

PITTSBURGH REGIONAL DIVERSITY SURVEY RESULTS
AGE DIFFERENCES

Sample sizes:

Age	Frequency	Percent
Under 24	109	3.2
25-34	700	19.7
35-44	641	18.0
45-54	785	22.1
55-64	835	23.5
65 or older	374	10.9

Employment status – currently employed:

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	86.5	94.5	96.9	95.5	93.4	84.9	38.8
No	13.5	5.5	3.1	4.5	6.6	15.1	61.2

Geography (overall survey sample):

	Frequency	Percent
Allegheny County	2996	85.1
Other MSA counties	484	13.7
Outside MSA	41	1.2

AGE DIFFERENCES

WORKPLACE

1. Does your workplace have ANY practices, policies, or goals that address workplace diversity and inclusion?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	77.0	77.7	76.3	77.5	78.5	76.1	74.5
No	8.0	1.0	6.2	7.4	9.4	9.6	9.7
Don't know	15.0	21.4	17.6	15.2	12.0	14.3	15.9

2. How committed do you think your employer is to recruiting and hiring employees from racial and ethnic minority groups?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all committed	5.1	1.0	3.8	7.0	5.5	5.3	2.1
Slightly committed	15.7	19.4	19.4	17.5	15.1	11.7	11.1
Moderately committed	29.2	36.9	34.3	29.8	25.4	26.8	27.1
Very committed	50.1	42.7	42.5	45.7	53.9	56.3	59.7

3. How committed do you think your employer is to recruiting and hiring a generally diverse workforce?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all committed	5.4	1.9	4.3	8.0	5.6	5.0	2.1
Slightly committed	16.1	17.5	19.4	17.3	15.5	13.4	10.4
Moderately committed	29.8	35.0	33.1	29.1	27.9	28.3	29.9
Very committed	48.8	45.6	43.2	45.5	50.9	53.3	57.6

4. How committed do you think your **supervisor** is to increasing racial and ethnic diversity in the workplace?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all committed	10.5	8.8	9.2	13.4	9.8	11.3	5.0
Slightly committed	17.0	19.6	20.3	16.9	16.9	14.9	11.4
Moderately committed	32.2	32.4	36.5	33.6	30.4	29.2	30.0
Very committed	40.3	39.2	34.0	36.2	42.9	44.6	53.6

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5. How committed do you think your employer is to the promotion and advancement of employees from racial and ethnic minority groups?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all committed	8.8	6.8	7.3	11.9	8.9	8.6	3.6
Slightly committed	18.1	17.5	21.4	19.9	18.3	14.3	12.1
Moderately committed	31.7	35.9	35.6	30.5	28.9	30.7	35.7
Very committed	41.5	39.8	35.7	37.7	44.0	46.3	48.6

6. How committed do you think your employer is to the promotion and advancement of a generally diverse workforce?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all committed	7.6	4.9	5.6	10.6	8.4	7.3	2.9
Slightly committed	18.3	16.5	21.8	20.2	16.7	16.3	12.9
Moderately committed	32.2	30.1	34.8	31.1	31.7	30.9	34.3
Very committed	41.9	48.5	37.7	38.2	43.2	45.4	50.0

7. Does your employer provide any employee training on diversity issues?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	61.1	59.2	57.3	64.2	62.6	61.1	59.3
No	23.3	20.4	21.3	20.6	24.0	25.8	29.7
Don't know	15.6	20.4	21.4	15.2	13.4	13.0	11.0

8. (If yes to 7) Have you personally had any employee training on diversity issues in the past three years?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	81.9	90.2	82.2	83.9	79.5	82.1	77.9
No	15.6	6.6	14.7	14.3	16.8	16.5	20.9
Don't know	2.5	3.3	3.1	1.8	3.7	1.4	1.2

