

PITTSBURGH REGIONAL DIVERSITY SURVEY RESULTS

EDUCATION DIFFERENCES

Sample sizes:

| Education | Frequency | Percent |
|---------------------------------|-----------|---------|
| HS grad or less | 138 | 3.9 |
| Some college | 657 | 18.7 |
| Bachelor's degree | 1333 | 37.9 |
| Master's degree | 1053 | 30.0 |
| Doctoral or professional degree | 332 | 9.3 |

Employment status – currently employed:

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 86.8 | 70.3 | 83.6 | 90.1 | 88.1 | 82.2 |
| No | 13.2 | 29.7 | 16.4 | 9.9 | 11.9 | 17.8 |

Geography (overall survey sample):

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

EDUCATION DIFFERENCES

WORKPLACE

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

| | Overall | Hs grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 77.2 | 67.0 | 69.5 | 79.3 | 79.0 | 81.3 |
| No | 8.0 | 11.3 | 10.2 | 5.9 | 8.7 | 8.8 |
| Don't know | 14.8 | 21.6 | 20.3 | 14.8 | 12.3 | 9.9 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Not at all committed | 4.9 | 6.2 | 7.0 | 3.0 | 5.3 | 7.7 |
| Slightly committed | 15.6 | 3.1 | 12.1 | 15.0 | 19.3 | 16.8 |
| Moderately committed | 29.4 | 24.7 | 25.6 | 30.3 | 30.3 | 31.5 |
| Very committed | 50.1 | 66.0 | 55.3 | 51.7 | 45.1 | 44.0 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Not at all committed | 5.3 | 7.3 | 6.8 | 3.7 | 5.5 | 8.1 |
| Slightly committed | 15.9 | 6.3 | 13.0 | 14.8 | 19.6 | 17.2 |
| Moderately committed | 30.0 | 25.0 | 27.8 | 29.5 | 32.6 | 29.7 |
| Very committed | 48.8 | 61.5 | 52.4 | 52.0 | 42.2 | 45.1 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Not at all committed | 10.4 | 9.4 | 11.9 | 9.2 | 9.4 | 16.3 |
| Slightly committed | 17.0 | 11.5 | 17.2 | 15.5 | 19.8 | 15.2 |
| Moderately committed | 32.5 | 29.2 | 29.1 | 33.5 | 34.4 | 29.3 |
| Very committed | 40.2 | 50.0 | 41.9 | 41.8 | 36.4 | 39.3 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Not at all committed | 8.7 | 9.6 | 10.4 | 6.3 | 9.6 | 12.5 |
| Slightly committed | 17.9 | 11.7 | 17.8 | 17.1 | 19.5 | 18.7 |
| Moderately committed | 31.9 | 27.7 | 28.9 | 31.8 | 34.2 | 32.2 |
| Very committed | 41.4 | 51.1 | 42.9 | 44.8 | 36.7 | 36.6 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Not at all committed | 7.5 | 6.4 | 8.9 | 6.2 | 7.6 | 10.7 |
| Slightly committed | 18.2 | 8.5 | 19.9 | 16.2 | 20.0 | 21.4 |
| Moderately committed | 32.3 | 35.1 | 29.9 | 31.6 | 35.8 | 27.3 |
| Very committed | 41.9 | 50.0 | 41.4 | 46.0 | 36.7 | 40.6 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 61.2 | 56.7 | 58.2 | 61.7 | 61.7 | 64.8 |
| No | 23.1 | 25.8 | 21.7 | 20.9 | 26.1 | 24.2 |
| Don't know | 15.7 | 17.5 | 20.1 | 17.4 | 12.2 | 11.0 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 81.9 | 70.9 | 79.6 | 84.8 | 81.3 | 79.0 |
| No | 15.7 | 18.2 | 17.9 | 12.2 | 17.3 | 20.5 |
| Don't know | 2.4 | 10.9 | 2.5 | 3.0 | 1.4 | 0.6 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 46.0 | 30.2 | 37.4 | 51.0 | 45.6 | 48.0 |
| No | 32.2 | 24.0 | 28.6 | 27.9 | 40.2 | 33.7 |
| Don't know | 21.8 | 45.8 | 33.9 | 21.1 | 14.3 | 18.3 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 69.7 | 60.7 | 61.0 | 70.2 | 75.6 | 64.1 |
| No | 29.6 | 39.3 | 37.6 | 29.2 | 23.9 | 35.1 |
| Don't know | 0.7 | 0.0 | 1.5 | 0.7 | 0.5 | 0.8 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 64.2 | 49.0 | 53.9 | 65.8 | 69.5 | 65.2 |
| No | 10.0 | 7.3 | 11.3 | 7.4 | 11.7 | 14.3 |
| Don't know | 25.8 | 43.8 | 34.7 | 26.7 | 18.9 | 20.5 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|--------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very diverse | 29.7 | 50.0 | 42.8 | 30.2 | 21.6 | 21.6 |
| Somewhat diverse | 54.8 | 43.8 | 46.2 | 55.5 | 59.7 | 55.7 |
| Not at all diverse | 15.6 | 6.3 | 11.0 | 14.3 | 18.8 | 22.7 |

