Commission (EEOC). This was a 14% increase from 2017, when 6,696 cases were registered.

https://www.eeoc.gov/eeoc/statistics/enforcement/sexual_harassment_new.cfm

About 4 in 10 workers think white and male employees have more advantages at their workplace compared to other groups.

The nationwide survey of 1,000 full-time and part-time employed adults was conducted using AmeriSpeak®, the probability-based panel of NORC at the University of Chicago. Self-employed adults were not included in the survey. Interviews were conducted between July 25 and 30, 2019, online and using landlines and cell phones. The margin of sampling error is +/- 4.2 percentage points.

Key findings from the survey include:

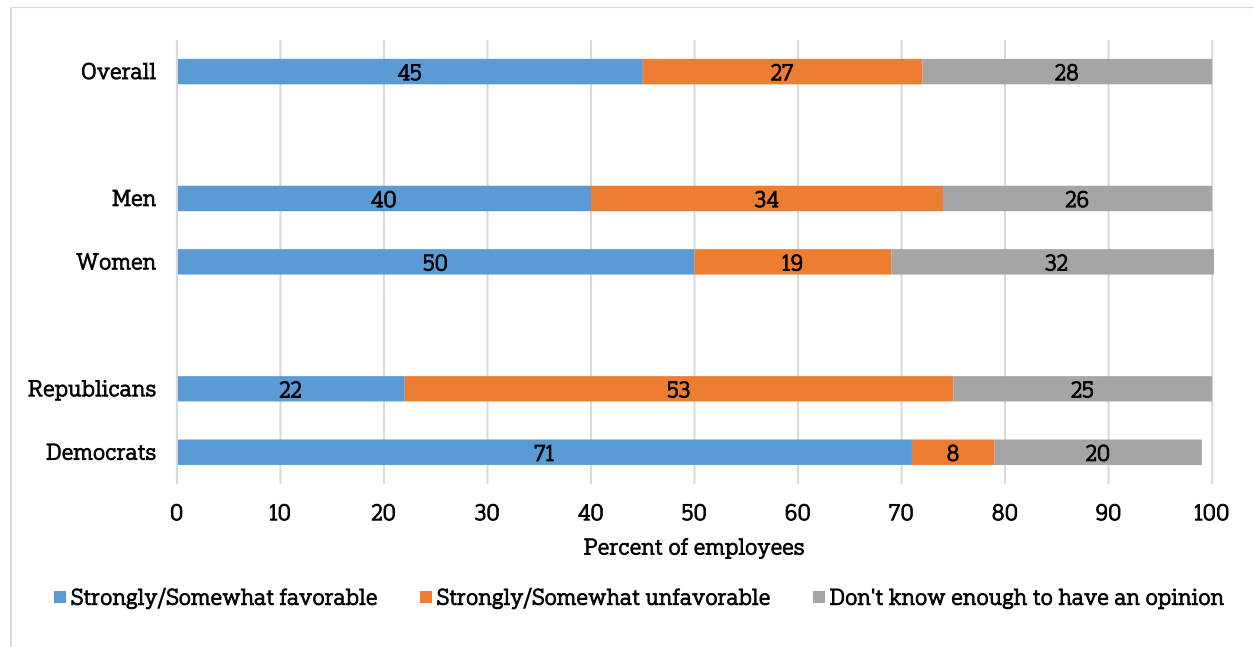
- About 4 in 10 workers say their employer has instituted new policies or training about harassment and diversity in the past two years. Twenty-five percent say there are new policies to ensure equality in hiring and promoting practices.
- Where new policies and training have been introduced, most workers say they have had a positive impact.
- Fifty-three percent of employed Republicans have an unfavorable opinion of the #MeToo movement, while 71% of employed Democrats have a favorable opinion.
- Sixty-nine percent of entry- and mid-level workers say the recent attention on sexual misconduct will not make much of a difference in their workplace, and 58% of senior and executive-level employees agree.
- Entry- and mid-level workers are more likely than senior and executive-level employees to have talked with colleagues about sexual misconduct in the workplace (72% vs. 57%).
- Forty-three percent of black workers expect the recent attention on diversity will result in positive changes for white workers, while just 14% of white workers agree. Similarly, 46% of white workers say there will be changes for the better for black workers, while only 23% of black workers agree.