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9. Does your workplace have internal employee affinity or employee resource groups that are designed for employees of similar backgrounds / similar interests?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	45.7	60.2	52.6	51.2	45.2	35.0	33.8
No	32.6	15.5	28.6	31.0	33.2	39.1	35.9
Don't know	21.7	24.3	18.8	17.7	21.6	25.8	30.3

10. (If yes to 9) Have you personally participated in any employee affinity or employee resource groups at your place of employment?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	69.6	67.7	71.5	71.8	70.7	64.1	63.3
No	29.7	30.6	27.3	28.2	28.1	35.5	36.7
Don't know	0.7	1.6	1.1	0.0	1.2	0.4	0.0

11. Does your company support or assist other organizations in the broader community that also promote diversity and inclusion?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	64.3	76.7	67.7	64.8	63.3	60.1	62.8
No	10.2	4.9	8.3	10.3	10.5	12.8	8.3
Don't know	25.5	18.4	24.1	24.9	26.2	27.1	29.0

12. How racially and ethnically diverse would you say your workplace is? Is it...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very diverse	29.6	30.1	25.2	28.1	29.3	32.7	42.1
Somewhat diverse	54.7	59.2	56.4	51.3	55.5	55.8	47.6
Not at all diverse	15.8	10.7	18.4	20.6	15.2	11.5	10.3

AGE DIFFERENCES

How much do you agree or disagree with the following statements?

13. "There is value in having a workforce that is very diverse."

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Strongly agree	67.5	68.9	69.9	71.3	67.2	61.2	70.3
Agree somewhat	26.4	30.1	25.6	22.1	25.9	31.1	24.8
Disagree somewhat	2.7	1.0	1.8	3.0	2.7	3.7	1.4
Strongly disagree	3.5	0.0	2.7	3.6	4.1	4.0	3.4

14. "I am tired of hearing, reading, and / or learning about diversity."

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Strongly agree	6.9	3.9	6.8	7.7	6.2	7.5	6.9
Agree somewhat	22.1	30.1	20.2	18.7	22.5	25.7	19.4
Disagree somewhat	28.4	26.2	32.3	25.3	29.8	26.7	25.7
Strongly disagree	42.6	39.8	40.7	48.3	41.6	40.0	47.9

15. Overall, how satisfied are you with your current job?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very satisfied	48.0	51.5	44.3	45.7	46.6	50.3	68.3
Somewhat satisfied	38.3	38.8	41.9	37.9	40.7	35.9	22.5
Somewhat dissatisfied	9.9	7.8	10.3	13.1	8.2	9.2	6.3
Very dissatisfied	3.8	1.9	3.4	3.3	4.5	4.5	2.8

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16. If you were to seek a promotion at your current job, do you feel your race/ethnicity would be...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Great advantage	3.2	3.9	3.8	3.3	2.9	2.1	6.2
Moderate advantage	11.7	19.4	14.3	11.1	9.2	11.2	11.0
Moderate disadvantage	12.7	10.7	12.7	15.6	13.2	10.9	8.3
Great disadvantage	4.3	3.9	2.7	6.2	5.2	4.3	0.7
Would not make a difference	68.1	62.1	66.5	63.8	69.5	71.5	73.8

17. To what degree do you believe that your race/ethnicity influences your ability to receive a raise?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Great deal	5.6	7.8	4.6	8.4	5.9	4.3	2.8
Somewhat	12.9	18.4	16.7	12.8	11.3	10.4	12.4
Only a little	8.8	11.7	10.5	9.7	9.1	7.1	2.1
Not at all	72.6	62.1	68.2	69.2	73.7	78.2	82.8

18. Have you received a promotion at your current place of employment in the past two years?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	35.0	76.1	58.3	41.0	29.6	20.3	11.0
No	65.0	23.9	41.7	59.0	70.4	79.7	89.0

19. Have you received a raise in the past two years?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	84.5	88.0	90.7	86.9	83.0	80.8	75.4
No	15.5	12.0	9.3	13.1	17.0	19.2	24.6

