

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



1. Importance of skills when hiring

Thinking about the hiring process in places you've worked, how much importance do you think is usually placed on hiring people who have the best skills and qualifications?

	Registered voters		Gender		Age (4 category)				Race (4 category)			
	Total	Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
A lot of importance	45%	51%	45%	46%	41%	40%	48%	53%	51%	34%	31%	37%
Some importance	28%	28%	27%	29%	21%	37%	28%	23%	27%	25%	38%	28%
Only a little importance	8%	7%	11%	6%	15%	7%	6%	6%	7%	10%	6%	15%
No importance at all	3%	2%	4%	2%	7%	4%	2%	1%	3%	4%	3%	4%
Not sure	5%	3%	5%	5%	6%	7%	4%	2%	3%	11%	11%	8%
This question does not apply to me	10%	8%	9%	12%	10%	5%	11%	14%	9%	16%	12%	8%
Totals	99%	99%	101%	100%	100%	100%	99%	99%	100%	100%	101%	100%
Unweighted N	(996)	(778)	(484)	(512)	(231)	(205)	(353)	(207)	(665)	(120)	(123)	(88)

	Party ID			2016 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
A lot of importance	45%	47%	38%	52%	51%	56%	42%	44%	63%	54%	45%	45%	39%
Some importance	28%	26%	28%	30%	30%	24%	26%	34%	24%	22%	26%	29%	33%
Only a little importance	8%	7%	10%	7%	5%	7%	10%	8%	5%	10%	8%	9%	5%
No importance at all	3%	3%	4%	3%	2%	3%	3%	4%	4%	0%	4%	3%	5%
Not sure	5%	5%	8%	1%	4%	2%	7%	2%	2%	6%	5%	5%	4%
This question does not apply to me	10%	11%	12%	7%	8%	8%	13%	9%	3%	7%	12%	8%	13%
Totals	99%	99%	100%	100%	100%	100%	101%	101%	101%	99%	100%	99%	99%
Unweighted N	(996)	(401)	(332)	(263)	(304)	(237)	(425)	(284)	(172)	(187)	(190)	(395)	(224)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



2. Importance of fit when hiring

Thinking about the hiring process in places you've worked, how much importance do you think is usually placed on hiring people who "fit in" with those around them?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
A lot of importance	26%	29%	25%	27%	23%	30%	26%	24%	29%	18%	18%	22%
Some importance	32%	36%	33%	32%	21%	36%	34%	37%	35%	27%	28%	23%
Only a little importance	15%	13%	16%	15%	26%	11%	14%	11%	15%	13%	15%	20%
No importance at all	9%	8%	10%	9%	17%	7%	7%	8%	7%	12%	14%	16%
Not sure	7%	6%	7%	7%	6%	10%	6%	5%	5%	13%	14%	6%
This question does not apply to me	11%	8%	10%	11%	8%	5%	13%	14%	9%	17%	11%	13%
Totals	100%	100%	101%	101%	101%	99%	100%	99%	100%	100%	100%	100%
Unweighted N	(985)	(771)	(476)	(509)	(226)	(203)	(349)	(207)	(659)	(119)	(123)	(84)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
A lot of importance	26%	26%	21%	32%	29%	34%	23%	30%	33%	27%	20%	27%	29%
Some importance	32%	32%	29%	38%	35%	35%	30%	31%	42%	37%	37%	28%	31%
Only a little importance	15%	14%	19%	12%	14%	11%	17%	16%	9%	15%	14%	16%	15%
No importance at all	9%	10%	10%	6%	8%	9%	8%	10%	10%	6%	9%	11%	9%
Not sure	7%	6%	11%	3%	6%	4%	9%	3%	2%	7%	5%	9%	4%
This question does not apply to me	11%	12%	11%	9%	8%	8%	13%	10%	4%	8%	14%	9%	12%
Totals	100%	100%	101%	100%	100%	101%	100%	100%	100%	100%	99%	100%	100%
Unweighted N	(985)	(399)	(325)	(261)	(299)	(237)	(420)	(280)	(171)	(186)	(187)	(390)	(222)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



3. Worked a white collar job

Have you ever held a "white collar" job (that is, a job where you are working in an office or similar professional environment)?