HALF OF AMERICAN WORKERS THINK THE RECENT ATTENTION TO SEXUAL MISCONDUCT WILL BENEFIT WOMEN.

In 2017, the #MeToo movement brought a new focus on sexual harassment and discrimination in the workplace. Overall, 45% of employed Americans have a positive opinion about the movement, while 27% have an unfavorable view.

Attitudes toward the #MeToo movement vary across partisanship and gender. Women and Democrats are more likely than men or Republicans to have a positive attitude towards the movement. However, Democratic women are much more inclined than Republican women to have a favorable opinion of the movement (75% vs. 28%).

Most female and Democratic workers have a positive opinion of the #MeToo movement.



Question: Do you have a favorable or unfavorable opinion of the #MeToo movement?

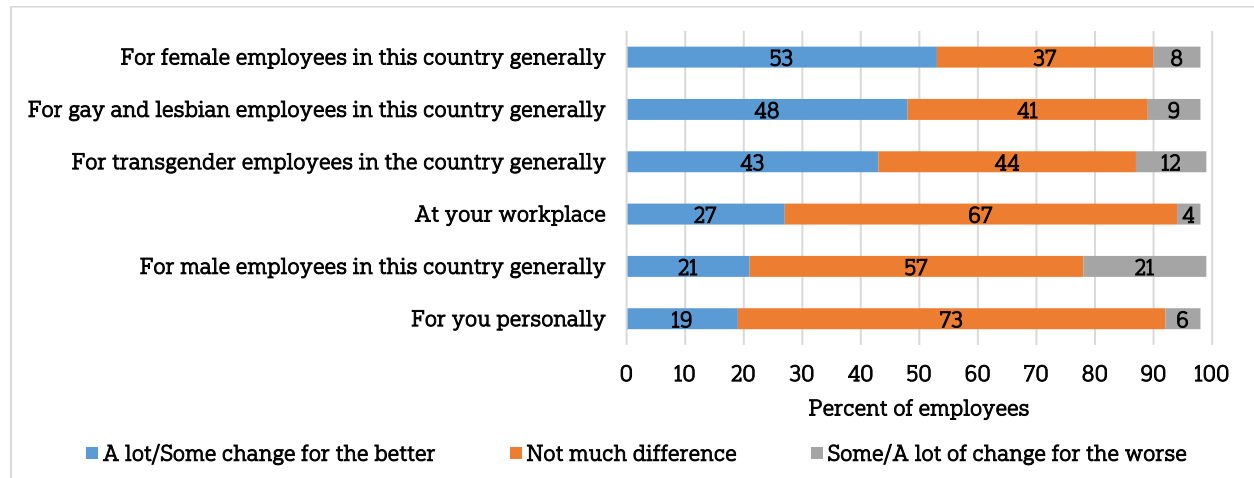
Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

Fifty-three percent of American employees believe the recent spotlight on sexual misconduct cases will bring favorable changes for women. More than 4 in 10 workers think it will be beneficial for gay, lesbian, and transgender employees across the United States.

While 52% of female employees expect the attention being given to sexual misconduct will bring positive changes for women in the workplace, only 22% think things will get better for themselves personally; 72% say things will stay pretty much the same.

Twenty-five percent of working women say that the recent focus on sexual misconduct in the workplace will bring good changes for men compared with 17% of employed men. However, only 16% of working men expect to experience positive changes personally; rather, 75% think things will stay the same.

A majority of workers believe recent publicity about workplace sexual misconduct will bring positive changes for women.



Question: As a result of recent high-profile sexual misconduct cases, do you think things will change [fill item] for the better, for the worse, or won't there be much difference?

Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

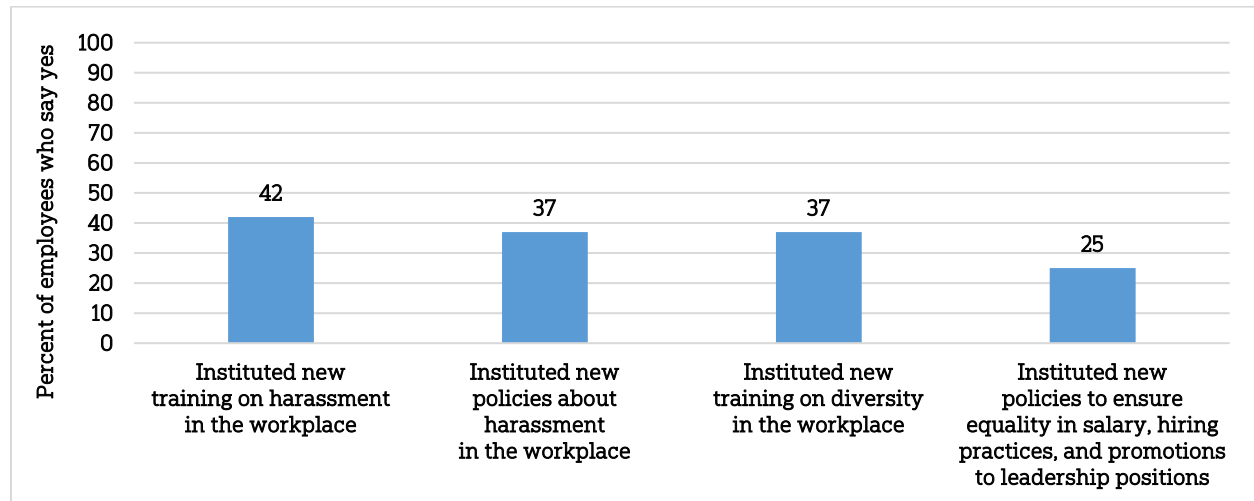
Democratic employees are more likely than Republican ones to think recent attention to sexual misconduct will bring positive changes for female (60% vs. 49%) and male employees (26% vs. 12%).

The position employees have in the company affects their views on the effect of the publicity surrounding sexual misconduct in recent years. Entry- and mid-level employees are less optimistic than senior and executive-level employees about the changes that the current focus on sexual misconduct can bring to their workplace. Sixty-nine percent of entry- and mid-level workers say the spotlight on sexual misconduct will not make much of a difference in their workplace compared with 58% of senior and executive-level employees.

MOST EMPLOYEES SEEING NEW POLICIES AND TRAININGS ON HARASSMENT AND DIVERSITY SAY THEY HAVE POSITIVE EFFECTS IN THE WORKPLACE.

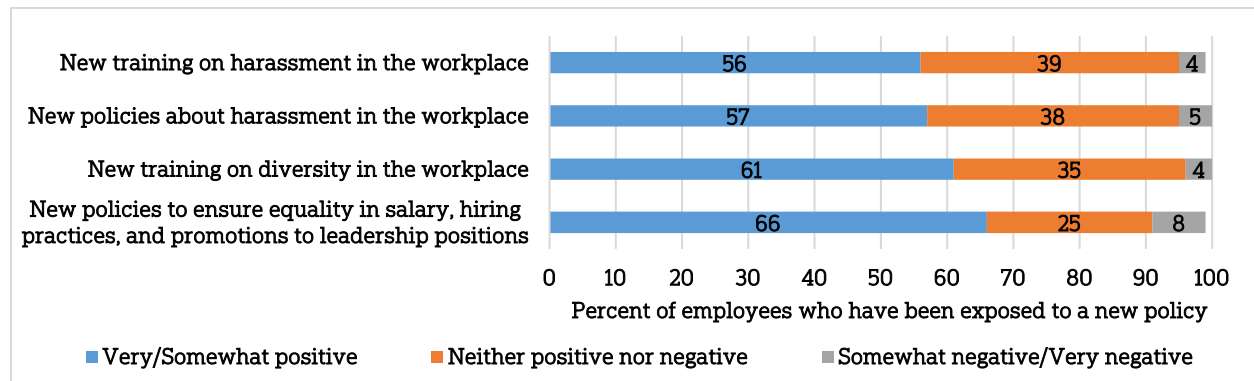
Around 4 in 10 workers say their employer has instituted new policies or trainings about harassment and diversity in the past two years. A quarter of employed Americans say new policies to ensure equality in hiring and promoting practices have been implemented. In workplaces where new trainings or policies have been introduced during the past two years, most employees say there have been positive results.

