

PITTSBURGH REGIONAL DIVERSITY SURVEY RESULTS

JOB SECTORS

Sample sizes:

Job Sector	Frequency	Percent
Educational Services	286	11.2
Finance & Insurance	902	35.4
Health Care & Social Assistance	340	13.4
Information	111	4.4
Other Services	328	12.9
Professional, Scientific, & Technical Services	298	11.7
Public Administration	159	6.2
Utilities	122	4.8

	Overall	Hispanic	White, Non-Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Black, Non-Hispanic	Multi-Racial, Non-Hispanic
Educational Services	11.5	11.0	11.5	10.7	0.0	11.0	14.6
Finance & Insurance	35.5	26.4	37.1	50.7	0.0	26.5	33.3
Health Care & Social Assistance	13.3	16.5	13.4	4.0	0.0	14.0	12.5
Information	4.4	5.5	3.9	12.0	0.0	4.8	8.3
Other Services	12.6	12.1	10.9	8.0	100.0	23.2	12.5
Professional, Scientific, & Technical Services	11.8	18.7	12.2	13.3	0.0	7.4	10.4
Public Administration	6.2	6.6	5.6	1.3	0.0	10.7	4.2
Utilities	4.7	3.3	5.4	0.0	0.0	2.4	4.2

GEOGRAPHY DIFFERENCES

Geography (overall sample):

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

Employment status – currently employed:

	Yes
Educational Services	100.0
Finance & Insurance	100.0
Health Care & Social Assistance	100.0
Information	100.0
Other Services	100.0
Professional, Scientific, & Technical Services	100.0
Public Administration	100.0
Utilities	100.0

GEOGRAPHY DIFFERENCES

WORKPLACE

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

	Yes	No	Don't know
Overall	79.2	7.0	13.9
Educational Services	73.4	7.7	18.9
Finance & Insurance	92.9	1.9	5.2
Health Care & Social Assistance	74.1	6.5	19.4
Information	72.1	10.8	17.1
Other Services	67.6	14.1	18.3
Professional, Scientific, & Technical Services	71.4	10.8	17.8
Public Administration	61.0	15.1	23.9
Utilities	85.2	1.6	13.1

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

	Not at all committed	Slightly committed	Moderately committed	Very committed
Overall	4.2	14.9	29.5	51.4
Educational Services	7.0	18.6	34.4	40.0
Finance & Insurance	1.4	9.1	27.0	62.5
Health Care & Social Assistance	3.3	16.6	32.5	47.6
Information	5.4	17.1	32.4	45.0
Other Services	4.9	18.1	28.5	48.5
Professional, Scientific, & Technical Services	7.8	18.2	31.1	42.9
Public Administration	9.0	28.2	30.1	32.7
Utilities	2.5	9.1	23.1	65.3

GEOGRAPHY DIFFERENCES

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

	Not at all committed	Slightly committed	Moderately committed	Very committed
Overall	4.5	15.5	30.0	50.1
Educational Services	5.6	22.8	33.0	38.6
Finance & Insurance	1.6	8.8	26.6	63.0
Health Care & Social Assistance	5.0	16.8	35.7	42.5
Information	5.5	18.2	28.2	48.2
Other Services	5.5	19.7	30.8	44.0
Professional, Scientific, & Technical Services	8.1	18.2	30.4	43.2
Public Administration	9.6	26.9	33.3	30.1
Utilities	3.3	9.0	25.4	62.3

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

	Not at all committed	Slightly committed	Moderately committed	Very committed
Overall	9.5	16.9	32.9	40.7
Educational Services	9.5	17.9	34.7	37.9
Finance & Insurance	6.3	14.7	34.0	45.1
Health Care & Social Assistance	8.1	22.2	30.8	38.9
Information	12.8	13.8	38.5	34.9
Other Services	10.9	16.1	30.4	42.5
Professional, Scientific, & Technical Services	15.8	21.9	28.8	33.6
Public Administration	15.8	17.7	35.4	31.0
Utilities	6.7	8.3	34.2	50.8