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20. How often does your **supervisor** treat you fairly and with respect?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Never	0.6	0.0	0.3	0.5	0.8	1.1	0.0
Rarely	2.2	0.0	1.3	2.3	2.1	3.4	1.4
Sometimes	7.2	1.9	4.6	8.5	6.7	9.9	7.0
Usually	26.8	15.5	24.5	23.8	31.3	28.3	27.3
Always	63.3	82.5	69.3	64.9	59.1	57.3	64.3

21. To what degree do you feel a “sense of belonging” at your workplace?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Not at all	5.5	4.9	4.4	7.0	5.6	5.5	3.4
A little	13.6	5.8	13.5	16.5	13.1	14.2	7.6
Moderately	32.2	43.7	35.1	28.3	32.1	31.7	31.0
A great deal	48.7	45.6	47.0	48.2	49.2	48.6	57.9

AGE DIFFERENCES

COMMUNITY

The following questions are about diversity and inclusion in the broader community

22. How many years have you lived in the Pittsburgh region?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Less than one year	1.8	9.2	4.4	1.4	0.9	0.6	0.3
1-3 years	4.3	22.9	8.6	5.5	1.8	1.4	0.3
3-5 years	4.1	11.0	10.0	3.4	1.2	2.9	0.8
5-10 years	7.8	10.1	18.3	10.1	4.7	2.3	2.4
10-20 years	11.8	7.3	9.7	23.9	13.2	6.6	5.3
More than 20 years	70.1	39.4	48.9	55.7	78.2	86.2	90.9

23. Were you born in the Pittsburgh Region?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	70.3	88.2	83.2	65.0	67.6	73.6	58.8
No	29.7	11.8	16.8	35.0	32.4	26.4	41.2

24. Have you ever lived outside of the Pittsburgh region?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Yes	64.4	62.7	60.8	65.1	68.1	59.9	70.1
No	35.6	37.3	39.2	34.9	31.9	40.1	29.9

25. In general, how welcome do you feel in the Pittsburgh region?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very welcome	65.6	72.2	63.3	60.0	65.5	64.6	80.1
Somewhat welcome	29.4	27.8	30.7	32.5	30.9	29.7	18.4
Not very welcome	5.0	0.0	6.0	7.6	3.6	5.7	1.5

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26. Compared to other places you've lived, how do you think the Pittsburgh region compares as a welcoming place?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Much more welcoming	28.1	30.0	23.0	24.9	31.6	29.0	34.3
Somewhat more welcoming	35.1	38.9	39.6	36.0	32.4	31.3	35.8
Somewhat less welcoming	14.8	15.6	16.7	17.4	14.5	15.0	6.8
Much less welcoming	8.8	2.2	8.9	12.6	8.0	9.4	4.5
No different	13.2	13.3	11.7	9.1	13.6	15.2	18.5

How much do you agree or disagree with the following statements?

27. "The Pittsburgh region is a place that welcomes and embraces racially and ethnically diverse people."

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Strongly agree	20.6	21.3	16.6	17.7	20.7	24.0	25.1
Agree somewhat	47.6	53.7	47.9	44.4	47.5	47.6	50.8
Disagree somewhat	22.3	19.4	24.6	23.2	22.7	21.1	18.7
Strongly disagree	9.5	5.6	10.9	14.7	9.1	7.2	5.3

AGE DIFFERENCES

28. “The Pittsburgh region is a place that welcomes and embraces diversity in general.”