Less than half of employed Americans say there are new policies on harassment and diversity in their workplace.



Question: In the past two years, has your employer done any of the following?
 Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

Most employees who have been exposed to new policies or training say they have had a positive effect.



Question: Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?
 Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

Non-white employees are more likely than white employees to say the new policies (66% vs. 50%) or trainings (64% vs. 50%) about harassment have a positive effect in their office.

VICTIMS OF SEXUAL MISCONDUCT ARE MORE LIKELY TO CHANGE THEIR BEHAVIOR AROUND COWORKERS AND TO SPEAK MORE ABOUT HARASSMENT IN THE WORKPLACE.

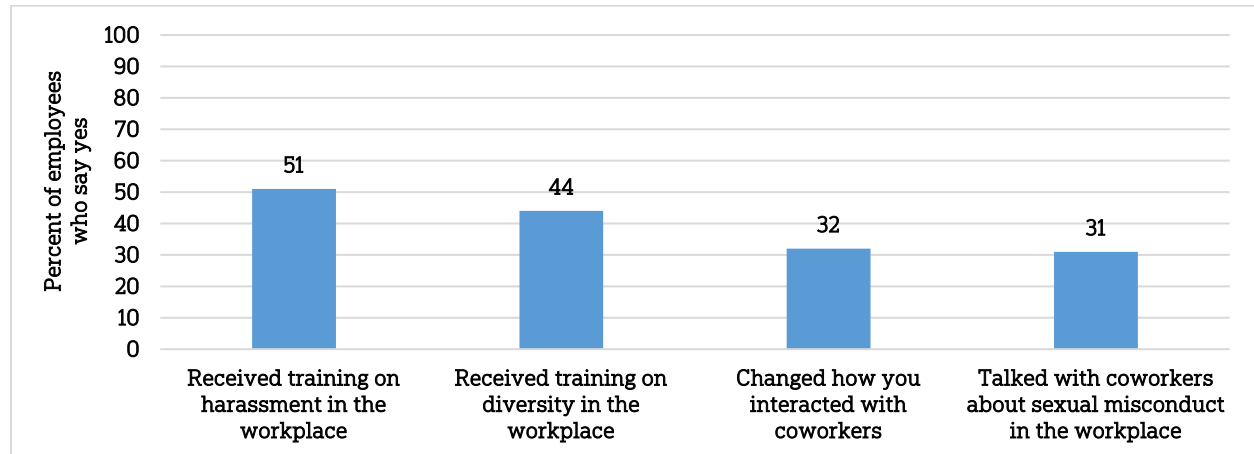
Overall, in the past year, 51% of employed Americans say they received training on harassment, while fewer received training on diversity in the workplace, have changed the way they interact with coworkers, or talked with them about sexual misconduct.

The level of exposure to these trainings varies depending on people’s education. College educated employees are more likely than non-college educated to receive training on harassment (56% vs. 41%) and diversity (52% vs. 28%).

Workers who say they have been a victim of sexual misconduct at work are more likely to talk to colleagues about the issue and to change the way they interact with them. Sixty-two percent of those who say they have experienced sexual misconduct say they talked with coworkers about harassment in the workplace compared with only 26% of those who say they have not. Forty-seven percent of workers who say they have experienced sexual misconduct say they changed the way they interact with their peers compared to 29% of those who say they have not.

Entry- and mid-level workers are less likely than senior and executive-level employees to have spoken with colleagues about sexual misconduct in the workplace (28% vs. 43%).

Most workers received training on harassment in the past year.