GEOGRAPHY DIFFERENCES

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

	Not at all committed	Slightly committed	Moderately committed	Very committed
Overall	7.6	17.1	32.7	42.5
Educational Services	8.5	20.1	35.9	35.6
Finance & Insurance	3.5	12.9	32.9	50.7
Health Care & Social Assistance	5.4	23.1	31.8	39.6
Information	11.9	21.1	26.6	40.4
Other Services	9.9	17.7	32.3	40.1
Professional, Scientific, & Technical Services	14.0	16.4	32.8	36.9
Public Administration	17.8	22.9	33.1	26.1
Utilities	4.2	13.4	31.9	50.4

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

	Not at all committed	Slightly committed	Moderately committed	Very committed
Overall	6.5	17.8	33.0	42.8
Educational Services	6.7	21.4	36.8	35.1
Finance & Insurance	2.9	12.9	32.1	52.1
Health Care & Social Assistance	5.4	22.5	37.1	35.0
Information	9.0	18.9	30.6	41.4
Other Services	8.0	18.6	34.1	39.3
Professional, Scientific, & Technical Services	12.6	17.7	28.7	41.0
Public Administration	12.7	29.3	31.8	26.1
Utilities	5.9	14.3	30.3	49.6

GEOGRAPHY DIFFERENCES

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

	Yes	No	Don't know
Overall	64.2	20.4	15.4
Educational Services	60.8	26.9	12.2
Finance & Insurance	81.3	5.9	12.9
Health Care & Social Assistance	65.9	19.4	14.7
Information	49.1	27.3	23.6
Other Services	46.8	34.9	18.3
Professional, Scientific, & Technical Services	47.8	34.3	17.8
Public Administration	37.3	43.0	19.6
Utilities	77.0	6.6	16.4

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

	Yes	No	Don't know
Overall	81.8	15.9	2.3
Educational Services	76.9	20.8	2.3
Finance & Insurance	85.8	11.6	2.6
Health Care & Social Assistance	81.7	16.5	1.8
Information	74.1	25.9	0.0
Other Services	77.1	18.3	4.6
Professional, Scientific, & Technical Services	81.0	17.6	1.4
Public Administration	66.1	33.9	0.0
Utilities	83.0	14.9	2.1

GEOGRAPHY DIFFERENCES

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

	Yes	No	Don't know
Overall	49.0	29.3	21.7
Educational Services	31.5	44.1	24.5
Finance & Insurance	83.0	7.7	9.3
Health Care & Social Assistance	23.5	37.6	38.8
Information	47.3	28.2	24.5
Other Services	26.9	47.1	26.0
Professional, Scientific, & Technical Services	40.5	40.2	19.3
Public Administration	15.8	60.1	24.1
Utilities	34.7	17.4	47.9

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

	Yes	No	Don't know
Overall	70.3	29.0	0.7
Educational Services	46.7	53.3	0.0
Finance & Insurance	81.8	17.5	0.7
Health Care & Social Assistance	48.8	46.3	5.0
Information	61.5	38.5	0.0
Other Services	55.7	44.3	0.0
Professional, Scientific, & Technical Services	62.5	37.5	0.0
Public Administration	40.0	60.0	0.0
Utilities	38.1	61.9	0.0

GEOGRAPHY DIFFERENCES

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

	Yes	No	Don't know
Overall	65.9	8.4	25.8
Educational Services	69.2	9.4	21.3
Finance & Insurance	76.6	1.9	21.6
Health Care & Social Assistance	56.2	10.3	33.5
Information	59.5	10.8	29.7
Other Services	58.0	13.2	28.8
Professional, Scientific, & Technical Services	55.7	15.9	28.4
Public Administration	57.6	15.2	27.2
Utilities	68.6	5.8	25.6

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

	Very diverse	Somewhat diverse	Not at all diverse
Overall	30.5	55.3	14.2
Educational Services	18.5	60.1	21.3
Finance & Insurance	34.1	55.9	10.0
Health Care & Social Assistance	36.3	52.8	10.9
Information	25.2	54.1	20.7
Other Services	28.7	56.9	14.4
Professional, Scientific, & Technical Services	26.3	52.2	21.5
Public Administration	23.3	56.6	20.1
Utilities	45.8	49.2	5.0