	Total	Registered voters		Gender		Age (4 category)				Race (4 category)			
		Yes		Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Yes	55%	67%		50%	59%	34%	56%	59%	68%	62%	44%	43%	34%
No	38%	30%		42%	34%	51%	33%	38%	31%	35%	43%	43%	45%
Not sure	7%	3%		8%	7%	15%	11%	3%	1%	3%	13%	14%	21%
Totals	100%	100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(990)	(773)		(480)	(510)	(227)	(203)	(353)	(207)	(665)	(117)	(123)	(85)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Yes	55%	59%	46%	60%	74%	71%	42%	62%	80%	56%	55%	55%	53%
No	38%	36%	41%	36%	22%	29%	49%	32%	18%	37%	41%	36%	39%
Not sure	7%	5%	13%	3%	4%	1%	9%	7%	2%	7%	4%	9%	8%
Totals	100%	100%	100%	99%	100%	101%	100%	101%	100%	100%	100%	100%	100%
Unweighted N	(990)	(399)	(329)	(262)	(303)	(237)	(424)	(281)	(170)	(186)	(186)	(393)	(225)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



4. Been told you weren't a good fit

Have you ever been told during a company's hiring process that you weren't a good fit for that company's culture?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Yes	18%	19%	19%	16%	16%	24%	19%	10%	18%	19%	13%	18%
No	74%	76%	72%	75%	72%	63%	75%	86%	75%	66%	82%	62%
Not sure	9%	5%	9%	9%	13%	12%	7%	4%	7%	15%	5%	20%
Totals	101%	100%	100%	100%	101%	99%	101%	100%	100%	100%	100%	100%
Unweighted N	(993)	(777)	(484)	(509)	(229)	(204)	(353)	(207)	(663)	(119)	(124)	(87)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Yes	18%	17%	17%	18%	16%	23%	18%	17%	26%	22%	20%	15%	15%
No	74%	75%	68%	78%	79%	74%	73%	76%	67%	71%	76%	73%	75%
Not sure	9%	7%	14%	3%	5%	3%	9%	7%	7%	7%	5%	11%	10%
Totals	101%	99%	99%	99%	100%	100%	100%	100%	100%	100%	101%	99%	100%
Unweighted N	(993)	(402)	(329)	(262)	(303)	(236)	(423)	(282)	(173)	(184)	(190)	(393)	(226)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



5. Problem of racial employment discrimination

Thinking about employers discriminating by race and ethnicity in the hiring process, how serious of a problem would you say that is in the United States today?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Very serious problem	27%	28%	21%	32%	31%	29%	27%	20%	23%	47%	26%	29%
Somewhat serious problem	34%	33%	33%	35%	36%	36%	31%	34%	33%	32%	43%	35%
Not very serious problem	20%	20%	22%	18%	15%	19%	21%	22%	25%	4%	8%	18%
Not at all serious problem	10%	11%	15%	6%	10%	8%	10%	12%	12%	8%	6%	6%
Not sure	10%	8%	10%	10%	7%	8%	11%	11%	8%	10%	17%	12%
Totals	101%	100%	101%	101%	99%	100%	100%	99%	101%	101%	100%	100%
Unweighted N	(988)	(772)	(480)	(508)	(225)	(203)	(353)	(207)	(663)	(119)	(122)	(84)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Very serious problem	27%	41%	24%	12%	42%	12%	27%	23%	35%	28%	20%	29%	30%
Somewhat serious problem	34%	40%	36%	23%	42%	23%	32%	35%	38%	37%	33%	29%	40%
Not very serious problem	20%	9%	17%	37%	7%	36%	18%	24%	17%	23%	25%	18%	15%
Not at all serious problem	10%	4%	9%	20%	2%	22%	10%	12%	8%	4%	9%	15%	8%
Not sure	10%	6%	14%	9%	7%	7%	13%	5%	2%	9%	14%	9%	7%
Totals	101%	100%	100%	101%	100%	100%	100%	99%	100%	101%	101%	100%	100%
Unweighted N	(988)	(398)	(329)	(261)	(302)	(237)	(423)	(281)	(169)	(186)	(185)	(392)	(225)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



