Q1. Below is a list of policies that companies can institute to eliminate racism and advance racial equity in their workplace. How important are each of these policies in supporting a diverse, equitable, and inclusive workplace?

	Very important	Somewhat important	Not very important	Not important at all
Commit to paying all employees a living wage that covers the local cost of food, housing, and medical care.	51%	33%	8%	7%
Provide accessible grievance mechanisms for employees to report harassment or discrimination without fear of retaliation.	47%	35%	11%	7%
Analyze wages by race, ethnicity, and gender, and address any pay discrepancies to ensure equal pay for equal work.	39%	35%	14%	13%
Fund local education and create apprenticeship and scholarship programs to support more diverse hiring.	35%	40%	14%	11%
Tie company executive pay to their progress and job performance in meeting diversity and inclusion goals.	31%	42%	15%	12%
Increase business with Black owned suppliers and organizations.	29%	42%	16%	13%
Set appropriate hiring goals then work to attract, retain, and promote Black colleagues.	28%	42%	16%	14%
Implement programs to hire qualified, formerly incarcerated people within the company.	27%	42%	19%	12%
Increase charitable giving, volunteering, and employee gift matching to organizations that support local Black communities.	27%	39%	19%	15%
Examine the ethnic and racial makeup of their workforce, then make the results publicly available.	24%	38%	23%	15%

Q1. Below is a list of policies that companies can institute to eliminate racism and advance racial equity in their workplace. How important are each of these policies in supporting a diverse, equitable, and inclusive workplace? **(% who say Somewhat or Very important)**

	Total	Hispanic	Black (Not Hispanic)	White (Not Hispanic)
Commit to paying all employees a living wage that covers the local cost of food, housing, and medical care.	84%	82%	89%	86%
Provide accessible grievance mechanisms for employees to report harassment or discrimination without fear of retaliation.	83%	79%	88%	83%
Fund local education and create apprenticeship and scholarship programs to support more diverse hiring.	75%	74%	88%	73%
Analyze wages by race, ethnicity, and gender, and address any pay discrepancies to ensure equal pay for equal work.	74%	70%	81%	76%
Tie company executive pay to their progress and job performance in meeting diversity and inclusion goals.	73%	81%	87%	70%
Increase business with Black owned suppliers and organizations.	71%	77%	89%	67%
Set appropriate hiring goals then work to attract, retain, and promote Black colleagues.	70%	73%	81%	68%
Implement programs to hire qualified, formerly incarcerated people within the company.	69%	79%	80%	64%
Increase charitable giving, volunteering, and employee gift matching to organizations that support local Black communities.	66%	73%	85%	62%
Examine the ethnic and racial makeup of their workforce, then make the results publicly available.	62%	60%	77%	60%

Q2. Please indicate which of the following statements comes closer to your views.

	Total	Hispanic	Black (Not Hispanic)	White (Not Hispanic)
Any corporate action or policy enacted in an effort to advance racial equity means nothing without accountability measures in place.	61%	56%	64%	63%
Any corporate action or policy enacted in an effort to advance racial equity shows strong commitment on the part of companies without requiring accountability measures.	39%	44%	36%	37%

Survey Methodology

Survey by JUST Capital. Methodology: Conducted by The Harris Poll, June 25-29, 2020 and based on 2,000 online interviews. Sample: National online adults ages 18 and older.

Respondents are selected among those who have agreed to participate in The Harris Poll surveys. The data is weighted to reflect the composition of the adult population. Results are weighted for age within gender, region, race/ethnicity, household income, education, employment, marital status, and size of household where necessary to align them with their actual proportions in the population. Propensity score weighting is also used to adjust for respondents' propensity to be online.

Because this survey uses an opt-in, non-probability sample based on those who agreed to participate in the online panel, no confidence intervals or margin-of-error estimates can be calculated.