GEOGRAPHY DIFFERENCES

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

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

	Strongly agree	Agree somewhat	Disagree somewhat	Strongly disagree
Overall	68.0	26.0	2.6	3.4
Educational Services	76.8	18.2	1.8	3.2
Finance & Insurance	69.0	25.7	2.1	3.1
Health Care & Social Assistance	69.7	23.2	3.2	3.8
Information	69.1	24.5	0.9	5.5
Other Services	67.4	25.2	4.0	3.4
Professional, Scientific, & Technical Services	62.0	33.0	2.0	3.0
Public Administration	69.2	25.8	1.9	3.1
Utilities	49.2	40.2	6.6	4.1

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

	Strongly agree	Agree somewhat	Disagree somewhat	Strongly disagree
Overall	6.8	22.4	28.6	42.3
Educational Services	3.2	16.5	28.8	51.6
Finance & Insurance	6.4	26.0	30.9	36.8
Health Care & Social Assistance	7.1	21.2	26.0	45.7
Information	7.2	21.6	19.8	51.4
Other Services	7.4	19.1	28.3	45.2
Professional, Scientific, & Technical Services	6.7	24.5	29.2	39.6
Public Administration	6.3	19.6	25.9	48.1
Utilities	16.4	20.5	28.7	34.4

GEOGRAPHY DIFFERENCES

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

	Very satisfied	Somewhat satisfied	Somewhat dissatisfied	Very dissatisfied
Overall	48.5	38.4	9.6	3.6
Educational Services	49.3	37.3	9.2	4.2
Finance & Insurance	50.5	40.0	7.9	1.7
Health Care & Social Assistance	45.6	40.8	8.9	4.7
Information	44.5	40.9	11.8	2.7
Other Services	43.7	38.5	11.7	6.2
Professional, Scientific, & Technical Services	55.4	33.1	8.4	3.0
Public Administration	32.9	41.1	19.0	7.0
Utilities	59.0	29.5	7.4	4.1

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

	A great advantage	A moderate advantage	A moderate disadvantage	A great disadvantage	Would not make a difference
Overall	2.9	11.6	13.4	4.4	67.7
Educational Services	4.2	16.5	9.8	2.8	66.7
Finance & Insurance	2.6	11.2	16.4	3.7	66.2
Health Care & Social Assistance	2.1	10.9	14.2	4.1	68.7
Information	2.7	13.5	9.0	4.5	70.3
Other Services	4.6	11.6	10.7	4.9	68.2
Professional, Scientific, & Technical Services	2.0	11.1	9.1	5.4	72.4
Public Administration	3.1	9.4	18.2	9.4	59.7
Utilities	1.6	7.4	13.1	4.1	73.8

GEOGRAPHY DIFFERENCES

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

	A great deal	Somewhat	Only a little	Not at all
Overall	5.3	13.5	8.8	72.3
Educational Services	3.9	14.7	9.1	72.3
Finance & Insurance	4.5	13.3	9.8	72.5
Health Care & Social Assistance	4.7	13.3	10.3	71.7
Information	2.7	15.5	5.5	76.4
Other Services	6.8	15.4	6.8	71.0
Professional, Scientific, & Technical Services	6.7	9.8	9.4	74.1
Public Administration	11.3	17.6	7.5	63.5
Utilities	4.1	9.9	5.8	80.2

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

	Yes	No
Overall	34.9	65.1
Educational Services	21.6	78.4
Finance & Insurance	47.1	52.9
Health Care & Social Assistance	23.6	76.4
Information	33.0	67.0
Other Services	28.4	71.6
Professional, Scientific, & Technical Services	32.9	67.1
Public Administration	31.5	68.5
Utilities	30.5	69.5

GEOGRAPHY DIFFERENCES

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

	Yes	No
Overall	85.3	14.7
Educational Services	84.1	15.9
Finance & Insurance	92.2	7.8
Health Care & Social Assistance	81.9	18.1
Information	79.6	20.4
Other Services	79.7	20.3
Professional, Scientific, & Technical Services	80.8	19.2
Public Administration	72.6	27.4
Utilities	90.9	9.1