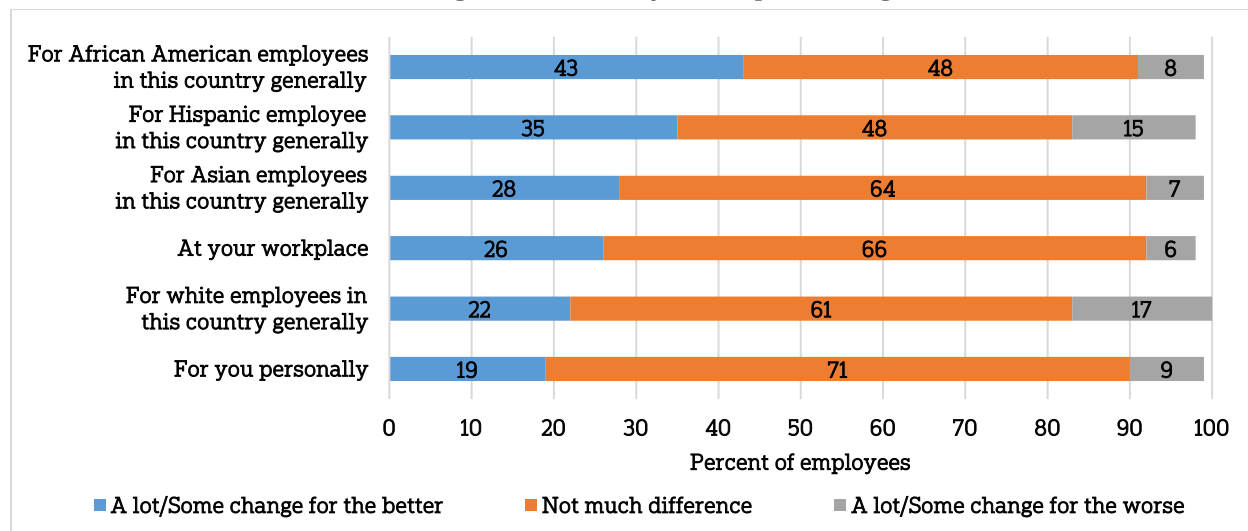
Question: In the past year, have you done any of the following, or not?

Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

FEW THINK RECENT ATTENTION ON RACIAL AND ETHNIC DIVERSITY WILL BRING POSITIVE CHANGES FOR MINORITIES.

Overall, employees think the recent focus on racial diversity will not bring much change in the workplace. Forty-three percent say the increased emphasis on racial diversity will bring positive changes for black employees compared to 35% who think there will be positive changes for Hispanic employees. Twenty-eight percent say the same about Asian employees in the United States.

Few workers think current attention given to diversity will improve things.



Question: As a result of recent emphasis on racial and ethnic diversity, do you think things will change for the better, for the worse, or won't there be much difference?