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

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Strongly agree | 67.4 | 55.2 | 58.6 | 67.7 | 72.1 | 72.1 |
| Agree somewhat | 26.5 | 40.6 | 32.7 | 27.0 | 22.5 | 21.0 |
| Disagree somewhat | 2.6 | 2.1 | 4.8 | 2.4 | 1.9 | 1.5 |
| Strongly disagree | 3.5 | 2.1 | 3.9 | 2.9 | 3.5 | 5.5 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Strongly agree | 6.9 | 14.6 | 8.7 | 5.9 | 5.8 | 8.9 |
| Agree somewhat | 22.3 | 27.1 | 24.4 | 25.0 | 18.2 | 18.1 |
| Disagree somewhat | 28.3 | 21.9 | 29.8 | 28.5 | 28.7 | 25.8 |
| Strongly disagree | 42.5 | 36.5 | 37.0 | 40.6 | 47.2 | 47.2 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very satisfied | 47.9 | 48.4 | 44.0 | 49.7 | 46.4 | 52.7 |
| Somewhat satisfied | 38.5 | 35.8 | 40.7 | 38.2 | 39.8 | 31.9 |
| Somewhat dissatisfied | 9.8 | 9.5 | 11.2 | 9.1 | 9.7 | 9.9 |
| Very dissatisfied | 3.8 | 6.3 | 4.1 | 3.0 | 4.0 | 5.5 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----------------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| A great advantage | 3.1 | 3.1 | 2.9 | 2.5 | 3.4 | 5.1 |
| A moderate advantage | 11.6 | 9.4 | 9.0 | 11.3 | 12.9 | 14.7 |
| A moderate disadvantage | 12.8 | 5.2 | 9.5 | 13.2 | 14.8 | 13.2 |
| A great disadvantage | 4.6 | 3.1 | 5.9 | 3.7 | 5.0 | 5.1 |
| Would not make a difference | 67.9 | 79.2 | 72.7 | 69.4 | 63.9 | 61.9 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|---------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| A great deal | 5.6 | 4.2 | 5.5 | 4.5 | 6.9 | 6.2 |
| Somewhat | 13.0 | 3.1 | 11.6 | 12.5 | 14.9 | 15.0 |
| Only a little | 8.9 | 3.1 | 7.6 | 7.7 | 11.3 | 11.0 |
| Not at all | 72.5 | 89.6 | 75.3 | 75.3 | 66.9 | 67.8 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 34.8 | 30.0 | 25.7 | 40.8 | 37.1 | 21.9 |
| No | 65.2 | 70.0 | 74.3 | 59.2 | 62.9 | 78.1 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Yes | 84.5 | 86.7 | 84.1 | 86.3 | 85.0 | 74.8 |
| No | 15.5 | 13.3 | 15.9 | 13.7 | 15.0 | 25.2 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Never | 0.7 | 3.1 | 0.7 | 0.3 | 0.3 | 2.2 |
| Rarely | 2.1 | 3.1 | 2.7 | 1.6 | 2.3 | 2.2 |
| Sometimes | 7.4 | 6.3 | 9.9 | 6.0 | 6.9 | 10.0 |
| Usually | 26.7 | 21.9 | 28.2 | 24.3 | 28.8 | 29.2 |
| Always | 63.2 | 65.6 | 58.4 | 67.8 | 61.7 | 56.5 |