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

	Never	Rarely	Sometimes	Usually	Always
Overall	0.6	2.2	7.1	25.8	64.3
Educational Services	0.3	2.4	10.1	34.3	52.8
Finance & Insurance	0.1	1.2	5.1	20.4	73.1
Health Care & Social Assistance	0.3	2.7	8.8	33.3	54.9
Information	0.9	0.9	6.3	25.2	66.7
Other Services	0.9	4.6	8.6	24.5	61.3
Professional, Scientific, & Technical Services	1.4	1.0	6.1	24.9	66.6
Public Administration	1.9	5.0	10.7	35.2	47.2
Utilities	0.8	0.8	4.1	18.2	76.0

GEOGRAPHY DIFFERENCES

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

	Not at all	A little	Moderately	A great deal
Overall	5.4	13.1	33.0	48.6
Educational Services	4.5	16.1	34.6	44.8
Finance & Insurance	3.2	9.9	36.6	50.3
Health Care & Social Assistance	4.1	17.7	31.6	46.6
Information	4.5	14.4	34.2	46.8
Other Services	9.2	11.0	31.0	48.8
Professional, Scientific, & Technical Services	6.1	12.5	27.6	53.9
Public Administration	13.2	18.2	33.3	35.2
Utilities	5.8	15.7	22.3	56.2

GEOGRAPHY 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?

	Less than one year	1-3 years	3-5 years	5-10 years	10-20 years	More than 20 years
Overall	1.7	4.4	4.5	8.5	12.4	68.5
Educational Services	3.2	5.3	4.6	8.8	14.7	63.5
Finance & Insurance	1.4	4.9	5.2	9.1	13.2	66.1
Health Care & Social Assistance	1.2	3.2	2.9	7.6	10.9	74.1
Information	1.8	3.6	5.4	12.6	16.2	60.4
Other Services	2.4	4.0	2.7	7.6	12.2	71.0
Professional, Scientific, & Technical Services	2.4	4.7	5.4	9.8	10.5	67.2
Public Administration	0.0	6.3	7.0	6.3	10.1	70.3
Utilities	0.8	0.8	1.7	4.1	9.9	82.6

23. Were you born in the Pittsburgh Region?

	Yes	No
Overall	70.9	29.1
Educational Services	62.1	37.9
Finance & Insurance	73.2	26.8
Health Care & Social Assistance	71.3	28.7
Information	58.8	41.2
Other Services	71.3	28.7
Professional, Scientific, & Technical Services	66.4	33.6
Public Administration	75.8	24.2
Utilities	84.1	15.9

GEOGRAPHY DIFFERENCES

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

	Yes	No
Overall	64.0	36.0
Educational Services	67.0	33.0
Finance & Insurance	64.2	35.8
Health Care & Social Assistance	61.6	38.4
Information	67.1	32.9
Other Services	61.9	38.1
Professional, Scientific, & Technical Services	71.1	28.9
Public Administration	61.7	38.3
Utilities	53.1	46.9

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

	Very welcome	Somewhat welcome	Not very welcome
Overall	64.6	30.6	4.8
Educational Services	61.1	35.1	3.8
Finance & Insurance	70.3	25.7	4.0
Health Care & Social Assistance	61.0	34.6	4.4
Information	62.7	30.1	7.2
Other Services	56.7	35.3	8.0
Professional, Scientific, & Technical Services	68.3	27.4	4.3
Public Administration	50.5	42.2	7.3
Utilities	72.5	27.5	0.0

GEOGRAPHY DIFFERENCES

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

	Pittsburgh is much more welcoming	Pittsburgh is somewhat more welcoming	Pittsburgh is somewhat less welcoming	Pittsburgh is much less welcoming	Pittsburgh is no different
Overall	27.9	33.7	15.4	9.4	13.6
Educational Services	24.5	43.4	15.1	7.5	9.4
Finance & Insurance	30.0	33.4	15.6	7.0	14.0
Health Care & Social Assistance	23.2	32.5	18.4	10.5	15.4
Information	28.9	37.3	7.2	8.4	18.1
Other Services	23.8	30.5	15.2	16.1	14.3
Professional, Scientific, & Technical Services	34.8	31.3	11.3	9.1	13.5
Public Administration	23.9	28.4	23.9	17.4	6.4
Utilities	29.0	31.9	15.9	1.4	21.7

GEOGRAPHY DIFFERENCES

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.”