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Strongly agree	21.3	28.4	17.9	17.7	21.1	23.6	27.0
Agree somewhat	47.7	46.8	47.6	45.8	47.0	49.0	49.7
Disagree somewhat	22.2	20.2	24.9	22.7	23.1	20.5	19.3
Strongly disagree	8.8	4.6	9.6	13.9	8.9	6.9	4.0

29. How easy or difficult is it for you to find people you're happy socializing with?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very easy	31.0	30.6	28.6	27.3	32.3	32.0	36.7
Generally easy	51.0	51.9	49.8	49.8	50.3	51.6	55.0
Generally difficult	14.4	14.8	17.6	17.3	13.4	13.5	7.3
Very difficult	3.6	2.8	4.0	5.5	4.0	2.9	1.1

30. Would you recommend the Pittsburgh region as a place to live?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Definitely yes	60.5	53.2	58.1	54.4	60.9	62.7	72.2
Probably yes	28.8	36.7	31.5	31.8	27.9	26.6	23.0
Probably not	8.3	8.3	8.6	10.1	9.3	7.8	3.5
Definitely not	2.4	1.8	1.9	3.6	1.9	2.9	1.3

AGE DIFFERENCES

31. In thinking about the Pittsburgh region as a whole, how racially and ethnically diverse would you say it is? Would you say...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very diverse	26.2	22.0	18.8	19.9	26.9	33.2	34.9
Somewhat diverse	57.5	59.6	60.0	55.8	59.4	55.1	56.3
Not at all diverse	16.3	18.3	21.2	24.3	13.7	11.7	8.8

32. Now think about the neighborhood or community where you live. How racially and ethnically diverse would you say it is? Would you say...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very diverse	18.8	23.9	18.2	17.8	15.4	20.6	23.3
Somewhat diverse	52.2	45.9	48.1	49.6	55.5	54.8	53.2
Not at all diverse	29.0	30.3	33.7	32.6	29.1	24.7	23.5

33. How important is it for you to live in a racially and ethnically diverse neighborhood?

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Very important	24.8	33.0	26.9	30.5	21.5	20.6	25.1
Somewhat important	42.9	36.7	42.3	40.4	46.6	43.1	42.0
Not important	32.3	30.3	30.8	29.1	31.9	36.3	32.9

34. About how many of your neighbors would you say you know? Would you say you know...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Most of them	19.1	4.6	11.4	19.3	21.4	23.5	22.8
Many of them	31.1	14.7	20.5	34.2	34.7	33.3	38.4
A few of them	41.7	59.6	54.9	36.5	37.6	39.2	34.4
None or almost none of them	8.1	21.1	13.2	10.0	6.4	4.0	4.3

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35. Over the last 12 months, about how often have you invited someone of another racial or ethnic background to your home for a social gathering? Would you say...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Just about every week	6.1	20.0	9.2	6.8	5.4	3.5	2.2
Just about every month	11.3	22.9	16.3	13.9	8.4	7.7	7.9
Several times during the last 12 months	35.7	28.6	36.4	37.0	36.1	34.5	36.2
Once during the last 12 months	21.4	15.2	17.8	19.5	23.9	23.9	22.9
Never	25.5	13.3	20.4	22.8	26.2	30.3	30.8

36. Over the last 12 months, about how often have you been to the home of someone of another racial or ethnic background for a social gathering? Would you say...

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
Just about every week	4.8	19.6	6.6	7.1	2.7	2.9	1.6
Just about every month	9.4	22.4	15.6	9.8	8.1	5.2	6.0
Several times during the last 12 months	33.3	30.8	34.5	36.8	33.8	32.2	27.4
Once during the last 12 months	24.7	17.8	23.9	22.0	27.3	24.8	26.8
Never	27.8	9.3	19.4	24.2	28.1	34.9	38.2

AGE DIFFERENCES

37. In considering your future, which of the following factors might cause you to leave the Pittsburgh region? Please rank the following from most important/likely (1) to least important/likely (6/7).