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

| | Overall | HS grad or less | Some college | Bachelor’s degree | Master’s degree | Doctoral or professional degree |
|--------------|---------|--------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Not at all | 5.5 | 4.2 | 6.4 | 5.2 | 5.0 | 7.3 |
| A little | 13.9 | 15.6 | 15.5 | 12.3 | 13.7 | 17.9 |
| Moderately | 32.3 | 29.2 | 31.8 | 32.6 | 34.4 | 26.7 |
| A great deal | 48.3 | 51.0 | 46.4 | 50.0 | 46.9 | 48.0 |

EDUCATION DIFFERENCES

COMMUNITY QUESTIONS

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

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----------------------|---------|--------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Less than one year | 1.8 | 0.0 | 1.2 | 2.4 | 1.7 | 1.5 |
| 1-3 years | 4.2 | 0.0 | 0.9 | 5.9 | 4.2 | 5.7 |
| 3-5 years | 4.1 | 0.7 | 2.0 | 4.6 | 5.6 | 2.4 |
| 5-10 years | 7.9 | 2.9 | 3.5 | 8.3 | 11.2 | 6.3 |
| 10-20 years | 11.9 | 4.4 | 7.5 | 10.8 | 16.0 | 15.4 |
| More than 20 years | 70.2 | 92.0 | 84.9 | 68.1 | 61.3 | 68.7 |

23. Were you born in the Pittsburgh Region?

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----|---------|--------------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Yes | 70.0 | 88.7 | 80.7 | 72.3 | 62.7 | 50.9 |
| No | 30.0 | 11.3 | 19.3 | 27.7 | 37.3 | 49.1 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----|---------|--------------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Yes | 64.4 | 35.3 | 50.6 | 64.6 | 73.5 | 81.7 |
| No | 35.6 | 64.7 | 49.4 | 35.4 | 26.5 | 18.3 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very welcome | 65.4 | 67.3 | 61.9 | 69.2 | 62.2 | 66.1 |
| Somewhat welcome | 29.7 | 26.5 | 33.1 | 27.9 | 30.9 | 28.6 |
| Not very welcome | 4.9 | 6.1 | 5.0 | 2.9 | 6.9 | 5.4 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|---------------------------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Pittsburgh is much more welcoming | 28.1 | 42.0 | 31.0 | 28.9 | 26.8 | 22.9 |
| Pittsburgh is somewhat more welcoming | 34.6 | 34.0 | 29.9 | 37.2 | 33.4 | 35.7 |
| Pittsburgh is somewhat less welcoming | 15.0 | 8.0 | 13.5 | 14.1 | 16.6 | 16.4 |
| Pittsburgh is much less welcoming | 8.8 | 6.0 | 9.0 | 6.1 | 11.5 | 10.7 |
| Pittsburgh is no different | 13.4 | 10.0 | 16.6 | 13.7 | 11.7 | 14.3 |

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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 | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Strongly agree | 20.4 | 42.2 | 28.6 | 20.7 | 14.5 | 13.3 |
| Agree somewhat | 47.7 | 43.7 | 45.5 | 50.9 | 46.2 | 45.2 |
| Disagree somewhat | 22.2 | 9.6 | 16.5 | 21.1 | 27.2 | 27.4 |
| Strongly disagree | 9.7 | 4.4 | 9.3 | 7.3 | 12.1 | 14.2 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Strongly agree | 21.1 | 43.7 | 27.8 | 21.5 | 15.5 | 14.8 |
| Agree somewhat | 47.7 | 44.4 | 45.4 | 51.3 | 46.2 | 44.0 |
| Disagree somewhat | 22.2 | 7.4 | 18.0 | 20.5 | 27.2 | 27.7 |
| Strongly disagree | 8.9 | 4.4 | 8.7 | 6.7 | 11.0 | 13.6 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|---------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very easy | 31.0 | 41.2 | 31.3 | 32.1 | 28.1 | 30.5 |
| Generally easy | 51.0 | 43.4 | 52.1 | 51.7 | 51.3 | 48.0 |
| Generally difficult | 14.4 | 11.0 | 12.2 | 14.1 | 16.0 | 16.0 |
| Very difficult | 3.6 | 4.4 | 4.3 | 2.0 | 4.6 | 5.4 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|----------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Definitely yes | 60.3 | 60.6 | 54.8 | 62.7 | 60.2 | 61.6 |
| Probably yes | 28.9 | 29.2 | 32.6 | 29.1 | 27.2 | 26.0 |
| Probably not | 8.4 | 8.0 | 9.6 | 6.4 | 9.5 | 10.6 |
| Definitely not | 2.5 | 2.2 | 3.0 | 1.9 | 3.1 | 1.8 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|--------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very diverse | 26.1 | 56.6 | 40.0 | 25.8 | 17.1 | 15.7 |
| Somewhat diverse | 57.6 | 40.4 | 51.0 | 59.9 | 59.2 | 63.9 |
| Not at all diverse | 16.3 | 2.9 | 9.0 | 14.3 | 23.7 | 20.5 |