6. Description of racial employment discrimination

In general, which do you think best describes how people of different races are treated during the hiring process in the United States today?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
People of color are treated less fairly than white people	47%	49%	44%	51%	59%	50%	41%	43%	39%	68%	62%	65%
White people are treated less fairly than people of color	15%	15%	16%	13%	16%	15%	15%	12%	18%	9%	8%	7%
Both are treated about equally	25%	25%	27%	24%	14%	22%	30%	32%	32%	9%	15%	7%
Not sure	13%	11%	14%	12%	11%	12%	14%	13%	11%	13%	16%	21%
Totals	100%	100%	101%	100%	100%	99%	100%	100%	100%	99%	101%	100%
Unweighted N	(991)	(773)	(482)	(509)	(227)	(205)	(352)	(207)	(664)	(119)	(123)	(85)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
People of color are treated less fairly than white people	47%	75%	42%	18%	78%	17%	44%	48%	60%	47%	43%	47%	53%
White people are treated less fairly than people of color	15%	6%	14%	26%	3%	31%	15%	16%	13%	12%	13%	17%	15%
Both are treated about equally	25%	10%	26%	44%	10%	42%	27%	27%	21%	26%	30%	25%	20%
Not sure	13%	8%	18%	12%	9%	10%	14%	9%	7%	15%	14%	11%	13%
Totals	100%	99%	100%	100%	100%	100%	100%	100%	101%	100%	100%	100%	101%
Unweighted N	(991)	(398)	(331)	(262)	(302)	(237)	(426)	(280)	(170)	(187)	(185)	(394)	(225)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



7. Problem of racial employment discrimination in places you've worked

Thinking about employers discriminating by race and ethnicity in the hiring process, how serious of a problem would you say that is in places you've worked?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Very serious problem	12%	14%	11%	13%	17%	18%	11%	5%	8%	33%	17%	13%
Somewhat serious problem	22%	23%	19%	25%	23%	23%	25%	16%	23%	25%	14%	26%
Not very serious problem	22%	24%	22%	22%	24%	19%	18%	29%	23%	13%	24%	22%
Not at all serious problem	25%	27%	28%	22%	15%	23%	29%	31%	30%	10%	22%	10%
Not sure	8%	5%	8%	8%	7%	12%	8%	5%	7%	9%	15%	9%
This question does not apply to me	10%	7%	11%	10%	14%	6%	9%	15%	10%	9%	7%	20%
Totals	99%	100%	99%	100%	100%	101%	100%	101%	101%	99%	99%	100%
Unweighted N	(998)	(780)	(486)	(512)	(233)	(205)	(353)	(207)	(665)	(120)	(125)	(88)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Very serious problem	12%	20%	8%	8%	17%	9%	13%	10%	18%	13%	7%	11%	19%
Somewhat serious problem	22%	25%	23%	19%	30%	16%	18%	25%	30%	27%	20%	20%	25%
Not very serious problem	22%	24%	23%	18%	24%	22%	23%	23%	21%	26%	23%	23%	16%
Not at all serious problem	25%	16%	19%	44%	14%	44%	23%	30%	23%	21%	25%	27%	24%
Not sure	8%	6%	12%	6%	8%	2%	10%	3%	6%	8%	8%	11%	3%
This question does not apply to me	10%	9%	15%	6%	7%	7%	13%	9%	3%	5%	17%	8%	13%
Totals	99%	100%	100%	101%	100%	100%	100%	100%	101%	100%	100%	100%	100%
Unweighted N	(998)	(403)	(332)	(263)	(304)	(237)	(426)	(284)	(173)	(187)	(190)	(395)	(226)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



