

SPECIAL REPORT: BUSINESS AND RACIAL JUSTICE

# Top 8 Findings

- 01** Racial injustice is a growing concern across demographics  
Sixty-nine percent of respondents say they are concerned about systemic racism and racial injustice, up 8 points from last year. There has been a significant rise in concern across communities and among Democrats and Republicans.
- 02** All institutions distrusted to address racism  
NGOs, business, government, and media are all distrusted to do what is right when it comes to responding to systemic racism and racial injustice in the U.S.
- 03** People in the U.S. don't see any business sector as doing well at addressing racism  
Sports is the highest with just 50 percent of respondents agreeing the sector is doing well on addressing racism in the industry. Only 33 percent agree that financial services is doing well on it.
- 04** Majority of executives say their organization is making a lot of progress against racism at work – less than 1 in 5 associates agree  
Sixty percent of executives feel that their organization is making a lot of meaningful progress on addressing racism and racial inequities in the workplace, while only 28 percent of mid-level and 18 percent of associate employees feel that way.
- 05** Nearly half of employees misunderstand the meaning of Affirmative Action  
Fifty-three percent of executives, 50 percent of mid-level employees, and 42 percent of associates agree that Affirmative Action requires employers and schools to reserve a set number of spots for people of color.
- 06** CEOs are distrusted by their employees to tell the truth about racism in the organization  
Few employees (24 percent of mid-level and 15 percent of associate employees) trust their CEOs to tell the truth about racism and DEI matters within their organizations.
- 07** Addressing racism means better outcomes for businesses  
When employees see their workplaces making a lot of progress on addressing racism and racial inequities, they are more likely to be loyal, advocate and commit to the company, as well as feel a sense of belonging.
- 08** Businesses fail to live up to expectations  
Sixty-two percent of Americans say that companies are doing mediocre or worse living up to their promises to address racism within and outside of their organizations. Regarding business obligations, employees say that businesses must ensure diversity across all levels of their organization, enforce equity in pay and hiring, and foster conversation and community.