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 | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|--------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Very diverse | 18.9 | 36.0 | 23.0 | 17.6 | 17.1 | 14.5 |
| Somewhat diverse | 52.1 | 50.0 | 56.6 | 53.3 | 48.8 | 50.0 |
| Not at all diverse | 29.0 | 14.0 | 20.4 | 29.1 | 34.1 | 35.5 |

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

| | Overall | HS grad of less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-----------------------|---------|--------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Very important | 24.8 | 19.0 | 25.5 | 20.7 | 28.6 | 30.1 |
| Somewhat important | 43.0 | 32.8 | 36.2 | 44.8 | 46.5 | 42.2 |
| Not important | 32.2 | 48.2 | 38.2 | 34.6 | 25.0 | 27.7 |

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

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|--------------------------------------|---------|--------------------|-----------------|----------------------|--------------------|---------------------------------------|
| Most of them | 19.1 | 21.7 | 21.8 | 16.9 | 19.8 | 19.4 |
| Many of them | 31.2 | 29.7 | 29.8 | 31.2 | 31.3 | 34.2 |
| A few of them | 41.6 | 42.0 | 39.3 | 44.1 | 41.0 | 38.2 |
| None or almost none of them | 8.1 | 6.5 | 9.2 | 7.8 | 7.9 | 8.2 |

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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 | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|---|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Just about every week | 6.0 | 5.1 | 7.1 | 7.0 | 4.7 | 4.6 |
| Just about every month | 11.3 | 5.9 | 8.0 | 12.2 | 12.9 | 11.0 |
| Several times during the last 12 months | 35.9 | 21.3 | 34.0 | 36.0 | 37.4 | 40.2 |
| Once during the last 12 months | 21.3 | 27.9 | 19.3 | 21.6 | 21.8 | 19.5 |
| Never | 25.6 | 39.7 | 31.5 | 23.2 | 23.2 | 24.7 |

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 | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|---|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| Just about every week | 4.7 | 3.6 | 4.6 | 6.0 | 4.1 | 2.4 |
| Just about every month | 9.5 | 6.6 | 7.9 | 10.9 | 9.4 | 9.2 |
| Several times during the last 12 months | 33.3 | 20.4 | 31.2 | 35.2 | 33.2 | 35.8 |
| Once during the last 12 months | 24.5 | 24.8 | 24.5 | 22.6 | 26.6 | 25.1 |
| Never | 28.0 | 44.5 | 31.8 | 25.5 | 26.7 | 27.5 |

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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 | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 29.4 | 14.4 | 25.3 | 31.4 | 32.0 | 26.9 |
| 2 | 19.5 | 13.5 | 17.4 | 19.0 | 21.3 | 22.1 |
| 3 | 20.6 | 22.5 | 19.9 | 22.2 | 19.9 | 17.0 |
| 4 | 10.6 | 19.8 | 14.3 | 9.9 | 8.3 | 9.6 |
| 5 | 7.5 | 8.1 | 9.8 | 5.9 | 7.2 | 11.1 |
| 6 | 8.6 | 15.3 | 8.5 | 8.2 | 8.3 | 8.9 |
| 7 least important | 3.7 | 6.3 | 4.9 | 3.3 | 3.1 | 4.4 |

Lack of appreciation / respect for me in my career

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 6.0 | 3.6 | 4.2 | 5.3 | 5.8 | 15.1 |
| 2 | 21.5 | 14.4 | 17.0 | 22.5 | 24.2 | 19.5 |
| 3 | 19.1 | 15.3 | 19.1 | 19.9 | 20.5 | 12.5 |
| 4 | 23.9 | 28.8 | 27.8 | 23.4 | 22.5 | 21.0 |
| 5 | 16.0 | 20.7 | 17.7 | 15.6 | 14.4 | 18.4 |
| 6 | 11.3 | 14.4 | 11.9 | 10.8 | 10.8 | 12.1 |
| 7 least important | 2.2 | 2.7 | 2.4 | 2.4 | 1.9 | 1.5 |