- Lack of advancement / wages in career
- Lack of appreciation / respect for me in my career
- To be closer to family
- Inadequate social network
- Feeling disconnected from the community
- Relocating partner
- Other

Lack of advancement / wages in career

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	29.3	35.3	39.4	39.6	29.7	19.0	8.6
2	19.6	27.5	23.0	20.5	22.4	15.4	11.3
3	20.7	19.6	19.1	20.6	22.0	23.6	14.0
4	10.5	8.8	8.3	6.4	11.0	13.8	14.7
5	7.5	3.9	5.6	5.2	5.5	10.8	14.7
6	8.7	3.9	3.7	5.7	6.3	12.1	24.3
7 least important	3.8	1.0	0.9	2.0	3.2	5.2	12.3

Lack of appreciation / respect for me in my career

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	6.0	10.8	5.2	5.2	5.9	7.6	4.0
2	21.3	23.5	23.5	27.2	24.5	16.0	9.1
3	19.1	19.6	23.8	20.8	19.9	15.6	12.1
4	24.0	15.7	22.4	26.0	22.7	27.2	21.2
5	16.1	19.6	14.4	9.9	15.8	18.7	25.9
6	11.3	9.8	8.6	10.2	8.6	12.4	23.2
7 least important	2.2	1.0	2.2	0.7	2.6	2.4	4.4

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To be closer to family

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	22.9	13.7	13.6	16.6	20.6	32.4	41.5
2	19.2	19.6	15.2	16.4	20.5	22.1	22.7
3	14.6	12.7	14.6	18.0	16.3	11.3	12.4
4	11.5	16.7	12.7	9.7	12.8	11.5	8.0
5	9.7	9.8	9.8	13.3	9.5	7.9	7.0
6	17.3	22.5	29.6	20.0	15.6	10.2	4.3
7 least important	4.8	4.9	4.6	6.0	4.6	4.6	4.0

Inadequate social network

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	2.6	6.9	3.1	2.9	2.1	1.6	3.0
2	6.9	5.9	6.8	6.5	4.0	7.2	14.5
3	14.8	18.6	14.4	13.3	11.0	16.1	23.2
4	22.4	23.5	25.0	22.8	20.3	21.4	22.2
5	30.8	29.4	31.0	32.0	34.5	29.3	23.2
6	19.2	10.8	17.9	20.0	23.2	20.7	10.8
7 least important	3.3	4.9	1.9	2.5	4.7	3.7	3.0

Feeling disconnected from the community

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	2.3	2.0	2.2	2.2	1.9	2.1	4.0
2	6.3	7.8	5.6	6.1	4.4	7.1	10.1
3	14.4	12.7	12.2	9.4	12.9	16.8	27.2
4	20.9	18.6	21.9	24.5	20.9	16.5	23.2
5	27.0	27.5	30.6	30.1	25.5	26.9	16.4
6	24.6	30.4	24.7	25.0	27.5	24.0	16.1
7 least important	4.6	1.0	2.9	2.7	6.7	6.8	3.0

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Relocating partner

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	24.4	21.6	30.2	26.1	27.4	18.6	16.0
2	22.8	12.7	22.8	20.7	19.9	28.8	23.2
3	13.1	13.7	13.8	15.0	14.0	11.4	9.2
4	8.9	15.7	8.5	9.4	8.9	8.0	8.5
5	8.3	8.8	8.7	8.4	8.2	6.6	11.6
6	17.0	21.6	14.2	17.0	16.6	18.3	19.1
7 least important	5.5	5.9	1.9	3.5	4.9	8.3	11.9

Other

	Overall	24 & under	25-34	35-44	45-54	55-64	65 or older
1 most important	37.5	37.0	28.8	27.4	35.7	44.6	45.5
2	12.7	11.1	15.1	10.1	12.9	9.6	19.5
3	11.1	11.1	10.3	11.3	11.6	13.7	5.2
4	6.2	3.7	5.5	4.8	9.6	5.1	5.8
5	2.7	3.7	0.7	4.8	3.2	1.9	3.2
6	7.0	3.7	6.2	8.3	6.8	7.3	6.5
7 least important	22.4	29.6	33.6	32.7	20.1	17.2	13.6