8. Description of racial employment discrimination in places you've worked

Which do you think best describes how people of different races are treated during the hiring process in places you've worked?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
People of color are treated less fairly than white people	30%	31%	29%	30%	33%	36%	28%	22%	23%	57%	31%	41%
White people are treated less fairly than people of color	8%	9%	8%	9%	8%	6%	10%	8%	10%	3%	4%	6%
Both are treated about equally	37%	42%	40%	34%	30%	34%	40%	44%	43%	19%	35%	22%
Not sure	15%	12%	13%	16%	17%	19%	13%	11%	13%	14%	21%	19%
This question does not apply to me	10%	7%	9%	11%	11%	5%	9%	16%	10%	7%	9%	12%
Totals	100%	101%	99%	100%	99%	100%	100%	101%	99%	100%	100%	100%
Unweighted N	(988)	(772)	(481)	(507)	(227)	(204)	(351)	(206)	(661)	(119)	(123)	(85)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
People of color are treated less fairly than white people	30%	46%	26%	12%	47%	12%	26%	30%	43%	29%	28%	29%	33%
White people are treated less fairly than people of color	8%	3%	8%	15%	3%	16%	9%	8%	11%	10%	9%	7%	8%
Both are treated about equally	37%	30%	32%	53%	30%	56%	36%	43%	33%	38%	36%	40%	33%
Not sure	15%	12%	20%	12%	14%	9%	17%	10%	9%	17%	14%	15%	13%

continued on the next page . . .

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



continued from previous page

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
This question does not apply to me	10%	9%	13%	8%	7%	7%	13%	9%	4%	6%	13%	9%	13%
Totals	100%	100%	99%	100%	101%	100%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(988)	(398)	(329)	(261)	(302)	(236)	(424)	(280)	(170)	(187)	(185)	(392)	(224)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



9. Lost job opportunities due to racial employment discrimination

Has there ever been a time when you were not hired for a job because of your race or ethnicity?

	Registered voters		Gender		Age (4 category)				Race (4 category)			
	Total	Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Yes, more than once	9%	10%	11%	7%	11%	10%	8%	7%	6%	19%	8%	16%
Yes, once	8%	9%	11%	6%	13%	9%	8%	4%	7%	10%	15%	8%
No, never	60%	61%	57%	63%	53%	58%	59%	73%	70%	28%	53%	45%
Not sure	22%	21%	21%	23%	23%	23%	25%	16%	17%	43%	24%	31%
Totals	99%	101%	100%	99%	100%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(997)	(780)	(485)	(512)	(233)	(204)	(353)	(207)	(664)	(120)	(125)	(88)

	Party ID			2016 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Yes, more than once	9%	9%	8%	9%	8%	12%	7%	9%	17%	10%	5%	9%	11%
Yes, once	8%	9%	9%	7%	8%	10%	8%	9%	11%	12%	6%	6%	12%
No, never	60%	58%	58%	67%	58%	66%	61%	62%	53%	62%	68%	58%	56%
Not sure	22%	23%	26%	16%	26%	13%	23%	21%	19%	16%	21%	26%	21%
Totals	99%	99%	101%	99%	100%	101%	99%	101%	100%	100%	100%	99%	100%
Unweighted N	(997)	(403)	(331)	(263)	(304)	(237)	(425)	(284)	(173)	(187)	(190)	(394)	(226)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



10. Treated poorly due to racial employment discrimination

Have you ever felt you were treated poorly or unfairly by an employer during the hiring process because of your race or ethnicity?