	Strongly agree	Agree somewhat	Disagree somewhat	Strongly disagree
Overall	20.4	47.9	21.5	10.1
Educational Services	16.1	42.3	28.7	12.9
Finance & Insurance	22.7	53.7	17.6	6.1
Health Care & Social Assistance	21.5	44.4	26.2	7.9
Information	15.5	47.3	23.6	13.6
Other Services	19.4	40.4	24.7	15.4
Professional, Scientific, & Technical Services	18.5	53.9	16.8	10.8
Public Administration	13.3	37.3	28.5	20.9
Utilities	32.8	48.7	12.6	5.9

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

	Strongly agree	Agree somewhat	Disagree somewhat	Strongly disagree
Overall	21.0	48.0	21.6	9.4
Educational Services	14.7	44.1	28.7	12.6
Finance & Insurance	23.5	53.2	17.8	5.5
Health Care & Social Assistance	21.5	44.2	26.3	8.0
Information	20.0	44.5	23.6	11.8
Other Services	17.9	43.8	23.8	14.5
Professional, Scientific, & Technical Services	21.1	51.3	18.1	9.4
Public Administration	13.9	38.0	28.5	19.6
Utilities	33.3	48.3	12.5	5.8

GEOGRAPHY DIFFERENCES

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

	Very easy	Generally easy	Generally difficult	Very difficult
Overall	31.0	50.4	15.0	3.7
Educational Services	22.1	56.8	16.5	4.6
Finance & Insurance	33.3	52.4	11.5	2.8
Health Care & Social Assistance	32.9	43.2	21.2	2.6
Information	28.8	52.3	15.3	3.6
Other Services	24.6	52.6	17.2	5.5
Professional, Scientific, & Technical Services	35.6	48.3	12.1	4.0
Public Administration	25.8	45.9	23.3	5.0
Utilities	43.8	43.0	9.9	3.3

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

	Definitely yes	Probably yes	Probably not	Definitely not
Overall	59.9	28.9	8.6	2.6
Educational Services	57.9	31.9	8.1	2.1
Finance & Insurance	65.2	25.1	7.7	2.0
Health Care & Social Assistance	56.8	30.0	10.9	2.4
Information	60.4	32.4	5.4	1.8
Other Services	52.6	32.1	11.6	3.7
Professional, Scientific, & Technical Services	64.4	26.2	6.0	3.4
Public Administration	45.9	37.1	11.9	5.0
Utilities	60.7	31.1	7.4	0.8

GEOGRAPHY DIFFERENCES

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

	Very diverse	Somewhat diverse	Not at all diverse
Overall	25.0	58.1	16.9
Educational Services	16.1	64.6	19.3
Finance & Insurance	25.2	59.4	15.3
Health Care & Social Assistance	29.2	59.0	11.8
Information	23.6	60.9	15.5
Other Services	26.0	52.9	21.1
Professional, Scientific, & Technical Services	23.2	58.7	18.1
Public Administration	20.1	50.3	6.7
Utilities	42.9	50.4	6.7

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

	Very diverse	Somewhat diverse	Not at all diverse
Overall	18.3	52.1	29.5
Educational Services	16.5	54.7	28.8
Finance & Insurance	16.9	51.7	31.4
Health Care & Social Assistance	21.0	54.1	24.9
Information	19.8	53.2	27.0
Other Services	18.8	52.3	28.9
Professional, Scientific, & Technical Services	18.1	48.3	33.6
Public Administration	20.1	51.6	28.3
Utilities	21.8	52.1	26.1

GEOGRAPHY DIFFERENCES

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

	Very important	Somewhat important	Not important
Overall	24.4	42.8	32.8
Educational Services	35.4	46.0	18.6
Finance & Insurance	18.5	45.2	36.4
Health Care & Social Assistance	24.4	45.6	30.0
Information	24.3	43.2	32.4
Other Services	30.8	37.2	32.0
Professional, Scientific, & Technical Services	23.2	40.6	36.2
Public Administration	36.5	40.9	22.6
Utilities	11.7	32.5	55.8

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

	Most of them	Many of them	A few of them	None or almost none of them
Overall	18.3	29.9	43.3	8.4
Educational Services	18.0	32.5	43.1	6.4
Finance & Insurance	17.9	30.6	42.8	8.7
Health Care & Social Assistance	16.8	30.6	44.1	8.5
Information	17.4	29.4	44.0	9.2
Other Services	16.0	28.0	45.5	10.5
Professional, Scientific, & Technical Services	18.2	28.6	45.8	7.4
Public Administration	18.9	28.9	42.8	9.4
Utilities	33.6	27.0	33.6	5.7

GEOGRAPHY DIFFERENCES

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...