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To be closer to family

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 23.0 | 38.7 | 26.6 | 21.9 | 21.5 | 18.8 |
| 2 | 19.1 | 18.0 | 22.1 | 20.9 | 15.4 | 18.5 |
| 3 | 14.5 | 14.4 | 16.7 | 14.0 | 12.9 | 18.5 |
| 4 | 11.6 | 5.4 | 7.5 | 10.8 | 14.0 | 17.7 |
| 5 | 9.8 | 8.1 | 10.1 | 8.9 | 11.1 | 8.9 |
| 6 | 17.1 | 7.2 | 11.7 | 18.8 | 20.0 | 15.1 |
| 7 least important | 4.9 | 8.1 | 5.4 | 4.7 | 5.1 | 2.6 |

Inadequate social network

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 2.6 | 2.7 | 1.9 | 2.5 | 3.0 | 2.9 |
| 2 | 6.9 | 11.8 | 6.1 | 6.3 | 7.5 | 7.3 |
| 3 | 14.7 | 9.1 | 13.3 | 14.1 | 15.6 | 19.4 |
| 4 | 22.3 | 21.8 | 21.8 | 22.7 | 22.0 | 22.7 |
| 5 | 31.0 | 30.9 | 29.5 | 32.5 | 30.7 | 28.2 |
| 6 | 19.2 | 20.0 | 23.2 | 18.5 | 18.3 | 17.2 |
| 7 least important | 3.3 | 3.6 | 4.2 | 3.3 | 3.0 | 2.2 |

Feeling disconnected from the community

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 2.3 | 4.5 | 2.6 | 2.0 | 2.4 | 1.5 |
| 2 | 6.2 | 6.3 | 7.1 | 5.2 | 6.6 | 7.3 |
| 3 | 14.5 | 21.6 | 15.2 | 13.9 | 13.7 | 15.4 |
| 4 | 20.9 | 13.5 | 19.0 | 21.1 | 23.3 | 17.9 |
| 5 | 26.8 | 20.7 | 25.3 | 28.4 | 27.3 | 23.8 |
| 6 | 24.7 | 25.2 | 23.7 | 25.9 | 23.0 | 27.1 |
| 7 least important | 4.6 | 8.1 | 7.1 | 3.4 | 3.6 | 7.0 |

EDUCATION DIFFERENCES

Relocating partner

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 24.1 | 16.4 | 23.1 | 26.4 | 24.3 | 18.8 |
| 2 | 22.8 | 30.9 | 24.8 | 22.2 | 21.7 | 21.3 |
| 3 | 13.0 | 13.6 | 12.9 | 12.1 | 13.7 | 14.7 |
| 4 | 9.0 | 7.3 | 8.1 | 10.3 | 8.2 | 9.2 |
| 5 | 8.4 | 9.1 | 7.4 | 8.4 | 8.6 | 9.2 |
| 6 | 17.2 | 13.6 | 18.1 | 16.6 | 17.2 | 19.1 |
| 7 least important | 5.5 | 9.1 | 5.6 | 4.0 | 6.4 | 7.7 |

Other

| | Overall | HS grad or less | Some college | Bachelor's degree | Master's degree | Doctoral or professional degree |
|-------------------|---------|-----------------|--------------|-------------------|-----------------|---------------------------------|
| 1 most important | 37.5 | 41.5 | 37.8 | 36.1 | 35.1 | 47.4 |
| 2 | 12.8 | 11.3 | 13.4 | 13.8 | 11.2 | 13.4 |
| 3 | 11.3 | 7.5 | 7.9 | 13.5 | 12.8 | 9.3 |
| 4 | 6.2 | 7.5 | 4.7 | 6.6 | 6.4 | 7.2 |
| 5 | 2.7 | 5.7 | 2.0 | 2.2 | 3.2 | 3.1 |
| 6 | 6.8 | 9.4 | 7.9 | 5.0 | 8.6 | 3.1 |
| 7 least important | 22.4 | 17.0 | 26.0 | 22.3 | 22.4 | 16.5 |