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Yes, more than once	10%	10%	11%	9%	11%	11%	10%	6%	7%	23%	11%	14%
Yes, once	10%	10%	10%	10%	15%	10%	9%	7%	8%	15%	15%	16%
No, never	66%	68%	64%	68%	59%	65%	66%	75%	76%	38%	56%	47%
Not sure	13%	11%	15%	12%	15%	13%	15%	11%	10%	23%	18%	23%
Totals	99%	99%	100%	99%	100%	99%	100%	99%	101%	99%	100%	100%
Unweighted N	(986)	(770)	(480)	(506)	(226)	(203)	(352)	(205)	(660)	(119)	(122)	(85)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Yes, more than once	10%	11%	10%	8%	9%	9%	10%	8%	16%	12%	6%	11%	10%
Yes, once	10%	11%	10%	10%	9%	11%	9%	13%	10%	11%	8%	9%	15%
No, never	66%	67%	62%	71%	69%	70%	66%	68%	63%	67%	77%	63%	61%
Not sure	13%	11%	18%	11%	13%	9%	15%	10%	11%	11%	9%	17%	14%
Totals	99%	100%	100%	100%	100%	99%	100%	99%	100%	101%	100%	100%	100%
Unweighted N	(986)	(399)	(328)	(259)	(303)	(235)	(421)	(280)	(170)	(186)	(186)	(389)	(225)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



11. Experience of racial employment discrimination

During which of the following parts of the hiring process did you feel you were treated poorly or unfairly because of your race or ethnicity? Select all that apply.

	Total	Registered voters	Gender		Age (4 category)				Race (4 category)			
		Yes	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
While applying for the job	25%	28%	30%	20%	16%	39%	21%	*	35%	21%	5%	*
While interviewing for the job	59%	64%	61%	57%	59%	56%	68%	*	57%	56%	70%	*
During negotiations after getting a job offer	30%	26%	28%	32%	32%	40%	21%	*	26%	28%	31%	*
Some other time	15%	13%	14%	16%	10%	15%	17%	*	16%	19%	11%	*
None of the above	2%	1%	0%	4%	1%	0%	4%	*	3%	0%	2%	*
Unweighted N	(197)	(153)	(99)	(98)	(58)	(40)	(70)	(29)	(89)	(49)	(34)	(25)

	Total	Party ID			2016 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Clinton	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
While applying for the job	25%	28%	23%	23%	26%	36%	19%	16%	54%	36%	*	18%	29%
While interviewing for the job	59%	64%	56%	56%	63%	65%	63%	62%	45%	57%	*	61%	60%
During negotiations after getting a job offer	30%	22%	34%	39%	25%	23%	22%	37%	33%	34%	*	30%	29%
Some other time	15%	15%	18%	11%	16%	8%	17%	11%	17%	2%	*	20%	12%
None of the above	2%	2%	1%	3%	0%	1%	5%	0%	0%	2%	*	1%	3%
Unweighted N	(197)	(80)	(71)	(46)	(54)	(46)	(96)	(54)	(33)	(44)	(29)	(71)	(53)

HuffPost: Racial Employment Discrimination

August 13 - 15, 2020 - 1000 US adult citizens



Interviewing Dates	August 13 - 15, 2020
Target population	U.S. citizens, aged 18 and over.
Sampling method	Respondents were selected from YouGov's opt-in Internet panel using sample matching. A random sample (stratified by gender, age, race, education, geographic region, and voter registration) was selected from the 2016 American Community Study. Voter registration was imputed from the November 2016 Current Population Survey Registration and Voting Supplement.
Weighting	The sample was weighted based on gender, age, race, education, news interest, and 2016 Presidential vote. The weights range from 0.044 to 4.843, with a mean of one and a standard deviation of 0.717.
Number of respondents	1000
Margin of error	± 3.8% (adjusted for weighting)
Survey mode	Web-based interviews
Questions not reported	53 questions not reported.