	Just about every week	Just about every month	Several times during the last 12 months	Once during the last 12 months	Never
Overall	6.5	11.9	36.1	21.1	24.5
Educational Services	6.0	11.0	35.0	21.6	26.5
Finance & Insurance	5.5	11.5	37.1	23.8	22.1
Health Care & Social Assistance	4.5	11.9	39.2	20.8	23.7
Information	10.0	9.1	32.7	24.5	23.6
Other Services	7.5	12.5	36.1	15.6	28.3
Professional, Scientific, & Technical Services	9.2	13.2	30.8	19.3	27.5
Public Administration	8.9	17.8	35.0	18.5	19.7
Utilities	4.2	6.7	39.2	20.8	29.2

GEOGRAPHY DIFFERENCES

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...

	Just about every week	Just about every month	Several times during the last 12 months	Once during the last 12 months	Never
Overall	4.9	10.1	34.6	23.4	27.0
Educational Services	2.8	11.7	33.9	24.4	27.2
Finance & Insurance	5.1	8.6	36.2	26.0	24.1
Health Care & Social Assistance	2.7	10.1	34.9	22.5	29.9
Information	7.3	8.3	33.9	22.0	28.4
Other Services	6.5	11.2	33.9	20.8	27.6
Professional, Scientific, & Technical Services	6.8	11.6	32.0	19.7	29.9
Public Administration	5.7	14.0	30.6	24.2	25.5
Utilities	2.5	8.5	38.1	19.5	31.4

GEOGRAPHY 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

	1 most important	2	3	4	5	6	7 least important
Overall	32.2	20.7	21.8	10.1	6.9	6.3	2.1
Educational Services	29.5	19.7	24.0	9.1	9.1	7.1	1.6
Finance & Insurance	37.9	20.6	19.7	9.5	5.6	5.3	1.5
Health Care & Social Assistance	23.5	24.8	19.5	13.0	10.7	5.9	2.6
Information Other	32.7	21.8	23.8	9.9	5.0	5.0	2.0
Services	31.3	19.1	21.2	10.4	6.6	9.0	2.4
Professional, Scientific, & Technical Services	28.7	19.2	26.4	10.0	6.9	6.5	2.3
Public Administration	33.3	12.6	27.9	12.6	4.5	4.5	4.5
Utilities	32.2	20.7	21.8	10.1	6.9	6.3	2.1

GEOGRAPHY DIFFERENCES

Lack of appreciation / respect for me in my career

	1 most important	2	3	4	5	6	7 least important
Overall	6.0	23.0	20.3	24.8	14.9	9.3	1.6
Educational Services	6.6	23.3	18.3	24.5	15.2	10.1	1.9
Finance & Insurance	5.1	25.7	22.7	24.9	12.9	7.3	1.5
Health Care & Social Assistance	7.2	16.7	19.3	23.9	16.7	14.4	2.0
Information	7.9	20.8	20.8	28.7	12.9	7.9	1.0
Other Services	4.9	21.3	19.9	24.0	16.7	11.1	2.1
Professional, Scientific, & Technical Services	6.5	22.2	19.5	24.9	15.3	10.0	1.5
Public Administration	9.0	22.8	17.9	22.8	20.0	6.2	1.4
Utilities	3.6	28.8	16.2	28.8	13.5	8.1	0.9