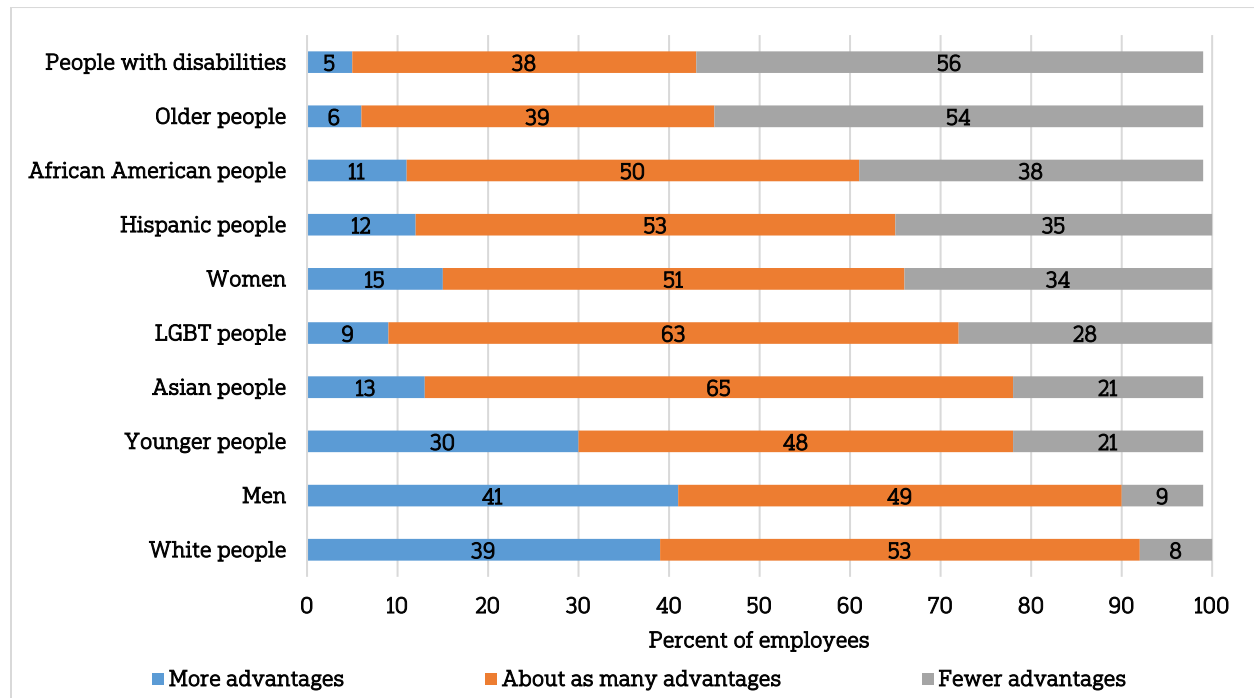
Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

Racial groups believe positive changes are more likely to come for groups different from their own. Black workers are more likely to say there will be positive changes for white workers across the country than are white workers (43% vs. 14%). The opposite is also true. White workers are more likely than black workers to say there will be changes for the better for black workers (46% vs. 23%).

MANY SAY WORKERS WHO ARE WHITE, MALE, AND YOUNG HAVE MORE ADVANTAGES COMPARED WITH OTHERS.

About 4 in 10 employees say male and white workers have more advantages than other people at their workplace, and 30% think young employees enjoy more benefits than others. Fifty-six percent of employees think people with disabilities have fewer advantages than others, and 54% say the same of older people. About a third of American workers think women, Hispanics, and blacks have fewer advantages compared to other groups.

Most workers think older people and people with disabilities have fewer advantages than others.



Question: Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?

Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

Racial and ethnic groups have different perceptions of the disadvantages some minorities experience in the workplace. Sixty-seven percent of black employees and 45% of Hispanic employees say black workers have fewer advantages at work compared to 28% of white employees. Thirteen percent of white employees say black employees have more advantages at work compared to 6% of black employees. Likewise, 43% of black employees and 48% of Hispanic employees say Hispanic employees face more disadvantages compared to 27% of white employees.

There are also partisan differences. Democrats are more likely than Republicans to think men (57% vs. 22%) and whites (60% vs. 15%) enjoy more advantages. Republicans are more likely than Democrats to say LGBT people (14% vs. 5%) and blacks (16% vs. 8%) have more benefits at work.

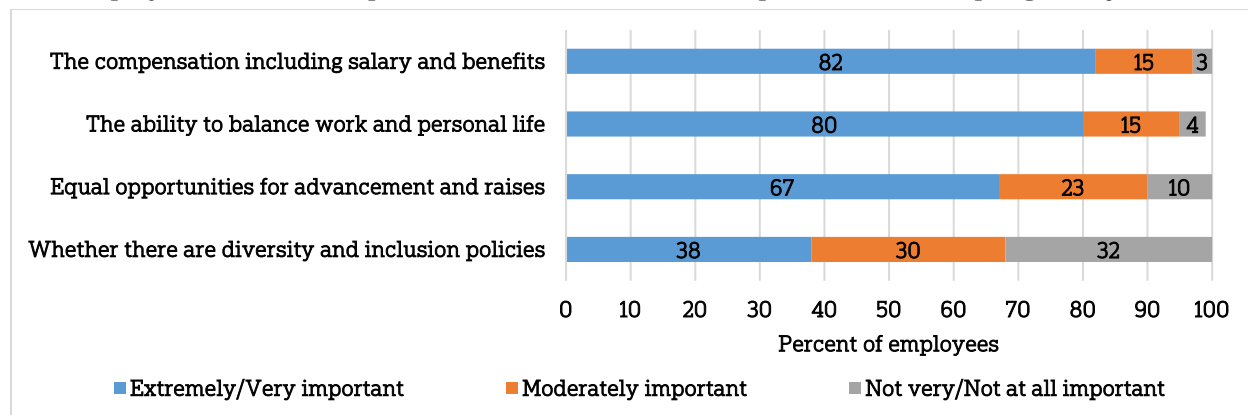
Workers who say they have experienced sexual misconduct in the workplace are more likely than those who have not to say men (59% vs. 38%) and whites (53% vs. 36%) have more advantages in the workplace.