To be closer to family

	1 most important	2	3	4	5	6	7 least important
Overall	21.5	19.2	14.5	11.8	10.1	18.2	4.8
Educational Services	20.0	18.4	14.1	11.4	11.0	18.0	7.1
Finance & Insurance	19.9	19.6	14.5	12.2	9.7	20.4	3.8
Health Care & Social Assistance	23.5	20.9	15.7	11.1	9.5	14.1	5.2
Information	15.8	25.7	19.8	6.9	11.9	15.8	4.0
Other Services	23.7	16.7	11.1	11.1	12.5	20.2	4.5
Professional, Scientific, & Technical Services	24.6	18.5	15.4	13.5	6.9	15.8	5.4
Public Administration	18.6	15.9	14.5	15.2	9.0	20.7	6.2
Utilities	27.0	19.8	13.5	9.0	12.6	13.5	4.5

GEOGRAPHY DIFFERENCES

Inadequate social network

	1 most important	2	3	4	5	6	7 least important
Overall	2.7	6.1	14.0	21.9	31.4	20.5	3.4
Educational Services	2.7	6.6	16.3	19.5	32.7	18.7	3.5
Finance & Insurance	2.8	4.4	14.4	21.8	32.7	21.5	2.4
Health Care & Social Assistance	2.0	10.5	15.1	24.3	25.7	18.1	4.3
Information	4.0	5.9	11.9	21.8	30.7	24.8	1.0
Other Services	2.8	5.6	10.8	26.0	30.9	19.4	4.5
Professional, Scientific, & Technical Services	4.2	5.8	12.7	18.5	36.3	18.1	4.2
Public Administration	2.1	7.8	14.2	22.7	26.2	24.8	2.1
Utilities	0.0	5.4	15.3	17.1	32.4	23.4	6.3

Feeling disconnected from the community

	1 most important	2	3	4	5	6	7 least important
Overall	1.9	5.2	12.7	21.2	28.2	26.2	4.7
Educational Services	3.5	4.7	11.7	25.4	23.8	27.0	3.9
Finance & Insurance	1.1	4.3	10.1	20.7	31.9	27.6	4.4
Health Care & Social Assistance	2.0	5.6	15.7	19.0	28.1	23.2	6.5
Information	2.0	5.0	9.9	26.7	28.7	21.8	5.9
Other Services	3.1	6.9	18.3	20.1	24.9	21.8	4.8
Professional, Scientific, & Technical Services	1.9	5.8	9.2	21.9	26.2	30.8	4.2
Public Administration	1.4	4.8	18.6	22.1	26.9	22.1	4.1
Utilities	0.9	6.4	13.8	16.5	25.7	33.0	3.7

GEOGRAPHY DIFFERENCES

Relocating partner

	1 most important	2	3	4	5	6	7 least important
Overall	24.4	22.6	13.4	8.9	8.1	17.9	4.7
Educational Services	25.8	22.7	13.3	8.6	8.2	18.0	3.5
Finance & Insurance	24.8	22.2	15.4	9.8	7.0	16.8	4.0
Health Care & Social Assistance	27.3	18.8	12.2	7.2	8.2	22.4	3.9
Information	28.0	19.0	12.0	5.0	10.0	21.0	5.0
Other Services	22.8	25.6	12.6	6.3	8.8	17.2	6.7
Professional, Scientific, & Technical Services	22.3	25.4	13.8	10.0	8.1	16.9	3.5
Public Administration	21.5	21.5	8.3	9.7	10.4	17.4	11.1
Utilities	19.8	25.2	11.7	14.4	9.9	14.4	4.5

Other

	1 most important	2	3	4	5	6	7 least important
Overall	36.9	11.5	11.6	5.4	2.6	6.2	25.7
Educational Services	40.5	16.5	8.9	6.3	1.3	5.1	21.5
Finance & Insurance	32.1	12.7	13.1	5.4	2.3	5.0	29.4
Health Care & Social Assistance	42.2	9.2	8.3	5.5	4.6	7.3	22.9
Information	33.3	6.7	6.7	3.3	3.3	13.3	33.3
Other Services	32.7	15.0	17.8	6.5	0.0	4.7	23.4
Professional, Scientific, & Technical Services	39.7	11.5	10.3	5.1	2.6	7.7	21.8
Public Administration	43.1	5.2	13.8	3.4	5.2	5.2	24.1
Utilities	40.5	4.8	4.8	4.8	4.8	9.5	31.0