COMPENSATION AND WORK-LIFE BALANCE ARE THE MOST IMPORTANT FACTORS WHEN TAKING A JOB.

While salary and benefits top the list of factors for choosing a job for all groups of employees, a majority of workers do consider diversity and inclusion policies to be at least moderately important.

But diversity and inclusion policies are more relevant to racial minority groups than to white employees. Sixty-two percent of black working adults and 58% of Hispanic working adults say it was very important that there be diversity and inclusion practices when taking their current job compared to 27% of white working adults.

Most employees consider compensation and life balance the top reasons for accepting their job.



Question: When you decided to take your current job, how important was each of the following?
 Source: AP-NORC/SAP Poll conducted July 25-30, 2019, with 1,000 full-time and part-time employees age 18 and older nationwide

STUDY METHODOLOGY

This survey was conducted by The Associated Press-NORC Center for Public Affairs Research with funding from SAP.

Data were collected using the AmeriSpeak Omnibus®, a monthly multi-client survey using NORC’s probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97% of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

Interviews for this survey were conducted between July 25 and 30, 2019, with full-time or part-time employed adults age 18 and over representing the 50 states and the District of Columbia. Self-employed adults were not included in the survey. Panel members were randomly drawn from AmeriSpeak and screened using data provided by respondents when they were originally recruited. In addition to 486 employed adults from the omnibus sample, the survey included a supplementary sample of 514 employed adults. A total of 1,000 employed adults completed the survey—948 via the web and 52 via telephone. Interviews were conducted in English. The final stage completion rate is 20.7%, the weighted household panel response rate is 30.3%, and the weighted household panel retention rate is 85.4 percent, for a cumulative response rate of 5.4%. The overall margin of sampling error is +/- 4.2 percentage points at the 95% confidence level, including the design effect. The margin of sampling error may be higher for subgroups.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any noncoverage or under- and oversampling resulting from the study specific sample design. Poststratification variables included age, gender, census division, race/ethnicity, and education. Weighting variables were obtained from the 2018 Current Population Survey. The weighted data reflect the U.S. population of full-time and part-time employed adults age 18 and over.

For more information, email info@apnorc.org.

ABOUT THE ASSOCIATED PRESS-NORC CENTER FOR PUBLIC AFFAIRS RESEARCH

The AP-NORC Center for Public Affairs Research taps into the power of social science research and the highest-quality journalism to bring key information to people across the nation and throughout the world.

- The Associated Press (AP) is the world's essential news organization, bringing fast, unbiased news to all media platforms and formats.
- NORC at the University of Chicago is one of the oldest and most respected, independent research institutions in the world.

The two organizations have established The AP-NORC Center for Public Affairs Research to conduct, analyze, and distribute social science research in the public interest on newsworthy topics, and to use the power of journalism to tell the stories that research reveals.

The founding principles of The AP-NORC Center include a mandate to carefully preserve and protect the scientific integrity and objectivity of NORC and the journalistic independence of AP. All work conducted by the Center conforms to the highest levels of scientific integrity to prevent any real or perceived bias in the research. All of the work of the Center is subject to review by its advisory committee to help ensure it meets these standards. The Center will publicize the results of all studies and make all datasets and study documentation available to scholars and the public.

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